



# MANUFACTURING SUSTAINABILITY

## FROM WITHIN

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CHIEF ESG OFFICER

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# SECTOR CHALLENGES ON TRANSITION TIMES

Meeting **mobility needs**, while ensuring to be **sustainable**,  
for **our & future generations**

E

Mobility & Materials decarbonization



S

New Talent scenario & Contribution to Local Communities

G

New ESG requirements & evolution in the sector's Value Chain

# GESTAMP'S ESG JOURNEY: 20+ YEARS OF STRATEGIC COMMITMENT



Environmental Policy implementation  
ISO 14001



Joined United Nations Global Compact



Governance considerations to Gestamp's Initial Public Offering



Zero Waste certification



ESG Strategic Plan



Creation and implementation of GHSS<sup>(1)</sup>



First Sustainability Report in line with GRI<sup>(2)</sup>



Approval of emission reduction targets by SBTi<sup>(3)</sup>



ArcelorMittal and Gestamp announce partnership



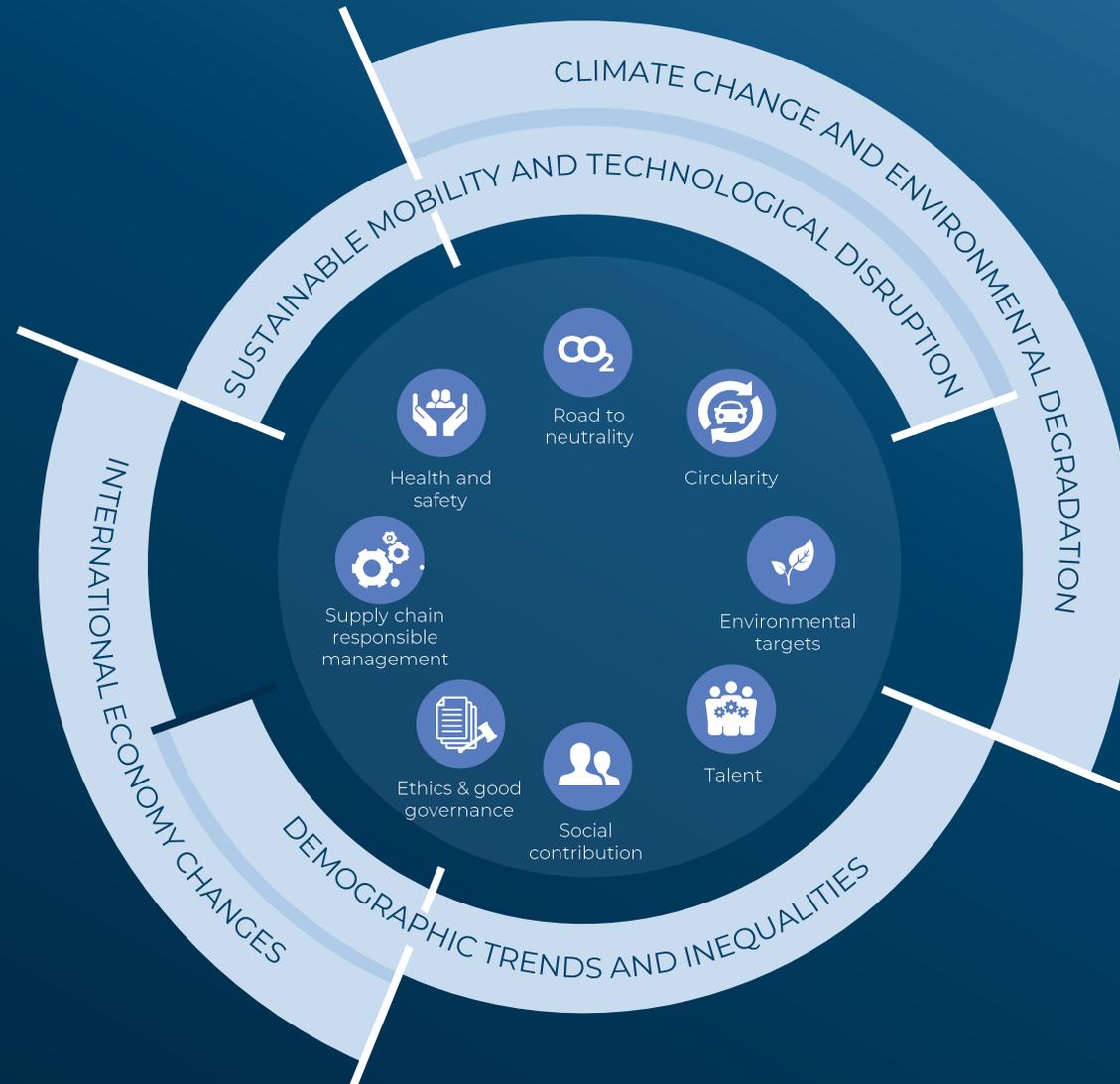
Gestamp acquires a strategic stake in Gescrap



1. GHSS - Gestamp Health & Safety System  
2. GRI - Global Reporting Initiative  
3. SBTi - Science Based Targets Initiative

# GESTAMP IS MANUFACTURING SUSTAINABILITY FROM WITHIN

## ESG STRATEGIC PLAN



E + S + G

# E

**CO<sub>2</sub>**  
**Road to  
neutrality**

  
**Circularity**

  
**Environmental  
targets**



# GESTAMP'S CONTRIBUTION TO SECTOR CHALLENGES

An active role to tackle the sector challenges towards neutrality through a three focus approach



**The way we manufacture**



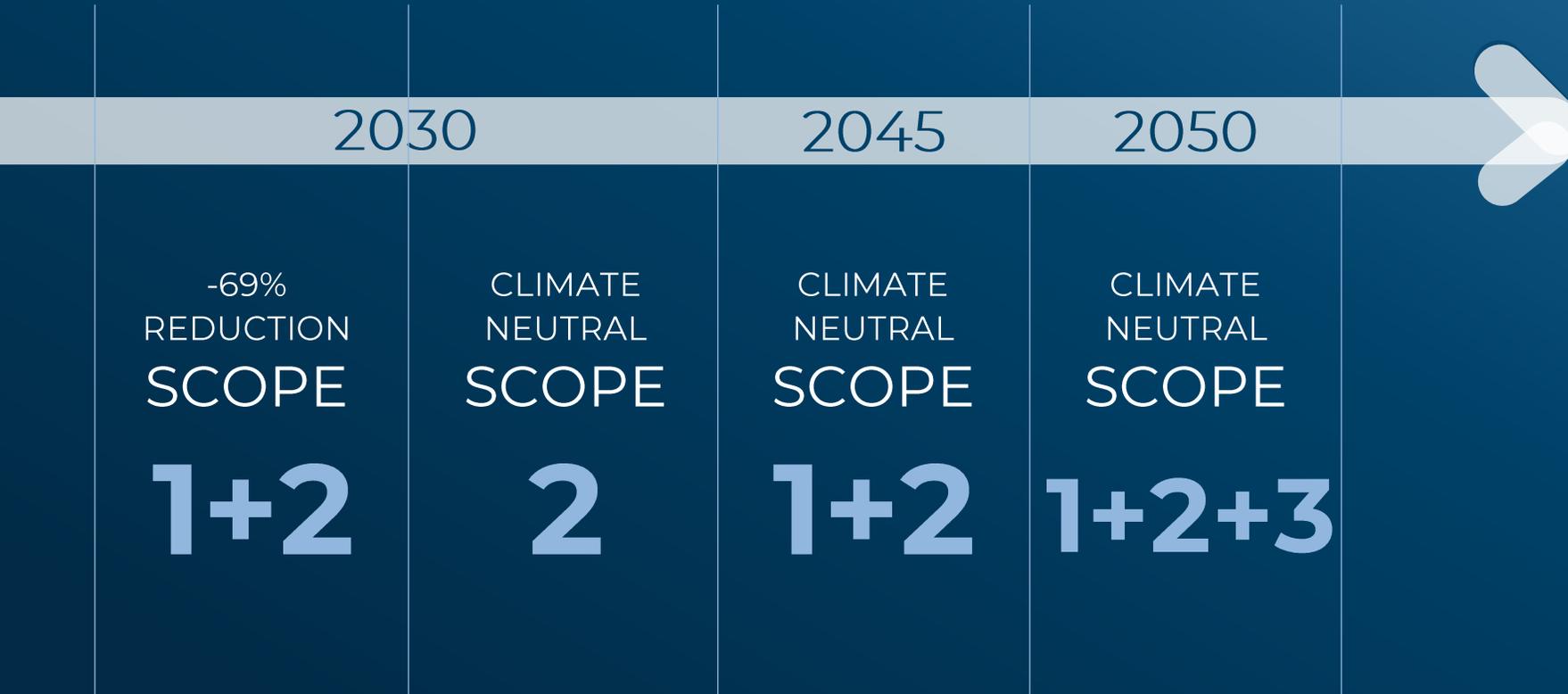
**The raw materials and resources we use for manufacturing**



**The products we manufacture**



# TARGETING CARBON NEUTRALITY...



Gestamp is working to reduce GHG<sup>(1)</sup> emissions in line with the provisions of the Paris Agreement and the requirements of our customers



Note: Base year 2018

1. GHG - Greenhouse Gases  
2. SBTi - Science Based Targets Initiative



# ...BY REDUCING ENERGY AND EMISSIONS INTENSITY OF OPERATIONS

## Electrifying production

Long-term efforts to electrify gas-based processes

**No gas-based processes by 2045**

## Increasing efficiency

Detailed programmes at plant-level to reduce energy use

## Electricity sourcing

Agreements to buy renewable energy at country level

Self-generating renewable electricity

**100% green energy by 2030**

Gestamp has set plant-level initiatives in line with its ESG Strategic Plan and beyond

**-45%**  
REDUCTION

**Scope  
1+2  
2025**

**-69%**  
REDUCTION

**Scope  
1+2  
2030**

**Committed  
2023-2030 Capex**

**40M€<sup>(1)</sup>**

Note: Base year 2018

1. 2023-2030 Capex for electrifying production and energy efficiency measures



# THE IMPORTANCE OF STEEL RECYCLING: LOW CARBON STEEL

Managing the co-existence of linear and circular economy

Steel can be 100% re-melted to produce material of the same quality an infinite amount of times

**Scope  
3**

**EACH TON OF RECYCLED STEEL<sup>(1)</sup>:**

STEEL RECYCLING CONTRIBUTES TO...

## CIRCULAR ECONOMY

More efficient and sustainable products

Decarbonization

Responsible use of raw materials

Industry decarbonization

Material decarbonization

More efficient use of natural resources

Energy savings

Reduces from 2.2t CO<sub>2</sub>/t steel to 0.4t CO<sub>2</sub>/t steel

Saves 40% of water and 70% of energy consumption



**Gestamp consumes 3M Tons of Steel per year**

1. World Steel Association



# GESTAMP APPROACH TO LOW CARBON STEEL

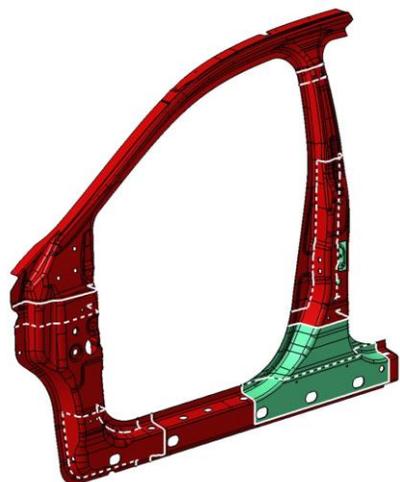
Efficient material use

Circularity

Decarbonized raw materials

## Increasing the recycled content

R&D on **weight reduction** to **save emissions** across vehicle life span



Acquisition of a relevant stake to enter materials value chain and **relentlessly innovating for recycling**



- ✓ Enhance traceability by close loop and **digital solutions**

**Agreements** with our key suppliers and clients

## Homologation

- ✓ Validating **new materials into existing technical** solutions

## GESTAMP AS A KEY PLAYER TO REACH THE NET ZERO CAR



**Health and safety**

An icon depicting two hands, one above the other, holding three stylized human figures. Below the icon, the text "Health and safety" is written in a bold, white, sans-serif font.

**Talent**

An icon showing three interlocking gears of different sizes. Below the icon, the text "Talent" is written in a bold, white, sans-serif font.

**Social contribution**

An icon consisting of two stylized human silhouettes, one slightly larger than the other, representing a group of people. Below the icon, the text "Social contribution" is written in a bold, white, sans-serif font.



# A PLAN THAT PLACES PEOPLE AT ITS CORE

*Creating employment, retaining and attracting the best talent in a safe working environment*

## Tailor-made H&S system

*Working on the prevention of occupational health and safety accidents*



Proprietary system



100% ISO 45001 certified since 2022

## Attracting the best talent for our operations

42,670 employees in 2022...  
...across 24 countries

## Guaranteeing best skills for our customers needs

>1 million training hours & 27.5h/employee in 2022  
Ongoing talent upskill and reskill

### 2025 TARGETS

**GHSS internally audited in 100% of the plants**

**Reduction of 5% in the accident frequency rate**

**Technical training for 100% of the key people involved in new technologies and digitalization**

1. GHSS - Gestamp Health & Safety System



# GENERATING A POSITIVE SOCIAL IMPACT FOR OUR LOCAL COMMUNITIES

Adapting to society's evolving needs

Generating a positive impact on society and local communities

## Social Action aligned with Business Strategy

Gestamp's Social Action Policy, establishes three priority areas of action aligned with the business, to maximize positive social impact, while guaranteeing long-term partnerships



### Education and Training



### Mobility and Transport



### Environment



### Support in Global Humanitarian Crisis

Eastern Europe: humanitarian assistance and counseling to workers and refugees affected by the Ukraine War

Turkey-Syria Earthquake: In-kind and monetary donations made by the Group to support the victims of the tragedy

1. Data refers to the years 2021 and 2022  
2. SDG – Sustainable Development Goal



**Supply chain  
responsible  
management**



**Ethics & good  
governance**



# ACCELERATING GROWTH WITH A RESILIENT SUPPLY CHAIN

From risk management to a partnership to achieve common objectives

## Supply Chain Risk Management

Ensuring that ESG risks are well managed

## Partnerships

Creating strong alliances to achieve ESG goals



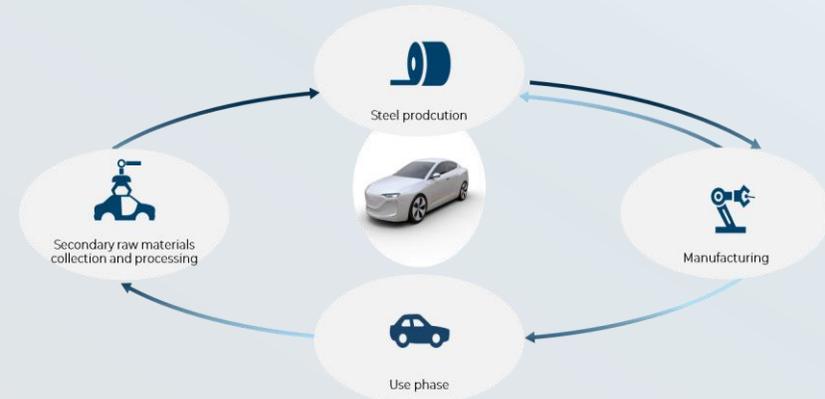
### ESG REQUIREMENTS FOR SUPPLIERS

### 360° SUPPLIER MONITORING

Ethics  
Human rights  
Conflict minerals  
Environmental protection

### ESG SPECIFICATIONS IN PURCHASING CONTRACTS

### COLLABORATION AGREEMENTS WITH KEY SUPPLIERS/PARTNERS





# A LEADING GOVERNANCE SET UP

## Strong independent oversight...



**>2/3**

independent directors  
on key committees



**>50%**

independent directors  
on the board



**>30%**

female directors  
on the board

## ...with family roots and commitment

### Long-term strategic focus



Stable strategic vision...



...fostering a sustainable business

### Strong corporate culture and values



Top-down sustainability buy-in



Highest ethical standards  
commitment

### Relationship building with key stakeholders



Winning stakeholders' trust...



...to establish Gestamp's leadership



# TIGHTLY WOVEN ESG GOVERNANCE, WITH ULTIMATE BOARD ACCOUNTABILITY

## BOARD SUSTAINABILITY COMMITTEE



Strategic Plan approval and transmission of its progress for the Board's approval

## EXECUTIVE CHAIRMAN



## ESG COMMITTEE

Headed by the Executive Chairman supervises the Strategic Plan and monitors its achievement

## ESG DEPARTMENT



Establishes ambition, defines the areas of the strategic plan and ensures its achievement



Strengthened ESG Department, reporting directly to the company's Executive Chairman

EC

Committee focused on sustainability, headed by the Executive Chairman and comprised of senior management

12.5%

Annual Variable Remuneration (Bonus) tied to the achievement of Gestamp's ESG 2025 Strategic Plan

ESG RATINGS

Presence in ESG ratings with scores above the industry average



**GESTAMP**  
**THE ESG**  
**PARTNER**  
**SUPPLIER**

# APPENDIX – ALTERNATIVE PERFORMANCE MEASURES (I)

*This results presentation and any related conference call or webcast (including any related question and answer session) (the "Presentation"), in addition to financial information detailed in the Gestamp Group's financial statements prepared in accordance with International Financial Reporting Standards, contains alternative performance measures ("APMs") as defined in the Guidelines on Alternative Performance Measures published by the European Securities and Markets Authority (ESMA) on October 5, 2015.*

*A breakdown of the explanations and reconciliations of the APMs used in the Presentation, as well as further details about its definitions, can be found, as applicable, in Note 4.6. of the Notes to the Consolidated Financial Statements of the Gestamp Group as of December 31, 2022, in the Management Report of the Gestamp Group corresponding to the first quarter of 2023 as well as in the Presentation itself, available both on Gestamp's corporate website (<https://gestamp.com/Investors-Shareholders/Economic-Financial-information>) and on the website of the National Securities Market Commission (Comisión Nacional del Mercado de Valores) ([www.cnmv.es](http://www.cnmv.es)).*

*Our APMs are described below:*

- ***Backlog:** Represents sales of parts that the company expects to record including production and awarded business, over a period of time*
- ***Sales of Parts:** Revenues excluding revenues from Gescrap, as well as scrap and tooling prototypes*
- ***ROCE:** Return on capital employed calculated as EBIT divided by capital employed minus growth capex for the last 1.5 years*
- ***Capital Employed:** calculated by total assets adjusted for those balance sheet items that do not generate EBIT for the company and minus current liabilities*
  - ***Total Assets adjustments:** Goodwill (excluding Gescrap Goodwill), Patents & Licences, Prepayment, Other NCA, Deferred Tax Liabilities, Other Receivables, Current Income Tax Assets, Receivables from Public Authorities, Cash and Cash Equivalents and Other Current Financial Assets*
  - ***Current Liabilities adjustments:** Short Term debt, Current Tax Liabilities, Payables with Public Authorities, Other Short Term Financial Liabilities, Financial Debts with Associates and Dividends*

# APPENDIX – ALTERNATIVE PERFORMANCE MEASURES (II)

- *Capex: Capital Expenditures calculated as sum of additions to other intangible assets and property, plant and equipment*
- *EBITDA: Earnings before interests, taxes, depreciation and amortization*
- *EBIT: Earnings before interests and taxes*
- *FCF: Change in net debt excluding acquisitions as well as dividends*
- *Leverage: Net Debt to Last-Twelve-Month EBITDA ratio*
- *Net Debt: Total short-term and long-term debt, minus cash and equivalents*
- *Outperformance: Gestamp's organic growth at FX constant, compared to market production volume growth in Gestamp's production footprint according to S&P Global Mobility data for a given period*
- *Weighted Outperformance: Market and Gestamp weighted growth measured with Gestamp's previous year geographical weights as base for the given period*
- *EV (Electric Vehicle): Includes battery electric vehicles (BEV), plug-in hybrid electric vehicles (PHEV), fuel cell electric vehicle (FCEV) and plug-in fuel cell electric vehicle (PFCEV)*