

SUSTAINABILITY POLICY

At Gestamp, we understand **Sustainability** as continuity over time and we believe that to achieve this we need to be aware of our surroundings and respond to the expectations that society and the people around us have of us. For this reason, we pursue economic, environmental and social objectives in equal measure.

We believe in a long-term project, based on honesty, effort and the development of relationships of trust and respect in the different environments where we operate.

Based on these considerations, we have developed this Sustainability Policy which serves as a framework for the establishment of sustainable development goals, as well as certain commitments that affect specific areas of the Group's activities.

Commitments

- **Ethics and business responsibility.** Promote ethical and responsible actions in the organization by facilitating preventive and control mechanisms in order to ensure compliance with the Group's policies and standards, especially the Code of Conduct, the legal framework of the countries where we operate, and assuming at least respect to the rights recognized in the Declaration of Human Rights and in the Principles of the United Nations Global Compact.
- **Financial strength and long-term focus.** Ensure sustained economic growth over time, based on trust and lasting relationships with customers, financial soundness, profitability and prudence in risk management.
- **Operational excellence.** To foster efficiency and continuous improvement in management and operations with the aim of optimizing the Group's resources (processes, technology and human talent) and offering products and services of higher quality.
- **Innovation.** Invest in research and development to increase our ability to provide value-added solutions to our customers, especially in reducing weight and improving vehicle safety.

- **People.** Promote stable and quality employment in a safe and healthy work environment based on respect and equal opportunities, as well as the personal and professional development of the people who are part of the Group.
- **Environment.** Minimize the environmental impact of our activity, seeking the highest level of efficiency and continuous improvement of the procedures established in environmental management systems.
- **Society.** Contribute to create value in the different communities in which we operate and promote initiatives of our own or in collaboration with other organizations to achieve the United Nations Sustainable Development Goals.
- **Dialogue with stakeholders.** Maintain channels of communication and dialogue with all stakeholders to meet their needs and expectations.
- **Transparency and accountability.** Provide transparent, truthful and rigorous information to our stakeholders.

Sustainability Committee