

# CELSA Group in Spain, passion for circularity

## PROGRESS IN CELSA GROUP IN SPAIN SUSTAINABILITY, 2022:

CELSA Spain is part of CELSA Group™, we are a company leader in Europe in the production of low-emission circular steel, we produce steel in the most sustainable way possible, in electric arc furnaces (EAF) from the recycling of ferrous scrap.



**2.5 Mt**  
Steel production



**3**  
Steel mill



**6**  
Rolling mill



% Vertical integration

**33.2%** **19.0%**  
Upstream integration Downstream integration

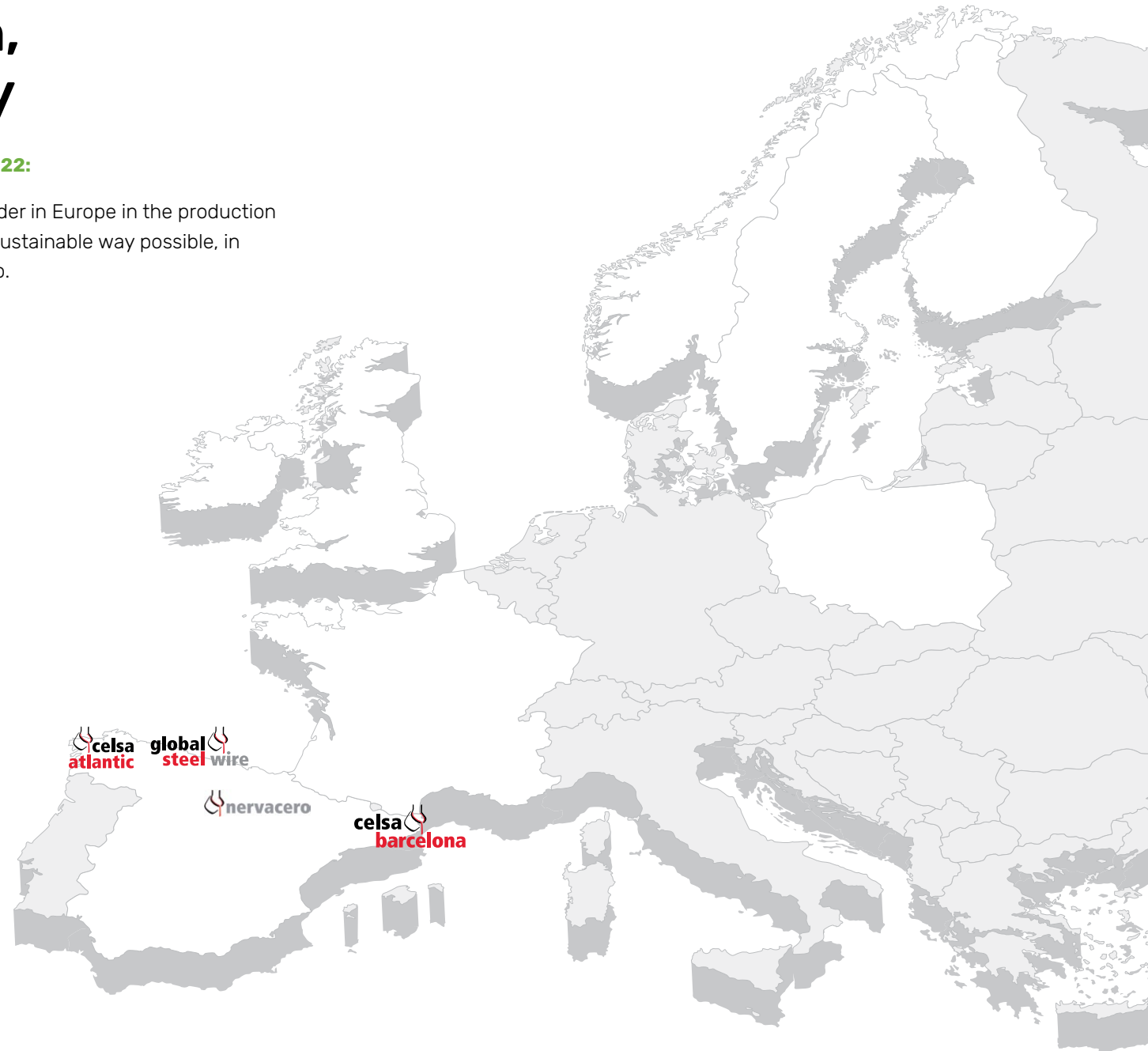


**3,327 M€**  
Turnover



Staff  
**4,544**

- directly employed workers: 3,462
- subcontracted workers: 1,082



# KEY FIGURES, 2022

## 1. COMMITMENT TO CLIMATE

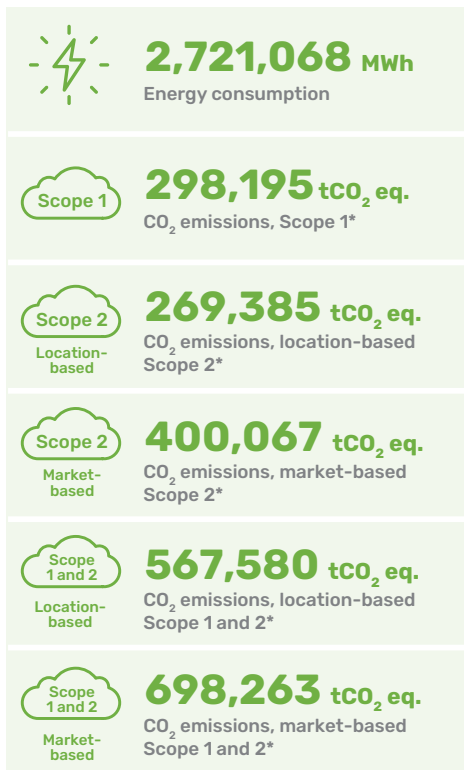


We are working to be a **Net Positive** company by **2050**

### GOALS

**2030:** Reduce CO<sub>2</sub> emissions in Scope 1 and 2 by 50%, compared to 2021.

**2050:** To be CO<sub>2</sub> neutral in scopes 1, 2 and 3.



\* Emission data calculated by GHG Protocol.

## 2. COMMITMENT TO CIRCULARITY

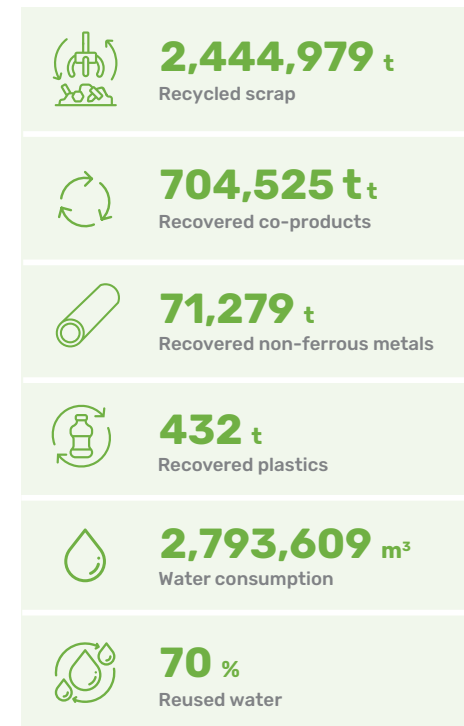


We are firmly committed to the valorization and use of the waste generated during the steelmaking process to promote the circular economy.

### GOALS

**2030:** To be 98% circular.

**2050:** zero waste; to be 100% circular.



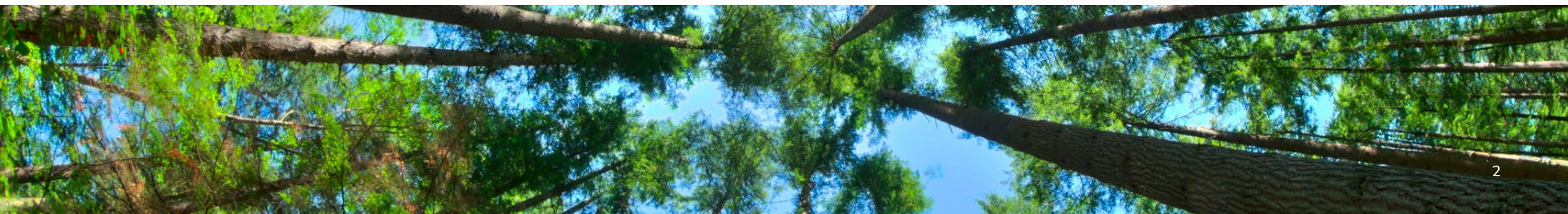
### MILESTONES

**93.6%** of the final product is made from recycled steel.

All steel contained in the products manufactured by CELSA Spain is fully recyclable.

By manufacturing steel from scrap instead of iron, we reduce water consumption by around **40%**.

Data extracted from the Celsa Group's 2022 Sustainability Report verified by a third party.



### 3. COMMITMENT TO THE TALENT, SAFETY AND HEALTH OF THE TEAM

**3** GOOD HEALTH AND WELL-BEING  


**8** DECENT WORK AND ECONOMIC GROWTH  


We guarantee salaries commensurate with the importance of the positions held by our professional team, their level of commitment and training, and above the market.

Our commitment to health and safety is transversal and extends to all our relationship groups.

#### GOALS 2025

Reduce the Global Frequency Index (FI) to 2.5.

Reduce the Potentially Serious or Fatal Injury Frequency Rate (PSIFFI) to 0.25.



6.04

Accident frequency rate (directly employed workers and subcontracted employees)



93.3%

% of employees with permanent contracts (FTE)



2.49 M€

Investment in training

### 4. COMMITMENT TO EQUALITY AND DIVERSITY

**5** GENDER EQUALITY  


**8** DECENT WORK AND ECONOMIC GROWTH  


We have been implementing equality policies and action plans for many years to reverse the traditional masculinized trend in the sector. We believe in people, in their capabilities and in their values.

#### GOALS 2030

To have 30% women in the workforce.

Incorporate environmental, social and governance (ESG) criteria in the people development tools.



10.5%

Proportion of women in the workforce (FTE)



52

Employees with disabilities



0

Discrimination cases

#### MILESTONES

The average number of training hours per employee has been 34.84 hours/employee.

The training on human rights and the Code of Conduct was provided to 23 of our employees.

Our average of seniority is about 14 years.

Our voluntary turnover rate is 7.9%, below the average of the sector.

#### MILESTONES

We increased the representation of women by 9.8% in the past five years.

Data extracted from the Celsa Group's 2022 Sustainability Report verified by a third party.



## 5. COMMITMENT TO THE COMMUNITY



We act with full respect for the local cultures of the countries and territories where we operate. We encourage communication with all stakeholders to achieve a sustainable and beneficial activity for society.

### GOALS 2023

Work on a social action plan with a focus on talent and impact on local communities.



## 6. COMMITMENT TO THE VALUE CHAIN

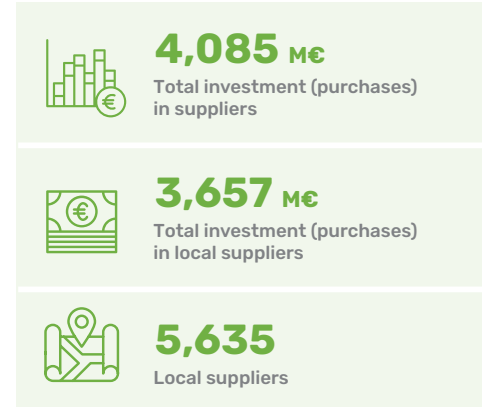


We include social and environmental criteria in our supplier contracting processes.

### GOALS

2023: Develop a risk map that can be aligned with sustainability challenges.

2025: Develop a supplier portal to ensure compliance with future due diligence.



### MILESTONES

We invested 1,129 k€ in community projects (1.2% more than in 2021).

We have invested 0.13% of the Group's total profit for 2022 in community projects.

### MILESTONES

CELSA Group™ includes social and environmental criteria in its supplier procurement processes.

During 2022, 90% of our purchases are made from local supplier companies in the territories where we have a presence. We have increased by 30% compared to 2021.

Data extracted from the Celsa Group's 2022 Sustainability Report verified by a third party.



## 7. COMMITMENT TO THE SENSE OF LEGACY



### BIG COMPANY WITH LONG TRADITION

CELSA Group™ is a business created in 1967.  
The company has growth in Europe during the last 20 years.



### PURPOSE

To give infinite lives to finite resources.



### SUPPLY CHAIN

Today, we are the first and largest circular supply chain in Europe.



**16.76 M€**

Investment in R&D

Data extracted from the Celsa Group's 2022 Sustainability Report verified by a third party.



# BEST PRACTICES, 2022

## Best practices for occupational health and safety



## Best practices for equality and diversity



## Best practices for energy efficiency



## Best practices for training



## Best practices for social action



### REWARDING PROACTIVITY

At CELSA Atlantic Largos we have acknowledged those workers who have actively and effectively contributed to the 'Con Sentidiños' campaign in 2022.



### SAFETY LEADERS

At CELSA Barcelona, we have launched the informative itinerary Safety Leaders, to provide 252 managers, in 6 training sessions, with tools to exercise their leadership in safety.



### SECURITY SCHOOL

In GSW, the Basic Teams (KAIZEN) have been certified at levels 2 and 3, which has allowed the teams themselves to immediately detect security incidents and their resolutions, and, when not possible, escalate to a higher level. The GSPI indicator is a reference for monitoring the improvement of plants' safety management.



### CELSA TALKS

We organized Celsa Talks via Teams to raise awareness about the inclusion of people with functional diversity, where we met *Javi Martín*, an actor and television presenter and *David Aguilar*, who has Poland syndrome and built his own prosthesis using LEGO pieces.

### EMPOWERING WOMEN'S TALENT (EWT)

We have joined the Empowering Women's Talent (EWT) program. The Head of Internal Communication, *Beth Canals*, participated in an interview about female talent.

### STEM WOMEN CONGRESS

*María Salamero*, Head of Sustainability, and *Anna Casals*, Head of R&D, participated in the STEM Women Congress.



### EDUCATIONAL TALKS

Talks to high schools about women's experiences in the technical field.



### REDUCED GAS USE

At CELSA Atlantic Largos we have implemented the ISO 50.001 energy management system certification and have installed 8 pilot burners in the furnace to optimize gas consumption during long rolling mill shutdowns. We have also replaced existing metal halide luminaires with LED lighting.



### FURNACE CHANGE

At CELSA Barcelona and GSW (Global Steel Wire), we have the UNE-EN ISO 50.001 energy management systems certification. Additionally, at Nervacero, we have replaced the steel mill furnace, resulting in a 75% reduction in natural gas consumption. GSW's solar panel installation and development project is highlighted.



### KNOWLEDGE PARTNERSHIPS

At Barna Steel, S.A. we collaborate with the CELSA Chair of Competitiveness in Manufacturing at IESE and Nervacero.



### ROOM4STEEL

We partner with Room4Steel, which aims to introduce students in the steel industry labour market.

### FORUM PARTICIPATION

We participated in the XVII Employment and Entrepreneurship Forum 2022 Online of the University of Deusto and Lanbide's Merkalan Virtual Job Fair. Also spoke at the VIII Employment and Internship Forum of the Chamber of Commerce of Bilbao.



### GAMELEARN

Implementation a fun and interactive gamified training through an online platform with a great acceptance that focused on soft skills, leadership, time management, emotion management, wellbeing and diversity.



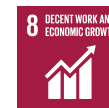
### CHALLENGE NATIVES

At CELSA Group™, we participate in the Challenge NATIVES program, an impact platform for integrating sustainability into schools through social projects that have a positive impact on the educational and academic community.



### FOOD DRIVE

Our staff participate in an annual non-perishable food drive, and we make an additional contribution equivalent to the collected items. The food is donated to the local association Cáritas.



# BEST PRACTICES, 2022

## Best practices for circular economy and recycling



## Best practices for R&D benchmark projects



## Best practices for emissions reduction



## Best practices for dialogue with the stakeholders



**RECYCLING AT HOME TOO**  
At CELSA Atlantic Largos we have organized an electrical and electronics appliances waste collection campaign from employees. In total we have collected 180 kg of obsolete equipment.



**ANNUAL ENVIRONMENTAL STATEMENT**  
This document is intended to show all interested parties the human, economic and organizational efforts made, showing, at the same time, the figures and values that demonstrate the influence of CELSA Barcelona's activities on the environment.

**CIRCULARITY PATHWAY**  
At CELSA Barcelona we recovered 96% of waste.



At Nervacero and GSW (Global Steel Wire), we have reduced landfill waste by 20 and 7.3%, respectively.



**OPTIMAL CHARGING & DIGITAL TWIN**  
At Atlantic Largos we are developing a furnace twin that will enable testing different scenarios and optimizing the process for each manufactured product without conducting real tests.



**HYMET PROJECT**  
At CELSA Barcelona, we have promoted the HYMET project, focusing on the recovery of by-products from the steel production process.

**SLAGCO2**  
This project aims to recover white slag as an additive for construction materials.



**PROCESS PARTNER**  
Develop advanced signal processing and artificial intelligence techniques for monitoring and automatically diagnosing anomalies to avoid production and quality problems.

**DATA EYE**  
Improvement of the surface quality of wire rod by means of an algorithm using the image classification provided by the Eddy Eyes equipment.



**FURNACE DOPING WITH OXYGEN**  
At CELSA Atlantic Largos we have started a project to modify the combustion process of furnace 1, enabling it to use oxygen-gas instead of air-gas. This change will lead to an improvement in energy efficiency.



**REDUCING THE FOOTPRINT**  
At Nervacero, we have replaced the electric furnace, resulting in a 30% reduction in direct CO2 emissions from the steel mill. Additionally, at GSW, we have reduced our CO2 emissions by 9.8% (Scopes 1+2+3), compared to 2021, due to the increase in scrap as raw material to improvements in energy efficiency.

