2024 Sustainability Report

1

Message from the president and the CEO

I am pleased to present Celsa's 2024 Sustainability Report—a year marked by steady progress in our commitment to building a stronger, more resilient company, ready to meet the challenges of an increasingly demanding global landscape.

During these twelve months, Celsa has undergone a period of consolidation and transformation. Following the change in the company's ownership in December 2023, we have embarked on a new chapter that combines decades of industrial experience with a renewed vision of tomorrow. This new phase is based on strengthening corporate governance, operational efficiency and sustainability, as strategic pillars to continue generating long-term value.

The work carried out in 2024 has been guided by a Sustainability Roadmap built around six core commitments aligned with the United Nations 2030 Agenda. These range from combating climate change and advancing circularity, to fostering talent, promoting diversity, and ensuring occupational health and safety—a constant priority in our corporate culture. They also include strengthening our connection to the community and value chain, and upholding the ethical principles that underpin all our activities.

In an economic and geopolitical context that has remained challenging, Celsa's performance has demonstrated the strength of our business model. Our positioning in key sectors such as construction, automotive, energy and industry, combined with our ability to adapt, has enabled us to remain competitive.

This report not only reflects our progress, but also reaffirms our commitment to accountability. We understand sustainability as a shared responsibility that must be present in all decisions, at all levels of the organisation.

Sustainability is the backbone of our strategy, and in this sense, this report is also a tool for transparency, dialogue and accountability with our stakeholders.

We face the future with confidence and determination, convinced that the path towards a more sustainable, inclusive and resilient industry is built on the consistency, innovation and daily commitment of the entire Celsa team.

Rafael Villaseca Marco
President of Celsa

This sustainability report reflects our commitment to sustainable value creation, technological progress, operational efficiency and an active contribution to a more circular, low-carbon economy.

2024 has been a key year in the company's transformation. Our business made prominent international progress: we made sales in 105 countries, consolidating Europe once again as our main market, accounting for 72% of our sales. Steel production, the bedrock of our business, amounted to 5.69 million tons of billet, a reflection of the effort and efficiency of our industrial operations. All this contributed to a turnover of 4,467 million euros.

On the environmental front, the *Science Based Targets initiative* (SBTi) has validated the alignment of our 2030 decarbonisation targets with scientific recommendations. Our steel production, based on electric arc furnaces, means our scope 1 and 2 CO_2 emissions (location-based) are nine times lower those generated by blast furnaces.

In terms of circularity, 95% of our steel produced comes from recycled steel; we recover 91% of the waste generated and have initiated a water resilience study to improve water use efficiency.

In the social field, we continue to prioritise people's well-being and development. Our top priority is occupational health and safety, and so in early 2024 we launched the Thor programme, focused on strengthening the safety culture and reducing high-potential accidents. We also reinforced our commitment to diversity, fairness and inclusion by initiating the design of the LGTBI+ Equality and Inclusion Plan.
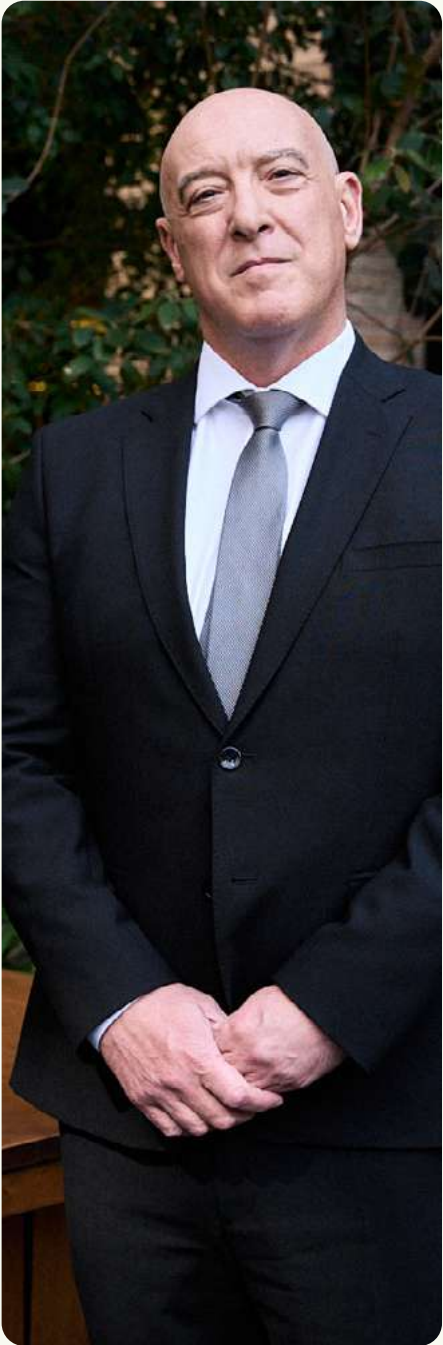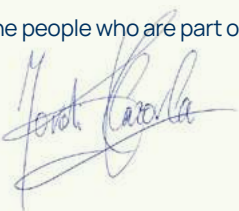
In terms of governance, we have taken a decisive step forward with the design of a new corporate governance model aligned with the best practices of the National Securities Market Commission, the Organisation for Economic Cooperation and Development, the Spanish Institute of Directors and the Spanish Companies Act. This model incorporates new areas of Risk Management, Internal Control, Internal Auditing and Compliance, thus reinforcing control and supervision structures. We have also renewed our ethical structure, creating the Ethics Committee, the Ethics Channel, the Cybersecurity and Privacy Committee, the Investment Committee and the Sustainability Committee.

Lastly, in line with the new European sustainability requirements, in 2024 we conducted a double materiality analysis in accordance with the *European Sustainability Reporting Standards* (ESRS) and an ESG risk map. We have also started to prepare for compliance with the CSRD directive on corporate sustainability reporting, developing a reporting gap analysis based on the new requirements, and defining an action plan to address them prior to implementation.

We look to the future with confidence. We have defined a series of priority objectives that express our desire to move towards a more sustainable and competitive business model.

Our thanks go out to all the people who are part of Celsa, for making this possible. We continue to transform the present and strengthen tomorrow.

Jordi Cazorla Pujalte
CEO of Celsa

2024
Sustainability Report

2

2024 key figures

Celsa

6 business groups

9 countries

8 main plants [1]

120 workplaces

5 commercial delegations: United States, France, Portugal, Germany and China

4 main sectors: construction, automotive, agriculture and energy
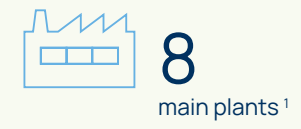
Our production technology *

100% of our production using EAF [2] technology

↓86% atmospheric pollution using the EAF process

↓40% water consumed

100% recyclable steel

↓75% energy consumption compared to BOF [3] technology

90% raw material input savings

* Source: Action Plan for a Competitive and Sustainable Steel Industry in Europe, 11 June 2013 (European Commission in its communication to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions).
[1] Steel mills and rolling.
[2] Electric arc furnace technology.
[3] Blast oxygen furnace technology.

Our activity

6 Mt
of steel production
(billets and ingots)

72%
of sales in the
European Union

105
countries
where we sell

€15 M
investment
in R&D&i

€4,467 M
turnover

€299 M
EBITDA

36%
upstream vertical
integration

26%
downstream vertical
integration

€182 M
industrial
investment in 2024
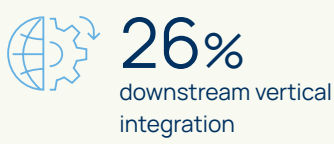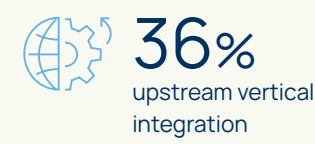
Key environmental figures

3,006,107 t CO₂eq
emissions, scopes 1 and 2 (location-based) and 3 (21% scope 1, 23% scope 2 and 56% scope 3) from main plamts

258 kg CO₂eq/t billet
specific emissions, scopes 1 and 2, from main plants, location-based

4,794,395 m³
water consumed

0.84 m³/t billet
of specific water consumed

16%
of recycled water

6,033,319 MWh
energy consumed

1 MWh/t billet
of specific energy consumed

6,005,133 t
recycled ferrous scrap metal consumed

95%
of the recycled material content in the composition of the steel produced

1,418,778 t
of co-products generated

91%
of waste recovered

* Secondary products of value, also called co-products, generated during the manufacturing process of the main product.

Key social figures

9,967 employees (7,584 in-house and 2,383 external)*

94% of contracts are permanent

15 years of service on average

11.9% of our in-house employees are women

91 employees with disabilities

+5,000 employees trained

€3 M of spending on training and continuing education

78% of employees covered by collective bargaining agreements

6.32 total frequency rate (including in-house and external employees)

€1.85 M of community development spending

0.16% of Spanish GDP

6.01% of employment, direct and indirect, in the Spanish metal industry

+€5 of value added in the Spanish economy for every euro generated by Celsa in Spain

* At the end of the fiscal year.

Key governance figures

17
corporate policies

+1,000
employees trained in cybersecurity

€3,266 M
of total purchases from local suppliers [1]

17,834
local suppliers [1]

89%
of our purchasing is local [1]

0
bribery and corruption cases
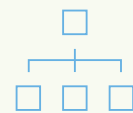
2
new committees of the Board of Directors:
Auditing and Supervision Committee ('CAC')
Nominations, Remuneration and Sustainability Committee ('CNRS')

2
key committees activated
(Ethics Committee and Corporate Risk Management Committee)

40
NPS points [2]
(Barna Steel Group)

+160,000
users have accessed the corporate web site

[1] Country level
[2] Net Promoter Score
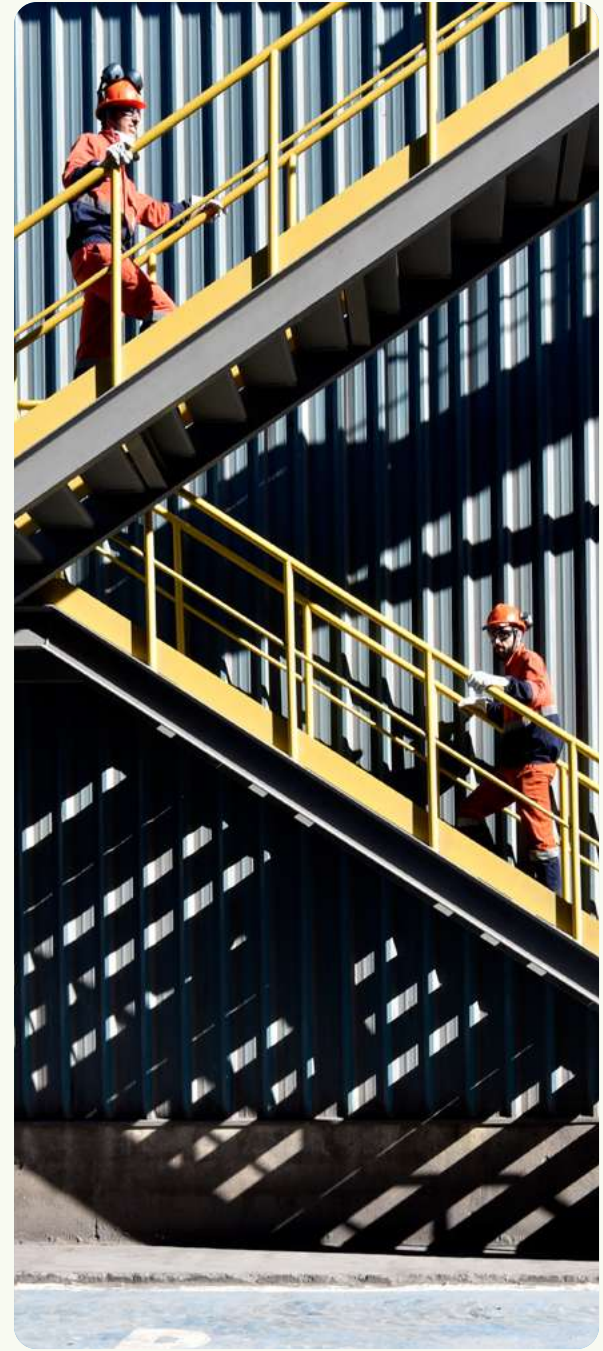
3

About Celsa

We are Europe's leading producer of steel made from ferrous scrap by electric arc furnaces, a highly efficient system, with one of the largest recycled steel supply chains in Europe.

Transforming today.
Strengthening tomorrow.

We use state-of-the-art
technology in our production
processes.

Identity and purpose

Our purpose is to give infinite lives to finite resources.

Vision

Lead the creation of circular production chains to contribute to the transition towards a positive impact economy.

Mission

Be a leading company in the production of low-carbon recycled steel in Europe.

Values

Honesty

Humility

Passion

Innovative focus

Creative perseverance

Teamwork

Celsa around the world

We market our products and services in 105 countries

Industrial dimensions

8 * main plants

46 circularity hubs

7 steelworks

1 forge

45 processing companies and finishers

12 rolling lines

120 workplaces

* This includes rolling at Celsa Atlantic Largos (Celsa Atlantic, SA, Laracha, Galicia).

Our business

We transform ferrous scrap into 100% recyclable steel, infinitely reusable without losing its properties.

We contribute to sustainability by minimising the use of natural resources. We use electric arc furnaces (EAF), which allows us to significantly reduce our carbon footprint.

Activities
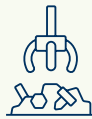
Circularity hubs
Purchase, sale and processing of scrap and other ferrous materials.

Forging and mechanical treatment
Forging and shape definition of heated metal products.

Finishing processes and transformation
Manufacture and commercialisation of mesh, electro-welded joists, steel pipes, wire drawing, rebar and on-site installation services.

Steelworks
Transformation and melting of steel parts and ferrous scrap with electric arc furnaces, resulting in a semi-finished steel product (billet).
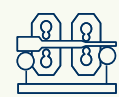
Rolling
Hot forming of steel parts.
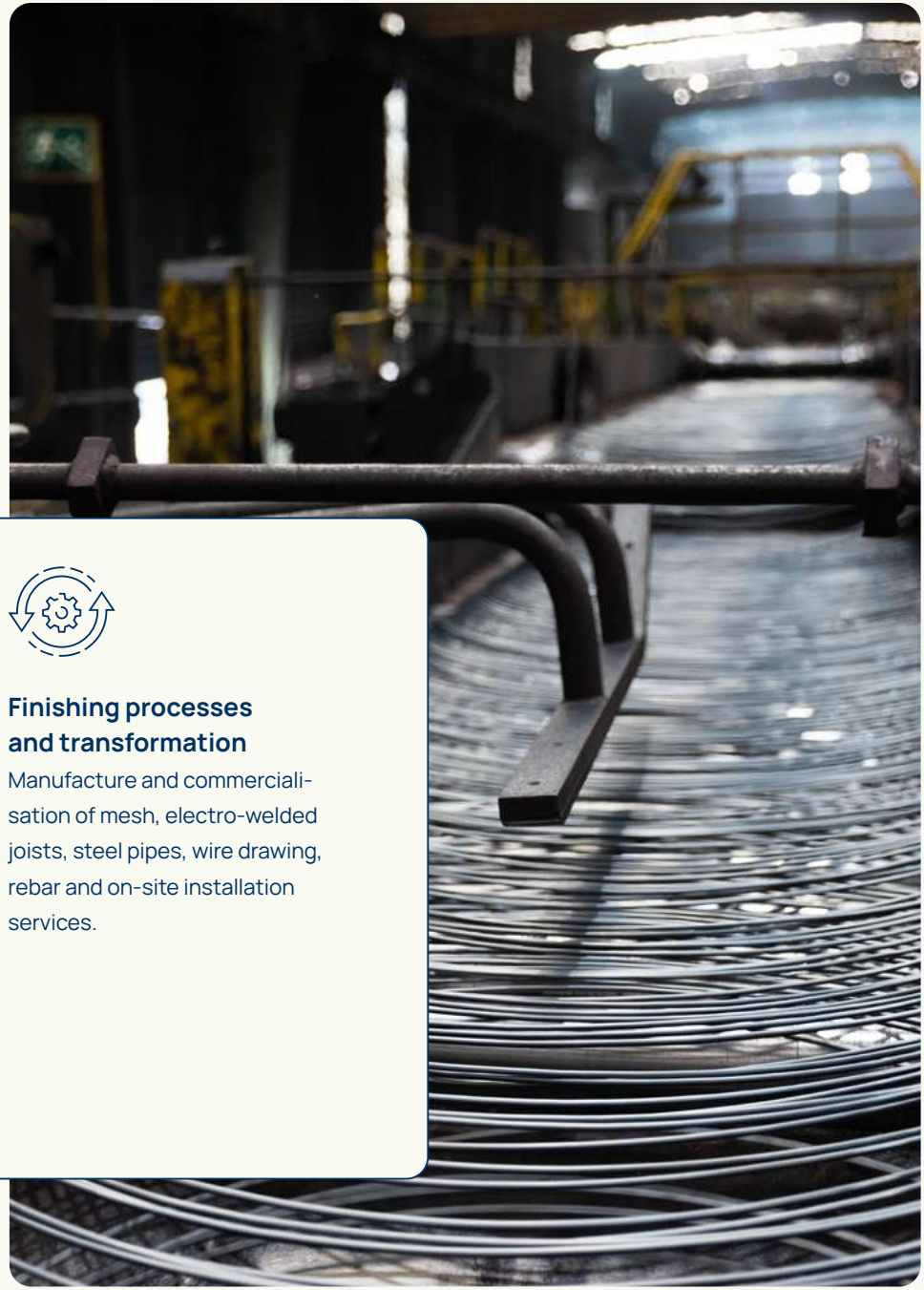
Products

Our products comply with the most demanding national and international standards and have the certifications, approvals and quality specifications required by our markets and customers. In long products, we manufacture rebar and coils, steel profiles, commercial bars and wire rods. As for derived products, our wire drawing mills offer wire in various coil formats, with multiple heat and surface treatments.

Commercial bars
A range of bars whose quality and dimensions make them suitable for an infinite number of applications in sectors as diverse as shipbuilding, automotive, forging, calibration, construction, agriculture and mining.

Corrugated steel
An element that combines with concrete to make reinforced concrete, the most widely used system in construction.

We offer a variety of Celsa Circular Steel products for customers seeking to achieve higher sustainability goals.

Celsa Circular Steel

celsa circular steel | CLEAN ENERGY

Use of renewable electricity in steel production processes, through power purchase agreements and/or certified guarantees of origin.

celsa circular steel | CARBON NEUTRAL

Celsa works with "carbon neutral" steel through certified projects to offset the unavoidable emissions that the company is not yet able to reduce. The client companies receive CO_2 emissions-neutral steel, verified and certified by an external third party.

Long products

Billet
Semi-finished steel product, generally square in cross-section, used to manufacture finished steel products by rolling and forging processes.

Structural profiles
Wide range of structural profiles up to 600 mm in height and up to 24 m in length. They mainly comprise UPN, IPN, IPE, HEA or HEB profiles, in accordance with European and American standards.

Wire rod
This has a wide range of qualities and diameters, manufactured according to international standards.
Depending on its composition and characteristics, wire rod is available in steels with low, medium and high carbon content, and with different alloy grades (Al, B, Cr, Mn, Mo, P, Si, S, etc.).

celsa circular steel | RECYCLED PLUS

Celsa personalises products by increasing the content of recycled material (up to 100%) in the steel production process.

16

Related products

Steel products derived from steelmaking processes are integrated *downstream* in the value chain.

Wire
Celsa has wire drawing mills that offer wire in different coil formats and with a wide variety of heat and surface treatments: wire for cold stamping, high- and medium-carbon wire, high-strength and low-relaxation wires and strands for pre- and post-tensioning.

Calibrated bars
One division is dedicated exclusively to the production of high-quality calibrated bars for the automotive industry (Global Bright Bars).

Pipes
Celsa manufactures steel pipelines with different finishing processes (galvanised, smooth or threaded), which are used in applications including gas, sanitary water, heating and mining. Precision steel tubes and construction tubes are also produced.

Basic electro-welded reinforcement lattice
Mainly used to manufacture half joists and other precast concrete elements, solid slab floor spacers, bridge decks, precast enclosure panels, among others.

Electro-welded mesh
These are corrugated steel meshes, both standard and special, for concrete reinforcement.

Enclosures
Complete range of enclosures, adapted to the residential, industrial and infrastructure sectors (progressive welded mesh).

Forged products
Variety of heat-treated and machined forge products in the most commonly requested steel grades.

Co-products*

We upcycle the by-products generated in the production process of the steel mill by transforming them into materials for other uses.

Electric arc furnace steelmaking fume powder (zinc oxide)

It contains metal oxides, especially zinc oxide, which has a high commercial value.

Black steel aggregate (black slag)

Produced in the steelmaking process in the electric arc furnace. Due to its high content of calcium oxide, silicon oxide and iron oxide, it is used in the manufacture of asphalt, concrete, bases and granular sub-bases for road surfaces.

White steel aggregate (white slag)

Produced in the ladle furnace during the steel refining process. Due mainly to its high calcium oxide content, it can be used as a fertiliser, as a soil pH correction agent and as a raw material at cement factories.

Mill scale (iron oxide)

Mainly produced in the hot rolling process.
The chemical composition allows it to be used in other industrial processes that require a contribution of iron, primary steelmaking, cement or ferro-alloys.

Spent furnace refractory materials

Used for the manufacture of steel. These are masses of dolomite bricks and high alumina bricks. The bulk is reused in the steelmaking process itself, or as recycled raw material for the manufacture of new refractory products.

*Co-product: industrial waste with controlled characteristics that is recovered to replace a raw material in another industrial process.

Notable sects

Construction

Due to its hardness, ductility and durability, steel has become one of the most widely used structural materials in infrastructure construction and building. This sector is today the largest consumer of steel products worldwide.

Automotive

The product is in high demand from automotive manufacturers, especially electric vehicles, for its benefits in terms of vehicle weight, safety, battery protection, cost reduction and lower environmental impact.

Agriculture

It is used to make machinery, tools and equipment, among other elements.

Energy

Steel plays an essential role in energy supply worldwide, whether thermal, nuclear or renewable.

Markets

Celsa has a clear international ambition. Each location allows us to operate with a strategic and competitive advantage to supply our customers.

105
countries

72%
of sales in Europe

5.69
million tons of steel (billets) produced
↑ 1.71% with respect to 2023

Production by activity (tons)

☐ 2023　■ 2024

Activity	2023	2024
Steelworks*	5,608,623	5,701,597
Rolling	5,234,036	5,295,752
Finishing processes	1,165,980	1,230,230
Forging and mechanical treatment	17,117	12,809
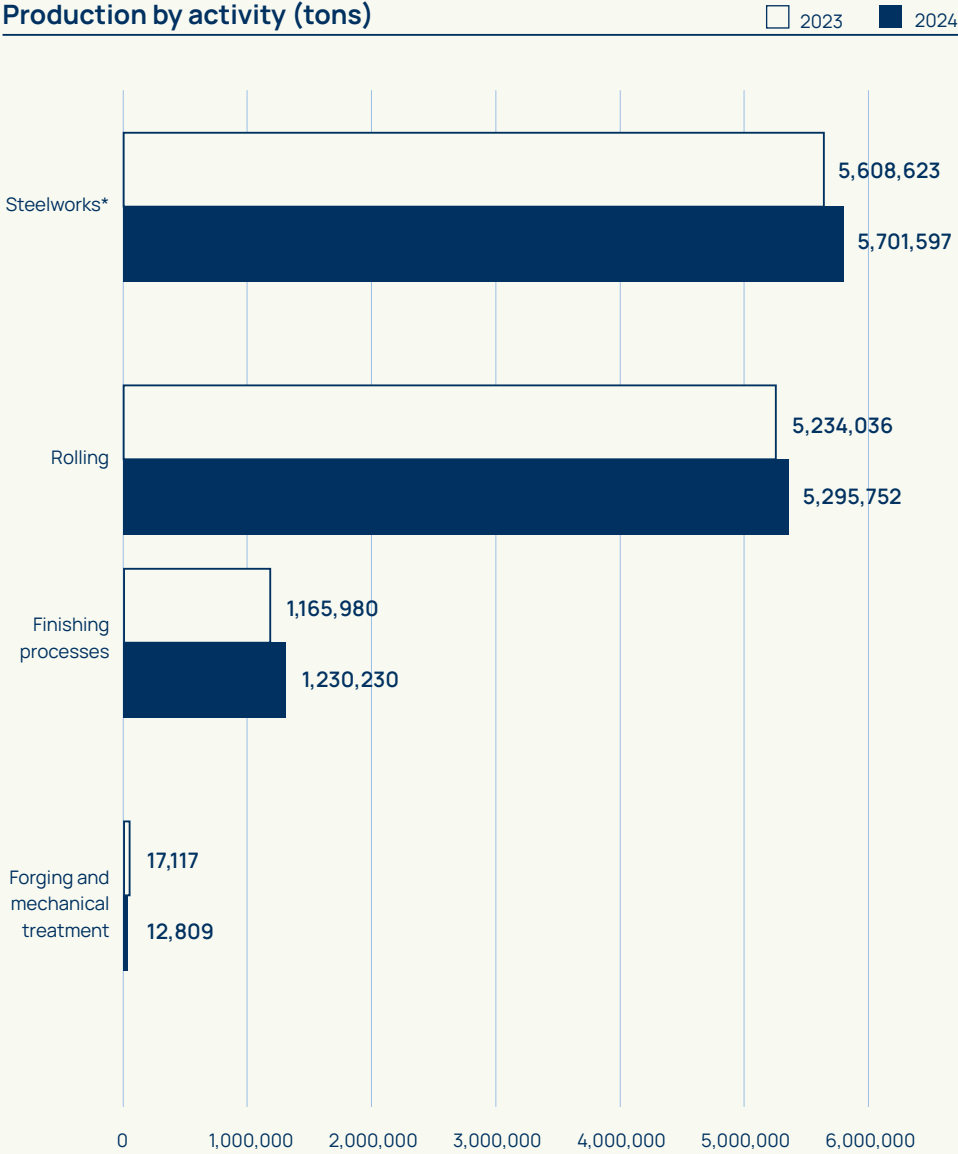
* Production of billets and ingots.

Corporate governance

In 2024 we implemented a new governance model following the principles and best practices of the Spanish National Securities Market Commission ('CNMV'), the Organisation for Economic Cooperation and Development (OECD), the Spanish Institute of Directors and the Spanish Companies Act ('LSC').

General Shareholders' Meeting

→

Board of Directors

Audit and Compliance Committee ('CAC')

Established on 30 April 2024, comprising Hilario Albarracín Santa Cruz (president), Daniel Escondrillas Labad (member) and Antonius Wilhelmus Marcus Jozef Deelen (member).

Appointments, Remuneration and Sustainability Committee ('CNRS')

Established on 25 June 2024, comprising Juan José Nieto Bueno (president), Elena Guede Vázquez (member) and Mario Longhi (member).

→

Management Structure

Steering Committee
Composition:
— **Jorge Cazorla** (CEO and Managing Director)
— **Marco Antonio Ayas** (*Chief People Officer* – CPO)
— **Francisco Cardona** (*Head of Sustainability, Communications & Public Affairs*)
— **Carlos Día** (*Chief Commercial Officer* – CCO)
— **Javier Echávarri** (*Chief Operating Business Officer* – COBO)
— **Mercedes Lara** (*Chief Legal Officer* – CLO)
— **Borja García-Alarcón** (*Chief Financial Officer* – CFO)
— **Raúl José Serrano** (*Chief Strategy & Transformation Officer* – CSTO)

→

Expanded Steering Committee
Composition: Jorge Cazorla (CEO and Managing Director), members of the Steering Committee and the CEOs of five business units: Celsa Spain and Celsa France, Celsa UK, Celsa Nordic, Celsa Poland and Celsa Circularity.

Business unit management committees

Relevant committees for ESG matters
— **Ethics Committee** (new)
— **Corporate Risk Management Committee** (new)
— **Risk and Credit Committee**
— **Cybersecurity and Data Privacy Committee**
— **Investment Committee**
— **Sustainability Committee** (to be activated in 2025)
— **Crisis Committee** (to be activated in 2025)

Details of governing bodies

General Shareholders' Meeting

The body representing the owners of the company, the shareholders who hold the capital stock. The bylaws and an *ad hoc* regulation govern its processes.

Board of Directors

Main management and supervisory body of the company. It is responsible for defining the framework of corporate strategy and policies, as well as overseeing management and shareholder relations.

Celsa has two non-executive committees that report directly to the Board of Directors: the Audit and Compliance Committee ('CAC') and the Appointments, Remuneration and Sustainability Committee ('NRSC').

Management Structure

The CEO and Managing Director of Celsa has the main function of implementing the policies and resolutions issued by the Board of Directors. The management structure is composed of the following committees.

Steering Committee

Its mission is to develop the corporate and executive management of the Group, setting objectives with a medium- and long-term vision, ensuring the development of the strategic business plan, and guaranteeing the availability of the required resources. It meets monthly.

Expanded Steering Committee

Its mission is to manage the company in a more operational and short-term manner, ensuring the achievement of the objectives set by the organisation on an annual basis.

Business unit management committees

The business unit management committees are designed to undertake the executive management of each business unit. These committees comprise the general management and the main executives of each unit.

Relevant committees for ESG matters

The organisational model is complemented by a series of committees with delegated authority from the Steering Committee to ensure effective governance:

Ethics Committee. New collegiate body for regulatory compliance. It is responsible for supervising the operation and observance of the *Criminal Prevention Model* and the Code of Ethics and Professional Conduct at Celsa, as well as managing the Internal Reporting System. Its mission is to promote a culture of compliance, so as to act ethically and responsibly.

Corporate Risk Management Committee. Newly created committee whose objective is to supervise the proper development of Celsa's initiatives with an impact on governance, risk management and control. Its function is to monitor the progress of all projects with an impact on the second line of defence, and to act as an aggregator for other committees.

Risk and Credit Committee. Its mission is to control the company's commercial risks and make decisions in this regard.

Cybersecurity and Data Privacy Committee. Its purpose is to act as a strategic body responsible for identifying, managing and proposing solutions to mitigate cybersecurity risks at the organisation. Its main functions are the monitoring of the degree of progress in the security master plan, the monitoring of risk indicators and the monitoring of the IT/OT project plan.

Sustainability Committee. Its mission is to control and supervise ESG aspects at Celsa. Its main functions are the definition and driving of the sustainability strategy, the roadmap, global initiatives, policies and procedures; the supervision of ESG risk management and the level of compliance of actions; establish and implement the internal control system for non-financial information and ESG reporting; establish and supervise relational processes with the different stakeholders, the community, social action, among others; ensure adequate integration of sustainability in the day-to-day activity of the company, and allocate the necessary resources. It will be activated in 2025.

Investment Committee. Its purpose is to ensure the proper management of the portfolio of ordinary and extraordinary investments and budgets. It integrates, among others, investments in industrial improvements and value creation, which, in turn, incorporate the impact on environmental matters.

Crisis Committee. Currently being defined. It will be activated in 2025.

Corporate Policies

The policies corresponding to the corporate governance framework were reviewed and approved during 2023. In 2024, work was performed to update the Anti-Corruption Policy and the Conflict of Interest Policy, which will be approved in the near future.
Corporate policies have been communicated internally and externally, and are posted on the corporate website.

General Policies
— Sustainability Framework Policy
— Supply Chain Policy
— Innovation Policy

Environmental Policies
— Climate Action Policy
— Environment and Resource Management Policy

Social Policies
— Health and Safety at Work Policy
— Human Rights Policy
— Talent Management Policy
— Diversity, Equality and Inclusion Policy

Corporate Governance Policies
— Anti-corruption and Anti-fraud Policy
— Conflict of Interest Policy
— Policy for Regulatory Compliance concerning Defence of Competition
— Policy for Regulatory Compliance concerning Crime Prevention
— Policy for Dialogue and Communication with Stakeholders
— Personal Data Protection Policy
— Policy for Use of Information Systems
— Whistleblower Protection Policy

Risk Management

In 2024 we promoted the creation of the new Risk Management, Internal Control and Internal Audit and Compliance areas, and thus established the second and third lines of the new governance model. This model helps to strengthen the effectiveness of risk identification, assessment and mitigation.

The Board of Directors is responsible for driving and ensuring risk management within the company. The Audit and Control Committee and the Appointments, Remuneration and Sustainability Committee are responsible for overseeing the risk model to ensure its effectiveness and alignment with Celsa's strategic objectives.

The Steering Committee is highly committed to risk management. To this end, it sets up specific committees to improve management:

Corporate Risk Management Committee, in charge of the general supervision of the activity of the second line of defence

Cybersecurity and Data Protection Committee

Ethics Committee

Investment Committee

Risk and Credit Committee

Sustainability Committee

The Audit and Control Committee also in 2024 approved the two-year strategic plan drawn up by the Risk, Internal Control and Internal Audit area with the aim of improving the company's control elements, initiating to this end a series of projects that will help to reduce the operational risk profile. The following initiatives stand out from among these:

— The preparation of an ESG risk map, which identifies the most relevant risk aspects and opportunities that Celsa will face in the coming years.

— The review and update of the criminal compliance model, including the latest legal updates, and the re-evaluation of the company's critical activities.
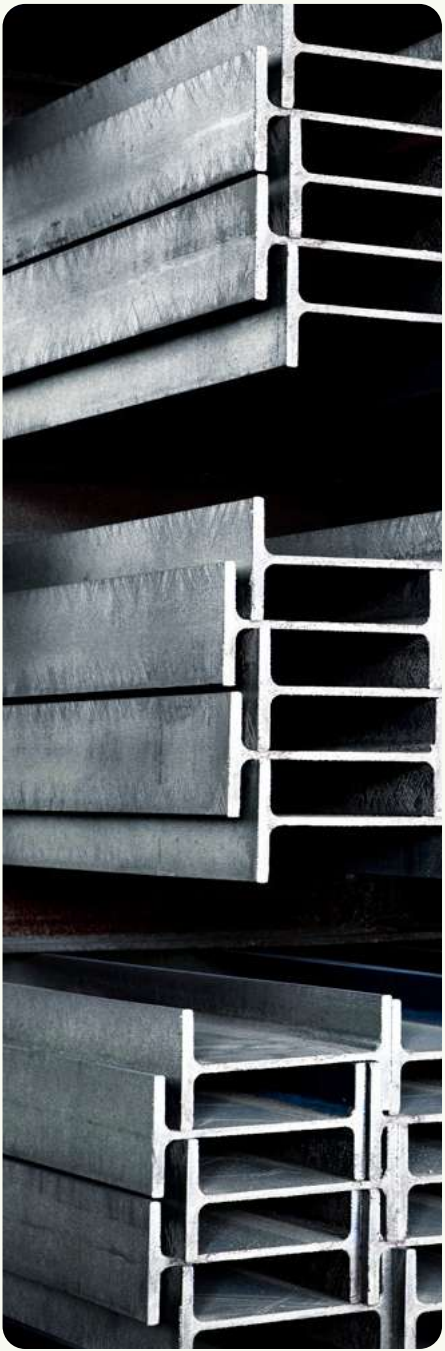
Vocation for excellence

Our commitment to continuous improvement is reflected in customer-centric management and a constant dedication to innovation. Through continuous improvement and the development of sustainable technologies, we guarantee exceptional service and solutions to achieve our purpose.

Responsible production

We use only electric arc furnaces (EAF), the most efficient and sustainable technology available in the market. As a result, we produce steel with low CO_2 emissions; the Scope 1 and 2 emissions are nine times lower than those generated by blast furnaces, and Scope 1, 2 and 3 emissions are six times lower, according to World Steel Association methodology.

Our scope 1 and 2 CO_2 emissions (location-based) are nine times lower than those generated by blast furnaces*

* According to World Steel Association figures.

CO_2 intensity, scopes 1 and 2 (t CO_2eq/t steel)
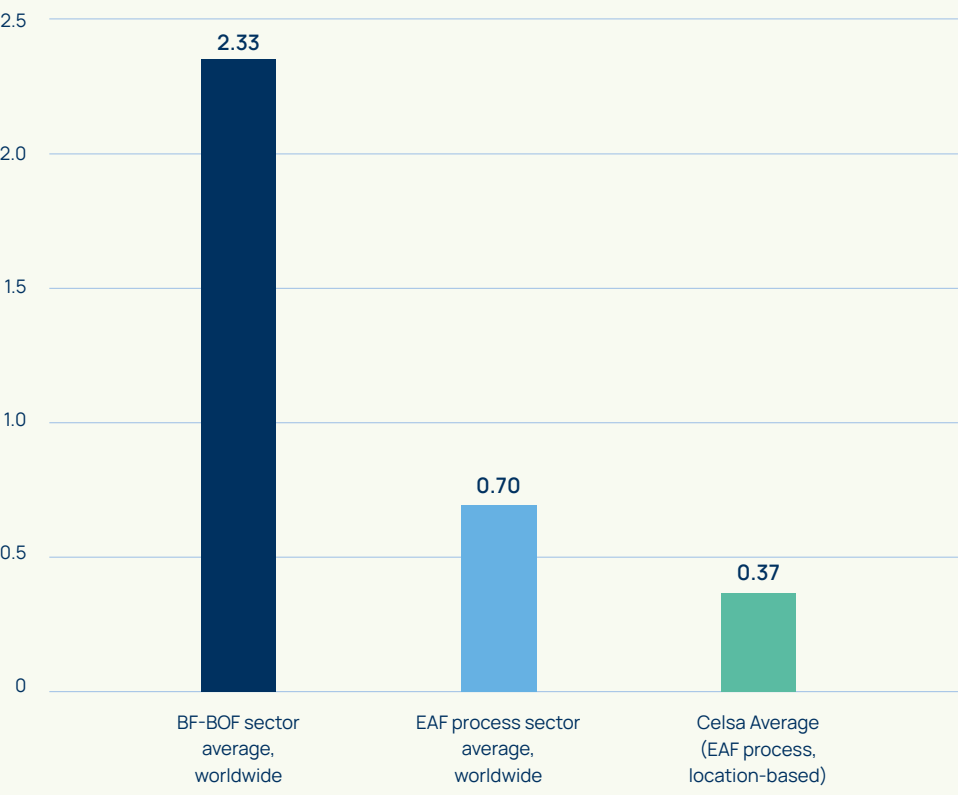
BF-BOF sector average, worldwide	2.33
EAF process sector average, worldwide	0.70
Celsa Average (EAF process, location-based)	0.37

Celsa Process
Electric arc furnace (EAF)
Technology used
by Celsa

From secondary sources

Scrap metal

Electric arc furnace

Electric furnace sector
Scopes 1 and 2,
location-based
0.37 t CO_2 eq./t steel on
average
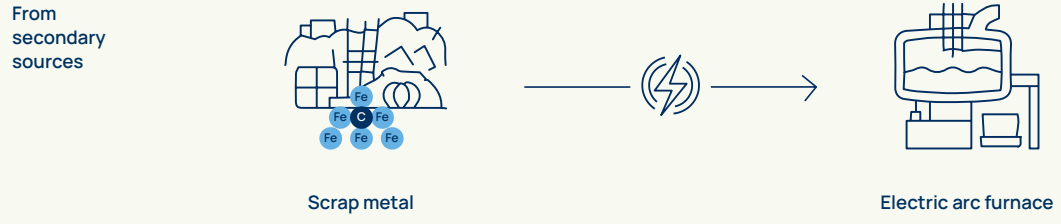
Recycled steel

Original source of emissions figure:
internal data for Celsa's main plants, reported to the *World Steel Association* (WSA), for 2024 with data from 2023.

Electric arc furnace (EAF) process
30% of the world's steel is produced in electric arc furnaces (EAF)

From secondary sources

Scrap metal

Electric arc furnace

Electric furnace sector
Scopes 1 and 2,
location-based
0.70 t CO_2 eq./t steel on
average
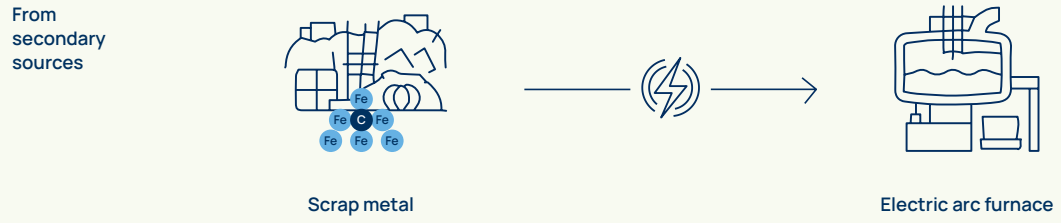
Recycled steel

Original source of emissions figure:
World Steel Association (WSA) EAF process global average data for 2024, with 2023 data.

Blast furnace/basic oxygen furnace process (BF-BOF)
70% of the world's steel is produced in blast furnaces (BF-BOF)

From primary sources

Iron ore

BF-BOF iron manufacturing

Cast iron

BF-BOF steel manufacturing

BF/BOF sector
Scopes 1 and 2,
location-based
2.33 t CO_2 eq./t steel
on average
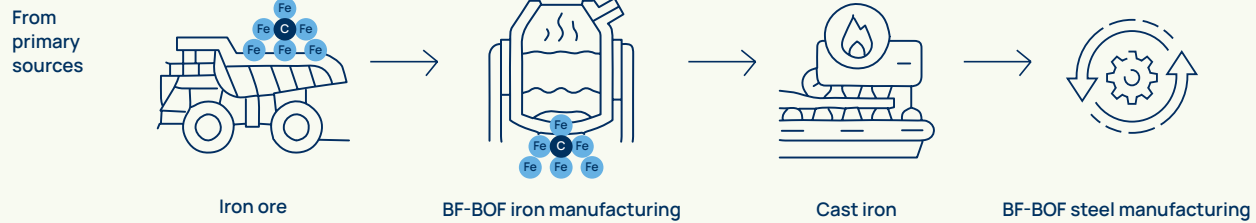
1st steel

Original data source:
global average data for the BF-BOF process, *World Steel Association* (WSA), fiscal year 2024, with data from 2023.

Client companies

Our business model is business-to-business, which means that almost all of our production is sold to other companies as intermediate products for their industrial processes. Only a small portion of the products we manufacture and market reach end consumers directly. Most of our products are manufactured in accordance with the national and international specifications and standards (UNE, EN, etc.) serving as the reference in our sector.

With regard to quality, most of our main industrial facilities - main plants - have the following certifications:

ISO 9001:2015

IATF 16949:2016 CERTIFIED COMPANY

From the sustainability perspective, most of the company's companies also have:

suststeel®

N's AENOR

In terms of service and quality, we have a Celsa Management System, which is based on standardisation and continuous improvement of processes. This system facilitates, among other aspects, the registration of complaints and claims, as well as the follow-up of their resolution.

Customer satisfaction.

We have several mechanisms in place to evaluate our customers' satisfaction, gather their opinions and guarantee compliance with their quality standards in our customer service and sales channels. In addition, we use their input to implement continuous improvements and optimise our service offering.

In Spain and the Nordic countries, we conduct a biannual survey of client companies to calculate the Net Promoter Score (NPS), which assesses the degree to which these companies would recommend Celsa. The index excels for the points of customer care and product utilisation.

NPS Barna Steel Group (BSG)*

☐ 2023   ■ 2024

NPS score	42 (2023) / 40 (2024)
Total surveys	171 (2023) / 144 (2024)

NPS Celsa Nordic Group**

■ 2024

NPS Score	27
Total surveys	239
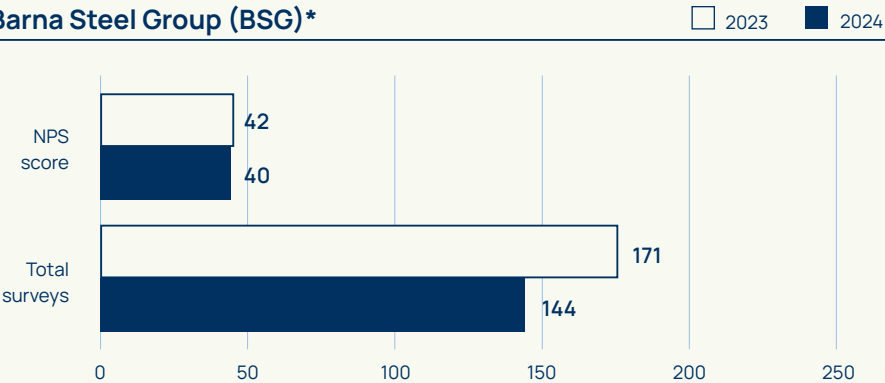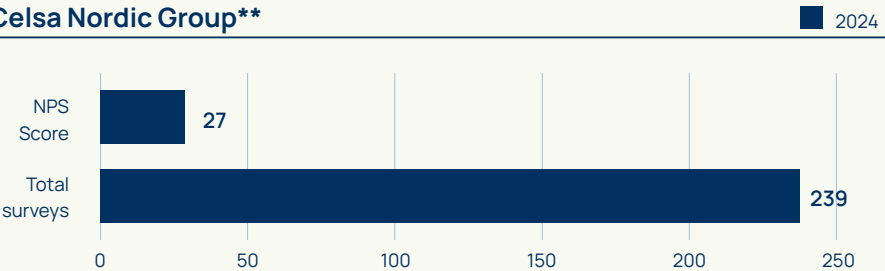
* BSG comprises the business units of Celsa Spain and Celsa France.
** In 2023, no NPS surveys were conducted at the Celsa Nordic business unit.

Complaints and claims management and resolution system

We have a complaints and claims management system that helps efficiently convey the customer's voice within the continuous improvement processes. Our channels are:

— Commercial Department Phoneline
— Customer Service Department E-mail (sales@gcelsa.com)
— Complaints and claims section of the Customer Portal

Complaints and claims have monthly follow-up committees that analyse and manage the number of incidents received and activate the necessary corrective measures and action plans.

Customer complaints and claims recorded in 2024

☐ 2023   ■ 2024

Category	2023	2024
Customer complaints	2,271	520
Customer claims	4,992	4,336
Total complaints and claims	7,263	4,856
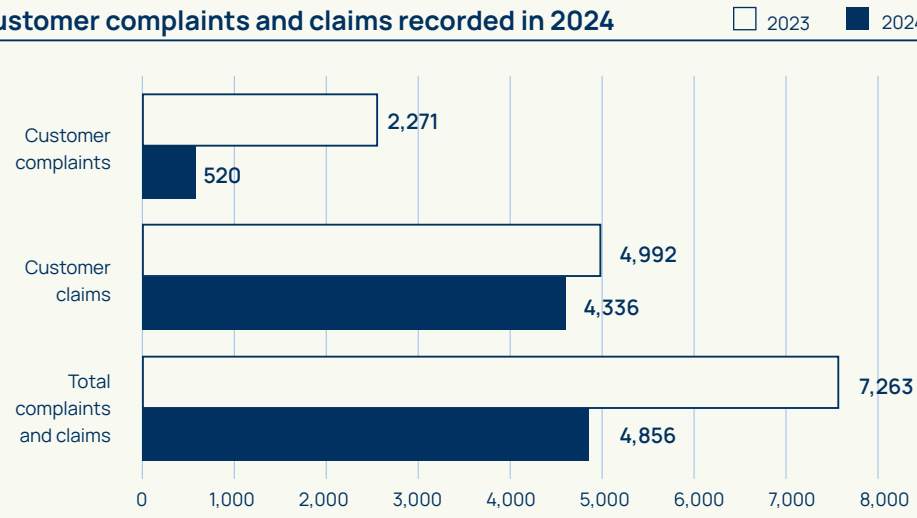
Complaints and claims that have been rejected are not counted.

↓ **33.14%**
registered complaints and claims
compared to 2023

Innovation

Innovation at Celsa drives the development and integration of new solutions that enable the company to achieve its purpose. It is based on four pillars: energy and emissions, circularity, digitalisation and people.

Innovation pillars

**Energy
and emissions**

Circularity

**Digitalisation
and robotics**

People

Energy and emissions

The lines of research in this area address aspects such as increasing energy efficiency, supporting the integration of renewable energies on the market, and the generation and use of alternative fuels such as hydrogen and *biochar*. In addition, technologies for carbon capture and reuse are being explored. The energy and emissions projects being carried out include:

GreenHeatEAF: tests to replace anthracite with *biochar* in the electric arc furnace. Simulation of waste gas heat recovery and hydrogen use, evaluating safety, quality and productivity.

TWINGHY: transition of a 40 MW furnace to hydrogen with hybrid burners capable of running on gas and hydrogen. Development of a digital twin that allows simulations to optimise combustion parameters.

CaLby2030: development of a calcium looping prototype to capture CO_2 in lime production. Lime consumption is the largest source of scope 3 emissions.

Cement 2 Zero: generation of cement clinker from EAF waste.

HYMET: new technologies applicable to the steel industry for the reuse of by-products of the process itself and the decarbonisation of activity through the use of renewable raw materials, such as hydrogen.

DevH2forEAF: new hydrogen burners for electric arc furnaces.

ZteelCOp: exploration of hydrogen as a reducing and blowing agent in key metallurgical processes of steel and copper production.

BIOFIX: generation of carbon credits through the production of *biochar* from residual woody biomass with a sustainable production model.

REBIOEAF: transformation of wood residues into a new product with physical-chemical characteristics similar to anthracite, and reduction of CO_2 produced in the anthracite combustion process by 5-7%.

OPTISTEEL: sustainability and digitalisation strategies for a decarbonised steel industry.

Circularity

Circularity projects seek to improve scrap management and generate new circular businesses for steel and other materials and by-products. These are some of the current circularity projects:

TransZeroWaste: recovery of the scale using sustainable methods.

DRASTIC: reuse of structural steel and replacement of 30% of the cement in concrete with slag, with the aim of increasing the circularity of the building process.

PLOOTO: development of solutions based on material traceability to facilitate the recovery of neodymium magnets.

SlagCO$_2$: new processes of accelerated carbonation of white slags.

ESCO2RIES: establishment of new markets in circular economy and climate credits through the large-scale manufacture of products that capture CO$_2$ from steel slag, and their reuse.

VALACER: reuse of steel mill cleaning products to reduce waste and promote the circular economy.

SLAGMAG: new circular economy solutions for the repair of steel bituminous mixtures based on electromagnetic heating processes.

LASR-FORM: industrialised production and use of the light fraction of automotive crusher waste for the creation of concrete structures.

PROBONO: development of new materials for the different layers that make up a road pavement through the reuse of materials.

Seaslag: development of a new material for the creation of a marine regeneration structure that allows the growth of marine biodiversity in coastal and port areas.

Recupera 3-D: recovery of steelworks slag by means of large-scale 3D printing processes.

Valorauto: chemical recycling to reuse waste from automotive crushers, currently sent to landfill.

GREENSENSOR: non-invasive lactate monitoring with miniaturised and improved sensors through the incorporation of magnetic nanoparticles from the reuse of steelmaking by-product.

MgCO$_2$: reuse of furnace demolition waste streams by transforming them into value-added compounds for other economic sectors such as construction, thus avoiding accumulation in landfills and reducing the use of new materials.

PLAFIMAG: use of iron oxides to obtain magnetic nanoparticles, with an optimised surface/volume ratio that allows the capture of pollutant materials.

Digitalisation and robotics

We work on the development of projects that use artificial intelligence and advanced simulation in order to optimise processes, guarantee traceability and generate digital product passports, among other aspects.
These are some of the innovation projects in the field of digitalisation currently being developed:

Interface: development of a high-performance computing platform to perform high-fidelity simulations and generate reduced-order models based on artificial intelligence, using Digital Twin and sensor instrumentation at the Barcelona plate plant.

ALCHIMIA: optimisation of the load mix to reduce energy consumption, emissions and waste, while obtaining high quality products. Project co-financed by the EU.

Flex4fact: Celsa Barcelona's online aggregated electricity consumption platform, which allows production planning based on the Spanish electricity market. Project co-financed by the EU.

Drones_iScrap: development of an assisted system for the quantification of materials deposited in outdoor scrap yards, using a volumetric drone system by means of an artificial intelligence algorithm.

Digiwaste: digital technology development of a system for picking and traceability of electrical and electronic materials from the vehicle and connected infrastructure at the end of its useful life.

Portwaste FII: blockchain platform to improve port waste management.

3DStore: 3D printing of solid-state batteries for industrial IoT applications.

Quantum Resistant (QCDI): development of a digital twin to optimise the intermediate stock generated by drawing mills and consumed by welding machines to avoid the latter running out of stock, by using a simulator capable of exploiting the large amount of data generated at the plants, using quantum computing.

SmartFab: development of a predictive and prescriptive maintenance system for the rolling mill using big data with the incorporation of two crucial IoT sensors to validate the correct operation of the different equipment elements that make up the factory.

ECOPILOT: green digital co-pilot for the planning of recycled steel.

MATONTIME: comprehensive solution based on artificial intelligence to optimise the production planning and distribution of materials in the construction industry.

People

People are at the heart of every initiative at Celsa, which is why we continuously innovate in how we support and empower them:

ESSA: plan for a sustainable European steel skills agenda, driven and coordinated by the steel industry. Project co-financed by the EU

Investment in R&D&i (€M)

☐ 2023   ■ 2024

Investment in R&D&i	19.58
	15.16

0   5   10   15   20   25
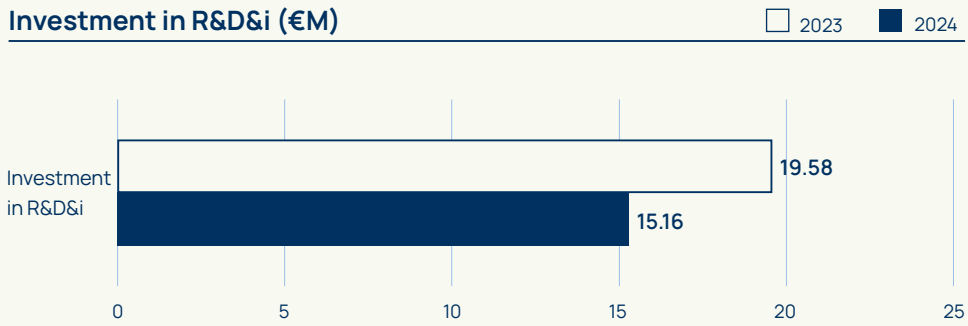
€15.16 M invested in R&D&i projects in 2024

5% in R&D&i investment out of EBITDA value in 2024

Shared value

In 2024, we continued to generate a positive impact on society. During the last financial year, our turnover amounted to 4,467 million euros.

Economic value generated and distributed (€M)

Legend: ☐ 2023 ■ 2024

Category	2023	2024
Turnover	4,764.97	4,467.14
Operating costs	3,869.94	3,686.36
Salaries and employee benefits	476.52	495.56
Payments to Government	254.62	170.05
Payments to capital providers	116.05	141.11
Economic value retained	45.37	-27.79
Expenditure on community development	2.47	1.85
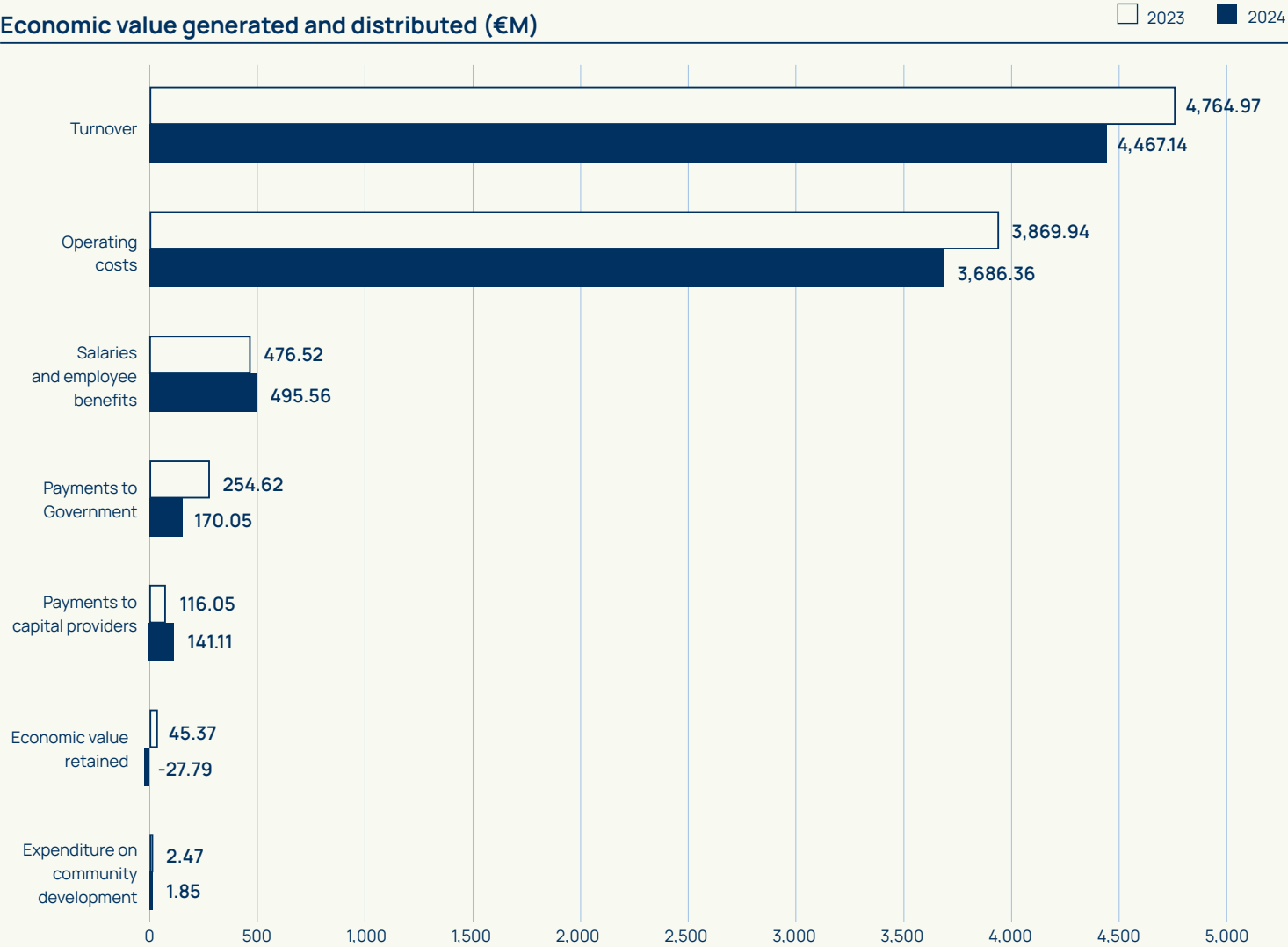
Certifications and alliances

We actively participate in industry and sustainability associations, both internationally and nationally, to strengthen our community and stakeholder relations and advance our sustainability goals together.

Certifications

Carbon Disclosure Project (CDP)
In 2024 we took part in the report for the third time, extending the assessment of water management to climate change. For these two areas, our performance has been graded at B (corresponding to management level). The average grade for the steel sector is B-.

Science Based Target initiative (SBTi)
In 2024 we were recognised by this organisation, which certifies that the group's 2030 target is science-based and therefore contributes to a maximum temperature increase of 1.5 degrees Celsius.

International Environmental Product Declaration System (EPD)
We certify and publish environmental product declarations in the International EPD pro-gramme, the most meaningful in the industry.

Global partnerships and sustainability

Sectoral alliances

4

Committed to sustainability

In 2024, we reinforced our commitment to sustainability, setting an example for the circular economy at the national and international level.

Analysis and double materiality matrix

At Celsa, we apply the concept of materiality, or relevance, to better understand the connections and impacts related to environmental, social, and governance (ESG) issues.

As part of the preparation for sustainability reporting and in line with the recent requirements of the *European Sustainability Reporting Standards* (ESRS), in 2024 we performed a double materiality analysis.

We based this analysis on the methodology proposed by the *European Financial Reporting Advisory Group* (EFRAG), incorporating a detailed view through the performance of individual double materiality analyses for each of the business units: Celsa Spain —which includes Celsa Global Support and Celsa Global Circularity—, Celsa France, Celsa Poland, Celsa Nordic and Celsa Steel UK.

The process comprised a participatory exercise in which the views of stakeholders, as well as management and owners, were incorporated qualitatively and quantitatively.

5 workshops with senior management

→

12 interviews with senior management

→

10 interviews with stakeholders: associations and public institutions, staff members, customers and supplier companies

→

+12,000 surveys carried out

2,055 replies

→

17% response ratio. Result of the stakeholder consultation

Surveys by stakeholder group

Local communities **3%**

Executive Committee and Owners **1%**

Client companies **17%**

Supplier companies **24%**

Workforce **55%**
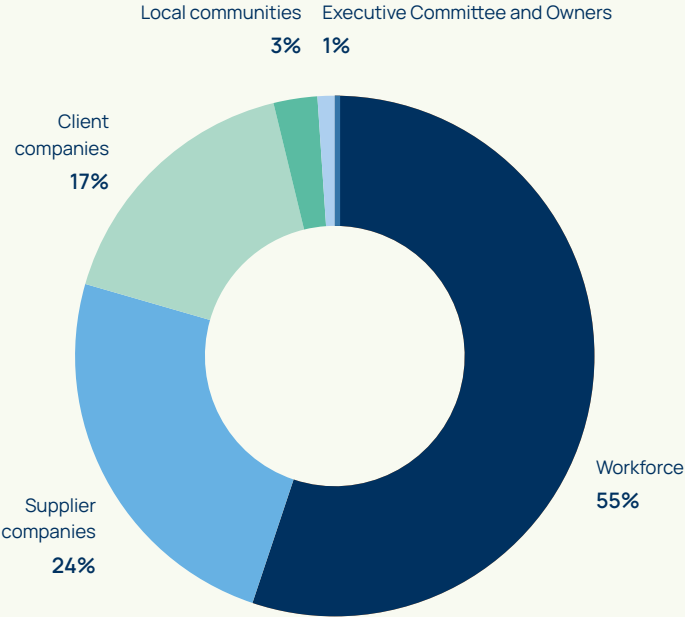
These results were grouped according to the relevance of each business unit, in an exercise ensuring that all key perspectives are represented.

A double materiality matrix was developed on the basis of this methodology to reflect sustainability priorities. This matrix is the result of a methodological process that includes the identification and assessment of potentially material impacts, risks and opportunities linked to the issues aligned with our strategy.

Double materiality matrix

Impact on society (y-axis), *Impact on enterprise value* (x-axis)

Plotted points: CM1, CR6, CR5, CL1, CR7, CR4, TS1, CR2, CR3, CL2, CR8, VC2, ET1, ED1, TS3, CR1, ET4, ET2, TS2, CM3, ET3, ET5, VC1, ET6, ED2, CM2
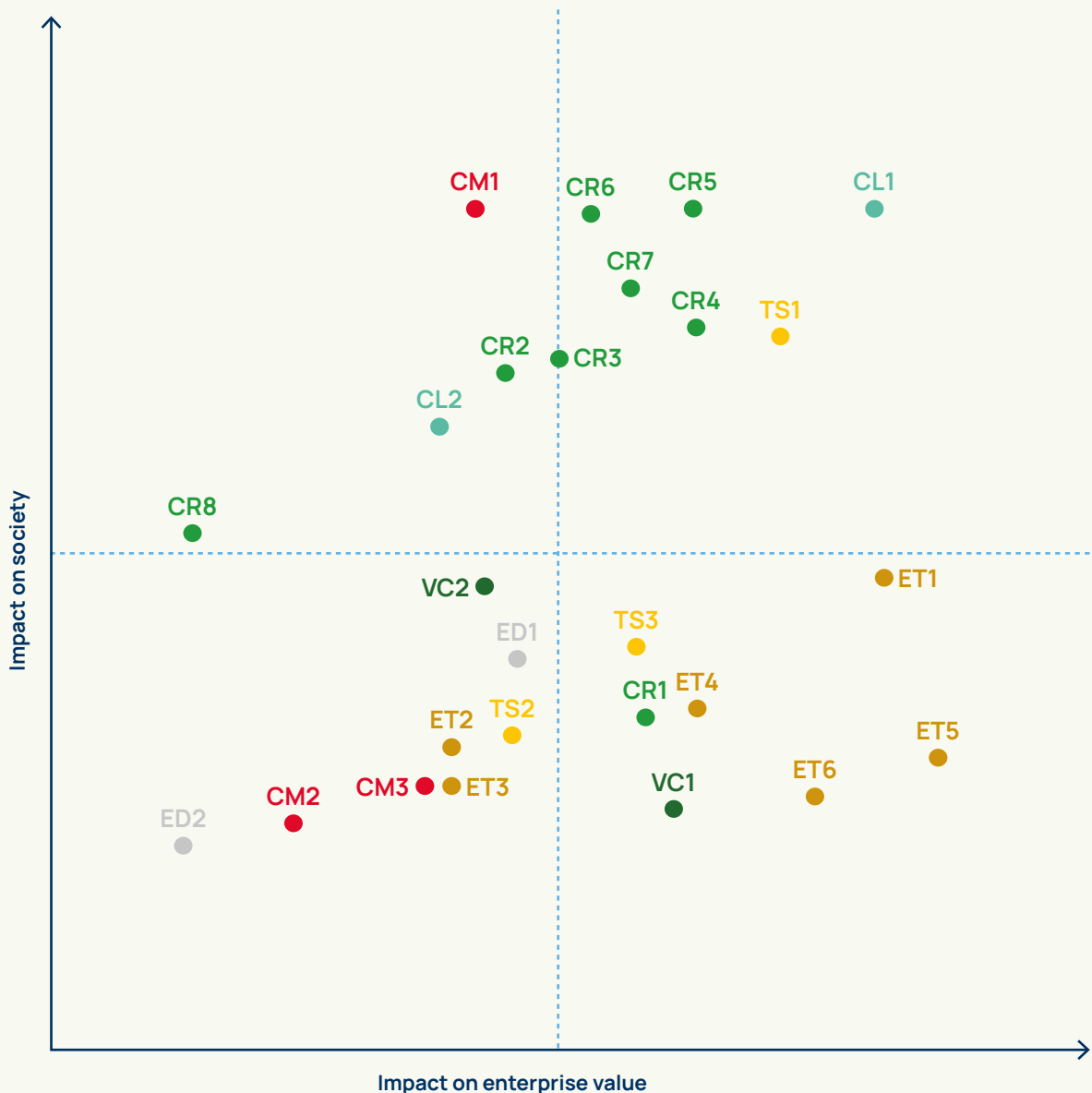
ESG issues related to Celsa's strategy

CL: Climate
CL1 – Greenhouse gas emissions and green energy
CL2 - Transportation of goods and commuting to work

CM: Community
CM1 - Local economic development
CM2 - Social action (CSR)
CM3 - Celsa's reputation and image

CR: Circularity
CR1 - Customer service and commitment
CR2 – Product quality
CR3 – Innovation and digital transformation
CR4 – Environmental management of facilities
CR5 – Circularity processes
CR6 – Resource consumption and waste management
CR7 – Water consumption and management
CR8 – Biodiversity and regeneration

ED: Equality and diversity
ED1 – Female talent
ED2 – Social inclusion and diversity

ET: Ethics and transparency
ET1 – Ethics, transparency and compliance
ET2 – Data protection and privacy
ET3 – Celsa culture
ET4 – Business management and leadership
ET5 – Operating profitability and growth
ET6 – Financial health

TS: Talent, health and safety
TS1 – Occupational health and safety
TS2 – Attracting talent
TS3 – Talent retention and well-being

VC: Supply chain
VC1 – Supply chain management and traceability
VC2 – Human rights in the supply chain

Key topics

Social topics

Occupational health and safety

Environmental topics

Greenhouse gas emissions and green energy

Resource consumption and waste management

Environmental management of facilities

Water consumption and management

Circularity processes

At Celsa, we are preparing to comply with the CSRD directive on corporate sustainability reporting. In 2024, we conducted an analysis of the reporting gaps and identified the projects needed to meet its requirements.

Stakeholders

Stakeholders make up a broad network of actors with whom we maintain an open, constant and honest dialogue, which contributes significantly to the construction of our strategy and brand.

We have a **Stakeholder Dialogue and Communication Policy** in place to foster communication with all stakeholders and achieve sustainable and socially beneficial operations.

Suppliers

General purchases

Energy

Technology

Subcontractors

Logistics

Scrap metal

Financial institutions

celsa

Employees

Subcontracted staff

Shareholders

Public administration

Local community

Organisations

Society

Client companies

Energy

Automotive

Shipbuilding

Construction

Agriculture

Sustainability governance

The sustainability function is implemented at the corporate level and replicated at the various business units.

Sustainability governance bodies

Executive Sustainability Committee

It is attended by the corporate and business unit sustainability directors, as well as the directors of the main cross-cutting areas with an impact on sustainability: processes, purchasing, logistics, energy, circularity, people and organisation, among others. This committee discusses relevant sustainability issues and presents global indicators, initiatives and projects with an impact in this area.

Executive sustainability committees of the business units

Their task is to monitor sustainability issues —with a strong focus on the environment—, analyse the main risks and seek solutions. These committees are made up of the CEO, the sustainability directors, the environmental manager, the plant manager and the institutional relations manager, if this role exists.
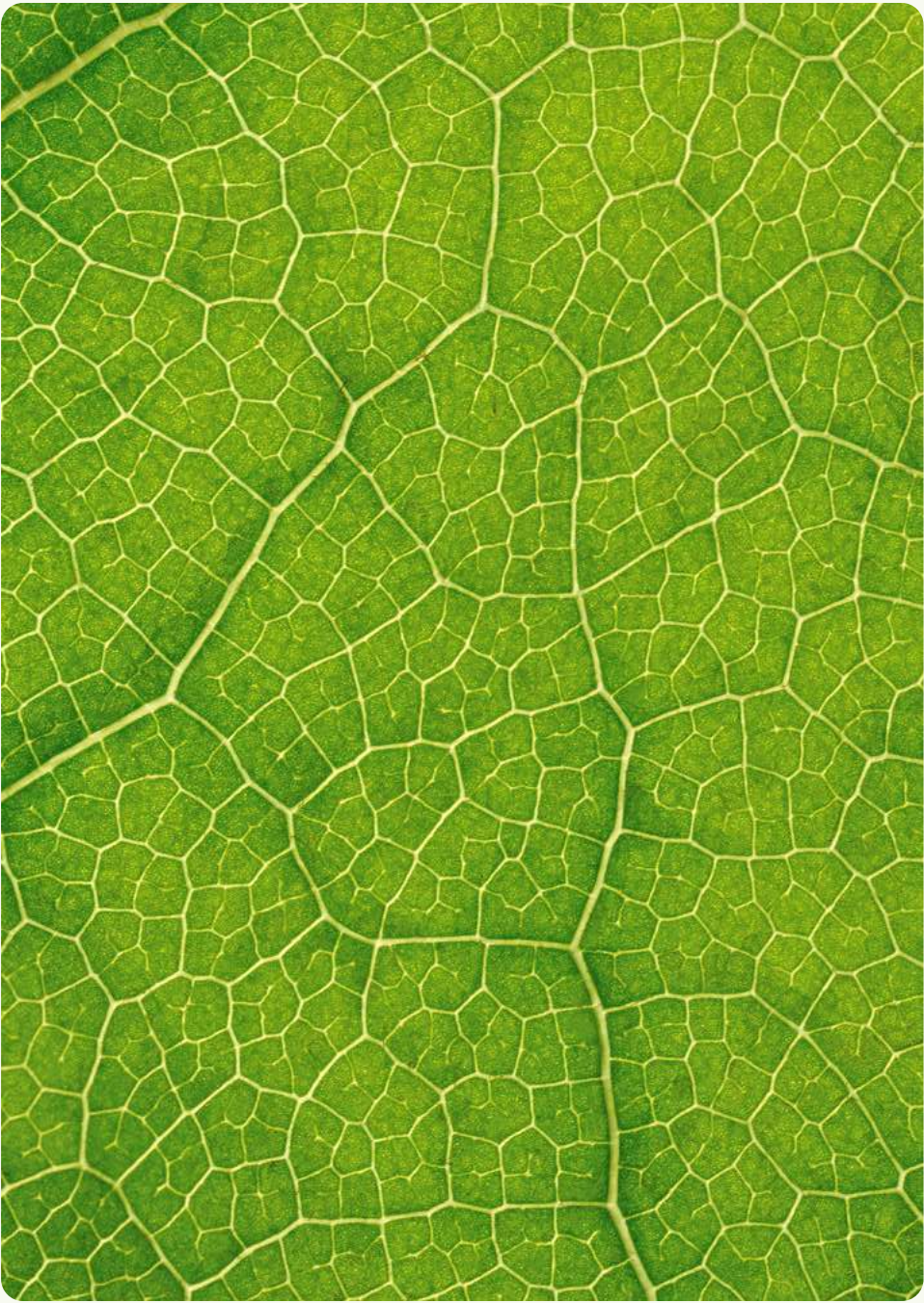
ESG risks

Our industrial activities are carried out according to the precautionary principle, which means taking appropriate preventive measures. In 2024, we updated our ESG risk map in order to identify, assess and manage risks that may affect our long-term sustainability and resilience.

The updating of the group's sustainability risks allowed us to identify the most relevant environmental risks, including those related to climate change, regulatory changes and accidental pollution episodes.

One of the tools implemented to identify possible risks is the preparation of the environmental risk studies required by Act 26/2007, of 23 October 2007, on Environmental Responsibility. These studies have been carried out at all Celsa's plants located in Spain that lie within the scope of the aforementioned legislation.

The main environmental risks arising from our activities are related to air and water pollution, energy and natural resource consumption, and waste generation.

All of Celsa's plants have the necessary environmental protection facilities to mitigate these risks, such as gas purification plants, wastewater treatment plants, energy management systems and others. They also have mechanisms in place to ensure knowledge of and compliance with applicable legal requirements.

ESG risk map

In 2024 we updated our ESG risk map in line with the international standards established by the Committee of Sponsoring Organisations of the Treadway Commission (COSO).

Health and safety	Climate resilience
Environmental permits and authorisations	Traceability in the supply chain
Water, soil and air pollution	Cultural misalignment
Processing of orphan sources	Technologies for decarbonisation
Decarbonisation objectives	ESG governance

With regard to the information reported in the 2024 NFRS, the ESG risk map has been harmonised and revised to ensure alignment with the new corporate risk map and the renewal of Celsa with the sale of the subsidiaries of Celsa Steel UK (United Kingdom) and Celsa Nordic (Norway, Sweden, Denmark and Finland), as of the date of publication of this 2024 Sustainability Report.

Sustainability strategy

We have built our sustainable development strategy on seven fundamental commitments.

Commitment to circularity
In order to reuse steel waste and promote the circular economy, we are working to increase recovery and develop new lines of business related to recycling.

Commitment to equality and diversity
We promote equality, diversity and a respectful working environment by implementing measures to increase the representation of women in the industry.

Commitment to the value chain
We work to pass on sustainability and corporate social responsibility within the supply chain.

Commitment to climate
We contribute to the decarbonisation of the sector through energy efficiency measures and a reduction in the use of fossil fuels.

Commitment to the health & safety and talent
The company's team of employees is essential to the present and future of the company. We prioritise their safety, health, well-being and professional development.

Commitment to the community
We establish ties to local customers and suppliers and act with full respect for the cultures of the countries and territories where we operate.

Commitment to ethics and transparency
We foster a culture of ethics and compliance throughout the organisation and are guided by principles of integrity and transparent disclosure of information.

Our contribution to United Nations SDGs

Since 2021, we have been part of the United Nations Global Compact, and reaffirm our commitment to its ten principles in key areas such as employment conditions, environmental protection and anti-corruption. This commitment is a reflection of our willingness to operate according to the highest ethical and sustainability standards.

In line with our vision, we have prioritized six of the seventeen Sustainable Development Goals (SDGs) that we consider fundamental to our impact and growth. These SDGs guide our strategic actions, steering us towards building a more sustainable business model and a significant contribution to global development. At Celsa, we work with determination so that our initiatives not only generate value for the company, but also for society and the environment in which we operate.

3 GOOD HEALTH AND WELL-BEING

5 GENDER EQUALITY

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

5

Environmental commitments

At Celsa, we take on the challenge of decarbonisation with a firm commitment to addressing climate change. As part of a sector responsible for a significant fraction of global emissions, we are actively working to reduce our carbon footprint and contribute to the goals of the Paris Agreement.

We are furthermore committed to circularity as a driver of change. In a world where only 6.9% of the economy is circular [1], we are making progress in the reuse of steel waste, increasing the recovery of materials. We maintain high consumption rates of recycled material as a raw material (95% in 2024). We also continue to explore new opportunities in the recycling of plastics, non-ferrous metals and other innovative technologies. In relation to water resource management, we focus on reducing water consumption.

Our environmental commitments are focused on two key areas: climate action and circularity. Every step we take brings us closer to a cleaner, more efficient and sustainable industry.

[1] Source: *The circularity gap report 2025* (https://www.circularity-gap.world/2025)
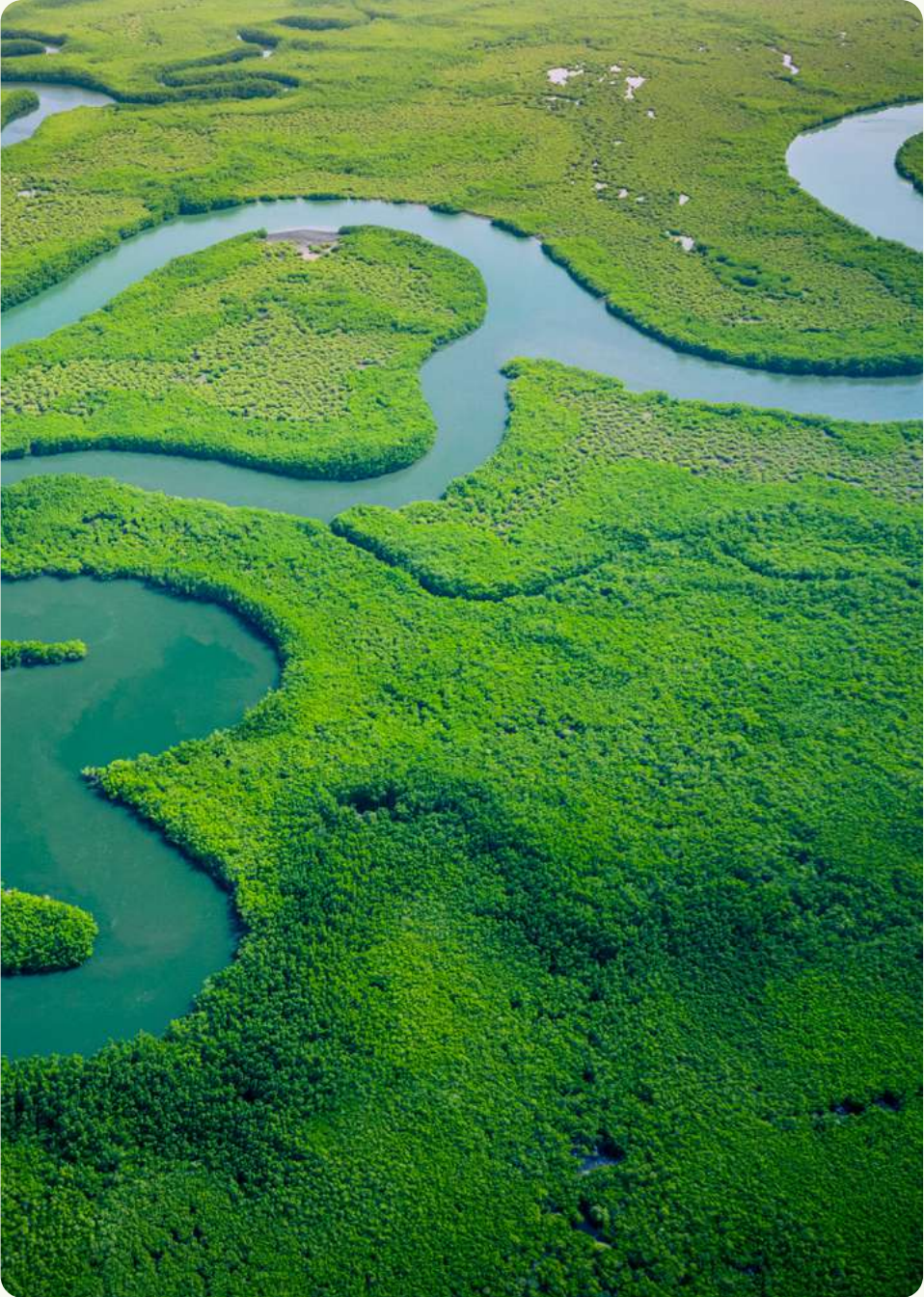
Celsa's environmental management is based on continuous process improvement, implementation of best available techniques, analysis of environmental risks and opportunities, and commitments to our stakeholders. Along these lines, we have been participating in the Carbon Disclosure Project (CDP) since 2022, where we have consistently obtained a B rating and have progressively improved our partial scores. The average grade for the steel sector is B-.

All our main plants are governed by integrated environmental authorisations and have environmental management systems certified according to the international ISO 14001 standard. In addition, Compañía Española de Laminación, SL, Global Steel Wire, SA, and Celsa Atlantic, SL, have EMAS (Eco-Management and Audit Scheme) registration, a tool developed by the European Union to recognise organisations that have implemented an excellent environmental management system and have made a commitment to continuous improvement, verified by independent audits. It should be noted that all our main plants, with the exception of Celsa Manufacturing (Cardiff, United Kingdom), have energy management systems in accordance with the ISO 50001 standard.

Our plants have also incorporated sustainability accreditations, such as SustSteel, a European-wide sustainability management system for the steel sector, and the UNE 36901 standard for steel sustainability management systems in Spain. These certifications are evidence of our dedication to maintaining high standards in our operations.

We also prepare environmental product declarations (EPD) for certain product references to assess and communicate the environmental impact of each phase of the product life cycle, within the framework of the International Environmental Product Declaration System.

In 2024, environmental expenditures amounted to 21.62 million euros, while investments totalled 8.92 million euros. The main environmental investments are aimed at improving energy efficiency, as well as improving pollution control facilities.

At Celsa we promote environmental excellence in all our activities.

Commitment to climate

We are moving forward with determination in our strategy to leave fossil fuels behind, promoting their replacement by cleaner and more sustainable energy sources. In this regard, we have received recognition from the Science Based Targets initiative (SBTi), confirming that the company's 2030 decarbonisation targets are aligned with climate science.

In addition, we promote efficiency in our processes to optimise the use of natural resources and significantly reduce energy consumption.

By using electric arc furnace technology, we annually avoid the emission into the atmosphere of 11 million tons of CO_2, equivalent to the emissions generated by 2.4 million cars per year.
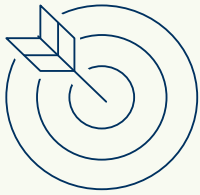
Climate objectives

Decarbonisation

2030 **

↓ **50%**
Reduce scope 1 and 2 CO_2 emissions (market-based) by 50%
compared with 2021

↓ **25%**
Reduce CO_2 emissions (scope 3) by 25%
compared with 2021

2050

0%
Be CO_2 emissions-neutral in scopes 1, 2 (market-based) and 3

* These objectives have been prioritised and will be adjusted periodically to maintain the balance between sustainability and competitiveness. ** Validated by SBTi.

Strategic approach and policies

During 2024, we reinforced our commitment to the environment by conducting a comprehensive environmental risk review. We identified key challenges related to climate change, such as meeting decarbonisation targets and the need to innovate in sustainable technologies.

From the end of 2022 and throughout 2023 and 2024, we developed a report on climate risks and opportunities, aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). We highlight the challenges associated with carbon-pricing mechanisms and the implementation of low-carbon technologies, as well as the physical risks associated with water scarcity and rainfall variability. We also see great opportunities: the development and launch of increasingly low-carbon products represents a window to innovate, generate value and actively contribute to the transition to a greener economy.

Our emissions are structured according to the three scopes defined by the Greenhouse Gas Protocol (GHG Protocol):

— The **scope 1 emissions** represent 17% of our total footprint. Celsa's main production facilities are subject to greenhouse gas emissions permits and strict regulation through the European Union's Emissions Trading Scheme (ETS), which has a direct impact on the business.

— Regarding **scope 2** its weight is 35% (market-based). As an electricity-intensive company with electric arc furnace (EAF) technology, electricity consumption is high, and accounts for a significant portion of our footprint.

— With respect to **scope 3**, after several years of work to improve quantification, we have determined that it represents 48% of our carbon footprint, with particular significance in the category of goods purchasing. We are currently focusing our efforts on exploring and defining levers of action that will enable us to reduce these emissions and move towards comprehensive decarbonisation.

This strategic vision is included in the Climate Action Policy, approved in 2023, which encourages us to adopt energy-saving and efficiency measures.

Key actions and parameters

Calculation of emissions

ETS emissions

Since 2005, Celsa's steelmaking and rolling mill activities have been included in the European Union's Emissions Trading Scheme (ETS), a system that establishes a maximum limit on emissions and promotes reduction through a market for the purchase and sale of rights. Each allowance allows one ton of CO_2 to be emitted, and if a company emits less than allowed, it can sell its excess allowances; if it emits more, it must purchase additional allowances. In Celsa's case, part of these rights are allocated free of charge, as the steel sector is considered exposed to the risk of carbon leakage, which entails a possible relocation of production to regions with less stringent climate regulations.

ETS emissions

☐ 2023 ■ 2024

ETS emissions ($t\ CO_2eq$)
- 627,903 (2023)
- 639,533 (2024)

(x-axis: 0, 1,000, 2,000, 3,000, 4,000, 5,000, 6,000, 7,000)

ETS emissions ($kg\ CO_2eq$ /t steel)
- 111.95 (2023)
- 112.17 (2024)

(x-axis: 0, 25, 50, 75, 100, 125)
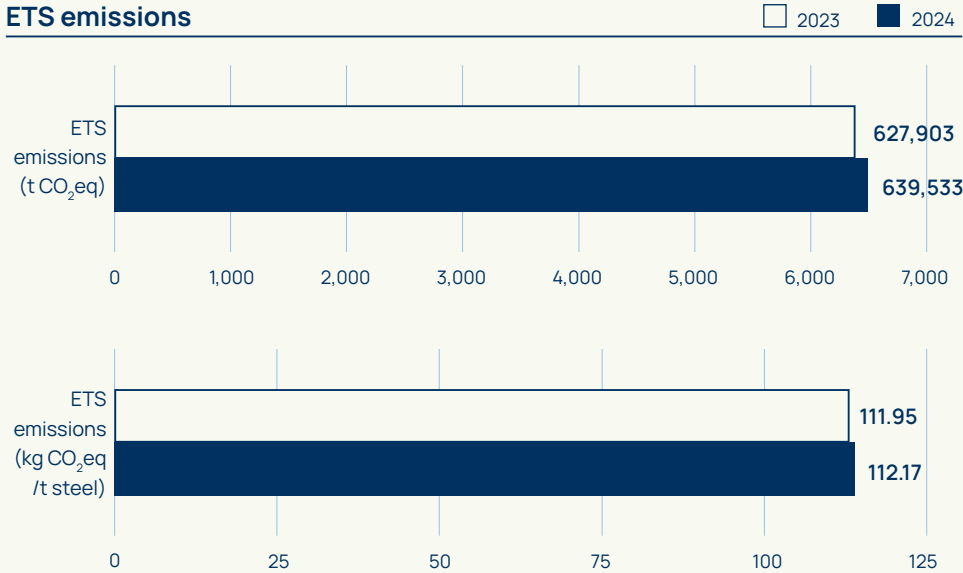
Carbon footprint

We calculate the greenhouse gas (GHG) emissions of our main plants to monitor compliance with our SBTi-validated objectives and their evolution, detect areas for improvement, and study the application of measures that help reduce generation.

The calculation of our carbon footprint is performed by following the GHG Protocol standard, which allows us to homogeneously and rigorously quantify the direct and indirect emissions of the main greenhouse gases —such as carbon dioxide (CO_2), methane (CH_4), nitrogen oxides (N_2O) and others—, expressed in tons of CO_2 equivalent ($t\ CO_2eq$). This measurement is verified by an accredited, independent entity, which guarantees the reliability and transparency of the data.

Our analysis includes scope 1 and 2 emissions, as well as the most relevant scope 3 categories.

Calculated scopes
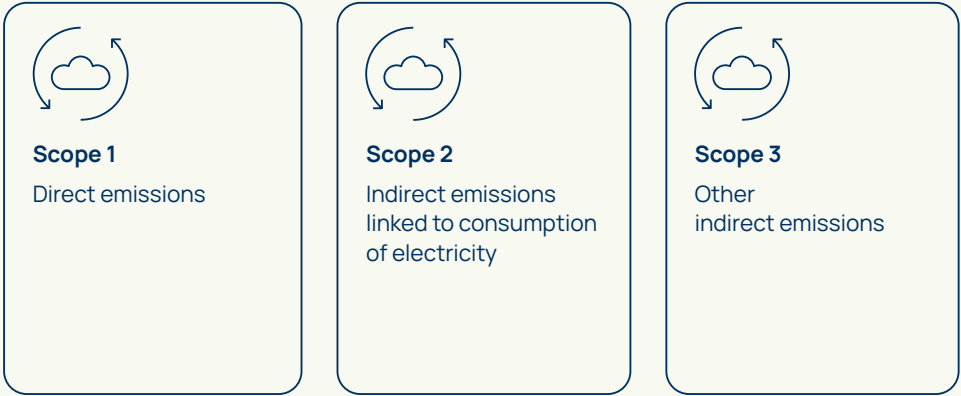
Scope 1
Direct emissions

Scope 2
Indirect emissions linked to consumption of electricity

Scope 3
Other indirect emissions

We calculate the carbon footprint of the activities of our main plants, and indirectly of the entire organisation (upstream —circularity hubs— and downstream —transformation and finishing processes).

Facilities

| Circularity hubs | Steelworks | Rolling lines | Forging and mechanical treatment | Finishing plants |

Processes

| Collection and processing of scrap — Demolition, scrapping of vehicles, household appliances, etc. | Steel production — Melting, chemical adjustment | Steel production — Hot rolling | | Steel transformation and processing — Wire drawing, rebar, mesh manufacturing plants |

Celsa's production process

GHG emissions by scope (market-based) 2024

Scope 1 — 17%
Scope 2 — 35%
Scope 3 — 48%

3,716,925 t CO_2eq
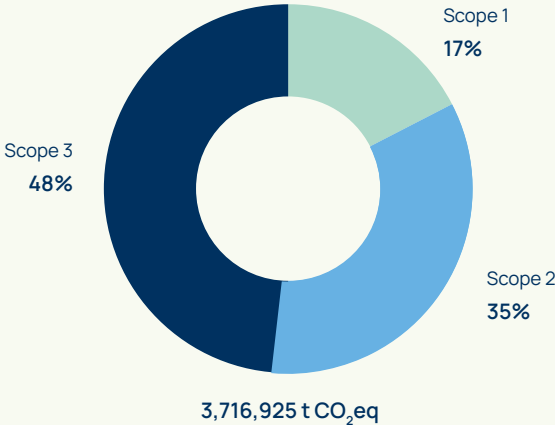
GHG emissions by scope (location-based) 2024

Scope 1 — 21%
Scope 2 — 23%
Scope 3 — 56%

3,006,107 t CO_2eq
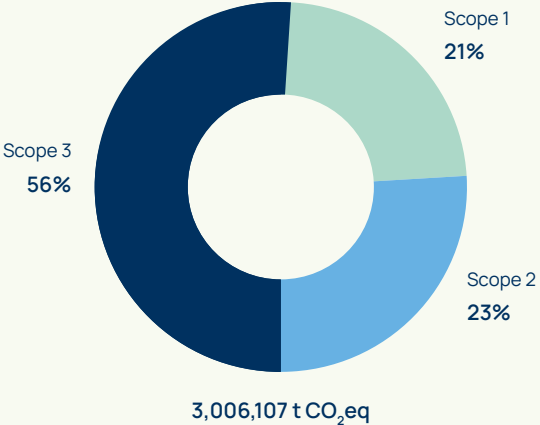
At Celsa we reaffirm our commitment to sustainability and the fight against climate change, and work to measure and mitigate the emissions derived from our activities. As part of this commitment, we present below the details of the 2024 carbon footprint results.

Market-based emissions

Scope 1:
direct emissions

374,763 $t\,CO_2\,eq$
Natural gas consumption
58.1%

267,402 $t\,CO_2\,eq$
Emissions from process,
stationary fuel sources
and internal transportation
41.5%

2,293 $t\,CO_2\,eq$
Consumption
of refrigerant gas
0.4%

Scope 2:
indirect emissions

1,304,440 $t\,CO_2\,eq$
Market-based
100%

Scope 3:
other indirect emissions

370,669 $t\,CO_2\,eq$
Oil production
and electricity (market-
based)
21.0%

153,718 $t\,CO_2\,eq$
Processing
of sold products
8.7%

13,615 $t\,CO_2\,eq$
Employee travel
and business trips
0.8 %

865,185 $t\,CO_2\,eq$
Goods purchased
48.9 %

340,071 $t\,CO_2\,eq$
Transportation and
distribution upstream
and downstream
19.2%

23,526 $t\,CO_2\,eq$
Capital goods
1.3 %

1,243 $t\,CO_2\,eq$
Waste disposal
0.1%

Location-based emissions

Scope 1: direct emissions

374,763 t CO_2 eq
Natural gas consumption
58.1%

267,402 t CO_2 eq
Emissions from process, stationary fuel sources and internal transportation
€41.5%

2,293 t CO_2 eq
Consumption of refrigerant gas
0.4%

Scope 2: indirect emissions

694,379 t CO_2 eq
Location-based
100%

Scope 3: other indirect emissions

340,071 t CO_2 eq
Transportation and distribution upstream and downstream
20.4%
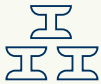
153,717 t CO_2 eq
Processing of sold products
9.2%

13,615 t CO_2 eq
Employee travel and business trips
0.8 %

865,185 t CO_2 eq
Goods purchased
51.9 %

269,913 t CO_2 eq
Oil production and electricity (location-based)
16.2%

23,526 t CO_2 eq
Capital goods
1.4 %

1,243 t CO_2 eq
Waste disposal
0.1%

2030 Decarbonisation Plan

In 2024, we have been working on the 2030 Decarbonisation Plan, in accordance with the requirements of the new European CSRD directive on corporate sustainability reporting. The plan is aligned with the objectives of the Paris Agreement, and covers different scenarios.

We have identified key actions to reduce emissions at our main plants (steel mills and rolling mills) and have quantified the necessary investments. Some of these investments were already approved in 2024, and we will continue to review and activate them in the coming years.

The main actions of the Decarbonisation Plan focus on energy efficiency, especially in the scrap melting and hot rolling processes, and on the use of renewable energies:

Switching from the use of fossil fuels to alternative recycled material (reused tires and plastic packaging waste, among others)	Implementation of lime injection system
Hot load boosting	Negotiation of a long-term (5-year) power purchase agreement covering the consumption of 10% of the consumption at the electricity-intensive power plants in Spain

Efficient energy management

Steel production using electric arc furnace technology is an energy-intensive activity, so efficient energy management is very important at our facilities.

All our main plants have energy audits in place in accordance with Directive (EU) 2023/1791 on energy efficiency, or alternatively have implemented an energy management system based on the ISO 50001 standard that includes energy audits (except for the UK).

Natural gas and electricity are the main sources of energy used in our production process.

Total energy consumption (MWh)

2023   2024

2023: 6,043,168
2024: 6,033,319

(x-axis: 0, 1,000, 2,000, 3,000, 4,000, 5,000, 6,000, 7,000)
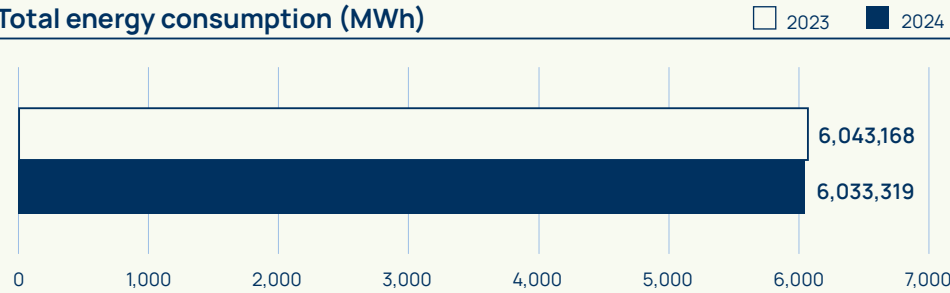
Energy consumption

Secondary energy

60%

Steam (sale)
-0.42%

Heating
0.29%

Electricity of renewable origin
0.35%

Electricity without
renewable origin
attribution
60.10%

Primary energy

40%

Petrol
0.01%

Propane
0.02%

Diesel
1.26%

Natural gas and other
38.39%

Energy consumption in specific values (kWh/t billet)

☐ 2023   ■ 2024

Electricity
664
641

Natural gas
402
407

Total energy consumption
1,066
1,048

0   200   400   600   800   1,000   1,200
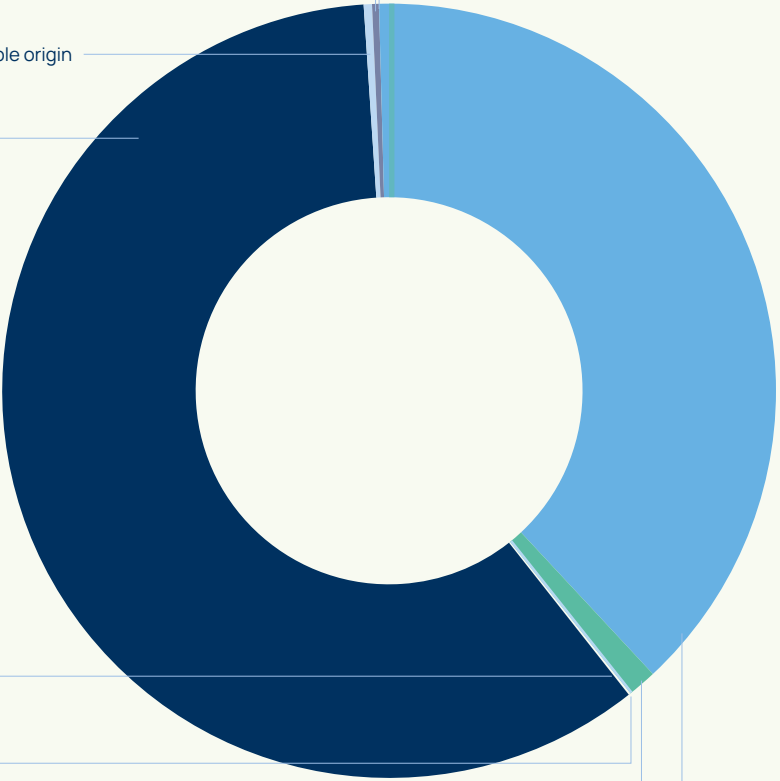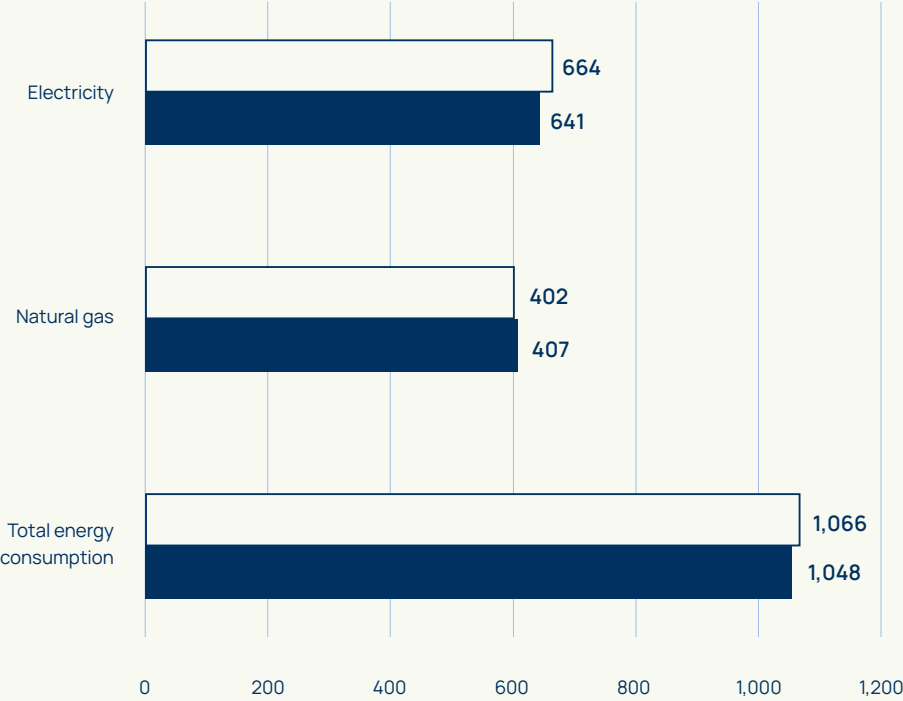
Most of the fossil fuel consumption is concentrated in the hot rolling process, due to the use of natural gas in the reheating furnaces. As for electricity, it is considered to be of renewable origin if it is acquired with guarantees of origin that certify its renewable origin. Such electricity consumption is specifically for the manufacture of Clean Energy and Carbon Neutral products, where production is based on the exclusive use of 100% renewable electricity.

celsa circular steel | CLEAN ENERGY

celsa circular steel | CARBON NEUTRAL

Achievements and results

Emissions

— The **2030 Decarbonisation Plan** is aligned with both the objectives of the Paris Agreement and the requirements of the new European CSRD directive on corporate sustainability reporting.

— Our 2030 level of climate ambition has been **recognised by the SBTi**. The proposed objectives are more demanding than those proposed by the SBTi in a framework of limiting the temperature increase to 1.5 degrees Celsius. It can therefore be confirmed that Celsa's decarbonisation targets for the 2030 horizon are based on science.

— We work on projects to improve efficiency in production processes. The implementation of energy efficiency actions, mainly related to natural gas consumption, has resulted in a reduction of specific emissions per ton of product.

— **Total energy consumption was reduced by 0.16%** with respect to the previous year, the most notable reduction corresponding to electricity. This reduction is explained by the implementation of energy efficiency actions by the different facilities as part of their energy management system.

Energy efficiency

↓ 2.49%
absolute scope 1 and 2 emissions (location-based) compared with 2023

↓ 41%
scope 1 and 2 emissions (location-based). (-38% EAF carbon steel emissions and -62% EAF fine steel emissions) compared to the sector average in the European Union*

↓ 1.71%
energy consumed per ton of billet compared with 2023

* Comparison with respect to the official average value for the steel manufacturing sector using electric arc furnaces: European Commission. (2021). Update of the reference values for the years 2021-2025 of phase 4 of the EU ETS: Reference curve and key parameter sheets. Available at: https://climate.ec.europa.eu/system/files/2021-10/policy_ets_allowances_bm_curve_factsheets_en.pdf

Commitment to circularity

Celsa's production model is based on the recycling of scrap for the manufacture of low-emission steel. This activity contributes positively to the environment in two ways: on the one hand, it avoids the accumulation of waste in landfills and, on the other, it makes it possible to obtain new steel products without resorting to the extraction of natural resources.

Circularity contributes directly to decarbonisation because it reduces the need to extract and transform virgin raw materials, processes associated with high energy consumption and high CO_2 emissions. If we extend the useful life of materials by recycling them, emissions linked to both production and waste management are minimised. Circularity reduces emissions by 39% and reduces biodiversity loss by 90%, by avoiding the extraction of natural resources and minimising the environmental impacts associated with linear production and consumption models[1].

95% of our end product is composed of recycled material, and the steel contained in the products we manufacture is 100% recyclable.

However, Celsa's ambition goes beyond the use of recycled materials: we are working intensively to continue advancing in circularity, focusing on the recovery of waste and the reuse of water used in our industrial processes.

Circularity objective*

2030
Be 98% circular

2050
Be 100% circular

[1] *Product-as-a-Service in the circular economy*. Cradlenet & Stena Circular Consulting (2022).

* These objectives have been prioritised and will be adjusted periodically to maintain a balance between sustainability and competitiveness.

Strategic approach and policies

We published and implemented our **Environment and Resource Management Policy** in 2023. This policy reflects the company's purpose, "To give infinite lives to finite resources", and includes a series of general principles associated with our business and our value chain.

As part of our vertical integration strategy, we have plants specialising in the collection and processing of ferrous scrap, which is subsequently transformed into raw material for steel manufacturing. These activities are legally recognised as waste management operations within the framework of reuse, and align us with the highest circular economy standards, encouraging responsible consumption of raw materials by prioritising the use of recycled materials over virgin resources. The waste associated with steelmaking activities and downstream processes (rolling and finishing activities) have a high recyclability rate.

We actively promote the recovery and use of waste generated in our steelmaking processes as a pillar of our commitment to the circular economy.
Through recycling and recovery —which encompasses reuse and recovery— we convert waste into new resources that replace raw materials or energy in other production processes. The use of scrap to make steel, instead of virgin ore, reduces approximately 90% of raw material input and 40% of water consumption[2].

As part of our circular model, we recycle and reuse the waste generated during the different production processes.

Recycling involves transforming waste into new products or materials or substances for the same or another purpose, and excludes energy recovery and transformation into materials to be used as fuels or for backfilling operations.

Reuse refers to any process in which waste replaces another material or is prepared to fulfil a useful function within a facility.

[2] *Action Plan for a Competitive and Sustainable Steel Industry in Europe*. European Commission (2013).

Our circular economy model

87% of the material used in the process is recycled

95% of the end product is made from recycled material

100% of the steel produced is infinitely recyclable

Preparation for recycling

Recycling of steel

Recycled content

Collection and processing of scrap
Demolition, scrapping of vehicles, household appliances, etc.

Internal scrap
Celsa companies

External scrap
External supplier companies

Steel manufacturing
Smelting / Chemical adjustment / Hot forming

Steel transformation and processing
Wire drawing / Rebar / Mesh manufacturing plants

Products
Galvanised steel / Electro-welded mesh / Profiles / Rods / Corrugated bar / Commercial bar

Distribution

Sectors

Energy

Agriculture

Construction

Ship-building

Automotive

Use by client companies

Steel recycling processes

Recovery of waste in the processing of scrap

29% of waste generated at the scrap divisions is recovered

Recovery of total waste

91% of all waste is recovered

Recovery of steelmaking waste

98% of the waste generated at the steel-making divisions is recovered

Co-products

Black slag	White slag	Fusion powder (zinc oxide)	Scale (iron oxide)	Refractory materials (magnesium oxide)
Civil works	Cement plants. For construction purposes	Galvanisation sector	Steelmaking blast furnaces	Manufacturer of refractory materials

Waste recovery

Our water circularity model

At Celsa we also recognize the vital importance of water and its circularity in our industrial processes. Responsible management of this resource is essential to minimise the environmental impact and ensure long-term sustainability. Our environmental and resource management policy therefore also includes among its objectives the efficient and responsible use of water.

Water management at our plants focuses on reducing water consumption and minimising the environmental impacts associated with discharges. Celsa's most important industrial processes are carried out at high temperatures, which requires the constant use of water to ensure the cooling of both the facilities and the manufactured product.

Despite the water situation, our specific consumption values are among the best in the industry. This is possible thanks to the continuous implementation of actions to reduce and optimise water use and the design of the water circuits as closed circuits that constantly recirculate the water used for cooling (with the exception of Celsa Armeringsstål, Mo i Rana, Norway), reaffirming our commitment to sustainability and environmental protection.

It is likewise crucial that our facilities have the necessary treatment equipment to reduce the pollutant load of the discharged water, in compliance with the required limits. At the most relevant facilities, water discharges are directed to municipal sewage networks.

Return to nature

Capture
— Underground wells
— Channelled from a lake
— Sanitary mains water

Outgoing water treatment

Incoming water treatment

Output
— Evaporation in the cooling towers
— Sanitation and treatment
— Sale or industrial symbiosis with other plants

Industrial use
— Optimisation through recirculation
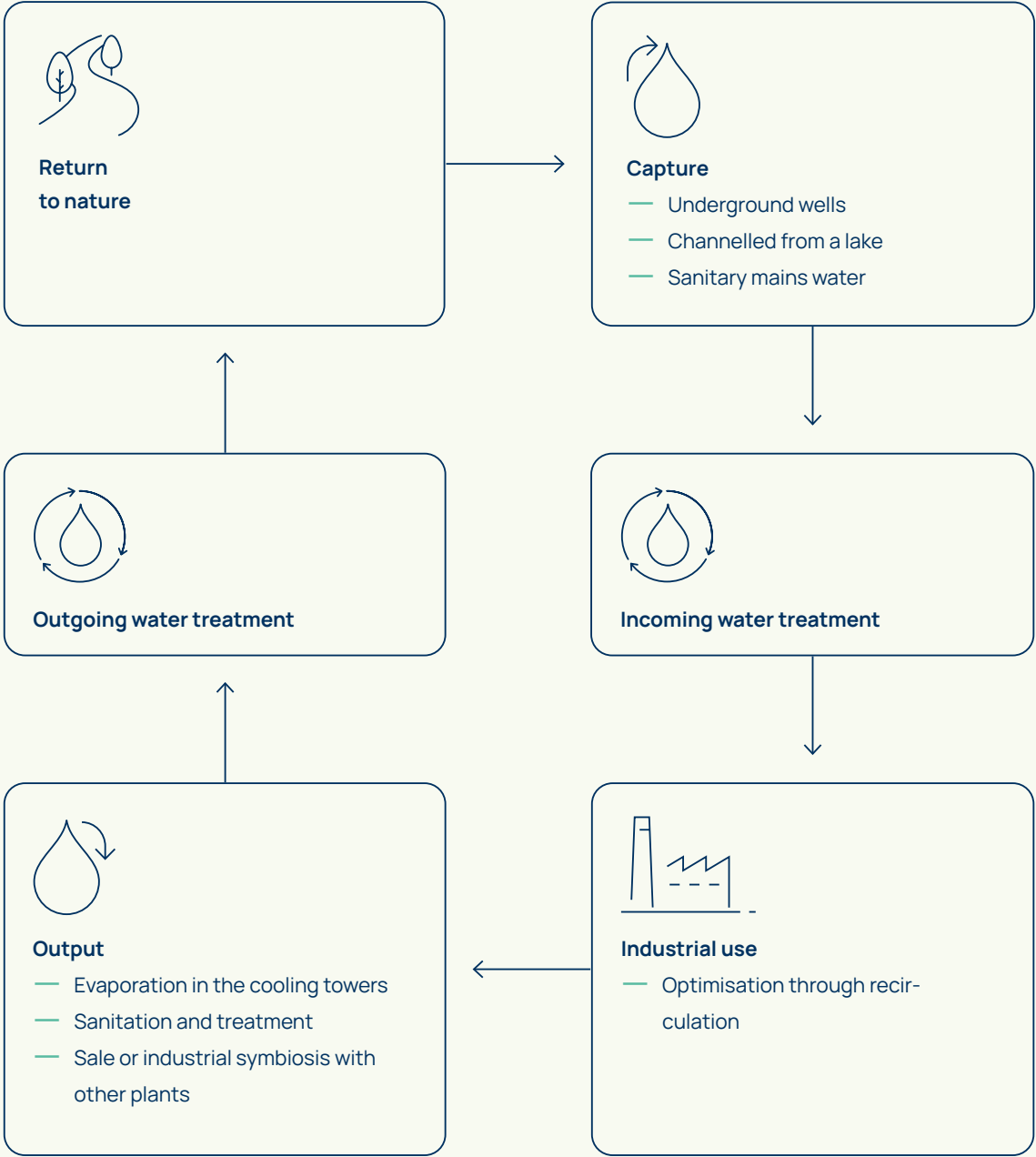
Key actions and parameters

Reduction in the consumption of raw materials

Our activity contributes positively to the environment in two ways. On the one hand, we avoid the accumulation and disposal of waste in landfill, which reduces pollution and environmental impact. On the other, we recover steel products and reuse them efficiently without consuming new natural resources.

Thanks to the use of electric arc furnaces —one of the most environmentally efficient systems— we are able to reduce raw material consumption. The benefits are quantifiable: according to data from the European Commission, for every ton of scrap metal recycled, more than 1,200 kilograms of iron ore, 7 kilograms of coal and 51 kilograms of limestone are saved. This represents a reduction of approximately 90% in the use of virgin raw materials with respect to the traditional steelmaking process, in addition to a 97% reduction in the generation of mining waste[3].

Through this circular economy model, we avoid the extraction of 11.31 million cubic meters of natural resources, which is equivalent —in terms of volume— to approximately 11 Empire State Building skyscrapers. A clear example of how innovation and sustainability can go hand in hand to build the steel of the future.
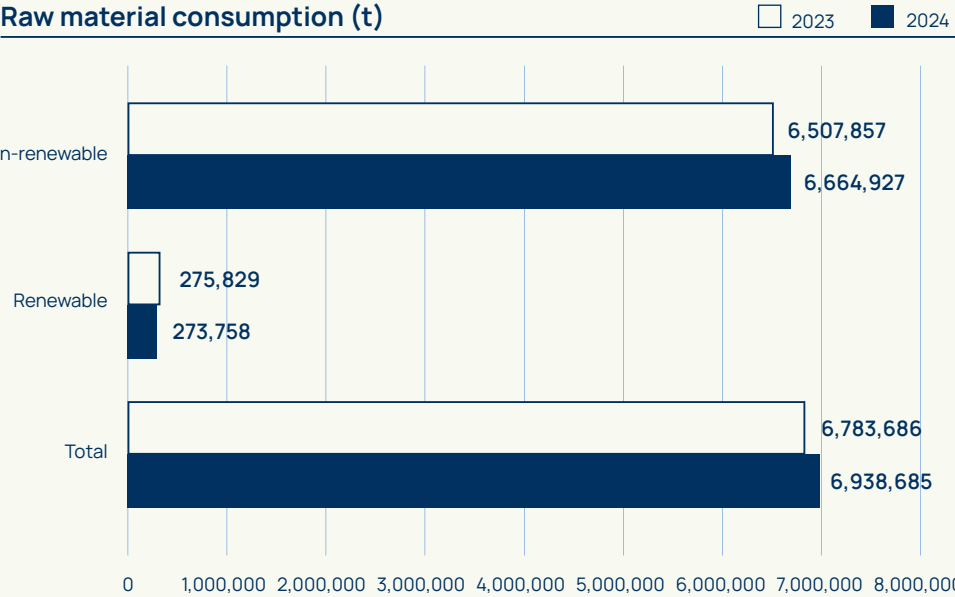
[3] *Action Plan for a Competitive and Sustainable Steel Industry in Europe*. European Commission (2013).

Raw material consumption (t)

Legend: ☐ 2023   ■ 2024

Category	2023	2024
Non-renewable	6,507,857	6,664,927
Renewable	275,829	273,758
Total	6,783,686	6,938,685

Axis: 0   1,000,000   2,000,000   3,000,000   4,000,000   5,000,000   6,000,000   7,000,000   8,000,000

In 2024, we consumed 6 million tons of ferrous scrap for the production of 5.69 million tons of steel, which represents a recycled content of 95.4% of the finished product.

Consumption of raw materials by type 2024

Material
recycled
(non-renewable)
87%

Material
not recycled
(non-renewable)
9%

Renewable
material
4%
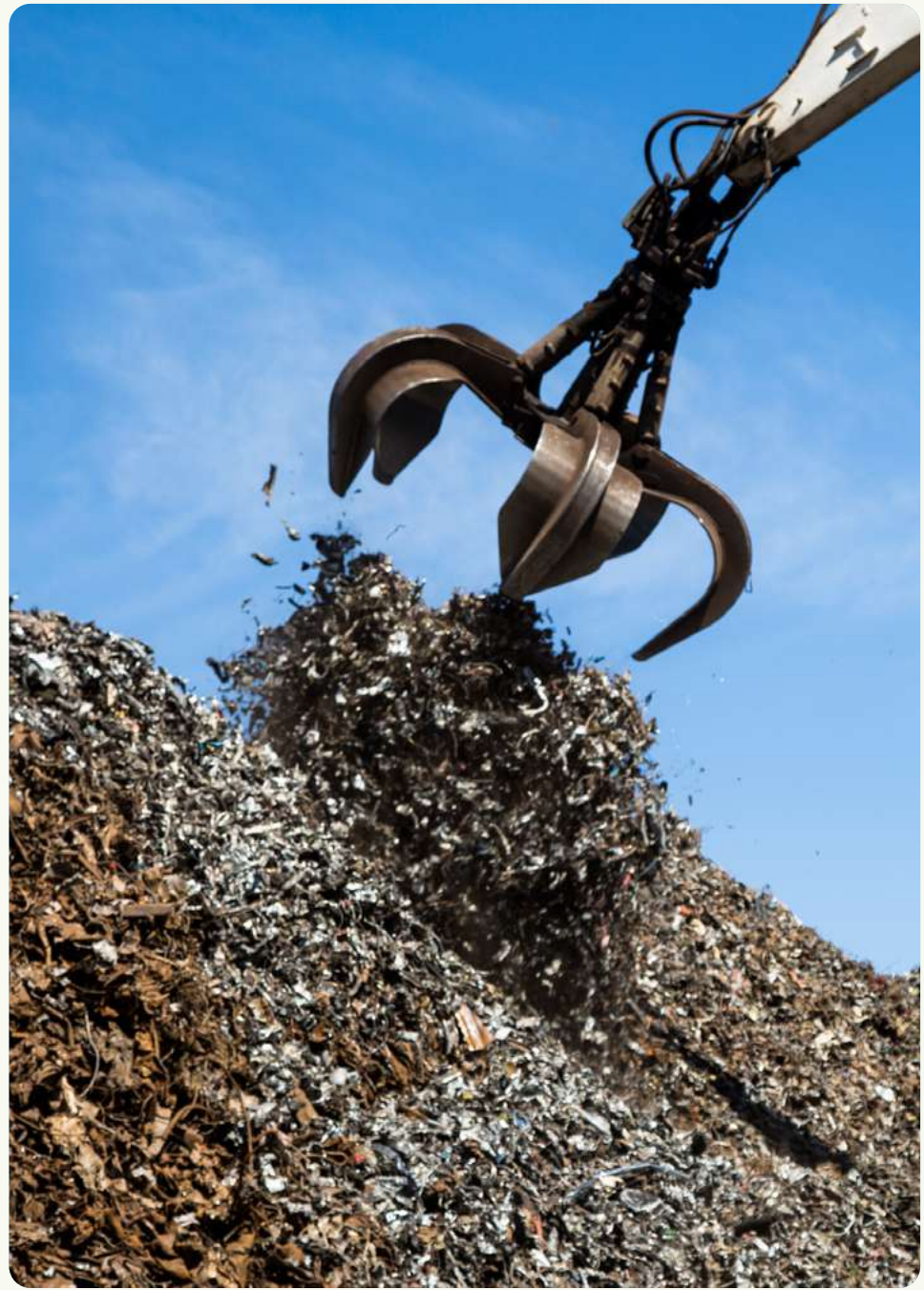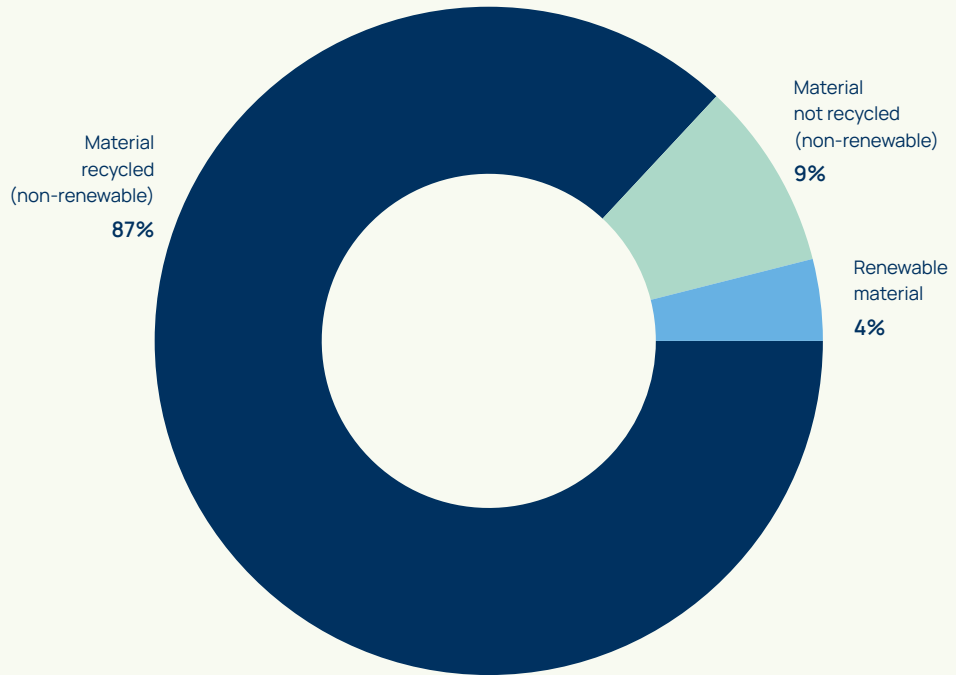
Waste recovery

Industrial manufacturing processes inevitably generate a series of waste streams.
At Celsa we work to reduce its impact through recovery strategies, prioritizing reuse or use
as an alternative raw material in other industries.

The main wastes generated in our activities include the following:

— Waste derived from the fragmentation of scrap and non-metallic materials.

— Metallic oxides and steel slags resulting from the steel manufacturing process.

— Iron scale or iron oxide generated during hot rolling.

We promote the use of waste generated from our manufacturing processes as an alternative raw material for other industries.

Waste generated (t)
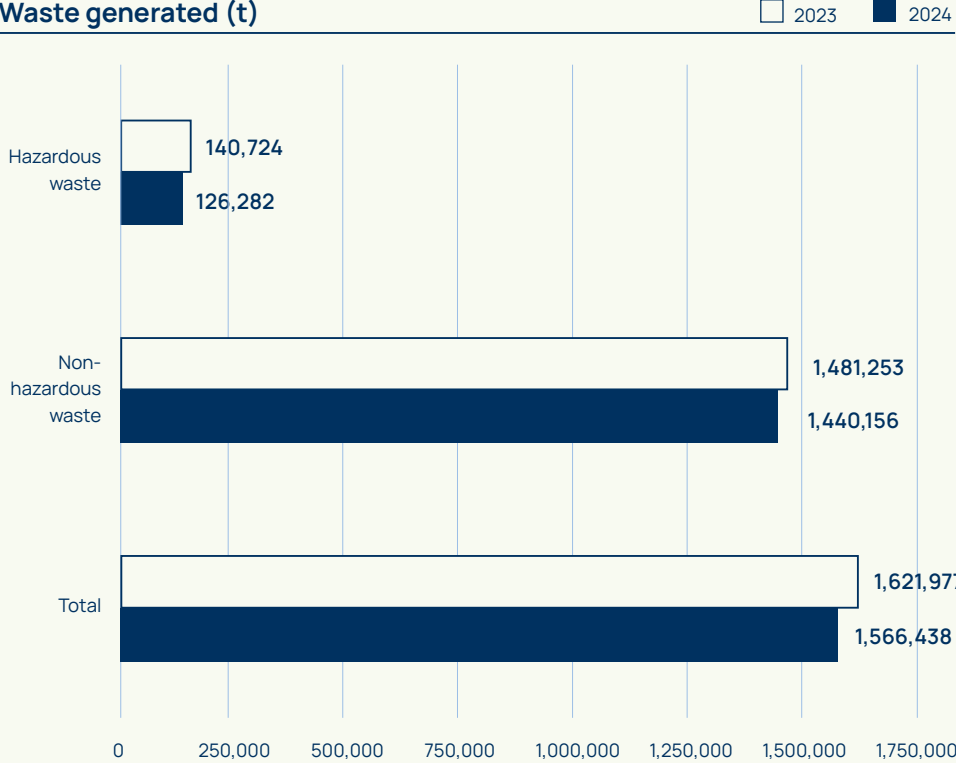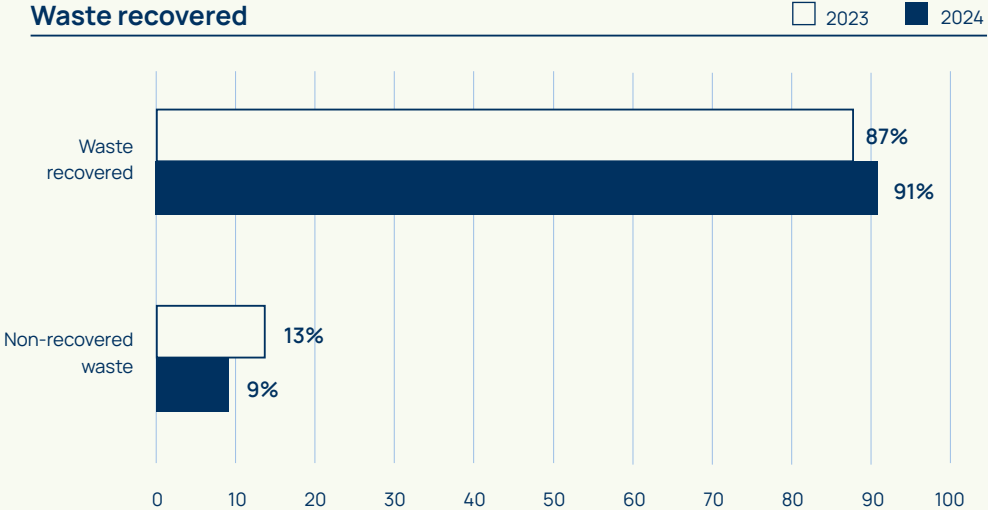
☐ 2023   ■ 2024

Hazardous waste	140,724 (2023)
	126,282 (2024)
Non-hazardous waste	1,481,253 (2023)
	1,440,156 (2024)
Total	1,621,977 (2023)
	1,566,438 (2024)

0   250,000   500,000   750,000   1,000,000   1,250,000   1,500,000   1,750,000

Waste recovered

☐ 2023   ■ 2024

Waste recovered	87% (2023)
	91% (2024)
Non-recovered waste	13% (2023)
	9% (2024)

0   10   20   30   40   50   60   70   80   90   100

Waste management methods

Waste recovered

91%

External recovery
64.18%

Internal recovery within the plant itself
16.55%

Internal recovery within Celsa
9.84%

Non-recovered waste

9%

Sent to landfill
7.78%

Incineration with energy recovery
1.47%

Other disposal operations
0.15%

Incineration without energy recovery
0.03%
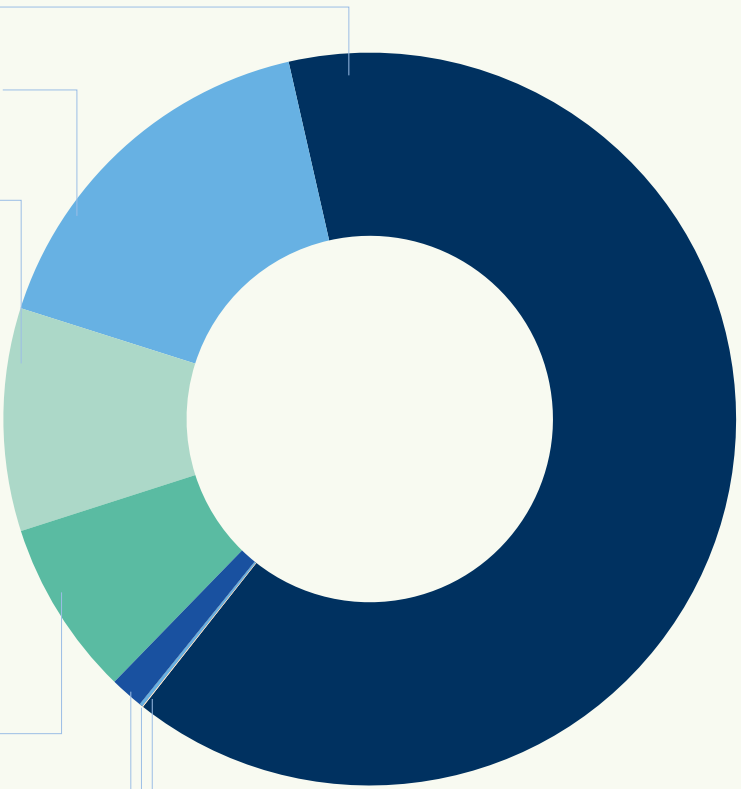
Our circularity, in figures

Steel recycling processes

87%
recycled material content used in the steel manufacturing process

95%
recycled material in the composition of the steel produced

100%
of steel in our products is recyclable

11 Mm^3
of natural resources avoided; equivalent to the volume of 11 Empire State Building skyscrapers

Recovery processes for waste generated

29%
of waste recovered at the scrap division

98%
of waste recovered at the steel division

91%
of total waste recovered

Responsible water management

As part of our environmental sustainability roadmap, we have also focused our efforts on water management.

In 2024, after identifying water as a significant risk for the company on the corporate map and for ESG, including climate resilience (floods, droughts) and water, soil and air pollution, we initiated implementation of an ambitious Water Efficiency and Resilience Plan at our main Celsa Spain and Celsa France plants.

In the first phase of the plan, a water efficiency assessment was carried out, as well as the detection of risks and opportunities for improvement for each of the facilities (more than 50 opportunities), with the most efficient among them selected for detailed analysis. The risks are as usual in the industrial sector of monitoring, shortages, leachate and/or seepage and spillage in rainfall events. Opportunities for improvement that need to be studied in greater depth focus on water security and in some cases resilience.

This initiative reaffirms our commitment to sustainability and environmental protection, and ensures that our operations are not only efficient, but also responsible and resilient.

As for wastewater discharges, the facilities have the necessary treatment equipment to reduce the pollutant load of the discharged water, which guarantees compliance with the required limits. At the most relevant facilities, water discharges are directed to municipal sewage networks.

In 2024, we reduced water consumption by 8% through a series of optimisation measures, particularly at the Celsa Barcelona plant, where water withdrawal decreased thanks to actions implemented during the drought period.

Total water consumption (m³)

5,238,592

4,794,395
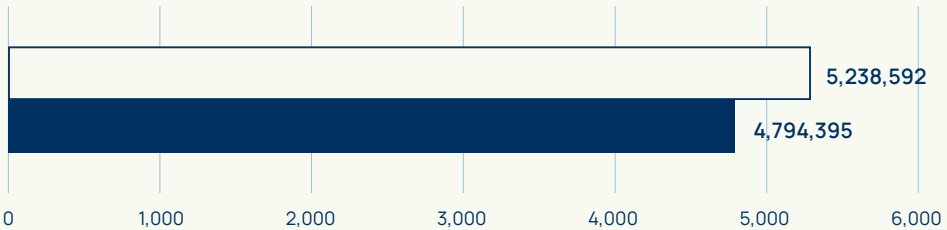
Management of water withdrawn

Sale
1%
421,609 m³

Discharge
83%
25,124,738 m³

Consumption
16%
4,794,395 m³

Total water withdrawn = 30,340,742 m³
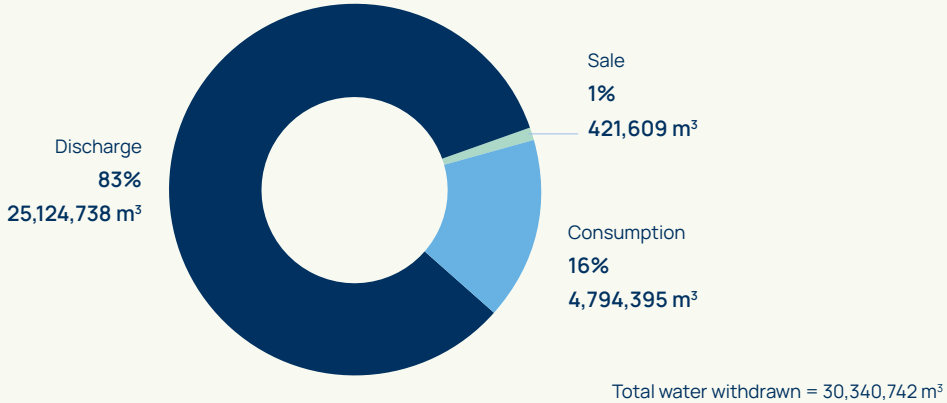
Water consumption in water-stressed areas out of the total in 2024
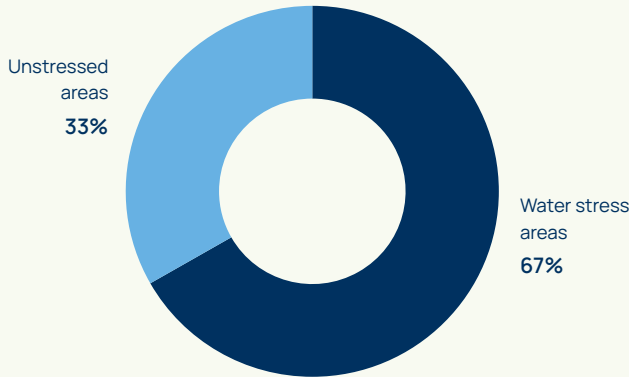
Unstressed areas
33%

Water stress areas
67%

Achievements and results

Reduction of raw material consumption and waste recovery

— 100% of the steel contained in our products is 100% recyclable.

— **95%** of our end product is **made from recycled steel**.

— **We recover 91% of the waste** we generate in our production.

— As a result of the continuous effort to reduce waste sent to landfill, **the percentage of waste recovery in the steel division has increased,** in particular through a new management channel for white slag, which is now used in the cement manufacturing process as a raw material for clinker production.

Water management

— Efforts to reduce water consumption are focused on production plants located in water-stressed areas. In 2024, **water withdrawal was reduced by 23.36% and wastewater discharge by 31.53%**, figures that are the result of more efficient water use, increased monitoring and control of facility-specific consumption, and the implementation of water-saving measures such as the recirculation of water circuits for reuse.

↑ **3.77%**
waste recovered
compared with 2023

↓ **8.48%**
water consumed
compared with 2023

↓ **28.23%**
water consumed in water-stressed areas
compared with 2023

↓ **10.64%**
water consumed per ton of billet
compared with 2023

6

Social commitments

Our goal is to build a safe, inclusive and motivating working environment for all employees employed at Celsa. Occupational health and safety, talent development, equality, diversity and fairness are essential pillars of our corporate culture.

We also value our relationship with communities and support social projects that generate a positive impact. Through these social commitments, we reaffirm our conviction that sustainable development is only possible when we place people at the heart of our strategy.

As of December 2024, we have a total of 7,584 employees. Given the binding commitment to our people, we champion the creation of stable employment.

We guarantee that salary levels are commensurate with the level and responsibility of the position occupied by each professional through a system of grades and salary bands, taking into account performance levels, fulfilment of objectives and their potential, commitment and training.

We respect the fundamental conventions of the International Labour Organisation (ILO) related to respect for freedom of association and the right to collective bargaining of our own and subcontracted personnel performing activities at the company's facilities.

99%
of our employees work full time

94%
of employees have permanent contracts

78%
of employees are covered by collective bargaining agreements

Our team

External employees at
subcontractors
and temp agencies
2,383
24%

In-house
employees
7,584
76%
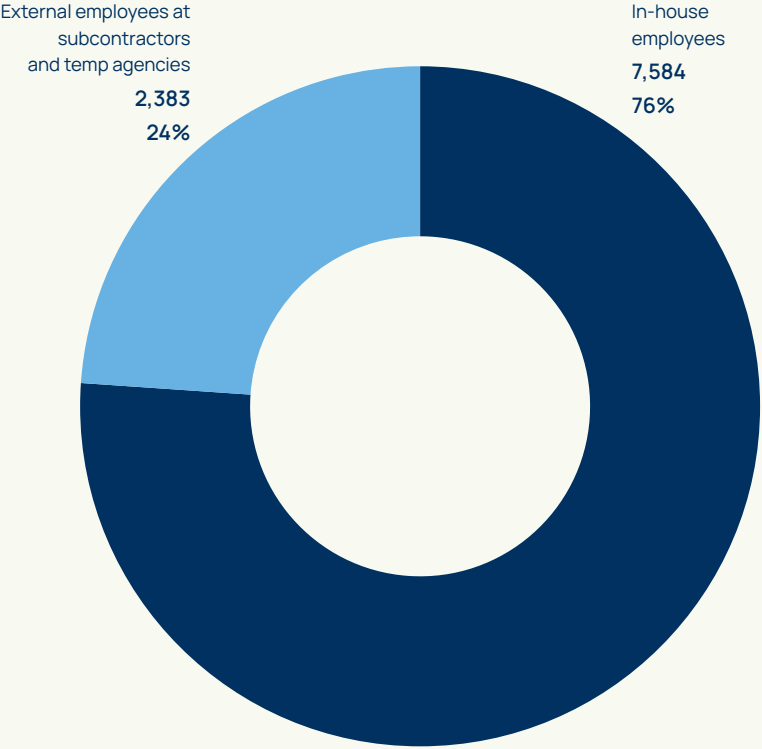
The average length of service of our employees is approximately 15 years, which demonstrates job stability and long-term professional development.

Profile of internal employees
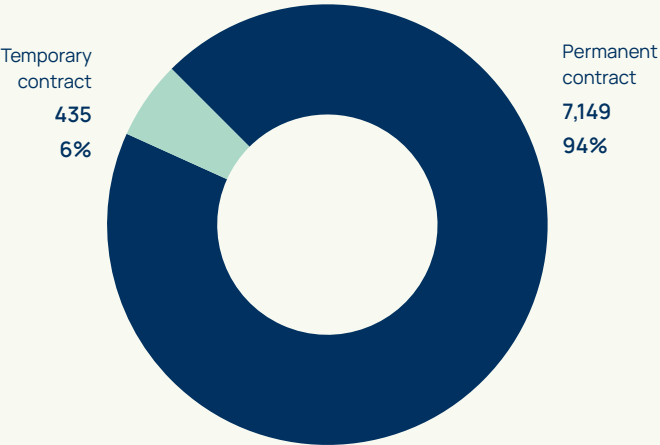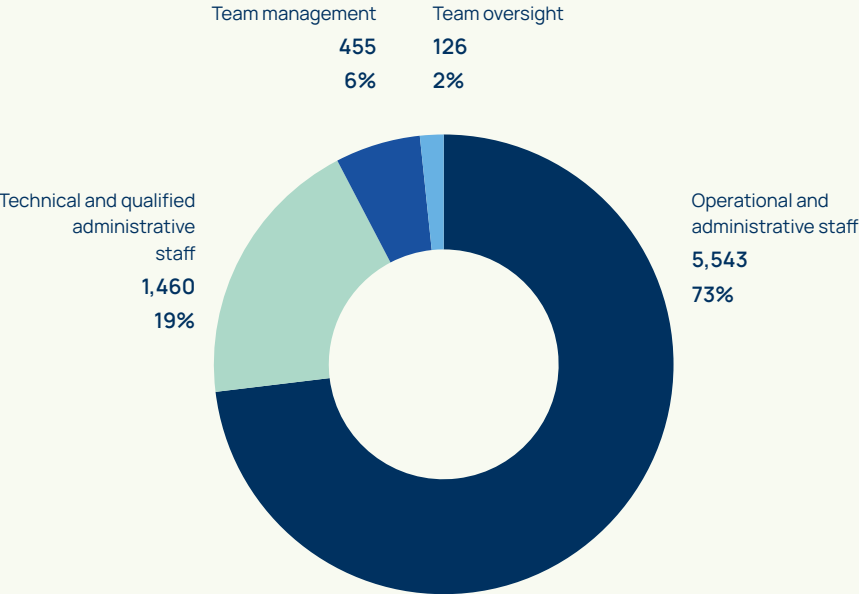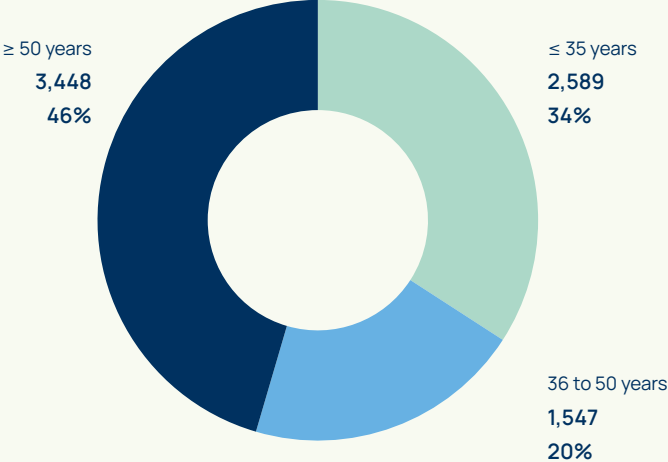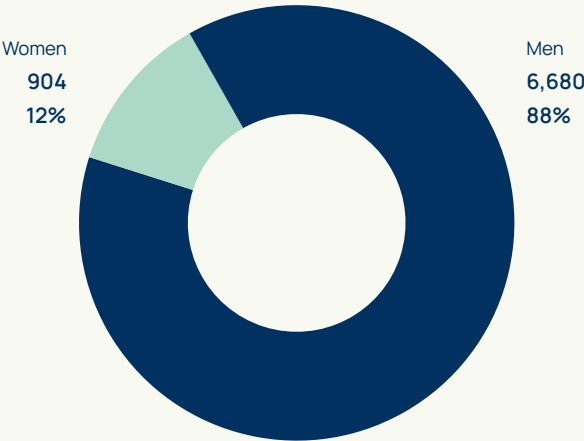
Women
904
12%

Men
6,680
88%

≥ 50 years
3,448
46%

≤ 35 years
2,589
34%

36 to 50 years
1,547
20%

Team management
455
6%

Team oversight
126
2%

Technical and qualified administrative staff
1,460
19%

Operational and administrative staff
5,543
73%

Temporary contract
435
6%

Permanent contract
7,149
94%

In-house employees by gender

☐ 2023 ■ 2024

Category	2023	2024
Men	7,020	6,680
Women	938	904
Total Celsa	7,958	7,584
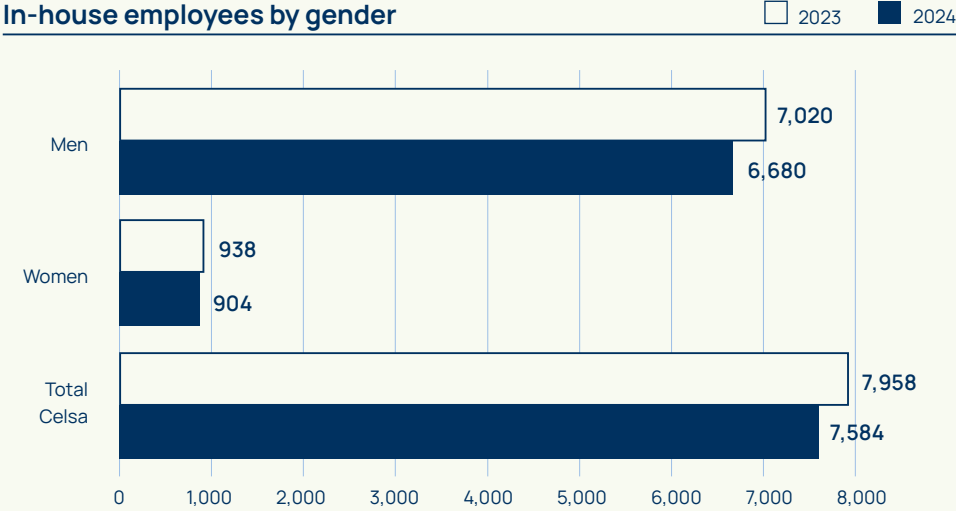
In-house employees by professional classification

☐ 2023 ■ 2024

Category	2023	2024
Team oversight	136	126
Team management	455	455
Technical and qualified administrative staff	1,540	1,460
Operational and administrative staff	5,827	5,543

In-house professional by age

☐ 2023 ■ 2024

Category	2023	2024
35 years or under	1,798	2,589
36 to 50 years	3,583	1,547
50 or over	2,577	3,448

Remuneration and wage gap

Average remuneration, by professional category and gender, in € (including bonus)

2023: women ☐   men ☐   2024: women ■   men ■

Team oversight
- 141,818
- 187,897
- 135,651
- 158,149

Team management
- 69,157
- 78,876
- 74,997
- 79,106

Technical and qualified administrative staff
- 40,747
- 49,500
- 41,229
- 48,830

Operational and administrative staff
- 33,583
- 41,139
- 32,385
- 40,415
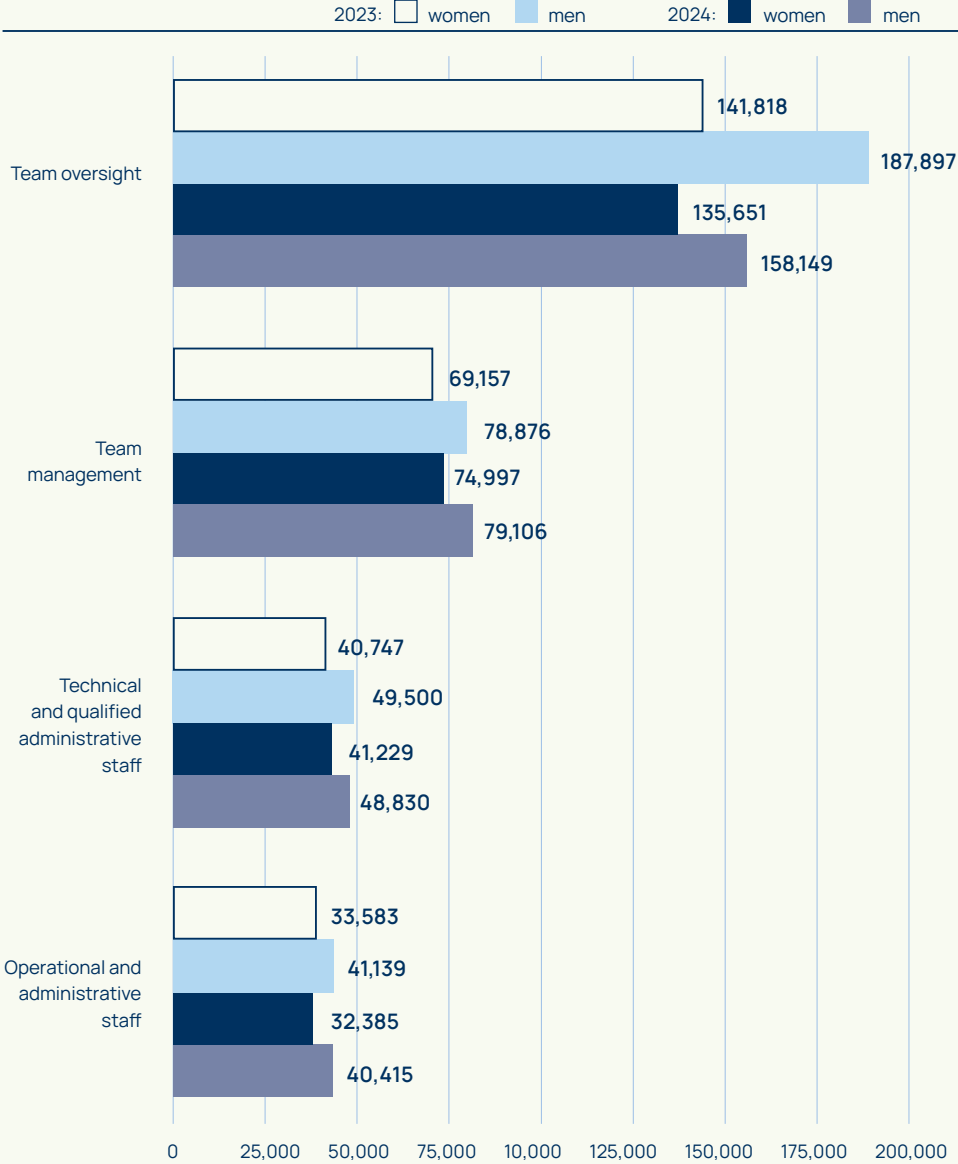
Average remuneration, by employee category and gender, in € (excluding bonus)
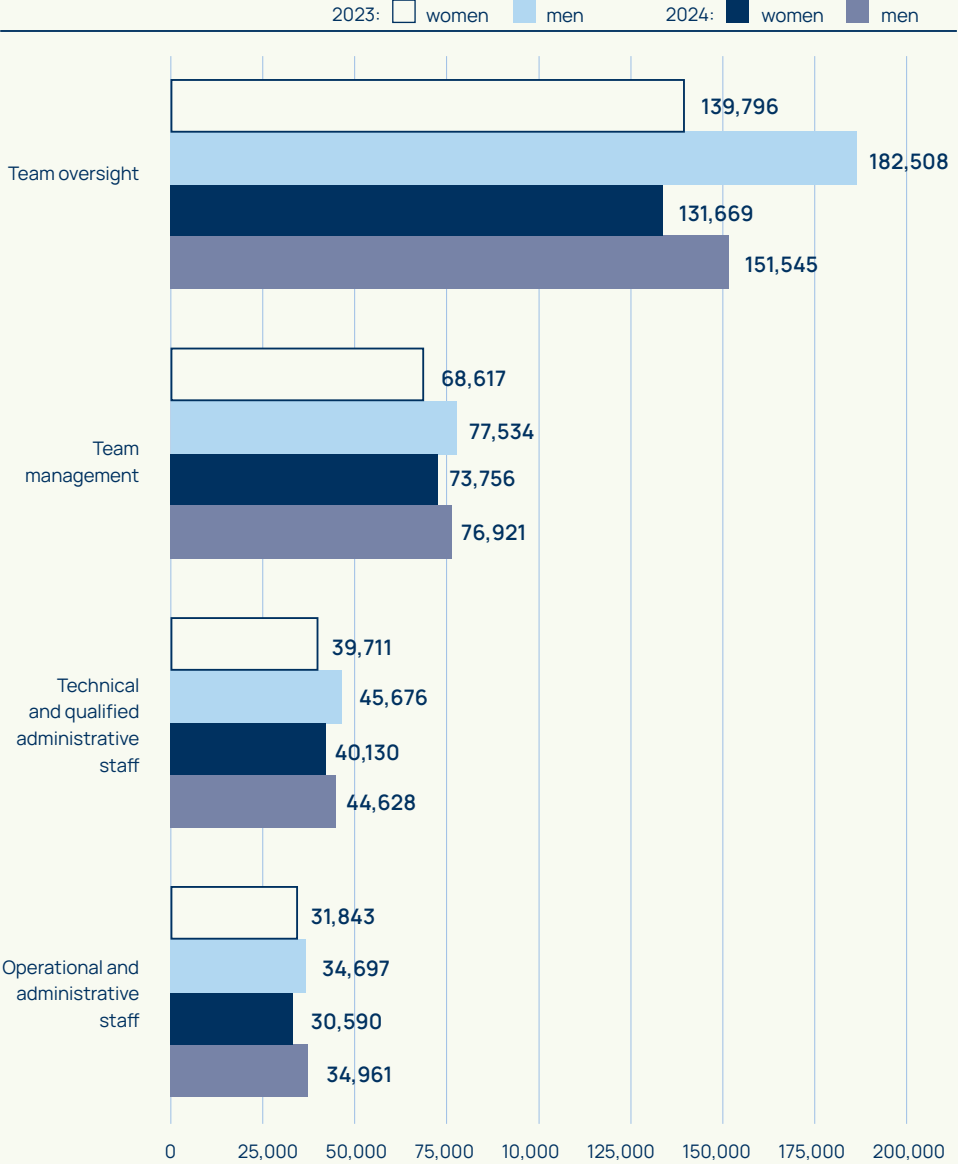
2023: women ☐   men ☐   2024: women ■   men ■

Team oversight
- 139,796
- 182,508
- 131,669
- 151,545

Team management
- 68,617
- 77,534
- 73,756
- 76,921

Technical and qualified administrative staff
- 39,711
- 45,676
- 40,130
- 44,628

Operational and administrative staff
- 31,843
- 34,697
- 30,590
- 34,961

2024 wage gap by professional category*

■ With bonus　□ Without bonus

Category	With bonus	Without bonus
Team oversight	14.23%	13.12%
Team management	5.19%	4.11%
Technical and qualified administrative staff	15.57%	10.08%
Operational and administrative staff	19.87%	12.50%
Total	5.49%	-2.69%
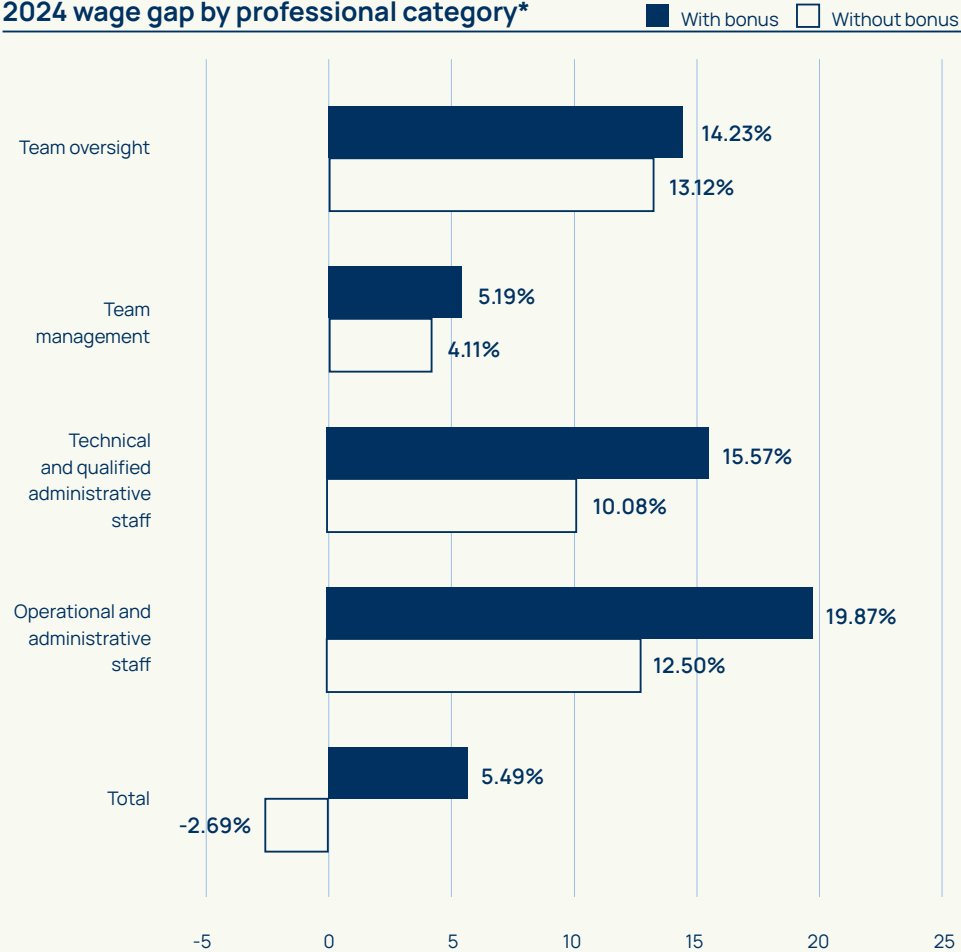
* Qualified technical and operational staff working at our manufacturing facilities have salary extras associated with their activity (shift work, holidays, night work, dangerousness, overtime, among others) that administrative personnel working in offices do not have. Proportionally, men are more concentrated in plant positions, while women occupy a higher proportion of office positions. Therefore, in order to provide comparable data, the salary gap has also been calculated by excluding extras received by qualified technical and administrative staff and operational and administrative staff.

Labour relations

Employees with
individual
regulation
22%

Employees with
collective
bargaining
agreement
78%

Employees covered by collective agreements*

☐ 2023 ■ 2024

6,824

6,131

| 0 | 1,000 | 2,000 | 3,000 | 4,000 | 5,000 | 6,000 | 7,000 | 8,000 |
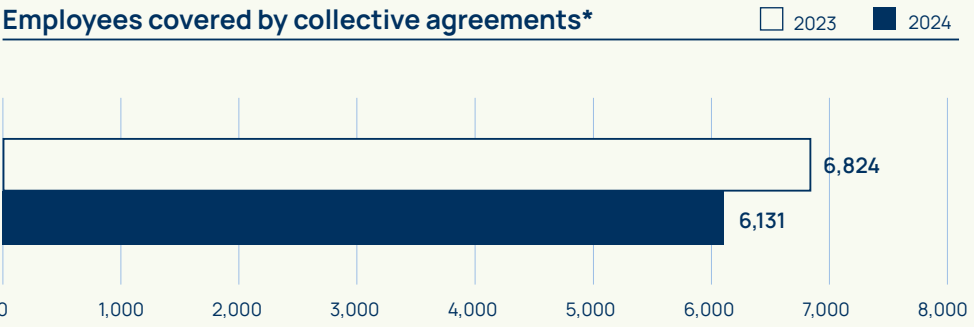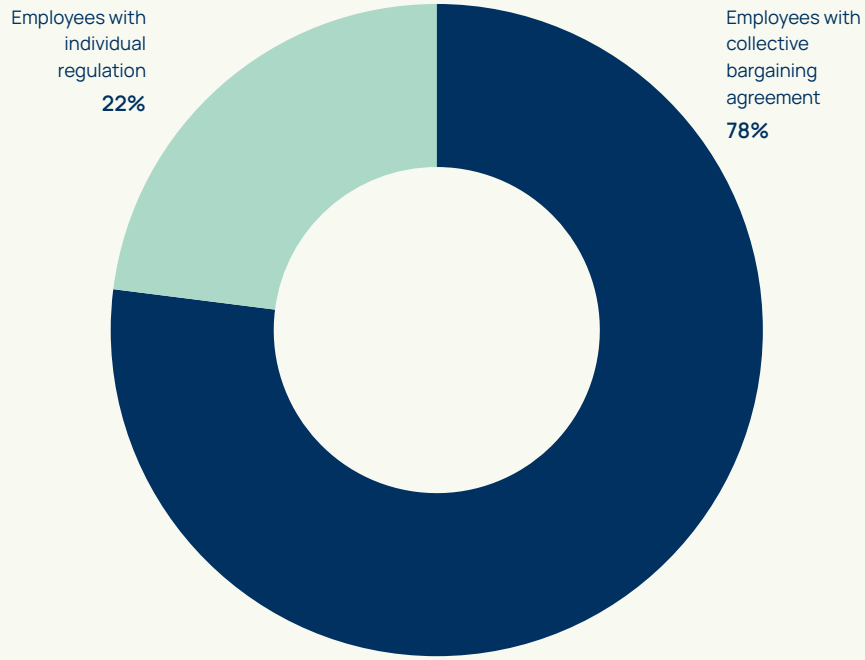
*Eligible workforce: all employees included within the scope of application of the collective bargaining
agreement

Commitment to safety, health and talent

Personal health and safety is our top priority and the cornerstone of all company operations. We work every day to ensure a safe and healthy environment, and extend this commitment to our entire value chain.

We strongly believe in the training and continuous development of our teams as a driver of growth and excellence. We offer customised programmes that strengthen the skills of employees, promoting a culture of constant learning that boosts their talent and contributes to collective success.

Safety targets for 2025*

5.63
overall frequency index ('FI')

0.25
potentially fatal or serious injury frequency index ('IFPSIF')

* The FI target for 2025 has been adjusted (previously: 2.50). This target will be adjusted periodically to maintain a balance between sustainability and competitiveness.

Strategic approach and policies

Our commitment to ensuring a safe working environment for everyone, from the internal team through to each link in the value chain, is embodied in our **Health, Safety and Wellness Policy**, in force since 2023.

Although in 2024 the frequency index stood at 6.32, still far from the target of 2.5 set for 2025, we have made significant progress on other fronts. The 30% improvement in the high-potential accident index ('IFPSIF'), which closed the year at 0.79, is particularly noteworthy. These results reinforce our determination to redouble our health and safety efforts.

Despite all the work carried out in the area of safety, in 2024 we had to mourn the death of an external professional (subcontractor) at our Celsa Huta Ostrowiec, S.P. Z.O.O. site in Poland.

Celsa holds **ISO 45001 health and safety at work certification** at the main industrial sites, and many of those forming part of the value chain.

Likewise, our people's talent drives Celsa's growth and we work constantly so that they can develop personally and professionally in an environment that favours work-life balance, continuous learning and individual growth.

We promote the development and employability of our employees through strategic training programmes designed to meet the current and future challenges of the sector. We have a **Talent Management Policy** in place. This management is structured around the Celsa Management System, a model based on six pillars —Attract, Select, Develop, Engage, Compensation and Benefits, and Legal and Relationships— that allows us to move forward in a coordinated manner across all our business units.

With regard to the work-life balance, we have the following **Policy on reconciliation of family life and digital disconnection**, which at the time of writing of this sustainability report was at the draft stage.

Key actions and parameters

Occupational health and safety, and well-being

Thor safety programme

In early 2024, we launched a radical safety plan: the **Thor programme**. This strategic programme establishes clear objectives and concrete actions to accelerate our progress toward a safer environment. To achieve this, the participation and commitment of everyone in the organisation is encouraged, promoting teamwork, feedback and recognition.

Throughout the year, multiple awareness, training and coaching sessions were held at the different units of the organisation to reinforce the six rituals on which the Thor programme is based.

The programme covers the entire company. More than 3,000 employees have been trained, with an attendance rate of approximately 40%.

Thor Routines
- Preventive safety observations.
- Permit to work
- Investigation of accidents and incidents
- Standard operating procedure
- Risk analysis
- *Daily team management*

Work-life balance measures

Among the measures to promote co-responsibility in the care of children at an early age by both parents, we apply the provisions contained in the different collective bargaining agreements in force, which also include improvements in paid leave with respect to those established in the legislation.

In addition, we also have a teleworking standard for certain functions in order to facilitate family life balance.

Main work-life balance measures

Legend: ☐ 2023 ■ 2024

Teleworking permission: 531 (2023), 444 (2024)
Reduced working hours: 122 (2023), 164 (2024)
Flexible working hours: 953 (2023), 1,050 (2024)
Parental leave: 298 (2023), 145 (2024)
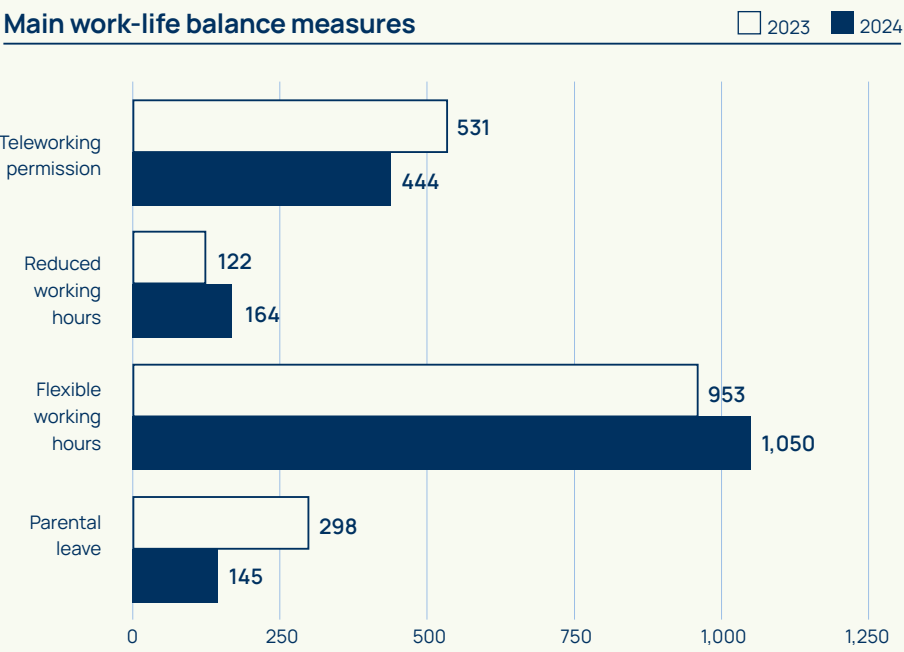
Training

Development and continuous learning programmes

People and their talent are at the heart of our Celsa Management System (CMS). The system is made up of four talent pillars and two complementary pillars:

Pillars of the talent management model:

Attract

Select

Develop

Commit

Compensation and benefits

Legal and relationships
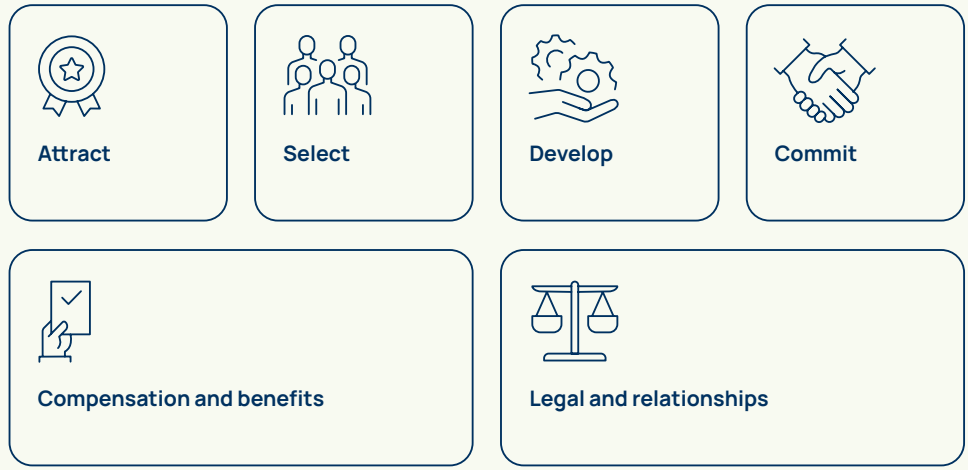
Each of the pillars has its own systems and processes, which allow us to undertake operations in line with standardised criteria at the different business units.

We are firmly committed to our people. We promote their development by offering continuous training and opportunities tailored to their needs. Within the development pillar, we have created strategic training programmes to bridge competency gaps and reinforce the growth of our teams.

In 2024, different development programmes were created, and continuous learning encouraged through self-development platforms such as LinkedIn Learning and SteelUniversity, within the LMS (Learning Management System) platform.

We are committed to talent as the driver of our evolution, and strive every day to allow each professional to reach their maximum potential.

Outstanding training programmes launched in 2024

Cybersecurity programme

A cybersecurity development programme was launched in January to raise awareness of importance in this sphere and provide teams with the necessary tools and training to prevent cyber-attacks such as phishing, password theft and vishing.

Trained cybersecurity employees

☐ 2023 ■ 2024

2023	1,779
2024	1,179

(axis: 0, 500, 1,000, 1,500, 2,000)
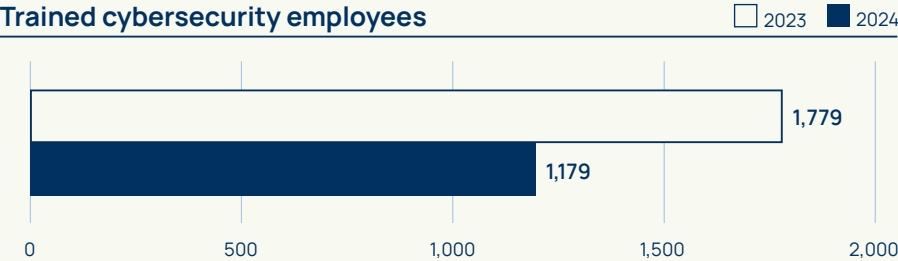
In 2024, we carried out a comprehensive skills review in the area of industrial processes to strengthen our focus on operational excellence.

Sustainability Reporting Essentials programme

In March we launched this development programme, whose aim is to provide employees who have to carry out a reporting process on the company's non-financial aspects with the knowledge, skills and key competencies to do so. The programme, which trained 70 people in 2024, consists of five modules covering the different areas of sustainability and ESG aspects.

CELSA Academy

Net Positive Platform

Reporting Essentials

PROGRAMA DE DESARROLLO

Number of employees trained by gender

Legend: 2023 / 2024

Men
- 5,766 (2023)
- 4,805 (2024)

Women
- 966 (2023)
- 901 (2024)

(x-axis: 0 – 8,000)

Number of employees trained by professional category

Legend: 2023 / 2024

Team oversight
- 132 (2023)
- 114 (2024)

Team management
- 467 (2023)
- 434 (2024)

Technical and qualified administrative staff
- 1,511 (2023)
- 1,327 (2024)

Operational and administrative staff
- 4,622 (2023)
- 3,831 (2024)

(x-axis: 0 – 7,000)
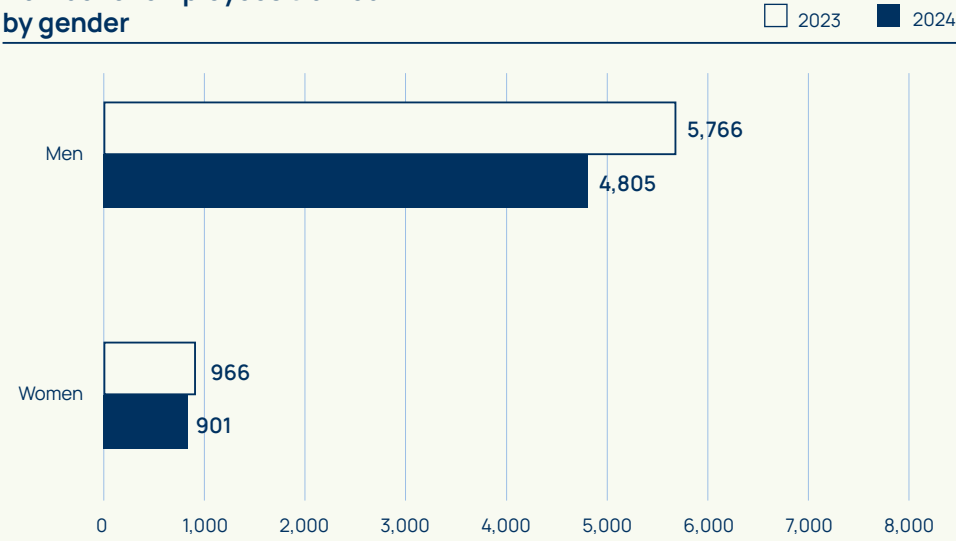
Expenditure on training and continuing education (€M)

Legend: 2023 / 2024

- 5.76 (2023)
- 2.72 (2024)

(x-axis: 0 – 6.0)
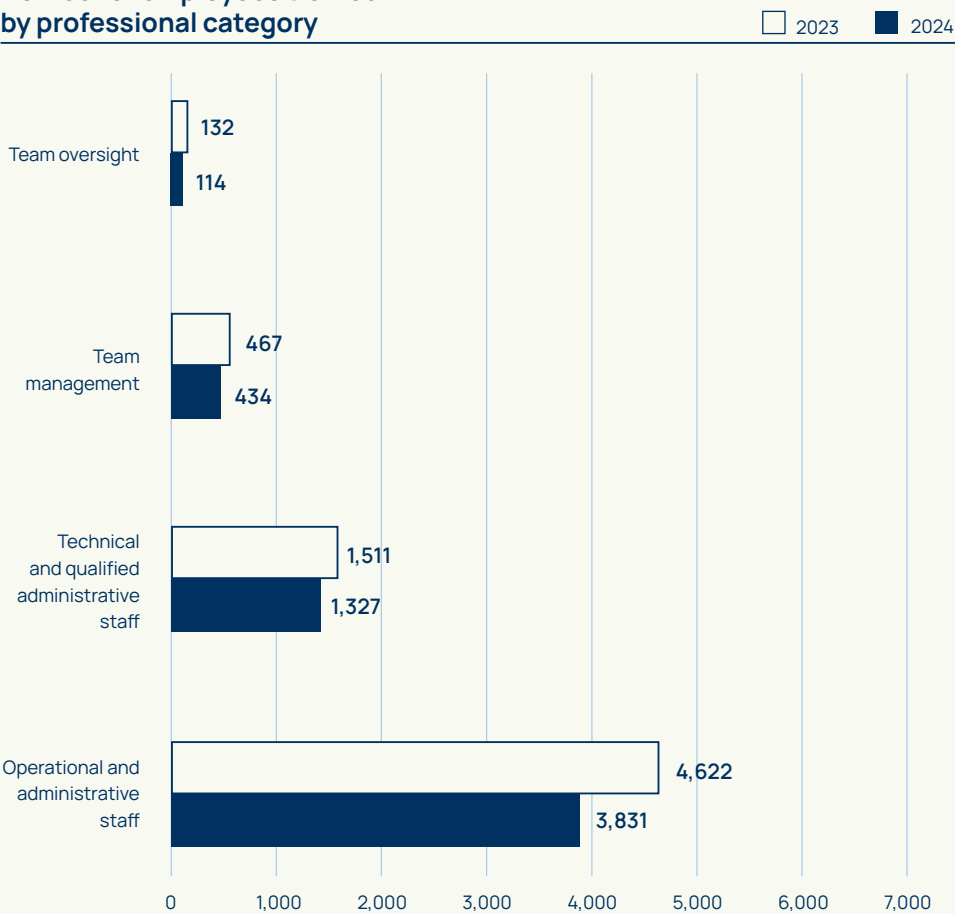
+5,000 employees trained

32.3 training hours on average (training hours per total number of employees on workforce*)

€3 M investment in continuous training

* The employees on the workforce as of 31 December are considered, as specified by the GRI

Development plans

The development plans are designed to improve the capabilities and skills of the teams, as well as to boost the company's efficiency and sustainability. These plans include continuous training programmes, professional development initiatives and technological innovation projects. The main objective is to ensure that employees are well prepared to face the challenges of the market and contribute to the sustainable growth of the company. The development plans at Celsa —Personal Financial Management and Cloud Access Security— are key.

In 2024, 874 employees had a professional development plan.

Satisfaction and improvement survey programme

We continue to strengthen our commitment to the well-being and satisfaction of our employees through a continuous process of active listening. Tools such as surveys allow us to ascertain the priorities and needs of our teams, evaluate the degree of satisfaction, and detect key areas for improvement.

In 2024, we conducted the Team Manager Engagement Survey at three points during the year, and the Global Climate Survey focused on all employees.
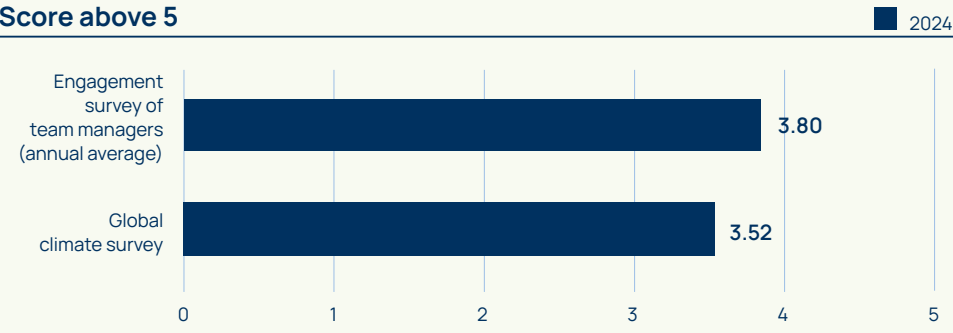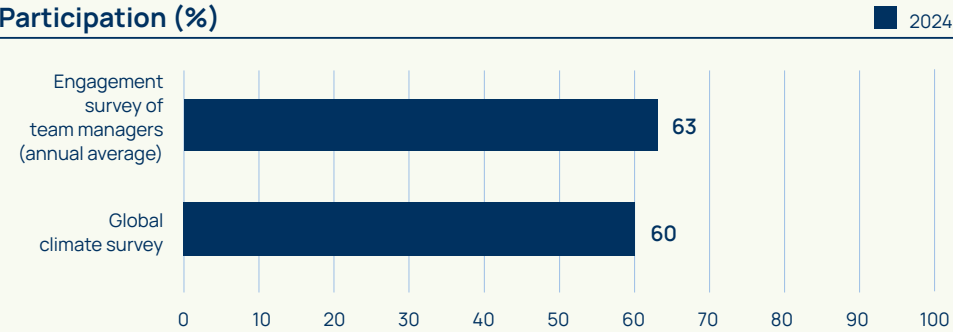
Participation (%)

■ 2024

Engagement survey of team managers (annual average)	63
Global climate survey	60

Score above 5

■ 2024

Engagement survey of team managers (annual average)	3.80
Global climate survey	3.52

Achievements and results

— Throughout 2024, we conducted multiple **awareness, training and coaching sessions** to reinforce the points on which the **Thor programme** is based, its aim being to improve safety and reduce high-potential accidents.

— Launch of **new learning development and promotion programmes**, with more than 5,700 participants.

— **Management engagement survey** at three points during the year and **global climate survey** focused on all employees.

↑ **10.18%**
employees with flexible hours
compared with 2023

↑ **34.43%**
employees with reduced working hours
compared with 2023

↓ **50%**
total accidents with serious consequences
compared with 2023

Commitment to equality and diversity

We are committed to equality and diversity, as we believe they are the basis for building an inclusive and equitable environment. This commitment not only enriches our organisation, but also strengthens our ability to face the challenges of the future with perspective and creativity.

We belong to a traditionally male sector. However, in recent years we have made many efforts to correct this trend, attracting female talent, giving visibility to women in our team and increasing their presence in strategic and senior functions and positions.

Strategic approach and policies

We respect the principle of non-discrimination based on gender, race, age, ideology, nationality, religion, sexual orientation or any other personal, physical, psychological or social condition, both from the point of view of access and inclusion at the organisation, as well as from the equal opportunities perspective. This is set forth in the **company's Code of Ethics and Professional Conduct**, the latest version of which has been in force since December 2023. When this sustainability report went to press, the code was under review.

12% of the workforce is made up of women, 2% above the average for the Spanish steel sector*.

* Source: *The Spanish steel industry*. UNESID, 2023.

57.57%
of women among the employees
in corporate departments

Under this principle, we base our talent management processes on fairness and equal opportunities, through the use of inclusive language and the implementation of tools to avoid bias. We also foster awareness and promotion of diversity, fairness and inclusion through:

— Inclusive selection processes.

— Internal communication (marking events such as the International Tolerance Day and International Zero Discrimination Day).

We have established internal reporting and communication mechanisms so that employees, business partners and other third parties can submit enquiries and/or complaints related to practices in breach of the applicable legislation or the company's internal regulations, including potential situations of discrimination or harassment.

Key actions and parameters

LGTBI+ Equality and Inclusion Plan

We have ten equality plans drawn up with the participation and representation of the staff in:

CELSA BARCELONA   **CELSA OPCO**   **CELSA** FERIMET

CELSA ATLANTIC   **CELSA** CAMPESA MALLACERO

Furthermore, in 2024 we began to develop our LGTBI+ Equality and Inclusion Plan, which includes a series of awareness and training actions and initiatives to ensure an inclusive, respectful and discrimination-free working environment.

Jobs reserved for people with disabilities

We guarantee the reservation of jobs for employees with physical or mental disabilities, either through direct hiring or through collaboration with special employment centres, such as ADECCO, in Spain.
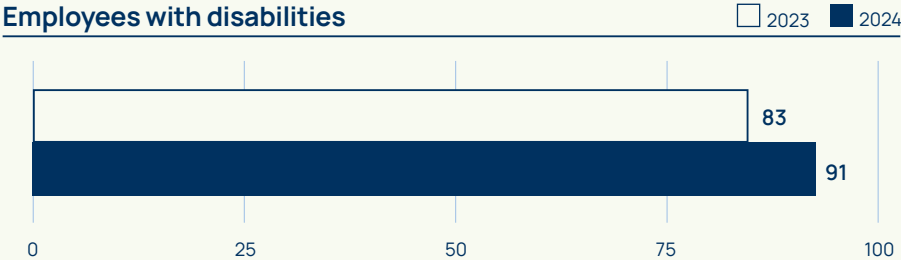
Employees with disabilities

☐ 2023 ■ 2024

83
91

0   25   50   75   100

Achievements and results

— Since 2022, we have been collaborating with the Empowering Women's Talent and Diversity Leading Company programmes of Equipos&Talent to promote the professional development of women at the company.

— To mark International Women's Day, on 8 March we launched a new edition of the #WomenOfSteel (#WomenOfSteel) campaign.
In this edition, three women from the company who work at the steel plant were able to share their experience in an interview conducted by the School of Industrial Engineers of Catalonia. We also participated in the event promoted by UNESID on women and digitalisation.

Throughout the year we strengthened the diversity, fairness and inclusion development programme to obtain the required level of compliance as established in the equality plans.

— In 2024, development of Celsa's LGTBI+ Equality and Inclusion Plan began.

↑ **2.0%**
above the average of women in the Spanish steel sector*

↑ **10.5%**
women in team management
compared with 2023

↑ **9.6%**
staff with disability
compared with 2023

* Source: The Spanish steel industry. UNESID, 2023.

Commitment to the community

We respect the local cultures of the countries and communities where we operate.
Our business activity fosters their economies through direct and indirect employment, purchase of products and services, transportation and sponsorships.

Strategic approach and policies

We are committed to generating a positive impact on communities by supporting entities and associations in the territory. We act by respecting local cultures and favouring their development through the generation of employment, thus contributing to their progress to achieve socially sustainable and beneficial activity.

In line with our social commitments, we actively collaborate with the environment through donations aligned with business activities and sponsorship of local community initiatives.

Most of our contributions have been directed to support initiatives in the areas of research and health treatment, education and training, as well as employment and job placement.

Key actions and parameters

Support for entities and associations

We promote solidarity initiatives in line with our culture and values, encouraging the participation of in-house employees.

All these actions are carried out with total transparency and in strict compliance with the applicable corruption and bribery prevention regulations, thus reinforcing our will to always act with responsibility and ethical commitment.

The donations made have been allocated mainly to the following sectors:

Research and health treatment

Employment stimulation

Education

Occupational training

Community development expenditure (€M)

☐ 2023   ■ 2024

Category	2023	2024
Donations to non-profit entities	0.24	0.20
Donations to foreign organisations	0.02	0
Local sponsorships	0.27	0.23
Contributions to associations	1.94	1.42

€1.85 M
invested in projects or community development programmes

Achievements and results

Most outstanding collaborations in 2024

— Aid campaign for people affected by the DANA flash flooding in Valencia, promoted by the Red Cross.

— Toy collection campaig "Your Rights at Stake", promoted by the Red Cross.

— Donations to non-profit entities.

In 2024 we evaluated our socioeconomic impact on the local economies of the regions where we operate with the following results:

— We are the leading company in the private steel industry in Spain, which places us 24th in the IBEX 35 in terms of turnover, the 67th largest steel producer in the world and the 6th largest in Europe.

— We contributed €2,439.9 million to the Spanish economy, which is equal to 0.16% of Spain's GDP and 42.11% of the GDP of the metal industry in Spain.

— We generate a total of 33,044 direct, indirect and induced jobs in Spain. They account for 6.01% of the direct and indirect jobs in the Spanish metal industry.

For every euro of value added generated by Celsa in Spain, more than five euros of value added are generated for the Spanish economy.

We express our solidarity with those affected by the DANA flash floods. We are deeply saddened by the impact of this event, which also directly affected one of our Ferimet sites. In response, we collaborated with the Red Cross to support relief efforts.

7

Governance commitments

Our commitment to governance, ethics and transparency reflects our willingness to go beyond regulatory compliance. Through our Code of Ethical Conduct, we ensure that both our employees and our business partners act in accordance with the highest ethical standards, promoting integrity and trust in all our operations. This approach not only strengthens our reputation, but also enables us to build lasting and responsible relationships with our stakeholders.

Commitment to ethics and transparency

We are firmly committed to ethics and transparency, and are guided by the principles of integrity and clear disclosure of information. This commitment transcends compliance with national and international regulations, and is an essential pillar of our corporate identity. We base our vision of sustainability on ethical and transparent practices, integrating environmental, social and governance aspects.

Ethics and transparency objectives

Continue to incorporate sustainability into Celsa's strategy and decision-making in a structural manner. In 2024, the following lines of work were strengthened:

Reinforcement of transparency and commitment to all stakeholders through their participation in the analysis of double materiality in each business unit of the group, also consolidated at a global level.

Continue to advance in the characterisation of the value chain through an initial mapping of suppliers from an ESG perspective.

Creation of a new Ethics Committee and an Ethics Channel.

Incorporation of the ESG risk concept and development of an ESG risk map.

Strategic approach and policies

Since 2012, we have had our **Code of Ethics and Professional Conduct** in force, revised in 2023. It is in the process of being updated and is scheduled for publication in 2025. It is mandatory for all members of the organisation. The Code sets out the principles, criteria and standards that guide our performance towards excellence and the main risks in the prevention of corruption and bribery associated with the activity, to reaffirm our commitment to conduct our business in accordance with applicable laws and the highest standards of business ethics.

Celsa has equipped itself with various mechanisms so those belonging to the company, its business partners and other third parties, can submit enquiries and/or complaints related to practices that are in breach of the applicable legislation or the company's internal regulations, including potential situations of discrimination or harassment.

We also have an **Anti-corruption and Anti-fraud Policy**, updated in 2023 and generally applicable. It aims to maintain an internal control system in all areas and activities and is focused on preventing corrupt conduct, ensuring compliance with the Code of Ethics and conveying our commitment to eradicating corruption and fraud.

We are also members of the Association of Certified Fraud Examiners, aimed at combating and mitigating corruption and occupational fraud.

Anti-corruption and anti-bribery measures set forth in our Code of Ethics and Professional Conduct

— Under no circumstances may workers accept any kind of bribe.

— They may not offer or make any payment in cash, in kind or by means of any other benefit to any person in the service of an entity, public or private, with the intention of illicitly obtaining or maintaining business or other advantages.

— Each professional must strive to act ethically on our behalf with client companies, supplier companies, competitor companies and other employees. No one must take unfair advantage through manipulation, concealment, abuse of privileged information, misrepresentation of facts or any other unfair practice.

— The professional team must carry out its responsibilities in such a way that the reputation is not affected by unethical conduct. Examples of fraudulent or deceptive activities include theft, fraud or embezzlement; false or inflated invoices; paying bribes to government officials; paying or receiving bribes; offering or receiving money, goods or services, directly or indirectly.

— The Code also contains specific measures against money laundering and receiving money, and provides information on the existence of antitrust laws, as well as prohibited practices, and places particular emphasis on the behaviour expected of the professional team.

Celsa's Ethics Committee performs its functions autonomously, without requiring specific mandates. The Board of Directors provides material and human resources and access to external advice. The independence of the Ethics Committee, backed by its access to the Board of Directors and the Audit and Control Committee, guarantees the neutrality of its members in decision-making.

In addition, we have a **Personal Data Protection Policy** which establishes key principles and obligations to protect the privacy of customer, supplier and third party data.

Our **Human Rights Policy** aims to formalize the company's commitment to human rights in all countries where we operate.

The **Expenses Policy**, updated in 2023 and published on the Employee Portal, expressly and strictly prohibits any expense not related to the work activity of the staff.

Key actions and parameters

Renewal of the ethical structure

In 2024, we took a step forward in our commitment by creating a new collegiate body for regulatory compliance: the **Ethics Committee**, with full autonomy to take initiatives and exercise control. This Committee is in charge of supervising our Criminal Prevention Model and leading the Internal Information System.

Its mission is clear: to foster a culture of compliance throughout our organisation, promoting an ethical and responsible operational approach that reflects the values of our Code of Ethics and Professional Conduct. It also ensures that our activities and business are always carried out in line with current regulations.

Systems and tools reviewed and implemented by the Ethics Committee in 2024

— **Set of criminal compliance policies** designed to prevent, detect and manage criminal risks within the organisation.

— **Internal Information System**, which includes the measures adopted in accordance with Act 2/2023 for the management of communications regarding breaches of regulations.

— **Implementation of new internal channels** so that both members of the organisation or business partners and third parties can submit any type of communication related to possible infractions, inappropriate behaviour or situations contrary to Celsa's Code of Ethics and Professional Conduct. The main channel is the **Ethics Channel**, a confidential, private and secure space, accessible both online and by telephone, which guarantees anonymity for any whistleblower who so wishes. In addition, it allows queries related to ethics and regulatory compliance to be raised.

— The **Internal Reporting System Policy** (in draft form in 2024), which provides advice, certainty and protection to anyone with knowledge of potential violations; the policy places particular emphasis on the strict prohibition of retaliation against a bona fide whistleblower.

— The **Procedure for the handling of communications received**, determining the necessary mechanisms for the early communication and management of any infringement, as well as for the internal processing of communications received.

— The *Integrity Hub platform*, through which our employees can declare situations of potential conflict of interest. *Integrity Hub* helps to prevent corruption and bribery, and generates an environment of transparency at the organisation.

The Expenses Policy, updated in 2023 and published on the Employee Portal, expressly and strictly prohibits any expense not related to the occupational activity of the workforce.

During 2024, we continued to provide online training in ethics and professional conduct.

Employees trained in legal prevention

☐ 2023 ■ 2024

	2023	2024
Code of Ethics and Professional Conduct	2,170	691
Regulation on the Use of Information Systems	412	585
Record of reading of the Anti-corruption and Anti-bribery Policy*		395
Register to read the Conflict of Interest Policy*		451
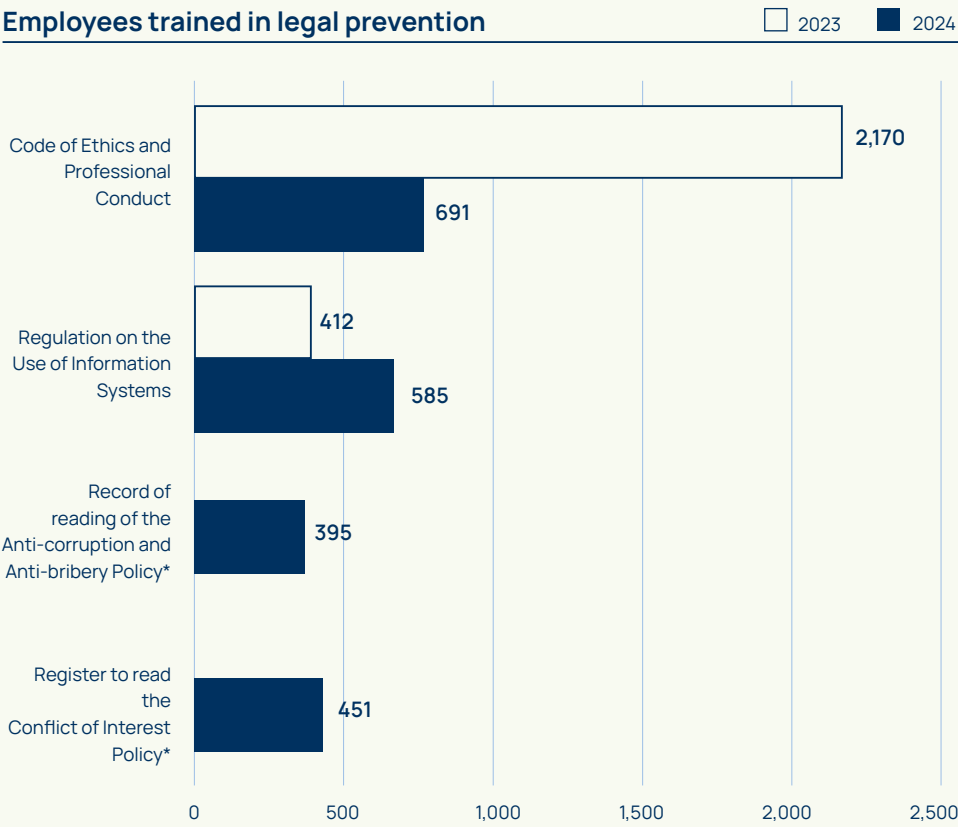
* There is no record of reading of the Anti-corruption and Anti-bribery Policy or the Conflict of Interest Policy for 2023.

Continuous improvement of information security and privacy practices

We apply Organic Act 3/2018 on Data Protection, in all our contractual relationships and requests. We have a Personal Data Protection Policy, updated in 2023, which establishes key principles and obligations to protect the privacy of customer, supplier and third-party data, and we ensure compliance throughout the organisation.

Principles determining the conditions for the processing of personal data

— Principle of lawfulness, fairness and transparency of processing.
— Principle of restriction to a specific purpose.
— Principle of minimising the use of data strictly necessary for the aforementioned purpose.
— Principle of accuracy, which means keeping the data updated.
— Principle of transparency and information for the data subject.
— Principle of integrity and confidentiality of the information processed.
— Principle of active responsibility on the part of the data controller.
— Prohibition of illegitimately acquiring or obtaining personal data.
— Compliance with the applicable laws in the case of data transfer outside the European Economic Area.
— Guarantee of data subjects' rights of access, rectification, erasure, restriction of processing, portability and opposition to data.

We have the function of data protection officer, formally communicated in 2021 to the Spanish Data Protection Agency. Their mission is to advise and inform on the processing of personal data, to be a point of reference for the entire company and to collaborate with the supervisory authorities.

In 2024 we created the Cybersecurity and Privacy Committee, a strategic body tasked with managing risks, strengthening privacy and continuously improving our information security practices. It also leads training and awareness programmes to raise awareness of cybersecurity and data protection among all employees.

Respect for human rights

Our commitment is embodied in a Human Rights Policy, updated in 2023, which includes adherence to the main standards of international and European law:

— International Bill of Human Rights of the United Nations.

— European Convention on Human Rights.

— United Nations Convention on the Rights of the Child.

— International Slavery Convention of 1926.

— Convention on the Rights of Persons with Disabilities.

— European Union Charter of Fundamental Rights.

— Resolution 48/13, of 8 October 2021, of the United Nations Human Rights Council, recognising the right to a clean, healthy and sustainable environment as a human right.

— Constitutions and national laws that recognise or apply human rights.

— Social Accountability Standard SA 8000.

Principles of the Human Rights Policy

— Respect for the freedom and dignity of persons, as well as the principle of non-discrimination based on race, sex, ideology, nationality, religion, sexual orientation, age or any other condition.

— Respect for applicable national and international laws and regulations, and the United Nations Guiding Principles on Business and Human Rights.

— Rejection of forced or child labour, physical, psychological or moral harassment, or any other conduct that violates people's rights.

— Guarantee of a living wage, in accordance with the legally established provisions or through collective bargaining, as applicable in each territory.

— Promotion of human rights training and awareness-raising initiatives for our stakeholders.

— Incentive to supplier companies to take on the commitment to comply with this policy.

— Assessment of human rights risks and impacts, and prevention, mitigation and remediation, where appropriate, of any negative consequences that may have arisen.

We operate mainly in countries that have ratified the main ILO human rights conventions, which implies a low risk of forced, compulsory or child labour. We have therefore not yet implemented due diligence processes or additional measures in this area. In addition, our main companies adhere to international standards such as Steel Sustainability and SustSteel, which reflect our commitment to social and environmental responsibility, human rights and sustainability.

Achievements and results

— We have renewed our ethical structure and created the **Ethics Committee** and the **Ethics Channel**, a confidential, private and secure space, accessible both online and by telephone, which guarantees anonymity for any whistleblower who so desires.

— Creation of the **Cybersecurity and Privacy Committee**.

— We have conducted **refresher training in the prevention of financial cyberfraud** for the administration and finance area.

— We have provided **cybersecurity training** and covered the protocol for responding to a cyberattack.

0
substantiated cases
of bribery
or corruption

0
substantiated cases
related to the protection of
personal data

2
new corporate policies approved
in 2024
(the Anti-corruption and Anti-
bribery Policy and the Conflict of
Interest Policy)

+1,000
employees trained in
cybersecurity

Commitment to the value chain

At Celsa, we understand that ensuring that each link in our value chain operates responsibly and efficiently not only drives our competitiveness, but also reinforces our commitment to the highest social, environmental and governance standards. This approach allows us to build trust among customers, suppliers and partners, while reaffirming our responsibility both to the people who are part of the organisation and to the community and environment within which we operate.

We therefore have the most relevant certifications in the sector, which endorse a management system based on best practices and focused on excellence in health and safety, sustainability, quality and the environment. The substances used in our manufacturing processes are also duly documented in safety data sheets, in accordance with European regulations such as EU 453/2010 and EU 1907/2006, and in line with Celsa's demanding quality standards.

Value chain objectives

Continue to incorporate sustainability into Celsa's strategy and decision-making in a structural manner.

Strategic approach and policies

In 2023 we approved our **Supply Chain Policy**, designed to promote a sustainable, ethical and responsible value chain. The policy establishes clear requirements for supplier companies to adopt and reflect in their contractual conditions the principles of our Code of Ethics and the United Nations Global Compact.

The supplier approval procedure prioritises companies that demonstrate high performance levels in environmental, social and governance aspects, as well as compliance with internationally recognised standards, such as ISO 14001 for environmental management and ISO 45001 for occupational health and safety. We thus reinforce our commitment to responsible business practices that generate a positive impact on our network of collaborators.

Regarding sustainability aspects, in 2022 we initiated a project to map suppliers from an ESG perspective, aligned with the future sustainability due diligence directive.

Our production model requires three main categories of suppliers, with specific management models: general purchasing and internal logistics (which includes the purchase of raw materials, energy, services, electrodes, among others); external logistics both upstream and downstream (managing activities related to the transportation, storage and distribution of products by land and sea); and scrap purchases: the raw material in the steel process.

Suppliers of general purchases and internal logistics

They provide raw materials (except scrap and ferrous derivatives), capital goods, spare parts and services. In accordance with our supply chain policy, we promote stable business relationships that add value for both parties. The Quality Management System has defined a supplier integration system based on four pillars: approval, technical specifications, reception control and evaluation.

Scrap supplier companies

Scrap is our main raw material, and so our aim is to increase upstream vertical integration (now at 36.04%). We review the environmental documentation provided by suppliers of ferrous and non-ferrous materials. In 2024, we began to integrate the management of approvals and the sending of ESG questionnaires to scrap suppliers through our supplier portal.

External logistics provider companies

Logistics providers handle and transport raw materials, semi-finished products or end products at their own facilities or at locations such as external warehouses, ports or rail terminals.

External logistical means of transport*

Rail
6%

Maritime
15%

By road
79%
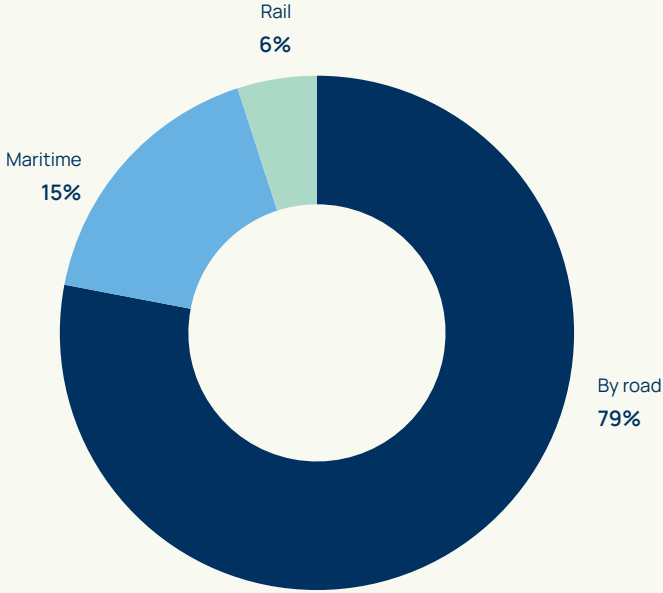
* Global distribution by type of transport. Unit of measurement: tons of product.

Key actions and parameters

Promoting local purchases

We support purchases from local businesses, which benefits the community and the environment.

Local suppliers and new relevant suppliers

□ 2023   ■ 2024

Local suppliers [1]	19,150 (2023) / 17,834 (2024)
New key suppliers [2]	1,278 [3]
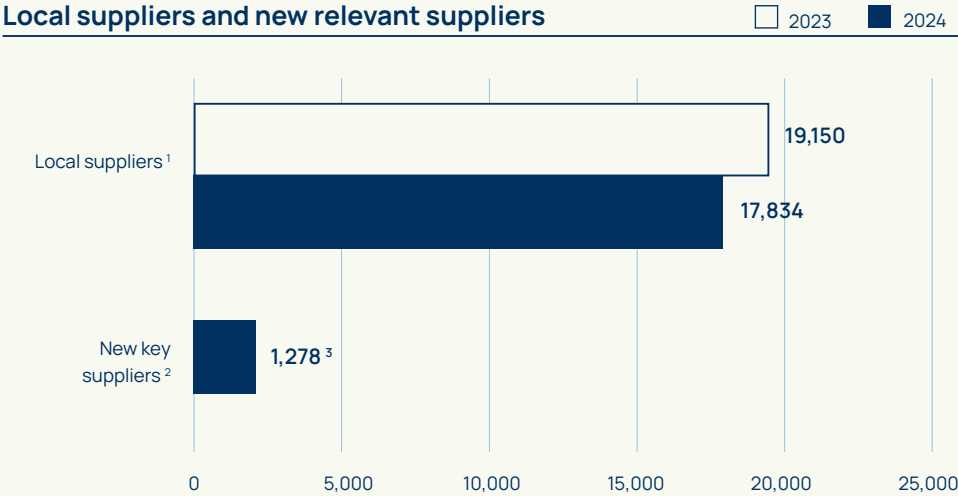
[1] Local suppliers that conducted purchases in 2024 are indicated. [2] New suppliers, according to the Kraljic matrix (classification based on supply risk and financial impact). [3] In 2023, this indicator was not reported.
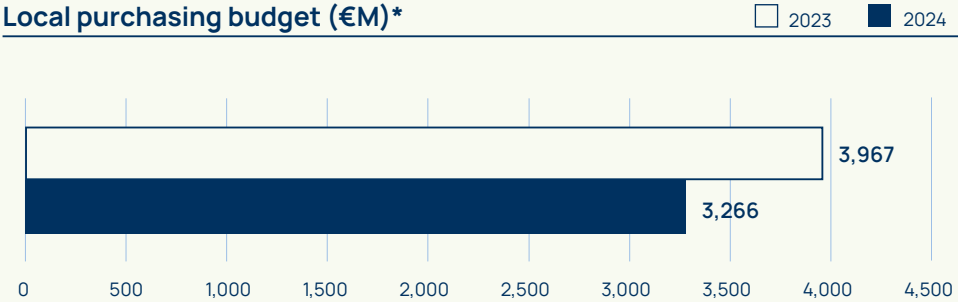
Local purchasing budget (€M)*

□ 2023   ■ 2024

3,967 (2023)
3,266 (2024)

* A local purchase is defined as a purchase made in the same country in which each company operates.

Purchases from local suppliers

International purchasing
11%

Local purchases
89%
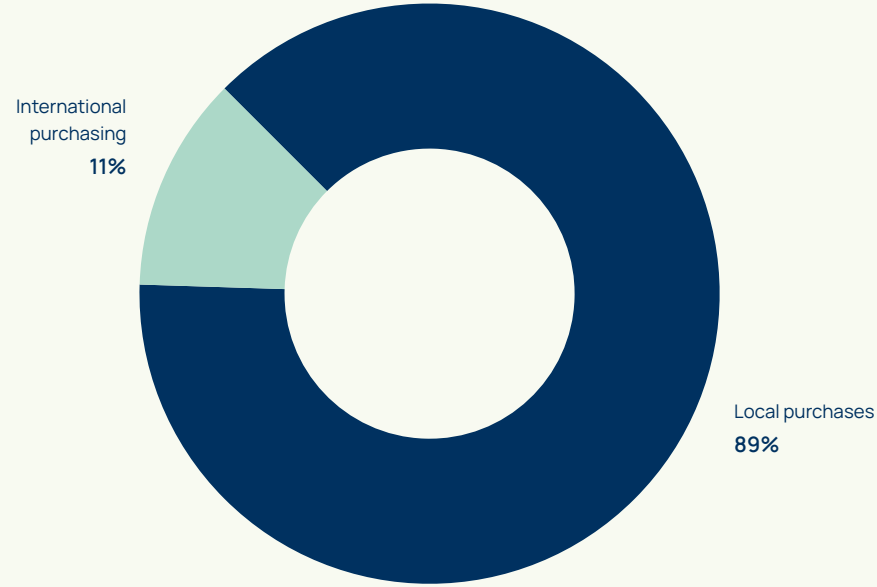
Developing greater knowledge of suppliers

In 2024, we made progress in the creation of a web space for suppliers, with the selection of a pilot group, sending the ESG questionnaire to more than 1,100 suppliers and analysing the results.

Achievements and results

— Start of the **integration of the management of approvals and the sending of ESG questionnaires** to the most relevant suppliers via our supplier company portal.

— Advances in the characterisation of the value chain through **supplier mapping from an ESG perspective**.

We conduct thorough monitoring through a product quality alert system.
In 2024, the following alerts were recorded:

191 quality alerts
(179 incidents and 12 claims)

105 alerts closed

86 alerts in progress

+**2,800**
suppliers
evaluated

+**40,000**
supplier evaluations sent

↑**5.83**%
of purchases from local
suppliers
compared with 2023

8

About
this report

Scope

This Sustainability Report covers the period from 1 January to 31 December 2024. The scope of the information corresponds to the activity of the 33 companies that make up Celsa, located in Denmark, Spain, Finland, France, Ireland, Norway, Poland, United Kingdom and Sweden.
The scope of this report is the same as that of the consolidated financial statements.

Below is a list of all the companies operating under the Celsa brand.

Celsa Spain
— Steelmaking activities: Compañía Española de Laminación, SL (Celsa Barcelona), Global Steel Wire, SA, and Nervacero, SA.
— Rolling activities: Celsa Atlantic, SL (Celsa Atlantic Largos, Laracha), which in the previous fiscal year was reported in the business unit of Celsa France. However, in the current fiscal year, it is reported within the perimeter of Celsa Spain, following the criterion based on jurisdiction. Compañía Española de Laminación, SA, Global Steel Wire, SA, and Nervacero, SA.
— Finishing process activities: Aceros para la Construcción, SAU, Celsa Atlantic, SL (Celsa Atlantic Planos, Arregui), Global Special Steel Products, SAU, and Moreda Rivière Trefilerías, SA.

Celsa France
— Steelmaking activities: Celsa France, S.A.S.
— Rolling activities: Celsa France, S.A.S.

Celsa Steel UK
— Circularity hub activities: Celsa Manufacturing (UK) LTD.
— Steelmaking activities: Celsa Manufacturing (UK) LTD.
— Rolling activities: Celsa Manufacturing (UK) LTD.
— Finishing process activities: Celsa Steel Service (UK) LTD, BRC LTD, Express Reinforcements LTD, ROM Group LTD: ROM LTD, ROM-TECH LTD y RFA-TECH LTD (RFA Systems LTD, RFA Manufacturing LTD y RFA (Penistone) LTD) and BRC Mcmahon Reinforcements LTD: BAT Metal Work LTD and Wire Mesh LTD.

Celsa Nordic
— Circularity hub activities: Celsa Nordic Recycling AB and Gotthard Recycling AB.
— Steelmaking activities: Celsa Armeringsstål AS.
— Rolling activities: Celsa Armeringsstål AS.
— Finishing process activities: Celsa Steel Service AS, Celsa Steel Service AB, Celsa Steel Service A/S, Celsa Steel Service OY and Raudoitusliike Haaki OY.

Celsa Poland
— Circularity hub activities: Celsa Huta Ostrowiec S.P. Z.O.O.
— Steelmaking activities: Celsa Huta Ostrowiec S.P. Z.O.O.
— Rolling activities: Celsa Huta Ostrowiec S.P. Z.O.O.
— Forge activities: Celsa Huta Ostrowiec S.P. Z.O.O.
— Finishing process activities: Stal-Service S.P. Z.O.O.

Celsa Global Circularity
— Circularity hub activities: Ferimet, SLU.

Celsa Global Support
— Corporate activities: Celsa Opco, SA (formerly Barna Steel, SA) and European Supply Chain Services, SLU.

IPO WIRE HOLDING, SA was merged with Barna Steel, SA (hereinafter Celsa Opco, SA) in May 2024 through a takeover.

Preparing the report

The preparation of this report directly involved key people from different management areas of Celsa, who provided information related to the different aspects included in this document. It is thus the result of teamwork in which all the people involved contributed their knowledge and experience.

The following frames of reference have been taken into account:

European Sustainability Reporting Standards (ESRS), for double materiality analysis.

GRI Standards (2021 update) under the "in reference" reporting option, for the generation of the contents.

This report complies with the principles for the preparation of sustainability reports included in the GRI 1 standard:

Clarity
Present information in a way that is accessible and understandable.

Sustainability context
Present information on impacts in the broader context of sustainable development.

Comparability
Enable an analysis of changes in the organisation's impact over time and an analysis of these impacts relative to those of other organisations.

Timeliness
Present information on a regular schedule and make it available to the public in time for users to make decisions.

Accuracy
Present information that is accurate and sufficiently detailed to enable an assessment of the organisation's impacts.

Balance
Present unbiased information and give a fair representation of the negative and positive impacts of the organisation.

Comprehensiveness
Present sufficient information to be able to assess the impact of changes in the organisation during the reporting period.

Verifiability
Collect, record and analyse information in such a way that it can be examined to determine its quality.

9

Annexed tables and GRI and SDG table of contents

Annexed tables

2-6 Activities, value chain and other business relationships

Productions by activity (t)

Steelmaking water	2023	2024
Billet	5,596,271	5,691,722
Ingots	12,352	9,875
Total steel mill activity production	**5,608,623**	**5,701,597**
Forge and mechanical treatment activity		
Total forge and mechanical treatment production	17,117	12,809
Rolling activity		
Corrugated	1,960,953	2,095,311
Wire rod	1,399,231	1,299,060
Commercial profiles	319,668	322,733
Structural profiles	1,554,184	1,578,648
Total rolling mill activity production	**5,234,036**	**5,295,752**
Finishing and transforming processes activity		
Total finishing and transforming process activity production	**1,165,980**	**1,230,230**

Sales by activity (t)

Circularity hub activity	2023	2024
Ferrous scrap	2,198,666	2,221,381
Non-ferrous scrap	92,511	96,183
Plastics	698	115 *
Total circularity hub activity sales	**2,291,875**	**2,317,679**
Steelmaking water		
Billet	5,584,509	5,691,722
Ingots	12,352	9,875
Total steel mill activity sales	5,596,861	5,701,597
Forge and mechanical treatment activity		
Total forge and mechanical processing activity sales	**4,911**	**3,284**
Rolling activity		
Corrugated	1,802,136	1,796,022
Wire rod	1,567,101	1,589,300
Commercial profiles	328,469	328,658
Structural profiles	1,538,125	1,561,180
Total rolling mill activity sales	**5,235,831**	**5,275,160**
Finishing and transforming processes activity		
Total finishing and transforming process activity sales	**1,229,316**	**1,377,222**

* The plastic marketed by Celsa Global Circularity is of a type that is difficult to place on the market. In 2024, the main customer of this product stopped buying, which led to a significant reduction in sales of this plastic.

2-7 Employees

The data are drawn from the personnel management platform, with no assumptions or estimates being made. In 2024 there were no employees with non-guaranteed hours.

Total number of Celsa employees (total at 31/12)

	Germany	Denmark	U.S.A.	Spain	Finland	France	Norway	Poland	Portugal	United Kingdom	Sweden
Total employees 2023	3	79	0	3,535	151	296	537	1,363	1	1,765	228
Total employees 2024	3	67	1	3,484	136	311	508	1,275	2	1,584	213

Types of contract by gender (totals at 31/12/2024)

		2023			2024		
		Women	Men	Total	Women	Men	Total
Permanent contract	Full-time	N/A	N/A	7,459	856	6,283	7,139
	Part-time	N/A	N/A	16	3	7	10
Temporary contract	Full-time	N/A	N/A	459	43	363	406
	Part-time	N/A	N/A	24	2	27	29
Total		N/A	N/A	7,958	904	6,680	7,584

As a consequence of external circumstances, such as the uncertainty affecting demand and the variability of energy prices, Temporary Workforce Adjustment Plans ('ERTE') have been processed. In 2024, there were seven ERTE agreements in Spain, one in France and three in the Nordic countries. Data on the Temporary Workforce Adjustment Plans of the business units that have ERTE agreements are shown.

Employees affected and potentially affected by ERTE at 31/12/2024, by jurisdiction

		Celsa Spain	Celsa France	Celsa Nordic			
		Spain	France	Denmark	Finland	Norway	Sweden
2023	Employees affected	N/A	0			130	
	Employees potentially affected	2,438	131			N/A	
2024	Employees affected by ERTE	1,186	0	0	26	88	0
	Employees potentially affected by ERTE	2,180	292	N/A*	N/A*	N/A*	N/A*

Celsa companies in Spain with ERTE agreements in 2024: Compañía Española de Laminación, SL, Nervacero, SA, Global Steel Wire, SA, Moreda Rivière Trefilerías, SA (Cerdanyola), Celsa Atlantic, SL, Aceros para la Construcción, SAU, and Global Special Steel Products, SAU. Companies in the Nordic countries with ERTE agreements in 2024: Celsa Steel Service OY (Truku, Finland), Celsa Armeringsstål AS (Mo i Rana, Norway). The 2023 NFRS reported a total of 2,699 employees affected by ERTE: 2,569 employees affected by an ERTE in Spain and 130 employees affected by an ERTE in the Nordic countries.

N/A* In Spain, it is possible to negotiate with the unions an open list of people who could be affected by an ERTE agreement. In the Nordic countries, the process is different. In these countries, there are direct negotiations with the unions regarding the people who will be impacted by the ERTE, and once an agreement is reached, no changes are made to the list of people affected.

Calculating the percentage of potential hours in which an ERTE agreement applies differs by country: in the case of Spain and France, there are specific regulations and procedures that separate the hours that can be affected from those that are actually affected; in the rest of the countries in which Celsa operates, only the affected hours are considered. In order to homogenise the data in company terms, we have chosen to report the indicator "percentage of total hours affected by ERTE".

Percentage of employees and hours affected and affected by ERTE agreements as at 31/12/2024

	2023	2024
Percentage of total hours affected by ERTE agreements	2.41%	2.35%

An adjustment has been applied to the reporting criteria for the indicator of the percentage of total hours affected by ERTE agreements. In 2023, an average of the percentage hours affected by ERTE agreements was reported for the perimeter of Celsa Nordic (Nordic countries) and the average of potentially affected hours for the perimeter of Celsa Spain and Celsa France (Spain and France). For 2024, in order to homogenise the indicator, the number of actual hours in which the ERTE agreement applied is indicated.
Formula for the percentage of hours affected or affected by ERTE: (Percentage of ERTE) = ERTE hours/Total theoretical working hours*100

2-23 Policy commitments

		Scope of application	Approval
General policies	Sustainability Framework Policy	Own activity	Board of Directors
	Supply Chain Policy	Upstream I Own activity	Board of Directors
	Innovation Policy	Own activity	Board of Directors
Environmental Policies	Climate Action Policy	Upstream I Own activity	Board of Directors
	Environment and Resource Management Policy	Upstream I Own activity I Downstream	Board of Directors
Social Policies	Health and Safety at Work Policy	Upstream I Own activity	Board of Directors
	Human rights policy	Upstream I Own activity	Board of Directors
	Talent Management Policy	Own activity	Board of Directors
	Diversity, Equality and Inclusion Policy	Upstream I Own activity I Downstream	Board of Directors
Corporate Governance Policies	Anti-corruption and Anti-fraud Policy	Upstream I Own activity I Downstream	Board of Directors
	Conflict of Interest Policy	Upstream I Own activity I Downstream	Board of Directors
	Policy for Regulatory Compliance concerning Defence of Competition	Own activity	Board of Directors
	Policy for Regulatory Compliance concerning Crime Prevention	Upstream I Own activity	Board of Directors
	Policy for Dialogue and Communication with Stakeholders	Upstream I Own activity I Downstream	Board of Directors
	Personal Data Protection Policy	Upstream I Own activity I Downstream	Board of Directors
	Policy for Use of Information Systems	Own activity	Board of Directors
	Data Protection Policy	Upstream I Own activity I Downstream	Board of Directors

2-25 Processes to remediate negative impacts

Number of formal and informal environmental complaints

	2023	2024
Formal [1]	180	190
Informal [2]	5	17

[1] Documented complaints (written complaints from local residents, as well as notifications to the municipality)
[2] Undocumented complaints (comments on social media, calls, etc.)

Number of environmental complaints, substantiated and unsubstantiated

	2023	2024
Substantiated	N/A	37
Unsubstantiated	N/A	170
Total	**185**	**207**

Number of substantiated complaints received by environmental category

	2023	2024
Noise pollution [1]	N/A	20
Atmospheric pollution [2]	N/A	13
Other [3]	N/A	4
Total	**N/A**	**37**

[1] Noise complaints
[2] Complaints about emissions, smoke, particulate matter and odour
[3] Complaints not categorised

2-27 Compliance with laws and regulations

Environmental investigations and trials in 2024

	2023	2024
Information files	2	3
Non-monetary penalty files	0	0
Monetary penalty files	3	3
Number of trials	8	8

2-30 Collective bargaining agreements

Employees covered by collective bargaining agreement and as a percentage

	2023	2024
Employees covered by collective agreements	6,824	6,131
Percentage	77%	77.80%

Formula for the percentage of employees covered by collective bargaining agreements: (Percentage of employees covered by collective bargaining agreements) = (PCC) / (Average number of employees in 2024)

Percentage of employees covered by collective bargaining agreements as at 31/12/2024, by jurisdiction

	2023	2024
Employees covered by collective agreements	6,824	6,131
Percentage	77%	77.80%
Germany	0%	0%
Denmark	63%	82.78%
USA	0%	0%
Spain	74%	74.81%
Finland	67%	90.31%
France	82%	81.13%
Norway	72%	89.69%
Poland	97%	92.21%
Portugal	0%	0%
United Kingdom	73%	62.96%
Sweden	64%	102.92%

Formula for the percentage of employees covered by collective bargaining agreements: (Percentage of employees covered by collective bargaining agreements) = (Employees covered) / (Average number of employees in 2024)

201-1 Direct economic value generated and distributed

Economic value generated and distributed (€M)

	2023	2024
Turnover	4,764.97	4,467.14
Operating costs	3,869.94	3,686.36
Salaries and employee benefits	476.52	495.56
Payments to capital provider companies	116.05	141.11
Payments to the Government	254.62	170.05
Expenditure on community development	2.47	1.85
Economic value retained	**45**	**-27.79***

* This does not include the economic value assigned to community projects.

204-1 Proportion of spending on local suppliers

Purchasing budget (€M)

	2023	2024
Total local purchasing budget[1]	3,967	3,265.80
Total purchasing budget	4,771	3,676.44
Percentage of purchases from local suppliers	83%	88.83%

[1] A local purchase is defined as a purchase made in the same country in which each company operates.
Both the total local purchasing budget and the total purchasing budget take into account general purchases, internal logistics and external logistics, and scrap purchases.
The locations with significant operations correspond to the countries where Celsa has its own activities.
Formula for the percentage of purchases from local suppliers: (Percentage of local purchases) = (Total local purchasing budget / Total purchasing budget)

205-1 Operations evaluated according to corruption-related risks

Complaints, substantiated bribery, corruption and financial crime cases

	2023	2024
Bribery and corruption		
Registered reports of bribery and corruption cases	N/A	1
Substantiated bribery and corruption cases registered and closed in the same current fiscal year	N/A	0
Substantiated bribery and corruption cases recorded in the previous year and closed in the current fiscal year	N/A	0
Financial crimes		
Registered reports of cases of financial crime	N/A	1
Substantiated cases of financial crime recorded and closed in the current fiscal year	N/A	1
Substantiated financial crime cases registered in the previous year and closed in the current fiscal year	N/A	0

301-1 Materials by weight or volume

Raw material consumption (t)

	2023			2024		
	Non-renewable material		Renewable material	Non-renewable material		Renewable material
	Not recycled	Recycled		Not recycled	Recycled	
Processing of scrap metal	64	2,256,826	1	215	2,317,604	0
Steelmaking activities	593,261	3,612,598	272,025	607,521	3,691,834	266,436
Rolling activities	2,122	1,002	1,919	2,748	1,924	5,865
Finishing and transformation process activities	25,547	16,537	1,884	22,445	20,636	1,457
Total consumption of raw materials	620,994	5,886,863	275,829	632,929	6,031,998	273,758

Movements of raw materials between Celsa companies are not considered.

302-1 Energy consumption within the organisation

Energy consumption (MWh)

	2023	2024
Natural gas and other [1]	2,247,441	2,316,361
Diesel	73,932	76,267
Petrol	771	357
Propane	638	1,198
Total consumption of fossil fuels [2]	**2,322,782**	**2,394,183**
Biomethane	0	0
Biofuels	115	153
Total consumption of renewable fuels	**115**	**153**
Total primary energy consumption [3]	2,322,897	2,394,336
Electricity without renewable origin attribution	3,708,392	3,626,210
Electricity of renewable origin	9,896	21,204
Total electricity [4]	3,718,288	3,647,414
Heating	18,545	17,374
Refrigeration	0	0
Steam	-16,562	-25,805
Total secondary energy consumption [5]	**3,720,271**	**3,638,983**
Total energy consumption [6]	**6,043,168**	**6,033,319**

[1] Other combustion gases for thermal processes
[2] Total consumption of fossil fuels = Σ (Natural gas and others + diesel + gasoline + propane)
[3] Total primary energy consumption = Σ (Fossil fuels + renewable fuels)
[4] Total electricity = Σ (Electricity without renewable origin + electricity from renewable origin)
[5] Total secondary energy consumption = Σ (Total electricity + heating + cooling + steam)
[6] Total energy consumption = Σ (Total primary energy consumption + total secondary energy consumption)

Source of conversion factors for HHV and LHV physical standards: Engineering Toolbox.
Source for CO_2 emission factors: these vary from country to country, but in Spain the official MITECO database is used.

In 2024 Celsa sold steam and sold no electricity, heating or cooling.

302-3 Energy intensity

Energy consumption in specific values (kWh/t billet*)

	2023	2024
Electricity	664	640.83
Natural gas	402	406.97
Total energy consumption**	**1,066**	**1,047.80**

* 5,691,722 tons. ** Energy consumption is internal to the organisation.

303-3 Water withdrawal
303-4 Water discharges
303-5 Water consumption

Water withdrawals, discharges and total water consumption in absolute values (megalitres)

	2023			2024
	All areas	Water stress areas	Unstressed areas	All areas
Withdrawal, surface water	23,930.63	1,526.67	24,606.97	26,133.65
Withdrawal, groundwater	2,556.18	2,052.04	398.95	2,450.99
Withdrawal, seawater	0.00	0	0.00	0.00
Withdrawal, distribution network	1,502.44	753.91	562.54	1,316.45
Withdrawal, rainwater	456.14	106.20	333.45	439.66
Total water withdrawn	**28,445.39**	**4,438.82**	**25,901.92**	**30,340.74**
Discharge, surface water	22,030.53	172.35	24,051.86	24,224.21
Discharge, groundwater	0.41*	0.00	0.00	0.00
Discharge, seawater	1.85*	0.00	0.00	0.00
Discharge, third party water	1,104.24	681.32	160.12	841.45
Discharge, industrial symbiosis	69.77	59.09	0.00	59.09
Total water discharged	**23,206.79**	**912.76**	**24,211.98**	**25,124.74**
Sale, surface water	N/A	319.32	81,543.00	400,860.00
Sale, groundwater	N/A	0.00	10,399.00	10,399.00
Sale, sea water	N/A	0.00	0	0.00
Sale, mains water from distribution	N/A	7.00	0.00	6,999.00
Sale, water produced	N/A	0.00	3,351.00	3,351.00
Total water sold	**N/A**	**326.32**	**92.29**	**421.61**
Total consumption**	**5,238.59**	**3,199.75**	**1,594.64**	**4,794.40**

* Celsa does not discharge water into the sea or into groundwater bodies. In 2023, 2.26 ML were reported. This water should have been reported under the category of water discharged to third parties. A change of criterion has been applied in the formula for calculating total water consumption, given that in 2023 the water sold to third parties was not reduced.
** Formula for total water consumption: (Total water consumption) = (Total water withdrawn) - (Total water discharged) - (Total water sold)

Total water withdrawals, discharges and consumption in specific values (m³/t billet*)

Cubic metres per ton of billet	2023	2024
Withdrawal, surface water	4.28	4.59
Withdrawal, groundwater	0.46	0.43
Withdrawal, seawater	N/A	0.00
Withdrawal, distribution network	0.27	0.23
Withdrawal, rainwater	0.08	0.08
Total water withdrawn	**5.09**	**5.33**
Discharge, surface water	3.93	4.26
Discharge, groundwater	0.00	0.00
Discharge, seawater	0.0003**	0.00
Discharge, third party water	0.20	0.15
Discharge, industrial symbiosis	0.01	0.01
Total water discharged	**4.14**	**4.42**
Sale, surface water	N/A	0.07
Sale, groundwater	N/A	0.002
Sale, sea water	N/A	0.00
Sale, mains water from distribution	N/A	0.001
Sale, water produced	N/A	0.001
Total water sold	**N/A**	**0.07*****
Total (m³ / t billet)	**0.94**	**0.84******

* 5,691,722 tons. ** In 2023, 0.0003 m³/t billet was reported; however, this water should have been reported under the category of water discharged to third parties. *** The detail of the value of rainwater withdrawal in 2024 = 0.074 m³/t billet is provided. **** The detail of the total water consumption in 2024 = 0.836 m³/t billet is provided. A change of criterion has been applied in the formula for calculating total water consumption, given that in 2023 the surplus water sold to third parties was not discounted.

305-1 Direct GHG emissions (scope 1)
305-2 Indirect GHG emissions from power generation (scope 2)
305-5 Reduction of GHG emissions*

Direct and indirect emissions (t CO_2eq)

	2023	2024
Direct (Scope 1) GHG emissions	634,017	644,510
Indirect GHG emissions (scope 2, location-based)	815,669	696,012
Indirect GHG emissions (scope 2, market-based)	978,744	1,204,598
Total emissions (scopes 1+2, location-based)	**1,449,686**	**1,340,522**
Total emissions (scopes 1+2, market-based)	**1,612,761**	**1,849,108**

Year 2023 emission factors for the calculation of year 2023 and 2024. Scope 1 reported includes verified emissions from the rights trading scheme and emissions from in-plant transportation. The emission factors used are those of ETS and, for the rest, those of DEFRA. For Scope 2, the location-based value has been determined with the emission factor of generation in each country where we operate, obtained from the annual report of the AIB association in its report "Residual Mixes and European Attribute Mix of 2023". For the market-based Scope 2 value, the residual emission factors of each of the energy supply companies have been considered.

*These emissions correspond to those reported in Celsa's Non-Financial Reporting Statement for 2024 and differ from those reported in the Annual Report because the NFRS used emission factors for the year 2023 (at the time of preparation, the 2024 emission factors had not yet been officially published).

305-4 Intensity of GHG emissions

Direct and indirect specific emissions (kg CO_2eq/t billet*)**

	2023	2024
Direct (Scope 1) GHG emissions	113	113.24
Indirect GHG emissions (scope 2, location-based)	146	122.28
Indirect GHG emissions (scope 2, market-based)	175	211.64
Total emissions (scopes 1+2, location-based)	**259**	**235.52**
Total emissions (scopes 1+2, market-based)	**288**	**324.88**

* 5,691,722 tons.
**Emission factors for 2023 and 2024 have been used for the calculation of 2023 and 2024 emissions.

305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant atmospheric emissions

Atmospheric pollutants (kg/year)

		2023	2024
Particles	PM	79,163	91,220
Organic compounds	VOC [1]	170,573	101,159
	POC [2]	1.86	1.75
	PAC [3]	452	91
Combustion gases	CO	6,352,766	4,289,777
	NO_x	966,340	1,041,991
	SO_x	435,748	906,426
Inorganic gases	HCl	22,146	23,464
Metals	Hg	380	94
	Pb	2,588	426
	Zn	4,150	6,424

[1] Volatile organic compounds
[2] Persistent organic pollutants (dioxins) in grams per year (g/year)
[3] Polycyclic aromatic compounds

306-3 Waste generated

Amount of waste generated (t)

	2023		2024	
	Hazardous waste	Non-hazard-ous waste	Hazardous waste	Non-hazard-ous waste
Waste from scrap processing	527	179,573	552	166,885
Steelmaking waste	128,343	1,047,009	111,801	997,095
Rolling residue	565	211,704	621	236,832
Waste from finishing processes	11,289	42,967	13,308	39,344
Total	140,724	1,481,253	126,282	1,440,156

306-4 Waste diverted from disposal

Waste recovery

	2023		2024	
	(t)	(%)	(t)	(%)
Recovery of waste from the steel division*	N/A	94.1%	1,370,527	97.96%
Recovery of waste from the scrap division**	N/A	28.3%	48,251	28.82%
Total	N/A	86.8%	1,418,778	90.57%

* The percentage corresponds to the recovered waste from the steel division with respect to the total waste generated by the division. ** The percentage corresponds to the recovered waste of the scrap division with respect to the total waste generated by the division.

Waste recovery

	2023		2024	
	(t)	(%)	(t)	(%)
Internal recovery within the plant*	N/A	15.9%	259,269	16.55%
Internal recovery within Celsa*	N/A	7.8%	154,212	9.84%
External recovery*	N/A	63.1%	1,005,297	64.18%
Subtotal of waste recovered**	N/A	86.8%	1,418,778	90.57%
Incineration with energy recovery*	N/A	1.3%	23,063	1.47%
Incineration without energy recovery*	N/A	0.03%	493	0.03%
Sent to landfill*	N/A	11.6%	121,849	7.78%
Other disposal operations*	N/A	0.2%	2,255	0.15%
Subtotal of non-recovered waste**	N/A	13.2%	147,660	9.43%

* The percentage corresponds to the management system with respect to the total waste generated.
** The percentage corresponds to recovered or non-recovered waste with respect to total waste generated.

401-1 New employee hires and employee turnover

The following tables are for the end of the fiscal year (2024).

New professional hires by professional category and gender

	2023			2024		
	Women	Men	Total	Women	Men	Total
Team oversight	N/A	N/A	3	3	10	13
Team management	N/A	N/A	23	3	12	15
Technical and qualified administrative staff	N/A	N/A	140	32	58	90
Operational and administrative staff	N/A	N/A	587	45	289	334
Total	N/A	N/A	753	83	369	452

New professional hires by age and gender

	2023			2024		
	Women	Men	Total	Women	Men	Total
<=35	58	336	394	46	177	223
36 to 50	42	216	258	30	133	163
>=50	8	93	101	7	59	66
Total	108	645	753	83	369	452

Internally filled jobs by professional category and gender

	2023			2024		
	Women	Men	Total	Women	Men	Total
Team oversight	N/A	N/A	10	0	1	1
Team management	N/A	N/A	22	5	10	15
Technical and qualified administrative staff	N/A	N/A	100	0	1	1
Operational and administrative staff	N/A	N/A	272	11	122	133
Total	N/A	N/A	404	16	134	150

Contracts terminated by age and gender

	2023			2024		
	Women	Men	Total	Women	Men	Total
<=35	55	292	347	37	190	227
36 to 50	33	268	301	41	260	301
>=50	29	247	276	10	109	119
Total	117	807	924	88	559	647

Contracts terminated by mutual agreement, by age and gender

	2023			2024		
	Women	Men	Total	Women	Men	Total
<=35	39	163	202	39	141	180
36 to 50	25	151	176	14	113	127
>=50	16	91	107	9	94	103
Total	80	405	485	62	348	410

Lay-offs by age, professional category and gender

	2023			2024		
	Women	Men	Total	Women	Men	Total
Team oversight	0	0	0	0	8	8
Team management	0	0	0	3	1	4
Technical and qualified administrative staff	0	9	9	5	13	18
Operational and administrative staff	3	110	113	6	65	71
Total	3	119	122	14	87	101

Lay-offs by age and gender

	2023			2024		
	Women	Men	Total	Women	Men	Total
<=35	1	56	57	5	40	45
36 to 50	2	31	33	6	25	31
>=50	0	32	32	3	22	25
Total	3	119	122	14	87	101

Staff turnover rate by age and gender

	2023			2024		
	Women	Men	Total	Women	Men	Total
<=35	18.81%	21.47%	N/A	25.84%	20.90%	21.75%
36 to 50	9.25%	8.23%	N/A	7.88%	8.39%	8.32%
>=50	2.90%	5.39%	N/A	10.64%	8.82%	8.96%
Total	10.95%	9.95%	N/A	14.21%	11.10%	11.47%

Formula for the total turnover rate: (Turnover rate) = (Number of leavers) / (Average number of in-house employees)

Voluntary staff turnover rate by age and gender

	2023			2024		
	Women	Men	Total	Women	Men	Total
<=35	10.56%	9.59%	N/A	13.09%	9.89%	10.44%
36 to 50	5.70%	3.91%	N/A	3.25%	3.60%	3.56%
>=50	2.42%	3.57%	N/A	4.35%	3.95%	3.98%
Total	6.55%	4.95%	N/A	6.62%	5.01%	5.20%

Formula for the voluntary turnover rate: (Voluntary turnover rate) = (Number of voluntary leavers) / (Average number of in-house employees)

Percentage absence rate, by gender (non-GRI)

	2023			2024		
	Women	Men	Total	Women	Men	Total
Theoretical hours of work	1,834,461	13,529,184	15,347,403	1,831,194	11,085,447	12,916,641
Hours of absence	110,618	994,395	1,105,013	120,315	1,026,260	1,146,575
Percentage absence rate	6.03%	7.35%	7.20%	6.57%	9.26%	8.88%

Formula for percentage absence rate: (Percentage absence rate) = (Absence hours / Theoretical working hours) * 100
The "absence hours" indicator includes all justified and unjustified absences.
In contrast to the 2023 non-financial information statement, the calculation of theoretical working hours did not require any approximation. The data were obtained directly from the human resources information system (HRSIS) of each business unit. Only the hours of the company's own employees are counted, excluding temp agency employment contracts.

403-9 Injuries due to occupational accidents
403-10 Work-related ill health

The health and safety data are presented below, differentiating between in-house employees (internal employees and temporary employment agency contracts) and subcontracted employees (external employees).

Accidents suffered by own and subcontracted employees (contractors)

	2023			2024		
	Own employees	Subcontracted employees	Total	Own employees	Subcontracted employees	Total
Deaths resulting from occupational accidents	1	1	**2**	0	1	**1**
Accidents with serious consequences [1]	6	6	**12**	6	0	**6**
Recordable occupational accidents [2]	605	184	**789**	610	132	**742**
Occupational accidents leading to sick leave	94	42	**136**	98	30	**128**
Total working hours	14,212,909	7,089,029	**21,301,938**	13,769,571	6,482,153	**20,251,724**
Lost workdays due to occupational accidents	9,376	7,422	**16,798**	3,955	6,882	**10,837**

[1] Excludes deaths
[2] Accidents with and without sick leave

Total accidents to own and subcontracted employees (contractors), by gender

	2023			2024		
	Women	Men	Total	Women	Men	Total
Deaths resulting from occupational accidents	0	2	**2**	0	1	**1**
Accidents with serious consequences [1]	N/A	N/A	**12**	0	6	**6**
Recordable occupational accidents [2]	32	757	**789**	28	714	**742**
Occupational accidents leading to sick leave	7	129	**136**	2	126	**128**
Total working hours	N/A	N/A	**21,301,938**	N/A	N/A	**20,251,724**
Lost workdays due to occupational accidents	N/A	N/A	**16,798**	77	10,760	**10,837**

[1] Excludes deaths
[2] Accidents with and without sick leave

Fatality rate and accident rates for own and subcontracted employees (contractors)

	2023			2024		
	Own employees	Subcontracted employees	Total	Own employees	Subcontracted employees	Total
Rate of deaths resulting from occupational accidents [1]	0.07	0.14	**0.09**	0.00	0.15	**0.05**
Frequency index (FI) of major consequences [2]	0.42	0.85	**0.56**	0.43	0.00	**0.29**
Frequency index (FI) [3]	6.61	5.92	**6.38**	7.12	4.63	**6.32**
Seriousness index (SI) [4]	0.66	1.05	**0.79**	0.29	1.06	**0.54**
Hazardousness index (HI) [5]	42.57	25.96	**37.04**	44.30	20.36	**36.64**
Lost workdays due to occupational accidents	9,376	7,422	**16,798**	3,955	6,882	**10,837**

[1] Rate of deaths through occupational accident = (Number of fatal accidents / Hours worked) x 1,000,000
[2] Frequency index (FI) of major consequences, excluding death = (Number of accidents with major consequences, excluding death / Total hours worked) x 1,000,000
[3] Frequency index (FI) = (Number of accidents with absence / Total hours worked) x 1,000,000
[4] Seriousness index (SI) = (Days lost / Total hours worked) x 1,000
[5] Hazardousness index (HI) = (Number of accidents / Total hours worked) x 1,000,000

Total accidents to own and subcontracted employees (contractors), by gender

	2023			2024		
	Women	Men	Total	Women	Men	Total
Rate of deaths resulting from occupational accidents [1]	0	0.07	**0.07**	0	0	**0**
Frequency index (FI) of major consequences [2]	N/A	N/A	**0.42**	0	0.43	**0.43**
Frequency index (FI) [3]	2.39	7.18	**6.61**	0.55	8.13	**7.12**
Seriousness index (SI) [4]	0.08	0.58	**0.66**	0.03	0.33	**0.29**
Hazardousness index (HI) [5]	N/A	N/A	**42.57**	N/A	N/A	**44.30**

[1] Rate of deaths through occupational accident = (Number of fatal accidents / Hours worked) x 1,000,000.
[2] FI with major consequences, excluding fatalities = (Number of accidents with major consequences, excluding fatalities / Total hours worked) x 1,000,000. [3] FI = (Number of accidents with time off / Total hours worked) x 1,000,000. [4] SI = (Lost days / Total hours worked) x 1,000,000. [5] HI = (Number of accidents / Total hours worked) x 1,000,000.

In-company occupational diseases and deaths, by gender

	2023			2024		
	Women	Men	Total	Women	Men	Total
Occupational illnesses	0	8	**8**	1	0	**1**
Death due to occupational disease	0	0	**0**	0	0	**0**

404-1 Average hours of training per employee per year

Average hours of training as of 31/12/2024, by professional category and gender

	2023			2024		
	Women	Men	Total	Women	Men	Total
Team oversight	N/A	N/A	**31.54**	32.18	25.68	**26.76**
Team management	N/A	N/A	**54.58**	42.26	36.10	**37.47**
Technical and qualified administrative staff	N/A	N/A	**51.15**	42.24	44.52	**43.93**
Operational and administrative staff	N/A	N/A	**36.97**	32.98	28.59	**28.92**
Total	**44.93**	**40.05**	**40.62**	**37.83**	**31.53**	**32.28**

Formula for training average: (Training average) = (Registered training hours / Total number of employees). The record of active internal employees as of 31/12/2024 is reported.

405-1 Diversity of governance bodies and employees

The data provided in the following tables are as of the close of 2024.

Total number of Celsa's own employees, by professional category and gender

	2023			2024		
	Women	Men	Total	Women	Men	Total
Team oversight	19	117	**136**	21	105	**126**
Team management	112	343	**455**	101	354	**455**
Technical and qualified administrative staff	383	1,157	**1,540**	374	1,086	**1,460**
Operational and administrative staff	424	5,403	**5,827**	408	5,135	**5,543**
Total	**938**	**7,020**	**7,958**	**904**	**6,680**	**7,584**

Total number of Celsa's own employees, by age and gender

	2023			2024		
	Women	Men	Total	Women	Men	Total
35 years or under	313	1,485	**1,798**	214	2,375	**2,589**
36 to 50 (inclusive)	427	3,156	**3,583**	271	1,276	**1,547**
50 or over	198	2,379	**2,577**	419	3,029	**3,448**
Total	**938**	**7,020**	**7,958**	**904**	**6,680**	**7,584**

405-2 Ratio of basic salary and remuneration of women compared with men

Wage gap, by professional category (including extras)

	2023	2024
Team oversight	25%	14.23%
Team management	12%	5.19%
Technical and qualified administrative staff	18%	15.57%
Operational and administrative staff	18%	19.87%
Total	**8%**	**5.49%**

Wage gap, by professional category (excluding extras)

	2023	2024
Team oversight	23%	13.12%
Team management	12%	4.11%
Technical and qualified administrative staff	13%	10.08%
Operational and administrative staff	8%	12.50%
Total	**-1%**	**-2.69%**

Formula for the wage gap: (Wage gap) = [(Average remuneration of men - Average remuneration of women) / Average remuneration of men]

Average remuneration, by professional category and gender (including extras)

	2023			2024		
	Women	Men	Total	Women	Men	Total
Team oversight	€141,818	€187,897	**€180,684**	€135,650.89	€158,148.93	**€149,546.64**
Team management	€69,157	€78,876	**€76,442**	€74,997.20	€79,105.80	**€75,522.42**
Technical and qualified administrative staff	€40,747	€49,500	**€47,440**	€41,228.56	€48,830.23	**€45,485.42**
Operational and administrative staff	€33,583	€41,139	**€40,575**	€32,384.82	€40,414.74	**€37,235.29**
Total	**€42,990**	**€46,832**	**€46,346**	**€43,185.86**	**€45,693.12**	**€42,992.05**

Average remuneration, by professional category and gender (excluding extras)

	2023			2024		
	Women	Men	Total	Women	Men	Total
Team oversight	€139,796	€182,508	N/A	€131,668.62	€151,545.43	€142,817.15
Team management	€68,617	€77,534	N/A	€73,756.33	€76,920.93	€73,921.43
Technical and qualified administrative staff	€39,711	€45,676	N/A	€40,130.27	€44,627.61	€42,860.11
Operational and administrative staff	€31,843	€34,697	N/A	€30,589.51	€34,961.02	€33,357.57
Total	€41,675	€41,081	N/A	€41,690.53	€40,597.80	€39,444.44

Average remuneration, by age and gender (including extras)

	2023			2024		
	Women	Men	Total	Women	Men	Total
<=35	N/A	N/A	€40,294	€34,249.54	€37,734.97	€36,875.09
36 to 50	N/A	N/A	€46,926	€44,016.86	€45,685.47	€50,339.06
>=50	N/A	N/A	€52,262	€49,256.37	€47,836.27	€48,176.87
Total	N/A	N/A	€47,267	€42,326.74	€44,931.34	€46,853.80

406-1 Incidents of discrimination and corrective actions taken

Substantiated complaints and cases of human rights violations, discrimination and harassment

	2023	2024
Violation of human rights (excluding discrimination and harassment)		
Complaints registered for cases of human rights violation	0	0
Cases of human rights violations registered and closed in the current year	0	0
Cases of human rights violations recorded in the previous year and closed in the current year	0	0
Discrimination and harassment		
Complaints registered for harassment and discrimination cases	0	3
Cases of harassment and discrimination registered and closed in the current year	0	1
Cases of harassment and discrimination reported in the previous year and closed in the current year	0	0

418-1 Substantiated claims concerning breaches of customer privacy and loss of customer data

Substantiated data protection complaints and cases

	2023	2024
Employees		
Recorded complaints of personal data protection cases	0	1
Substantiated personal data protection cases registered and closed in the current year	0	0
Substantiated personal data protection cases registered in the previous year and closed in the current year	0	0
Customers		
Customer data leaks detected	0	0
Customer data thefts detected	0	0
Customer data losses detected	0	0
Regulatory bodies		
Complaints from regulatory authorities	0	0

GRI and SDG Content Index

Statement of use: Celsa Steel, SA, presents the information referred to in this GRI content index for the period between 1 January and 31 December 2024, based on the GRI Standards.
GRI 1 used: GRI 1: Foundation 2021

GRI standard indicator	Material topics	Correlation with the SDGs	Correlation with the Global Compact	Corresponding answer or section
GRI 2: General contents 2021				
2-1 Organisational details				Celsa around the world
				Celsa Steel, SA, located in Barcelona, Spain, acts as the holding company of the metallurgical industrial group. The subsidiaries of Celsa Steel, S.A., are listed in section 08, About this report, according to their activity and the business unit to which they belong.
				All the companies are privately owned.
2-2 Entities included in the organisation's sustainability reporting				About this report
				Consolidated year-end data for 2024 are published. Celsa Steel, S.A. comprises the business units: Celsa Spain, Celsa France, Celsa Poland, Celsa UK, Celsa Nordic, Celsa Global Circularity and Celsa Global Support.
				It is worth mentioning that Celsa UK and Celsa Nordic have been pre-sold to a new investor, but since the sale will not be effective until 2025 they are fully included in this report.
2-3 Reporting period, frequency and point of contact				Date of most recent report Year 2023
				Reporting cycle: annual
				The period for the annual financial accounts and the non-financial reporting statement ends on 31 March 2024. Both reports are approved in alignment.
				The Non-Financial Reporting Statement is published externally on the company's corporate website for accountability purposes, within a maximum period of 6 months, as specified by law.
				For any issues related to the content of this report, you can contact us at sostenibilidad@gcelsa.com.
2-4 Restatements of information				There were no restatements of the information provided in previous reports. However, the materiality analysis has been renewed, where material issues have been updated and prioritised.
2-5 External assurance				The Board of Directors has delegated the Audit and Compliance Committee to audit the financial and non-financial accounts.
				This report is externally audited by the firm that audited the company's annual accounts and non-financial reporting statements (NFRS).
2-6 Activities, value chain and other business relationships	SL04	SDG 8		Our business
				Celsa's relationship groups
				Commitment to the value chain
				In 2024 there were no significant changes in the value chain. Celsa's business sectors, activities, products and services, markets, supply chain and downstream entities were maintained.
2-7 Employees		SDG 8	Principle 6	Annexed tables
				Social Commitments
2-9 Governance structure and composition	SL04	SDG 16		Corporate governance
2-22 Statement on the sustainable development strategy				Message from the president and the CEO
2-23 Policy commitments	SL04	SDG 16	Principle 10	Annexed tables
				Corporate policies

GRI standard indicator	Material topics	Correlation with the SDGs	Correlation with the Global Compact	Corresponding answer or section
2-25 Processes to remediate negative impacts		SDG 16	Principle 10	Client companies
				Commitment to climate
				The high number of unsubstantiated complaints is mainly from the company Celsa France, S.A.S., (164 of the 170 total); the origin lies in the existence of a web platform available to the community where their complaints are collected, many of which are attributable to other activities that also take place in the same area.
				The complaints are based on noise problems generated by the handling of scrap metal outside the central part of the day, as well as the generation of diffuse emissions derived from the transfer of powdery material that has not been wetted. All complaints, once classified as substantiated, are analysed for their causes, and a corrective action plan is established.
2-26 Mechanisms for seeking advice and raising concerns		SDG 16	Principle 10	Commitment to ethics and transparency
2-27 Compliance with laws and regulations	CM04	SDG 16		Commitment to ethics and transparency
				Significant instances of non-compliance (as determined by law): Celsa Huta Ostrowiec, S.P. Z.O.O.: administrative sanction for keeping records out of time or incompatible with the facts; Moreda Rivière Trefilerías: exceeding the water consumption established by the administration during the drought period; Ferimet, SLU: formal non-compliance with a legal limit established in the environmental authorisation.
				None of the three cases of monetary penalty proceedings were paid during the reporting period; all have been appealed.
2-28 Membership associations	CM04	SDG 17		Certifications and alliances
2-29 Approach to stakeholder engagement	CM04	SDG 17		Analysis and double materiality matrix
				Stakeholders
2-30 Collective bargaining agreements		SDG 8	Principle 3	Annexed tables
				Commitment to safety, health and talent
				In relation to the different activities carried out by the companies that consolidate accounts and their respective geographic scopes:
				— **Spain:** Eight company-level collective bargaining agreements, two provincial sectoral agreements, two regional sectoral agreements and two nationwide sectoral agreements are applicable. Likewise, the 4th State Collective Bargaining Agreement for the Metal Sector is in force for matters reserved for nationwide bargaining. At the end of fiscal year 2024, there were no open collective bargaining agreement negotiations. Likewise, the collective bargaining agreement of Global Steel Wire, S.A. (perimeter of Celsa Spain), which was due to expire on 31/12/2023, closed the negotiation of its new agreement for the year 2024.
				— **France:** A single nationwide collective bargaining agreement applies.
				— **Nordic countries**
				Norway Celsa Armeringsstål AS: The unions represented in Armeringsstål are part of the Federation of Norwegian Industries, within which there are various agreements depending on the function. In addition to the national agreements, local negotiation takes place. Celsa Steel Service AS: The unions represented at Steel Service in Norway are part of the Federation of Norwegian Industries, within which there are various agreements depending on the function. In addition to national agreements, local negotiation takes place.
				Denmark Celsa Steel Service A/S: the company is a member of the employers' organisation Danish Industry (in Danish: Dansk Industri). This organisation signs the collective bargaining agreements applicable to Steel Service employees in Denmark. In addition, local agreements are reached on salary issues above those agreed at the national level.
				Finland Celsa Steel Service OY: the company is a member of the Employers' Federation of Finnish Technological Industries and observes the collective agreements for manual, salaried and high-salaried employees in the technological industries.
				Sweden Celsa Steel Service AB: Swedish companies are subject to collective bargaining agreements applicable to Swedish employees depending on their function.
				Celsa's collective bargaining agreements provide for employee participation in occupational health and safety and risk prevention matters. In addition, all companies with legal representation of the workforce have risk prevention delegates and committees that carry out their work in accordance with Act 31/1995 on Occupational Risk Prevention.
				All of Celsa's employees, including those considered IRPs (individually regulated professionals), are subject to the collective bargaining agreement in all aspects that do not correspond to their particular salary conditions, in accordance with Spanish law.
				Social dialogue mechanisms focus on collective bargaining, the implementation and monitoring of equality plans, and the participation of companies that are members of business organisations. The applicable agreements contain provisions on the arbitration of disputes.

GRI standard indicator	Material topics	Correlation with the SDGs	Correlation with the Global Compact	Corresponding answer or section
GRI 3: Material topics 2021				
3-1 Process to determine material topics		SDG 17		Analysis and double materiality matrix
3-2 List of material topics		SDG 17		Analysis and double materiality matrix
GRI 201: Economic performance 2016				
3-3 Management of material topics				Shared value
201-1 Direct economic value generated and distributed	SL04	SDG 8		Shared value
GRI 203: Indirect economic impacts 2016				
3-3 Management of material topics				Products I Celsa Circular Steel
203-1 Infrastructure investments and services supported				Products I Celsa Circular Steel
GRI 204: Sourcing practices 2016				
3-3 Management of material topics				Commitment to the value chain
204-1 Proportion of spending on local suppliers		SDG 12		Annexed tables
GRI 205: Anti-corruption 2016				
3-3 Management of material topics				Commitment to ethics and transparency
205-1 Operations evaluated according to corruption-related risks	SL04		Principle 10	Commitment to ethics and transparency In 2024, there were no cases of bribery or corruption that could be substantiated. However, there was an investigation into an alleged case of collaboration in a financial crime. This case was closed in the same fiscal year, as the operation was frustrated without the crime taking place and after having reported the facts to the competent authority. Celsa's ESG risk map project was carried out in 2024. This project focused on identifying, assessing and managing risks that may affect the long-term sustainability and resilience of the company. As an initial result of this exercise, ten main critical risks have been identified, none of which are related to corruption.
205-2 Communicating and training on anti-corruption policies and procedures	SL04		Principle 10	The Anti-Corruption and Anti-Fraud Policy and the Crime Prevention Compliance Policy have been communicated to 100% of the members of the governing body, employees and business partners.
GRI 301: Materials 2016				
3-3 Management of material topics				Commitment to circularity
301-1 Materials used by weight or volume	CR03	SDG 12	Principle 10	Annexed tables
301-2 Recycled inputs	CR03	SDG 12	Principles 8 and 9	Commitment to circularity
GRI 302: Energy 2016				
3-3 Management of material topics				Efficient energy management
302-1 Energy consumption within the organisation	CR03	SDG 7		Annexed tables
302-3 Energy intensity				Annexed tables

GRI standard indicator	Material topics	Correlation with the SDGs	Correlation with the Global Compact	Corresponding answer or section
GRI 303: Water and effluents 2018				
3-3 Management of material topics				Commitment to circularity
303-1 Interaction with water as a shared resource	CR03	SDG 6		Commitment to circularity
303-3 Water withdrawal	CR03	SDG 6		Annexed tables
303-4 Water discharges	CR03	SDG 6		Water discharges, as well as the rest of the indicators corresponding to the environmental vector of water, are recorded through Celsa's internal sustainability platform, Net Positive Platform. This is a digital platform developed to report data in the ESG areas.
303-5 Water consumption	CR03	SDG 6		The platform allows the reporting of the cubic metres discharged, classifying the destination of the wastewater (surface, groundwater, sea, third party or industrial symbiosis) and whether it is discharged to water stress zones or not, depending on where the plant is located, using the Water Risk Atlas.
GRI 305: Emissions 2016				
3-3 Management of material topics				Commitment to climate
305-1 Direct GHG emissions (scope 1)	CL1	SDG 13		Annexed tables
305-2 Indirect GHG emissions from power generation (scope 2)	CL1	SDG 13		The carbon footprint is presented in units of measurement of CO_2 equivalent. It includes all greenhouse gas emissions (CH_4, N_2O, etc.), which have been converted to t CO_2eq using the corresponding conversion factor. In any case, with the exception of CO_2, the rest of the GHGs are considered of little relevance for the type of activity that Celsa carries out.
305-3 Other indirect GHG emissions (scope 3)	CL1	SDG 13		The baseline year is 2021. Celsa signed the SBTi commitment letter in 2022, and the most current and available organisational footprint is for 2021. Emissions in the baseline year are as follows:
305-4 Intensity of GHG emissions	CL1	SDG 13		Annexed tables
305-5 Reduction of GHG emissions	CL1	SDG 13	Principles 8 and 9	Annexed tables
305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant atmospheric emissions		SDG 13		All of the company's production processes are regulated by the European Directive on Industrial Emissions, and therefore have very restrictive emission limits based on the use of the best available techniques for their sector. At those sites that so require, treatment systems are available to comply with the required emission levels, of which the most relevant are the gas scrubber baghouse filters together with the injection of activated carbon for the adsorption of organic compounds at the steel mills.

For row 305-3, the corresponding answer continues:

Scope	t CO_2eq 2021
Scope 1	768,790.99
Scope 2 (market)	1,279,773.47
Scope 3	2,305,479.30
Total	4,354,043.77

There have been no significant changes with respect to the baseline year emissions calculations.

The global warming potential (GWP) rates used are those published in the IPCC 5th Report (AR5).

Consolidation approach for emissions: operating control.

For row 305-7, the corresponding answer continues:

The main air pollutants by process are: i) particulate matter, organic compounds and metals for steelmaking; ii) combustion gases for hot rolling, and iii) acid gases for finishing processes.

The mass loading values fluctuate from year to year as they are based on single-point measurements which, by nature, vary over time. Celsa's activities are below the established legal limits.

GRI standard indicator	Material topics	Correlation with the SDGs	Correlation with the Global Compact	Corresponding answer or section
GRI 306: Waste 2020				
3-3 Management of material topics				Commitment to circularity
306-2 Management of significant waste-related impacts	CR03	SDG 12	Principle 7	Commitment to circularity
306-3 Waste generated	CR03	SDG 12		Annexed tables The main waste streams generated in the different activities carried out are as follows: — Scrap fragmentation residues and non-metallic materials present in the scrap in scrap processing. — Metal oxides and steelmaking slags in steelmaking. — Iron oxide (scale) in hot rolling. Waste data are collected through the corporate sustainability reporting platform.
306-4 Waste diverted from disposal	CR03	SDG 12		Annexed tables At Celsa we produce steel using electric arc furnaces. Both steel manufacturing processes and scrap metal upgrading processes are considered waste recovery activities according to the European Waste Framework Directive, and metal and metal composite recycling or recovery operations are carried out. Specifically, in the steel manufacturing processes, the metal recycling or recovery operation is carried out. Meanwhile, at the processing plants, the ferrous scrap is sorted, adjusted and prepared for recycling.
306-5 Waste directed to disposal	CR03	SDG 12		Waste associated with steelmaking and downstream activities (rolling, finishing) has a high recyclability rate. Celsa has a high percentage of waste recovery in the steel division, where new management channels are notable. The waste obtained from scrap processing (screening, fragmentation, etc.) has a lower recyclability due to the heterogeneity of its chemical nature (plastics, earth, wood, etc.). Waste data are collected through the corporate sustainability reporting platform.
GRI 401: Employment 2016				
3-3 Management of material topics				Social Commitments
401-1 New employee hires and employee turnover	TS03	SDG 8		Annexed tables
GRI 403: Occupational health and safety 2018				
3-3 Management of material topics				Commitment to safety, health and talent
403-1 Occupational health and safety management system	TS02	SDG 3		Commitment to safety, health and talent

GRI standard indicator	Material topics	Correlation with the SDGs	Correlation with the Global Compact	Corresponding answer or section
403-2 Identification of hazards, risk assessment and investigation into incidents	TS01	SDG 3		Commitment to safety, health and talent. The quality of the processes used to identify occupational hazards is defined in the corporate risk assessment standard, with associated formations that discuss the hierarchy of controls to define the relevant actions. To continuously evaluate and improve the occupational health and safety management system, Celsa uses the "Prosafety" platform, which is exploited via business intelligence tools and in which monitoring scorecards are developed, both at group (corporate) and local level (each plant and each company). It also reports to senior management (CNRS) to ensure safety governance. Risk correction cards are made using the corporate platform "Prosafety". It can be used to report unsafe conditions and behaviours. Employees can also report through their line manager if they are unable to do so directly from the application. They likewise have access to a legal channel via the risk prevention officers. All Celsa employees are protected against retaliation, as specified in the Code of Ethics. The Corporate Health and Safety Policy states that occupational health and safety is given the utmost priority at Celsa. The following aspects are detailed: — Maintain an interdependent safety culture to achieve the goal of zero accidents. — Promote acceptance by all employees and suppliers of responsibility for their own health and safety and that of their colleagues, as well as for compliance with all internal health and safety regulations, requiring them to work safely and comply with safety rules as a condition of employment when working at Celsa. — Promote the participation of all employees, including management, through effective communication, with the objective of identifying and managing hazards and risks in each of the activities, serving to maintain a safe and healthy workplace. There is also a standard for the investigation of accidents and incidents, in which the degree of risk is evaluated both at the time of occurrence and at the end of the investigation.
403-5 Employee training on occupational health and safety				Commitment to safety, health and talent. As part of the Thor programme, 1,439 awareness, training and coaching sessions were conducted throughout 2024 at the various units of the organisation to reinforce the six rituals on which the Thor programme is based: preventive safety observations (PSO), permit to work, accident/incident investigation, standard operating procedure (SOP), risk analysis and daily team management (DTM).
403-6 Promoting employee health.	TS02	SDG 3		Commitment to safety, health and talent. Celsa offers medical examinations to all its own employees (including temporary workers) and a medical examination is required, depending on the task to be performed, for all contractors working at the facilities. In relation to the voluntary health promotion services and programmes that the organisation offers to workers, there are several programmes managed locally at each plant, such as the "Alcohol and Drug Protocol" of Celsa Barcelona. In addition, psychological and physiological assistance is provided.
403-9 Injuries due to occupational accidents	TS01	SDG 3		Commitment to safety, health and talent.
403-10 Work-related ill health Celsa offers medical examinations to all its own workers (including temp agency workers) and a medical examination is required, depending on the task to be performed, for all contractors working at the facilities.	TS01	SDG 3		Reviews of the risk assessments are scheduled each year, prioritising those functions that have higher accident rates, have been in place longer, other indicators and studies analysed, and the acquisition of new equipment. Other risk prevention activities also take place each year (such as internal audits, planned inspections and other procedures), with a view to ensuring implementation of the preventive measures set out in the risk assessments and also identifying any new factors that should be included in these assessments. To determine the occupational hazards that present a risk of injury due to occupational accidents with major consequences, the definition indicated by GRI 403 is applied: "if the accident has resulted in the death of the worker or injuries from which he/she cannot recover or the worker does not recover his/her pre-accident state of health within the following six months". At the end of fiscal year 2024, a total of six major accidents had been recorded. This type of accident is mainly caused by entrapment in machinery and musculoskeletal injuries that last for a long period of time. All information in this regard is reported on the "Prosafety" platform, where the causes are analysed and corrective actions are implemented for each case.

GRI standard indicator	Material topics	Correlation with the SDGs	Correlation with the Global Compact	Corresponding answer or section
GRI 404: Training and education 2016				
3-3 Management of material topics				Commitment to safety, health and talent
404-1 Average hours of training per employee per year	TS04	SDG 4		Annexed tables. In 2024, training at Celsa decreased due to reallocation of resources and prioritisation of other critical areas to ensure the company's long-term stability and sustainability. In addition, Celsa's development plans are designed to improve the skills and competencies of its employees, as well as to boost the company's efficiency and sustainability. These plans include continuous training programmes, professional development initiatives and technological innovation projects. The main objective of these plans is to ensure that employees are well prepared to face the challenges of the market and contribute to the sustainable growth of the company. At Celsa, PFM (Personal Financial Management) and CAS (Cloud Access Security) development plans are key. In 2024, Celsa reduced its development plans by almost 67.86%. This decrease is due to the need to optimise resources.
404-2 Programmes to improve employee skills and transition support programmes	TS04	SDG 4 and SDG 10		Commitment to safety, health and talent
GRI 405: Diversity and equal opportunities 2016				
3-3 Management of material topics				Commitment to equality and diversity
405-1 Diversity of governance bodies and employees	TS04	SDG 4 and SDG 10	Principle 6	Annexed tables
405-2 Ratio of basic salary and remuneration of women compared with men				Annexed tables. Qualified technical personnel and operational personnel working at the manufacturing facilities have salary extras associated with their activity (shift work, holidays, night work, dangerousness, overtime, among others) that administrative personnel working in offices do not have. Proportionally, men are more concentrated in plant positions, while women occupy a higher proportion of office positions. Therefore, in order to provide comparable data, the salary gap has been calculated by excluding extras received by qualified technical and administrative personnel and operational and administrative personnel. In fiscal year 2024, the members of the Board of Directors earned an average remuneration of 306,807.54 euros for the performance of their duties as directors. Celsa defines senior management as the members of the Board of Directors, whereby the average remuneration earned is as mentioned above. As for segmentation by gender, given that there is only one woman in these positions and to ensure privacy, this information is not provided and the gap is not calculated. In fiscal year 2023, the average accrued compensation was calculated by including the organisational groups 0 and 1 within the category of directors and executives, as well as the independent directors, and is therefore not comparable. This remuneration was 139,461.07 euros for women and 217,551.91 euros for men: a wage gap of 35.90%. **Remuneration** Celsa guarantees that its salary levels are commensurate with the level and responsibility of the positions held by its employees in a system of grades and salary bands, taking into account their levels of performance, fulfilment of objectives, potential, commitment and training. To achieve this, objective job descriptions and an organisational model based on recognised methodologies are used. For the purpose of calculating compensation, the professional category "team managers" is divided into "functional and general managers", which includes organisational groups 0 and 1, and "team managers", group 2. Data includes fixed compensation, variable compensation and bonuses received in 2024. The salary mass received during fiscal year 2024 by employees was taken into account. In 2024, there were changes in the composition of the management teams, especially in organisational groups 0 and 1. The salary conditions of the outgoing managers were higher than those of the new managers, which has generated a variation in the average remuneration of men and the salary gap with respect to 2023 in this organisational group.

GRI standard indicator	Material topics	Correlation with the SDGs	Correlation with the Global Compact	Corresponding answer or section
GRI 406: Non-discrimination 2016				
3-3 Management of material topics				Commitment to equality and diversity
406-1 Incidents of discrimination and corrective actions taken		SDG 5 and SDG 10	Principle 6	Annexed tables. In 2024 we received three complaints related to discrimination and harassment issues via our internal channels. After carrying out the appropriate verifications, two of the cases could be closed, as it was concluded that there was no basis to support the facts that had been reported. In the third case, it was possible to substantiate part of the facts reported, and the organisation decided to adopt disciplinary measures proportional to the damage caused. The complaints registered in Celsa's internal complaints channel (Ethics Channel), managed by the Corporate Legal Department, are investigated to determine the veracity of the facts reported. If the complaint is found to be substantiated (i.e., there is evidence of labour-related misconduct), we work with the Human Resources Department to implement individual remediation measures and plans, as specified in the collective bargaining agreements. In the event that the agreement does not detail all the behaviours, the Workers' Statute is used to identify the seriousness of the facts and the actions to be applied.
GRI 413: Local communities 2016				
3-3 Management of material topics				Commitment to the community
413-1 Operations involving the local community, impact assessments and development programs	CM4	SDG 10		Commitment to the community. In fiscal year 2024, donations were made to non-profit entities under Act 49/2002, of 23 December 2002, on the Tax Regime for Non-Profit Entities and Tax Incentives for Patronage. Most of the donations made were earmarked for the following sectors: health research and treatment, education and training, labour and employment promotion. Both donations and contributions to local associations, and sponsorships, were undertaken in strict compliance with applicable anti-corruption and bribery prevention regulations.
GRI 418: Client privacy 2016				
3-3 Management of material topics				Commitment to ethics and transparency
418-1 Substantiated claims concerning breaches of customer privacy and losses of customer data				Annexed tables. In 2024, one complaint related to data protection was registered. After an exhaustive review, it was determined that there was insufficient evidence to substantiate the facts reported, and it was therefore not referred to a higher level. In 2023 there were also no substantiated cases.

celsa