

# CELSA Group in France, passion for circularity

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

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



**0.5 Mt**  
Steel production



**1**  
Steel mill



**1**  
Rolling mill



% Vertical integration

**0.0%** **0.1%**  
Upstream integration Downstream integration

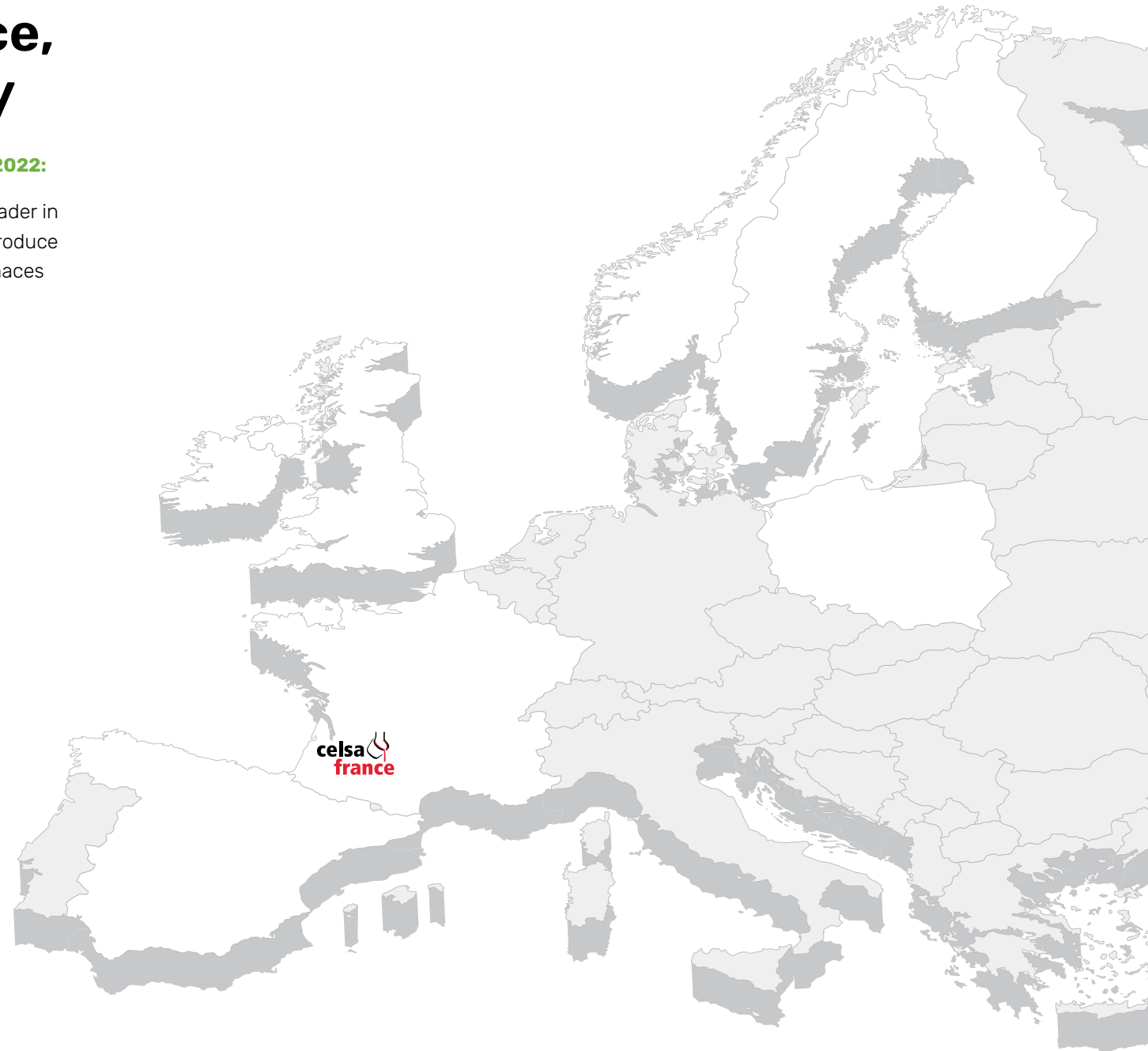


**465 M€**  
Turnover



**Staff**  
**325**

- directly employed workers: 265
- subcontracted workers: 60



# KEY FIGURES, 2022

## 1. COMMITMENT TO CLIMATE

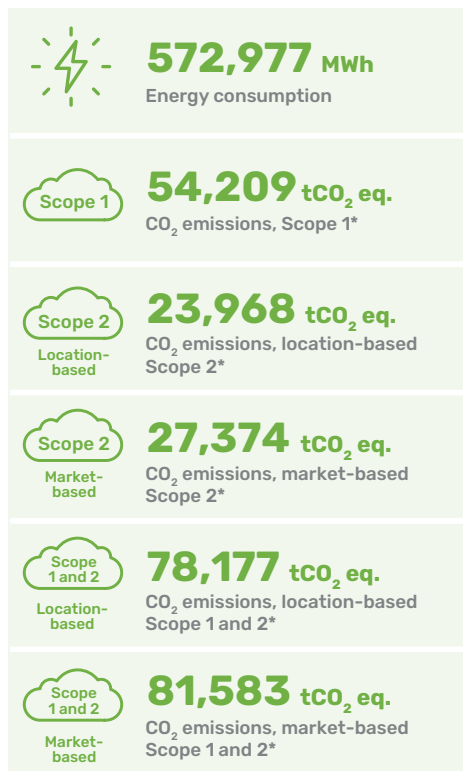


We are working to be a **Net Positive** company by **2050**

### GOALS

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

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



\* Emission data calculated by GHG Protocol.

## 2. COMMITMENT TO CIRCULARITY



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

### GOALS

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

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



### MILESTONES

99.9% of the final product is made from recycled steel.

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

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

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



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



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

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

#### GOALS 2025

Reduce the Global Frequency Index (FI) to 2.5.

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

	<b>23.73</b> Accident frequency rate (directly employed workers and subcontracted employees)
	<b>100 %</b> % of employees with permanent contracts (FTE)
	<b>0.08 M€</b> Investment in training

### 4. COMMITMENT TO EQUALITY AND DIVERSITY



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

#### GOALS 2030

To have 30% women in the workforce.

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

	<b>7.2 %</b> Proportion of women in the workforce (FTE)
	<b>3</b> Employees with disabilities
	<b>0</b> Discrimination cases

#### MILESTONES

- The average number of training hours per employee has been 21.27 hours/employee.
- The training on human rights and the Code of Conduct was provided to 1 of our employees
- Our average of seniority is about 14 years.
- Our voluntary turnover rate is 9.9%, below the average of the sector.

#### MILESTONES

- We increased the representation of women by 63.1% in the past five years.

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



## 5. COMMITMENT TO THE COMMUNITY



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

### GOALS 2023

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



## 6. COMMITMENT TO THE VALUE CHAIN



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

### GOALS

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

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



### MILESTONES

We invested 91 k€ in community projects (30% more than in 2021).

We have invested 0.01% of the Group's total profit for 2022 in community projects.

### MILESTONES

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

During 2022, 77% of our purchases are made from local supplier companies in the territories where we have a presence. We have increased by 7% compared to 2021.

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





## 7. COMMITMENT TO THE SENSE OF LEGACY



### BIG COMPANY WITH LONG TRADITION

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



### PURPOSE

To give infinite lives to finite resources.



### SUPPLY CHAIN

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

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

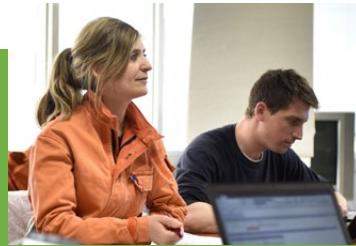


# BEST PRACTICES, 2022

## Best practices for occupational health and safety



## Best practices for equality and diversity



## Best practices for energy efficiency



## Best practices for training



## Best practices for social action



### ACKNOWLEDGEMENT'S PROGRAM OF HEALTH AND SAFETY

We have a program to acknowledge good practices or initiatives.

### INCREASING THE PRESENCE OF WOMEN IN THE STEEL SECTOR

We have increased the number of women (18 women in 2021 and 29 in 2022), particularly in operational activities at the Rolling Mill.

### WE STRIVE FOR EFFICIENCY IN OUR ENERGY CONSUMPTION

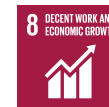
For the Melt Shop plant, we increased the availability of the steel plant, we decided a shutdown of liquid air compressors during production maintenance period and, also, we achieved the electrical profiles modification to improve arc stability and the refractory furnace design.

### CONTINUOUS TRAINING

At Celsa France (Bayonne), we have dedicated 5,013 training hours to safety.

### FACING THE ENERGY CRISIS WITHOUT RESORTING TO UNEMPLOYMENT

During the energy crisis of November and December, employees remain in employment despite the shutdown of activities without resorting to unemployment.



# BEST PRACTICES, 2022

## Best practices for circular economy and recycling



## Best practices for R&D benchmark projects



## Best practices for emissions reduction



## Best practices for dialogue with the stakeholders



### RECYCLING & VALORIZATION PROJECTS FOR WASTES RECOVERY

The 90% of our continuous waste are recycled (slags, dust, mill-scale...). During 2022, tests have been done with tires and plastics to replace anthracite. Furthermore, other research projects have been engineered on waste recovery processes.



### OPTIMAL CHARGING AND DIGITAL TWIN

At Celsa France, we participate in the ALCHIMIA Project, which aims to develop an optimal scrap mix to reduce energy consumption, emissions and waste.



### DECREASING THE WATER AND ATMOSPHERIC EMISSIONS

It has been working on the elimination of water releases. Although, we achieved the cleaning of 80% of the scrap to reduce dust in the emission. Also, we are working the CO<sub>2</sub> reduction decreasing the anthracite consumption.



### DIALOGUE WITH THE STAKEHOLDERS

Participation to different meetings S3PI, CSS or A3M .

Visit of our new rolling by local authorities, European advisors, etc. Maintain of good relationships with administration communication through the media (newspaper, radio, TV, etc.).

