

CELSA Nordic, passion for circularity

PROGRESS IN CELSA NORDIC SUSTAINABILITY, 2022:

CELSA Nordic 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.



0.7 Mt
Steel production



1
Steel mill



1
Rolling mill



% Vertical integration

10.1% **50.7%**

Upstream integration

Downstream integration



813 M€
Turnover



Staff
1,398

- directly employed workers: 1,005
- subcontracted workers: 393



KEY FIGURES, 2022

1. COMMITMENT TO CLIMATE

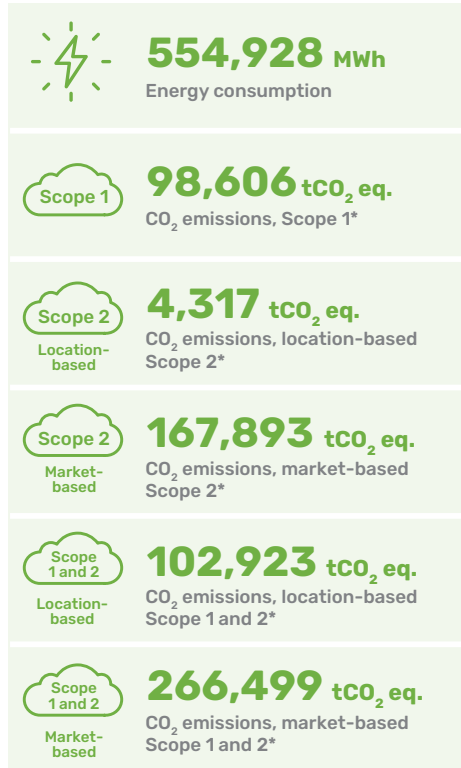


We are working to be a **Net Positive** company by **2050**

GOALS

2030: Reduce CO₂ emissions in Scope 1 and 2 by 50%, compared to 2021.

2050: To be CO₂ 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

100% of the final product is made from recycled steel.

All steel contained in the products manufactured by CELSA Nordic 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.



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.



MILESTONES

- The average number of training hours per employee has been 18.05 hours/employee.
- Our average of seniority is about 10 years.
- Our voluntary turnover rate is 8.8%, below the average of the sector.

MILESTONES

- We increased the representation of women by 25.9% 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 382 k€ in community projects (16% more than in 2021).

We have invested 0.04% 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, 58% of our purchases are made from local supplier companies in the territories where we have a presence. We have increased by 3% 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.



2.30 M€

Investment in R&D

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



BEST PRACTICES, 2022

Best practices for occupational health and safety



Best practices for equality and diversity



Best practices for energy efficiency



Best practices for training



Best practices for social action



HEALTH INSURANCE

All employees at CELSA Armeringsstål (CAR), in Mo i Rana, Norway, have an agreement with a company that provides medical care. They also have private health insurance to ensure specialized treatment.

BIL CELSA

BIL (Company sports team) Offers different activities like hiking, running, ride by bicycle to work, football. Spinning, volleyball etc.

HANDS-PROJECT

At Celsa Nordic we have at our disposal a campaign to raise awareness about hand accidents.

SAFETY DAY

Every year we arrange Safety Day, for all of our employees, focusing on safety culture.

INCREASING WOMAN WORKFORCE

We are working in project to increase the amount of women in Celsa.

UPGRADING OF THERMAL-BOX BARRIERS

Billets lose temperature during transportation from the steel mill to the rolling mill. Therefore, their reheating is necessary to continue the production. To solve this problem, we have improved innovative thermal-box barriers, allowing them to maintain their temperature and saving significant amounts of energy.

CARBON CAPTURE FOR SMELTERS PROJECT

The carbon capture pilot testing is a collaboration between Elkem, Mo Industripark, SMA Mineral, SINTEF, Alcoa, Celsa Nordic, Ferroglobe PLC, Norcem AS, NorFraKalk AS, ACT Cluster and Aker Carbon Capture. With full-scale implementation, 1.5 million tonnes of CO₂ can be captured from their combined emissions. In a couple of months, testing will commence at SMA Mineral.

TRAINING NEW PROFESSIONALS

At Celsa Armeringsstål, we have about 30 apprentices each year with the aim of training new professionals. Additionally, we are part of the Kandidat Helgeland internship program to recruit the best talents from the region.

TRANSPARENCY-ACT

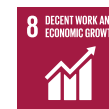
The Transparency Act highlights a key area and creates new responsibilities for large Norwegian companies. The Act should ensure a more sustainable approach to human rights and decent working conditions throughout the companies' supply chain. Many of the companies subject to the Act have supply chains with international catchment areas in an economy. If many Norwegian companies systematise the work on uncovering risk and preventing human rights violations and indecent working conditions.

BUILDING TEAM SPIRIT

We organize events to strengthen relationships within the workforce. This includes Family Day, where we invite our employees and their families to a day of activities, and Celsa Evening, where we invite our staff and their partners to a dinner or leisure activity.

CELSASTAFETTEN

From Celsa Nordic we organize the 'Celsastafetten' event which is a running competition with 8 stages and is primarily a company relay, but there is also a separate class for sports teams. The total trail length is 12.8 km, and the average stage length is approximately 1.6 km. In addition, it is possible to run the entire course individually or a slightly shorter course (approximately 7 km).



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



CIRCULAR PARTNERSHIPS

We aim to create and strengthen circular partnerships with our stakeholders throughout their value chain. For example, at Celsa Nordic Recycling, we have signed new agreements with Swedish railway recyclers.

CALBY2030

This project aims to develop a calciner for low-carbon lime production within the steelmaking process. The goal is to achieve 99% CO₂ capture. Celsa Nordic is one of the three pilot plants testing the project's tools. It is a collaboration between Celsa Nordic, Swerim, Sumitomo, CSIC and LUT University.

CO₂ CAPTURE

We promote the CO₂ capture project, which, with a large-scale implementation, could capture 1.5 million tons of CO₂. Additionally, we also collaborate in the Hydrogen project, aimed at developing a complete value chain for green hydrogen for industrial use.

HYDROGEN PROJECT

We have collaborated with Statkraft to develop a complete value chain for green hydrogen for industrial use. We will replace the last of fossil fuels in our production with green hydrogen. The project is therefore divided into two main parts: development of electrolysis plants and development of a new rolling furnace to be able to use hydrogen as a 100% energy source. A furnace that today does not exist in the steel industry.

CIRCULAR COLLABORATION FOR A CIRCULAR FUTURE

We collaborate with our customer and partner companies to achieve our net-zero emissions goal. Additionally, we aim to create and strengthen circular partnerships with our customers and stakeholders throughout our value chain.

