

## INNOVATION POLICY

The Board of Directors of Barna Steel, S.A., on behalf of the entire Celsa Group ('**Celsa Group**'), in the context of its general and non-delegable power to determine the general policies and strategies of Celsa Group, has approved this *Innovation Policy* (the '**Policy**').

### I. Purpose

The aim of this Policy is to define and establish the general principles governing the Celsa Group actions in the field of innovation.

Celsa Group is committed to innovation as the main strategy to guarantee its continuity and competitiveness in the short, medium, and long term. Developing innovative applications, processes, products, services, and methods in our business are essential to improve our operations, processes and, in short, our value proposition and business models in continuously changing market conditions.

The scientific and technological advances that apply to our activity and our industrial processes represent a value that sets the Celsa Group apart, which is why a culture of innovation, developing creativity and our relationship with other innovative actors in our environment are a priority to achieve the objectives of Celsa Group.

Celsa Group's innovation strategy is based on:

- Coordination with the business strategy: identifying the key areas of action to achieve the objectives of sustainability, competitiveness, and positioning in the Celsa Group market where innovation boosts our activity. To achieve this, it is necessary to attract the best innovative talent and develop our professionals.

- Collaboration: to develop innovation projects with a foresight, integrating the expertise and points of view of all relevant actors, both internally and externally, thinking about the new needs of Celsa Group and society.
- Impact: continuously assessing the double impact (economic and socio-environmental) of the solutions integrated into our business, promoting fast decision-making.

## **II. Scope**

This Policy applies to Celsa Group companies, taking into account their specific characteristics. Celsa Group will work to ensure that the Group companies' policies are in line with this Policy.

## **III. General principles**

This Policy is based on the following principles:

- Implementing an innovation management process and its governing bodies to serve as a tool for defining strategic priorities, investment, technological and market alliances, as well as compliance with this Policy throughout the Celsa Group.
- Incorporating sustainability criteria into the prioritisation processes for innovation projects, to encourage the development of innovative solutions that take into account the long-term environmental, social, and economic impact.
- Periodically reviewing strategic priorities and identifying the main business challenges facing the Celsa Group.
- Fostering a safe and incentivising environment for innovation, providing tools for the rapid development of projects, minimising risk, and ensuring the generation of value and continuous learning.
- Generating an innovative culture that facilitates motivating work environments for our professionals, favouring and recognising new ideas and an innovative spirit.
- Supporting technological research to identify opportunities, challenges and innovation needs for Celsa Group.
- Identifying the skills and knowledge of our professionals, helping them to maximise their development as a tool for creating value.

- Accelerating the transfer of knowledge and integration of the results into Celsa Group.
- Consolidating Celsa Group's leadership in Europe as a highly innovative company, through active participation in relevant platforms, forums, and congresses in the field of innovation, where collaboration with other key players is fostered and opportunities for networking and joint learning are generated.
- Protecting the results of the innovation process, managing intellectual and industrial property appropriately and ethically.
- Ensuring that the necessary economic and human resources are available for the objectives of this Policy.

This Innovation Policy was updated by the Board of Barna Steel, S.A., representing the entire Celsa Group, on 2023, July 13th.