

This statement for the financial year ending 31st December 2023 is issued by Celsa (UK) Holdings Limited, as parent, and is applicable to the following companies:

- BRC Limited (company number: 06662824)
- Celsa (UK) Holdings Limited (company number: 04578086)
- Celsa Steel UK Limited (company number: 04661575)
- Celsa Manufacturing (UK) Limited (company number: 04577881)
- Express Reinforcements Limited (company number: 01808624)
- ROM Limited (company number: 00213629)
- ROM Group Limited (company number: 03291151)

Section 172 statement

The directors have continued to comply with the requirements of Section 172 of The Companies Act 2006' in promoting the long term success of the group for the benefit of all stakeholders. The directors consider the key stakeholders of the group to be the parent company and ultimate shareholders (located in Spain), employees, customers, suppliers, industrial partners, financial institutions and the community. The directors are dedicated to managing and operating the group in a safe, ethical, environmental and socially responsible way. The following describes how the directors have regarded the matters set out in section 172(1)(a) to (f):

- a) The directors consider the interests of all stakeholders when making key business decisions. The relevance of each stakeholder group may increase or decrease by reference to the subject in question, with the directors seeking to understand the needs and priorities of each group. This, together with the combination of the consideration of long term impacts of decisions and the maintenance of the groups' reputation for high standards of business conduct, is and always will be integral to the way the directors and group operates.
- b) The directors support employees, their safety and wellbeing, their commitment and development and encourage employees to be involved in performance improvement projects through team working and other departmental improvement activities. The group is engaged in employee training and development supported by comprehensive internal and external training platforms. Celsa UK has retained the gold award for We Invest in Apprentices certification, as part of the Investors in People standard and are the first steel company in the world to receive this award. During 2023 Celsa employed 63 apprentices (15 of which completed their apprenticeships during the year).
- c) The directors value long term partnerships and aim to work collaboratively throughout the supply chain with customers, suppliers and other stakeholders.
- d) Investing in the local community is an important part of what Celsa UK do. The group is an active participant in The Cardiff Commitment, supporting young people into STEM related work, and have forged long lasting links with local primary and secondary schools in the area. In 2023 Celsa UK celebrated its 20th year in the UK and held a number of employee and stakeholder events to raise money for local charities. The company raised in excess of £33k for charities in 2023. Celsa UK is proudly part of a new industrial partnership with Net Zero Industry Wales, a network for all industries interested in decarbonisation and the circular economy. Celsa UK's CEO is a member of the newly appointed board, showing the commitment to circular economy and the pathway to Net Zero.

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- e) The directors are responsible for establishing and reviewing the short and long term strategy considering strategic, economic, political and social issues, alongside other regulations and external matters relevant to the group. Through working together with management, the directors support the group in following the long standing Total Quality Management approach of continuous improvement and innovation to ensure the highest standard of business conduct and performance. During 2023, Celsa UK was the winner of the Make UK Regional Health, Safety & Wellbeing Award 2022 for its Behavioural Safety project undertaken during 2022, and runner up at the Make UK National Manufacturing Awards. Celsa UK was the winner of the 2023 Finance Awards Wales Medium/Large Finance Team of the Year.
- f) During Board of Director meetings, the directors consider stakeholders by reviewing key performance indicators covering Health & Safety including employee training, sustainability & climate risk actions, production and sales volumes and financial indicators. The directors aim to ensure all members and stakeholders of the company are treated fairly.