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We are solutions
Sustainability report

About this document

This 2024 sustainability report from the Network Steel group is a detailed document that highlights our organization's progress and ambitious goals. This report presents data, objectives, and expectations that reflect our commitment to managing environmental impacts, as well as the responsible use of natural and social resources in our business operations.

In this document, we highlight our firm vision on sustainability. Although the objectives and expectations presented herein are fully in line with the vision of our management and the core values of Network Steel, we recognize that external circumstances beyond our control may arise that could affect the achievement of these objectives.

The group is deeply committed to sustainability and the quality of our products. For this reason, all our facilities within the industry and services division are ISO certified, reaffirming our commitment to excellence and environmental responsibility.

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Group information

NETWORK STEEL GROUP

Network Steel is a group of companies with different business models

556 EMPLOYEES

TRADING

Mainly imports flat steel products.

500.000 t
11 EMPLOYEES

INDUSTRY

Consumer goods related to steel processing

493.883 t
401 EMPLOYEES

SERVICES

Flat steel cutting and distribution service centers

283.352 t
66 EMPLOYEES

General information

Turnover

>1.000M€
Annual turnover

Employees

556
Employees

Production

223mil t
Galvanized product
195mil t
Pre-painted product
77mil t
Pickled product

Service centers

283mil t
Shipped

Corporate offices

Headquarters in Madrid
Switzerland
Bilbao

Production centers

Aranda de Duero: Pre-painted facility and eco-pickling line

Santander: Pre-painted facility

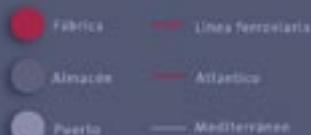
León: Galvanizing, cold rolling and pickling facility

Aveiro: Pre-painted facility and service center

Sagunto : Service center

LOGISTICS

The strategic location of production plants is key to offering various transportation options that enable delivery to the end customer while satisfactorily meeting agreed deadlines.



Companies belonging to the Network Steel group:



Sustainability in the Network Steel Group

At the Network Steel Group, we are focused on building a more sustainable future. Our sustainability strategy guides our actions and decisions, inspired by best practices to achieve a positive impact on the environment and society.

Sustainable growth: Strategy towards 2030

Our vision for 2030 promotes responsible growth, reducing both social and environmental impact and generating value in our environment, especially among small and local suppliers and customers.

We promote the circular economy, as steel is an infinitely recyclable material. In our production processes, we ensure the use of recyclable materials, reducing waste and optimizing resources. In addition, we work to minimize our carbon footprint by using renewable energy and the most advanced techniques in our production processes.

Our business model

Our structure integrates responsible production and continuous adaptation to environmental regulations, such as European standards and those affecting our plants in Spain and Portugal. At Coated Solutions, these sustainable investments also support robust competitiveness and reliable deliveries to markets such as France, the United Kingdom, and Benelux.

Network Steel Group's sustainable business model integrates the entire value chain, from responsible sourcing to efficient distribution. Through efficient processes, the use of renewable energy, and responsible management of industrial waste, we reduce our environmental footprint. We have technologically advanced plants and low-impact logistics supported by rail transport. In addition, we promote innovation and training through partnerships with universities, and we comply with the highest regulatory and certification standards, reinforcing our reputation as sustainable leaders in the steel sector.



Sustainability in the Network Steel Group

Sustainability goals

At Network Steel, we have set ambitious goals to address environmental challenges and achieve sustainability in our operations. These goals reflect our belief that industrial development can and must be compatible with respect for the environment and the construction of a more sustainable future. Among the key objectives, we highlight:

01 Reducing greenhouse gas emissions

We are actively working to reduce our greenhouse gas emissions. This includes incorporating renewable energy into our operations, continuously improving energy efficiency in our plants and facilities, and adopting clean technologies. These actions allow us to move toward climate neutrality, in line with global industrial decarbonization goals.

02 Promoting the circular economy

The circular economy is a central pillar of our sustainability strategy. We optimize the life cycle of materials by promoting recycling, reusing by-products, and reducing waste at all stages of the production process. This approach not only improves the efficiency of our resources, but also reduces our environmental impact and strengthens responsible competitiveness.

03 Efficient and responsible use of water resources

We implement recirculation and reuse systems that significantly reduce water consumption, while treating wastewater to ensure its safe return to the environment or internal reuse. This optimized management allows us to minimize the impact on natural sources and comply with the highest environmental standards, reaffirming our commitment to sustainability and the preservation of an essential resource.

04 Promoting sustainable logistics

We promote sustainable logistics by using rail transport to reduce the carbon footprint associated with our operations. This logistics model allows for lower energy consumption and a significant reduction in emissions, as well as ensuring safer and more efficient deliveries. We are committed to solutions that combine operational efficiency with environmental responsibility.

05 Training in environmental, health, and safety matters

At Network Steel, we foster an organizational culture committed to the environment and safety. We develop ongoing training programs for our employees and partners to reinforce best practices in sustainability, risk prevention, and occupational health. This ongoing training ensures more conscious and safer management that is aligned with our corporate values.

Sustainability in the Network Steel group

Sustainability Committee

The management of the Network Steel Group, together with its administrative and management bodies, plays a strategic role in the cross-cutting incorporation of sustainability at all levels of the organization. Through the Sustainability Committee, made up of members of management and experts in industrial sustainability, the environmental, social, and governance (ESG) policies that govern the group's performance are articulated and supervised.

Strategic alignment of sustainable policies

Evaluate and validate sustainability policies, ensuring that they are aligned with the group's overall objectives and strategic plan.

Environmental and climate risk management

Promote actions aimed at reducing environmental risks arising from climate change, intensive use of resources, and industrial activity, with a special focus on energy efficiency, water consumption, and environmental preservation.

Technical strengthening and regulatory compliance

Ensure the availability of technical capabilities and specialized expertise to address the environmental challenges specific to the iron and steel sector and to ensure compliance with current environmental regulations at both the national and international levels.

Performance monitoring and evaluation

Periodically analyze sustainability indicators and reports, monitoring progress toward defined goals.

The Network Steel Group has a constant flow of specialized technical advice, which guarantees informed strategic decisions based on scientific evidence and verifiable data. This approach promotes the continuous improvement of sustainability policies, in line with best practices and standards in the industrial sector.

In addition, an incentive system has been established linked to the achievement of sustainable goals, including carbon emission reduction, resource efficiency, and reduction of the environmental impact associated with production. This compensation model reinforces the organization's commitment to sustainable, measurable performance aligned with its responsible growth objectives.





Governance



Mision, vision y values

The mission of the Network Steel Resources Group is to efficiently and profitably supply a wide range of flat steel products, thereby ensuring the competitiveness of the group's companies, its customers, and its suppliers. It seeks to do so in an environment of legal and fiscal stability that minimizes risks and facilitates smooth operations with its business partners, all based on a firm commitment to excellence and innovation as drivers of continuous improvement in processes and products. This mission is projected towards a clear and ambitious vision that seeks to maintain market leadership in the Iberian Peninsula, consolidating the Group as a preferred supplier in Europe, strengthening current commercial relationships and developing new global alliances, with a firm focus on technological innovation and sustainability, especially in reducing environmental impact through constant investments in efficiency and low emissions,

all accompanied by active social responsibility in the communities where it operates.

To achieve its mission and vision, the Group relies on a series of interrelated values that guide its daily actions, such as total customer focus, commitment to occupational safety, and the creation of a positive work environment that encourages effort and the commitment of the team, in addition to prioritizing quality and reliability as pillars of trust for customers, driving continuous improvement through technological innovation, operational efficiency, and strategic reinvestment, within a framework of professional ethics, teamwork, management accessibility, and respect for the environment, with firm objectives of reducing our carbon footprint and long-term sustainability.



Policies and Strategy

Network Steel Group policies

Through its policies, Network Steel consolidates a responsible, ethical, and sustainable management model that guides decision-making at all levels of the organization. This set of regulations not only ensures compliance with applicable legislation but also strengthens the trust of customers, investors, employees, and other stakeholders, positioning the Group with a firm commitment to sustainability, business ethics, and regulatory compliance.

Sustainability Policy

The Sustainability Policy, approved in January 2021 by the Management Committee, represents the cornerstone of the Group's environmental, social, and good governance commitment. This policy gave rise to the Sustainability Master Plan, which aligns the Group's operations with the 17 Sustainable Development Goals (SDGs).

The Master Plan structures its actions around key areas such as good corporate governance, the environment and the fight against climate change, energy efficiency, health and safety, innovation, quality, and investor and customer relations. This approach allows sustainability to be integrated across all business areas, reinforcing a responsible corporate culture focused on continuous improvement.

Code of Ethics and Conduct

Since 2020, the Group has had a Code of Ethics and Conduct that sets out the fundamental ethical principles and rules of behavior that must govern the actions of everyone at NSR: employees, managers, administrators, and collaborators. This code establishes respect for human rights as an unwavering principle, regardless of where the Group's operations are carried out. Compliance with this code ensures consistency with corporate values and is reinforced through continuous communication, regular updates, and adaptation to stakeholder expectations..

Quality, Environment, and Occupational Health and Safety Policies

The Network Steel Group, through its industrial companies such as Plafesa and Coated Solutions, applies integrated policies that guarantee the quality of its products and services, environmental protection, and occupational health and safety. These policies promote customer satisfaction, process control through indicators, compliance with current regulations, and the prevention of environmental impacts. They also encourage staff participation, continuous training, responsible communication with customers and suppliers, and continuous improvement as a strategic axis to ensure sustainable and responsible performance.



Policies and strategy



International Trade Compliance Policy

Approved in 2023, this policy establishes the requirements governing the Group's international trade relations. Its main objective is to avoid any links with entities included on international sanctions lists, thus preventing possible legal, economic, or reputational risks.

To this end, a prior due diligence process is required before formalizing relationships with suppliers, customers, transport agents, or financial institutions. This process involves gathering information on the business activities of third parties and their products or services in order to verify their regulatory compliance.

The policy includes specific training for the personnel involved and the creation of a supervisory body in each business unit, responsible for its application and monitoring. It is mandatory for all persons and entities linked to the Group, ensuring compliance with international regulations on foreign trade, export control, imports, and economic sanctions.

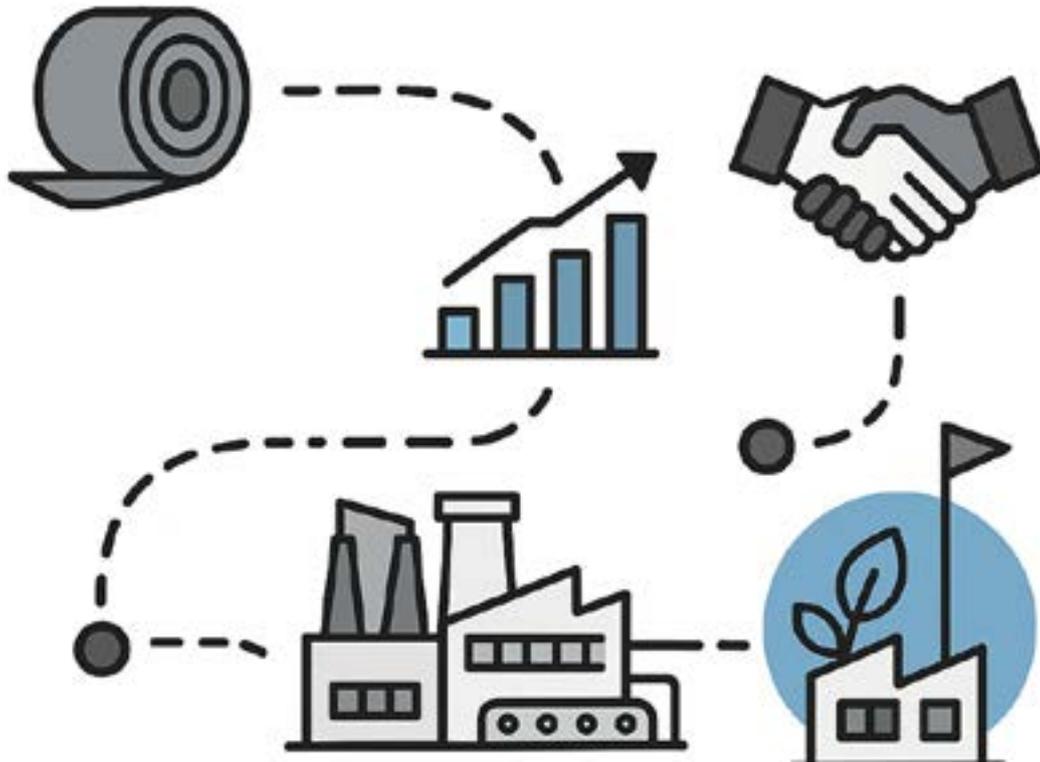
Anti-Corruption Policy

The Anti-Corruption Policy, also approved in 2023, reinforces Network Steel's commitment to integrity, transparency, and the active fight against bribery and other corrupt practices. It applies to all employees, executives, administrators, and third parties who collaborate with the Group.

The policy establishes measures for prevention, detection, and response to possible cases of corruption. Failure to comply may result in disciplinary sanctions or legal action, depending on the offender's contractual relationship with the organization. The Group's Strategic Management supports and periodically reviews this policy to ensure its effectiveness and alignment with legislation and international best practices.



Policies and Strategy



.Network Steel Group Strategy

The Network Steel Group (NSR) has evolved since its inception in steel trading in 2002 to become an industrial benchmark in the transformation of flat steel products in the Iberian Peninsula. Its strategy has focused on achieving complete vertical integration of its value chain, from the acquisition of hot-rolled coils to the production of pre-painted steel, maximizing synergies between its trading and industrialization areas.

Throughout the 2019–2024 period, the Group has consolidated its growth through key investments, such as the construction of an industrial plant in Villadangos del Páramo (León Coated Solutions) with pickling, cold rolling, and galvanizing lines; the expansion of capacity at Ibersteel (Sagunto); and the adoption of the SAP system for the digitization and comprehensive control of processes. In addition, it has strengthened its position with the full acquisition of Aveiro Coated Solutions (Portugal), the introduction of environmentally friendly technologies (such as the EPS pickling system) and logistical expansion with its own rail connection in León.

In the context of the global steel market, marked by volatility, safeguard measures, rising energy costs, and new environmental requirements such as the Carbon Border Adjustment Mechanism (CBAM), NSR has adapted its strategy by prioritizing the diversification of raw material sources, operational efficiency, and sustainability. In 2024, it signed a strategic alliance with Marubeni Itochu Steel Inc. (MISI), which strengthens its financial structure and corporate governance.

Looking ahead to 2025, the Group is focused on anticipating international regulatory changes, ensuring competitiveness in the face of tariffs, and consolidating its industrial leadership in the steel sector, while maintaining its commitment to sustainable development, innovation, and energy efficiency.

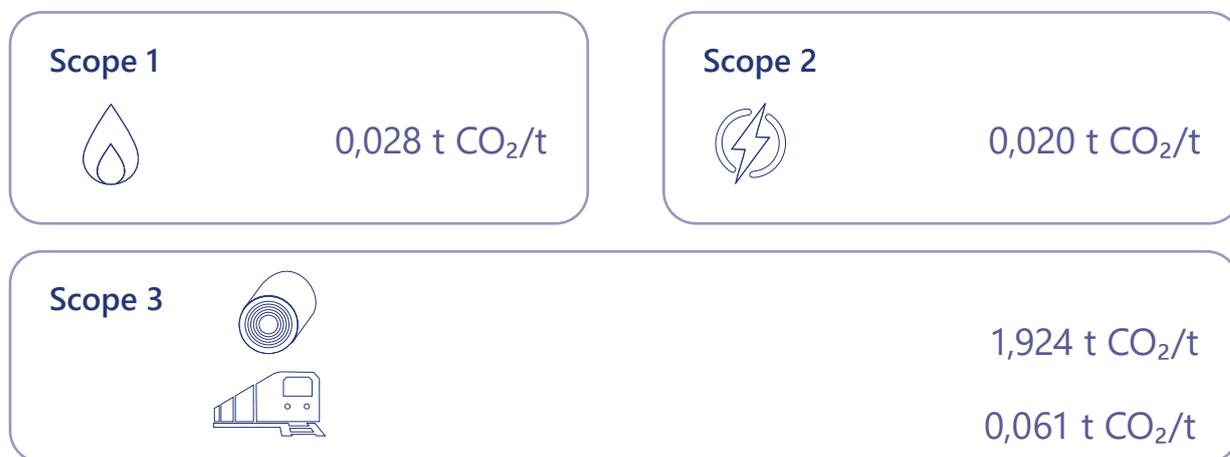


An aerial photograph of a dense, lush green forest. A large, semi-transparent dark blue shape, resembling a stylized leaf or a drop, is overlaid on the right side of the image. Two white circles are positioned on the left side of the blue shape, one near the top and one near the bottom. The word "Environment" is written in white, bold, sans-serif font across the middle of the blue area.

Environment

Climate change

At Network Steel, we recognize the importance of addressing climate change from a comprehensive perspective, including both mitigation and adaptation. Our main goal is to reduce our carbon footprint in scopes 1 and 2 by at least 55% by 2030, using data from the base year 2025 as a reference. This carbon footprint is classified into three scopes, in accordance with the Greenhouse Gas Protocol (GHG Protocol):



To measure the performance of our climate strategy, we use CO₂ emissions per ton of steel produced (kg CO₂/t) as a key indicator. This metric allows us to accurately assess the emissions generated during our industrial activities. These are calculated using greenhouse gas emission calculation methodologies for greenhouse gas emissions, using emission factors validated by international standards and verified calculations from our steel suppliers. Scope 3 emissions are subject to the quality and accuracy of data reported by third parties and subject to CBAM.

Scope 1

Direct CO₂ equivalent emissions generated by our industrial activities, such as combustion processes in furnaces, machinery, or our own vehicles.

In 2024, these emissions amounted to 22,299 tons of CO₂ eq.

Scope 2

Indirect emissions associated with the consumption of electricity purchased for our production plants.

In 2024, Scope 2 emissions will be 16,013 tons of CO₂ eq..

Scope 3

Indirect emissions derived from our entire supply chain, including the transportation of raw materials.

This scope represents the largest proportion of our total footprint, with a total of 16.3 million tons of CO₂ eq.

Commitment to decarbonization

We are actively working to optimize processes through digitalization in logistics, implementing renewable energies, purchasing energy from renewable sources, and collaborating with strategic suppliers to reduce emissions in each of these three scopes. Our strategy includes external audits, sustainability certifications, and the use of standardized measurement tools.

Scope 1 (direct emissions)

The commitment to decarbonization begins with the use of efficient equipment to reduce emissions in scope 1. Technical improvements have been implemented in critical parts of the processes that use fossil fuels, replacing equipment with more efficient alternatives and monitoring consumption in real time.

Scope 2 (indirect emissions)

We are committed to the transition to renewable energy sources. At our main facilities, such as the plants in Aranda, Santander, León, and Sagunto, photovoltaic solar panels have been installed for self-consumption, generating approximately 10% of

the energy consumed. The purchase of renewable energy in installments is another tool that will enable the group to reduce Scope 2 emissions. In total, the group will consume 70% from renewable sources, either through guarantees of origin, selfconsumption, or physical contracts linked to renewable generation.

Scope 3 (indirect emissions in the supply chain)

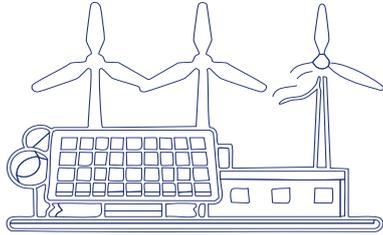
To achieve our emissions reduction target, at Network Steel we have implemented various initiatives with a special focus on Scope 3 emissions, which correspond to those generated throughout our value chain. These initiatives include the optimizing logistics and operational processes, using rail as our main means of transport, which currently covers more than 65% of our operations. This measure seeks to significantly reduce our operational carbon footprint by committing to the electrification of freight transport.

In addition, we work closely with our network of suppliers and carriers, promoting more sustainable practices that allow us to minimize emissions associated with the transport of raw materials and finished steel products.



Energy

The group's energy consumption is mainly derived from its industrial activity. Electricity is mainly consumed in the production lines, while natural gas fuels the process furnaces and boilers for generating steam used in the lines.



Self-consumption

1 %

Certified renewable energy*

31 %

Energy intensity

0,78 GJ / t product

In 2023, projects were signed for the installation of photovoltaic systems at the Aranda, Santander, León, and Sagunto plants, with an installed capacity of 4.5 MWp. In 2024, the installation of 3.4 MWp of rooftop photovoltaic panels for selfconsumption was completed at the aforementioned plants, with most of the installations being finalized in the last quarter, majority of the installations in the last quarter. In 2024, a total of 1,675 GJ was generated. The forecast is to self-generate 10% of the electrical energy once the active projects are completed and future projects are executed at the plants in Portugal.

*The group obtains electricity with a Certified Renewable Guarantee of Origin (GDO) through the marketing company with values published annually by the Comisión Nacional de Mercados y Competencia (CNMC).

Electricity purchased from renewable energy sources

41,486 GJ

Self-generated renewable electricity

1,675 GJ

Total electrical energy

203,689 GJ

Natural gas

398,064 GJ

Diesel

160 GJ

The increase in our total energy consumption in 2024 compared to 2023 is mainly due to the activity of the León Coated Solutions plant, which began operations in February 2023, implementing a gradual start-up approach to optimize resources and minimize impacts. Since then, its activity has grown progressively. At the end of 2024, the plant has not yet reached its nominal capacity, reflecting a phased development aimed at ensuring stable and sustainable long-term operation. The Ibesteel plant, located in Sagunto, has tripled its operating capacity, which implies a significant increase in associated energy requirements. The facility is currently in the start-up phase

Environmental management and impact control

Water, atmosphere, and soil

The Network Steel Group is firmly committed to protecting the environment and complying with regulations in all its industrial operations. Environmental management is based on a preventive approach, supported by control systems and efficient technologies that guarantee compliance with applicable legal and environmental standards, as well as the minimization of impacts on the environment.



Water discharges

All plants belonging to the Coated Group, part of Network Steel, generate wastewater discharges that are channeled into the municipal network after receiving the appropriate treatment through wastewater treatment systems. Specific management plans and preventive control measures are in place to prevent possible uncontrolled spills that could affect soil or groundwater. During the 2024 financial year, the requirements established in environmental authorizations and licenses were complied with, with no deviations from the parameters established by current regulations detected. There were no significant discharges or spills during this period.

Atmospheric emissions

Atmospheric emissions at the Group's plants originate from natural gas-fired process and steam furnaces, as well as from priming and painting processes. All prepainting facilities are equipped with a Regenerative Thermal Oxidizer (RTO), a highly efficient technology that allows the decomposition of Volatile Organic Compounds (VOCs) and other pollutants through high-temperature combustion, also recovering much of the heat generated. Diffusive emissions are controlled by channeled extraction and air conditioning systems in the solvent rooms. During 2024, all emissions remained within the limits established by the Autorización Ambiental Integrada (AAI) and applicable legislation.

Acid regeneration plant

León Coated Solutions has a fluidized bed acid regeneration plant, which underwent operational testing between May 2022 and March 2023. In 2024, this plant operated in two campaigns, each lasting one week. Due to operational and production demand considerations, the continuous operation initially planned has not been implemented. However, the corresponding internal and external measurements have been carried out, with no non-compliance detected with respect to the values established by current environmental regulations.

Environmental noise

The main sources of noise are the operation of machinery inside industrial buildings and the transit of supply vehicles. All noise-generating machinery is located in enclosed spaces, which helps to prevent sound dispersion to the outside. The controls required by the AAI and environmental licenses have been carried out, as well as periodic acoustic measurements in accordance with applicable regulations.

Soil and groundwater

In accordance with the requirements of integrated environmental authorizations and current regulations, periodic measurements of groundwater status are carried out by accredited entities. The assessments carried out during 2023 did not detect any deviations from the established parameters, thus ensuring the protection of the soil environment and groundwater resources.

Water and marine resources

The Network Steel Group supplies all its plants exclusively with water from the municipal network. This water is used for two different purposes: industrial water, which is pretreated in a demineralization plant and used in rinsing and cooling processes; and sanitary water, also sourced from the network, which is managed through a separate circuit to ensure separation between the two uses.

In 2024, total water consumption was 141,214 m³, representing a decrease from the 164,468 m³ recorded in 2023. This reduction is linked to the implementation of strategies to optimize and minimize the use of water resources in production processes, reflecting the Group's commitment to water efficiency.

In line with this commitment, osmosis technology is used to obtain water with the right conditions for industrial use, also optimizing energy consumption compared to other treatment methods. Likewise, closed-cycle system has been implemented that allows for the filtering, purification, and reuse of water, thus reducing the volume of external water intake.

In 2024, the Grupo set specific annual targets aimed at reducing water consumption, linking these to qualifiable goals and performance indicators.

These actions reinforce the sustainable water management framework within its facilities.



0,18 m³

Used in 2024 per ton of product

Biodiversity and ecosystems

The Network Steel Group's activities are carried out exclusively at industrial sites, with no proximity to or impact on protected areas or ecosystems considered to be of high ecological value. This strategic location ensures that no significant impacts on biodiversity are generated.

As a result, during 2024, no specific environmental preservation, restoration, or compensation actions have been carried out in relation to biodiversity, as they are not required under the current operating framework.

However, the Group remains committed to respecting the natural environment and strictly complies with applicable environmental regulations.



Resource use, circular economy, and waste management

The Network Steel Group's commitment to sustainability translates into efficient management of material resources and a firm commitment to circularity. Through steel transformation processes and reduction, reuse, and recycling strategies, the Group seeks to generate environmental and economic value, minimizing impacts and promoting a more responsible production model.



Resource use

The Group's activity is based on the transformation of steel in different phases, depending on the specialization of each plant. From pickling and galvanizing at León Coated Solutions, to painting at Aranda, Santander, and Aveiro Coated Solutions, through the mechanical processes of Ecosteel and the cutting and adaptation services of Plafesa. This integrated value chain allows for the efficient use of raw materials.

During 2024, total raw material consumption amounted to 646,671.67 tons, compared the 530,886.43 tons recorded in 2023. This increase is related to the operational consolidation of the León plant, which continues to grow steadily. Steel is the Group's essential resource, notable for its durability, recyclability, and versatility, factors that position it as a key material in the transition to a circular economy.

The Group promotes the optimization of raw materials through active R&D policies aimed at improving product efficiency, reducing waste, and fostering sustainable innovation. In addition, sustainability criteria are applied in the selection of suppliers and materials, prioritizing inputs with a lower environmental impact, bulk formats, reduced packaging, and biodegradable alternatives whenever possible.

Circular economy and waste management

In terms of the circular economy, the Group responsibly manages the waste generated in its processes, ensuring compliance with current regulations and promoting its recovery. In 2024, 10,294.55 tons of hazardous waste and 8,951.60 tons of non-hazardous waste were generated, representing an increase over the previous year, driven by increased production activity.

The most significant waste is steel scrap, which is recycled in its entirety and reintroduced into the steel production cycle, an infinitely recyclable resource. Added to this is the implementation of separation and recycling systems at source in all work centers, supported by training and awareness-raising activities aimed at staff.

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Social

Internal social performance

The Group believes that people are the main driver of its sustainable development and therefore places human capital at the center of its business strategy. Through policies aimed at generating stable employment, equal opportunities, occupational health and safety, as well as work-life balance and professional development, it promotes an inclusive, safe, and motivating work environment.

This section details the main initiatives, indicators, and progress made in the social sphere during the 2024 financial year, in line with the principles of corporate responsibility, labor rights, and employee well-being.

Employees

556



112 Women



444 Men

Training hours

22 hours per employee

Workplace accidents

7 accidents per 100 employees

During the 2024 financial year, the Group continued to consolidate its commitment to stable, quality employment. The average workforce reached 557 employees, while the workforce at the end of the financial year was 556, representing an increase of 9% over the previous year, when the average was 509 employees and 541 at year-end. This positive trend reflects the sustained growth of the Group's activity in both Spain and Portugal.

556

Employees

In terms of distribution, 2024 closed with 444 men and 112 women, with Spain being the country with the highest concentration of staff. The predominant age group continues to be between 30 and 50 years old, followed by those over 50. By professional category, operational and technical staff predominate, highlighting the industrial nature of most of the Group's companies.

In terms of contract type, there is a clear commitment to permanent full-time contracts, with 528 employees under this type of contract in 2024, compared to 498 in the previous year. Temporary contracts have been reduced considerably. In terms of turnover, there was an increase of one

percentage point compared to 2023, standing at 4.7%, with operational staff being the most affected.

The number of employees with disabilities increased from 2 to 4 between 2023 and 2024. León Coated Solutions, S.L. continues to implement alternative measures to comply with the legal requirement to reserve 2% of jobs for people with disabilities, by contracting services with special employment centers.

Social relations

The Group structures its labor organization in accordance with current regulations and the collective agreements applicable to each company, depending on its activity and location. Regulatory agreements vary between industrial, commercial, and service sectors service sectors, both in Spain and Portugal, ensuring working conditions that are tailored to each productive reality.

100% of the Group's workers are covered by collective agreements, which regulate working conditions and guarantee fair and balanced labor relations. Several of the Group's companies have legal representation for workers through committees or staff delegates, in accordance with the Workers' Statute.

Internal regulations and collective agreements seek to establish a framework for labor relations based on dignity, equity, productivity, and mutual respect. Social dialogue is recognized as a fundamental tool for achieving these objectives.

Work-Life Balance Measures and Social Benefits

Work-life balance is a strategic pillar of the Group's talent management. The measures implemented aim to improve employee well-being, which has a positive impact on talent retention and motivation.

In terms of working hours, direct production positions are organized into fixed rotating shifts, with no flexibility. However, in non-production positions, flexibility is offered in terms of start and finish times, with margins of up to one hour in some companies, always respecting the established weekly working hours.

The Group offers social benefits such as accident insurance, health insurance, and flexible compensation programs. Although there is not yet a formal digital disconnection policy, training has been provided to raise awareness of the importance of work-life balance.

Training and Development

The Group considers knowledge to be one of its main assets. In 2024, a total of 11,933 hours of training were provided, focusing particularly on technical and industrial areas, compared to 15,350 hours in 2023. Training is managed through an Annual Plan designed in coordination between the Training department and the heads of each team, addressing technical skills as well as personal skills and languages.

22

Training hours per employee

It is worth highlighting the implementation of e-learning platforms and specialized courses, such as Power BI, SAP, and One Rate, which strengthen the professional profile of the staff and boost competitiveness.

Occupational Health and Safety

Occupational health and safety is a priority for the Group, especially in its industrial activities, which are characterized by a high risk of accidents. All companies have an external prevention service covering the four legal specialties, and where required, Health and Safety Committees and Prevention Delegates have been established.

7

Accidents per 100 employees

In 2024, there were 7 workplace accidents per 100 employees, compared to 5 in 2023, with no fatalities or occupational illnesses in either year. Numerous preventive measures have been implemented, including hygiene assessments, specific campaigns (cuts, overexertion, heat stress), preventive observations, specialized training, and cardioprotected spaces.

Diversity and Equal Opportunities

The Group is firmly committed to equal opportunities, diversity, and non-discrimination, ensuring a work environment based on respect, fairness, and inclusion. In the area of equality, companies in the industrial segment such as León Coated and Santander Coated have developed their own equality plans.

Likewise, protocols against sexual, moral, and genderbased harassment have been implemented or updated in almost all of the Group's companies. These protocols define clear procedures for action, preventive measures, and secure reporting channels.

In terms of accessibility, the Group guarantees compliance with current regulations, although there are certain limitations in direct production positions due to the configuration of the production lines and preventive measures required.



External social performance

As part of its commitment to sustainable development, the Network Steel Group promotes a social responsibility strategy aimed at generating a positive impact on the communities where it operates. This strategy encompasses active collaboration with external stakeholders, economic revitalization of its environment, promotion of local employment, participation in solidarity initiatives, and the promotion of the associative and industrial fabric. Through these actions, the Group contributes to social welfare, territorial cohesion, and the advancement of the Sustainable Development Goals.

Relationship with the Local Community and Stakeholders

Within the framework of its Sustainability Policy, the Network Steel Group has consolidated its commitment to the communities in which it operates through a strategy of active and responsible engagement with its main stakeholders. These include employees, customers, suppliers, strategic partners, investors, and subcontractors. Specific commitments have been assigned to each of these groups with a view to generate shared and sustainable value at every link in the value chain.

The Group recognizes its employees as the driving force behind the organization and promotes the development of their skills through continuous training and talent retention. With customers, it collaboration is promoted to meet the growing demand for sustainable products. With suppliers, a close and responsible relationship is fostered, giving preference to local suppliers that meet socio-environmental criteria. Strategic alliances with partners are a key element in jointly addressing sustainability challenges. Likewise, the trust of public and private investors is valued the trust of public and private investors, channeling their contributions into socially responsible projects. Finally, the Group works with subcontractors who share its ethical and sustainability principles.

Social and economic impact

Network Steel maintains a firm commitment to boosting the local economy through industrial investment, job creation, and the activation of related sectors such as logistics, construction, maintenance, and engineering. A clear example of this is the development of the industrial plant in Villadangos del Páramo (León), declared an

industrial priority by the Regional Government of Castilla y León, whose launch has led to the creation of more than 800 jobs and has helped to attract new investment to the area.

One of the most significant projects in terms of sustainability and innovation has been the promotion of intermodal transport through the development of the temporary railway station in Villadangos del Páramo and the creation of the company Villadangos Intermodal, S.L., aimed at facilitating rail access to the industrial park. This initiative reinforces the Group's commitment to sustainable logistics and efficient connectivity for companies in the region.

Training and Integration of Local Talent

Aware of the shortage of qualified professionals in the steel sector, especially in the province of León, the Group actively collaborates with dual vocational training centers and universities to promote the training and job placement of local talent. Through agreements with educational institutions and the creation of training schools, access to professional internships is facilitated, which in many cases lead to employment. In 2023, León Coated Solutions promoted a training school for steel workers, in collaboration with the León Chamber of Commerce and financed with PICE funds.

Social Action and Sponsorship Plan

In 2024, the Group formalized its social commitment through a plan structured around three lines of action: support for the local community, promotion of sports, and collaboration in humanitarian initiatives and medical research. In the community sphere, the Group's ongoing collaboration with SOLTRA, an organization dedicated to the integration of people with disabilities into the workforce, through the contracting of services such as cleaning, gardening, and catering, is particularly noteworthy.

In terms of sports sponsorship, the Group has supported local clubs such as Atletismo Aranda, Club Balonmano Villa de Aranda, Club de Pádel FIT, Club de Balonmano Puerto Sagunto, and Illiabum Clube in Portugal. On the humanitarian front, it has contributed to the Operación Kilo Solidarity Campaign, delivering non-perishable food to food banks in Madrid and Valencia, and has continued to provide financial support to organizations such as Médicos Sin Fronteras. It has also signed a collaboration agreement with the HM Hospitals Research Foundation, with a contribution of more than €130,000. In total, during the 2024 financial year, €131,800 has been allocated to donations and €4,215 to sponsorships.



Participation in the Charity Run “To Santiago Against Cancer”

The Group has also been involved in high-impact charitable initiatives, such as the “A Santiago contra el Cáncer” (To Santiago Against Cancer) race, which celebrated its 14th edition in 2024. This non-competitive charity relay race started in Saint Jean Pied de Port and ended in Santiago de Compostela, mobilizing more than fifty runners with the aim of raising close to half a million euros for the Spanish Association Against Cancer (AECC). Our colleague Cristina Barrero, from León Coated, played an active role in this cause, and the Group supported the event with a donation, thus reaffirming its social commitment and solidarity..

Participation in popular races

In addition to this charity race, the Group sponsors employees who participate in various sporting events such as the “Higuero Running Festival,” the “León Half Marathon,” and the “Europa-Aveiro Marathon.”

Participation in Business Associations

The Group maintains relationships with numerous business and industrial entities, which reinforces its integration into the social and economic fabric of the territories where it operates. Among its main affiliations are the Associação Dos Industriais Metalúrgicos e Metalomecânicos e Afins de Portugal (AIMMAP), the León Federation of Entrepreneurs (FELE), the León Chamber of Commerce, the Vagos Business Center (NEVA), the AMICA Association, the Aveiro Industrial Association (AIDA), the Aranda Business Association, and CEOE Cantabria.



Sustainability certifications



EcoVadis sustainability rating

The Coated Solutions pre-painting plants in Aranda, Santander, and Averio, part of the Group's industrial division, have once again been recognized with the silver medal for sustainability awarded by EcoVadis, one of the world's most prestigious rating platforms. This recognition places the facilities in the top 7% of companies evaluated globally, highlighting their performance in environmental, social, ethical, and responsible purchasing matters.



EcoVadis analyzes companies according to international criteria such as ISO 26000 and the UN Global Compact Principles, evaluating key areas: environmental management, labor practices and human rights, business ethics, and supply chain sustainability. In the case of prepainting plants, the rating reflects progress made in energy efficiency, emissions and waste reduction, as well as in the adoption of clean technologies and ongoing staff training.

For the Network Steel Group, this recognition reinforces its commitment to a sustainable and competitive industrial model. Not only does it enhance the reputation of its prepainting plants in domestic and international markets, but it also opens the door to new business opportunities with customers who prioritize suppliers with high ESG (environmental, social, and governance) standards.

ISO Certifications

Coated Solutions, as part of the Network Steel steel group, maintains a firm commitment to operational excellence and occupational safety. In line with these values, the company has international certifications that endorse its management system: **ISO 9001** in quality

management, **ISO 14001** in environmental management, and **ISO 45001** in occupational health and safety, all issued by LRQA. These certifications guarantee the continuous improvement of its processes, compliance with environmental legislation, and the creation of safe working environments.

For its part, Grupo Plafesa, with a strong presence in the Spanish and Portuguese markets, also demonstrates a clear focus on quality and sustainability in all its industrial processes. The group has **ISO 9001** and **ISO 14001** certifications, which endorse its quality management system and environmental management, respectively. It has also obtained **IATF 16949** certification, specific to the automotive sector, which incorporates the principles of **ISO 9001** and adapts them to the high standards of the sector. This accreditation allows the group to ensure traceability, efficiency, and continuous improvement in its automotive supply chain. These certifications consolidate the Plafesa Group's position as an industrial benchmark committed to sustainability, quality, and environmental responsibility.



Environmental Product Declaration (EPD)

In 2025, the Solcoat® range of pre-painted products obtained the environmental product declaration. This important recognition certifies the company's commitment to sustainability and environmental transparency.

Summary of indicators for 2024

Employees

556



112 Women



444 Men

Training hours

22 hours per employee

Workplace accidents

7 accidents per 100 employees

Waste recovery

98 %

Hazardous waste

0,013 kg/t

Efficient use of materials

98 %

Productivity

97%

Carbon footprint

2,033 t CO₂/t

Transport emissions

0,061 t CO₂/t

Water consumption

0,18 m³/t

Energy intensity

0,78 GJ/t





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