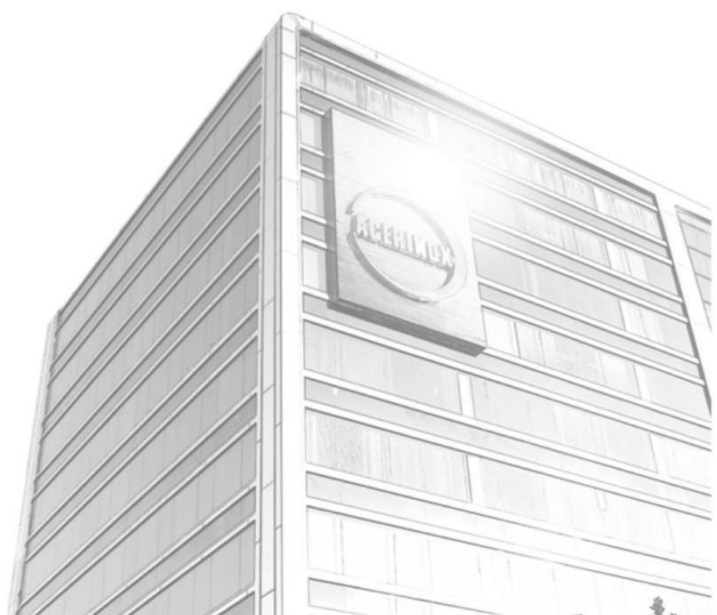




GENERAL POLICIES

Equality, Diversity, and Inclusion Policy of the Acerinox Group

February 26, 2025



EQUALITY, DIVERSITY, AND INCLUSION POLICY OF THE ACERINOX GROUP

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EQUALITY, DIVERSITY, AND INCLUSION POLICY OF THE ACERINOX GROUP

I) INTRODUCTION AND PURPOSE

The Board of Directors of Acerinox, S.A. (hereinafter, “**Acerinox**” or the “**Company**”), as a listed company, holds the legally non-delegable authority to establish the general policies and strategies of the Company and of the Group of which it is the parent company. The Equality, Diversity, and Inclusion Policy of the Acerinox Group (hereinafter, the “**Policy**”) aims to reinforce Acerinox's and its Group entities' dedication to promoting equality, diversity, and inclusion. It applies these principles to employee selection, hiring, and promotion processes, ensuring decent work and contributing to sustainable economic growth.

This Policy aligns with the General Sustainability Policy of the Acerinox Group, and particularly the Sustainability Due Diligence Policy of the Acerinox Group and the General Human Rights Policy of the Acerinox Group. It supports the Sustainable Development Goals, the United Nations Global Compact Principles, the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, and the conventions of the International Labor Organization. It also incorporates commitments from the previously existing Acerinox Group General Selection and Promotion Policy.

In accordance with the foregoing, the Acerinox Board of Directors approved this Policy during its meeting on February 26, 2025.

II) SCOPE OF APPLICATION

This Policy applies to Acerinox and entities within the Acerinox Group (hereinafter, the “**Acerinox Group**” or the “**Group**”) and, as such, is applicable to all its directors, managers, and employees.

For entities not controlled by Acerinox and its subsidiaries, the promotion of principles that align with this Policy will be encouraged.

Where relevant, this Policy also applies to joint ventures, temporary business associations, and similar partnerships where Acerinox or its subsidiaries take on a management role.

Subsidiaries may develop their own regulations, but these must comply with this Policy and other internal regulations established by Acerinox for the Group. They must also consider the specific legal requirements of the markets in which they operate. Subsidiaries are required to provide all necessary information to the Company and cooperate to ensure the effective implementation of the Policy.

The different entities within the Group will ensure that the principles of the Policy are applied, where appropriate and to the extent applicable, to the individuals or legal entities that have commercial relationships with any of the entities comprising the Acerinox Group (hereinafter, the “**Business Partners**”) throughout their chain of activities (hereinafter, the “**Activity Chain**”).

In implementing the principles of this Policy, Acerinox Group entities will engage constructively with groups related to their business activities. This includes investors and shareholders, employees and their representatives, the Business Partners in the Activity

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Chain, as well as national institutions and legitimate representatives of these individuals and groups (hereinafter, the “**Stakeholders**”).

III) GENERAL PRINCIPLES

The Acerinox Group strives to ensure that everyone working for its entities operates in a fair and respectful environment that promotes equal opportunities, eliminates discrimination, and encourages diversity and inclusion. These elements are crucial for attracting talent and fostering the generation of ideas and solutions among the Group's employees.

It is essential for the Group to maintain consistent standards to ensure that recruitment processes are based on merit and ability, enabling top professionals to join, remain, and advance their careers within the Group.

To achieve these objectives and commitments, the Group adopts and advocates for the following general principles to guide its employment relationships and its processes for selecting, hiring, and promoting staff. These principles should also apply, where relevant, to its Business Partners throughout the Activity Chain:

- a) Ensure non-discrimination based on birth, race, sex, religion, opinion, sexual or gender orientation or identity, or any other personal or social condition unrelated to the skills needed for professional duties.
- b) Base selection, hiring, and promotion processes on reasonable, objective, and impartial criteria, prioritizing the hiring of well-qualified candidates regardless of their personal or social conditions. Avoid situations that could be seen as favoritism, particularly when there is a first-degree family relationship between a supervisor and their direct subordinate.
- c) Communicate the Group's purpose and values to candidates during the selection and hiring process, addressing their concerns.
- d) Provide an attractive and comprehensive value proposition for employment, enhancing job quality and offering extensive training and professional development opportunities as key methods to ensure equal opportunities, diversity, and non-discrimination while maintaining a high proportion of stable, quality jobs.
- e) Encourage the recruitment of a reasonable number of individuals from minority groups or those at risk of exclusion, who face greater challenges accessing the labor market, and facilitate young people's entry into the workforce through partnerships with educational institutions, supporting internships within the Group's entities.
- f) Foster professional growth that aligns with the Group's strategic goals, creating an environment that supports meritocracy and recognizes key contributions from professionals, addressing the diverse realities of the teams.
- g) Cultivate an inclusive and safe work environment where all employees feel respected and have the freedom to be their authentic selves at work, with equal

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access to opportunities.

- h) Ensure that any artificial intelligence systems used in managing labor relations are developed and implemented to promote equality and eliminate discriminatory biases and unfair prejudices, providing adequate traceability and transparency and making users aware they are interacting with an AI system.
- i) Maintain a system that accurately values the knowledge and skills essential for professional roles.
- j) Apply principles of equal opportunity, non-discrimination, and respect for diversity when setting individual objectives and evaluating performance. Recognize professionals for their contributions to value creation and their commitment and responsibilities in their roles.
- k) Support professionals with disabilities by promoting effective employment and enhancing the quality of their professional lives. Respect and, if necessary, improve local employment rates for individuals with disabilities.
- l) Advance gender equality by adhering to national laws and international best practices, especially concerning employment access, training, career advancement, working conditions, and balancing personal, family, and professional life.
- m) Evaluate the need for and, when applicable, implement affirmative action measures to address identified inequalities and enhance access for underrepresented groups.
- n) Ensure professionals are well integrated into their work environment by setting fair compensation based solely on their skills and professional responsibilities.
- o) Promote balanced gender representation across various decision-making bodies and levels, ensuring equal opportunity participation in all consultative and decision-making areas of the Group.
- p) Initiate collaboration programs with educational institutions to increase the participation of the underrepresented gender in degree courses and training programs.
- q) Engage in efforts to combat gender violence by implementing specific measures for information, support, protection, and assistance.
- r) Establish performance metrics for equality, diversity, and inclusion to set medium and long-term goals and track progress in these areas.
- s) Ensure information confidentiality, uphold privacy rights, and fully comply with data protection laws, while implementing appropriate information security measures.

IV) GOVERNANCE

The Governance foundations regarding sustainability, as outlined in the General Sustainability Policy of the Acerinox Group, are integral to this Policy.

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V) POLICY DISSEMINATION

Acerinox will actively promote the dissemination of this Policy within the Company and its Group, also considering Business Partners and Stakeholders connected with the Group's activities.

The Policy will be available to shareholders and other Stakeholders on the Company's corporate website, alongside other corporate policies and sustainability standards.

VI) REVIEW, UPDATING, AND IMPLEMENTATION

This Policy will be reviewed and updated as necessary, considering regulatory changes, international standards, or criteria set by supervisory and control authorities, as well as changes affecting the structure and activities of the Acerinox Group.

The Policy will enter into force upon approval by the Acerinox Board of Directors, although the Acerinox Group may adhere to timelines outlined in applicable regulations regarding the enforceability of obligations in this area.

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