

The logo consists of a dark blue circle with a white crescent shape inside, and the word "ACERINOX" in white capital letters across the center.

ACERINOX

A close-up photograph of a large, polished metal industrial component, possibly a turbine or engine part, with many bolts and a curved surface.

MADRID, MARCH 25, 2026

*In-house translation of the original Spanish version.
This version does not constitute an official translation.
In the event of any discrepancy, the original Spanish version prevails.*

**PROPOSED RESOLUTIONS OF THE BOARD OF DIRECTORS
TO BE SUBMITTED TO THE ORDINARY GENERAL
SHAREHOLDERS' MEETING OF ACERINOX, S.A.**

to be held at first call on May 5, 2026,
and at second call on May 6, 2026

**2026 General
Shareholders' Meeting**

PROPOSED RESOLUTIONS OF THE BOARD OF DIRECTORS TO BE SUBMITTED TO THE ORDINARY GENERAL SHAREHOLDERS' MEETING OF ACERINOX, S.A.

Item 1 of the Agenda:

Examination and approval of the Annual Accounts and of the Management Reports referring to Acerinox, S.A. and its Consolidated Group, and all of the foregoing corresponding to the year ended December 31, 2025.

In relation to this Item of the Agenda for the General Shareholders' Meeting, the Board of Directors proposes the following resolution:

"Approve the Annual Accounts (Balance Sheet, Income Statement, Statement of Changes in Net Equity for the fiscal year, Cash Flow Statement, and Notes to the Annual Accounts) and of the Management Report referring to Acerinox, S.A., as well as the Annual Accounts and Management Report of its Consolidated Group, corresponding to the year ended December 31, 2025.

The individual and consolidated Annual Accounts, together with their respective management reports, have been audited by the Company's auditors."

Item 2 of the Agenda:

Examination and approval of the Consolidated Non-Financial Information Statement and sustainability information corresponding to the year ended December 31, 2025.

In relation to this Item of the Agenda for the General Shareholders' Meeting, the Board of Directors proposes the following resolution:

"Approve the Consolidated Non-Financial Information Statement and sustainability information for the fiscal year 2025.

The Consolidated Non-Financial Information Statement and sustainability information has been audited in accordance with current regulations."

Item 3 of the Agenda:

Approval of the proposed distribution of earnings of Acerinox, S.A. corresponding to the year ended December 31, 2025. The proposal includes the payment of a final dividend for 2025 of thirty-one euro cents (€0.31) gross per share to be paid on July 17, 2026.

In relation to this Item of the Agenda for the General Shareholders' Meeting, the Board of Directors proposes the following resolution:

"Approve the following proposed distribution of earnings of Acerinox, S.A. formulated by the Board of Directors, for the year ended December 31, 2025.

Profit/(loss) for the year	€202,307,452
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Application:

• Dividends	€154,587,930
• To voluntary reserves.....	€47,719,522.

The payment of sixty-two euro cents (€0.62) gross per share is approved and is to be charged against the year's results. The amount for the distribution of dividends is the aggregate result of the sum of the following amounts:

- the interim dividend payment for the fiscal year 2025 for a total of thirty-one euro cents (€0.31) gross per share agreed by the Board of Directors at its meeting held on December 17, 2025, which was paid on January 23, 2026, and,
- a final dividend in the sum of thirty-one euro cents (€0.31) gross per share for each of the 249,335,371 existing shares (subject to the limits in Article 148 of the Corporate Enterprises Act on the shares held in treasury stock at the time of payment). This final dividend will be paid through the entities participating in the Sociedad de Gestión de los Sistemas de Registro, Compensación y Liquidación de Valores, S.A.U. (IBERCLEAR), on July 17, 2026".

Item 4 of the Agenda:

Approval of the management of the Board of Directors for the year ended December 31, 2025.

In relation to this Item of the Agenda for the General Shareholders' Meeting, the Board of Directors proposes the following resolution:

"Approve the management of the Board of Directors of Acerinox, S.A. for the year ended December 31, 2025".

Item 5 of the Agenda:

Reelection of the account auditors of both Acerinox, S.A. and its Consolidated Group, for the fiscal year 2026.

In relation to this Item 5 of the Agenda for the General Shareholders' Meeting, the Board of Directors proposes the following resolution:

"Reelect, after the prior proposal from the Audit Committee, as the auditors of Acerinox, S.A. and of its Consolidated Group for the fiscal year 2026, the firm "PricewaterhouseCoopers Auditores, S.L." with Tax ID No. (N.I.F.) B-79031290, registered at the ROAC (Official Registry of Auditors) under number S0242, and the Board of Directors of Acerinox, S.A. is hereby authorized to establish the terms and conditions and to formalize the corresponding contract."

Item 6 of the Agenda:

Reelection of the account auditors of both Acerinox, S.A. and its Consolidated Group, for the fiscal years 2027, 2028 and 2029.

In relation to this Item 6 of the Agenda for the General Shareholders' Meeting, the Board of Directors proposes the following resolution:

"Reelect, after the prior proposal from the Audit Committee, as the auditors of Acerinox, S.A. and of its Consolidated Group for the fiscal years 2027, 2028 and 2029 the firm "PricewaterhouseCoopers Auditores, S.L." with Tax ID No. (N.I.F.) B-79031290, registered at the ROAC (Official Registry of Auditors) under number S0242, and the Board of Directors of Acerinox, S.A. is hereby authorized to establish the terms and conditions and to formalize the corresponding contract."

Item 7 of the Agenda:

Authorization for the Board of Directors of the Company, for a period of **two (2) years** after the date of the decision adopted by the General Shareholders' Meeting, in accordance with the provisions of Articles 286, 296.1., 297.1. b), and 506 of the Spanish Corporate Enterprises Act, to increase the share capital by means of monetary contributions, on one or more occasions and at any time, up to the maximum amount of EUR 31,166,921.37, with delegation in favor of the Board of Directors of the power to exclude preemptive subscription rights, if the interests of the Company so require, in relation to a maximum of **ten percent (10%)** of the stock capital of the Company at the time of authorization.

In relation to this Item of the Agenda for the General Shareholders' Meeting, the Board of Directors proposes the following resolution:

"Authorize and empower the Board of Directors of Acerinox, S.A., for a maximum period of **two (2) years** after the date of the decision adopted by this General Shareholders' Meeting, as broadly as is required by law, so that, in accordance with the provisions of Articles 286, 296.1 and 297.1. b) of the Corporate Enterprises Act, it may increase the share capital on one or more occasions, up to a maximum amount of **€31,166,921.37** (equivalent to half the share capital, rounded down to the nearest euro cent, at the time of the General Shareholders' Meeting), on one or more occasions, by issuing shares, which may be ordinary, privileged, redeemable, non-voting or of any other kind permitted by law, with or without a share premium, consisting of the consideration of new shares to be issued in monetary contributions, with the power to set the terms and conditions of the capital increase and the characteristics of the shares, and to freely offer the new shares not subscribed to in the period or periods of preemptive or preferential subscription rights, as well as to establish that, without prejudice to the provisions of Article 507 of the Corporate Enterprises Act, in the event of incomplete subscription, the share capital will be increased solely by the amount of the subscriptions made and to give a new wording to Article 5 of the Articles of Association in relation to share capital.

Similarly, the Board of Directors is empowered to exclude, wholly or in part, the preferential or preemptive subscription right, in the terms of Article 506 of the Corporate Enterprises Act, in connection with Article 308 of the Corporate Enterprises Act, up to a maximum of **ten percent (10%)** of the Company's share capital at the time of authorization. In any case, if the Board decides to suppress the preferential subscription rights in relation to any or all of the aforementioned capital increases, it will issue, at the time of approving the corresponding capital increase resolution, a justifying report setting out the precise reasons of corporate interest that justify such a measure. Said report will be made available to the shareholders and communicated to the first General Shareholders' Meeting held after the adoption of the resolution on the increase.

The delegation includes the power to perform all the necessary procedures so that the new shares issued as part of the capital increase or increases are listed for trading on any official secondary markets, in accordance with the procedures established for said markets.

The Board of Directors is also expressly authorized, pursuant to the provisions of Article 249 bis.l) of the Corporate Enterprises Act, to sub-delegate (with the power of substitution where appropriate) in favor of any person, the powers conferred by virtue of this resolution, provided that they may be delegated.

This delegation replaces and renders null and void, in its unused part, the previous delegation in force in favor of the Board of Directors to increase the share capital under the provisions of Article 297.1. b) of the Corporate Enterprises Act, approved at the Company's Ordinary General Shareholders' Meeting held on May 6, 2025, under Item Nine of the Agenda."

Item 8 of the Agenda:

Authorization to the Board of Directors of the Company for a **period of two (2) years** to acquire treasury shares, up to 10% of the issued shares, either by itself or through any of the companies in the Acerinox Group, establishing the corresponding limits and requirements.

In relation to this Item of the Agenda for the General Shareholders' Meeting, the Board of Directors proposes the following resolution:

"Authorize the Board of Directors of Acerinox, S.A., during the period of two (2) years after the adoption of this resolution, to acquire shares of the Company, either through the Company or through any of the companies of the Acerinox Group, pursuant to the terms of Article 146 and concordant provisions of the Spanish Corporate Enterprises Act and any other applicable regulations, by any legal means for valuable consideration or by any other means or option permitted by law, in one or more transactions.

When the acquisition is carried out for valuable consideration, the price or corresponding value per share will be set within a range from a minimum equivalent to the nominal or par value and a maximum that may not exceed the higher of either (i) the price of the most recent independent transaction or (ii) the highest independent bid at that time registered at the trading center where the purchase or the transaction is carried out, increased by up to five percent (5%).

For the purposes of the second paragraph of section a) of Article 146.1 of the Corporate Enterprises Act, it is resolved to grant express authorization for the acquisition of shares of the Company by any of the subsidiaries thereof on the same terms resulting from this resolution.

Likewise, and for the purposes of the provisions of paragraph 3 of section a) of Article 146 of the Corporate Enterprises Act, it is expressly stated for the record that the shares acquired under this authorization may be, wholly or in part, delivered directly to the employees, senior managers or directors of the Company or of the companies that form part of its Group, including any deliveries of shares carried out by virtue of Remuneration or Incentive Plans in force from time to time.

In turn, the shares acquired as a result of this authorization may be used, in whole or in part, both for their disposal or redemption and for potential corporate or business transactions or decisions, as well as for any other legally possible purpose.

The Company may only acquire its own shares pursuant to share buyback programs, accepted market practices and any other method compatible with market abuse regulations.

The maximum number of treasury shares which the Company may acquire under this resolution, in addition to any shares already held by the Company and its subsidiaries on the day of the adoption, and any shares that the Company may acquire pursuant to any other authorization, may not exceed ten percent (10%) of the subscribed share capital, as stated in Article 509 of the Corporate Enterprises Act.

In accordance with the provisions of Article 146.1 b) of the Corporate Enterprises Act, the acquisition, including the shares that the Company has acquired previously and holds as treasury shares, must not cause the Company's equity to fall below the amount of the share capital plus the non-distributable legal reserves or any other non-distributable reserves provided for in the Articles of Association. This authorization renders null and void, in its unused part, the authorization granted in Item Ten of the Agenda to the General Shareholders' Meeting of the Company held on May 6, 2025.

For the purposes of the provisions of Article 249 bis. I) of the Corporate Enterprises Act, the Board of Directors is hereby expressly authorized to sub-delegate (with the power of substitution where appropriate) the aforementioned authorizations in favor of any person or persons considered necessary or appropriate."

Item 9 of the Agenda:

Authorization in favor of the Board of Directors of the Company for a period of **five (5) years** to issue securities convertible into and/or exchangeable for shares of the Company, as well as warrants or other similar securities that may grant the right, directly or indirectly, to the subscription or acquisition of shares of the Company, on one or more occasions and at any time, and for a total amount of up to one billion euros (€1,000,000,000); as well as authorization to increase the share capital by the necessary amount for the purposes of the conversion and to set the criteria to determine the conditions and modalities for the conversion and/or swap. The foregoing authorization does not¹ empower the Board of Directors to exclude preemptive subscription rights.

In relation to this Item of the Agenda for the General Shareholders' Meeting, the Board of Directors proposes the following resolution:

"Authorization in favor of the Board of Directors of the Company for a period of **five (5) years** to issue securities convertible into and/or exchangeable for shares of the Company, as well as warrants or other similar securities that may grant the right, directly or indirectly, to the subscription or acquisition of shares of the Company, on one or more occasions and at any time, and for a total amount of up to one billion euros (€1,000,000,000); as well as authorization to increase the share capital by the necessary amount for the purposes of the conversion and to set the criteria to determine the conditions and modalities for the conversion and/or swap. The foregoing authorization does not¹ empower the Board of Directors to exclude preemptive subscription rights.

The following conditions shall apply to the delegation to the Board of Directors of the Company:

1. Scope of delegation.

The delegation to issue the securities referred to in this agreement shall include, as broadly as required by law, the establishment of all the terms and conditions of each issue. In particular, and by way of illustration only and without limitation, the Board of Directors will be responsible for determining for each issue the amount (respecting the applicable quantitative limits), the number of securities and their par value, type of issue, redemption price, redemption conditions, form of representation, interest rate, subordination clauses, guarantees of the issue, place of the issue, establishment of the internal rules of the bondholders' syndicate and appointment of the commissioner, if applicable, admission to trading, as well as the execution of all necessary formalities for the execution of each of the specific issuances to be carried out in accordance with the terms of this delegation of powers.

2. Instruments to be issued.

The instruments referred to in this authorization may be debentures, bonds and any other debt securities or instruments of a similar nature convertible into newly issued shares of the Company and/or exchangeable for outstanding shares of the Company. It also includes the issuance of warrants or other similar instruments that may give the right to subscribe or acquire newly issued or outstanding shares of the Company.

3. Term of delegation.

The instruments referred to in this authorization may be issued once or several times, at any time, within a period of

¹Please, note that the initial wording translated in English established "The foregoing authorization does empower the Board of Directors to exclude preemptive subscription rights". However, due a material error in the translation it has been corrected to "The foregoing authorization does not empower the Board of Directors to exclude preemptive subscription rights". Please be advised that the version in English does not constitute an official translation and that in the event of discrepancy, the original Spanish version prevails.

five (5) years from the date of adoption of this resolution.

4. Maximum amount of the delegation.

The maximum amount of the issue or issuances that may be made under this delegation may not exceed the aggregate amount of one billion euros (€1,000,000,000).

5. Bases and modalities of conversion and/or swap.

The bases and modalities of the conversion and/or swap will be established by the Board of Directors in each of the specific issuances to be carried out, in accordance with the following criteria:

- a. The Board of Directors shall decide whether the bonds, debentures and other debt securities, warrants and financial instruments shall be convertible and/or exchangeable; whether they are necessarily or voluntarily convertible and/or exchangeable; and in the event that they are voluntarily convertible and/or exchangeable, if the conversion and/or swap operates at the option of the holder or the issuer, with the periodicity and during the term or terms established in the issue agreement and which may not exceed ten (10) years.

The Board of Directors will determine whether the conversion and/or swap ratio will be fixed or variable. For the purposes of conversion and/or swap, debt securities and shares will be valued at the swap rate or in accordance with the procedure determined for this purpose in the resolution of the Board of Directors.

In no case may the value of the share for the purposes of the conversion ratio of the debentures for shares be less than its par value. Pursuant to Article 415 of the Consolidated Text of the Corporate Enterprises Act, approved by Royal Legislative Decree 1/2010 of July 2, 2010 (hereinafter, the "LSC"), debentures may not be converted into shares if their par value is lower than that of the shares. Convertible debentures may not be issued for less than their par value.

Likewise, the Board of Directors is empowered to determine whether the valuation for the purpose of determining the swap and/or conversion price includes accrued and unpaid interest at the time of the conversion/swap.

- b. The Board of Directors may establish, in the event that the issue is convertible and exchangeable, that the Company reserves the right to choose at any time between conversion into new shares or swap for outstanding shares, specifying the nature of the shares to be delivered at the time of conversion or swap, and may even choose to deliver a combination of newly issued Company stock with preexisting stock or an equivalent amount in cash. In any case, the Company must respect equal treatment among all holders of debt security that convert and/or swap on the same date.
- c. In those cases in which, after applying the relevant conversion and/or swap ratio in each specific case, there are fractions of shares to be delivered to the security holders, they will be rounded down to the nearest whole number, and each holder will receive in cash the difference that may arise in such case.
- d. For each issue resolved by the Board of Directors in exercise of the authorization granted by the General Shareholders' Meeting, the Board of Directors shall prepare the mandatory report, which shall detail the specific bases and modalities of the conversion and/or swap applicable to the aforementioned issue, which shall be subject to the corresponding independent expert's report (other than the Company's auditor) when so required by the LSC or when the Company decides to obtain it voluntarily in accordance with the provisions of Article 510 of the LSC. The Board of Directors' supporting report and, if applicable, the independent expert's report, will be made available to the shareholders and communicated to the first General Shareholders' Meeting to be held after the adoption of the issuance resolution.

6. Bases and modalities of the exercise of warrants and other similar securities.

Regarding issuances of warrants and other similar securities that may directly or indirectly grant the right to subscribe or acquire Company shares, to which the provisions of the LSC for convertible debentures shall apply by analogy, the Board of Directors is empowered to determine, in the broadest terms, the bases and modalities of their exercise, applying in relation to such issuances the criteria established in section 5 above, with the necessary adaptations in order to make them compatible with the legal and financial regime for this type of securities.

7. Term for the conversion and/or swap of securities in the case of a convertible debenture issuance.

The securities issued in exercise of this delegation may be converted and/or swapped for shares at the times to be determined by the Board of Directors in each of the issuances to be resolved pursuant to Article 418 of the LSC.

However, the maximum term to proceed with the conversion and/or swap of the securities shall be ten (10) years, as from the date of each issuance made.

8. Increase of share capital.

The delegation for the issuance of convertible and/or exchangeable securities of the Company shall include the power to increase the share capital by the amount necessary to meet conversion requests (or the exercise of warrants) on newly issued shares.

Said authority shall be conditional upon the total of the share capital increases agreed upon by the Board of Directors, including both those agreed in exercise of the powers now delegated and those that may be agreed pursuant to other authorizations granted by the General Shareholders' Meeting, not exceeding the limit of one half of the amount of share capital provided for in Article 297.1.b) of the LSC computed as of the date of this authorization.

The delegation to the Board of Directors also extends to the possibility of agreeing to the incomplete subscription of the share capital increase, as well as to modify the wording of the article of the Articles of Association that regulates share capital and to request the admission to trading of the securities issued at each time.

9. Admission to trading of securities.

The Board of Directors is delegated the power to request that the securities issued in exercise of this delegation be admitted to trading in regulated or unregulated, domestic and/or foreign markets. The Board of Directors is also endowed with the broadest powers to carry out any formalities or actions that may be necessary or appropriate for their respective admission in the corresponding markets.

Furthermore, the Board of Directors is hereby authorized to apply for the admission to trading of any new common shares of the Company that may be issued to facilitate the conversion of the securities issued pursuant to this resolution on the Spanish stock exchanges and on any other markets on which the Company's shares are listed at the time of the execution of this resolution, as well as their inclusion in the Stock Exchange Interconnection System (SIBE).

10. Delegation.

Delegate to the Board of Directors, with express power of substitution by the director or directors it deems appropriate, the broadest powers that may be necessary in Law for the interpretation, application, execution and development of the above resolutions to issue debt securities, including those convertible and/or exchangeable into shares of the Company, on one or several occasions, and the corresponding capital increase, if applicable, also granting it powers to correct and supplement them in all that may be necessary, and to comply with any requirements that may be legally required to carry them to a successful conclusion, being able to correct any omissions or defects in said resolutions, pointed out by any authorities, officials or bodies, national or foreign, being also empowered to adopt any resolutions and grant any public or private documents deemed necessary or convenient for the adaptation of the preceding resolutions for the issue of convertible and/or exchangeable securities and the corresponding capital increase or increases to the verbal or written qualification of the Commercial Registrar or, in general, of any other relevant national or foreign authorities, officials or institutions."

Item 10 of the Agenda:

Multi-Year Remuneration, or Long-Term Incentive (LTI) Plan, of the Company and approval of authorizations in favor of the Board of Directors for the acquisition of shares:

- 10.1. Approval of the Fourth Multi-Year Remuneration or Long-Term Incentive (LTI) Plan for the period 2027-2031 for Executive Directors and the rest of the senior management of the Acerinox Group.
- 10.2. Approval of the authorization in favor of the Board of Directors for the acquisition of up to 281,932 shares of Acerinox, S.A. to be used to pay the First Cycle (2027-2029) of the Fourth Multi-Year Remuneration or Long-Term Incentive (LTI) Plan for Executive Directors and the rest of the senior management of the Acerinox Group.
- 10.3. Approval of the authorization in favor of the Board of Directors for the acquisition of up to 653,943 shares of Acerinox S.A. to be used to pay the Second Multi-Year Remuneration or Long-Term Incentive (LTI) Plan for senior managers of the Acerinox Group corresponding to the period 2024-2028.

In relation to this Item 10.1. of the Agenda for the General Shareholders' Meeting, the Board of Directors proposes the following resolution:

"Approve the Fourth Multi-Year Remuneration or Long-Term Incentive (LTI) Plan for the period 2027-2031 for Executive Directors and the rest of the senior management of the Acerinox Group, consisting of the payment of part of their variable remuneration through shares.

The basic features of the Fourth Multi-Year or Long-Term Incentive (LTI) Plan are as follows:

1) Duration:

The LTI has three (3) cycles of three (3) years each. The cycles will have the following duration:

- The First Cycle of the Plan will begin on January 1, 2027 and end on December 31, 2029.

- The Second Cycle will begin on January 1, 2028 and end on December 31, 2030.
- The Third Cycle will begin on January 1, 2029 and end on December 31, 2031.

2) Objective:

The LTI will allow Senior Executives, including the Executive Director(s) (hereinafter, the “**Beneficiaries**”) to receive an incentive payable in Acerinox, S.A. shares for a target amount of 125%. This could reach 250% of the fixed remuneration of the Chief Executive Officer and between 30% and 50% (depending on the person) of fixed remuneration. The total and personal maximum limit is 200% of the respective target for all other Beneficiaries.

3) Instrumentation:

The LTI is instrumented through the allocation to each Beneficiary of a certain theoretical number of shares (“**Performance Shares**”). To calculate the theoretical number of shares, the shares of Acerinox, S.A. will be valued on the basis of the average share price in the thirty (30) trading days prior to the commencement of the Plan. This number of Performance Shares will serve as the basis for determining the effective number of Acerinox, S.A. shares to be delivered, if any, at the end of each Cycle, based on the degree of achievement of the targets and other requirements established in the Regulations governing each Plan and approved by the Board of Directors.

4) Calculation and Metrics:

Determination of the LTI to be received. The total number of shares to be delivered on the Settlement Date of each Cycle, if the established requirements are met, will be determined on the Calculation Date in accordance with the following formula:

$$\text{Final Incentive} = \text{Target Incentive} \times \text{Weighted Achievement Coefficient}$$

Where:

- Final Incentive = number of shares of the Company, rounded by default to the nearest whole number, to be delivered to each Beneficiary on the Plan's Settlement Date, according to the procedure established in the Regulations.
- Target Incentive = number of Performance Shares allocated to the Beneficiary.
- Weighted Achievement Coefficient = coefficient based on the level of achievement of the objectives to which the Plan is linked and which will be determined in accordance with the provisions of the Regulations approved by the Board.

Metrics. The Weighted Achievement Coefficient will depend on the degree of fulfillment of the objectives to which the Plan is linked for each cycle. The achievement of the objectives will be measured through identifiable and quantifiable parameters (hereinafter, the “**Metrics**”). The Plan's Metrics will in all cases be aligned with the Company's Strategic Plan. For this reason, the Metrics may vary in each Cycle depending on the strategic priorities of the Company at the beginning of each period.

These metrics are:

(i) Total Shareholder Return (TSR):

This metric weighs 75% in the Weighted Achievement Coefficient. At the end of each Cycle, the TSR corresponding to Acerinox, S.A. and to each of the companies in the Benchmark Group, which will be comprised of the companies included in the IBEX 35 Index, excluding credit institutions (banks), will be calculated as of the start date of each measurement period established in the Acerinox Long-Term Incentive Plan Regulations. The companies in this Benchmark Group, including Acerinox, will be ordered from highest to lowest according to the highest or lowest TSR corresponding to each one.

The payout ratio will then be determined based on Acerinox's position in the ranking. For each position in the ranking, there is a corresponding payout ratio, ranging from 0% to 200% of the Target Incentive, according to the following scale:

- For a position below the median of the Benchmark Group, the payout ratio will be 0% of the Target Incentive.
- For a position at the median of the Benchmark Group (15th place in the rankings) ("minimum compliance level"), the payout ratio will be 50% of the Target Incentive.
- For a position at or above the 75th percentile of the Benchmark Group (8th place in the rankings) ("maximum performance level"), the payout ratio will be 200% of the Target Incentive.
- For intermediate positions between the median and the 75th percentile of the Benchmark Group, the payout ratio will be calculated by linear interpolation.
- For the calculation of the Initial Value and the Final Value, the reference share price in the main market on which the share in question is listed will be taken.

Companies that will be taken as a reference in this metric for the First Cycle of the Fourth Plan: Acciona, Acciona Energía, ACS, Aena, Amadeus, Arcelor Mittal, Cellnex, Colonial SFL, Enagas, Endesa, Ferrovial SE, Fluidra, Grifols, IAG, Iberdrola, Inditex, Indra, Logista, Mapfre, Merlin Properties, Naturgy, Puig Brands, Redeia, Repsol, Rovi, Sacyr, Solaria, and Telefónica.

(ii) "Return on Equity" (hereinafter, "ROE"):

This metric weighs 25% in the Weighted Achievement Coefficient. For these purposes, ROE is defined as the ratio "(Net income - minority interests) / equity". At the end of each Cycle, the ROE corresponding to Acerinox and to each of the companies of the Reference Group, which will be comprised of the following companies, will be calculated: Aperam, Outokumpu, Nucor, US Steel, Carpenter, Allegheny Technologies, and Steel Dynamics. The companies in this Benchmark Group, including Acerinox, will be ordered from highest to lowest according to the highest or lowest ROE corresponding to each one.

The payout ratio will then be determined based on Acerinox's position in the ranking. For each position in the ranking, there is a corresponding payout ratio, ranging from 0% to 200% of the Target Incentive.

The Shares finally received by the Beneficiary will be as follows:

$$\text{Stock Incentive} = \text{Final Incentive} \times (1 - \text{Withholding Rate})$$

Where:

- "Stock Incentive" = net shares to be delivered after personal income tax withholding.
- "Final Incentive" = gross number of shares resulting from applying the Weighted Achievement Coefficient to the Target Incentive.
- "Withholding Rate" = withholding rate on account of personal income tax corresponding to the Beneficiary in accordance with applicable law.

The shares received under this Plan will be fully paid up, admitted to trading and free of any liens or encumbrances. The Beneficiaries will be subject to the limitation that includes the obligation to hold the shares received (net of the corresponding personal income tax deposit) for a period of one (1) year from their delivery. After such period has elapsed, the shares will be freely disposable."

In relation to this Item 10.2. of the Agenda for the General Shareholders' Meeting, the Board of Directors proposes the following resolution:

"Authorize the Company's Board of Directors to acquire up to 281,932 shares of Acerinox, S.A. to be used for the payment of the First Cycle (2027-2029) of the Fourth Multi-Year Remuneration or Long-Term Incentive (LTI) Plan. This authorization is conditioned upon the approval of the resolution established under item 10.1. of the Agenda.

The Board of Directors may request further authorizations from the General Shareholder's Meeting in future years. Authorizations not used each year may be applied to the payment of successive Plan Cycles, but will be extinguished once the last Cycle has been settled.

The maximum number of shares of Acerinox, S.A. that the Company may acquire by virtue of this resolution, in addition to any shares already held by the Company and its subsidiaries on the day of the acquisition thereof, and any shares which the Company may acquire pursuant to any other authorization may not exceed ten percent (10%) of the subscribed share capital, as stated in Article 509 of the Corporate Enterprises Act.

The Board of Directors is authorized in the broadest terms required by law and in accordance with the provisions of the Acerinox Long-Term Incentive Plan Regulations, to apply, develop, interpret, and execute this agreement."

In relation to this Item 10.3. of the Agenda for the General Shareholders' Meeting, the Board of Directors proposes the following resolution:

"Authorize the Company's Board of Directors to acquire up to 653,943 shares of Acerinox, S.A. to be used for the payment of the Second Multi-Year Remuneration or Long-Term Incentive (LTI) Plan for senior managers of the Acerinox Group. The shares acquired by the Company and not allocated in this Second Plan shall be allocated as decided by the Board of Directors, within the limits established at law.

The maximum number of shares of Acerinox, S.A. that the Company may acquire by virtue of this resolution, in addition to any shares already held by the Company and its subsidiaries on the day of the acquisition thereof, and any shares which the Company may acquire pursuant to any other authorization may not exceed ten percent (10%) of the subscribed share capital, as stated in Article 509 of the Corporate Enterprises Act.

The Board of Directors is authorized in the broadest terms required by law and in accordance with the provisions of the Acerinox Long-Term Incentive Plan Regulations, to apply, develop, interpret, and execute this agreement."

Item 11 of the Agenda:

Advisory vote on the Annual Report on Directors' Remuneration of Acerinox, S.A., corresponding to the year ended December 31, 2025.

In relation to this Item of the Agenda for the General Shareholders' Meeting, the Board of Directors proposes the following resolution:

"Approve the Annual Report on Directors' Remuneration of Acerinox, S.A., corresponding to the year ended December 31, 2024, as referred to under Article 541 of the Corporate Enterprises Act, the text of which has been made available to the shareholders, together with the rest of the documentation associated with the General Shareholders' Meeting."

Item 12 of the Agenda:

Delegation of powers in favor of the Board of Directors for the execution, correction and formalization of the resolutions adopted at the Ordinary General Shareholders' Meeting.

In relation to this Item of the Agenda for the General Shareholders' Meeting, the Board of Directors proposes the following resolution:

"Delegate as broadly as legally necessary to the Board of Directors of Acerinox, S.A., with express power to delegate, in turn, to the Chairman of the Board, the Chief Executive Officer, and the Secretary of the Board of Directors, all the powers necessary or appropriate for the proper interpretation, correction, application, supplementation, development, and execution of the resolutions approved at the General Shareholders' Meeting, as well as for the formalization and registration thereof, so that any of them may, jointly and severally, appear before a Notary Public and convert the foregoing resolutions into a public document. The power to rectify will include the power to make any such modifications, amendments, and additions as may be necessary or desirable as a result of objections or observations raised by the regulators of the securities markets, the Stock Exchanges, the Commercial Registry, and any other competent public authorities relating to the resolutions adopted."

Madrid, March 25, 2026

