

南京钢铁股份有限公司 维生工资政策

Nanjing Iron & Steel Co., Ltd. Living Wage Policy

第一条 总则

南京钢铁股份有限公司（以下简称“公司”）致力于成为全球领先的绿色智能钢铁企业。公司深知员工是最宝贵的资产，其福祉直接关系到企业的长期竞争力与社会责任表现。

本政策体现了公司对公平劳动实践的坚定承诺。公司承诺逐步实现向全体员工支付维生工资（Living Wage），确保其收入能够满足基本生活需要，包括食物、住房、医疗、教育、交通及一定比例的可支配收入，支持体面的生活水平。

I General Rules

Nanjing Iron & Steel Co., Ltd. (hereinafter referred to as the "Company") is committed to becoming a globally leading green and intelligent steel enterprise. The Company deeply understands that employees are its most valuable asset and that their well-being is directly related to the long-term competitiveness and social responsibility performance of the enterprise.

This policy reflects the Company's firm commitment to fair labor practices. The Company pledges to progressively achieve that all employees receive a living wage, ensuring their income can meet basic living needs, including food, housing, medical care, education, transportation, and a certain proportion of disposable

income, thereby enabling employees to maintain a decent standard of living.

第二条 适用范围

本政策适用于公司及下属企业，以及供应商、承包商，以及其他业务伙伴，在其运营中尊重维生工资原则。

II Coverage

This Policy applies to the Company and its subsidiaries, as well as suppliers, contractors, and other business partners in respecting the principle of a living wage in their operations.

第三条 整体声明

公司始终坚持以人为本的发展理念，致力于构建公平、可持续的薪酬体系。我们认识到，支付维生工资不仅是履行企业社会责任的核心内容，更是实现员工福祉、组织稳定与长期竞争力的关键基础。为此，公司郑重承诺在全公司范围内推进维生工资实践，通过系统性管理与持续改进，确保员工获得足以维持体面生活水平的收入。

具体而言，本政策旨在实现以下目标：

（一）公平报酬

确保员工获得足以满足基本生活需求的薪酬，覆盖食物、住房、医疗、教育、交通及其他合理可支配支出。

（二）合规与道德责任

严格遵守《中华人民共和国劳动法》《中华人民共和国劳动合同法》等法律法规，以及国际劳工组织（ILO）核心公约、联合国《工商企业与人权指导原则》（UNGPs）、经济合作与

发展组织（OECD）《跨国企业准则》以及联合国全球契约（UNGC）等国际标准，杜绝任何形式的违反前述法律法规的薪酬安排，践行负责任用工。

（三） 员工福祉与发展

提供稳定的经济保障，增强员工的安全感、归属感与工作积极性，支持其身心健康与职业成长，促进公司与员工的共同发展。

（四） 提升满意度与留任率

建立具有市场竞争力的薪酬机制，吸引并留住优秀人才，降低非必要人员流动，提升公司的团队稳定性、生产效率与组织韧性。

III Overall Statement

The Company has always adhered to a people-oriented development philosophy and is committed to building a fair and sustainable compensation system. We recognize that paying a living wage is not only a core element of fulfilling corporate social responsibility but also a key foundation for achieving employee well-being, organizational stability, and long-term competitiveness. To this end, the Company commits to promoting living wage practices throughout the Company, ensuring through systematic management and continuous improvement that employees receive income sufficient to maintain a decent standard of living.

Specifically, this policy aims to achieve the following objectives:

（1） Fair Remuneration

Ensure that employees receive sufficient compensation to meet basic living needs, covering food, housing, medical care, education, transportation, and other reasonable discretionary expenditures.

(2) Compliance and Ethical Responsibility

Strictly comply with the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, and other laws and regulations, as well as international standards such as the core conventions of the International Labour Organization (ILO), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises, and the United Nations Global Compact (UNGC), to eliminate any form of compensation arrangements that violate the aforementioned laws and regulations, and to practice responsible employment.

(3) Employee Well-being and Development

Provide stable economic security, enhance employees' sense of security, belonging and strengthen their work motivation, support their physical and mental health and career growth, and promote the common development of the Company and employees.

(4) Improve Satisfaction and Retention Rate

Establish a compensation mechanism with market competitiveness, attract and retain outstanding talents, reduce unnecessary turnover, and enhance the Company's workforce stability, productivity, and organizational resilience.

第四条 关键承诺和目标

为系统化推进维生工资举措的实施，公司已制定以下承诺及目标：

维度	承诺内容	目标
维生工资覆盖率	定期评估岗位薪酬是否达到当地维生工资标准，并逐年提高覆盖比例	到 2030 年，公司超过 90% 的岗位达到维生工资水平
薪酬透明度	明确向员工传达薪酬结构、计算方式及调整依据	到 2030 年，实现 100% 员工了解薪酬构成方式
薪酬方面的员工参与度	积极鼓励员工参与薪酬制度讨论与反馈	到 2030 年，公司每年至少开展一次薪酬对话，包括但不限于薪酬对话、年度薪酬沟通会、工会协商会议及员工代表座谈会等

IV Key Commitments and Targets

To systematically promote the implementation of living wage initiatives, the Company has established the following commitments and objectives:

Dimension	Commitment	Target
Living Wage	Regularly assess	By 2030, pay for

Coverage Rate	whether position salaries meet local living wage standards and increase coverage ratio year by year	over 90% of the Company's positions will meet living wage level.
Pay Transparency	Clearly communicate salary structure, calculation methods, and adjustment basis to employees	By 2030, achieve that 100% of employees understand their salary composition.
Employee Involvement in Compensation	Actively encourage employees to participate in salary system discussions and provide feedback	By 2030, the Company will conduct at least one salary dialogue per year, including but not limited to salary dialogues, annual salary communication meetings, union consultation meetings, and employee representative symposiums.

第五条 附则

本政策经公司董事会战略与 ESG 委员会审议批准，自发布之日起生效。

V Annex

This Policy has been reviewed and approved by the Strategy and ESG Committee of the Board of Directors of the Company, which is effective as of the date of promulgation.