

南京钢铁股份有限公司 职业健康与安全声明

Nanjing Iron & Steel Co., Ltd. Occupational Health and Safety Statement

第一条 总则

本声明旨在列明南京钢铁股份有限公司（以下简称“公司”）致力于提供安全、健康的工作环境，实施有效的安全措施以确保员工的健康。

I General Rules

The purpose of this Statement is to set out that Nanjing Iron & Steel Co., Ltd. (hereinafter referred to as the "Company") is committed to providing a safe and healthy working environment and implementing effective safety measures to ensure the health of employees.

第二条 适用范围

本声明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。

II Coverage

This Statement applies to the Company and its subsidiaries, as well as suppliers, contractors, and other business partners.

第三条 整体声明

公司遵守相关的法律法规和制度标准，深入宣传贯彻党的二十大精神 and 习近平总书记关于安全生产重要论述，坚持

人民至上、生命至上，坚持统筹发展和安全，深入贯彻“三管三必须”原则，牢牢守住安全红线。公司承诺：

III Overall Statement

The Company complies with relevant laws, regulations and standards, thoroughly publicizes and implements the spirit of the 20th National Congress of the Communist Party of China and General Secretary Xi Jinping's important exposition on work safety, adheres to the supremacy of the people and life, adheres to the integration of development and safety, and carries out the principle of "three controls and three musts" to firmly guard the red line of safety. The Company is committed to:

(一) 遵守法律法规

公司严格遵守国家和运营所在地职业健康及安全相关的法律、法规和标准，并致力建设安全生产标准化一级企业和领先的职业健康安全管理体系。

1. Abiding by Laws and Regulations

The Company strictly complies with the national and local occupational health and safety related laws, regulations and standards, and is committed to building a first-class enterprise of safety production standardization and leading occupational health and safety management system.

(二) 安全生产与职业健康管理体系

公司设立安全生产委员会，下设办公室，办公室设在安全环保部，包括总裁在内的高级管理人员对公司的健康与安全战略及表现负责，致力确保安全工作条件，率先垂范，从自身和细节做起，创建并培育积极健康的安全文化。公司

已通过 ISO 45001 职业健康安全管理体系认证，并邀请第三方机构对职业健康安全管理体系进行年度监督审核。

2. Work Safety and Occupational Health Management System

The Company has set up the Work Safety Committee with an office, which is located in the Safety and Environmental Protection Department. Senior management, including the President, are responsible for the Company's health and safety strategy and performance, committed to ensuring safe working conditions, leading by example, starting from themselves and details, creating and fostering a positive and healthy safety culture. The Company has passed the ISO 45001 occupational health and safety management system certification, and invites third-party organizations to conduct annual supervision and audit of the occupational health and safety management system.

(三) 利益相关方参与

公司致力于与员工、业务伙伴以及其他利益相关方合作，开展有关职业健康与安全方面的能力建设和培训，并通过提供充分的监督、培训、信息和指导，确保其参与，从而推动公司内部及整个价值链的改进举措。

公司要求每位员工都应对自己的安全和周围人员的安全负责，立足于现场，主动发现并上报问题隐患，积极思考安全管理短板与不足，创新提出安全管理建议，充分发挥集体全员的主观能动性，真正做到来自现场，服务现场，保障现场。

公司承诺至少每年一次与工人或工人代表就职业与健康安全管理问题进行协商，确保其有效参与相关决策过程。公司已制定并定期审查职业与健康安全管理方面的优先事项和行动计划，以应对风险和紧急情况，并在制定、实施和评审职业健康与安全政策、程序及风险控制措施时，系统性地考虑工人的意见、建议与合理关切，持续促进安全文化的共建与提升。

3. Stakeholder Engagement

The Company is committed to collaborating with employees, business partners, and other stakeholders to strengthen capacity-building and deliver training on occupational health and safety. By providing adequate supervision, training, information, and guidance, the Company ensures their active involvement in driving continuous improvements within the Company and across our entire value chain.

Each employee is expected to be responsible for their own safety and the safety of the people around them, based on the site, take the initiative to find and report hazards, actively think about the shortcomings and gaps of safety management, innovate and put forward safety management suggestions, and give full play to the subjective initiative of the collective staff, in order to truly come from the site, serve the site, and ensure site safety.

The Company is committed to consult with workers and worker representatives on matters relating to occupational health and safety at least once annually, ensuring their effective participation in relevant decision-making processes. The Company has established, and periodically reviews, OHS priorities and action plans to address risks and emergency situations. Workers

inputs, recommendations, and legitimate concerns are systematically considered when developing, implementing, and evaluating OHS policies, procedures, and risk control measures, thereby continuously advancing the co-creation and enhancement of a positive safety culture.

(四) 安全绩效

公司定期审查当前职业健康与安全管理体系的有效性和可持续性，提供所需的领导力和资源以确保在运营中持续改进。

公司在包含高级管理层在内的各个级别和职能上设定健康与安全量化绩效目标，并将相关绩效纳入薪酬评估因素中。

4. Safety Performance

The Company regularly reviews the effectiveness and sustainability of its current occupational health and safety management system, providing the leadership and resources needed to ensure continuous improvement in its operations.

The Company sets quantified health and safety performance targets at all levels and functions, including senior management, and incorporates relevant performance into compensation evaluation factors.

(五) 安全管理措施

公司通过危险有害因素辨识、评估，制定相应的工程技术、安全管理、教育培训、个体防护、应急处置等管控措施并组织实施，最大程度地降低对员工、承包商和访客的健康与安全风险。

公司推进安全信息化管理。建设智慧安全平台，包括了管理制度、危险源、隐患治理、安全培训、危险作业等多个模块。智慧调度中心实现现场煤气报警集中联网监管，应用煤气柜、液氧贮存槽等重大危险源关键参数联网预警，确保第一时间发现异常情况并及时处置。

5. Safety Management Measures

Through the identification and evaluation of hazardous factors, the Company formulates and implements corresponding engineering technology, safety management, education and training, individual protection, emergency response and other control measures to minimize the health and safety risks to employees, contractors and visitors.

The Company promotes safety information management. The construction of a smart safety platform includes multiple modules such as management system, hazard sources, hidden danger management, safety training, and dangerous operations. The intelligent dispatching center realizes centralized networking supervision of on-site gas alarm, and applies networking early warning of key parameters of major hazard sources such as gas tank and liquid oxygen storage tank to ensure that abnormal situations are found and disposed of in time.

第四条 附则

本声明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。

IV Annex

This Statement 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.