

# HBIS 河钢股份

股票代码:000709

Stock Code: 000709



**2025** 河钢股份有限公司  
HBIS COMPANY LIMITED

环境、社会及治理 (ESG) 报告  
Environmental, Social and Governance (ESG) Report

# 目录 CONTENTS

关于本报告 About the report	/01
领导致辞 Letter from the chairman	/03
走进河钢股份 About HBIS Limited	/05
数说 2025 Figures of 2025	/09
ESG 管理 ESG management	/11

## 责任聚焦一 Responsibility focus I

碳路向前， 领跑绿色材料赛道 Forging a low-carbon future: leading the charge in green materials	/19
---	-----

## 责任聚焦二 Responsibility focus II

智启未来， 擘画钢铁产业图景 Empowering an intelligent future and mapping the new landscape of the steel industry	/23
---	-----

## 钢火融绿

锻造低碳发展范式  
Greening the steelmaking process:  
forging a low-carbon development  
paradigm

应对气候变化 Combat with climate change	/29
推进循环经济 Advancing the circular economy	/39
深化污染防治 Deepening pollution prevention and control	/46
培育生态钢厂 Cultivating eco-friendly steel facilities	/53

## 钢心铸善

践行责任担当作为  
Rooted in steel, driven by good:  
taking action for a responsible future

筑造匠心产品 Crafting premium products	/59
强化供应链责任 Strengthening supply chain responsibility	/81
加强员工关怀 Improving employee caring	/90
共建社区责任 Deepening community responsibility and shared development	/101

## 钢基强治

构建卓越治理局面  
Fortifying foundations: cultivating  
excellence in corporate governance

坚持党建引领 Upholding party leadership	/107
提升治理效能 Elevating governance efficacy	/110
促进合规运营 Promoting operational compliance	/117
严守安全底线 Fortifying the safety baseline	/124
未来展望 Future prospects	/135
附录 Appendix	/137



# 关于本报告

## About the report

本报告主要描述了河钢股份及其下属企业在环境、社会与公司治理方面的表现，积极与各利益相关方沟通，回应利益相关方需求。河钢股份董事会对本公司可持续发展工作全面负责，且本报告已经公司董事会审阅及批准。

This report primarily describes the performance of HBIS Limited and its subsidiaries in environmental, social and corporate governance aspects, actively communicating with various stakeholders and responding to their needs. The Board of Directors of HBIS Limited is fully responsible for the Company's sustainable development work, and this report has been reviewed and approved by the Company's Board of Directors.

### 时间范围 Reporting period

2025 年 1 月 1 日至 2025 年 12 月 31 日。部分表述及数据适当超出上述年份。  
January 1, 2025, to December 31, 2025. Some expressions and data appropriately extend beyond the aforementioned year.

### 报告范围 Reporting scope

报告涵盖河钢股份及其下属子分公司。  
The report covers HBIS Limited and its subsidiaries and branches.

### 报告周期 Reporting cycle

本报告为年度报告。  
This is an annual report.

### 数据来源 Data source

本报告中的数据来源于公司内部统计报告、公司文件及审计报表等资料，涉及财务方面的数据来自公司 2025 年年度报告，该部分数据已经由利安达会计师事务所（特殊普通合伙）审计。报告中的财务资料货币币种以人民币为单位，特别说明除外。

The data in this report is sourced from internal statistical reports, company documents, and audit reports. Financial data is derived from the Company's 2025 Annual Report, which has been audited by Reanda Certified Public Accounts LLP (special general partnership). The financial data in the report is denominated in RMB unless otherwise specified.

### 编制依据 Basis of preparation

联合国 2030 可持续发展目标 (SDGs)  
United Nations 2030 Sustainable Development Goals (SDGs)

国务院国资委《关于国有企业更好履行社会责任的指导意见》  
Guidelines for State-owned Enterprises to Better Fulfill Social Responsibilities of SASAC of the State Council

中国企业改革与发展研究会、责任云研究院《中国企业社会责任报告指南 (CASS-ESG6.0) 之黑色金属冶炼和压延加工业》  
Guidelines on Corporate Social Responsibility Reporting for Chinese Enterprises (CASS-ESG6.0) — Smelting and Pressing of Ferrous Metals Industry of China Enterprise Reform and Development Society and CSR Cloud Research Institute

全球报告倡议组织《可持续发展报告指南》(GRI Standards)  
Sustainability Reporting Guidelines (GRI Standards) of Global Reporting Initiative

深圳证券交易所《深圳证券交易所上市公司自律监管指南第 3 号——可持续发展报告编制》  
Self-regulatory Guidelines for the Companies Listed on the Shenzhen Stock Exchange No. 3 – Sustainable Development Report of Shenzhen Stock Exchange

深圳证券交易所《深圳证券交易所上市公司自律监管指引第 17 号——可持续发展报告 (试行)》  
Self-regulatory Guidelines for the Companies Listed on the Shenzhen Stock Exchange No. 17 – Sustainable Development Report (Trial) of Shenzhen Stock Exchange

### 指代说明 Terminology

为便于表达和方便阅读，“河钢股份”“公司 / 本公司”“我们”指代河钢股份有限公司；“集团”“河钢集团”指代“河钢集团有限公司”。

For ease of expression and readability, “HBIS Limited”, “the Company” and “we” refer to HBIS Company Limited; “the Group” and “HBIS Group” refer to “HBIS Group Co., Ltd.”

### 报告获取 Report accessibility

本报告是以电子文档形式发布的中文版本。您可在巨潮资讯网 (<http://www.cninfo.com.cn>) 或河钢股份有限公司网站 (<http://www.hebggtgf.com/site/hggf/responsibility/index.html>) 下载。为便于您更加全面具体地了解我们的环境绩效及经营业绩，请关注公司在深圳证券交易所官网及巨潮资讯网等媒体同步发布的《河钢股份有限公司 2025 年年度报告》。

This report is published in Chinese as an electronic document. You can download it from the Cninfo website (<http://www.cninfo.com.cn>) or the HBIS Limited website (<http://www.hebggtgf.com/site/hggf/responsibility/index.html>). To gain a more comprehensive and specific understanding of our environmental performance and business achievements, please refer to the 2025 Annual Report of HBIS Limited released simultaneously on the Shenzhen Stock .

## 领导致辞

Letter from the chairman

2025年是“十四五”规划的收官之年，也是“十五五”规划谋篇布局、启新致远的关键之年。行进在钢铁行业绿色低碳转型的新征程上，河钢股份始终坚持以习近平新时代中国特色社会主义思想为指导，坚决贯彻落实河北省委、省政府决策部署和省国资委工作要求，以实干践行使命、以创新驱动发展，推动经营业绩、核心竞争力实现双重跃升，在环境保护、社会履责、公司治理三大维度持续深耕，用实际行动彰显国有钢铁企业的责任与担当，交出一份聚势而进的亮眼答卷。

2025 marks the final year of the 14th Five-Year Plan and a pivotal year for laying the groundwork and setting a new course for the 15th Five-Year Plan. Advancing on the new journey of the steel industry's green and low-carbon transition, HBIS Limited has consistently been guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era. We have resolutely implemented the decisions and deployments of the Hebei Provincial Party Committee and the Provincial Government, along with the operational mandates of the Provincial State-owned Assets Supervision and Administration Commission (SASAC). By fulfilling our mission through practical action and driving development through innovation, we have catalyzed a dual leap in both business performance and core competitiveness. By continuously deepening our efforts across the three major dimensions of environmental protection, social responsibility, and corporate governance, we have demonstrated the accountability and commitment of a state-owned steel enterprise through concrete actions, delivering an impressive scorecard of sustained momentum and progress.

### 这一年，我们坚守绿色发展初心，锻造低碳发展范式

Over the past year, we have remained true to our original aspiration of green development and forged a new paradigm for low-carbon growth.

公司坚定不移将“生态优先、绿色低碳”融入战略全局与运营全程，全面探索钢铁行业绿色转型路径。锚定“环保创A全覆盖”“A级绩效长效保持”目标，系统部署、扎实推进，筑牢环保防线。2025年，公司实现环境行政处罚、重大环境污染事故、重大环境影响事件“三个零”，顺利通过环境管理体系外审，保障全流程合规受控。关键成果竞相涌现，邯钢新区碳排放管理体系通过中国船级社第三方认证，唐钢新区荣获行业“清洁生产环境友好企业”称号，绿色低碳产品品牌价值持续提升，以绿色行动赋能可持续的美好未来。

The Company has steadfastly integrated the principle of “ecological conservation and green, low-carbon development” into its overarching strategy and entire operational lifecycle, comprehensively exploring pathways for the green transformation of the steel industry. Anchored by the goals of “achieving company-wide Grade A environmental certification” and “sustaining Grade A compliance over the long term,” we have systematically deployed and solidly advanced our initiatives to build a robust defense line for environmental protection. In 2025, the Company achieved “Three Zeros”—zero administrative penalties for environmental violations, zero major environmental pollution accidents, and zero major environmental impact events. We successfully passed the external audit of our environmental management system, ensuring compliance and control throughout all processes. Key achievements have emerged in abundance: the carbon emission management system of the Hansteel New Manufacturing Base passed third-party certification by the China Classification Society (CCS); the Tangsteel New Manufacturing Base was awarded the industry title of “clean production environmentally friendly enterprise”; and the brand value of our green and low-carbon products has continued to rise. Through our green initiatives, we are empowering a sustainable and brighter future.

### 这一年，我们勇担社会责任使命，践行责任担当

Over the past year, we have readily embraced our social responsibility and translated our commitment into tangible action.

公司始终铭记钢铁行业是国民经济的“压舱石”，紧扣主业发展方向，集中优势资源突破关键核心技术瓶颈，炼铁、炼钢、连铸、轧钢各工序实现以创新驱动“制造”向“智造”跨越；全力保障国家重点项目钢材供应，在轨道交通、海洋工程、高端装备等领域持续贡献“钢铁脊梁”。同时，铭记社会责任与员工福祉，以温情守护员工成长，搭建多元化成长平台，让人才活力成为企业澎湃不竭的动力源泉；主动履行社会责任，扎实做好稳就业、促共富、保民生各项工作，在服务社会中诠释新时代国企的初心与价值。

The Company remains ever mindful that the steel industry serves as the “ballast stone” of the national economy. Closely aligning with the track of our core business, we have pooled our strategic resources to break through the bottlenecks of key core technologies. Driven by innovation, every process—from ironmaking and steelmaking to continuous casting and rolling—has achieved a transformative leap from traditional “manufacturing” to “intelligent manufacturing.” We have gone all out to guarantee the steel supply for key national projects, continuing to serve as the “steel backbone” in critical sectors such as rail transit, marine engineering, and high-end equipment. Simultaneously, we prioritize social responsibility and employee well-being. By nurturing employee development with genuine care and building diversified platforms for growth, we ensure that the vitality of our talent remains an inexhaustible source of momentum for the Company. By proactively fulfilling our social responsibility, we have taken solid steps to stabilize employment, promote common prosperity, and safeguard people's livelihoods. Through our service to society, we fully embody the original aspiration and fundamental values of a state-owned enterprise (SOE) in the new era.

### 这一年，我们完善现代治理体系，构建卓越治理局面

Over the past year, we have refined our modern corporate governance system and established a framework for governance excellence.

公司以深化国企改革为牵引，全面对标《国有企业改革深化提升行动方案》，持续将制度优势转化为治理效能与发展动能；着力构建权责清晰、运转协调、有效制衡的法人治理结构，推动董事会规范运作、科学决策，全面提升治理效率；持续强化内控、合规与全面风险管理体系建设，筑牢风险防控“三道防线”，让合规经营成为全员行动自觉，以卓越治理护航公司行稳致远，为实现更高质量、更可持续的发展提供坚实保障。

Driven by the deepening reform of SOEs, the Company has comprehensively benchmarked against the *Implementation Plan for Deepening and Upgrading SOE Reform*, consistently translating our institutional strengths into governance efficacy and growth momentum. We have focused on building a corporate governance structure characterized by clear boundaries of authority and responsibility, coordinated operations, and effective checks and balances. By facilitating the standardized operation and scientific decision-making of the Board of Directors, we have comprehensively elevated our governance efficiency. Furthermore, we have relentlessly strengthened our internal controls, compliance frameworks, and comprehensive risk management systems, solidifying the “three lines of defense” for risk prevention. By embedding compliant operations as a conscious, company-wide practice, we leverage governance excellence to safeguard the Company's steady and enduring progress, providing a robust guarantee for higher-quality and more sustainable development.

### 凯歌而行，不以山海为远；乘势而上，不以日月为限

Advancing with triumph, we are undeterred by vast distances; riding the wave of momentum, we set no limits on our future.

站在新的起点，河钢股份将始终以新发展理念为引领，持续深化绿色转型、完善治理体系、勇担社会责任，将ESG更深融入发展血脉。我们愿与各方携手，在加快建设经济强省、美丽河北，奋力谱写中国式现代化建设河北篇章中贡献更大力量。

Standing at this new starting point, HBIS Limited remains guided by the new development philosophy. We will persistently deepen our green transformation, perfect our governance framework, and readily fulfill our social responsibilities, integrating ESG even deeper into the lifeblood of our corporate growth. We look forward to joining hands with all stakeholders to make greater contributions toward accelerating the construction of an economically robust and beautiful Hebei, striving to write the Hebei chapter in the grand narrative of Chinese modernization.

# 走进河钢股份

About HBIS Limited

## 公司简介 Company overview

河钢股份有限公司是由原唐钢股份、邯郸钢铁和承德钒钛三家上市公司强强联合、通过证券市场吸收合并组建的大型钢铁企业，注册地址为河北省石家庄市。河钢股份是国内大型钢铁上市公司之一，截至 2025 年底，公司总股本 103.37 亿股，是中证 500 指数、深成 500 指数指标股和融资融券标的股。

HBIS Company Limited is a large-scale steel enterprise formed by the strong combination of the three former listed companies, namely Tangsteel Corporation, Handan Iron Steel Company Limited and Chengde Vanadium Titanium, through absorption and merger in the securities market. Its registered address is Shijiazhuang City, Hebei Province. HBIS Limited is one of the large-scale listed steel companies in China. As of the end of 2025, the Company's total share capital was 10.337 billion shares. It is an index stock of the CSI 500 Index, Shenzhen Component 500 Index and a target stock for margin trading.

公司拥有世界钢铁行业领先的工艺技术装备，具备进口钢材国产化、高端产品升级换代的强大基础，具备年产 3,000 万吨精品钢材的生产能力，同时也在钒钛钢铁冶炼和钒产品生产技术方面处于世界领先地位。

The Company has world-leading process technology and equipment in the steel industry, and has a strong foundation for localizing imported steel and upgrading high-end products. It has an annual production capacity of 30 million t of high-quality steel. It is also a world leader in vanadium-titanium steel smelting and vanadium product production technology.

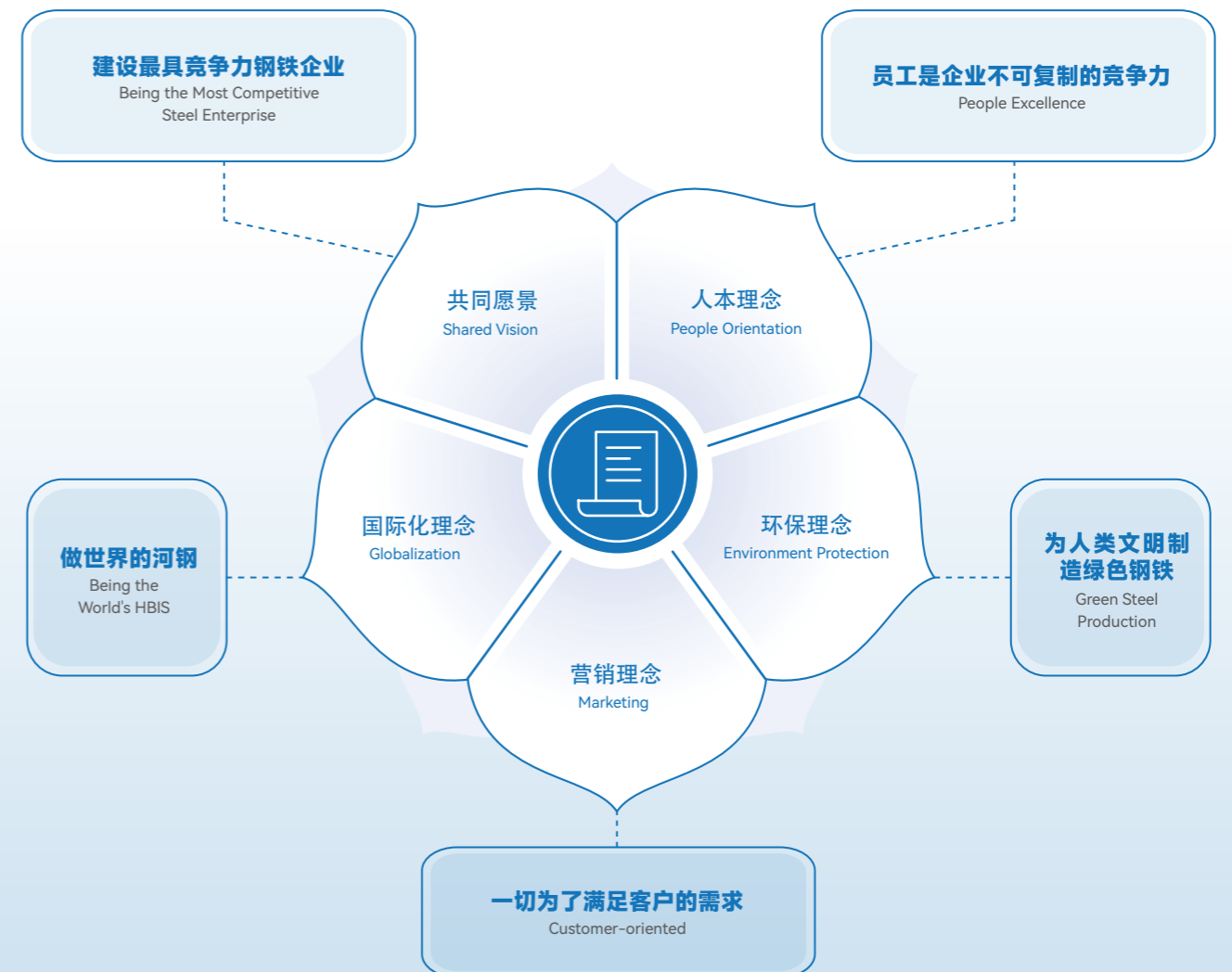
公司产品覆盖家电、汽车、石油、铁路、桥梁、建筑、电力、交通、轻工、船舶、新能源等重要应用领域，200 多个钢材品种替代进口，冷轧薄板、高强螺纹钢筋、中厚板、管线钢等品牌产品在国内外享有盛誉，汽车板、家电板、管线钢、核电用钢及含钒特钢等产品服务于国内外高端市场，高端产品助力雄安高铁站、港珠澳大桥、国内首座跨海高铁桥等系列重大工程项目和科技成果，在“大国重器”中点亮“河钢品牌”。

The Company's products cover important application fields such as home appliances, automobiles, petroleum, railways, bridges, construction, electricity, transportation, light industry, ships, new energy, etc. More than 200 types of steel have replaced imports. Brand products such as cold-rolled thin plates, high-strength threaded steel bars, medium-thick plates, and pipeline steels enjoy a high reputation at home and abroad. Products such as automotive plates, home appliance plates, pipeline steel, nuclear power steel and vanadium-containing special steel serve high-end markets at home and abroad. High-end products have supported a series of major engineering projects and scientific and technological achievements such as the Xiong'an Railway Station, the Hong Kong-Zhuhai-Macao Bridge, and the country's first cross-sea high-speed railway bridge, lighting up the "HBIS Brand" among the "the Pillars of a Great Power".

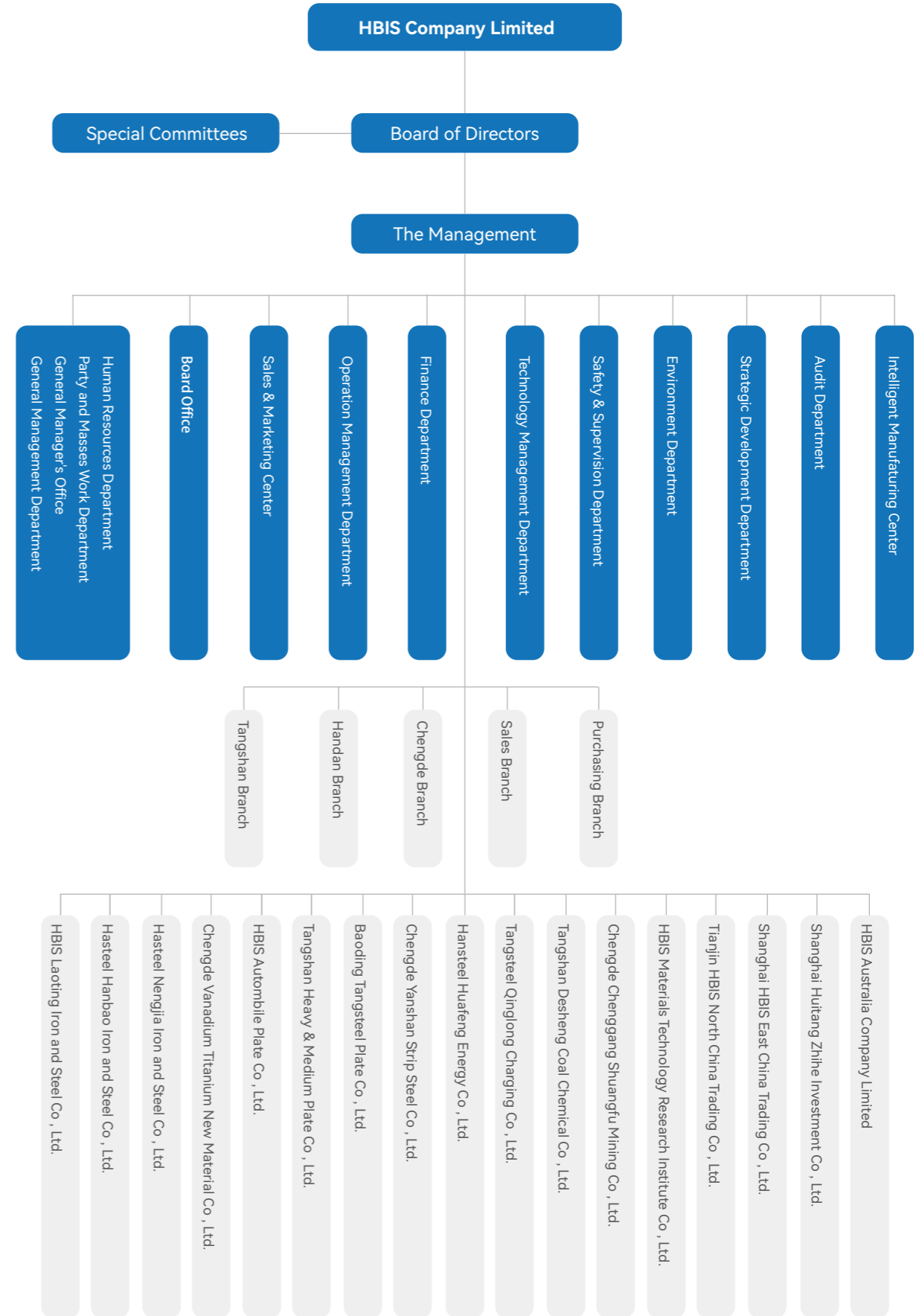
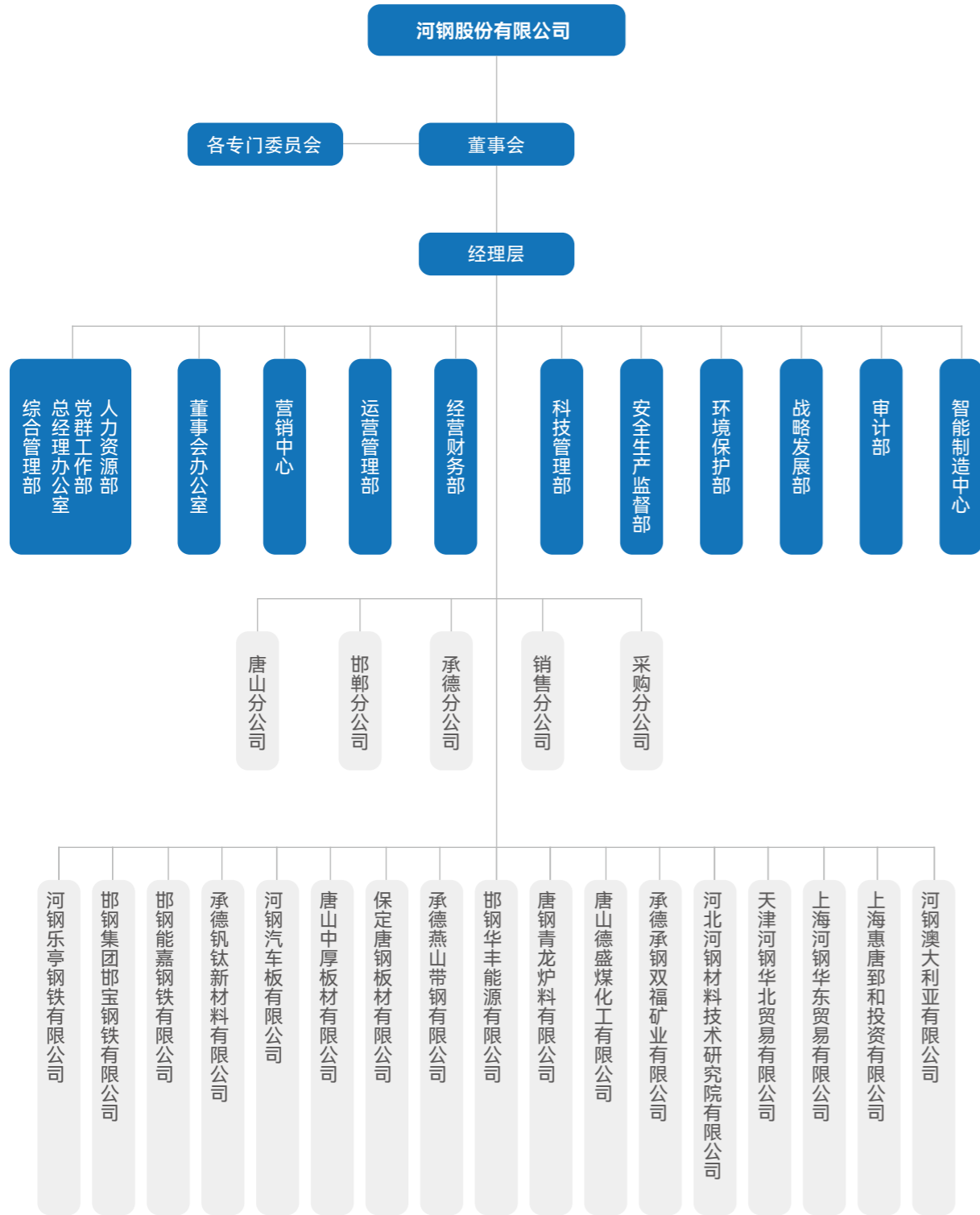
2025 年，公司聚焦主责主业，着力增强核心功能、提升核心竞争力，坚持以经济效益为中心，突出业绩导向，强化责任担当，以思想破冰引领行动转变，以务实举措深挖内部潜能，生产经营各项工作得到稳中有序开展。通过量化差距、量化措施、量化目标，加快释放区域调整优势和潜能，高质量完成了 2025 年生产经营任务。

In 2025, the Company remained focused on its core business and principal responsibilities, strengthening core capabilities and enhancing competitiveness. With economic performance as a central priority, we reinforced a results-oriented approach and a strong sense of accountability. Through mindset transformation and pragmatic initiatives, we unlocked internal potential and ensured the steady and orderly advancement of all operational activities. By quantifying gaps, measures, and goals, we accelerated the release of regional adjustment advantages and potential, and successfully completed the 2025 production and operation tasks with high quality.

## 企业理念 Corporate philosophy



**组织架构**  
Organizational structure



# 数说 2025

## Figures of 2025

### 经济绩效

Economic performance

总资产 2,716 亿元 Total assets: RMB 271.6 billion	营业收入 1,181 亿元 Operating revenue: RMB 118.1 billion
利税总额 28.83 亿元 Total profits and taxes: RMB 2.883 billion	利润总额 14.28 亿元 Total profits: RMB 1.428 billion
粗钢产量 2,979 万吨 Crude steel production: 29.79 million t	

### 环境绩效

Environmental performance

环保投入 54,162 万元 Total investment in environmental protection: RMB 541.62 million	环保培训投入 67.02 万元 Total investment in environmental protection: RMB 670.2 thousand
清洁能源发电项目 3,184,621 千瓦时 Clean energy power generation projects: 3,184,621 kWh	固废综合利用率 100% Comprehensive utilization rate of solid waste: 100%
温室气体排放总量 6,484 万吨二氧化碳当量 Total greenhouse gas emission: 64.84 million tons of CO <sub>2</sub> equivalent	

### 社会绩效

Social performance

研发投入总额 26.97 亿元 Total R&D investment: RMB 2.697 billion	客户投诉解决率 100% Customer complaint resolution rate: 100%	社会保险覆盖率 100% Employee social insurance coverage rate: 100%
参加工会的员工比例 100% Percentage of employees participating in the labor union: 100%	安全生产培训率 100% Work safety training rate: 100%	
供应商培训次数 105 次 Number of supplier training sessions: 105	乡村振兴投入总金额 403 万元 Total investment in rural revitalization: RMB 4.03 million	

### 治理绩效

Governance Performance

独立董事占比 36% Proportion of independent directors: 36%	
反贪腐培训次数 25 次 Times of anti-corruption training: 25	反贪腐培训时长 50 小时 Duration of anti-corruption training: 50 hours
守法合规培训人次 36,320 人次 Person-time compliance training: 36,320	守法合规培训次数 86 次 number of compliance trainings: 86

## ESG 管理 ESG management

河钢股份根据战略发展需要，将可持续发展理念融入公司管理与运营并纳入决策考虑，扎实推进 ESG 相关工作，持续完善 ESG 治理架构和运行机制，为持续提升可持续发展管理水平筑牢坚实根基。

Guided by its strategic development needs, HBIS Limited integrates the philosophy of sustainable development into its corporate management and operations, embedding it directly into decision-making considerations. The Company steadfastly advances ESG-related initiatives and continuously refines its ESG governance architecture and operational mechanisms, thereby laying a robust foundation for the ongoing enhancement of its sustainable development management.

### ESG 治理架构 ESG architecture

董事会是 ESG 管理及公开披露的最高责任机构；战略与 ESG 委员会是董事会下设的专门工作机构，主要负责对公司中长期发展战略、重大投资决策、ESG 战略等事项进行研究并提出建议或方案。其中，战略与 ESG 委员会下设办公室作为日常办事机构，职能设在董事会办公室，负责日常工作联络和会议准备工作；ESG 工作小组由战略发展部、董事会办公室和环境保护部作为牵头部门，负责推进 ESG 相关工作。

The Board of Directors is the highest responsible body for ESG and public disclosure; the Strategy and ESG Committee is a specialized working body under the Board of Directors, which is mainly responsible for researching and proposing suggestions or plans on the Company's medium and long-term development strategies, major investment decisions, ESG strategies, and other matters. The Strategy and ESG Committee has an office as its daily operational body, and its functional body is located in the office of the Board of Directors, which is responsible for daily work liaison and meeting preparations; the ESG working group, led by the Strategic Development Department, Office of the Board of Directors, and the Environmental Protection Department, is responsible for advancing ESG-related work.

### 公司各层级 ESG 工作职责 ESG Responsibilities at All Levels of the Company

#### 董事会 Board of Directors

- ▶ 审议批准公司 ESG 战略、规划、计划和实施方案；  
Deliberate and approve the Company's ESG strategies, plans, and implementation plans;
- ▶ 审议批准公司 ESG 治理架构及重要制度；  
Deliberate and approve the Company's ESG architecture and key policies;
- ▶ 审议批准公司 ESG 报告；  
Deliberate and approve the Company's ESG report;
- ▶ 审议批准涉及公司 ESG 治理重大信息的公开披露；  
Deliberate and approve the public disclosure of major information related to the Company's ESG;
- ▶ 审议对公司有重大影响的 ESG 相关风险、重大 ESG 负面事件应对方案。  
Deliberate ESG-related risks with significant impact on the Company and response plans for major ESG negative events.

#### 战略与 ESG 委员会 Strategy and ESG Committee

- ▶ 对公司 ESG 目标、战略规划、治理架构、管理制度等进行研究并提出建议；  
Research and propose suggestions on the Company's ESG goals, strategic planning, governance structure, and management systems;
- ▶ 识别和监督对公司业务具有重大影响的 ESG 相关风险和机遇，指导管理层对 ESG 风险和机遇采取适当的应对措施；  
Identify and monitor ESG-related risks and opportunities with significant impact on the Company's business, and guide management to take appropriate measures to address ESG risks and opportunities;
- ▶ 审阅并向董事会提交公司 ESG 相关报告。  
Deliberate and submit the Company's ESG-related reports to the Board of Directors.

#### ESG 工作小组 ESG working group

- ▶ 研究起草公司 ESG 治理架构体系方案；  
Research and draft the Company's ESG structure system plan;
- ▶ 负责收集、整理、编制公司年度 ESG 报告及其他 ESG 信息的公开披露；  
Be responsible for collecting, organizing, and compiling the Company's annual ESG report and other ESG information for public disclosure;
- ▶ 管理公司日常运营过程中的 ESG 事宜，协调推进 ESG 事宜落地执行；  
Manage ESG matters in the Company's daily operations, coordinate and promote the implementation of ESG matters;
- ▶ 其他 ESG 相关事宜。  
Other ESG-related matters.

### ESG 体系 ESG system

公司结合有关法律法规和相关规定，不断完善 ESG 专项管理制度，逐步搭建 ESG 考核指标体系；由集团可持续发展委员会每年听取公司 ESG 工作总结和下一年度工作计划，统筹推进公司 ESG 工作进展，全面促进公司 ESG 体系的日臻完善、ESG 管理运作水平的提升。

The Company continuously improves ESG-specific management systems in accordance with relevant laws, regulations and relevant provisions, gradually builds an ESG assessment indicator system; the Group's Sustainable Development Committee annually reviews the Company's ESG work summary and the work plan for the next year, coordinates and promotes the Company's ESG work progress, and comprehensively promotes the continuous improvement of the Company's ESG system and the enhancement of ESG operation levels.

## 实质性议题识别 Substantive issue identification

2025年，公司根据《欧洲可持续报告准则》(ESRS)、《国际财务报告可持续披露准则第1号——可持续相关财务信息披露一般要求》(IFRS S1)等最新国际披露标准，严格遵守深圳证券交易所《深圳证券交易所上市公司自律监管指引第17号——可持续发展报告(试行)》要求，更新评估方法，开展双重重要性评估，在影响重要性评估的基础上融入财务视角，充分纳入多个部门及利益相关方的观点，全面分析ESG议题对公司财务以及经济、环境和社会的影响，并于本报告中就11项具有财务重要性的议题进行重点回应。

In 2025, in accordance with the latest international disclosure standards such as the *European Sustainability Reporting Standards (ESRS)* and the *International Financial Reporting Standards (IFRS) S1 - General Requirements for Disclosure of Sustainability-related Financial Information*, the Company strictly adhered to the requirements of the *Self-regulatory Guidelines for Listed Companies on the Shenzhen Stock Exchange No. 17 - Sustainable Development Report (Trial)*. The Company updated its assessment methods and conducted a dual materiality assessment. By integrating a financial perspective into the impact materiality assessment and fully incorporating the views of multiple departments and stakeholders, the Company comprehensively analyzed the impact of ESG issues on its finances, economy, environment, and society, focusing its responses on 11 financially material issues in this report.

## 双重重要性评估流程 Dual materiality assessment process



### 背景分析与议题识别

Context analysis and issue identification

根据六类因素，识别28项潜在重要性议题，组建议题库。  
Identify 28 potential material issues based on six factors, forming an issue pool.



### 2-1 影响重要性评估

2-1 Impact materiality assessment

影响程度：利益相关方问卷调查；可能性：内外部ESG专家评估；  
Impact level: stakeholder questionnaire survey; possibility: internal and external ESG expert assessment;

### 2-2 财务重要性评估

2-2 Financial materiality assessment

内部财务部门专家从两个维度评估各议题财务重要性，多个部门进行审阅与确认。  
Internal financial department experts assess the financial materiality of each issue from two dimensions, with multiple departments reviewing and confirming.



### 双重重要性评估分析

Dual materiality assessment analysis

基于步骤2评估数据，形成2025年重要性议题矩阵，确定本年度重要性议题及其优先级。  
Based on the assessment data from Step 2, form the 2025 materiality issue matrix to determine this year's materiality issues and their priorities.



### 分析结果指导ESG披露与实践

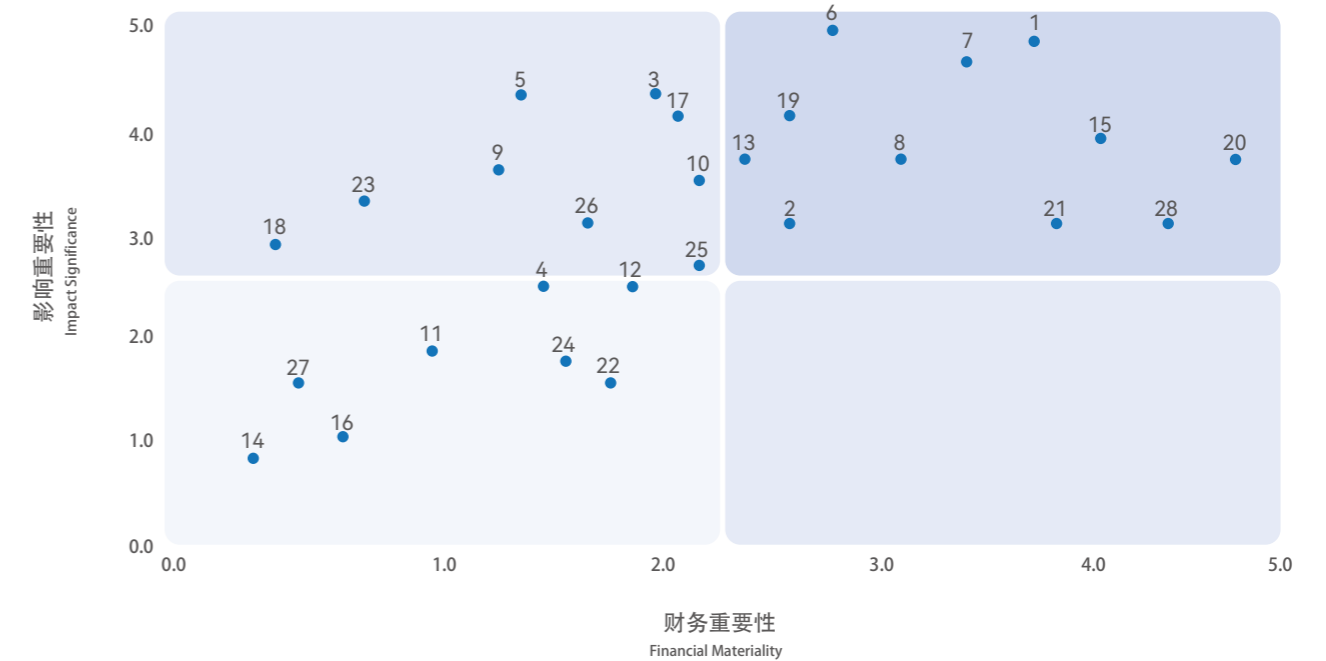
Analysis results guide ESG disclosure and practice

战略与ESG委员会审阅并确认分析结果，公司以分析结果为导向，开展针对性披露与实践提升。  
The Strategy and ESG Committee reviews and confirms the analysis results. The Company uses the analysis results as a guide to carry out targeted disclosure and practice improvements.

## 实质性议题库 Material issue database

环境 Environment		社会 Society		治理 Governance
1. 应对气候变化 1. Combat with climate change	6. 能源利用 6. Energy efficiency	11. 乡村振兴 11. Rural revitalization	17. 产品和服务安全与质量 17. Product and service safety and quality	23. 尽职调查 23. Due diligence
2. 污染物排放 2. Pollutant emission	7. 水资源利用 7. Water efficiency	12. 社会贡献 12. Social contribution	18. 数据安全与客户隐私保护 18. Data security and customer privacy protection	24. 利益相关方沟通 24. Stakeholder communication
3. 废弃物处理 3. Waste disposal	8. 循环经济 8. Circular economy	13. 创新驱动 13. Innovation driving	19. 员工 19. Employee	25. 反商业贿赂及反贪污 25. Anti-commercial bribery and anti-corruption
4. 生态系统和生物多样性保护 4. Ecosystem and biodiversity protection	9. 绿色包装 9. Green packaging	14. 科技伦理 14. Technology ethics	20. 安全生产 20. Work safety	26. 反不正当竞争 26. Anti-unfair competition
5. 环境合规管理 5. Environmental compliance management	10. 环保技术研发 10. R&D of environmental protection technology	15. 供应链安全 15. Supply chain security	21. 数智化转型 21. Digital intelligence transformation	27. 党建引领 27. Leadership of Party building
		16. 平等对待中小企业 16. Equal treatment for small and medium enterprises	22. 推动行业发展 22. Promotion of industry development	28. 合规经营与风险防控 28. Compliance management and risk prevention

## ESG重要性议题矩阵 ESG materiality issue matrix



# 利益相关方沟通

## Stakeholder communication

公司在深入剖析自身的业务性质及运营特点的基础上，结合钢铁行业先进经验与卓越实践，识别分析出对公司决策具有影响力的主要利益相关方，常态化、长效化与利益相关方沟通交流，确保在考虑 ESG 风险、机遇对公司带来的影响的同时，使公司在环境与社会等维度的实践成效、影响与主要利益相关方的期望相契合。

Based on an in-depth analysis of its business nature and operational characteristics, and combining advanced experience and best practices in the steel industry, the Company has identified and analyzed the major stakeholders that influence the Company's decision-making. The Company maintains regular and long-term communication with stakeholders to ensure that its practices and impacts in environmental and social aspects align with stakeholder expectations, while considering the effects of ESG risks and opportunities on the Company.

利益相关方 Stakeholder	对河钢股份的诉求 Requests to HBIS Limited	河钢股份回应 Responses from HBIS Limited
 <b>政府</b> Government	<ul style="list-style-type: none"> <li>合规经营 Compliance management</li> <li>依法纳税 Tax payment according to laws</li> <li>带动地区发展 Drive regional development</li> </ul>	<ul style="list-style-type: none"> <li>遵守法律法规 Enhance internal control levels</li> <li>主动纳税 Voluntary tax payment</li> <li>提供就业岗位 Provide employment opportunities</li> <li>配合政府监察工作，完善内部合规监察制度 Cooperate with government supervision and improve internal compliance monitoring systems</li> </ul>
 <b>投资者</b> Investors	<ul style="list-style-type: none"> <li>完善公司治理 Improvement of company governance</li> <li>及时的信息披露 Timely information disclosure</li> <li>公司持续盈利 Sustainable profitability of the Company</li> </ul>	<ul style="list-style-type: none"> <li>提升内控水平 Improvement of company governance</li> <li>提升主动性信息披露 Enhancing proactive information disclosure</li> <li>保障股东权益 Protect shareholders' equity</li> </ul>
 <b>员工</b> Employee	<ul style="list-style-type: none"> <li>搭建职业发展通道 Build career development channels</li> <li>丰富的薪酬福利 Comprehensive remuneration and welfare</li> <li>完善健康安全保障体系 Improve health and safety assurance system</li> </ul>	<ul style="list-style-type: none"> <li>完善员工招聘、晋升等内部管理制度 Enhance internal management systems for employee recruitment and promotion</li> <li>为员工提供工作、生活保障 Provide work and life assurance for employees</li> <li>丰富员工生活 Enrich employee life</li> </ul>

利益相关方 Stakeholder	对河钢股份的诉求 Requests to HBIS Limited	河钢股份回应 Responses from HBIS Limited
 <b>客户</b> Customer	<ul style="list-style-type: none"> <li>产品与服务创新 Product and service innovation</li> <li>保障客户权益 Protect customer rights and interests</li> <li>提升客户满意度 Improvement of customer satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>加强科技与管理创新 Strengthen science, technology and management innovation</li> <li>坚持诚信经营 Adhere to honest business</li> <li>积极回应客户需求 Actively respond to customer needs</li> </ul>
 <b>合作伙伴</b> Partners	<ul style="list-style-type: none"> <li>公开、公平的采购 Open and fair procurement</li> <li>互利共赢 Mutual benefit and win-win</li> <li>共同发展 Joint development</li> </ul>	<ul style="list-style-type: none"> <li>打造责任供应链 Build a responsible supply chain</li> <li>坚守商业道德 Adhere to business ethics</li> <li>合作与交流 Cooperation and exchange</li> </ul>
 <b>社区</b> Community	<ul style="list-style-type: none"> <li>积极融入社区 Actively engage with the community</li> <li>开展志愿活动 Conduct volunteer activities</li> </ul>	<ul style="list-style-type: none"> <li>开展公益项目 Launch public welfare projects</li> <li>助力乡村振兴 Promoting rural revitalization</li> </ul>
 <b>环境</b> Environment	<ul style="list-style-type: none"> <li>节能减排 Energy conservation and emissions reduction</li> <li>保护生态 Protect ecology</li> </ul>	<ul style="list-style-type: none"> <li>践行绿色管理 Practise green management</li> <li>推进绿色制造 Advance green manufacturing</li> <li>开发环保产品 Develop environmental protection products</li> </ul>

## ESG 能力建设

### ESG capacity building

公司积极响应集团可持续发展的承诺，通过制定 ESG 相关制度、开展 ESG 培训等举措，有效管理 ESG 风险，持续提升 ESG 管理水平，将环保、安全等社会责任及 ESG 相关工作纳入绩效考核体系，参与中国供应商 ESG 评级平台建设和标准制定，切实践行环境、社会、治理维度的责任理念，持续提升企业核心价值。2025 年，公司开展 ESG 培训 6 次，共 145 人次参与。

The Company actively responds to the Group's commitment to sustainable development. Through initiatives such as formulating ESG-related policies and conducting ESG training, the Company effectively manages ESG risks and continuously elevates its ESG management standards. By incorporating social responsibilities—such as environmental protection and safety—alongside relevant ESG initiatives into the performance evaluation system, and by participating in the development and standard-setting of the China Supplier ESG Rating Platform, the Company earnestly fulfills its commitments across environmental, social, and governance dimensions, thereby continuously enhancing its core corporate value. In 2025, the Company conducted 6 ESG training sessions with a total of 145 participants.

## 责任荣誉

### Responsibilities and honors



2025 年 4 月，2024 年度 ESG 报告首次获得中国企业社会责任报告评级专家委员会“五星级”评价，是一份卓越的企业可持续发展报告。  
In April 2025, the 2024 ESG Report received a “five-star” rating for the first time from the Expert Committee of the China Corporate Social Responsibility Report Ratings, recognizing it as an outstanding corporate sustainability report.



2025 年 10 月，入选“中国 ESG 上市公司先锋 100 (2025)”榜单，位列第 53 位，排名较 2024 年上升 1 名。  
In October 2025, the Company was selected for the “China ESG Listed Companies Pioneer 100 (2025)” list, ranking 53rd, an improvement of 1 place compared to 2024.



2025 年 10 月，入选“中国 ESG 上市公司国企先锋 100 (2025)”榜单，位列第 6 位。  
In October 2025, the Company was selected for the “China ESG Listed Companies SOE Pioneer 100 (2025)” list, ranking 6th.



2025 年 9 月，入选“中国 ESG 上市公司京津冀先锋 50 (2025)”榜单，位列第 23 位。  
In September 2025, the Company was selected for the “China ESG Listed Companies Pioneer 50 in Beijing-Tianjin-Hebei Region (2025)” list, ranking 23rd.



2025 年 9 月，提报的智能制造类案例入选《河北省国资委社会责任蓝皮书 (2025)》优秀案例。  
In September 2025, the intelligent manufacturing case submitted by the Company was selected as an excellent case in the *Research Report on Corporate Social Responsibility of Enterprises supervised by the SASAC of Hebei Province (2025)*.



2025 年 9 月，入选第六届全景投资者关系金奖 (2024) “杰出 IR 团队”。  
In September 2025, the Company won the “Outstanding IR Team” award at the 6th Panorama Investor Relations Gold Awards (2024).



2025 年 11 月，入选中国上市公司协会“2025 年上市公司可持续发展优秀实践案例”。  
In November 2025, the Company was selected as one of the “2025 Excellent Practice Cases for Sustainable Development of Listed Companies” by the Association for Public Companies.

## 碳路向前，领跑绿色材料赛道

Forging a low-carbon future: leading the charge in green materials

国家“双碳”目标实施进入深化阶段，河钢股份积极落实工业和信息化部《钢铁行业规范条件（2025年版）》等政策要求，将绿色低碳发展全面纳入战略与运营。公司聚焦工艺深度脱碳、治理体系筑基、产业生态协同三大方向，系统推进绿色变革，致力于在低碳材料的新赛道上塑造领先优势。

As the implementation of China's "dual carbon" goals enters a more advanced stage, HBIS Limited actively complies with policy requirements, including the *Steel Industry Standard Conditions (2025 Edition)* issued by the Ministry of Industry and Information Technology (MIIT), fully integrating green and low-carbon development into its strategy and operations. Focusing on three key areas—deep process decarbonization, strengthening the governance foundation, and fostering industrial ecosystem synergy—the Company is systematically driving a green transformation to establish a competitive edge in the emerging low-carbon materials sector.

01

### 工艺深度脱碳，重塑钢铁制造范式

Deep process decarbonization: reshaping the steel manufacturing paradigm

钢铁行业正迎来绿色制造的深刻变革。公司大力推动低碳工艺技术，并积极探索碳捕集与资源化利用路径，致力于从源头上重塑钢铁制造范式，实现生产过程的深度减排与资源循环。

The steel industry is undergoing a profound transformation toward green manufacturing. The Company is actively advancing low-carbon process technologies and exploring pathways for carbon capture and resource utilization. It is committed to fundamentally reshaping the steel manufacturing paradigm from the source, achieving deep emission reductions and resource circularity throughout the production process.



案例  
Case

### 公司绿钢实现规模化量产并成功进入欧盟市场

HBIS Limited achieves mass production of green steel and successfully enters the EU market

2025年，邯钢新区成功实现降碳比例超50%的绿色钢材规模化、稳定化生产，具备覆盖90%以上产品系列的供应能力。标志性产品S450GD+ZMA光伏绿钢已成功交付国内光伏行业头部企业，应用于光伏跟踪支架制造，在满足严苛力学性能要求的同时，实现了显著的低碳价值。同年9月，配合河钢德高开拓海外市场，首批降碳50%的HCT590X+Z绿钢产品成功出口，实现低碳排放绿钢产品出口欧盟市场首单订货。

In 2025, Hansteel New Manufacturing Base successfully achieved the large-scale and stable production of green steel with a carbon reduction rate of over 50%, establishing a supply capacity that covers more than 90% of its product lines. The flagship product, S450GD+ZMA photovoltaic (PV) green steel, has been successfully delivered to leading domestic companies in the solar industry for use in manufacturing PV tracking mounts. This product delivers significant low-carbon value while meeting stringent mechanical performance requirements. In September of the same year, through a partnership with HBIS DITH to expand internationally, the Company successfully exported its first batch of HCT590X+Z green steel featuring a 50% carbon reduction. This marked the Company's inaugural order of low-carbon green steel delivered to the EU market.



S450GD+ZMA 光伏绿钢  
S450GD+ZMA Pv green steel

## 02 治理体系筑基，打造可信低碳数据

Strengthening the governance foundation: building credible low-carbon data

精准可靠的碳数据是企业绿色低碳发展的“罗盘”。公司通过建立健全的碳管理标准体系和先进的数字化工具，致力于实现碳排放的“可测量、可报告、可核查”，为绿色决策与价值实现筑牢坚实的数据与信任根基。

Accurate and reliable carbon data serves as the “compass” for corporate green and low-carbon development. By establishing a robust carbon management standard system and utilizing advanced digital tools, the Company is committed to making its carbon emissions “measurable, reportable, and verifiable” (MRV), thereby forging a solid foundation of data and trust for green decision-making and value creation.



### 案例 | 公司应用的 WesCarber® 碳中和数字化平台完成 3.0 版战略升级

Case The Company's WesCarber® Carbon Neutrality Digital Platform undergoes strategic upgrade to version 3.0

2025 年，公司投入应用的核心碳管理工具 WesCarber® 平台完成从 2.0 到 3.0 版本的跨越式升级。新版平台实现对碳排放关键数据的自动采集、实时核算与动态可视化，并内置 PEF、EN15804 等国际主流产品环境足迹评价标准。其最大突破在于创新构建“碳排放—成本—价格”联动分析模型，能够为不同降碳路径的产品精准测算碳成本和市场溢价空间，实现碳数据从“管理报表”向“经营仪表盘”的关键转变，为绿色产品的市场定价与供应链碳追溯提供了强大的数字化决策支持。

In 2025, the WesCarber® platform, the Company's core carbon management tool, achieved a leapfrog upgrade from version 2.0 to 3.0. The new platform enables the automated collection, real-time calculation, and dynamic visualization of critical carbon emission data. It also integrates mainstream international product environmental footprint evaluation standards, such as PEF and EN 15804. Its most significant breakthrough is the innovative “carbon emission—cost—price” linked analysis model. This model can accurately calculate the carbon cost and market premium potential for products utilizing different decarbonization pathways, driving a pivotal shift in carbon data utilization from “management reporting” to an “operational dashboard.” Ultimately, it provides robust digital decision-making support for the market pricing of green products and carbon traceability across the supply chain.

## 03 产业生态协同，共拓绿色价值网络

Industrial ecosystem synergy: co-expanding the green value network

绿色转型非一企之力可成。公司秉持开放合作理念，积极构建贯穿上游资源端与下游应用端的绿色产业生态圈，通过技术共研、标准共建、市场共拓，将绿色打造为链接产业链各方的价值纽带，共同应对气候挑战。

A green transformation cannot be achieved by a single enterprise working in isolation. Upholding a philosophy of open collaboration, the Company is actively building a green industrial ecosystem that spans upstream resource providers and downstream applications. By jointly researching technologies, establishing standards, and expanding markets, the Company is transforming sustainability into a value-driven bond that connects all stakeholders across the industry chain to collectively address climate challenges.

### 案例 | 与国际矿业巨头达成价值链脱碳战略合作

Case Forging strategic partnerships with international mining giants for value chain decarbonization

2025 年，公司积极参与集团主导的与力拓集团、淡水河谷之间的钢铁行业价值链脱碳合作，重点围绕低碳高炉炉料优化方案等方向展开深度联合研究。合作旨在从钢铁生产的铁素资源源头探索系统性降碳解决方案，共同推动全球钢铁产业链的绿色、低碳、循环发展。

In 2025, the Company actively participated in a Group-led initiative, partnering with Rio Tinto and Vale to decarbonize the steel industry's value chain. This collaboration focuses on conducting in-depth joint research in key areas, such as optimized low-carbon blast furnace burden solutions. The partnership aims to explore systematic carbon reduction solutions starting directly from the source of iron resources, thereby jointly advancing the green, low-carbon, and circular development of the global steel industry chain.



钢铁行业价值链脱碳合作谅解备忘录签约仪式  
Signing Ceremony of MOU on Climate Change Collaboration

## 智启未来，擘画钢铁产业图景 Empowering an intelligent future and mapping the new landscape of the steel industry

“

《钢铁行业稳增长工作方案（2025—2026年）》提出，要加快数字化转型，推动钢铁行业重点企业工业操作系统更新替代。

*The Action Plan for Stabilizing Growth in the Steel Industry (2025-2026) emphasizes the need to accelerate digital transformation and promote the upgrade and replacement of industrial operating systems in key steel enterprises.*

”

河钢股份充分利用大数据等新一代信息技术，不断深化中央数字中心数字化平台建设，支撑企业纵向推进产业链条由钢铁向材料延伸，横向推进同类业务归集和结构性重组。

By fully leveraging next-generation information technologies such as big data, HBIS Limited continues to deepen the development of its centralized digital platform. This robust digital infrastructure supports the Company in vertically extending its value chain from traditional steel to advanced materials, while horizontally driving the consolidation of similar business operations and structural reorganization.

01

### 数字化管理 Digital management

公司始终将满足实际业务需求作为信息化建设的出发点和落脚点，严格对标集团战略、公司需求及产线实际，通过“用户规范化、信息标准化、服务个性化、管理数字化、经营一体化”，推动管理效能提升了35%、审批效率提升了83%；推进钢铁一体化经营管理平台、制造管理系统功能上线工作，共计完成37个模块（板块）的254项关键业务流程梳理和优化，为业务数据高效流转与集团一体化协同筑牢根基。

The Company consistently anchors its IT infrastructure development in fulfilling practical business needs. By strictly aligning with the Group's strategic objectives, corporate requirements, and on-site production realities, the Company has implemented a comprehensive framework featuring "standardized user protocols, unified information flows, personalized services, digital management, and integrated operations." This approach has successfully boosted overall management efficiency by 35% and accelerated approval processes by 83%. Furthermore, the Company has advanced the rollout of an integrated business management platform and a manufacturing management system for its steel segment. By streamlining and optimizing 254 key business processes across 37 modules, the Company has established a solid foundation for the efficient flow of business data and integrated synergy across the Group.



全流程钢铁生产视觉辅助大模型  
Large vision model for end-to-end steel production

同时，公司严格遵循《中华人民共和国数据安全法》《工业和信息化领域数据安全管理办法（试行）》，稳步推进信息化平台数据治理工作，加强数据安全治理，优化数据存储底层架构，全年完成数据目录梳理与建设，共整理完成业务域12个，主题域142个，业务对象2,407个，报告期内未发生数据安全事件。

Concurrently, the Company strictly complies with the *Data Security Law of the People's Republic of China* and the *Measures for Data Security Management in the Industrial and Information Technology Sectors (Trial)*, steadily advancing data governance across its IT platforms. By strengthening data security management and optimizing the underlying data storage architecture, the Company successfully completed the organization and development of its data catalog for the year. This comprehensive effort mapped out 12 business domains, 142 subject domains, and 2,407 business objects. Notably, zero data security incidents occurred during the reporting period.

案例 | 多维度数据分类筑牢数据安全底座  
Case Fortifying the data security foundation through multi-dimensional data classification

公司构建多维度数据分类体系，通过对不同级别的数据实施分级保护措施，并针对不同信息系统场景制定多样化的备份策略。在应用层面，利用 GIT 平台对代码进行备份，确保代码的安全性与可追溯性；在系统层面，通过人工或自动化脚本定期进行数据备份，并在灾备平台设置小时级、天级、周级等多种备份方式。对于重要备份文件，每月通过备份介质送交公司档案馆保存，进一步保障数据的安全性与持久性。

The Company has established a multi-dimensional data classification system, implementing tiered protection measures tailored to different data sensitivity levels and formulating diversified backup strategies for various IT system scenarios. At the application level, the GIT platform is utilized for code backups, ensuring both security and traceability. At the system level, routine data backups are executed via manual or automated scripts, complemented by flexible scheduling—such as hourly, daily, and weekly backups—configured on the disaster recovery platform. Furthermore, critical backup files are physically transferred to the Company’s archives on designated media every month, providing an extra layer of security and long-term data permanence.



安全管理与分析平台  
The security management and analysis platform

公司打造产业链上下游“互联互通”生态圈。聚焦客户增值服务和绿色低碳发展，构建 DAC (Direct Access Customer) “客户直连平台”，打通上下游“客商生态圈”服务场景，聚合订单“全生命周期”数据，向客户提供从“售前”到“交货”的“一站式、可视化”服务，实现价值共赢。

The Company is fostering a fully interconnected ecosystem spanning the upstream and downstream of the value chain. With a strategic focus on value-added customer services and green, low-carbon development, the Company has launched the DAC (Direct Access Customer) platform. This platform seamlessly connects service scenarios across the overarching business ecosystem, aggregates data throughout the entire life cycle of an order, and provides customers with a one-stop, highly transparent service experience from pre-sales to final delivery, ultimately driving mutual value creation.



客户服务管理平台  
The customer service management platform

02 数字化营销  
Digital marketing

公司搭建一体化经营管理平台，依托 MES 和 ERP 系统，整合包含客户、销售、生产、技术、质量、财务等模块，使信息快速传递，数据不落地。形成从客户画像、需求预测、接收询单、技术评审、价格审批、订单落地、发货完成、销售结算、质量异议一贯到底的一体化系统。

Leveraging its MES and ERP systems, the Company has developed an integrated business management platform. This platform consolidates critical modules, including customer relations, sales, production, technology, quality assurance, and finance, to enable the rapid transmission of information and seamless data integration. Ultimately, it establishes an end-to-end system that comprehensively covers the entire business cycle from customer profiling, demand forecasting, and inquiry receipt, to technical review, price approval, order execution, delivery completion, sales settlement, and the resolution of quality disputes.



# 钢火融绿 锻造低碳发展范式

Greening the steelmaking process:  
forging a low-carbon development paradigm

匠心筑梦向绿行，生态钢城建新功。河钢股份锚定钢铁行业碳减排主战场，将生态责任深植发展内核。公司坚持技术创新驱动，深耕低碳冶金变革与碳管理体系，统筹能源、水资源高效利用及污染防控，推动资源循环闭环，构建起节能减污、降碳协同、循环共生的低碳发展范式，致力于成为全球钢铁行业绿色转型的先行者与引领者。

With a dedicated spirit, we pursue our green ambitions and achieve new milestones in building an eco-friendly steel enterprise. HBIS Limited focuses on the core challenge of carbon reduction in the steel industry, embedding ecological responsibility deep within our core development strategy. Driven by technological innovation, the Company is deeply engaged in advancing low-carbon metallurgical transformations and carbon management systems. We take a comprehensive approach to the efficient use of energy and water resources, alongside pollution prevention and control, to drive a closed-loop resource cycle. This establishes a low-carbon development paradigm that integrates energy conservation, pollution reduction, synergistic carbon mitigation, and circular symbiosis, as we strive to become a pioneer and leader in the green transformation of the global steel industry.

SDGs 目标:

SDGs:



# 应对气候变化

## Combat with climate change

河钢股份将应对气候变化视为高质量发展的核心驱动力。2025年，公司深入贯彻集团“1+1+5”绿色低碳发展体系，积极推动从“绿色品牌建设”向“低碳价值实现”的跨越，通过管理革新与技术突破，持续引领钢铁行业的绿色转型。

HBIS Limited views addressing climate change as a core driver of high-quality development. In 2025, the Company thoroughly implemented the Group's "1+1+5" green and low-carbon development framework. We are actively driving the leap from "green brand building" to "low-carbon value realization." Through management innovation and technological breakthroughs, we continue to lead the green transformation of the steel industry.

### 管理机制 Management mechanism

公司建立了由董事会监督、管理层统筹、生产基地执行的应对气候变化治理架构，并深度融入集团可持续发展委员会的战略决策与协调机制。2025年，公司进一步强化与集团“绿色低碳技术、低碳产品价值实现、碳体系管理、碳交易市场研究、ESG体系管理、宣传”六大专项工作组的协同，依托集团可持续发展研究中心等平台的专业支持，确保集团的顶层设计在公司层面得到高效承接与落地。

The Company has established a climate change governance structure overseen by the Board of Directors, coordinated by senior management, and executed by our production facilities. This structure is deeply integrated into the strategic decision-making and coordination mechanisms of the Group's Sustainability Committee. In 2025, the Company further strengthened its synergy with the Group's six dedicated working groups: Green and Low-Carbon Technology, Low-Carbon Product Value Realization, Carbon System Management, Carbon Trading Market Research, ESG System Management and ESG Publicity. Backed by the professional support of platforms such as the Group's Sustainability Research Center, we ensure that the Group's top-level design is effectively adopted and implemented at the Company level.




### 影响、风险和机遇管理 Impact, risk, and opportunity management

公司系统识别并评估了气候变化带来的实体风险与转型风险，并制定相应应对策略，以增强业务适应性与战略韧性。

The Company has systematically identified and assessed the physical and transition risks associated with climate change, and has formulated corresponding response strategies to enhance our business adaptability and strategic resilience.

风险 Risk	风险类型 Risk type	风险描述 Risk description	管理及应对策略 Management and response strategies
转型风险 Transition risk	政策风险 Policy risks	2025年11月，生态环境部正式印发《2024、2025年度全国碳排放权交易市场钢铁、水泥、铝冶炼行业配额总量和分配方案》，2025年度数据所核算出的配额指标将在2026年发放，真正开始影响企业效益。  In November 2025, the Ministry of Ecology and Environment officially issued the <i>Total Quota and Allocation Plan for Emissions of Steel, Cement, and Aluminum Melting Sector for 2024 and 2025</i> . The carbon allowances calculated based on 2025 data will be issued in 2026, which will begin to directly impact corporate financial performance.	<ul style="list-style-type: none"> <li>开展应对碳市场能力建设培训；</li> <li>Conduct capacity-building training for carbon market compliance;</li> <li>完善碳排放计量管理体系和关键计量器具；</li> <li>Optimize the carbon emission measurement management system and upgrade key measurement instruments;</li> <li>依托数字化平台提高数据质量。</li> <li>Leverage digital platforms to elevate data quality.</li> </ul>
	市场风险 Market risks	欧盟碳边境调节机制 (CBAM) 将在 2026 年后对进口钢材征收碳排放费用，若公司出口产品碳强度高于欧盟要求，将失去价格竞争力。  The EU Carbon Border Adjustment Mechanism (CBAM) will impose carbon charges on imported steel after 2026. If the Company's export products have higher carbon intensity than EU requirements, it will lose price competitiveness.	<ul style="list-style-type: none"> <li>研发推广低碳钢材；</li> <li>Develop and promote low-carbon steel;</li> <li>为获取国际绿色认证储备技术条件；</li> <li>Reservetechnical conditions for obtaining international green certification;</li> <li>布局海外规避贸易壁垒。</li> <li>Expand overseas to avoid trade barriers.</li> </ul>
	技术风险 Technical risks	2025年9月，中国提交应对气候变化2035年国家自主贡献目标，将全面实施碳排放总量和强度双控制，钢铁行业绿色低碳技术转型已成为“必答题”。  In September 2025, China submitted its 2035 Nationally Determined Contribution (NDCs) for addressing climate change, signaling the full implementation of a dual control system for both total carbon emissions and emission intensity. Consequently, the green and low-carbon technological transformation of the steel industry has become an absolute imperative.	<ul style="list-style-type: none"> <li>积极探索前沿节能低碳技术；</li> <li>Actively explore cutting-edge energy-saving and low-carbon technologies;</li> <li>开展低碳铁素资源拓展和资源循环利用；</li> <li>Expand low-carbon iron resources and promote resource recycling;</li> <li>布局突破性 CCUS 降碳技术。</li> <li>Deploy breakthrough CCUS carbon reduction technology.</li> </ul>

风险 Risk	风险类型 Risk type	风险描述 Risk description	管理及应对策略 Management and response strategies
 转型风险 Transition risk	声誉风险 Reputation risks	环保组织对高污染行业的负面评价可能影响 ESG 评级，导致机构投资者撤资。 Negative evaluations from environmental organizations on high-pollution industries may affect ESG ratings, leading to divestment by institutional investors.	<ul style="list-style-type: none"> <li>定期发布《可持续发展报告》，披露减排进展；</li> <li>Regularly publish the <i>Sustainability Report</i> and disclose emission reduction progress;</li> <li>参与钢铁行业 EPD 平台 PCR 制定，公开产品环境数据；</li> <li>Participate in the steel industry EPD platform PCR and publicly disclose product environmental data;</li> <li>发起并参与社区环保公益项目。</li> <li>Initiate and participate in community environmental public welfare projects.</li> </ul>
	短期风险 Short-term risks	河北省地处华北平原，夏季易发极端暴雨和洪涝灾害，可能冲毁厂区设备、中断物流运输，导致生产停滞。 Hebei Province is located in the North China Plain, where extreme rainstorms and floods are prone to occur in summer, which may destroy factory equipment and interrupt logistics and transportation, leading to production stagnation.	<ul style="list-style-type: none"> <li>加固厂区防洪设施，建立灾害预警机制；</li> <li>Strengthen flood control facilities in the factory area and establish a disaster warning mechanism;</li> <li>制定应急预案，确保关键设备备用电源和原材料储备；</li> <li>Develop emergency plans to ensure backup power for critical equipment and reserve raw materials;</li> <li>布局多元化物流网络，减少单一运输路径依赖。</li> <li>Diversify the logistics network to reduce reliance on a single transportation route.</li> </ul>
 实体风险 Physical risks	中长期风险 Medium and long-term risks	河北属水资源极度匮乏地区，气候变化加剧干旱频率，钢铁生产依赖的冷却水供应可能受限。 Hebei is an area with extreme water scarcity, and climate change increases the frequency of droughts, which may limit the supply of cooling water essential for steel production.	<ul style="list-style-type: none"> <li>推广高效冷却、梯级用水、干法熄焦等高效节水技术；</li> <li>Promote highly efficient water-saving technologies, including high-efficiency cooling, cascading water use, and coke dry quenching (CDQ);</li> <li>开展水效提升诊断与改造，提高非常规水资源利用比例。</li> <li>Conduct water efficiency diagnostics and upgrades to increase the utilization rate of unconventional water resources.</li> </ul>

风险 Risk	风险类型 Risk type	风险描述 Risk description	管理及应对策略 Management and response strategies
 实体风险 Physical risks	中长期风险 Medium and long-term risks	气温升高推高夏季用电负荷，加剧限电风险。 Rising temperatures increase summer electricity loads, exacerbating the risk of power rationing.	<ul style="list-style-type: none"> <li>自建光伏 / 储能设施；</li> <li>Build self-owned PV/energy storage facilities;</li> <li>通过智能化手段提升能源系统调节能力。</li> <li>Enhance the regulation capacity of energy systems through smart technologies.</li> </ul>

机遇描述 Opportunity description	管理及应对策略 Management and response strategies
绿钢市场需求增长 Growing demand for green steel	全球对低碳排放钢的需求持续增长，绿钢溢价正在形成。公司可借助集团 HINEX Steel® 低碳钢品牌，满足国内外市场对绿色低碳钢铁产品的需求，提高产品附加值和市场竞争能力，拓展市场份额。 Global demand for low-carbon emission steel continues to grow, and a green steel premium is forming. The Company can leverage the Group's HINEX Steel® low-carbon steel brand to meet the demand for green and low-carbon steel products in domestic and international markets, enhance product added value and market competitiveness, and expand market share.
碳交易增加经营收入 Carbon trading increases operating income	碳交易作为一项新的要求，将推动公司积极参与碳排放权的交易市场。公司可以通过技术改造等措施减少碳排放，使碳排放配额有盈余，进而通过碳市场出售配额获得额外收益，提升企业的经济效益。 Carbon trading, as a new requirement, will drive the Company to actively participate in the carbon emission rights trading market. The Company can reduce carbon emissions through technological upgrades and other measures, potentially obtaining surplus carbon emission quotas, and thereby gain additional revenue by selling these quotas on the carbon market, improving the Company's economic efficiency.

## 策略与 实施路径

Strategy and  
implementation path

公司坚定支持并深度融入集团的绿色低碳转型整体布局。通过积极参与超低排放改造、绿色低碳示范工程等关键项目，全面落实“6+2”低碳发展技术路线图，践行节能、减污、降碳、循环、协同的系统化发展战略。

The Company firmly supports and is deeply integrated into the Group's overall strategy for green and low-carbon transformation. By actively participating in key projects such as ultra-low emission retrofits and green and low-carbon demonstration projects, we are fully implementing the "6+2" low-carbon development technology roadmap and practicing a systematic development strategy of energy conservation, pollution reduction, carbon reduction, recycling, and synergy.

## 碳市场应对 与数据管理

Carbon market response and  
data management

公司积极应对全国碳市场扩围及欧盟 CBAM 等政策挑战，健全碳排放管理体系，强化碳计量能力建设，完善数字化平台，推动碳管理向精细化、数字化迈进。

The Company actively responds to policy challenges such as the expansion of the national carbon market and the EU's Carbon Border Adjustment Mechanism (CBAM). We are optimizing our carbon emission management system, strengthening carbon measurement capacity-building, and optimizing digital platforms, thereby driving our carbon management toward greater granularity and digitalization.

重点工作领域 Key focus areas	实施举措 Implementation measures
制度与能力建设 System and capacity building	<ul style="list-style-type: none"> <li>严格执行集团印发的《温室气体排放报告管理办法（试行）》，承接并细化集团应对碳市场的整体工作部署；</li> <li>Strictly execute the <i>Measures for the Administration of Greenhouse Gas Emission Reporting (Trial)</i> issued by the Group, effectively adapting and refining the Group's overall deployment for responding to the carbon market;</li> <li>积极参与集团组织的碳市场能力建设培训，覆盖主要控排单位。</li> <li>Actively participate in carbon market capacity-building training organized by the Group, ensuring coverage across all major emission-controlled entities.</li> </ul>

重点工作领域 Key focus areas	实施举措 Implementation measures
计量与标准赋能 Empowerment through Measurement and Standards	<ul style="list-style-type: none"> <li>在邯钢新区建设 5 个碳监测试点；</li> <li>Established five carbon monitoring pilot sites in the Hansteel New Manufacturing Base;</li> <li>公司参与编写《钢铁行业碳排放数据因子库建设指南》1 项钢协团体标准起草。</li> <li>Participated in drafting a group standard for the steel association, specifically co-authoring the <i>Guidelines for Developing a Carbon Emission Factor Database for the Steel Industry</i>.</li> </ul>
出口合规与行业 赋能 Export compliance and industry empowerment	<ul style="list-style-type: none"> <li>完成对欧出口产品碳信息的年度填报，确保合规；</li> <li>Completed the annual carbon data reporting for products exported to Europe, ensuring full regulatory compliance;</li> <li>积极参与集团对钢铁行业碳市场政策的前瞻性研究，结合实际提出建议。</li> <li>Actively engaged in the Group's forward-looking research on carbon market policies for the steel industry, offering practical recommendations based on our operational realities.</li> </ul>
管理标准化认证 Management standardization certification	<ul style="list-style-type: none"> <li>推动邯钢新区碳排放管理体系通过中国船级社第三方认证，将集团倡导的科学管理方法落实到具体运营中，为应对全国碳市场做好准备。</li> <li>Facilitated the third-party certification of the Hansteel New Manufacturing Base's carbon emission management system by the CCS. This effort successfully translated the Group's scientific management methodologies into tangible operational practices, ensuring we are well-prepared for the national carbon market.</li> </ul> <div style="text-align: center;">  <p>邯钢新区碳体系认证 Carbon management system certification for the Hansteel New Manufacturing Base</p> </div>

## 绿色产品价值实现

Value realization of green products

公司推动绿色低碳战略从“品牌建设”向“价值实现”跨越，全年完成 2 万余吨 HINEX® 绿钢产品标识应用与交付。在国际市场，为 4 家客户提供定制化低碳方案，获得万吨级出口订单，并支撑其中 1 家客户通过绿钢认证；在国内市场，于汽车、家居等重点行业树立标杆，推动 5 家全球企业形成采购意向。此外，公司深化集团 LCA 体系应用，2025 年发布多份 EPD 报告，完成多款产品第三方碳足迹认证，并协同集团完成 3 家核心供应商的碳足迹测算，推动供应链协同降碳。

We advanced the green and low-carbon strategy, shifting the focus from simple “brand building” to tangible “value realization.” Throughout the year, we completed the environmental labeling and delivery of over 20,000 tons of HINEX® green steel products. In the international markets, we provided customized low-carbon solutions to four clients, securing export orders exceeding 10,000 tons, and supported Stellantis in achieving its green steel certification. In the domestic markets, we established industry benchmarks in key sectors such as automotive and home furnishings, and cultivated purchasing intent from five global enterprises. Furthermore, we deepened the integration of the Group’s Life Cycle Assessment (LCA) system. We published multiple EPD reports in 2025, completed third-party carbon footprint certification for multiple products, and collaborated with the Group to measure the carbon footprints of three core suppliers, driving coordinated emissions reductions across our supply chain.

## CCUS 技术产业化应用

Industrial application of CCUS technology

作为集团低碳技术工业示范与产业化应用的核心基地，公司成功推动 CCUS 技术从研发示范走向“价值创造”。

Serving as the Group’s core hub for the industrial demonstration and commercialization of low-carbon technologies, we successfully transitioned our CCUS technology from the R&D and demonstration phase into tangible “value creation.”

案例  
Case

### “捕碳制蛋白、矿化变建材”实现 CCUS 价值跨越

Elevating CCUS value through “Carbon-to-Protein” and “Mineralization-to-Building-Materials” innovations

2025 年 12 月，公司“高炉煤气碳捕集耦合微生物固碳产蛋白”与“钢渣烟气碳化资源化”CCUS 技术在唐钢新区全线贯通。该项目将捕集的 CO<sub>2</sub> 转化为高价值蛋白饲料与绿色建材，在全球钢铁行业首次构建了“捕获—转化—增值”的完整产业链，荣获“CarbXRock”商标授权，实现了 CCUS 从“净成本中心”到“新价值创造”的历史性跨越。

In December 2025, our cutting-edge CCUS technologies—specifically, “blast furnace gas carbon capture coupled with microbial carbon fixation for protein production” and “steel slag flue gas carbonation resource utilization”—became fully operational across the Tangsteel New Manufacturing Base. By converting captured CO<sub>2</sub> into high-value protein animal feed and green building materials, this project establishes the global steel industry’s first end-to-end “Capture-Conversion-Valorization” value chain. Having officially secured the “CarbXRock” trademark, the project marks a historic paradigm shift for CCUS: transforming it from a “net cost center” into a “new driver of value creation”.



CCUS 技术工业示范项目

CCUS technology industrial demonstration project

## 低碳冶金与能效技术突破

Breakthroughs in low-carbon metallurgy and energy efficiency

公司在低碳冶金、能源结构优化及极致能效提升领域多点开花，依托智能化与工艺创新，全面提升系统能效与碳减排水平。

The Company achieved comprehensive progress across multiple fronts, including low-carbon metallurgy, energy structure optimization, and the pursuit of ultimate energy efficiency. By leveraging smart technologies and process innovations, we have systematically enhanced both our overall system energy efficiency and carbon reduction capabilities.

### 低碳冶金与能效关键技术突破一览表

Overview of Breakthroughs in Key Low-Carbon Metallurgy and Energy Efficiency Technologies

项目名称 Project	实施单位 Implementing Entity	核心成效 Key Outcomes
大比例烟气循环示范工程 Large-scale flue gas recirculation demonstration project	唐钢新区 Tangsteel New Manufacturing Base	<ul style="list-style-type: none"> <li>◆ 烟气循环率≥ 35%，固体燃耗降低 4% 以上，CO 源头减排 20% 以上。</li> <li>◆ Attained a flue gas recirculation rate of ≥ 35%, reduced solid fuel consumption by over 4%, and cut CO emissions at the source by more than 20%.</li> </ul>
高炉富氢气体喷吹 Hydrogen-rich gas injection in blast furnaces	邯钢新区 Hansteel New Manufacturing Base	<ul style="list-style-type: none"> <li>◆ 完成 12,000Nm<sup>3</sup>/h 工业试验，吨铁 CO<sub>2</sub> 减排约 30kg，吨铁燃料比降低 14kg。</li> <li>◆ Completed an industrial trial at 12,000 Nm<sup>3</sup>/h, reduced CO<sub>2</sub> emissions by approximately 30 kg per ton of iron, and lowered the fuel ratio by 14 kg per ton of iron.</li> </ul>
高炉熔渣无水粒化耦合余热回收 Dry granulation of blast furnace slag coupled with waste heat recovery	承德钒钛 Chengde Vanadium Titanium	<ul style="list-style-type: none"> <li>◆ 玻璃体率达 97.08%，综合余热回收率 73.88%，吨铁 CO<sub>2</sub> 减排 51.8kg。</li> <li>◆ Achieved a glass content of 97.08% and a comprehensive waste heat recovery rate of 73.88%, and reduced CO<sub>2</sub> emissions by 51.8 kg per ton of iron.</li> </ul>



## 指标和未来计划

Indicators and future plans

公司积极支持并响应集团总体碳达峰碳中和战略目标，致力于通过技术创新与管理优化，助力集团实现 2025 年较碳排放峰值降低 10%、2030 年较碳排放峰值降低 30%，并力争在 2050 年实现碳中和的发展愿景。

The Company actively supports and aligns with the Group's overarching strategic goals for carbon peaking and carbon neutrality. Through technological innovation and management optimization, we are committed to helping the Group realize its developmental vision: achieving a 10% reduction in carbon emissions by 2025 compared to the peak, a 30% reduction by 2030, and striving for carbon neutrality by 2050.

指标 Indicator	单位 Unit	2025 2025
温室气体排放总量 Total greenhouse gas emission	万吨二氧化碳当量 Ten thousand t CO <sub>2</sub> e	6,484
范围一温室气体排放量 Scope 1 greenhouse gas emission	万吨二氧化碳当量 Ten thousand t CO <sub>2</sub> e	6,061
范围二温室气体排放量 Scope 2 greenhouse gas emission	万吨二氧化碳当量 Ten thousand t CO <sub>2</sub> e	423



## 推进循环经济

### Advancing the circular economy

河钢股份秉持循环经济理念，通过能源结构优化、水资源高效利用、绿色产品开发及固废资源化，推动资源利用效率最大化，构建绿色低碳的生产运营模式。

HBIS Limited embraces the principles of a circular economy. By optimizing our energy structure, maximizing water efficiency, developing green products, and upcycling solid waste, we strive to maximize resource efficiency and build a green, low-carbon operational model.

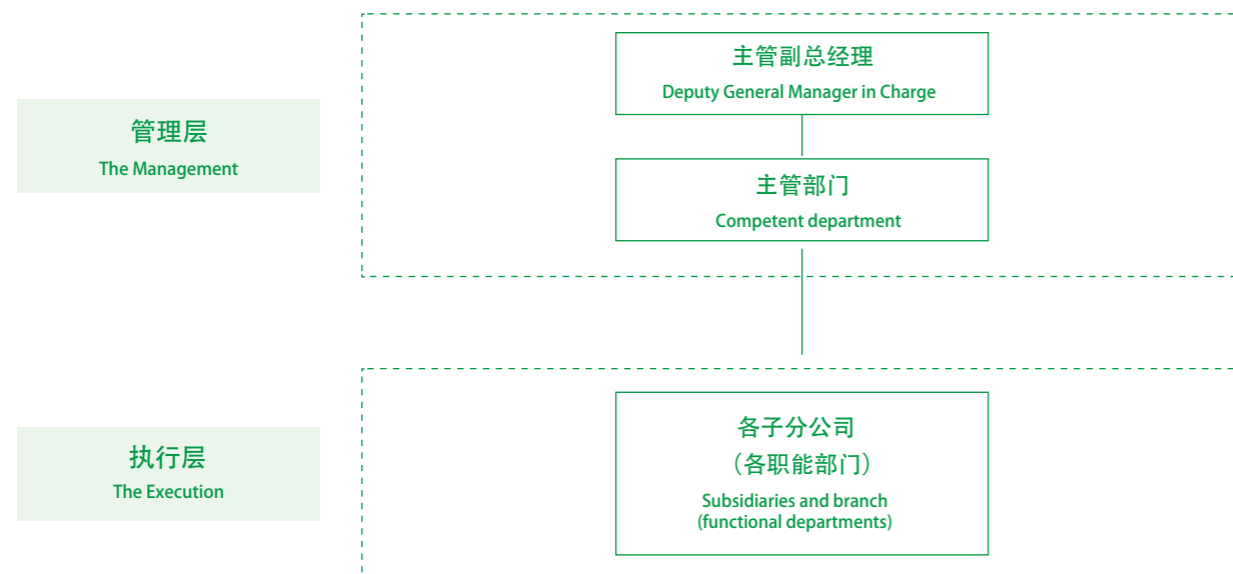
### 能源利用 Energy efficiency

#### 管理架构

Management architecture

公司建立了权责清晰的“管理层—执行层”两级能源管理架构。管理层由公司主管副总经理牵头，运营管理部负责总体规划、指标设定、跨基地协同与监督考核；执行层由各子分公司具体落实能效管控、技术改造与数据上报，确保集团绿色能源战略的垂直贯通与高效落地。

The Company has established a clearly defined, two-tiered energy management framework comprising a “Management Level” and an “Execution Level” to ensure clear accountability and responsibility. The management level is led by the Vice President in charge, the Operations Management Department oversees comprehensive planning, target setting, cross-facility coordination, and performance evaluation. As for the execution level, our subsidiaries and branch companies are tasked with the implementation of energy efficiency controls, technological upgrades, and data reporting. This dual-layer structure ensures the seamless top-down alignment and effective execution of the Group’s green energy strategy.



#### 风险应对

Risk response

风险类型 Risk type	风险描述 Risk description	管理及应对策略 Management and response strategies
能源供应风险 Energy supply risk	<p>极端天气、市场波动等因素可能导致外部电力、燃气供应中断或紧张，威胁生产稳定。</p> <p>Extreme weather events, market volatility, or other factors that could cause interruptions or shortages in external electricity and gas supplies, thus threatening business continuity and production stability.</p>	<ul style="list-style-type: none"> <li>持续提升自发电能力与比例</li> <li>Continuously enhance our capacity of self-generated power and increase its share of total energy consumption;</li> <li>完善跨区域能源互备与应急预案；</li> <li>Refine cross-regional energy backup systems and emergency response plans;</li> <li>构建以煤气平衡为核心的生产组织模式。</li> <li>Optimize production scheduling models centered on process gas balance.</li> </ul>
能源价格风险 Energy price volatility	<p>化石能源与电力市场价格波动，直接增大生产成本，影响经营业绩。</p> <p>Fluctuations in the market prices of fossil fuels and electricity directly drive up production costs, negatively impacting operating performance.</p>	<ul style="list-style-type: none"> <li>实施极致化能源成本管控；</li> <li>Implement rigorous and stringent energy cost controls;</li> <li>积极参与电力市场化交易，优化购电结构；</li> <li>Actively engage in market-based electricity trading to optimize our power procurement mix;</li> <li>大力发展光伏等分布式新能源，降低外购依赖。</li> <li>Accelerate the deployment of distributed renewable energy, such as PV, to reduce reliance on external power grids.</li> </ul>

## 策略与实施路径

Strategy and implementation path

### 提高能源效率

Enhancing energy efficiency

公司启动贯穿全年的三级能效提升行动，以年度方案为引领，量化 144 项措施，提前达成吨钢降本 12.39 元的目标。前瞻性储备了 151 个“短平快”技术改造项目，为持续降本注入新动能。通过一系列组合拳，公司全年外购能源成本明显下降，自发电比例提升有效降低了吨钢电耗成本，能效水平显著提升。

The Company launched a year-long, three-tiered energy efficiency enhancement initiative. Guided by our annual blueprint, we quantified and executed 144 specific measures, achieving our target of reducing costs by RMB 12.39 per ton of steel ahead of schedule. Furthermore, we proactively planned 151 “quick-win” technological upgrade projects, injecting new momentum into our continuous cost-reduction efforts. Through this comprehensive suite of measures, we significantly reduced our annual external energy procurement costs. The increased proportion of our self-generated power effectively lowered electricity consumption per ton of steel, marking a substantial improvement in our overall energy efficiency.

### 拓展清洁能源

Expanding clean energy adoption

公司积极承接并落实河钢集团制定的《“两提两控一平台”电力结构优化专项行动方案》，全力推动能源结构绿色转型，并充分利用厂区闲置屋顶及空间资源，大力布局光伏发电项目，将清洁电力生产深度融入日常运营。

The Company actively adopted and executed the Group's *Special Action Plan for Power Structure Optimization Featuring “Two Enhancements, Two Controls, and One Platform”*, fully driving the green transformation of our energy mix. By fully utilizing idle rooftops and spatial resources across our facilities, we have aggressively scaled up our distributed solar PV projects, deeply integrating clean power generation into our daily operations.



### 案例 | 邯钢新区 19.98MW 光伏发电一期工程 Case | Phase I of the 19.98 MW solar PV project at Hansteel New Manufacturing Base

为响应国家“双碳”目标，邯钢新区将发展光伏能源作为降低传统能源依赖、改善区域环境的重要举措。光伏发电一期工程总装机容量达 19.98 兆瓦，充分利用邯钢新区的建筑屋顶，将太阳能转化为清洁电力。项目投运后，预计年均发电量可达 2,000 万千瓦时，每年可节约标准煤 6,327 吨，减排二氧化碳约 1.73 万吨。此外，光伏板对建筑屋顶起到了良好的隔热作用，有助于延长屋面使用寿命，实现了环境效益与经济效益的双赢。

In alignment with China's “dual carbon” goals, the Hansteel New Manufacturing Base has prioritized the development of solar PV energy as a critical initiative to reduce reliance on conventional energy sources and enhance the local environment. Phase I of this solar project boasts a total installed capacity of 19.98 MW, maximizing the use of existing facility rooftops across the New Manufacturing Base to convert solar energy into clean electricity. Once fully operational, the system is projected to generate an average of 20 million kWh of electricity annually. This output is equivalent to saving 6,327 tons of standard coal equivalent (SCE) per year and avoiding approximately 17,300 tons of CO<sub>2</sub> emissions. Furthermore, the solar arrays provide excellent thermal insulation for the buildings, conducive to extending the lifespan of the roofs. Therefore, this effort delivers a true win-win in terms of both environmental and economic benefits.



屋顶光伏发电板  
Rooftop PV panel

## 指标和目标

Indicators and goals



### 指标

Indicators

2025 年，公司能源总消耗量为 1,667 万吨标准煤；吨钢电耗 579kWh，能源综合管控水平得到显著提升。

In 2025, the Company's total energy consumption was 16.67 million t of standard coal. The electricity consumption per ton of steel was 579 kWh, the level of comprehensive energy management and control has been significantly improved.



### 目标

Goal

到 2026 年，完成全部企业能效标杆示范厂培育，公司分布式可再生发电规模达到 250MW 以上。

By 2026, the cultivation of energy efficiency benchmark demonstration factories for all enterprises will be completed, and the Company's distributed renewable power generation scale will reach more than 250 MW.



## 水资源利用

Water efficiency

### 管理机制

Management mechanism

水资源管理由公司运营管理部统筹，各生产单位具体负责日常管理与设施运行，建立水资源调配机制和区域用水平衡制度，确保在水资源极度匮乏地区的生产用水安全。

Water resource management is centrally coordinated by the Operations Management Department, while individual production facilities are tasked with day-to-day management and operational execution. We have established robust water allocation mechanisms and regional water balance protocols to ensure water security and operational continuity, particularly in highly water-scarce regions.

### 风险应对

Risk response

在水资源利用方面，因区域气候变化加剧干旱，工业用水供应受限，易造成水资源短缺风险，为此公司积极推广高效节水技术，提高非常规水资源利用比例，建立水资源调动应急预案。

Regarding water utilization, regional climate change is exacerbating droughts and potentially constraining industrial water supplies, posing a significant water scarcity risk. To mitigate this, the Company is proactively deploying high-efficiency water conservation technologies, increasing the proportion of unconventional water sources, and formulating comprehensive emergency water mobilization plans.

## 策略与实施路径

Strategy and implementation path

公司建立水资源调配机制，建设雨水收集系统、再生水储罐等设施提升调蓄能力。构建全流程企业节水管理制度体系，引入前沿绿色节水技术，推动过程用水减量和高效回用。搭建全数据管控的“智慧水网络管控平台”，在精益管理基础上融合智能化手段，实现了低投资、低运行成本的废水零排放。完善监测体系，对水量、水压、水质等参数进行实时监测，并运用自动化控制系统提高管理精度。

The Company has instituted a dynamic water allocation mechanism and bolstered our storage and regulation capacities by constructing rainwater harvesting systems and reclaimed water storage tanks. We have also built a comprehensive, full-process corporate water conservation management system. By integrating cutting-edge, green water-saving technologies, we are driving continuous source reduction and the highly efficient recycling of process water. In addition, we launched a fully data-driven “Smart Water Network Management Platform.” By fusing lean management principles with intelligent technologies, we have successfully achieved Zero Liquid Discharge (ZLD) while maintaining low capital expenditure and operating costs. Furthermore, we have upgraded our monitoring infrastructure to track critical parameters—such as water volume, pressure, and quality—in real time. We also leverage automated control systems to continually refine our management precision.

## 指标与未来计划

Indicators and future plans

公司以实现水资源集约节约与循环利用为核心目标。2025 年，公司全年吨钢耗新水指标控制在 2.31 吨，水循环利用率稳定在 98.36% 的高位，有效支撑了生产运营与水生态保护的平衡。

The Company centers its core objectives on the intensive conservation and recycling of water resources. In 2025, our annual fresh water consumption was controlled at 2.31 tons, and our water recycling rate remained at a high level of 98.36%. This performance effectively safeguarded the balance between our production operations and the protection of aquatic ecosystems.



## 资源循环利用

Resource recycling

公司将循环经济理念深度融入产品设计与创新，关注产品在整个生命周期中对资源节约与循环的贡献，以绿色材料解决方案，助力下游客户减少资源消耗、延长使用周期、降低环境负荷，共同构建资源闭环的产业生态。

The Company has deeply integrated circular economy principles into our product design and innovation processes, focusing on how our products contribute to resource conservation and recycling throughout their entire lifecycle. By providing green material solutions, we empower downstream customers to reduce resource consumption, extend product lifespans, and lower their environmental footprints, collaboratively building a closed-loop industrial ecosystem.

案例 | 公司高强度耐候钢助力资源节约与循环  
Case | High-strength weathering steel driving resource conservation and recycling

公司聚焦运粮集装箱用钢绿色升级，以热轧 700MPa 耐候钢为载体，通过钒钛微合金化精准控成分的创新工艺，在降低产品全生命周期对生态系统、生物物种及其栖息地、生物遗传资源的影响与依赖上成效显著。钢材强度提升至 700MPa 的同时，减少 15%—20% 钢材用量，大幅降低原材料开采与冶炼带来的生态扰动。优化耐候性设计强化海洋高盐高湿环境抗腐蚀性，显著延长箱体寿命，减少报废与再制造频次，降低资源循环消耗压力。

Focusing on the green upgrade of steel used for grain shipping containers, we utilized our hot-rolled 700MPa weathering steel as a foundational material. Through an innovative process involving precise composition control via vanadium-titanium microalloying, we have achieved remarkable results in reducing the product's full-lifecycle impact on, and reliance upon, ecosystems, species and their habitats, as well as genetic resources. While increasing the steel's strength to 700MPa, we simultaneously reduced the volume of steel required by 15% to 20%, thereby drastically minimizing the ecological disruption associated with raw material extraction and smelting. Furthermore, the optimized weathering design significantly enhances corrosion resistance in high-salt, high-humidity marine environments. This substantially extends the lifespan of the containers, reduces the frequency of scrapping and remanufacturing, and alleviates the pressure on resource consumption across the circular value chain.



集装箱用钢生产车间  
Production workshop for container steel

## 深化污染防治 Deepening pollution prevention and control

河钢股份坚持生态优先，锚定“环保创 A 全覆盖”与“A 级绩效长效保持”目标，统筹推进绩效提升、体系建设与风险管控，确保环境合规及污染物达标排放，守护碧水蓝天。2025 年，公司突发环境事件和重大环境违法事件为“零”、环保行政处罚为“零”。

With a philosophy of prioritizing ecological sustainability, HBIS Limited is steadfastly committed to its goals of “achieving company-wide Grade A environmental certification” and “sustaining Grade A compliance over the long term.” We are systematically advancing performance enhancements, system development, and risk control to ensure strict environmental compliance and meet all pollutant discharge standards, thereby safeguarding clean air and water. In 2025, the Company proudly recorded zero sudden environmental incidents, zero major environmental violations, and zero environmental administrative penalties.

## 环境合规管理 Environmental compliance management

### 管理机制 Management mechanism

由公司环境保护部负责制定环保战略、目标与政策，并通过《环保目标责任书》将年度重点任务分解至各子公司；子公司作为责任主体，负责具体治理项目的实施与日常运行管理。同时以环保三级标准化管理为核心抓手，通过强化专项考核、开展季度联查与标准化审核，层层压实管理责任。

The Environmental Protection Department of the Company is responsible for formulating environmental strategies, targets, and policies. It then cascades key annual tasks down to all subsidiaries through the execution of *Environmental Protection Goal Responsibility Letters*. As the primary accountable entities, the subsidiaries are responsible for the implementation and daily operational management of specific environmental governance projects. Furthermore, utilizing our three-level standardized environmental management system as a core framework, we solidify accountability at every level of the organization through specialized performance evaluations, quarterly joint inspections, and standardized audits.

## 风险管控

Risk control

依据法律法规、技术规范和政策文件，结合生产工艺设施，全面梳理《环境风险点清单》并落实到岗位。全年组织开展4次环保三级标准化审核，召开4次环保专业例会通报问题、分析原因及提示外部热点。2025年，消除风险隐患180项，通过开展同类问题举一反三排查，形成问题整改闭环，实现风险动态清零。

Guided by relevant laws, regulations, technical standards, and policy directives, and closely aligned with our specific production processes and facilities, we have comprehensively mapped out an *Environmental Risk Inventory*, ensuring accountability is embedded at every operational level. Throughout the year, we conducted four three-level environmental standardization audits and convened four specialized environmental committee meetings. These sessions were dedicated to reporting identified issues, performing analyses, and highlighting external hotspots. In 2025, we proactively eliminated 180 potential hazards. By systematically applying lessons learned across similar operations to conduct broader inspections, we established a closed-loop remediation process, successfully achieving the dynamic clearance of identified risks.

## 策略与实施路径

Strategy and implementation path

### 环境管理体系

Environment management system

围绕“目标导向、体系规范、风险防控”三大原则，公司系统构建并持续完善全流程闭环环境管理机制，推动公司环境治理能力提升。各子分公司管理机构健全，均已完成ISO 14001环境管理体系认证，并按规定开展换证与监督审核，确保体系持续有效运行。公司高度重视合规建设，全面识别并动态更新适用环境法律法规及其他要求，累计识别有效法规596项，并据此修订发布《法律法规识别和合规性评价实施办法》《环境因素辨识、评价管理办法》《环境保护责任制》等核心管理制度，从制度层面筑牢合规基础。

Anchored by the three core principles of “target orientation, system standardization, and risk prevention,” the Company has systematically constructed and continuously refined a full-process, closed-loop environmental management mechanism, driving ongoing enhancements in our overall environmental governance capabilities. Our subsidiaries and branch companies maintain robust management structures and have all achieved ISO 14001 Environmental Management System certification. They rigorously conduct renewal and surveillance audits as required to ensure the sustained and effective operation of these systems. Placing a high priority on a culture of compliance, we comprehensively identify and dynamically update applicable environmental laws, regulations, and other external requirements. To date, we have identified and cataloged 596 active regulations. Based on this robust framework, we have revised and issued core internal policies, including the *Implementation Measures for the Identification of Laws and Regulations and Compliance Evaluation*, the *Management Measures for the Identification and Evaluation of Environmental Factors*, and the *Environmental Protection Responsibility System*, thereby fortifying our foundation of compliance at the institutional level.

### 环境应急管理

Environmental Emergency Management

公司严格遵循政府主管部门的管理要求，对《突发环境事件应急准备和响应控制程序》《突发环境事件应急预案》《重污染天气应急响应“一厂一策”操作方案》《辐射事故专项应急预案》等进行规范化管理，确保突发环境事件应急准备与响应措施落实到位。

Strictly adhering to the regulatory mandates of government authorities, HBIS Limited implements standardized management across its critical emergency protocols. These include the *Emergency Preparation and Response Control Procedures for Sudden Environmental Incidents*, the *Contingency Plan for Sudden Environmental Incidents*, the “One Factory, One Policy” *Operational Plan for Heavy Pollution Weather Emergency Response*, and the *Specialized Contingency Plan for Radiological Emergencies*. This rigorous oversight ensures that all emergency preparedness and response measures are fully and effectively executed.

## 指标和未来计划

Indicators and future plans

2025年，公司下属钢铁子公司已全部达到环保绩效A级标准；唐钢新区荣获行业“清洁生产环境友好企业”称号；未发生重大环境事件，以扎实的环保管理为可持续发展奠定了坚实基础。

In 2025, all steelmaking subsidiaries under HBIS Limited successfully achieved Grade A environmental performance standards. Furthermore, three entities, the Tangsteel New Manufacturing Base was honored with “China steel industry clean production environment-friendly enterprises.” We proudly recorded zero major environmental incidents throughout the year, laying a robust foundation for sustainable development through solid environmental stewardship.

2026年，公司将继续巩固并拓展环保绩效A级成果，实现绿色制造体系的全覆盖与高标准保持；聚焦重点污染物深化治理攻坚，确保排放强度持续领先；系统推进环境管理的精细化与长效化，构建更具韧性的风险防控与持续改进机制，以更高水平的绿色发展支撑企业可持续未来。

Looking ahead to 2026, we will continue to consolidate and build upon our Grade A environmental achievements, ensuring comprehensive coverage and the sustained high-standard operation of our green manufacturing system. We will intensify our targeted governance of key pollutants to guarantee that our emission intensity remains at the forefront of the industry. By systematically advancing the refinement and long-term effectiveness of our environmental management, we aim to construct a more resilient mechanism for risk prevention and continuous improvement, ultimately underpinning the Company's sustainable future with an elevated level of green development.

## 废气排放 Exhaust emission

公司严格执行国家及地方大气污染物排放标准，通过“源头管控—过程优化—末端治理”的全链条管理体系，持续推动大气污染物深度治理与减排。

The Company strictly complies with all national and local air pollutant emission standards. Through a comprehensive, end-to-end management system anchored in “source reduction, process optimization, and end treatment,” we continuously drive the advanced treatment and reduction of air pollutants.

## 管理机制 Management mechanism

公司总部和下属子分公司均设立专门的环保管理部门，构建起垂直化、专业化的管理网络；各子分公司严格按照排污许可证和属地管理要求，全面负责区域内废气污染物的治理与管控。

Both the headquarters and the subsidiaries and branches have established dedicated environmental management departments, constructing a highly professional, vertically integrated management network. Operating strictly in accordance with pollutant discharge permits and local territorial regulatory requirements, each subsidiary and branch takes full responsibility for the governance and control of air emissions within its respective operational boundaries.

## 策略与实施路径 Strategy and implementation path

废气排放管理举措 Exhaust emission management initiatives	
深度治理与技术改造 Advanced treatment and technological upgrades	<ul style="list-style-type: none"> <li>持续投资并开展针对一氧化碳 (CO) 等关键污染物的深度治理工程，推广应用催化氧化等先进技术，确保排放浓度稳定达到并优于超低排放标准。 Continuously investing in and executing advanced treatment projects targeting key pollutants such as carbon monoxide (CO), while promoting the application of cutting-edge technologies like catalytic oxidation, to ensure emission concentrations consistently meet and exceed ultra-low emission standards.</li> </ul>
全过程协同管控 Full-process coordinated control	<ul style="list-style-type: none"> <li>通过实施工艺优化、设备密封改造及煤气回收等措施，减少无组织排放； Reducing fugitive emissions through proactive measures including process optimization, equipment sealing upgrades, and process gas recovery;</li> <li>精细化管理末端治理设施运行，并通过严格执行“一厂一策”应急方案，有效应对特殊气象条件。 Refining the operational management of end treatment facilities and strictly executing the “One Factory, One Policy” emergency plans to effectively navigate adverse or special meteorological conditions.</li> </ul>

废气排放管理举措 Exhaust emission management initiatives	
智能化与精细化管理 Smart and refined management	<ul style="list-style-type: none"> <li>依托集中管控平台，优化风机等治理设备的运行逻辑，降低系统能耗。 Leveraging centralized control platforms to optimize the operational logic of environmental treatment equipment, such as exhaust fans, thereby reducing the overall energy consumption of the system.</li> </ul>

## 指标与未来计划 Indicators and future plans

指标 Indicator	单位 Unit	2025 2025
废气 (主要污染物) 排放量 Exhaust gas (main pollutant) emission	吨 Ton	11,440
吨钢二氧化硫排放量 Sulphur dioxide emission per ton of steel	千克 / 吨粗钢 kg/t of crude steel	0.10
吨钢烟粉尘排放量 Dust and particulate emissions per ton of steel	千克 / 吨粗钢 kg/t of crude steel	0.11

2026 年，公司在全面实现超低排放的基础上，将持续跟踪并应用更先进的治理技术，进一步挖掘减排潜力，确保排放强度指标持续处于行业领先水平。

In 2026, building upon our comprehensive achievement of ultra-low emissions, the Company will continue to track and deploy more advanced treatment technologies. We will further unlock emission reduction potential, ensuring that our emission intensity metrics consistently remain at the forefront of the industry.

## 废水管理 Waste water management

公司坚定践行“废水零排放”原则，通过建设高效污水处理系统与实施深度处理示范工程，大幅提升水资源循环利用率。

The Company firmly upholds the ZLD principle. By constructing highly efficient waste water treatment systems and implementing advanced treatment demonstration projects, we have significantly elevated our water resource recycling and reclamation rates.

案例  
Case

邯钢新区 1,000m<sup>3</sup>/h 综合废水处理示范工程高效运营  
Efficient operation of the 1,000 m<sup>3</sup>/h comprehensive wastewater treatment demonstration project at Hansteel New Manufacturing Base

该示范工程是公司实现水资源极限回用的核心设施，采用“预处理—生物脱氮—深度保障”三级处理工艺。2025 年，通过优化臭氧催化氧化单元与生物脱氮滤池运行，系统处理效能持续提升。出水水质关键指标化学需氧量 (COD) 稳定≤ 30mg/L，氨氮≤ 1.0mg/L，远优于国家标准。工程产水回用率长期保持在 95% 以上，极大减少新水取用量和废水排放，有效降低了对周边水体的环境负荷，守护了流域生态安全。

This demonstration project serves as the core facility for achieving maximum water reclamation across the Company. It employs a rigorous three-stage treatment process featuring “Pre-treatment—Biological Nitrogen Removal—Advanced Polishing.” In 2025, by optimizing the operation of the ozone catalytic oxidation unit and the biological denitrification filter, the system’s treatment efficiency was continuously enhanced. Key effluent quality indicators remain highly stable, with Chemical Oxygen Demand (COD) ≤ 30 mg/L and ammonia nitrogen (NH<sub>3</sub>-N) ≤ 1.0 mg/L—both remaining well below national regulatory limits. The project’s wastewater reuse rate has consistently been maintained at over 95%, drastically reducing fresh water withdrawal and wastewater discharge. This effectively mitigates the environmental footprint on surrounding water bodies and safeguards the ecological security of the local river basin.



净环水过滤系统

The clean circulation water filtration system

## 废弃物处理 Waste disposal

公司遵循“减量化、资源化、无害化”原则，严格遵守《中华人民共和国固体废物污染环境防治法》及相关管理名录，致力于建设“无废厂区”。通过建立分级管理体系、推广专利技术及深化产业链协同，对废弃物进行分类管控，实现了从“被动处置”向“主动资源化”的转变。2025 年，公司无害废弃物产生量为 2,114.06 万吨，废弃物循环利用量为 1,154 万吨，固体废物综合利用率为 100%。

The Company adheres to the principles of waste minimization, resource recovery, and safe disposal. Strictly complying with the *Law of the People’s Republic of China on the Prevention and Control of Environment Pollution by Solid Wastes* alongside relevant regulatory directories, we are dedicated to building “Zero-Waste Facilities.” By establishing a tiered management system, scaling up patented technologies, and deepening value-chain synergy, we implement rigorous waste segregation and control. This approach has driven a paradigm shift across our operations—moving from “passive disposal” to “proactive upcycling.” In 2025, the Company generated 21.1406 million t of harmless waste, with 11.54 million t recycled, achieving a 100% comprehensive utilization rate of solid waste.

### 废弃物处理举措

Waste disposal initiatives

#### 有害废弃物处理与处置 Hazardous waste treatment and disposal

##### 邯钢新区 Hansteel New Manufacturing Base

首创研发“新型冷压块资源化综合利用”专利技术，将焦油渣、废活性炭等多种固废进行综合处理。由单一固废处理转为多种固废综合循环利用，实现焦化行业重点固废“全部回收利用不出厂”。

Pioneered the patented technology of “Comprehensive Resource Utilization via Novel Cold-Pressed Briquetting.” This allows for the integrated treatment of diverse solid wastes, including tar residue and spent activated carbon. By shifting from treating single waste to the comprehensive upcycling of multiple solid wastes, we have successfully achieved “100% on-site recycling with zero off-site disposal” for critical solid wastes generated in the coking process.

#### 无害废弃物处理与处置 Non-hazardous waste treatment and disposal

##### 唐钢新区 Tangsteel New Manufacturing Base

建设 30 万吨转底炉冶金固废处置中心含铁尘泥资源循环利用项目，解决高炉布袋灰、烧结电场灰、转炉细灰等含锌除尘灰无法利用的问题，预计提升固废资源化利用量 30 万吨/年。

Constructing a 300,000-ton Rotary Hearth Furnace Metallurgical Solid Waste Disposal Center, specifically designed for the resource recycling of iron-bearing dust and sludge. This project resolves the historical bottleneck of utilizing zinc-bearing dust, such as blast furnace baghouse dust, sintering electrostatic precipitator dust, and fine converter dust, and is projected to boost our solid waste resource recovery capacity by 300,000 tons annually.

案例 | 公司 80 万吨 / 年钢渣磁选加工生产线  
Case | The 800,000-ton/year steel slag magnetic separation processing line of HBIS Limited

为实现钢渣等含铁固废的规模化、高效化回收利用，变废为宝，公司规划建设了先进的钢渣处理产线。该产线于 2025 年底建成，设计年处理能力 80 万吨，可处理转炉渣、精炼渣、脱硫渣等多种含铁物料。产线采用破碎、筛分、棒磨、多级磁选等组合工艺，深度分离渣中的有价成分。生产线可将钢渣中的铁元素高效回收，生产出高品质的渣钢、粒子钢和铁精粉等产品。这些产品全部返回烧结、炼钢等前端工序进行循环利用，有效替代了部分铁矿石原料，不仅减少了天然资源的消耗和固体废弃物的堆存，还降低了生产成本。

To achieve the large-scale, high-efficiency recovery and utilization of iron-bearing solid wastes such as steel slag, and effectively turn waste into valuable resources, the Company designed and constructed an advanced steel slag processing line. Completed in late 2025, this facility boasts a designed annual processing capacity of 800,000 tons. It is capable of treating a diverse array of iron-bearing materials, including basic oxygen furnace slag, refining slag, and desulfurization slag. The production line employs an integrated process encompassing crushing, screening, rod milling, and multi-stage magnetic separation to deeply extract valuable components from the slag. By highly efficiently recovering the iron elements embedded in the steel slag, the facility produces high-quality scrap steel in slag, granulated steel, and iron ore concentrate. 100% of these extracted products are routed back into upstream processes, such as sintering and steelmaking, for closed-loop recycling. This effectively substitutes a portion of our iron ore requirements, thereby simultaneously reducing natural resource consumption, minimizing solid waste stockpiling, and lowering overall production costs.



钢渣磁选加工生产线  
The steel slag magnetic separation processing line

## 培育生态钢厂 Cultivating eco-friendly steel facilities

河钢股份将绿色发展理念延伸至办公、宣教及厂区生态环境，致力于构建人、钢铁、环境和谐共生的生态钢厂，践行对员工和社区的生态责任。

HBIS Limited extends the green development philosophy into administrative operations, education, and overall plant landscaping. With these efforts, we are dedicated to building eco-friendly steel facilities where people, industry, and the environment coexist in harmony, thereby actively fulfilling our ecological responsibilities to both our employees and our surrounding communities.



## 实行绿色办公 Practice of green business concept

公司严格执行办公用能管控标准，规范空调使用、照明管理，并充分利用自然采光；大力推行无纸化办公、纸张双面使用、垃圾分类回收及优先采用视频会议等低碳举措；杜绝长流水、自来水冲洗地面等浪费行为，维护供水管路杜绝渗漏，办公区生活废水经处理后用于绿化灌溉与清洁，实现循环复用。

The Company strictly enforces office energy management standards by regulating air conditioning and lighting while maximizing natural daylight. We vigorously promote low-carbon initiatives, including paperless operations, double-sided printing, waste sorting and recycling, and prioritizing video conferencing. To eliminate water waste, we prohibit practices such as leaving faucets running or using tap water to wash floors, and conducts regular maintenance on water supply pipelines to prevent leaks. Furthermore, domestic wastewater from office areas is treated and repurposed for landscaping irrigation and general cleaning, thus to achieve water recycling and reuse.

案例 | 下属单位创新推行“现场 + 视频”双轨会议体系  
Case | Subsidiaries pioneer an innovative “Hybrid” meeting system

为破解跨区域会议耗时耗能难题，公司下属单位于 2025 年创新推行“现场 + 视频”双轨会议体系，依托智能设备实现 44 个下属机构“一键入会”。该模式通过分级参会标准精准调控，二级单位通过视频参会覆盖率达 85%。配套智能会议平台支持无纸化办公，单次会议时长控制在 1 小时内。

To address the time and energy inefficiencies of cross-regional meetings, the Company’s subsidiaries rolled out an innovative “in-person + virtual” hybrid meeting system in 2025. Leveraging smart technology, the system enables one-click meeting access across 44 affiliated branches. This model utilizes tiered attendance protocols to optimize participation, achieving an 85% virtual attendance rate among secondary subsidiaries. Supported by a smart platform that facilitates paperless operations, individual meeting durations are kept strictly under one hour.



公司日常例会采用现场 + 视频形式  
Routine Company meetings are held with such “in-person + virtual” hybrid format

## 开展绿色宣教 Conduct green education

公司定期开展环保专项培训，针对管理薄弱环节和新出台的政策法规，采用“线上+线下”模式，结合外部典型案例进行生动解读。通过审核现场面对面辅导的形式，避免照本宣科导致理解不透彻的问题，切实提升环保队伍专业素养。

The Company regularly conducts specialized environmental training. To address management gaps and newly enacted policies and regulations, these sessions utilize a hybrid online and offline model, incorporating external case studies to provide engaging and practical insights. Furthermore, we offer on-site, face-to-face coaching during audits. This hands-on approach prevents the superficial understanding that often results from textbook-only instruction, effectively elevating the professional competence of our environmental management teams.



邯宝公司与当地政府主管部门共同组织环保公益活动  
Hanbao Company partners with local government authorities to organize environmental public welfare activities



中厚板公司开展环保培训  
The Heavy and Medium Plate Company was conducting environmental protection training

## 保护生态环境 Ecological environment protection

公司持续开展厂区生态系统恢复与治理工作，严格落实生态保护红线内停产撤设要求，通过科学配置植被，积极探索并促进厂区生物多样性保护与提升。同时，公司系统性推进厂区噪声防治，定期进行厂界噪声监测，通过优化布局、加强管理等措施，有效控制生产运营对周边环境的噪声影响。我们致力于构建和谐共生的厂区生态环境，将绿色发展理念融入日常运营的各个环节，不断提升厂区生态功能与景观效果。

The Company consistently undertakes ecosystem restoration and management initiatives across its facilities. We strictly comply with mandates to suspend operations and decommission facilities located within ecological conservation red lines. Through strategic vegetation planning, the Company actively explores and advances the protection and enhancement of biodiversity at its operational sites. Concurrently, we are systematically advancing noise pollution controls, conducting regular perimeter noise monitoring, and effectively mitigating the acoustic impact of our operations on the surrounding communities through optimized site layouts and strengthened management practices. We are committed to fostering a harmoniously coexisting ecological environment within our facilities, embedding the philosophy of green development into every facet of our daily operations to continuously enhance the ecological function and visual landscape of our sites.

## 案例 | 公司自主研发的热轧高强钢筋助力生态友好型发展 Case | The company's self-developed hot-rolled high-strength rebar facilitates eco-friendly development

公司自主研发推出的 T63/E/G 热轧高强钢筋，屈服强度达 645MPa 以上，与传统钢筋相比，应用该产品可实现钢材节约 12%—26%，降低二氧化碳排放量 5%—14%。产品在减少原材料开采、降低资源消耗的同时，具备优异的防腐蚀性，能有效延长工程使用寿命，减少后期维护改造带来的生态影响，以绿色建材创新推动工程建设领域的生态友好型发展。

The T63/E/G hot-rolled high-strength rebar, independently developed and launched by the Company, boasts a yield strength exceeding 645 MPa. Compared with conventional rebar, utilizing this product can reduce steel consumption by 12% to 26% and cut carbon dioxide emissions by 5% to 14%. In addition to decreasing raw material extraction and resource consumption, the product offers outstanding corrosion resistance. This effectively extends the service life of engineering projects and minimizes the ecological footprint associated with subsequent maintenance and renovations. Ultimately, this green building material innovation is driving eco-friendly development across the construction sector.



高强钢筋产品绿色产品证书  
Green Product Certificate for High-Strength Rebar

# 钢心铸善 践行责任担当作为

Rooted in steel, driven by good:  
taking action for a responsible future

以责任为纽带、以共赢为导向。河钢股份坚持创新驱动与客户需求同频，以优质产品与精准服务深化合作黏性；注重员工成长与价值实现，筑牢发展人才根基；主动融入社区发展肌理，积极投身公益事业，践行国企社会责任，构建起创新协同、客企同心、员工聚力、社区共荣的良性伙伴生态。

Guided by responsibility and driven by a commitment to mutual success, HBIS Limited synchronizes its innovation efforts with customer needs, deepening partnerships through premium products and precise services. We prioritize employee growth and value realization to solidify the talent foundation for our ongoing development. Furthermore, we actively integrate into the fabric of local communities and engage in public welfare initiatives, fulfilling our social responsibilities as a state-owned enterprise. Through these efforts, we are cultivating a thriving ecosystem of partnerships characterized by innovative synergy, strong customer-enterprise alignment, a cohesive workforce, and shared community prosperity.

## SDGs 目标:

SDGs:



## 筑造匠心产品 Crafting premium products

河钢股份聚焦钢铁产业“高端化、智能化、绿色化”的转型方向，持续深耕高端材料创新方向，以数智化转型全流程赋能生产运营，同步搭建全流程协同服务体系，以精准响应与高效保障对接客户多元需求，实现创新突破、数智升级、品质精进与服务优化的协同跃升。

Focusing on the steel industry's transformation toward "high-end, intelligent and green" development, HBIS Limited continues to deeply explore innovations in advanced materials. We empower our production and operations through end-to-end digital and intelligent transformation while simultaneously building a comprehensive, collaborative service system. By addressing diverse customer needs with precise responsiveness and robust support, we are achieving a synergistic leap forward in breakthrough innovation, digital and intelligent upgrades, quality refinement, and service optimization.

### 创新驱动 Innovation driving

公司锚定高质量发展主线，以科技体制机制改革为核心驱动力，整合内外部科创资源，聚力攻坚，突破关键核心技术，强化知识产权全链条保护，加速科技成果转化落地，引领产业链和价值链向高端化跃升。

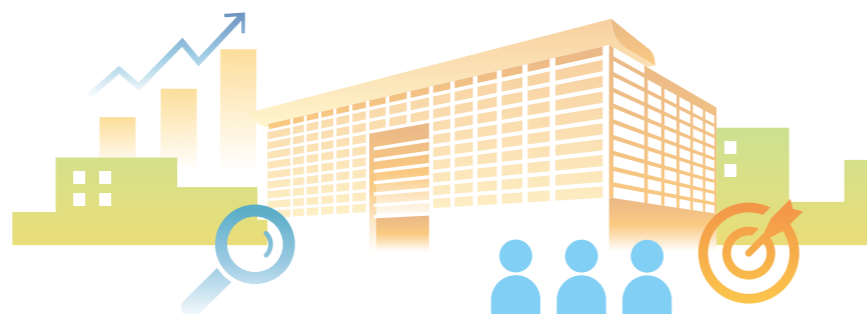
Anchoring on the core objective of high-quality development, the Company leverages the reform of its science and technology mechanisms as a primary driving force. We integrate internal and external innovation resources to collaboratively tackle challenges and achieve breakthroughs in critical core technologies. By strengthening end-to-end intellectual property protection and accelerating the commercialization of technological achievements, we are propelling the industrial and value chains toward the higher end of the market.

### 管理机制 Management mechanism

公司坚持搭建严密且高效的治理架构与完备体系，设置科技管理部，负责产品研发、产线评审、技术研发、质量管理、科研成果和知识产权管理等工作，全面推动科技创新工作稳健开展。

The Company insists on building a strict and efficient governance architecture and complete system, and sets up a Science and Technology Management Department to be responsible for product R&D, production line review, technology research and development, quality management, scientific research results and intellectual property management, etc., to comprehensively promote the steady development of scientific and technological innovation.

### 风险应对 Risk response



风险 Risks	风险描述 Risk description	时间范围 <sup>1</sup> Reporting period	应对措施 Measures
知识产权保护风险 Intellectual property protection risk	在全球化竞争下，保护创新成果的知识产权变得困难，抄袭或模仿行为可能削弱竞争优势。 Under global competition, it has become difficult to protect the intellectual property rights of innovative achievements, and plagiarism or imitation may undermine competitive advantages.	短期 Short term	<ul style="list-style-type: none"> <li>深化产学研合作，加强与高校、科研院所的合作关系，共同开展前瞻性研究课题；</li> <li>Deepen the cooperation between industry, academia and research institutes, strengthen the cooperative relationship with universities and research institutes, and jointly carry out forward-looking research projects;</li> <li>加强知识产权管理，完善知识产权保护制度。</li> <li>Strengthen intellectual property management and improve the intellectual property protection system.</li> </ul>
技术创新方向偏差风险 Risks of deviation in the direction of technological innovation	钢铁行业技术迭代快，若公司对市场需求和行业趋势判断失误，可能导致研发方向偏离市场，研发成果无法转化为实际生产力和经济效益。 The steel industry has a fast technological iteration rate. If a company misjudges market demand and industry trends, it may cause the R&D direction to deviate from the market, and the R&D results may not be converted into actual productivity and economic benefits.	中期 Medium-term	<ul style="list-style-type: none"> <li>组建专业市场调研团队，结合公司战略制定研发路线图，确保研发方向与市场需求紧密结合。</li> <li>Establish a professional market research team, formulate R&amp;D roadmap in line with company strategy, and ensure that R&amp;D direction is closely integrated with market demand.</li> </ul>
创新成果转化风险 Risks of transformation of innovative achievement	成功研发新技术、新产品后，可能因生产设备改造难度大、市场推广缓慢等因素，导致创新成果无法持续转化为稳定的市场份额和利润，影响公司长期发展。 After successfully developing new technologies and new products, the difficulties in transforming production equipment and slow market promotion may result in the inability to continuously convert innovative results into stable market share and profits, thus affecting the Company's long-term development.	长期 Long-term	<ul style="list-style-type: none"> <li>构建从研发到生产、销售的全流程创新成果转化体系；</li> <li>Build a full-process innovation achievement transformation system from R&amp;D to production and sales;</li> <li>成立专门项目组负责新技术产业化推广，协调生产部门改造设备；</li> <li>Establish a special project team to be responsible for the industrialization and promotion of new technologies and coordinate the Production Department to transform equipment;</li> <li>市场部门制定针对性营销策略，提高转化效率。</li> <li>The Marketing Department formulates targeted marketing strategies to improve conversion efficiency.</li> </ul>

<sup>1</sup> 短期（可持续信息报告期间结束后1年内，含1年）、中期（可持续信息报告期间结束后1至5年，含5年）、长期（可持续信息报告期间结束后5年以上）。

Short-term [within 1 year (inclusive), following the end of the sustainability reporting period], Medium-term [1 to 5 years (inclusive), following the end of the sustainability reporting period], and Long-term (more than 5 years following the end of the sustainability reporting period).

## 策略与实施路径

Strategy and implementation path

### ◆ 夯实创新基础

Solidifying the foundation for innovation

公司制定并实施《河钢股份新产品管理办法》《河钢股份重点科技项目管理办法》等制度文件，系统构建规范有序、高效协同的科技创新管理机制，加强研发平台和人才建设，深化产学研协同创新，有力支撑企业创新效能与核心竞争力的持续提升。

The Company has formulated and implemented governance documents, such as the *Management Measures for New Products of HBIS Limited* and *Management Measures for Key Projects of HBIS Limited*. These establish a standardized, systematic, and highly collaborative management mechanism for technological innovation. By strengthening our R&D platforms and talent pipelines, and by deepening collaborative innovation across industry, academia, and research institutes, we provide robust support for the continuous enhancement of our innovation capabilities and core competitiveness.



科研平台建设  
R&D platform development

公司紧紧围绕集团对科技创新工作的安排部署，以河钢材料院科研平台为载体大力推进公司科技创新与产业创新深度融合。2025年，河北省高强高耐蚀汽车板技术创新中心成功获批，智慧绿色冶金与先进材料国际科技合作基地顺利通过重新认定；河北省高强韧耐磨钢铁材料重点实验室等4家省级创新平台顺利通过年度绩效评价。

Closely aligned with the Group's strategic directives for technological innovation, the Company leverages the R&D platform of the HBIS Material Institute to vigorously drive the deep integration of technological and industrial innovation. In 2025, the Hebei Provincial Technology Innovation Center for High-Strength and Corrosion-Resistant Automotive Sheets received official approval, while the International Science and Technology Cooperation Base for Smart and Green Metallurgy and Advanced Materials successfully passed its re-accreditation. Furthermore, four provincial-level innovation platforms, including the Hebei Provincial Key Laboratory for High-Strength, High-Toughness, and Wear-Resistant Steel Materials, successfully passed their annual performance evaluations.



产学研合作  
Industry-university-research cooperation

公司不断完善产学研合作联盟，建立全面系统的合作创新机制，构建产业需求精准耦合、政产学研用联动共生的高技能人才培养体系，加快培育和发展新质生产力。2025年，公司与集团下属邯钢公司培训中心工匠学院、唐山科技职业技术学院积极开展技能人才培养，推进产学研合作不断深化。

The Company continuously optimizes its industry-academia-research collaboration alliances and has established a comprehensive, systematic framework for cooperative innovation. By building a highly skilled talent cultivation system that closely aligns with industry demands and fosters synergy among government, industry, academia, research, and application sectors, we are accelerating the development of new quality productive forces. In 2025, the Company actively conducted skilled talent training programs in partnership with the Artisan Academy of the Hansteel Training Center (a Group subsidiary) and the Tangshan Vocational College of Science and Technology, further deepening our collaborative efforts across industry, academia, and research.



### 邯钢公司培训中心工匠学院

The Artisan Academy of the Hansteel Training Center

以课程体系创新赋能人才成长，以技术传承推动产业升级，在钢铁冶金、机电一体化、焊接加工等核心领域与公司进行深度培育合作。

Empowering talent development through innovative curricula and driving industrial upgrading through skills transfer. The Academy partners deeply with the Company on specialized training in core areas such as iron and steel metallurgy, mechatronics, and welding processing.



### 唐山科技职业技术学院

Tangshan Vocational College of Science and Technology

在钢铁智能冶金技术、智能轧钢技术、智能制造装备技术等专业领域加强与公司的产学研联动，并开展工匠人才培训和承办各类技术比武与职工职业技能竞赛合作。

Strengthening industry-academia synergy with the Company in specialized fields such as smart steel metallurgy, smart steel rolling, and smart manufacturing equipment technologies. The College also collaborates on artisan talent training and hosts various technical skill competitions and employee vocational proficiency contests.

◆ **科技创新成果**

Technological innovation achievements

公司锚定钢铁产业高端化方向，坚持自主创新，持续深化技术成果转化落地，加速科研成果向生产力跃迁，并深入推进重点科技项目攻关，聚焦前沿工艺与数智化核心技术突破，筑牢技术壁垒。

Firmly committed to the high-end transformation of the steel industry, the Company steadfastly pursues independent innovation and continuously deepens the commercialization of its technological advancements. We are accelerating the translation of scientific research into tangible productivity. Furthermore, we are rigorously tackling key scientific and technological projects, focusing on breakthroughs in cutting-edge manufacturing processes and core digital and intelligent technologies to fortify our technological barriers.



**高强高耐蚀汽车板**  
High-strength and corrosion-resistant automotive sheet



**热基厚镀锌产品**  
Heavy-coated hot-rolled galvanized product

**2025 年部分重点技术成果**

Selected key technological achievements in 2025

**高强高耐蚀汽车板入选  
河北省钢铁领域拳头产品**

The high-strength and corrosion-resistant automotive sheet was recognized as a flagship product in Hebei Province's steel sector

**热基厚镀锌产品生产中实现  
关键技术突破，通过无铬钝化技术  
守护生态与生物遗传资源**

Achieved critical technological breakthroughs in the production of heavy-coated hot-rolled galvanized products, utilizing chromium-free passivation technology to safeguard ecosystems and biological genetic resources

**自主开发连铸中间包一键智能快换系统  
成功应用，为行业首创**

Successfully deployed the independently developed "one-click" smart quick-change system for continuous casting tundishes, marking an industry first

**定制化开发龙骨钢 FC800LG  
首次批量交付，横向折弯达到  
2T 不裂，满足出厂要求**

Completed the inaugural mass delivery of the customized FC800LG structural keel steel, which withstood transverse bending at 2T without cracking, fully meeting factory specifications

**新型热处理强化钢 CR550Y/800TAH 实现国内首发，疲劳比达到 0.60 以上，  
替代进口材料，成功应用于高端车型副车架**

Pioneered the domestic launch of the novel heat-treated high-strength steel CR550Y/800TAH, achieving a fatigue ratio exceeding 0.60, successfully replacing imported materials for application in the subframes of premium vehicles

**低温载冷剂输送管线钢 X42MSZ 达到化工园区输送管道服役要求，  
服役寿命提升 37% 以上**

The X42MSZ pipeline steel for low-temperature coolant transmission successfully met the operational requirements for pipelines in chemical parks, extending service life by over 37%

**案例 | 国内深层页岩气资源开采核心钢铁材料研发应用**  
Case | Development and application of core steel materials for domestic deep shale gas extraction

公司完成 125ksi 级高强韧 SEW 页岩气井套管钢研发生产，首次实现下井应用并完成千吨级供货，填补国内市场空白。该产品针对川渝地区超深、高压复杂地质条件，通过创新合金设计、TMCP 控轧控冷和卷板均匀软化工艺，在保障超高强度的同时显著提升低温韧性和焊接性能，主要性能指标较同期下井无缝管提升 17.4%—62%，为我国能源安全开采筑牢“钢铁脊梁”。

The Company successfully completed the R&D and production of 125 ksi-grade high-strength, high-toughness SEW casing steel for shale gas wells, achieving its first downhole application and completing a thousand-ton-scale delivery to fill a critical gap in the domestic market. Engineered specifically for the ultra-deep, high-pressure, and highly complex geological conditions of the Sichuan-Chongqing region, the product utilizes innovative alloy design, Thermo-Mechanical Control Process (TMCP) technology, and uniform coil softening techniques. These advancements significantly enhance both low-temperature toughness and weldability without compromising its ultra-high strength. With key performance indicators showing an improvement of 17.4% to 62% over conventional seamless pipes used in concurrent downhole operations, this product serves as a robust "steel backbone" for the safe and secure extraction of national energy resources.



**深层页岩气资源  
开采核心钢铁材料**  
Core steel materials for deep  
shale gas extraction

◆ 知识产权保护

Intellectual property protection

公司高度重视对自主研发科技创新成果的尊重与保护，遵守《中华人民共和国专利法》《中华人民共和国著作权法》《中华人民共和国商标法》等法律法规，制定《专利管理办法》《著作权管理办法》等一系列专项制度，持续开展知识产权目标动态优化、管理制度创新、全员意识深化培育等重点任务，有力推动公司创新活动的高效开展、创新成果的充分转化和价值实现。2025年，下属单位以零不合格项的优异成绩顺利通过中知（北京）认证有限公司的知识产权管理体系监督审核。

The Company places great emphasis on respecting and protecting its proprietary technological innovations. Strictly complying with laws and regulations such as the *Patent Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China* and other relevant laws and regulations, we have formulated a series of specialized policies, including the Patent Management Measures and the Copyright Management Measures. We continuously advance key initiatives such as the dynamic optimization of intellectual property (IP) targets, the innovation of management frameworks, and the cultivation of IP awareness across our entire workforce. These efforts robustly drive the efficient execution of our innovation activities, as well as the full commercialization and value realization of our R&D achievements. In 2025, our subsidiaries successfully passed the IP management system surveillance audit conducted by Zhongzhi (Beijing) Certification Co., Ltd., achieving an outstanding record of zero non-conformities.



指标与未来计划

Indicators and future plans

2025年，公司获得中国钢铁工业协会、中国金属学会“冶金科学技术奖”10项，中国有色金属学会、中国有色金属工业协会“中国有色金属工业科学技术奖”4项；河北省金属学会“冶金科学技术奖”23项，河北省科技进步奖10项。

In 2025, the Company was honored with 10 “Metallurgical Science and Technology Awards” jointly presented by the China Iron and Steel Association and the Chinese Society for Metals, as well as 4 “China Nonferrous Metals Industry Science and Technology Awards” from the Nonferrous Metals Society of China and the China Nonferrous Metals Industry Association. Additionally, we received 23 “Metallurgical Science and Technology Awards” from the Metallurgy Society of Hebei Province and 10 Hebei Science and Technology Progress Awards.

2026年，公司将主动开展技产销协同，引导研发人员融入市场、识别客户潜在需求，进一步加大产品认证的力度和速度，逐步培育各领域的拳头产品。

In 2026, the Company will proactively drive synergy across technology, production, and sales. We will guide R&D personnel to immerse themselves in the market to identify latent customer needs. Furthermore, we will intensify and accelerate our product certification efforts to steadily cultivate flagship products across various sectors.

指标 Indicator	单位 Unit	2025年 2025
研发投入 R&D investment	亿元 RMB 100 million	26.97
新增专利授权数 Number of new patents granted	件 Item	430
有效专利数 Number of valid patents	件 Item	2,410
应用于主营业务的有效发明专利数量 Number of invention patents applied to main business	件 Item	998

## 数智化转型 Digital intelligence transformation

公司以“降本、提质、增效”为目标，聚焦制约产线成本、质量、效率的关键问题，按照“数字化、模型化、智能化”路线，夯实数据和网络安全根基，加强数字化基础设施建设，提升数据采集、汇聚和管理能力，加快向基于数据驱动的智能决策管理模式转变。

Anchored by the goals of “cost reduction, quality improvement and efficiency enhancement,” the Company targets the critical bottlenecks that constrain the cost-effectiveness, quality, and efficiency of our production lines. Guided by a roadmap of “digitalization, modeling, and digital intelligence,” we are fortifying our data and cybersecurity foundations, upgrading our digital infrastructure, and elevating our capabilities in data collection, integration, and management. Through these efforts, we are accelerating our transition toward a data-driven, intelligent decision-making and management model.

## 管理机制 Management mechanism

公司建立以智能制造管理委员会为主导的智能制造管理架构与科学组织体系，负责统筹制定智慧企业与智能制造建设总体规划和实施方案，统一协调部署公司优势资源；下设工作委员会，全面对接管理委员会决策部署，具体推进总部信息化和产线智能化建设规划方案论证与组织；项目建设阶段，成立项目推进组，负责具体业务系统与管控平台的实施落地，保障智能化工作高质、高效、高标准推进。

The Company establishes an intelligent manufacturing management framework and scientific organizational system led by the Intelligent Manufacturing Management Committee for coordinating the overall planning and implementation of intelligent enterprise and intelligent manufacturing and construction and deploying the Company's advantageous resources in a unified manner. Under the intelligent manufacturing management framework and scientific organizational system, a working committee is set up to fully align with the decisions and deployments of the management committee, promote the demonstration and organization of information-based headquarters and intelligent production line planning. During the project construction phase, a project promotion team is established to be responsible for the implementation of specific business systems and control platforms, which ensures the high-quality, efficient, and high-standard advancement of intelligent work.

## 风险应对 Risk response

风险 Risks	风险描述 Risk description	时间范围 Reporting period	应对措施 Measures
数据安全与 隐私风险 Data security and privacy risks	随着数智化程度的加深，企业数据量呈爆发式增长，数据在采集、存储、传输和使用过程中，面临黑客攻击、数据泄露、滥用等安全威胁，可能给企业带来经济损失。 With the deepening of digital intelligence, the amount of enterprise data is growing explosively, and data faces security threats such as hacker attacks, data leaks, and abuse during collection, storage, transmission, and use, which may bring economic losses to enterprises.	中期 Medium-term	<ul style="list-style-type: none"> <li>建立健全数据安全管理体系；</li> <li>Establish and improve the data safety management system;</li> <li>采用先进的加密技术、防火墙、入侵检测系统等安全防护手段；</li> <li>Adopt advanced security protection measures such as encryption technology, firewalls, and intrusion detection systems;</li> <li>定期进行数据安全培训。</li> <li>Conduct regular data security training.</li> </ul>
行业标准不统一 Lack of unified industry standards	行业内缺乏统一的数智化相关技术标准和规范，企业在选型和建设过程中可能导致系统之间无法顺畅连接。 The absence of unified industry standards and specifications for digital and intelligent technologies may lead to interoperability issues between systems during the selection and implementation phases.	中期 Medium-term	<ul style="list-style-type: none"> <li>积极参与行业标准的制定和修订工作；</li> <li>Actively participate in the formulation and revision of industry standards;</li> <li>加强与同行业企业的交流与合作，分享经验和资源。</li> <li>Strengthen exchanges and cooperation with peer enterprises, and share experiences and resources.</li> </ul>
技术迭代更新快 Rapid technological iteration and updates	数智化技术发展日新月异，企业现有数智化系统需要不断进行升级和改造，增加企业运营成本。 The development of digital intelligence technology is changing rapidly, and the existing digital intelligence systems of enterprises need to be continuously upgraded and transformed, which increases the operating costs of enterprises.	长期 Long-term	<ul style="list-style-type: none"> <li>建立技术跟踪和评估机制，定期对行业内的新技术进行调研和评估；</li> <li>Establish a technology tracking and evaluation mechanism, regularly investigate and evaluate new technologies within the industry;</li> <li>制定技术升级规划，确保系统能够及时进行升级和改造。</li> <li>Develop a technology upgrade plan to ensure that the system can be upgraded and transformed in a timely manner.</li> </ul>

## 策略实施路径

Strategy implementation path

### 加强数智技术攻关

Strengthening the R&D of digital and intelligent technologies

公司深入实施“人工智能+”行动，贯通炼铁、炼钢、连铸、轧钢各工序，推动企业生产运营全领域、全场景、全要素智能联动，加快构建覆盖钢铁全价值链的全域智能体，全面提升企业全要素生产率与核心竞争力。

The Company is deeply implementing its “AI+” initiative, seamlessly integrating the ironmaking, steelmaking, continuous casting, and steel rolling processes. We are driving intelligent synergy across all domains, scenarios, and production factors of our operations. By accelerating the development of a company-wide intelligent ecosystem that covers the entire steel value chain, we are comprehensively elevating our total factor productivity and core competitiveness.

同时，积极推进一批自主核心关键智能化技术的开发与推广，大力提升产品制造全过程控制精度，关键装备模型化控制比例大幅提升。2025年，自主研发的 LF 自动冶炼模型、电镀锌表面检测系统、焦化无人巡检机器人、视觉一体化智能平台等产品成功应用，为公司在更高标准上推动钢铁绿色智造提供有力支撑。

Simultaneously, we are actively advancing the development and rollout of a suite of proprietary core intelligent technologies. This effort significantly enhances control precision throughout the entire manufacturing process, leading to a substantial increase in the proportion of model-driven control for key equipment. In 2025, the successful deployment of independently developed solutions, including the automated Ladle Furnace (LF) smelting model, the electro-galvanizing surface inspection system, the autonomous coking inspection robot, and the integrated computer vision smart platform, provided robust support for the Company to advance green smart steel manufacturing at an even higher standard.

名称 Project name	技术亮点 Technological highlights	获得荣誉 Awards & recognition
高品质热轧带钢板形板廓智能检测及控制应用 Intelligent Inspection and Control Application for the Shape and Profile of High-Quality Hot-Rolled Strip Steel	实现板形板廓的高精度、动态闭环控制，带钢板形板廓双命中率提高到 98% 以上，达到行业领先水平 Achieving high-precision, dynamic closed-loop control of the strip shape and profile, increasing the dual hit rate of both shape and profile to over 98%, effectively reaching an industry-leading level	工信部人工智能赋能新型工业化典型应用案例名单 MIIT list of typical application cases of AI empowering new industrialization

名称 Project name	技术亮点 Technological highlights	获得荣誉 Awards & recognition
面向钢铁全流程生产的质量管控平台创新应用、基于人工智能的涂镀板表面质量检测系统 Innovative Application of a Quality Control Platform for Full-Process Steel Production & AI-Based Surface Quality Inspection System for Coated and Galvanized Sheets	实现质量检测、追溯、预测、控制及协同管理 Enabling comprehensive quality inspection, traceability, prediction, control, and collaborative management	工信部实数融合典型案例名单 MIIT list of typical cases of real-digital integration
智慧物流管控系统 Smart Logistics Management and Control System	覆盖公路、铁路、水运、港口、仓储五大物流方式，贯通全链条物流要素与核心业务环节，为物流业务高效运转提供技术支撑 Covering five major logistics modes—highway, railway, waterway, port, and warehousing. It integrates all logistics factors and core business links across the entire supply chain, providing technical support for highly efficient logistics operations	2025 物流与供应链行业“人工智能+”应用场景挑战赛二等奖 Second prize in the 2025 “AI+” Application Scenario Challenge for the logistics and supply chain industry
新一代流程钢厂超低排放信息物理系统 Next-Generation Cyber-Physical System for Ultra-Low Emissions in Process Steel Plants	利用物联网、数字孪生、地理信息、云计算、人工智能、实时监控等新一代信息技术，实现信息物理系统融合的全流程绿色化生产 Leveraging next-generation information technologies, including IoT, digital twins, GIS, cloud computing, AI, and real-time monitoring, to achieve full-process green production through the integration of cyber-physical systems	首批河北省钢铁行业数字化转型优秀应用场景公示名单 First batch of outstanding application scenarios for digital transformation in Hebei Province’s steel industry

名称 Project name	技术亮点 Technological highlights	获得荣誉 Awards & recognition
<p>基于钢铁生产全流程的质量管控体系的构建与实践 Construction and Practice of a Quality Control System Based on the Full Steel Production Process</p>	<p>聚焦工艺融合感知的智采、业务模型构建的智用、智能算法的智算三大核心技术，打造钢铁质量全生命周期管理新模式，实现钢铁质量管控全流程数字化管理 Focusing on three core technologies: "smart collection" via process-integrated perception, "smart application" via business model construction, and "smart computing" via intelligent algorithms. This creates a new paradigm for full-lifecycle steel quality management and achieves end-to-end digital management of steel quality control</p>	<p>第六届(2024年)全国智慧企业建设创新案例名单 The 6th (2024) national list of innovative cases in smart enterprise construction</p>



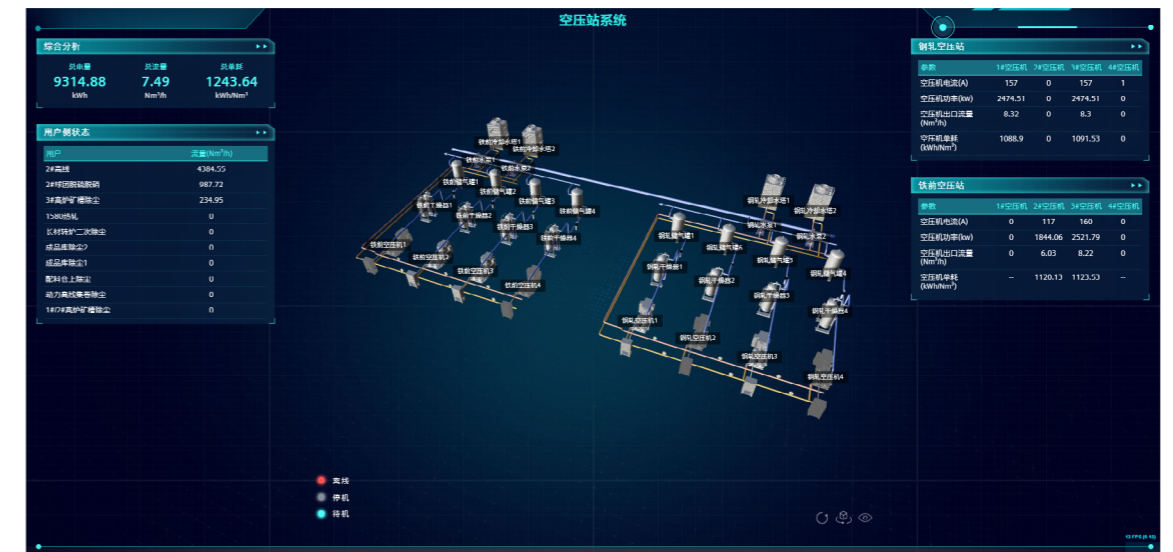
高品质热轧带钢板形廓智能检测及控制应用

Intelligent Inspection and Control Application for the Shape and Profile of High-Quality Hot-Rolled Strip Steel

案例 | 公司空压系统智能管控平台上线  
Case | Launch of the Company's smart management and control platform for the air compressor system

2025年2月，公司空压系统智能管控平台正式上线。该平台应用数字孪生技术，将铁前、钢轧以及冷轧空压站的干压机组整合至统一的群控系统中，实现了对整个空压机系统的集中监控与管理，显著提升系统运行效率。

In February 2025, the Company officially launched its smart management and control platform for the air compressor system. Leveraging digital twin technology, the platform integrates the dry air compressor units across the ironmaking, steel rolling, and cold rolling stations into a unified, centralized control system. This enables comprehensive monitoring and management of the entire air compressor network, significantly boosting system operational efficiency.



空压站系统界面

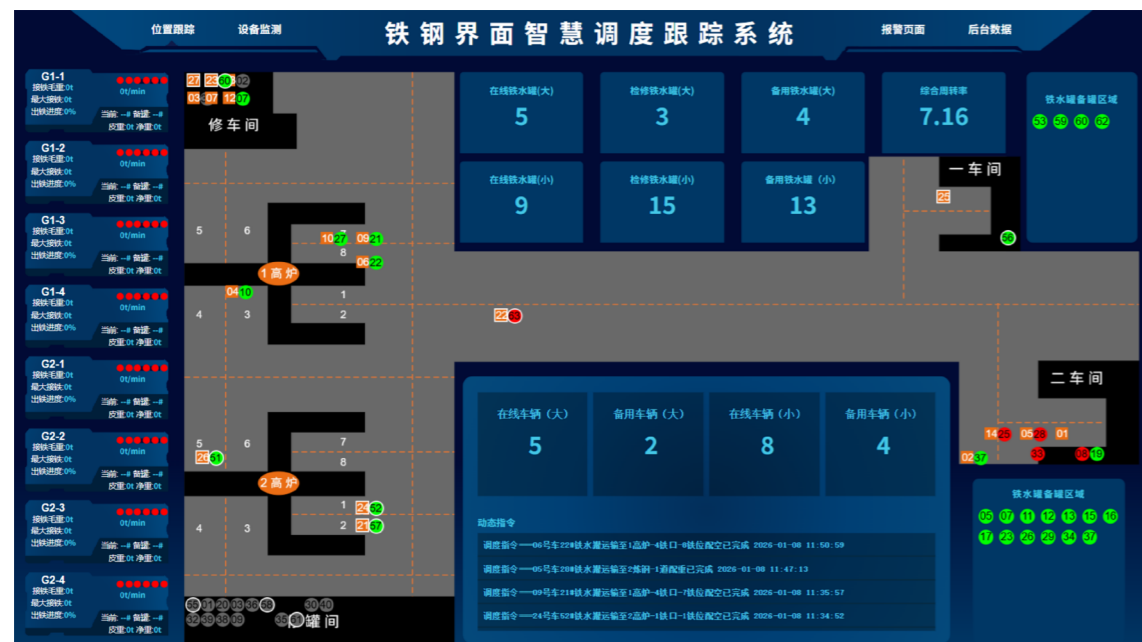
Interface of the air compressor station system



案例 | 铁钢界面智慧调度系统实现铁水倒运全流程跟踪  
Case | Smart dispatch system at the iron-steel interface enables full-process tracking of hot metal transfer

能嘉公司铁钢界面智慧调度系统建立了一套完整的铁水自动计量、铁水运输内部流转的智慧调度跟踪系统，实现了厂内铁水倒运流程的全程跟踪，并在运输过程中进行精细的信息采集和跟踪。项目建设实施后，2025 年的铁水罐平均在线罐数为 17.76 次，周转率为 5.97 次/罐·天，满足高炉、炼钢高效快节奏的生产指挥要求。

The Nengjia Company's smart dispatch system at the iron-steel interface features a comprehensive, intelligent tracking framework designed for the automated measurement and internal routing of hot metal. This system achieves end-to-end tracking of in-plant hot metal transfers, facilitating granular data collection and monitoring throughout the transit process. Following its deployment, the average number of active hot metal ladles in 2025 stood at 17.76, with a turnover rate of 5.97. These metrics robustly support the high-efficiency, fast-paced production and scheduling demands of our blast furnaces and steelmaking facilities.



铁钢界面智慧调度系统界面

The interface of the iron-steel interface smart dispatch system

推进智能工厂建设

Advancing the construction of smart engineering projects factories

公司聚焦人工智能与新兴技术融合，自主探索工业机器人和智能装备“集群作业”的创新作业模式，促进产线效率、控制精度和产品质量稳定性显著提升；大力推进“模型化生产”，强化工艺与信息化深度融合，已成功自主研发自动炼钢、高精度热轧等 80 多项“核心工艺模型”，推动生产过程由“经验控制”向“模型化控制”的转变。

Focusing on the integration of artificial intelligence and emerging technologies, the Company is independently exploring innovative “cluster operation” models for industrial robots and smart equipment. This initiative significantly boosts production line efficiency, control precision, and the consistency of product quality. We are vigorously advancing “model-driven production” and deepening the integration of manufacturing processes with information technology. To date, we have successfully and independently developed over 80 “core process models,” including those for automated steelmaking and high-precision hot rolling. This successfully drives the transition of our production processes from “experience-based control” to “model-driven control.”

2025 年，“冷轧带钢表面清洁度检测技术”实现行业首发；下属单位“新一代冶金流程钢铁智能工厂”“深度定制化的钢铁智能工厂”先后入选国家卓越级智能工厂名单。

In 2025, our “surface cleanliness inspection technology for cold-rolled strip steel” made its industry debut. Furthermore, our subsidiaries’ “New Generation Metallurgical Process Steel Intelligent Factory” and “Deeply Customized Smart Steel Factory” were successively recognized on the national roster of Intelligent Manufacturing Demonstration Factories.

新一代冶金流程钢铁智能工厂  
New Generation Metallurgical Process Steel Intelligent Factory

利用冶金流程工程学先进设计理念与方法，结合人工智能、数字孪生、物联网、云计算、大数据等新兴技术，构建了实时智能协同的管控体系。

Utilizing the advanced design concepts and methodologies of metallurgical process engineering, and integrating emerging technologies such as AI, digital twins, the IoT, cloud computing, and big data, this facility has established a real-time, intelligent, and collaborative management and control system.

深度定制化的钢铁智能工厂  
Deeply Customized Smart Steel Factory

以钢铁生产过程的信息化、数字化、智能化等综合集成为出发点，积极构建基于工业互联网的数字钢铁，形成数据驱动、知识共享和引领行业的智能制造钢铁企业。

Anchored in the comprehensive integration of informatization, digitalization, and intelligence throughout the steel production process, this facility actively builds a digital steel ecosystem based on the industrial internet. It is forging a data-driven, knowledge-sharing, and industry-leading smart manufacturing enterprise.

## 提升产品质量 Enhancing product quality

公司落实《中华人民共和国产品质量法》《中华人民共和国标准化法》等法律法规，以一体化管理体系为核心，构建完善的质量治理框架，深耕质量文化建设，以全员参与为抓手，推动质量理念深度融入生产经营全流程，为可持续发展筑牢坚实质量底座。报告期内，公司未发生产品和服务相关的安全与质量重大责任事故。

Strictly complying with laws and regulations such as the *Product Quality Law of the People's Republic of China* and the *Standardization Law of the People's Republic of China*, the Company has established a robust quality governance framework centered around an integrated management system. We are deeply committed to cultivating a strong culture of quality. By actively engaging all employees, we ensure that quality principles are deeply embedded throughout our entire production and operational processes, laying a solid foundation for sustainable development. During the reporting period, the Company experienced zero major liability incidents related to the safety or quality of its products and services.

## 质量管理体系 Quality management system

公司在建立质量 / 环境 / 职业健康安全一体化运行的管理体系的基础上，配套制定《管理手册》、管理方针、管理目标，编制《河钢股份综合管理体系内部审核管理办法》《河钢股份综合管理体系管理评审办法》等制度文件，建立健全公司管理体系文件。2025年，公司顺利通过ISO 9001质量管理体系认证，实现客户服务流程与体系认证标准深度融合；下属单位入选工信部首批质量管理能力高等级企业名单。

Building upon the establishment of an integrated operational management system covering quality, environment, and occupational health and safety, the Company has formulated a supporting *Management Manual*, alongside specific management policies and objectives. We have also compiled regulatory documents, including the *Integrated Management System Internal Audit Management Measures of HBIS Limited* and the *Integrated Management System Management Review Measures of HBIS Limited*, to create a comprehensive and sound suite of management system documentation. In 2025, the Company successfully passed its ISO 9001 quality management system certification, achieving a seamless integration of our customer service processes with rigorous certification standards. Furthermore, our subsidiaries were recognized on the MIIT's inaugural list of enterprises demonstrating high-level quality management capabilities.



指标 Indicator	单位 Unit	2025年 2025
产品出厂合格率 Product factory qualification rate	%	100
产品止损事件发生次数 Number of product loss prevention incidents	次 Times	0
产品止损赔付总额 Total product loss compensation	万元 RMB 10,000	0

## 质量文化建设 Cultivating a quality culture

公司持续落实“质量月”活动，系统开展质量管理知识及实操培训，提高全员质量管理参与度。2025年，公司全面开展以“数智驱动 筑基强链 创新质量生态”为主题的“质量月”活动，通过举办质量主题征文比赛、“质量提升大练兵”技能竞赛、“质量在我心”主题教育等活动，号召全体员工牢固树立质量第一的意识，以质量创新驱动产品升级和服务优化。

The Company consistently rolls out its “Quality Month” campaign, systematically conducting training on both the theory and practical application of quality management to boost comprehensive employee engagement. In 2025, the Company launched a full-scale “Quality Month” initiative themed “Driven by Digital Intelligence: Fortifying Foundations, Strengthening Chains, and Innovating the Quality Ecosystem.” Through a series of activities, including quality-themed essay contests, “Quality Improvement” skill competitions, and “Quality in My Heart” educational programs, we rallied all employees to firmly cement a “quality-first” mindset, driving product upgrades and service optimization through continuous quality innovation.



开展质量实操培训  
Hands-on quality training



精细化检测关键设备  
Precision inspection of critical equipment

## 优化客户服务 Optimizing customer service

公司持续推进客户服务体系标准化建设，不断改善服务短板、优化服务流程，及时响应并解决客户投诉，建立标准化服务响应流程，为客户提供售前、售中、售后全流程、系统化的客户服务，树立良好的品牌信誉和优质的企业形象。

The Company continuously advances the standardization of its customer service system, consistently addressing service gaps and optimizing service workflows. By promptly responding to and resolving customer complaints, we have established a standardized service response protocol. This enables us to provide systematic, end-to-end customer service—spanning the pre-sales, sales, and after-sales phases—thereby cultivating a strong brand reputation and an excellent corporate image.

## 客户服务管理 Customer service management

公司实行《呼叫中心运行管理办法》等制度要求，统一客户管理流程，完善“客户360”档案，实现对客户服务实施全过程跟踪管理，并针对质量异议、客户返利等痛点开展专项攻关；全方位了解用户需求和合规宣传公司产品，注重客户体验，建立可持续的客户关系。

The Company enforces internal policies such as the *Call Center Operation Management Measures* to unify customer management processes and refine our “Customer 360” profiles, enabling full-lifecycle tracking and management of customer service interactions. Furthermore, we have launched targeted initiatives to resolve specific pain points, such as quality claims and customer rebates. By comprehensively understanding user needs and ensuring the compliant marketing of our products, we prioritize the customer experience and foster sustainable, long-term customer relationships.



下属单位碳素工具钢带荣获中国质量协会及河北省“用户满意产品”称号  
A subsidiary's carbon tool steel strip was recognized as a “Customer Satisfaction Product” by the China Association for Quality and Hebei Province

## 客户投诉处理 Handling customer complaints

公司全面贯彻“以客户为中心”的服务理念，进一步提高客户质量投诉处理效率，修订《河钢股份客户质量投诉管理办法》，保障客户质量问题24小时响应受理；完善400热线、公共邮箱等渠道反馈的客户咨询与问题处理机制，同时通过满意度调查日常监控客户对公司产品和服务的满意度及意见反馈情况，持续提升产品质量、优化客户服务管理体系，提升客户满意度。2025年，400服务热线、公共邮箱等渠道客户反馈的诉求响应回复率100%，质量投诉处理完成率100%，客户满意度95.4%。

Fully embracing a “customer-centric” service philosophy, the Company has revised the *Customer Quality Complaint Management Measures of HBIS Limited* to further accelerate the resolution of quality complaints and guarantee a 24-hour response and acceptance window for all customer quality concerns. We have refined our mechanisms for processing inquiries and issues reported via our 400 toll-free hotline, public email, and other feedback channels. Concurrently, we conduct routine satisfaction surveys to monitor client feedback regarding our products and services. These insights drive our continuous efforts to elevate product quality, optimize our customer service management system, and boost overall customer satisfaction. In 2025, the response rate for customer inquiries submitted through our hotline, email, and other channels achieved 100%, the resolution rate for quality complaints reached 100%, and the overall customer satisfaction score stood at 95.4%.



### 畅通问题反馈渠道 Streamlining feedback channels

客户可以通过400热线电话、河钢客户服务邮箱、产品吊牌扫码等渠道直接向公司进行投诉反馈；  
Customers can submit complaints and feedback directly to the Company via our 400 toll-free hotline, the HBIS customer service email, or by scanning the QR codes on product tags;

### 统筹调度内部资源 Mobilizing internal resources

公司统一协调相关部门，全力保障客户问题和诉求快速响应，及时解决；  
The Company centrally coordinates relevant departments to ensure that all customer issues and requests are met with rapid responses and timely resolutions;

### 建立专业服务团队 Establishing specialized service teams

以一体化服务的客户服务团队，为客户提供一揽子专业、有效的解决方案。  
Our integrated customer service teams provide clients with comprehensive, professional, and highly effective turnkey solutions.

客户因产品或服务提出异议和要求时的处理方式  
Protocols for handling customer claims and service requests

## 客户隐私保护

Customer privacy protection

公司高度重视客户隐私信息，严格权限设置以及审批制度，不滥用客户信息，不将客户信息泄露给未经授权的第三方。报告期内，未发生客户信息安全事件和泄露客户隐私事件。

The Company attaches paramount importance to safeguarding customer privacy. We enforce strict access controls and rigorous approval protocols to ensure that customer data is never misused or disclosed to unauthorized third parties. During the reporting period, no customer information security incidents or customer privacy violations occurs.



## 服务国家战略

Serving national strategies

公司紧扣国家战略需求，深度融入“一带一路”、京津冀协同发展及雄安新区建设等国家战略，以高端化、优质化产品赋能重大工程项目落地与高端制造升级，助力区域经济提质增效，为国家战略实施与中国式现代化建设注入强劲产业动能。

Closely aligned with national strategic imperatives, the Company is deeply integrating into key national initiatives, including the Belt and Road Initiative, the coordinated development of the Beijing-Tianjin-Hebei region, and the construction of the Xiong'an New Area. By empowering the execution of major engineering projects and the advancement of high-end manufacturing with our premium, cutting-edge products, we are helping regional economies enhance both quality and efficiency. Ultimately, we are injecting robust industrial momentum into the implementation of national strategies and the broader drive toward China's modernization.



公司定制的含钒优特钢顺利下线，产品规格精度、屈服强度、耐腐蚀性等关键指标均符合客户建筑需求，将用于国家重点能源项目中制造关键承重结构件。

The Company's custom vanadium-bearing high-quality special steel successfully rolled off the line. Critical metrics, including dimensional accuracy, yield strength, and corrosion resistance, fully meet the client's construction specifications. These materials will be utilized to manufacture vital load-bearing structural components for key national energy projects.



公司为非洲重要能源客户定制生产的一批高端管线钢 X70M 下线，该产品用于“一带一路”共建国家能源基础设施建设。

A batch of high-end X70M pipeline steel, custom-manufactured for a major African energy client, recently rolled off the production line. This product will support energy infrastructure development in partner countries of the Belt and Road Initiative.



公司优质螺纹钢作为关键材料稳定供应北京交通大学、中国地质大学雄安校区，支持京津冀协同发展和北京非首都功能疏解战略的落地。

The Company's premium rebar was stably supplied as a critical material for the new Xiong'an campuses of Beijing Jiaotong University and the China University of Geosciences. This effort actively supports the coordinated development of the Beijing-Tianjin-Hebei region and the strategic relocation of Beijing's non-capital functions.

## 强化供应链责任

### Strengthening supply chain responsibility

河钢股份持续完善供应链安全和绿色供应链体系，搭建系统化供应商培训体系，深化战略协同合作，凝聚伙伴共识，构建安全、高效、可持续的供应链生态。

HBIS Limited continues to refine its supply chain security and green supply chain frameworks. By establishing a systematic supplier training system and deepening strategic synergy and collaboration, we aim to build a consensus among our partners and foster a secure, efficient, and sustainable supply chain ecosystem.

### 供应链安全 Supply chain security

公司始终以打造最具竞争力采购供应链为核心目标，健全供应商管理制度，精准识别和应对供应链风险，明确界定供应商公平竞争、诚信经营的执行标准，持续提升供应商的社会责任水平。

With the core objective of building the most competitive procurement supply chain, the Company continuously enhances its supplier management systems. We accurately identify and mitigate supply chain risks while clearly defining execution standards for fair competition and honest operations. Through these efforts, we steadily elevate the social responsibility standards of our suppliers.

### 管理机制

#### Management mechanism

公司成立供应商评价认证小组负责新增供应商的资质审查，现场评价和认证等工作。由采购总经理担任组长负责统筹工作；分管副总经理负责各品种新增供应商现场评价和认证；采购管理部作为牵头部门负责组织有关人员执行工作。

The Company has established a supplier evaluation and certification team, which is responsible for the qualification review, on-site evaluation, certification, etc. of new suppliers. The General Manager of the procurement serves as the team leader, who is responsible for overall coordination; the Deputy General Manager in charge is responsible for on-site evaluation and certification of new suppliers for each variety; the Procurement Management Department, as the lead department, organizes relevant personnel to execute the work.

### 风险应对

#### Risk response

公司制定并严格执行《河钢采购合规管理办法》《河钢采购经营风险管理办法》，构建闭环高效的全流程风险管控机制，实现对合同、价格、财务、供应商等各类风险的预警、报告与处置，为供应链稳定运行与企业高质量发展提供坚实保障。

The Company has formulated and strictly enforces the *HBIS Procurement Compliance Management Measures* and the *HBIS Procurement Business Risk Management Measures*. We have constructed a closed-loop, high-efficiency, end-to-end risk management mechanism that enables the early warning, reporting, and mitigation of risks related to contracts, pricing, finance, and suppliers. This provides a robust safeguard for the stable operation of the supply chain and the high-quality development of the enterprise.

### 供应链风险管理策略

#### Supply Chain Risk Management Strategy

- 建立多元供应体系，与多家供应商建立合作关系，降低单一供应商依赖风险；  
Establishing a diversified supply system by partnering with multiple suppliers to mitigate the risk of single-source dependency;
- 设定安全库存阈值，应对突发供应中断；  
Setting safety stock thresholds to effectively respond to sudden supply disruptions;
- 采购合同中明确安全环保互保、合规违约追责条款，将风险防控嵌入合作全流程；  
Explicitly incorporating clauses on mutual guarantees for safety and environmental protection, as well as accountability for compliance breaches, into procurement contracts, thereby embedding risk prevention and control throughout the entire collaboration process;
- 与上游大宗原燃料央企、国企及行业龙头企业建立稳固战略合作，保障供应链核心刚性；  
Forging solid strategic partnerships with upstream central and state-owned enterprises and industry leaders in bulk raw materials and fuels to ensure the core robustness of the supply chain;
- 动态引入优质新供应商，增强供应链弹性与活力；  
Dynamically onboarding high-quality new suppliers to enhance supply chain resilience and vitality;
- 采购营销系统与供应商信息系统深度对接，实现上下游关键数据共享、核心单据自动生成与传输，降低数据丢失风险。  
Deeply integrating our procurement and marketing systems with supplier information systems to enable the sharing of critical upstream and downstream data, as well as the automated generation and transmission of core documents, thereby reducing the risk of data loss.



## 策略与实施路径

Strategy and implementation path

### 加强供应链管理 Strengthen supply chain management

公司制定并严格遵守《河钢采购可持续采购政策》《河钢采购供应商行为准则》，建立“准入严控、动态评价、分级合作、优胜劣汰”的全生命周期管控体系，开展供应商准入、考核、评价、退出工作，实现供应商资源优化配置，降低供应链合作风险。报告期内，公司不涉及供应链承包商环节，全部为直供直采模式。

The Company has formulated and strictly adheres to the *HBIS Procurement Sustainable Procurement Policy* and *HBIS Procurement Supplier Code of Conduct*. We have established a full-lifecycle management framework characterized by “strict access controls, dynamic evaluations, tiered partnerships, and the elimination of underperformers.” This system governs supplier access, assessment, evaluation, and exit, thereby enabling the optimal allocation of supplier resources and mitigating supply chain collaboration risks. During the reporting period, the Company did not involve supply chain contractors, and a direct supply and procurement model was adopted.



## 供应商全生命周期管理 Full lifecycle management of suppliers

### 准入 Access

- 多维评估：以文件审查、现场核查、员工访谈、资质核验等多元形式，对供应商的 ESG 表现进行全面评估；
- Multidimensional Evaluation: We conduct comprehensive evaluations of suppliers' ESG performance through diverse methods, including document reviews, on-site inspections, employee interviews, and qualification verification;
- 合规审查：通过商业合作伙伴尽职调查表，对供应商及核心负责人的贿赂、欺诈等不良行为记录进行背景审查，从源头排除风险。
- Compliance Review: Through the Business Partner Due Diligence Questionnaire, we conduct background checks on suppliers and their core executives for any records of misconduct, such as bribery and fraud, to eliminate risks at the source.

### 评估与考核 Evaluation and assessment

- 动态审核：针对重点供应商，根据业务需求随时发起专项二方审核，并结合供应商社会责任自评结果，出具针对性改进建议；
- Dynamic Auditing: For key suppliers, we initiate targeted second-party audits at any time based on business needs. Combining these with the results of the suppliers' social responsibility self-assessments, we provide specific improvement recommendations;
- 分级激励、赋能提升：每半年开展供应商资质与合作情况全面复盘，实施 A、B、C、D 分级管理，对优质供应商进行采购政策倾斜、合作资源配置等，激励其持续提升 ESG 表现。
- Tiered Incentives and Empowerment: We conduct a comprehensive review of supplier qualifications and partnership status semi-annually, implementing an A, B, C, D tiered management system. We also offer preferential procurement policies and allocate collaborative resources to high-quality suppliers, incentivizing them to continuously elevate their ESG performance.

### 退出 Exit

- 定期根据考评结果适时更新和淘汰供应商，促进供应商工艺、产品、管理的全面提升。
- Regularly update and eliminate suppliers based on evaluation results, to promote comprehensive improvements in supplier processes, products, and management.



铁铁智运平台  
上线 AI 磅单识别功能  
The TTIE Logistics platform rolls out an AI-powered weigh slip recognition feature

◆> 负责任矿产采购  
Responsible mineral sourcing

公司严格执行《河钢采购供应商准入标准》的要求，国内矿采购供应商必须为采选一体供应商，拥有生产加工相应铁精粉（球团）的生产、检验设备，且符合国家产业政策标准；有较强的生产技术、加工能力，生产规模不低于 15 万吨 / 年，且能保证其质量符合钢厂要求，同时需提供采矿许可证、安全生产许可证等证件。

The Company strictly enforces the *HBIS Procurement Supplier Eligibility Standards*. Domestic mineral suppliers must operate as integrated mining and beneficiation entities. They must possess the requisite production and inspection equipment for processing iron ore concentrate (pellets) and strictly comply with national industrial policy standards. Furthermore, these suppliers must demonstrate robust production technologies and processing capabilities, with an annual production scale of no less than 150,000 tons. They must guarantee that their product quality meets the rigorous requirements of our steel mills. Additionally, they are required to submit valid operational documentation, including mining licenses and work safety licenses.

◆> 打造绿色供应链  
Building a green supply chain

公司在供应商筛选与决策过程中，始终将绿色环保作为供应商筛选的核心考量因素，建立了“优先准入 + 严格禁入 + 专项提标”的三级环境管理标准，并在包装上遵循“减量化、无害化、可循环”原则，在运输中大力提升铁路及清洁能源交通工具运输比例，持续推进全采购链条的绿色转型。

Throughout the supplier screening and decision-making process, the Company consistently positions environmental sustainability as a core evaluation criterion. We have established a three-tiered environmental management framework characterized by “priority access, strict exclusion, and targeted standard elevation.” In terms of packaging, we adhere to the principles of “reduction, harmlessness, and recyclability.” Regarding logistics, we are vigorously increasing the proportion of freight handled by railways and clean-energy vehicles, thereby continuously driving the green transformation across our entire procurement value chain.



绿色供应商筛选原则

Green supplier screening principles

优先准入 Priority access

- 已制定明确的可持续发展价值观与承诺政策；  
Having formulated explicit values and commitment policies regarding sustainable development;
- 采纳 ISO 14001 环境管理体系、ISO 26000 社会责任指引、ISO 45001 职业健康安全管理体系等国际认可的管理标准；  
Adopting internationally recognized management standards, including the ISO 14001 Environmental Management System, the ISO 26000 Guidance on Social Responsibility, and the ISO 45001 Occupational Health and Safety Management System;
- 能够通过技术创新、工艺优化等方式，助力公司实现节能减排、碳足迹降低等可持续发展目标。  
Demonstrating the capacity to assist the Company in achieving sustainability goals, such as energy conservation, emission reduction, and carbon footprint mitigation, through technological innovation and process optimization.

严格禁入 Strict exclusion

- 被列入《环境保护综合名录》的“高污染、高环境风险”产品供应商；  
Suppliers of “high-pollution and high-environmental-risk” products listed in the *Comprehensive Directory of Environmental Protection*;
- 产品或生产工艺、设备被纳入《部分工业行业淘汰落后生产工艺装备和产品指导目录》的企业。  
Enterprises whose products, production processes, or equipment are listed in the *Guiding Directory for Eliminating Outdated Production Processes, Equipment, and Products in Certain Industrial Sectors*.

专项提标 Targeted standard elevation

- 对焦化、铁合金冶炼等高污染、高能耗行业，提高准入门槛，在《供应商准入标准》中明确量化要求；  
Raising access thresholds for high-pollution and high-energy-consumption industries, such as coking and ferroalloy smelting, with explicit quantitative requirements detailed in the *Procurement Supplier Eligibility Standards*;
- 对炉型选择、烟气处理设备配置等制定具体标准，确保供应商生产过程符合国家及地方环保法规。  
Establishing specific criteria for furnace type selection and the configuration of flue gas treatment equipment to ensure that suppliers’ production processes strictly comply with national and local environmental regulations.

加强供应商培训  
Enhancing supplier training

公司在供应商准入环节，开展《河钢采购可持续采购政策》《河钢采购供应商行为准则》等专项宣讲，确保准入供应商深刻理解 ESG 管理体系核心要求，明确可持续发展对长期合作的关键意义；在日常管理中，面向供应商开展覆盖可持续采购、人权合规、商业道德、员工信息安全意识等方面的专项培训，引导供应商遵守法规并保障劳工权益，实现共赢发展。

During the supplier onboarding phase, the Company conducts specialized presentations on policies such as the *HBIS Procurement Sustainable Procurement Policy* and *HBIS Procurement Supplier Code of Conduct*. This ensures that admitted suppliers deeply comprehend the core requirements of our ESG management system and clearly recognize the critical importance of sustainable development for long-term collaboration. In our routine management, we provide targeted training for suppliers covering key areas such as sustainable procurement, human rights compliance, business ethics, and employee information security awareness. These initiatives guide suppliers to strictly adhere to regulations and safeguard labor rights, ultimately driving mutually beneficial growth.



公司开展供应商社会责任培训  
The Company is conducting social responsibility training for suppliers



公司参与采购供应链交流大会  
The Company is participating in a procurement and supply chain exchange conference

指标与未来计划  
Indicators and future plans

2026 年，公司将继续坚持问题导向、目标导向、结果导向相统一，以“强渠道、优结构、提质量、促协同”为核心思路，完善供应商管理机制，建立“核心供应商 + 辅助供应商”保障体系，保障供应稳定可控。

In 2026, the Company will continue to integrate problem-driven, goal-oriented, and results-focused approaches. Guided by our core philosophy of “strengthening channels, optimizing structures, elevating quality, and promoting synergy,” we will refine our supplier management mechanisms and establish a robust safeguard system comprising “core suppliers + auxiliary suppliers” to ensure a stable and highly controllable supply chain.

指标 Indicator	单位 Unit	2025 年 2025
报告期内审查的供应商个数 Suppliers audited during the reporting period	个 Item	116
因为不合规被否决的潜在供应商数量 Number of potential suppliers rejected due to non-compliance	个 Item	10
因为不合规被中止合作的供应商数量 Number of suppliers with whom the cooperation suspended for non-compliance	个 Item	26
供应商培训投入 Investment in supplier training	万元 RMB 10,000	32

促进行业交流  
Fostering industry exchange

公司以开放的心态与政府、企业、高校等开展战略合作，积极参与国内外行业交流大会，通过多元共赢的合作平台，共商产业发展的美好未来，为产业可持续发展注入强劲动力。2025 年，下属单位与中车唐车在中国中车现代产业链融通发展共链行动大会上正式签订《中国中车现代产业链共链行动框架协议之央地合作》。

Maintaining an open mindset, the Company actively engages in strategic collaborations with governments, enterprises, and universities. We regularly participate in domestic and international industry exchange conferences. Through mutually beneficial and diverse collaboration platforms, we jointly explore the promising future of industrial development, injecting robust momentum into the sustainable growth of the industry. In 2025, our subsidiary formally signed the *CRRC Modern Industrial Chain Co-chain Action Framework Agreement: Central-Local Cooperation with CRRC Tangshan Co., Ltd.* at the CRRC Modern Industrial Chain Integration and Development Co-chain Action Conference.

公司与普锐特冶金技术  
(中国) 公司首席执行官柯特  
开展座谈交流

Exchange in a symposium with Koledic,  
CEO of Primetals Technologies (China)





## 引领行业标准

Leading industry standards

公司高度重视行业标准化体系建设，依托在钢铁领域的核心技术优势，积极参与国际标准、国家标准、行业标准、团体标准研制，持续输出技术话语权，助推行业规范发展。2025年，公司主导（或参与）且已正式发布的标准共计20项，其中国家标准11项，行业标准2项，团体标准7项。

The Company attaches great importance to the development of industry standardization frameworks. Leveraging our core technological advantages in the steel sector, we actively participate in the formulation of international, national, industry, and group standards. By continuously asserting our technological authority, we drive the standardized and regulated development of the industry. In 2025, the Company spearheaded (or participated in) the formulation of a total of 20 officially released standards, which included 11 national standards, 2 industry standards, and 7 group standards.

### 案例 | 公司成功获批河北省第四批系列技术标准创新族项目 Case | The Company successfully secures approval for Hebei Province's fourth batch of Technical Standard Innovation Cluster projects

2025年2月，公司申报的“涂镀类精品钢带系列技术标准创新族”项目成功获批。公司在获得40多个涂镀类产品发明专利的基础上，建立涂镀产品系列技术标准族，能够推动公司涂镀产品生产控制能力和实物质量进一步提升，同时提高公司在该领域的技术领导优势和话语权。

In February 2025, the “Technical Standard Innovation Cluster for Premium Coated and Galvanized Steel Strips” project submitted by the Company was successfully approved. Building upon the acquisition of over 40 invention patents for coated and galvanized products, the Company established a comprehensive cluster of technical standards for this product series. This initiative will further enhance the production control capabilities and the physical quality of our coated and galvanized products, while concurrently elevating the Company’s technological leadership and authoritative voice in this domain.



涂镀类精品钢带  
Premium coated and galvanized steel strips

## 加强员工关怀 Improving employee caring

河钢股份秉持“以人为本”理念，将员工视为企业可持续发展的核心动力。聚焦员工权益保障、培训体系与发展通道、员工人文关怀三大方向，搭建了全方位的员工成长平台，让员工与企业同进步、共发展。

Adhering to a “people-first” philosophy, HBIS Limited views its employees as the core driving force behind the company’s sustainable development. Focusing on three primary pillars—safeguarding employee rights, expanding training and development pathways, and prioritizing employee caring—we have built a comprehensive growth platform that enables our employees and the Company to progress and thrive together.



## 员工权益保障

Protection of rights and interests of employees

公司以保障员工权益为基石，建立完善的人力资源管理和薪酬福利体系，畅通民主参与渠道，程序公开、操作规范、合规合法，为员工打造平等包容、安全健康的工作环境。

With the protection of employee rights as our cornerstone, the Company has established a robust human resources management and compensation and benefits framework. By facilitating open channels for democratic participation and ensuring that our procedures are transparent, standardized, and legally compliant, we cultivate an equitable, inclusive, safe, and healthy working environment for all employees.

## 平等雇佣

Equal employment

公司严格依据《中华人民共和国劳动法》《中华人民共和国劳动合同法》及相关法律规定，依法与员工签订、履行、解除劳动合同，打造公平、公正、公开的雇佣环境。2025年，公司不存在强迫员工劳动、践踏员工尊严、侵犯员工权益等行为。

Strictly in accordance with the Labor Law of the People’s Republic of China, the Labor Contract Law of the People’s Republic of China, and other related legal regulations, the Company lawfully signs, fulfills, and terminates labor contracts with employees, fostering a fair, just, and transparent employment environment. In 2025, the Company recorded zero instances of forced labor, violations of human dignity, or infringement of employee rights.



### 招工方面 Recruitment practices

- 注重机会均等多元化，招录、提拔、评选等全环节都坚持性别、民族、信仰、年龄无差别的雇佣原则；
- Adhere to non-discriminatory employment principles regarding gender, ethnicity, religion, and age across all stages, including recruitment, promotion, and award selection;
- 在部分岗位设置灵活就业岗位，包括劳务派遣、业务外包等用工形式；
- Implement flexible working arrangements for specific roles, utilizing models such as labor dispatch and business outsourcing;
- 遵循公平竞争、择优录取、职位适用、非歧视的原则，以校园招聘、市场化引进等方式进行公开招聘。
- Follow the principles of fair competition, merit-based selection, job suitability, and non-discrimination, and conduct open recruitment through campus recruitment and market-based introduction.

### 用工方面 Employment practices

- 依照公平诚信原则，禁止一切歧视与强迫劳动，反对雇用童工，反对职场骚扰，反对职场霸凌，重视员工个人隐私，充分保障员工权益。
- Adhere to the principles of fairness and integrity; strictly prohibit all forms of discrimination and forced labor; maintain a zero-tolerance policy against child labor, workplace harassment, and workplace bullying; highly value employee privacy and fully safeguard all employee rights.

指标 Indicator	单位 Unit	2025年 2025
员工总数 Total number of employees	人 Person	30,605
按性别分布 By gender distribution		
男性员工 Male employees	人 Person	27,289
女性员工 Female employees	人 Person	3,316
按专业类别分布 By professional category distribution		
生产人员 Production personnel	人 Person	24,309
技术人员 Technician	人 Person	3,195
销售人员 Sales personnel	人 Person	296
行政人员 Administrative personnel	人 Person	2,638
财务人员 Financial personnel	人 Person	167
按学历划分 By educational background		
本科及以上 Undergraduate and above	人 Person	10,121
大专 Junior college	人 Person	5,750
中专(高中)、技校及以下 Technical secondary school (high school), technical school and below	人 Person	14,734

## 民主管理

Democratic management

公司建立健全工会劳动保护管理组织，通过每年召开职工代表大会、先进模范代表座谈会等，切实发挥工会组织的重要作用，确保员工的意见整改落到实处，保障员工知情权、参与权，同时积极预防、妥善处置劳动争议事件，设立申诉通道，促进员工合理有效沟通。2025年，公司工会在岗正式员工入会率100%。

The Company has established and optimized its trade union and labor protection organizational structure. By convening annual employee representative congresses and symposiums for exemplary workers, we effectively leverage the vital role of our trade unions. We ensure that actionable employee feedback is thoroughly addressed and that employees' rights to be informed and to participate are fully safeguarded. Concurrently, we proactively prevent and properly resolve labor disputes by establishing clear grievance channels, thereby facilitating transparent and effective communication with our workforce. In 2025, the union membership rate among the Company's formal, active employees reached 100%.



子分公司员工积极参加年度职工代表大会  
Employees from subsidiaries and branch offices actively participate in the annual employee representative congress

## 福利薪酬

Compensation and benefits

公司持续深化以价值贡献为导向的薪酬分配制度改革，制定薪酬兑现方案，激发创新创效动力，按时足额缴纳五险一金，并为包括灵活就业人员在内的全体员工支付薪酬。

The Company continuously deepens the reform of its compensation distribution system, strictly anchored by value contribution. By formulating comprehensive compensation realization plans, we ignite our workforce's drive for innovation and operational efficiency. We guarantee the timely and full payment of statutory social insurances and housing provident funds and disburse full wages to all personnel, including our flexible workforce.



## 赋能员工成长

Empowering employee growth

此外，公司为促进员工工作与个人生活的和谐平衡，实施一系列支持举措，包括合理享有法定及公司制度规定的各类假期，假期工资待遇按照国家政策规定和公司制度执行，部分子公司建立企业年金制度。2025年，公司员工社会保险覆盖率为100%。

Furthermore, to foster a harmonious work-life balance, the Company has rolled out a suite of supportive initiatives. These include ensuring reasonable access to all statutory and company-mandated leaves, with holiday remuneration strictly adhering to national policies and corporate regulations. Additionally, part of the subsidiaries have instituted a corporate annuity system. In 2025, the social insurance coverage rate for the Company's employees stood at a perfect 100%.

公司将员工视为最宝贵的财富，健全“招聘—培养—晋升”全链条体系，畅通三大职业发展通道，以定制化培训、技能竞赛等多元路径，全方位激活员工成长活力。

The Company views its employees as its most valuable asset. We have perfected the end-to-end “recruitment, training, and promotion” lifecycle and established three clear career development tracks. Through diverse initiatives such as customized training programs and skill competitions, we comprehensively ignite the growth potential of our workforce.

## 管理机制

Management mechanism

公司下设综合管理部负责管理日常事务，其中人力资源组统筹人力资源管理及绩效考核相关工作，明确员工晋升发展战略、规划员工培训体系等，助力员工实现个人价值。

The Company sets the General Management Department, which is responsible for managing daily affairs, and the HR Department oversees human resources management and performance evaluation, clarifies employee promotion development strategies, plans employee training systems, and helps employees achieve personal value.



公司职工荣获第20届模拟炼钢挑战赛世界总决赛冠军  
The Company's employees won the championship at the 20th World Finals of the Steelmaking Simulation Challenge.

## 风险应对

Risk response

风险 Risks	风险描述 Risk description	时间范围 Reporting period	应对措施 Measures
<p>晋升流程不透明风险</p> <p>Risk of Non-transparent promotion process</p>	<p>若公司晋升流程未清晰公示，员工对晋升标准、流程不了解，会引发员工对晋升公平性的质疑，降低员工工作积极性，甚至可能导致部分优秀员工因看不到晋升希望而离职。</p> <p>If the Company's promotion process is not clearly publicized, employees' lack of understanding of promotion standards and processes may cause doubts about the fairness of promotions, reduce employee motivation, and even cause some excellent employees to leave due to a lack of promotion prospects.</p>	<p>短期</p> <p>Short term</p>	<ul style="list-style-type: none"> <li>在公司内部办公系统、公告栏等显著位置公示晋升标准、流程及评审人员构成。</li> <li>Publicize promotion standards, processes, and the composition of the review panel in prominent locations such as the Company's internal office system and bulletin boards.</li> </ul>
<p>关键岗位人才断层风险</p> <p>Risk of talent gap in key positions</p>	<p>钢铁行业技术和管理关键岗位专业性强，培养周期长。若公司对关键岗位人才培养规划不足，一旦现有关键岗位人员因退休、离职等原因离岗，可能出现人才断层，影响公司正常运营。</p> <p>Key technical and management positions in the steel industry require strong expertise and long training cycles. If the Company lacks sufficient planning for the cultivation of key position talents, the departure of current key personnel due to retirement or resignation may lead to a talent gap, thus affecting the Company's normal operations.</p>	<p>中期</p> <p>Medium-term</p>	<ul style="list-style-type: none"> <li>建立关键岗位人才继任计划，识别关键岗位，为每个关键岗位确定潜在继任者，制定个性化培养方案，并定期评估继任者培养效果。</li> <li>Establish a talent succession plan for key positions, identify key positions, determine potential successors for each key position, develop personalized training plans, and regularly evaluate the effectiveness of successor cultivation.</li> </ul>

## 策略与实施路径

Strategy and implementation path

公司健全培养选拔优秀年轻干部常态化工作机制，进一步加强干部选任监督工作，全面推进人才和干部队伍建设，努力实现专业人才市场化、干部队伍年轻化，给员工提供充分发展和实现价值的舞台。

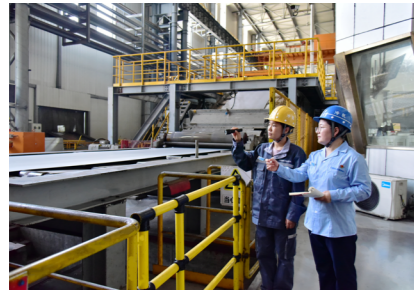
The Company has institutionalized a regular mechanism for cultivating and selecting outstanding young leadership talent. We have further strengthened the oversight of executive appointments and comprehensively advanced the development of our professional and leadership pipelines. By striving to align our professional talent with market standards and rejuvenating our leadership ranks with younger professionals, we provide our employees with an expansive platform for career development and value realization.

**畅通发展渠道**  
Smooth development channels

- 以《中华人民共和国职业分类大典》为基础，横向对职位划分为行政管理、专业技术、生产操作三大系列，纵向根据岗位性质、工作能力等进行划分；  
Guided by the *National Occupational Classification Dictionary of the People's Republic of China*, we have established a multidimensional career framework. Horizontally, positions are categorized into three primary tracks: administrative management, professional technology, and production operations. Vertically, roles are stratified based on job nature and work ability;
- 以年轻干部“四个一批”培养计划为抓手，形成干部选拔、培育、管理、使用环环相扣又统筹推进的全链条机制；  
Leveraging the "Four Batches" Training Program for Young Managerial Talents as a key driver, we have established an end-to-end mechanism that integrates and advances the selection, cultivation, management, and appointment of young talents in a seamless, holistic manner;
- 实施四个层次人才工程和技能登高工程，系统加强专业技术人才队伍和技能人才队伍建设，畅通技术人员成长通道。  
We implement the Four-Tier Talent Project and the Skill Advancement Project to systematically strengthen the development of our professional technical and skilled talent teams, ensuring clear career progression channels for technical personnel.

**加强人才培养**  
Enhancing talent training

- 公司实施多类别、精准化、定制化的人才培训项目，打造“产学研用”一体化的培训体系；  
Implement multi-category, precise and customized talent training programs to create an integrated training system of "production, education, research and application";
- 组织新入职大学生培训和素质拓展活动，并为新入职大学生制定“一对一”轮岗培养见习计划；  
Organize training and quality development activities for new college students and formulate a "one-to-one" rotation training and internship program for them;
- 深入推进“劳动竞赛、技能竞赛、群众性员工创新”三大体系建设，悉心培育各级各类人才。  
Further promote the construction of the three major systems of "labor competition, skill competition, and mass employee innovation", and carefully cultivate talents of all levels and types.



冷轧产线表面质量判定人员  
岗位作业标准现场培训  
On-site training on standard operating  
procedures for surface quality  
inspection personnel on the cold  
rolling production line



“AI+ 钢铁 + 数字”  
系列培训  
“AI + Steel + Digital”  
training series



第二十八届  
“万千百十”职工技能竞赛钳工比赛  
The 28th Cascade Employee Skills  
Competition – Fitter Category

## 指标与未来计划

Indicators and future plans

2026 年，公司将持续打造与企业战略发展同频适配，兼具理想信念、技术创新能力与担当奉献精神的高素质员工队伍，持续完善人才培养体系，为员工打造创新有舞台、成才有支撑、奋斗有回报的良好成长环境。

In 2026, the Company will continue to cultivate a high-caliber workforce that aligns with our strategic development trajectory—a team distinguished by its strong convictions, capacity for technological innovation, and profound sense of responsibility and dedication. We will continuously refine our talent training and development ecosystem, fostering an exceptional growth environment where innovation is showcased, talent is supported, and hard work is thoroughly rewarded.

指标 Indicator	单位 Unit	2025 年 2025
员工培训投入 Investment in employee training	万元 RMB 10,000	968.16
员工培训次数 Times of employees training	次 Times	5,338
员工培训覆盖率 Employee training coverage rate	%	100



## 关心关爱员工

Prioritizing employee well-being

公司坚持“发展为了员工、发展依靠员工、发展成果由员工共享”理念，扎实开展“我为群众办实事”实践活动，开展“金秋助学”活动，帮扶员工子女；开展员工喜闻乐见的文体活动，活跃员工业余文化生活。

Adhering to the core philosophy of “developing for our employees, relying on our employees, and sharing the fruits of development with our employees,” the Company actively drives “Practical Employee Support” initiatives. We have launched the “Golden Autumn Education Assistance Program” to support our employees’ children, and we continuously organize highly engaging cultural and sports activities to enrich our employees’ personal lives outside of work.

## 暖心慰问员工

Employee Support Initiatives

- 邯郸分公司深化“4+N”常态化帮扶，通过元旦春节“送温暖”“四色人群关爱”等行动，慰问员工 297 人次，为 82 名员工发放医疗救助金 53.2 万元；
- Handan Branch deepened its “4+N” normalized support framework. Through targeted initiatives such as the New Year and Spring Festival “Delivering Warmth” campaign and the “Four-Color Categorized Care” program, the branch conducted 297 outreach visits and distributed RMB 532,000 in medical assistance funds to 82 employees.
- 唐山分公司开展对困难员工、先模人物和离退休老领导的慰问活动，共走访慰问了 8 名退休困难职工和老党员，发放慰问金 23,500 元，切实解决了特困职工的部分生活困难问题。
- Tangshan Branch organized outreach and support initiatives for employees facing hardships, outstanding role models, and retired leaders. The branch visited 8 such individuals and distributed RMB 23,500 in relief funds, effectively alleviating some of their most pressing daily living challenges.



慰问困难职工  
Visiting and helping the employees in difficulty

### 关爱女性员工

Caring for female employees

- 邯郸分公司为 4,264 名女员工及配偶投保重大疾病团体险，并为 16 名出险职工办理理赔手续；
- Handan Branch provided group critical illness insurance for 4,264 female employees and their spouses, successfully processing and fulfilling claims for 16 employees.
- 唐山分公司为女员工进行专项健康体检及两癌筛查、开展婚前、孕期保健等多种专项宣教、体检活动。
- Tangshan Branch organized specialized health examinations for female employees, including vital breast and cervical cancer screenings. The branch also launched various targeted educational and wellness campaigns focusing on pre-marital and prenatal care.



“玫瑰染书香 奋进拓采购”女职工读书会  
A female employee reading club themed “roses steeping in the fragrance of books, forging ahead to elevate procurement”

### 关心一线员工

Care for frontline employees

- 各子公司全力保障一线职工身体健康，持续开展“送清凉”“送温暖”活动，炎炎夏日送西瓜与冷饮、中秋节送月饼与慰问，实现常态化送温暖关怀全覆盖。
- All subsidiaries are fully committed to safeguarding the physical health of our frontline workers. We continuously roll out our “Summer Cooling” and “Delivering Warmth” initiatives—distributing watermelons and cold beverages during the sweltering summer months, and providing mooncakes and well-wishes during the Mid-Autumn Festival. These efforts ensure complete coverage of our routine care and welfare programs.



“送清凉”活动  
“Summer Cooling” Campaign



“送温暖”活动  
“Delivering Warmth” Campaign

### 关注心理健康

Supporting mental health

- 邯郸分公司坚持开展心理咨询进企业“每月一讲”活动，持续加强员工心理健康服务和人文关怀，帮助员工在工作中正确应对压力、有效排解压力。
- Handan Branch consistently hosts a “Monthly Seminar” that brings psychological counseling directly into the workplace. The branch continuously enhances its mental health services and humanistic care, equipping employees with the tools to properly navigate and effectively alleviate workplace stress.



心理健康讲座  
Mental Health Seminar

### 丰富员工生活

Enrich employee life

- 各子公司积极开展员工群众性文体活动，以工会各场馆为依托，创新文体活动形式，新增趣味运动健身、节日氛围营造等特色项目，让员工在工作之余充分放松身心，实现职业发展与生活品质的良性平衡。
- Our subsidiaries actively organize widespread cultural and sports activities for our workforce. Leveraging trade union facilities, we have innovated our event formats by introducing unique programs such as fun fitness challenges and festive holiday celebrations. These initiatives empower employees to fully relax and recharge outside of working hours, fostering a healthy, sustainable balance between their career development and overall quality of life.



职工足球比赛  
Employee Soccer Match



“送万福、进万家”书法公益活动  
“Delivering Blessings to Ten Thousand Homes” charity calligraphy event

## 共建社区责任

### Deepening community responsibility and shared development

河钢股份深化共建共享格局，全方位践行社会责任。紧扣乡村振兴战略，以消费、教育帮扶为抓手巩固拓展脱贫攻坚成果，激活乡村发展内生动力；聚焦社会公益，统筹义诊活动、志愿服务等实践，引导员工践行初心、回馈社会，推动员工成长、企业发展与社会繁荣深度融合，筑牢和谐发展根基。

HBIS Limited is deeply committed to fostering a paradigm of co-construction and shared growth, comprehensively fulfilling our corporate social responsibilities. Closely aligned with the national rural revitalization strategy, we leverage consumer support and educational assistance to consolidate and expand the achievements of poverty alleviation, igniting the endogenous driving force for rural development. Focusing on public welfare, we coordinate initiatives such as free medical clinics and volunteer services, guiding our employees to remain true to our original aspirations and give back to society. This approach deeply integrates employee growth and corporate development with broader social prosperity, laying a solid foundation for harmonious progress.



### 助力乡村振兴

Promoting rural revitalization

公司积极响应乡村振兴战略，积极落实组织帮扶、产业帮扶、教育帮扶等举措，牢牢守住不发生规模性返贫致贫底线，帮扶村产业和集体经济稳中求进，用实际行动诠释了国有企业在乡村振兴帮扶任务中的初心和使命。

Actively responding to the rural revitalization strategy, the Company robustly implements organizational, industrial, and educational assistance measures. We firmly uphold the baseline of preventing any large-scale relapse into poverty, striving for steady, sustainable progress in the industries and collective economies of our targeted assistance villages. Through concrete actions, we clearly demonstrate the original aspiration and mission of state-owned enterprises in rural revitalization.



### 案例 | 发展特色优势产业，做强村级集体经济 Case | Developing distinct local industries to strengthen the village-level collective economy

公司帮扶村保定市唐县闫家庄村编制《闫家庄村产业发展规划》，成立村集体土地服务农民专业合作社，以合作社的形式建设 50 亩小米、蔬菜生产基地，同时驻村粗粮加工车间与当地“尧河山农”公司合作，每年为村集体增加收入 6.7 万元，为防返贫和乡村振兴工作提供保证。

For Yanjiazhuang Village in Tang County, Baoding City—a village targeted for our assistance—the Company formulated the *Yanjiazhuang Village Industrial Development Plan*. We established a village collective land service farmers' cooperative, creating a 50-mu (approx. 8.2 acres) production base for millet and vegetables under this cooperative model. Concurrently, the village-based coarse grain processing workshop partnered with the local “Yaohe Shannong” company, generating an additional annual income of RMB 67,000 for the village collective. This provides a solid financial guarantee for preventing any relapse into poverty and advancing rural revitalization efforts.



帮扶车间正在生产山地小米  
The assistance workshop is producing mountain-grown millet



向帮扶村脱贫户家庭孩子捐赠书包  
Donating school bags to children from families lifted out of poverty in our targeted assistance villages



黑山村蒲公英种植产业  
Dandelion cultivation industry in Heishan Village

## 践行社会公益 Practising social welfare

公司切实履行企业责任，鼓励员工参与志愿服务和公益慈善，通过参加义诊活动、爱心献血和义务植树等活动，积极回馈社会，以实际行动助力社会可持续发展，推动员工成长、企业愿景、社会繁荣三线同频共振，实现高质量共赢。

The Company earnestly fulfills its corporate responsibilities, encouraging employees to participate in volunteer services and philanthropic activities. Through initiatives such as free medical clinics, blood donation drives, and volunteer tree-planting campaigns, we actively give back to the community. By taking concrete actions to support sustainable social development, we align employee growth and our corporate vision with societal prosperity, achieving high-quality, mutually beneficial outcomes.

### 案例 | 公司践行应急应战使命担当 Case | Fulfilling the mission and responsibility in emergency response and disaster relief

2025年7月27日，河北省承德市部分地区遭遇严重洪涝灾害，公司抢险救援分队在指挥下迅速调派30余名专业骨干奔赴灾区，成功转移救助被困群众200余人，同步组织专业力量协助当地政府开展电力抢修、供水恢复、道路桥梁加固等工作，实现“拉得出、用得上、起作用”的庄严承诺。

On July 27, 2025, severe flooding struck parts of Chengde City, Hebei Province. Under a unified command, the Company's emergency rescue detachment swiftly deployed over 30 specialized core personnel to the disaster-stricken area, successfully evacuating and rescuing more than 200 stranded residents. Concurrently, we mobilized professional teams to assist local authorities with critical infrastructure recovery, including power grid repairs, water supply restoration, and the reinforcement of roads and bridges. These actions thoroughly honored our solemn commitment to "deploy rapidly, operate effectively, and deliver decisive impact."



抢险救援现场  
Emergency rescue operations on-site



“学雷锋志愿服务”系列活动  
"Learn from Lei Feng" Volunteer Service Initiatives



义务植树  
Volunteer tree planting

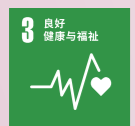
# 3 钢基强治 构建卓越治理局面

Fortifying foundations: cultivating excellence in corporate governance

企业发展离不开良好的公司治理和安全的工作环境。河钢股份坚持把政治建设摆在首位，建立健全现代企业治理机制，夯实合规治理基础，以严格的商业道德标准开展业务活动，提升安全管理水平，压实各级安全责任，为推动公司高质量发展保驾护航。

Sustainable corporate growth relies on sound corporate governance and a secure working environment. HBIS Limited consistently prioritizes political development, establishing and refining modern corporate governance mechanisms while consolidating a strong foundation for compliance. We conduct all business operations guided by the strict standards of business ethics. Concurrently, we elevate safety management levels and stringently enforce safety responsibilities across all tiers, thereby comprehensively safeguarding the high-quality development of the Company.

SDGs 目标:  
SDGs:



## 坚持党建引领 Upholding party leadership

河钢股份坚持以高质量党建引领企业高质量发展，不断强化党的思想政治建设，持续增强党支部战斗堡垒作用，扎实推进全面从严治党和党风廉政建设，通过党建与业务深度融合推动重点工作实现新突破。

HBIS Limited insists on guiding high-quality corporate development through high-quality Party building. We continuously strengthen the Party's ideological and political development and consistently enhance the role of Party branches as formidable operational strongholds. We solidly advance the comprehensive and strict governance of the Party, alongside robust integrity and anti-corruption initiatives. By deeply integrating Party building with our core business operations, we drive new breakthroughs across our key strategic initiatives.

### 思想政治建设 Ideological and political development

公司党委在思想上、行动上始终同党中央、国务院、省委、省政府、集团党委保持高度一致；系统学习习近平新时代中国特色社会主义思想、党的二十大和二十届历次全会精神，增强“四个意识”、坚定“四个自信”、坚决做到“两个维护”；规范开展党内政治理论学习、党委理论学习中心组学习与专题研讨、班子成员集中学习等，通过中网院、“冀·先锋号”等平台开展个人自学与集体学习，切实把学习成果转化为攻坚克难、破解工作难题的实际行动。

The Party Committee of the Company consistently maintains a high degree of alignment in both thought and action with the CPC Central Committee, the State Council, the Provincial Party Committee, the Provincial Government, and the Group Party Committee; we systematically study Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, alongside the guiding principles of the 20th CPC National Congress and all plenary sessions of the 20th CPC Central Committee, enhancing the “Four Consciousnesses,” solidifying the “Four-sphere Confidence,” and resolutely ensuring the “Two Upholds.” We formally conduct internal Party political theory studies, theoretical learning center group sessions for the Party Committee, specialized thematic seminars, and collective study sessions for leadership team members. Utilizing digital platforms such as the China E-learning Academy for Leadership and the “Hebei · Vanguard” platform, we facilitate both independent and collective study. Ultimately, we are dedicated to translating these learning outcomes into concrete, practical actions to overcome bottlenecks and resolve operational challenges.

### 河钢采购召开党的二十届四中全会 精神宣讲会

HBIS Procurement holds a seminar on the guiding principles of the Fourth Plenary Session of the 20th CPC Central Committee



### 夯实组织堡垒 Fortifying organizational strongholds

公司认真落实民主集中制，持续优化“三重一大”决策制度实施细则，制定并动态完善党委前置研究讨论事项清单，落实“公司党委—基层党委—党支部”品牌矩阵，提升支部服务能力，掌握意识形态工作主动权，夯实基层党组织建设，增强党组织的凝聚力和战斗力。

The Company earnestly implements the principle of democratic centralism and continuously optimizes the implementation rules for the “Three Major and One Large” decision-making system (which governs major decisions, major executive appointments, major project arrangements, and large-amount fund usage). We have formulated and dynamically updated the list of matters requiring preliminary study and discussion by the Party Committee. By establishing a cohesive brand matrix spanning the “Company Party Committee, Primary-level Party Committees, and Party Branches,” we enhance the service capabilities of our branches and proactively manage our ideological initiatives. These efforts solidify the foundation of our primary-level Party organizations and significantly boost their cohesion and operational vitality.

### 全面从严治党 Advancing comprehensive and strict party governance

公司认真贯彻中央八项规定精神，全面践行《中国共产党章程》等党风廉政规章制度，认真落实党风廉政建设责任，常态化开展党风廉政教育，不断完善廉洁风险防范体系，构建全方位、多层次的监督体系，营造风清气正的企业氛围，进一步提升党员干部纪律意识和廉洁意识。

The Company rigorously implements the spirit of the eight-point decision of the CPC Central Committee on improving Party conduct and comprehensively adheres to integrity and anti-corruption regulations, including the *Constitution of the Communist Party of China*. We strictly enforce accountability for integrity and anti-corruption initiatives, conducting routine educational programs on Party conduct and ethics. By continuously refining our integrity risk prevention framework and constructing a comprehensive, multi-tiered supervision system, we foster a clean, upright, and transparent corporate atmosphere. This continuously elevates the awareness of discipline and integrity among Party members and executives.

### 河钢股份开展 警示教育活动

HBIS Limited is conducting an anti-corruption warning education activity



## 党建业务融合 Integrating party building with business operations

公司将党建工作与业务经营工作深度融合，通过开展“决胜四季度，实现双提升”主题活动、主题先锋赛、“双带三单”专项行动，携手合作伙伴开展党建共建主题党日活动、共同签署《党建联合共建协议书》，建立“党建+项目”模式，解决生产经营中的重点、难点、痛点问题，架起党建共建合作桥梁，持续提升钢铁主业核心竞争力。

The Company deeply integrates its Party building initiatives with its core business operations. We have launched targeted initiatives such as the “Winning the Fourth Quarter for Dual Enhancements” campaign, Vanguard Competitions, and the “Dual Lead, Three Lists” special action plan. By joining forces with our partners, we host joint Party-building theme days and co-sign *Joint Party Building Agreements*. Furthermore, we have established a “Party Building + Project” model to directly address and resolve critical bottlenecks, challenges, and pain points in our production and operations. These efforts build a collaborative bridge through joint Party building, thereby continuously elevating the core competitiveness of our primary steel business.



河钢销售干部员工阅读“决胜四季度，实现双提升”动员令

Executives and employees of HBIS Sales are reviewing the mobilization directive for the “Winning the Fourth Quarter for Dual Enhancements” campaign

## 提升治理效能 Elevating governance efficacy

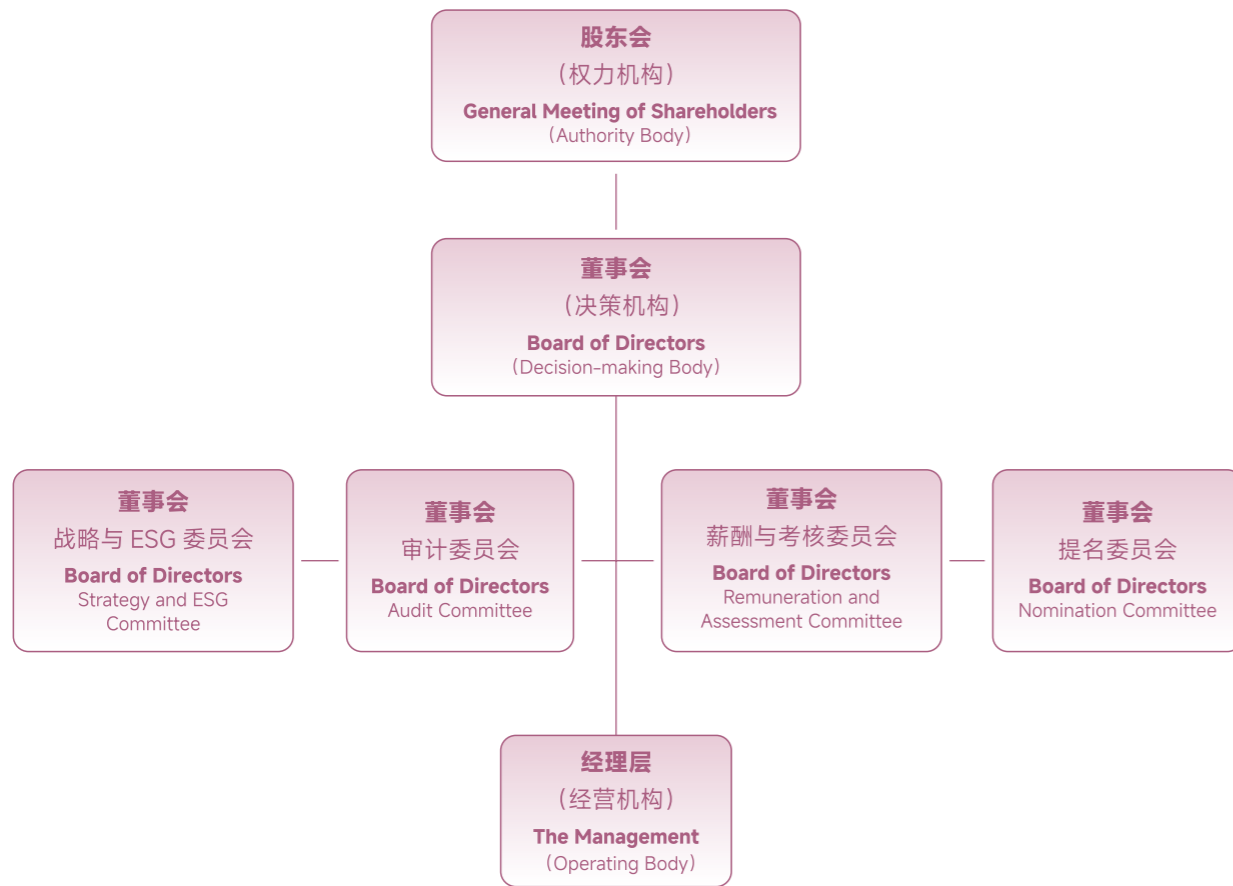
河钢股份不断完善中国特色现代企业制度，建立权责法定、权责透明、协调运转、有效制衡的现代企业治理机制，实现决策、执行、监督各环节协调运转和有效制衡；高度重视投资者关系管理，提升对外信息披露透明度，不断拓展与投资者沟通交流的渠道，保护投资者合法权益，保障公司决策科学和运行高效。

HBIS Limited continuously refines its modern enterprise system with Chinese characteristics. We have established a robust modern corporate governance mechanism defined by statutory and transparent rights and responsibilities, seamlessly coordinated operations, and effective checks and balances. This ensures that every phase—from decision-making and execution to supervision—operates in harmony with rigorous oversight. We place immense value on investor relations management, consistently enhancing the transparency of our external disclosures. By continuously broadening our communication channels with investors, we fiercely protect their legitimate rights and interests, ensuring that the Company’s decision-making remains highly scientific and its operations exceptionally efficient.

## 规范公司治理 Standardizing corporate governance

公司落实《中华人民共和国公司法》等监管新规要求，完成监事会取消工作，实现监事会相关职能向审计委员会平稳过渡，持续完善公司治理架构；系统修订《公司章程》《总经理工作细则》等核心制度，制定《董事和高级管理人员离任管理制度》《信息披露暂缓与豁免制度》等专项制度，推动公司治理制度体系符合监管要求；全面选优配强独立董事队伍，积极组织专题培训有效提升董事、高级管理人员履职水平；有效发挥董事会决策中心作用与董事会审计委员会监督作用，完善内部监督机制，确保“三会”高标准、规范化运作。2025年，公司组织召开8次董事会、4次股东会，严格按照要求完成所有审议事项。

In accordance with new regulatory requirements, including the *Company Law of the People’s Republic of China*, the Company has dissolved its Board of Supervisors and smoothly transitioned its associated functions to the Audit Committee, continuously optimizing its corporate governance structure. We have systematically revised core governing documents, such as the *Articles of Association* and the *Working Rules for the General Manager*. Additionally, we established specialized policies, including the *Management Policy for the Departure of Directors and Senior Executives* and the *Policy on the Suspension and Exemption of Information Disclosure*, ensuring our corporate governance framework remains strictly aligned with regulatory standards. Furthermore, we comprehensively strengthened our team of independent directors by selecting highly qualified candidates, and we proactively organized specialized training to enhance the ability of our directors and senior executives to discharge their duties effectively. By fully leveraging the Board of Directors as the core decision-making body and the Audit Committee as the primary oversight entity, we have refined our internal supervision mechanisms to ensure the high-standard, standardized operation of our core governance bodies. In 2025, the Company convened 8 meetings of Board of Directors and 4 meetings of the Board of Shareholders, rigorously completing all items scheduled for deliberation.



公司治理架构  
Company governance architecture

**股东会**  
Meetings of the Board of Shareholders

公司的权力机构，股东按照出资比例和章程行使表决权。  
As the supreme authority of the Company, shareholders exercise their voting rights in proportion to their capital contributions and in accordance with the Articles of Association.

**董事会**  
Board of Directors

发挥定战略、做决策、防风险的作用，下设战略与 ESG 委员会、审计委员会、薪酬与考核委员会、提名委员会四个专门委员会，其中战略与 ESG 委员会包含 2 名独立董事，审计委员会由 3 名独立董事组成，薪酬与考核委员会包含 3 名独立董事，提名委员会包含 3 名独立董事。  
Serving to formulate strategy, drive decision-making, and mitigate risks, it oversees four specialized committees: the Strategy and ESG Committee, the Audit Committee, the Remuneration and Evaluation Committee, and the Nomination Committee. The Strategy and ESG Committee includes 2 independent directors, the Audit Committee consists of 3 independent directors, the Remuneration and Evaluation Committee includes 3 independent directors, and the Nomination Committee includes 3 independent directors.

**经理层**  
Management team

发挥谋经营、抓落实、强管理的作用，全面推进任期制和契约化管理。  
Serving to direct operations, execute strategies, and strengthen management, while comprehensively advancing tenure-based and contractual management mechanisms.

姓名 Name	年龄 Age	性别 Gender	行业经验 Industry Experience		董事会 Board of Directors	战略与 ESG委员会 Strategy and ESG Committee	审计 委员会 Audit Committee	薪酬与 考核委员会 Remuneration and Assessment Committee	提名 委员会 Nomination Committee
			GICS一级行业分类 GICS Primary Industry Classification	经验内容 Experience Content					
<b>非独立董事</b> Non-independent director									
邓建军 Deng Jianjun	56	男 Male	基础材料 - 金属采矿 - 钢铁制造 Basic materials - metal mining - steel manufacturing	在企业管理、公司治理、钢铁生产制造管理等方面具有丰富经验 Have extensive experience in enterprise management, corporate governance, and steel production management	◎	◎	◎	◎	
张爱民 Zhang Aimin	54	男 Male	基础材料 - 金属采矿 - 钢铁制造 Basic materials - metal mining - steel manufacturing	在公司治理、钢铁企业财务管理、钢铁生产制造管理等方面具有丰富经验 Have extensive experience in corporate governance, financial management within steel enterprises, and steel manufacturing	◎	◎	◎		
张弛 Zhang Chi	52	男 Male	基础材料 - 金属采矿 - 钢铁制造 Basic materials - metal mining - steel manufacturing	具有丰富的钢铁企业生产经营、运营管理、低碳绿色发展管理经验 Have extensive experience in steel enterprise production operations, operational management, and low-carbon green development management	◎				
韩健 Han Jian	55	男 Male	基础材料 - 金属采矿 - 钢铁制造 Basic materials - metal mining - steel manufacturing	具有丰富的钢铁企业生产经营、运营管理、低碳绿色发展管理经验 Have extensive experience in steel enterprise production operations, operational management, and low-carbon green development management	◎				
张振全 Zhang Zhenquan	51	男 Male	基础材料 - 金属采矿 - 钢铁制造 Basic materials - metal mining - steel manufacturing	具有丰富的钢铁企业生产经营、运营管理、低碳绿色发展管理经验 Have extensive experience in steel enterprise production operations, operational management, and low-carbon green development management	◎				

姓名 Name	年龄 Age	性别 Gender	行业经验 Industry Experience		董事会 Board of Directors	战略与 ESG委员会 Strategy and ESG Committee	审计 委员会 Audit Committee	薪酬与 考核委员会 Remuneration and Assessment Committee	提名 委员会 Nomination Committee
			GICS一级行业分类 GICS Primary Industry Classification	经验内容 Experience Content					
王保卫 Wang Baowei	50	男 Male	基础材料 - 金属采矿 - 钢铁制造 Basic materials - metal mining - steel manufacturing	具有丰富的钢铁企业财务管理、低碳绿色发展管理经验 Have extensive experience in financial management within steel enterprises, as well as in the management of low-carbon and green development initiatives	◎				
李正团 Li Zhengtuan	43	男 Male	基础材料 - 金属采矿 - 钢铁制造 Basic materials - metal mining - steel manufacturing	具有丰富的钢铁企业运营管理、风险管理经验 Have extensive experience in operation management and risk management in the steel industry	◎	◎			◎
<b>独立董事</b> Independent director									
张志芳 Zhang Zhifang	66	男 Male	工业 - 商业服务 - 调查和咨询服务 Industry - commercial services - investigation and consulting services	有着丰富的会计、审计、内部控制、风险管理等方面的经验 Have extensive experience in accounting, auditing, internal control, and risk management	◎		◎	◎	◎
曾加庆 Zeng Jiaqing	66	男 Male	工业 - 商业服务 - 调查和咨询服务 Industry - commercial services - investigation and consulting services	在钢铁材料研究、企业治理、风险管控等方面有丰富的经验 Have extensive experience in steel material research, corporate governance, and risk management and control	◎	◎	◎		◎
刘青 Liu Qing	58	男 Male	非日常生活消费品 - 消费者服务 - 教育服务 Non-essential consumer goods - consumer services - educational services	在钢铁材料研究、企业治理、风险管控等方面有丰富的经验 Have extensive experience in steel material research, corporate governance, and risk management and control	◎	◎	◎	◎	
宋绍清 Song Shaoqing	62	男 Male	非日常生活消费品 - 消费者服务 - 教育服务 Non-essential consumer goods - consumer services - educational services	从事会计、审计、内部控制、风险管理等领域的研究 Be engaged in research in accounting, audit, internal control and risk management	◎		◎		◎

## 投资者关系管理

Investor relations management

公司持续推动投资者关系高效管理，认真履行信息披露义务，不断提高信息披露质量，深入拓展与投资者沟通交流渠道，进一步凝聚投资者共识。

The Company continuously drives the efficient management of investor relations, diligently fulfills its information disclosure obligations, and consistently elevates the quality of its disclosures. We are further expanding our communication channels with investors to deepen engagement and solidify investor consensus.

## 保护投资者权益

Protecting investor interests

公司建设激励约束相容机制，确保各利益相关方获得所付出努力与承担风险相对应的利益，同时也使其受到相应的限制或约束；确保利益相关方在追求自身利益最大化的同时，不会损害其他参与者利益；在公司官网设立“投资者保护”专栏，定期更新投资者保护相关法律法规、行业动态等，推动公司长期发展和社会价值共同成长。

The Company has established a framework that balances incentives with accountability, ensuring that all stakeholders receive returns commensurate with their efforts and the risks they assume, while remaining subject to appropriate checks and balances. This ensures that as stakeholders pursue their own interests, they do not compromise the interests of other participants. Furthermore, we have launched a dedicated “Investor Protection” section on the Company’s official website. By regularly updating this section with relevant laws, regulations, and industry dynamics, we aim to drive the Company’s long-term development alongside the growth of shared social value.

## 加强信息披露

Enhancing information disclosure

公司严格遵守证监会、深交所相关规定，建立健全《信息披露管理制度》《内幕信息知情人员登记管理制度》等内部信息传递与保密管理体系，确保公司信息披露合法合规；强化信息披露内容审核机制，建立并落实多重审核把关流程，不断提高信息披露质量，确保信息披露内容真实、准确、完整。2025年，公司准确完成62份各类公告编制与披露工作，实现零更正、零补正。

Strictly adhering to the regulations of the China Securities Regulatory Commission (CSRC) and the Shenzhen Stock Exchange (SZSE), the Company has established a robust internal information communication and confidentiality framework. This includes policies such as the *Information Disclosure Management Policy* and the *Registration and Management System for Insiders*, ensuring full legal and regulatory compliance in our public disclosures. We have enhanced our content review mechanism by implementing a multi-tiered vetting process to continuously improve disclosure quality, guaranteeing that all released information is truthful, accurate, and complete. In 2025, the Company accurately compiled and published 62 announcements of various types, achieving a record of zero corrections and zero supplementary filings.

## 深化投资者沟通

Enhancing investor engagement

公司构建信息资源库，完善差异化沟通机制，通过面对面会议、现场调研、问卷调查、业绩说明会等多元形式，向利益相关方全面传递公司发展成果及战略规划，主动收集利益相关方对公司可持续发展的期望与反馈，维护利益相关方的知情权、参与权、表达权和监督权；建立健全舆情监测与应对机制，及时、审慎地回应和澄清敏感媒体报道和投诉信息，稳妥处置各类舆情及投诉事项，有力维护公司资本市场品牌形象。2025年，公司差异化回应投资者热线问询220余次，通过互动易平台回复投资者提问230余条，确保回复率100%。

The Company has built a comprehensive information repository and optimized its tailored communication mechanisms. Through diverse channels—including face-to-face meetings, on-site visits, surveys, and earnings calls—we comprehensively convey our developmental achievements and strategic initiatives to stakeholders. We also proactively gather their expectations and feedback regarding our sustainable development, safeguarding their rights to be informed, participate, express opinions, and exercise oversight. Furthermore, we have established robust public sentiment monitoring and response mechanisms to promptly and prudently address and clarify sensitive media reports and grievances. By appropriately managing all public relations issues and complaints, we firmly uphold our corporate reputation in the capital markets. In 2025, the Company provided tailored responses to over 220 inquiries via the investor hotline and answered more than 230 questions on the interactive platform of Shenzhen Stock Exchange, maintaining a 100% response rate.



## 促进合规运营

Promoting operational compliance

河钢股份严格遵守《中华人民共和国公司法》《河北省国资委监管企业合规管理办法》等相关法律法规，持续完善合规管理体系，积极践行合规文化，恪守商业道德与职业操守，保障信息安全，平等对待中小企业，打造规范化、法治化的运营环境。

HBIS Limited strictly complies with relevant laws and regulations, including the *Company Law of the People's Republic of China* and the *Measures for Compliance Management of Enterprises* under the Supervision of SASAC of Hebei Provincial People's Government. We continuously enhance our compliance management system and actively foster a culture of compliance. By strictly adhering to business ethics and professional conduct, safeguarding information security, and ensuring fair treatment of small and medium-sized enterprises (SMEs), we strive to cultivate a standardized, rule-of-law-based operating environment.

### 强化合规管理 Strengthening compliance management

公司持续加强合规管理组织架构与制度建设，完善合规风控体系，增强员工法治观念和合规经营意识，为企业高质量发展筑牢合规根基。

The Company continuously fortifies its organizational structure and institutional framework for compliance management. By optimizing our compliance risk control system and cultivating a strong awareness of the rule of law and operational compliance among our employees, we are laying a robust foundation to support the Company's high-quality development.

### 管理机制 Management mechanism

公司建立权责清晰、运转有效的三级合规管理组织体系，为合规治理夯实组织基础；制定《合规管理办法》作为总纲，明确合规管理目标、原则、组织职责、运行机制和基本要求；围绕公司治理、市场贸易、关联交易等关键领域，制定具体的合规管理制度与操作指引；定期对合规管理体系及制度进行评审，根据法律法规变化、监管要求、业务发展及内外部检查发现的问题，及时修订和完善相关制度，确保其适用性与有效性，致力于构建系统完备、科学规范、运行有效的合规管理体系。

The Company has established a highly effective, three-tier compliance management structure with clearly defined rights and responsibilities, solidifying the organizational bedrock for our compliance governance. We have formulated the *Compliance Management Measures* to serve as our overarching guideline, explicitly outlining our compliance objectives, principles, organizational duties, operational mechanisms, and fundamental requirements. Furthermore, we have developed specific compliance policies and operational guidelines tailored to key areas such as corporate governance, market trading, and related-party transactions. To ensure the continued applicability and effectiveness of our compliance framework, we conduct regular reviews of our management systems and internal policies. These are promptly updated and refined in response to evolving laws and regulations, shifting regulatory requirements, business development needs, and findings from internal and external audits. Through these sustained efforts, we are dedicated to building a comprehensive, scientifically standardized, and efficiently operating compliance management system.

## 河钢股份合规管理组织体系

HBIS Limited's compliance management organizational structure



## 风险应对

Risk response

对于钢铁企业而言，公司业务复杂且涉及多子公司管理，若内部制度执行不力，如合规审查流程缺失、子公司管控松散等，可能导致合规管理出现漏洞而违规。因此，公司积极开展各类合规风险评估，识别风险点并制定应对预案，将合规审查作为重大决策、重要合同等关键环节的必经程序；加强资金和债务管控平台建设，强化全面预算管理与资金监管，防控资金风险；引入“乐企”平台，实现业务、财务、税务数据全面贯通，提升税务处理效率与准确性，构建精准防控的税务风险体系；严格落实法律审核，建立诉讼风险的量化分析和管理工作机制，有效化解各类法律风险；围绕质量/环境/职业健康安全管理体系，识别公司内外部风险因素，针对性制定风险应对措施；加强重大合规风险事件管理，开展合规风险提示，确保各项经营活动合法合规、风险可控。

For steel enterprises, the Company's business is complex and involves the management of multiple subsidiaries. If internal systems are not effectively implemented, such as missing compliance review processes or loose subsidiary control, it may lead to loopholes in compliance management and violations. To proactively address this, the Company conducts comprehensive compliance risk assessments to identify potential risk exposures and formulate robust contingency plans. We have embedded compliance reviews as a mandatory prerequisite for critical processes, including major decision-making and the execution of significant contracts. To prevent and mitigate financial risks, we are continuously upgrading our capital and debt management platforms while enhancing comprehensive budget management and fund oversight. Furthermore, by adopting the Natural System digital tax platform, we have seamlessly integrated our operational, financial, and tax data. This integration not only boosts the efficiency and accuracy of tax processing but also establishes a highly targeted tax risk prevention and control system. We also strictly enforce legal reviews and have developed mechanisms for the quantitative analysis and management of litigation risks, effectively mitigating various legal exposures. Guided by our Quality, Environmental, and Occupational Health and Safety management systems, we continuously identify internal and external risk factors and deploy targeted countermeasures. By strengthening the management of major compliance risk events and issuing timely compliance alerts, we ensure that all business operations remain lawful, fully compliant, and under rigorous risk control.

## 策略与实施路径

Strategy and implementation path

公司稳步推进风险与合规管理制度建设，修订《制度文件管理办法》，编制公司内控手册，协调各单位补充缺失制度，做好制度“立改废”工作，逐步建立健全相互融合、协同高效的合规管理制度体系；建立合规培训与沟通机制，针对不同岗位、不同层级员工开展差异化、常态化的合规培训与宣导，确保员工知规、懂规、守规；结合“民法典宣传月”“全国低碳日”“国家宪法日”等，开展集中合规宣传活动，营造全员合规的良好氛围。

The Company is steadily advancing the development of its risk and compliance management framework. By revising the *Policy Document Management Measures*, compiling a comprehensive Internal Control Manual, and coordinating across all business units to bridge any policy gaps, we effectively manage the lifecycle of our internal rules—encompassing their establishment, revision, and abolishment. Through these dedicated efforts, we are gradually building a fully integrated, synergistic, and highly efficient compliance management system. Furthermore, we have established robust compliance training and communication mechanisms. By conducting differentiated and routine compliance training and awareness campaigns tailored to employees across various roles and organizational levels, we ensure that our entire workforce acknowledges, understands, and strictly adheres to compliance requirements. Leveraging key public observances such as “Civil Code Awareness Month,” “National Low Carbon Day,” and “National Constitution Day,” we organize targeted compliance promotional activities to foster a strong, company-wide culture of compliance.



公司召开 2025 年“国家宪法日”系列普法宣传活动启动会

The Company convenes the kickoff meeting for the 2025 “National Constitution Day” legal awareness campaign



公司开展宪法宣传周系列活动

The Company rolls out a series of activities for Constitution Awareness Week

## 指标与未来计划

Indicators and future plans

指标  
Indicator

指标 Indicator	单位 Unit	2025 年 2025
守法合规培训人次 Person-time of compliance trainings	人次 Person-time	36,320
守法合规培训次数 Number of compliance trainings	次 Times	86

未来计划  
Future plan

未来，公司将持续完善《合规管理办法》《全面风险管理办法》两项核心制度，并配套制定《合规检查与评价实施细则》《风险管理实施细则》，为风险合规工作的落地执行与效果评价提供具体、可操作的程序性依据；将法律、合规审查嵌入重大决策、项目及合同审核等关键业务流程，变事后检查为事中协同；依托风险信息库构建预警机制，变被动应对为主动前瞻；积极开展和参加合规培训和普法宣讲学习班，切实增强全员法律合规意识。

Looking forward, the Company will continue to refine two core policies: the *Compliance Management Measures* and the *Comprehensive Risk Management Measures*. Concurrently, we will develop supporting documents, including the *Detailed Implementation Rules for Compliance Inspection and Evaluation* and the *Detailed Implementation Rules for Risk Management*. These will provide specific, actionable procedural frameworks for executing and evaluating risk and compliance initiatives. By embedding legal and compliance reviews into critical business processes—such as major decision-making, project approvals, and contract reviews—we are shifting our approach from post-event audits to in-process collaboration. Furthermore, by leveraging our risk information database to establish an early warning mechanism, we are transitioning from a reactive posture to one of proactive foresight. We will also actively organize and participate in compliance training and legal awareness workshops to fundamentally strengthen the legal and compliance consciousness of our entire workforce.

恪守商业道德  
Adhering to business ethics

公司始终恪守最高标准的商业道德与职业操守，对任何形式的商业贿赂、贪污腐败及不正当利益输送行为持绝对否定态度。坚持制度先行、流程管控、技术赋能与文化夯实的理念，构建严密高效的廉洁风险防范体系。建立并完善反商业贿赂、促进商业合规等相关规章制度，确保有章可循、有据可依。

The Company consistently upholds the highest standards of business ethics and professional conduct, maintaining a zero-tolerance policy toward any form of commercial bribery, corruption, or improper transfer of interests. Guided by a philosophy that prioritizes institutional frameworks, process controls, technological empowerment, and cultural reinforcement, we have constructed a rigorous and highly efficient integrity risk prevention system. The Company has established and refined relevant internal policies, including those on anti-commercial bribery and business compliance, ensuring that all operations are guided by clear rules and a solid governance foundation.

同时，通过强化全员廉洁教育培训，对采购、招投标等高风险领域实施全流程在线监控与预警，完善举报渠道、审计与合规调查机制，对举报者的身份和举报事项严格保密，夯实“人防、技防、机制、+文化”四位一体防线机制。2025年，公司未发生不正当竞争事件、商业贿赂及贪污事件。

Simultaneously, we are intensifying integrity education and training for all employees. We have implemented end-to-end online monitoring and early warning systems for high-risk areas such as procurement and bidding. To further fortify our governance, we have optimized our whistleblowing channels, auditing processes, and compliance investigation mechanisms, enforcing strict confidentiality regarding whistleblower identities and the matters reported. Together, these efforts consolidate a comprehensive, four-tier defense mechanism encompassing “personnel, technology, mechanisms, and culture.” In 2025, the Company recorded zero incidents of unfair competition, commercial bribery, or corruption.

指标 Indicator	单位 Unit	2025年 2025
接受反商业贿赂及反贪污培训的董事人数 <sup>2</sup> Number of directors participating in anti-commercial bribery and anti-corruption training	人 Person	16
接受反商业贿赂及反贪污培训的董事人数 占董事总数的百分比 Percentage of directors participating in anti-commercial bribery and anti-corruption training to total number of directors	%	100
接受反商业贿赂及反贪污培训的管理层人数 Number of management personnel participating in anti-commercial bribery and anti-corruption training	人 Person	5
接受反商业贿赂及反贪污培训的管理层人数 占管理层总人数的百分比 Percentage of management personnel participating in anti-commercial bribery and anti-corruption training to total number of management personnel	%	100
接受反商业贿赂及反贪污培训的员工人数 Number of employees participating in anti-commercial bribery and anti-corruption training	人 Person	30,605
接受反商业贿赂及反贪污培训的员工人数 占员工总数的百分比 Percentage of employees participating in anti-commercial bribery and anti-corruption training to total number of employees	%	100

<sup>2</sup> 含报告期内换届后新增董事。  
Including directors newly appointed during the board transition within the reporting period.



## 信息安全 Information security management

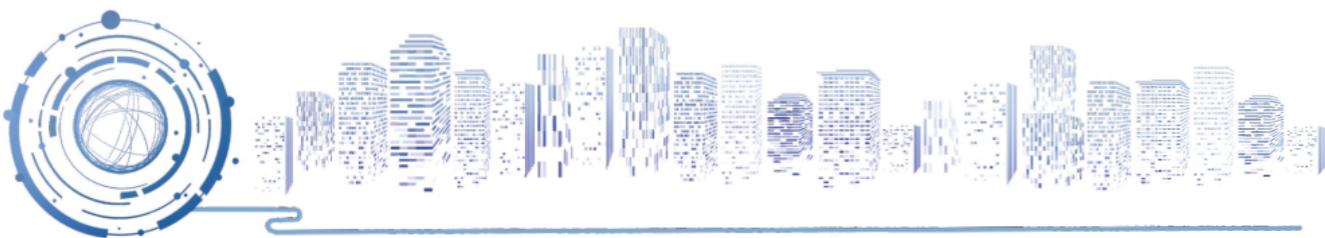
公司持续完善保密工作管理制度，组织部署落实上级保密工作要求，对保密工作完成情况进行定期督导，提高公司保密工作法治化和规范化水平；推动研发信息化系统，依托先进的数据管理技术，提升数据信息管理安全度与效率；定期组织开展信息安全培训，提升员工信息安全知识和技能，强化员工信息安全意识和应对能力。2025年，公司未发生数据信息安全事件。

The Company continuously refines its confidentiality management frameworks, actively implementing the data protection directives of higher governing bodies. By conducting regular oversight of our confidentiality initiatives, we systematically elevate the legal compliance and standardization of our data security practices. Furthermore, by advancing the development of information systems and leveraging advanced data management technologies, we significantly enhance both the security and efficiency of our data administration. We regularly organize information security training to equip employees with essential knowledge and skills, thereby reinforcing their cybersecurity awareness and incident response capabilities. In 2025, the Company recorded zero data or information security breaches.

## 平等对待 中小企业 Equal treatment for small and medium enterprises

公司遵循平等、公正的交易原则，平等对待各交易主体，不因合作方规模不同而实行差异化对待；在资金支付环节执行统一的付款政策和标准化的付款流程，明确付款条件、付款期限等关键要素，确保应付款项支付的公平性、时效性，避免发生达到付款条件而未支付的事项。

Adhering to the principles of equality and fair trade, the Company treats all transactional entities impartially, strictly prohibiting any discriminatory practices based on the size or scale of our business partners. We enforce uniform payment policies and standardized disbursement processes, clearly defining critical elements such as payment terms and deadlines. This ensures the fairness and timeliness of our accounts payable, effectively preventing any delayed disbursements once contractual payment conditions have been met.



## 严守安全底线 Fortifying the safety baseline

河钢股份强化安全管理体系建设，扎实开展安全生产专项行动，持续加大隐患排查治理力度，不断提升安全应急应对能力，创新开展特色安全活动，夯实企业高质量发展的安全底线。

HBIS Limited strengthens its safety management framework and actively executes targeted operational safety campaigns. We are continuously intensifying our efforts in hazard identification and remediation, while consistently enhancing our emergency response capabilities. Through innovative and specialized safety initiatives, we are solidifying the foundational safety standards essential for the Company's high-quality development.

## 管理机制 Management mechanism

公司设置安全生产委员会，由董事长、总经理担任主任，下设安全生产委员会办公室，并将安全责任逐级分解到岗到人，构建全员参与、齐抓共管的安全治理体系，切实保障安全生产管理体系的有效运行。

The Company established the Work Safety Committee, with the Chairman and General Manager serving as the directors, and set up the Work Safety Committee Office. Safety responsibilities were decomposed to positions and individuals, to build a safety governance system with full participation and joint management, thus effectively ensuring the efficient operation of the work safety management system.



职业健康与安全生产治理架构  
Occupational health and work safety governance architecture

## 风险应对 Risk response

公司职业健康与安全生产相关风险集中在炼铁、炼钢、轧钢、设备维护等环节，构建并完善安全风险分级管控和隐患排查治理双重预防机制，通过系统识别生产全流程风险、动态评估风险等级，实施差异化管控策略，前移事故预防关口，不断提升公司整体安全风险防范能力。同步推进并完成新建项目安全设施“三同时”及职业卫生“三同时”工作，全面识别可能存在的风险并制定控制措施，确保公司建设项目依法合规。

The Company's risks related to occupational health and work safety are concentrated in the segments of ironmaking, steelmaking, rolling, and equipment maintenance. The Company established and improved a dual prevention mechanism for safety risk classification control and hazard identification and management. By systematically identifying risks throughout the production process, dynamically assessing risk levels, implementing differentiated control strategies, and advancing the accident prevention checkpoints, the Company continuously enhances its overall safety risk prevention capabilities. In addition, we have implemented and completed the "three simultaneities" work for safety and occupational health facilities across all new projects. By comprehensively identifying potential risks and establishing control measures, we ensure that the Company's construction projects maintain full legal and regulatory compliance.

业务环节 Business process	风险重点 Key risk points	风险管理措施 Risk management measures
炼铁工序 Ironmaking	高炉炉缸烧穿、 煤气泄漏 Blast furnace hearth burn - through, gas leak	<ul style="list-style-type: none"> <li>安装炉缸温度实时监测系统，定期进行炉体探伤； Install a real-time hearth temperature monitoring system and conduct regular furnace body inspections;</li> <li>煤气区域设置 CO 浓度报警装置，强制通风系统每日巡检。 Set up CO concentration alarms in gas areas and perform daily inspections of the forced ventilation system.</li> </ul>
炼钢工序 Steel making process	钢水喷溅、天车 吊运失控 Molten steel splashing, crane malfunction	<ul style="list-style-type: none"> <li>规范钢包吊具检查标准，实施“双人确认”操作制度； Standardize ladle lifting equipment inspection and implement a "dual confirmation" operation system;</li> <li>确保操作人员持证上岗率 100%。 Ensure 100% rate of operators with corresponding.</li> </ul>
轧钢工序 Steel rolling process	机械卷入伤害、 高温烫伤 Mechanical entanglement injuries, high- temperature burn	<ul style="list-style-type: none"> <li>轧机区域设置物理隔离护栏； Install physical isolation barriers in rolling mill areas;</li> <li>作业人员穿戴防高温阻燃服，每班进行安全交底。 Operators must wear high-temperature resistant and flameretardant clothes, and conduct safety disclosure every shift.</li> </ul>

业务环节 Business process	风险重点 Key risk points	风险管理措施 Risk management measures
设备维护 Equipment maintenance	有限空间中 毒、能源 隔离失效 Confined space poisoning, energy isolation failure	<ul style="list-style-type: none"> <li>执行“先通风、再检测、后作业”流程，配备相关应急设施； Follow the process of "ventilation first, then detection and finally operation" and equip relevant emergency facilities;</li> <li>能源隔离实行“挂牌上锁”制度，专人监督。 Implement a "tagging and locking" system for energy isolation, and arrange dedicated supervision.</li> </ul>

## 策略与实施路径 Strategy and implementation path

### 加强安全管理 Strengthen safety management

Strengthen safety management

公司始终秉持高度的社会责任与使命担当，致力为全体员工打造安全、健康、和谐的生产作业环境。通过组织逐级签订责任书，量化履职清单，压实各级安全责任；以季度检查、外部专家诊断、专项帮扶等督导模式，不断夯实管理基础；创新开展厂（部）长、作业长讲安全、标准化作业区创建、应急预案再评审等特色安全活动，进一步提升了安全管理水平和应急处置能力，为公司生产经营平稳顺行奠定了坚实基础。

The Company consistently upholds a profound sense of social responsibility and mission, committing to creating a safe, healthy, and harmonious working environment for all employees. By organizing the signing of safety responsibility letters at all levels and quantifying duty performance checklists, we have firmly consolidated safety responsibilities across all tiers; utilizing robust oversight models such as quarterly inspections, external expert diagnostics, and targeted support initiatives, we continuously solidify our management foundation; furthermore, we have innovatively launched featured safety activities, including safety lectures by plant (department) directors and operation supervisors, the establishment of standardized operational zones, and the recurrent evaluation of emergency contingency plans. These efforts have further elevated our safety management standards and emergency response capabilities, laying a solid foundation for the stable and smooth operation of the Company.



2025 年安全生产总结表彰大会  
The 2025 Annual Work Safety Summary and Commendation Conference



双重预防信息化系统  
The digitalized dual-prevention system interface

## 隐患排查整治

Hazard identification and remediation

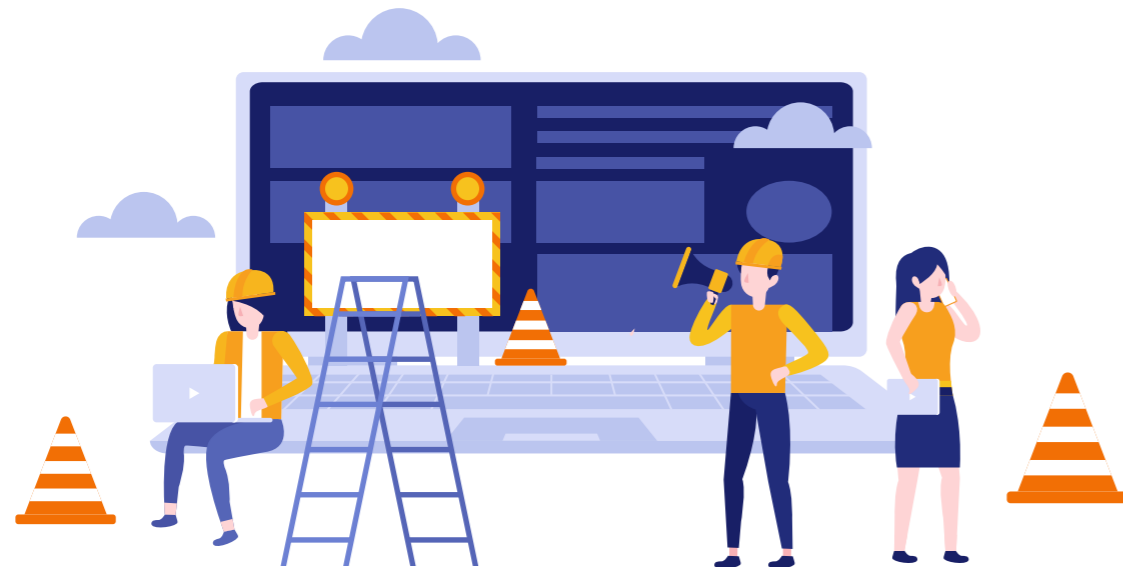
公司扎实推进风险分级管控与隐患排查治理体系建设，持续提升安全风险防范与处置能力。聚焦铁、钢、轧重点产线、专业公司高危和特殊作业单元，开展穿透式督导检查；同时针对主体单位大型系统性检修工作实施专项安全督导，全方位、深层次推进隐患排查整治行动，确保存量隐患闭环整改、增量隐患动态清零。

The Company has solidly advanced the development of systems for safety risk classification control and hazard identification and management, continuously enhancing our capabilities in safety risk prevention and handling. Focusing on key production lines for ironmaking, steelmaking, and rolling, as well as high-risk and special operation units within specialized companies, we have conducted penetrative supervisory inspections; simultaneously, we have provided targeted safety supervision for large-scale systematic maintenance work in our main units, comprehensively and deeply promoting hazard identification and remediation campaigns to ensure the closed-loop rectification of existing hazards and the dynamic clearance of new ones.



河钢股份领导督导安全生产工作

HBIS Limited leaders are inspecting and overseeing operational safety



## 提升应急能力

Enhancing emergency response capabilities

公司高度重视突发事件防范与应急处置能力建设，持续健全应急管理体系，提升应急处置水平。以第一阶段修订的八类危化品应急预案为模板，参照内外部专家评审意见，对现有应急预案开展了再评审工作。以“安全生产月”“消防宣传月”等专项活动为契机，广泛开展桌面推演、实战演练、现场观摩等各种形式的应急演练活动，通过模拟实战场景检验预案、磨合机制，持续推动应急预案优化升级，为企业安全生产筑牢应急防线。同时，公司严格按照《炼钢安全规程》等国家标准要求，规范设置高温熔融金属排放及应急储存防护设施，构建起完善的高温熔融金属应急防控体系。

The Company places a high priority on preventing emergencies and building robust emergency response capabilities. By continuously refining our emergency management system, we are systematically elevating our incident response proficiency. Using the emergency contingency plans for the eight categories of hazardous chemicals revised in the first phase as a template, and referring to the review opinions of internal and external experts, we conducted a recurrent evaluation of our emergency contingency plans. Leveraging targeted initiatives such as “Work Safety Month” and “Fire Safety Awareness Month” as opportunities, we conducted a wide array of emergency drills, including tabletop exercises, live-action simulations, and on-site observational drills. By testing the plans and refining our coordination mechanisms through simulated real-world scenarios, we continuously promoted the optimization and upgrading of our emergency plans, building a solid emergency defense line for the Company’s safe operations. Meanwhile, the Company strictly complies with national standards such as the *Safety Regulations for Steelmaking*, standardizes the installation of discharge and emergency storage protection facilities for high-temperature molten metal, and has established a comprehensive emergency prevention and control system for high-temperature molten metal.



积极备战随时做好灭火救援准备

The Company’s fire brigade remains on high alert, fully prepared for rapid fire suppression and rescue operations



开展煤气泄漏、着火事故应急救援演练

The Company conducts an emergency rescue drill simulating a gas leak and subsequent fire

## 强化安全意识

Enhancing safety awareness

公司创新开展特色安全活动，开展部长级安全管理能力提升活动、安全管理标准化作业区建设、内外部对标交流活动等，确保全员安全责任意识入脑入心、落实落地。

The Company has introduced innovative, specialized safety initiatives, including capacity-building programs for department-level safety management, the development of standardized safety management operational zones, and internal and external benchmarking exchange activities. Through these efforts, we ensure that a strong sense of safety responsibility is deeply ingrained in our workforce and effectively operationalized across the board.

### 组织动力、环保系统厂（部）长谈安全交流活动，分享安全管理经验和做法；

Organized "Safety Dialogues" for plant and department heads within the power and environmental protection divisions to share safety management experiences and best practices;

### 与行业内先进单位互派专业人员开展安全诊断交流活动。

Conducted safety diagnostics and technical exchange programs through reciprocal expert deployments with leading industry peers.



安全大讲堂专题培训会

A Special Training Session of the "Safety Lecture Hall" Series



安全管理标准化作业区实操培训

Practical training for safety management standardized work areas



VR 虚拟事故培训

The VR Incident Simulation Training

## 职业健康安全

Occupational health and safety

公司建立了职业健康安全管理体系，明确管理方针和各层级管理目标；常态化组织职业健康培训与科普活动，通过开展预防煤气中毒、防护装备使用及突发疾病自救互救技能等活动，提升职工健康防护能力。2025年，河钢股份各子分公司职业健康安全管理体系认证（ISO 45001）覆盖比例达 100%。

The Company has established a robust Occupational Health and Safety (OHS) management system, with clearly defined management policies and objectives across all organizational tiers. We routinely conduct OHS training and awareness campaigns to educate employees on critical topics such as gas poisoning prevention, the proper use of protective equipment, and first-aid and mutual-aid skills for sudden medical emergencies. These initiatives significantly enhance our employees' health and safety capabilities. In 2025, the coverage ratio of the occupational health and safety management system certification (ISO 45001) in all subsidiaries and branches of HBIS Limited reached 100%.



案例 Case | 公司打通关爱职工健康的“最后一公里”  
Bridging the last mile in employee health and well-being

2025年，邯郸分公司成立“关爱员工，护佑健康”行动领导小组，明确相关职责，制定具体工作方案，制发全员倡议书，开展基础疾病预防巡展、义诊服务，在企业报刊开设“健康课堂”普及健康知识，设立“健康驿站”、配备“爱心小药箱”、AED等药品和急救设施，开展应急知识、工伤预防等专题培训，持续提升广大职工健康意识和健康水平。

In 2025, Handan Branch established the “Care for Employees, Safeguard Health” Steering Committee. This committee clearly defined its responsibilities, formulated detailed operational plans, and issued a company-wide health initiative proposal. To actively promote wellness, the committee organized roving exhibitions focused on the prevention of chronic diseases and provided free medical consultations. A dedicated “Health Classroom” column was launched in the Company’s internal publications to disseminate vital health information. At the operational level, we established accessible “Health Stations” fully equipped with “Care First-Aid Kits,” AEDs, and other essential medical supplies. We also conducted specialized training sessions focusing on emergency response and occupational injury prevention, thereby continuously elevating the overall health awareness and well-being of our workforce.



“关爱员工，护佑健康”义诊活动

A free medical consultation event themed “Care for Employees, Safeguard Health”



“关爱员工，护佑健康”行动巡展宣传活动

The “Care for Employees, Safeguard Health” roving exhibition



AED 知识培训活动

AED Operation Training



职工身体健康全面监测现场

On-site comprehensive employee health monitoring



职业健康现场咨询诊疗

On-site occupational health consultation

指标和目标

Indicators and goals

指标

Indicator

2025年，公司通过组织逐级签订责任书，压实各级安全责任；利用季度检查、外部专家诊断、专项帮扶等督导模式，不断夯实管理基础；创新开展厂（部）长讲安全、标准化作业区创建、应急预案再评审等特色安全活动，进一步提升安全管理水平和应急处置能力。

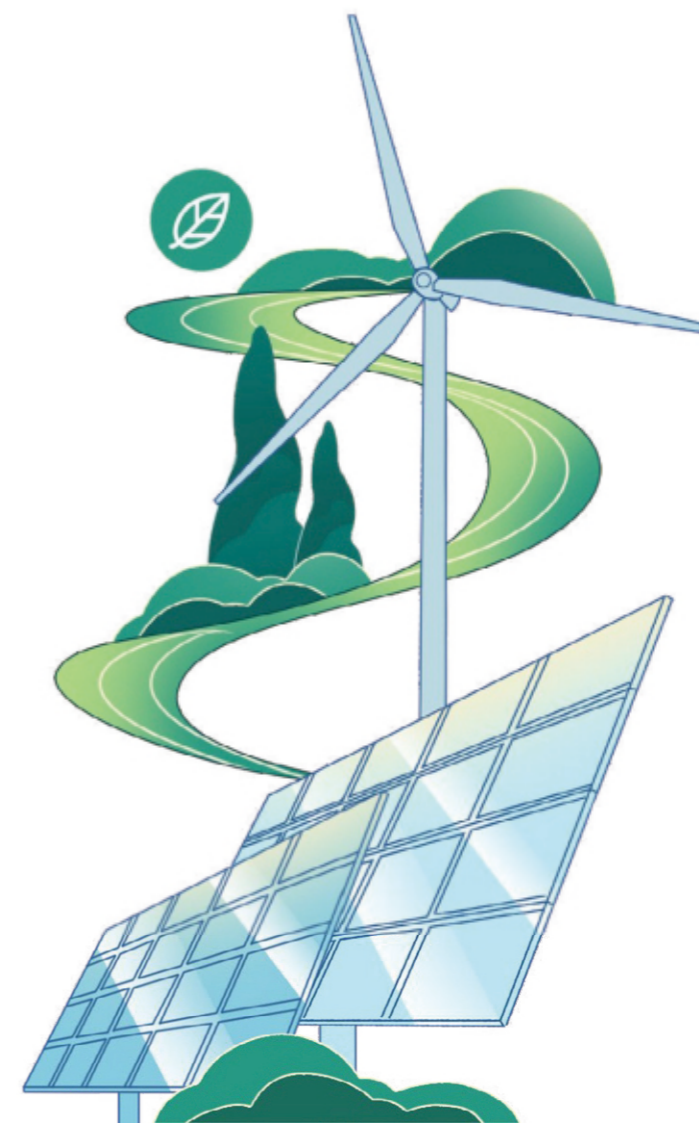
In 2025, the Company strictly enforced safety responsibilities at all levels by organizing the cascading execution of accountability agreements. We continuously solidified our management foundation through robust oversight models, including quarterly inspections, external expert diagnostics, and targeted support initiatives. By innovatively launching specialized safety programs—such as “Safety Leadership Talks” for plant and department heads, the establishment of standardized operational zones, and the recurrent evaluation of emergency contingency plans—we further elevated our safety management standards and incident response capabilities.



指标 Indicator	单位 Unit	2025 年 2025
安全生产投入总额 Total work safety investment	万元 RMB 10,000	23,202.38
安全生产培训率 Work safety training rate	%	100
应急演练次数 Number of safety drills	次 Times	67
生产安全事故数 Number of work safety accidents	次 Times	0

◆ 未来计划  
Future plan

- ▶ 将安全管理重心从“查治隐患”向“管控风险”转移，不断提升公司防范化解重大安全风险能力；  
Shifting the focus of safety management from reactive “hazard identification and remediation” to proactive “risk control,” continuously enhancing the Company’s capacity to prevent and mitigate major safety risks;
- ▶ 完成治本攻坚 2026 年 4 项目标任务，全面梳理三年行动开展情况，做好收官工作；  
Completing the four core objectives scheduled for 2026 under the fundamental safety improvement initiative, comprehensively reviewing the execution of the Three-Year Action Plan, and ensuring its successful conclusion;
- ▶ 与各子分公司签订 2026 年度安全生产目标责任书，并督导各单位逐级签订。  
Signing the 2026 work safety target responsibility agreements with all subsidiaries and branches, and overseeing the cascading execution of these agreements down through every organizational tier.



## 未来展望

### Future prospects

2025年，公司坚持以习近平新时代中国特色社会主义思想为指引，不折不扣地落实河钢集团决策部署，坚持用新发展理念指导产业发展向高、向智、向绿，走出了方向清晰、导向明确、措施有效的可持续发展新路径。

In 2025, guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, the Company unwaveringly implemented the strategic decisions and deployments of HBIS Group. By adhering to the new development philosophy to steer our industrial evolution toward high-end, intelligent, and green development, we have forged a new path of sustainable development characterized by clear strategic direction, distinct orientation, and highly effective measures.

2026年是“十五五”规划的开局之年，是深入学习贯彻党的二十届四中全会精神的关键之年，是向着集团新方位、新目标，夺取新业绩、推动新发展的重要之年。公司将认真贯彻落实集团工作部署，紧紧围绕以效益为核心，全面提升钢铁主业竞争力，将可持续发展理念与公司经营管理深度融合，锻造低碳发展新范式，践行履责担当新作为，构建卓越治理新局面，奋力书写公司高质量发展新篇章。

The year 2026 marks the inaugural year of the 15th Five-Year Plan and is a critical year for deeply studying and implementing the guiding principles of the Fourth Plenary Session of the 20th CPC Central Committee. It is also a pivotal year for advancing toward the Group's new strategic positioning and objectives, securing new operational achievements, and driving renewed development. The Company will earnestly execute the Group's operational deployments. With a steadfast focus on profitability, we will comprehensively enhance the core competitiveness of our primary steelmaking business. By deeply integrating sustainable development concepts into our corporate operations and management, we aim to forge a new paradigm for low-carbon development, demonstrate a renewed commitment to our social responsibilities, and construct a new landscape of exemplary corporate governance—ultimately driving the new chapter of the Company's high-quality development.



# 附录

Appendix

## 释义

Interpretation

释义项 Item	指 Refers to	释义内容 Explanation
中国证监会 CSRC	指 Refers to	中国证券监督管理委员会 China Securities Regulatory Commission
河北证监局 Hebei Securities Regulatory Bureau	指 Refers to	中国证券监督管理委员会河北监管局 China Securities Regulatory Commission, Hebei Regulation
深交所 SZSE	指 Refers to	深圳证券交易所 Shenzhen Stock Exchange
集团 / 河钢集团 Group/HBIS Group	指 Refers to	河钢集团有限公司 HBIS Group Co., Ltd.
公司 / 本公司 / 河钢股份 The Company/HBIS Limited	指 Refers to	河钢股份有限公司 HBIS Company Limited
唐钢新区 / 乐钢公司 Tangsteel New Manufacturing Base/ HBIS Laoting Iron and Steel Co., Ltd.	指 Refers to	河钢乐亭钢铁有限公司 HBIS Laoting Iron and Steel Co., Ltd.
邯钢新区 / 能嘉公司 Hansteel New Manufacturing Base/ Nengjia Company	指 Refers to	邯钢能嘉钢铁有限公司 Hansteel Nengjia Iron and Steel Co., Ltd.
邯宝公司 Hanbao Company	指 Refers to	邯钢集团邯宝钢铁有限公司 Hansteel Hanbao Iron and Steel Co., Ltd.
中厚板公司 Heavy and Medium Plate Company	指 Refers to	唐山中厚板材有限公司 Tangshan Heavy Medium Plate Co., Ltd.
承德钒钛 Chengde Vanadium Titanium	指 Refers to	承德钒钛新材料有限公司 Chengde Vanadium Titanium New Material Co., Ltd.

## 关键绩效表

Key performance indicators

### 环境绩效

Environmental performance

环境管理 Environmental management				
指标 Indicator	单位 Unit	2023	2024	2025
环保投入 Environmental investment	万元 RMB 10,000	161,000	181,000	54,162
新建项目环评通过率 Environmental impact assessment approval rate for new projects	%	100	100	100
环保培训投入 Total investment in environmental protection	万元 RMB 10,000	51.78	68.61	67.02
环保培训人次 Person-time of environmental trainings	人次 Person-time	14,054	20,505	21,847
环保培训时长 Duration of environmental training	小时 Hour	1,200	1,475	1,637
环保培训次数 Times of environmental trainings	次 Times	547	635	679

能源利用 Energy Efficiency				
指标 Indicator	单位 Unit	2023	2024	2025
能源总消耗量 Total energy consumption	万吨标准煤 Ten thousand tce	1,635	1,643	1,667
吨钢综合能耗 Comprehensive energy consumption per tonne of steel	吨标准煤 / 吨粗钢 tce/t of crude steel	600.82	589.82	582.79
清洁能源发电项目 Clean energy power generation project	千瓦时 kWh	2,896,664	3,173,312	3,184,621
外购清洁能源电量 Purchased clean energy electricity	兆瓦时 MWh	/	587,676	1,552,677

污染物排放 Pollutant emission				
指标 Indicator	单位 Unit	2023	2024	2025
废气(主要污染物)排放量 Exhaust gas (main pollutant) emission	吨 Ton	15,579	14,673	11,440
吨钢二氧化硫排放量 Sulphur dioxide emission per ton of steel	千克/吨粗钢 kg/t of crude steel	0.15	0.11	0.10
吨钢烟粉尘排放量 Dust and particulate emissions per ton of steel	千克/吨粗钢 kg/t of crude steel	0.17	0.16	0.11

水资源利用 Water Efficiency				
指标 Indicator	单位 Unit	2023	2024	2025
年度用水总量 Annual water consumption	万吨 Ten thousand t	6,506.86	6,481.42	6,599.63
节水量 Water saving amount	万吨 Ten thousand t	580.76	25.44	-118.21
吨钢耗新水量 Fresh water consumption per ton of steel	吨 Ton	2.39	2.33	2.31
循环用水量 Recycled water consumption	万吨 Ten thousand t	453,400.97	506,834.52	508,845.12
废水外排量 Waste water emission	立方米 m <sup>3</sup>	821,801	0	0

废弃物处理 Waste disposal				
指标 Indicator	单位 Unit	2023	2024	2025
废弃物循环利用量 Wastes recycled	万吨 Ten thousand t	721	921	1,154
固废综合利用率 Comprehensive utilization rate of solid waste	%	100	100	100

指标 Indicator	单位 Unit	2023	2024	2025
无害废弃物产生量 Harmless waste generation	万吨 Ten thousand t	1,357.37	1,529.08	2,114.06
有害废弃物产生量 <sup>3</sup> Harmful waste generation	吨 Ton	17,801.068	46,426.84	106,119.30

温室气体排放 <sup>4</sup> Greenhouse gas emission				
指标 Indicator	单位 Unit	2023	2024	2025
温室气体排放总量 Total greenhouse gas emission	万吨二氧化碳当量 Ten thousand t CO <sub>2</sub> e	5,281	5,717	6,484
范围一温室气体排放量 Scope 1 greenhouse gas emission	万吨二氧化碳当量 Ten thousand t CO <sub>2</sub> e	5,018	5,310	6,061
范围二温室气体排放量 Scope 2 greenhouse gas emission	万吨二氧化碳当量 Ten thousand t CO <sub>2</sub>	263	407	423

◆ 社会绩效  
Social performance

创新驱动 Innovation driving				
指标 Indicator	单位 Unit	2023	2024	2025
研发投入金额 R&D investment amount	亿元 RMB 100 million	25.61	23.43	26.97
研发投入占主营业务收入比例 Proportion of R&D investment in main business revenue	%	2.21	2.03	2.36
科研人员数量 Number of researchers	人 Person	4,530	3,973	3,778

<sup>3</sup> 2025年数据增加原因为：子公司新建冷轧酸洗产线陆续投产达产，废酸产生量明显增加。公司废酸全部实现厂内自行利用。  
The increase in 2025 data is attributable to the gradual commissioning and full production of the newly constructed cold-rolled pickling production lines by the subsidiaries, which led to a significant rise in waste acid generation. All waste acid generated by the Company is fully reused on-site.

<sup>4</sup> 2025年碳排放量增加原因为钢产量增加。2025年数据暂未经第三方机构核查，如有变动则以第三方机构核证后为准。  
The increase in carbon emissions in 2025 is due to the rise in steel production. The data in 2025 has not been temporarily verified by a third-party institution. In case of any changes, the data after being verified third-party institution shall prevail.

指标 Indicator	单位 Unit	2023	2024	2025
其中：研发人员数量 Including: Number of R&D personnel	人 Person	572	559	583
其中：科技人员数量 Including: Number of scientific and technological personnel	人 Person	3,958	3,414	3,195
科技人员占员工总人数比例 Ratio of scientific and technological personnel to the total employees	%	12.66	11.40	10.44
新增专利申请数 Number of new patents applied	件 Item	789	665	691
新增专利授权数 Number of new patents granted	件 Item	380	402	430

供应商与客户 Suppliers and customers				
指标 Indicator	单位 Unit	2023	2024	2025
报告期内审查的供应商个数 Suppliers audited during the reporting period	个 Item	125	122	116
供应商培训次数 Number of supplier training sessions	次 Times	96	96	105
供应商培训时长 Duration of supplier training	小时 Hour	43	50	50
供应商培训投入 Investment in supplier training	万元 RMB 10,000	26	30	32
因为不合规被否决的潜在供应商数量 Number of potential suppliers rejected due to non-compliance	个 Item	9	12	10
因为不合规被中止合作的供应商数量 Number of suppliers with whom the cooperation suspended for non-compliance	个 Item	23	13	26

指标 Indicator	单位 Unit	2023	2024	2025
因为不合规被中止合作的供应商数量 Number of suppliers with whom the cooperation suspended for non-compliance	个 Item	23	13	26
供应商 ESG 培训次数 Number of supplier ESG trainings	次 Times	13	15	16
供应商通过质量、环境和职业健康安全管理体系认证的比率 Supplier passing rate of certifications concerning quality, environment, and occupational health and safety management systems	%	15	16	18
客户满意度 Customer satisfaction	%	95.0	95.2	95.4
产品出厂合格率 Product factory qualification rate	%	100	100	100
客户投诉解决率 Customer complaint resolution rate	%	100	100	100
产品止损事件发生次数 Number of product loss prevention incidents	次 Times	0	0	0
产品止损赔付总额 Total product loss compensation	万元 RMB 10,000	0	0	0

员工权益保障 Protection of rights and interests of employees				
指标 Indicator	单位 Unit	2023	2024	2025
员工人数 Number of employees	人 Person	31,256	29,939	30,605
女性员工比例 Proportion of female employees	%	11.32	10.47	10.83
员工流失率 Turnover rate of employees	%	0.60	0.29	0.70
报告期内吸纳就业人数 Number of people employed during the reporting period	人 Person	157	291	403

指标 Indicator	单位 Unit	2023	2024	2025
体检覆盖率 Physical examination coverage rate	%	100	100	100
劳动合同签订率 Labour contract signing rate	%	100	100	100
社会保险覆盖率 Social insurance coverage rate	%	100	100	100
参加工会的员工比例 Percentage of employees participating in the labor union	%	100	100	100
女性管理者人数 Number of female managers	人 Person	16	35	23
中层管理者中女性管理者占比 Percentage of female managers among middle-level managers	%	4.23	8.22	6.37
人均带薪休假天数 Average days of paid leave per employee	天 Day	10	10	10.48
员工满意度 Employee satisfaction	%	80.35	79.26	84.60

职业健康与安全生产 Occupational health and work safety				
指标 Indicator	单位 Unit	2023	2024	2025
安全生产投入总额 Total work safety investment	万元 RMB 10,000	23,643.84	31,099.69	23,202.38
安全生产培训率 Work safety training rate	%	100	100	100
应急演练次数 Number of safety drills	次 Times	28	40	67
生产安全事故数 Number of work safety accidents	次 Times	0	0	0
因工受伤人数 Number of work-related injures	人 Person	0	0	0

指标 Indicator	单位 Unit	2023	2024	2025
因工死亡人数 Number of work-related deaths	人 Person	0	0	0
新增职业病数 Number of new occupational diseases	人 Person	0	0	0
因工伤损失工作日数 Number of working days lost due to work-related injuries	天 Day	0	0	0
特种作业人员持证上岗率 Rate of special operators with corresponding certificates	%	100	100	100
工伤保险、安全生产责任险等人员覆盖率 Coverage rate of personnel for work injury insurance, work safety liability insurance, etc.	%	100	100	100

职业发展与培训 Career development and training				
指标 Indicator	单位 Unit	2023	2024	2025
员工培训投入 Investment in employee training	万元 RMB 10,000	1,709.70	1,040.00	968.16
人均培训时长 Average training duration per employee	小时 Hour	65.85	43.90	85.14
员工培训次数 Times of employees training	次 Times	4,294	4,912	5,338
员工培训覆盖率 Employee training coverage rate	%	100	100	100

乡村振兴与社会贡献 Rural revitalization and social contribution				
指标 Indicator	单位 Unit	2023	2024	2025
志愿服务人次 Person-time of volunteer service	人次 Person-time	9,264	9,024	18,774

指标 Indicator	单位 Unit	2023	2024	2025
乡村振兴派出挂职干部数量 Number of cadres dispatched for rural revitalization	人 Person	45	49	49
乡村振兴投入总金额 Total investment in rural revitalization	万元 RMB 10,000	492	416	403
乡村振兴惠及群体数量 Number of groups benefiting from rural revitalization	人 Person	/	15,220	15,012
社会贡献活动参与人次 Person-time of participants in social contribution activities	人次 Person-time	9,264	9,024	18,774

◆ 经济绩效  
Economic performance

经济绩效 Economic performance				
指标 Indicator	单位 Unit	2023	2024	2025
总资产 Total assets	亿元 RMB 100 million	2,665	2,691	2,716
营业收入 Operating revenue	亿元 RMB 100 million	1,227	1,216	1,181
利润总额 Total profits and taxes	亿元 RMB 100 million	33.77	25.52	28.83
利润总额 Total profits	亿元 RMB 100 million	13.46	9.24	14.28
粗钢产量 Output of crude steel	万吨 Ten thousand t	2,717	2,793	2,979

◆ 治理绩效  
Governance Performance

董事会组成 Composition of Board of Directors				
指标 Indicator	单位 Unit	2023	2024	2025
股东会出席情况 Attendance at meetings of the Board of Shareholders	%	60.28	64.82	65.67
独立董事占比 Proportion of independent directors	%	36	36	36
女性董事占比 Proportion of female directors	%	9	9	0
董事会出席情况 Attendance at meetings of the Board of Directors	%	100	100	100
女性高管占比 Proportion of female executives	%	0	0	0
高级管理层人员持股 Shares held by senior management	股 Stock	1,907	1,907	0

商业道德及反贪腐 Business ethics and anti-corruption				
指标 Indicator	单位 Unit	2023	2024	2025
反贪腐培训次数 Times of anti-corruption training	次 Times	22	24	25
反贪腐培训时长 Duration of anti-corruption training	小时 Hour	44	48	50
守法合规培训人次 Person-time of compliance trainings	人次 Person-time	42,146	40,658	36,320
守法合规培训次数 Number of compliance trainings	次 Times	271	166	86

# 指标索引

Index of indicators

目录 Contents	中国企业社会责任报告指南 (CASS-ESG6.0)	国际财务报告准则 S1 号— —可持续相关财务信息披露 —般要求 (IFRS S1) International Financial Reporting Standards - Sustainability Disclosure Standard No. 1 - General Requirements for Sustainability-related Financial Information Disclosure (IFRS S1)	国际财务报告准则 S2 号—气候相关 披露 (IFRS S2) International Financial Reporting Standards - Sustainability Disclosure Standard No. 2 - Climate - related disclosure(IFRS S2)	
关于本报告 About the report	P1.1-1.2	第 59-60、65、68 段 Paragraphs 59-60, 65, and 68	-	
领导致辞 Letter from the chairman	P2.1	-	-	
走进河钢股份 About HBIS Limited	P3.1-3.3	-	-	
数说 2025 Figures of 2025	A2	-	-	
ESG 管理 ESG Management	G1.1.1- 1.1.3,G1.1.5- 1.1.6,G1.1.9- 1.1.11,G1.3.1-1.3.2	-	-	
责任聚焦一：碳路向前，领跑绿色材料赛道 Responsibility focus I: Forging a low-carbon future: leading the charge in green materials	E1.1.15, E1.1.20	-	-	
责任聚焦二：智启未来，擘画钢铁产业图景 Responsibility focus II: Empowering an intelligent future and mapping the new landscape of the steel industry	S2.1.14, S3.4.1-3.4.2	-	-	
钢火融绿，锻造低 碳发展范式 Greening the steelmaking process: forging a low-carbon development paradigm	应对气候变化 Combat with climate change	E1.1.1-1.1.8, E1.1.11-1.1.12, E.1.1.16,E.1.1.19	第 26-30、33、46、51-52 段 Paragraphs 26-30, 33, 46 and 51-52	第 5-6、10-14、 27-29、33-34 段 Paragraphs 5-6, 10- 14, 27-29 and 33-34
	推进循环经济 Advancing the circular economy	E2.3.5,E3.1.1- 3.1.2,E3.1.5- 3.1.6,E3.2.3- 3.2.5,E3.3.1-3.3.2	第 26-30、33、46、51-52 段 Paragraphs 26-30, 33, 46 and 51-52	-
	深化污染防控 Deepening pollution prevention and control	E2.1.1-2.1.7, E2.1.10-2.1.12, E2.2.3, E2.2.5-2.2.7, E2.4.1-2.4.4	第 26-30、33、46、51-52 段 Paragraphs 26-30, 33, 46 and 51-52	-
	培育生态钢厂 Cultivating eco-friendly steel facilities	E2.1.13, E2.3.1-2.3.3, E2.3.6	-	-

目录 Contents	中国企业社会责任报告指南 (CASS-ESG6.0)	国际财务报告准则 S1 号— —可持续相关财务信息披露 —般要求 (IFRS S1) International Financial Reporting Standards - Sustainability Disclosure Standard No. 1 - General Requirements for Sustainability-related Financial Information Disclosure (IFRS S1)	国际财务报告准则 S2 号—气候相关 披露 (IFRS S2) International Financial Reporting Standards - Sustainability Disclosure Standard No. 2 - Climate - related disclosure(IFRS S2)	
钢心铸善，践行责 任担当作为 Rooted in steel, driven by good: taking action for a responsible future	筑造匠心产品 Crafting premium products	S2.1.14,S3.3.1 -3.3.3, S3.4.1-S3.4.4	第 26-30、33、46、51-52 段 Paragraphs 26-30, 33, 46 and 51-52	-
	强化供应链责任 Strengthening supply chain responsibility	S3.1.2,S3.3.7	第 26-27、33、46、51-52 段 Paragraphs 26-27, 33, 46 and 51-52	-
	加强员工关怀 Improving employee caring	S4.1.2-4.1.3, S4.1.5-4.1.6, S4.1.8, S4.1.10-4.1.12, S4.3.1-4.3.6	第 26-30、33、46、51-52 段 Paragraphs 26-30, 33, 46 and 51-52	-
	共建社区和谐 Co-creating community harmony	S1.1.2,S1.2.1	-	-
钢基强治，构建卓 越治理局面 Fortifying foundations: cultivating excellence in corporate governance	坚持党建引领 Leadership of Party building	G2.1.1-2.1.2	-	-
	提升治理效能 Elevating Governance Efficacy	G1.3.1-1.3.2	-	-
	促进合规运营 Promoting operational compliance	G2.1.1-2.1.8	第 26-27、33、46、51-52 段 Paragraphs 26-27, 33, 46 and 51-52	-
	严守安全底线 Fortifying the safety baseline	S4.2.1-4.2.10	第 26-30、33、46、51-52 段 Paragraphs 26-30, 33, 46 and 51-52	-
未来展望 Future prospects	A1	-	-	
附录 Appendix	释义 Interpretation	-	-	-
	关键绩效 Key performance	A2	第 70、77-81、83-85 段 Paragraphs 70, 77-81 and 83- 85	-
	指标索引 Index of indicators	A3	-	-
	评级报告 Rating report	A5	-	-
	意见反馈 Feedback	A6	-	-

# 评级报告

Rating report

## 一图读懂《河钢股份有限公司 2025 环境、社会及治理 (ESG) 报告》 评级报告

### At a Glance: HBIS Company Limited 2025 Environmental, Social and Governance (ESG) Report

#### 评级结果

Rating Report



《河钢股份有限公司 2025 环境、社会及治理 (ESG) 报告》(以下简称《报告》) 为五星级, 是一份卓越的企业可持续发展报告。

The HBIS Company Limited 2025 Environmental, Social and Governance (ESG) Report (hereinafter referred to as "the Report") is rated as Five-Star, representing an outstanding corporate sustainability report.

评级结果 Rating Results	评级图示 Rating Symbol	发展水平 Development Level
五星佳 Five-Star Plus	★★★★★+	典范 Exemplary
<b>五星级 Five-Star</b>	<b>★★★★★</b>	<b>卓越 Outstanding</b>
四星半级 Four-and-a-Half Star	★★★★☆	领先 Leading
四星级 Four-Star	★★★★	优秀 Excellent
三星级 Three-Star	★★★	良好 Good
二星级 Two-Star	★★	发展 Developing
一星级 One-Star	★	起步 Initial Stage

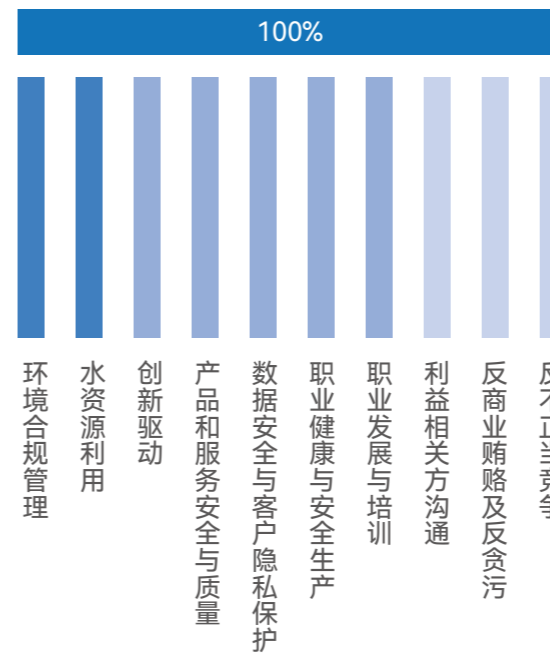
#### 亮点绩效

Highlight Performance

过程性 Process Integrity	★★★★★
实质性 Materiality	★★★★★
完整性 Completeness	★★★★☆
平衡性 Balance	★★★★☆
可比性 Comparability	★★★★★
可读性 Readability	★★★★★
创新性 Innovation	★★★★☆

《报告》的过程性、实质性、可比性、可读性均达到五星级, 完整性、平衡性、创新性达到四星半级。

The Report achieves Five-Star ratings in Process Integrity, Materiality, Comparability and Readability, and Four-and-a-Half-Star ratings in Completeness, Balance and Innovation.



《报告》系统披露了黑色金属冶炼和压延加工业核心指标的 86.75%, 其中环境维度下环境合规管理、水资源利用, 社会维度下创新驱动、产品和服务安全与质量、数据安全与客户隐私保护、职业健康与安全生产、职业发展与培训, 治理维度下利益相关方沟通、反商业贿赂及反贪污、反不正当竞争等议题的核心指标覆盖率最高, 均达 100%。

The Report systematically discloses 86.75% of the core indicators for the ferrous metal smelting and rolling processing industry. Core indicator coverage rates are highest (100%) for topics such as environmental compliance management, water resource utilization (environmental dimension); innovation-driven development, product and service safety and quality, data security and customer privacy protection, occupational health and safety, career development and training (social dimension); and stakeholder communication, anti-bribery and anti-corruption, and anti-unfair competition (governance dimension).



《报告》详细披露了 90 个关键指标连续 3 年的对比数据，其中环境维度下能源利用、社会维度下员工权益保障、职业健康与安全生产议题连续 3 年的可比数据披露最为充分。

The Report provides three-year comparative data for 90 key indicators, with the most complete three-year comparable data disclosed for energy utilization (environmental dimension), employee rights protection, and occupational health and safety (social dimension).

## 改进建议

Suggestions for Improvement

01 增加应对气候变化、社会贡献等议题下核心指标的披露，进一步提升报告的完整性。  
Increase disclosure of core indicators on topics such as climate change response and social contribution to further enhance the Report's completeness.

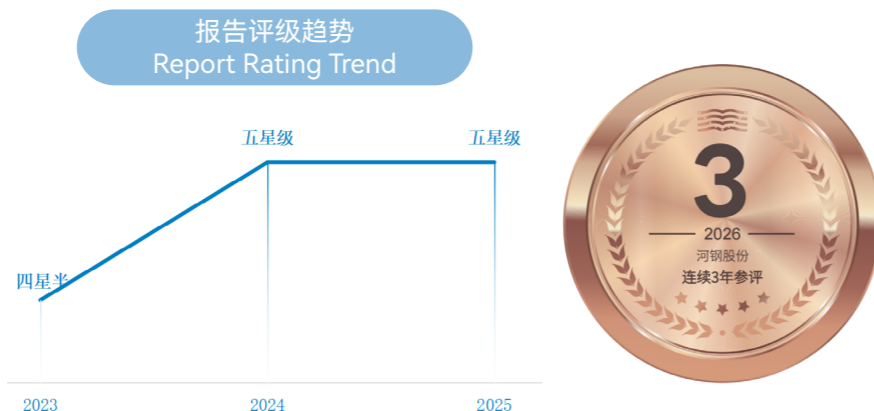
02 增强报告内容和设计的表现形式，进一步提升报告的创新性。  
Enhance the presentation of content and design to further improve the Report's innovation.

## 评级勋章

Rating Medal

河钢股份有限公司连续 3 年参与报告评级，获黄铜级勋章。

HBIS Company Limited has participated in the report rating for three consecutive years and has been awarded the Bronze Medal.



## 《河钢股份有限公司 2025 环境、社会及治理 (ESG) 报告》评级报告 Rating Report on HBIS Company Limited 2025 Environmental, Social and Governance (ESG) Report

受河钢股份有限公司连续第 3 年委托，“中国企业社会责任报告评级专家委员会”抽选专家组成评级小组，对《河钢股份有限公司 2025 环境、社会及治理 (ESG) 报告》(以下简称《报告》) 进行评级。

Commissioned by HBIS Company Limited for the third consecutive year, the China Corporate Social Responsibility Report Rating Expert Committee selected experts to form a rating panel to evaluate the HBIS Company Limited 2025 Environmental, Social and Governance (ESG) Report (hereinafter referred to as "the Report").

### 一、评级依据

#### I. Rating Basis

- 《企业可持续披露准则——基本准则（试行）》；  
1. Corporate Sustainability Disclosure Standards – Basic Standard (Trial).
- 《深圳证券交易所上市公司自律监管指引第 17 号——可持续发展报告（试行）》；  
2. Shenzhen Stock Exchange Listed Company Self-Regulatory Guidelines No. 17 – Sustainability Reporting (Trial).
- 《中国企业可持续发展报告指南（CASS-ESG 6.0）之黑色金属冶炼和压延加工业》；  
3. China Corporate Sustainability Reporting Guide (CASS-ESG 6.0) for Ferrous Metal Smelting and Rolling Processing Industry.
- 《中国企业可持续发展报告评级标准（2026）》。  
4. China Corporate Sustainability Report Rating Standard (2026).

### 二、评级分析

#### II. Rating Analysis

过程性 (★★★★★)

Process Integrity (★★★★★)

公司由战略发展部、董事会办公室和环境保护部作为牵头单位组成 ESG 工作小组，负责推进 ESG 相关工作，董事会是 ESG 工作的最高决策机构，负责 ESG 战略规划、风险管理和重大事项的决策部署，并对 ESG 报告进行终审；编制报告资料收集清单，下发开展报告编制工作的专项通知，确保报告内容全面、准确；建立完善的 ESG 专项管理制度，逐步搭建 ESG 考核和指标体系，提高 ESG 管理水平；报告将以双语电子版、双语纸质版、长图等形式呈现，过程性表现卓越。

The Company formed an ESG working group led by the Strategic Development Department, Board Office, and Environmental Protection Department to advance ESG-related work. The Board of Directors serves as the highest decision-making body for ESG, responsible for ESG strategic planning, risk management,

major decision-making, and final approval of the ESG report. The Company prepared a data collection list and issued a special notice for report preparation to ensure comprehensive and accurate content. A robust ESG management system has been established, gradually building ESG assessment and indicator systems to improve ESG management. The Report will be presented in bilingual electronic and printed versions, as well as infographics, demonstrating outstanding process performance.

#### 实质性 (★★★★★)

#### Materiality (★★★★★)

《报告》系统披露了应对气候变化、污染物排放、废弃物处理、节约能源、资源、环保产品或技术的研发和应用（清洁技术机遇）、生物多样性和土地利用、可持续供应链、智能化工厂建设、产品和服务安全与质量、职业健康与安全生产、可持续治理机制、反商业贿赂及反贪污等黑色金属冶炼和压延加工业关键性议题，叙述详细充分，其中应对气候变化、职业健康与安全生产、可持续治理机制三项议题相关内容篇幅最多，分别为 10 页、10 页、8 页，具有卓越的实质性表现。

The *Report* systematically discloses key topics for the ferrous metal smelting and rolling processing industry, including climate change response, pollutant emissions, waste treatment, energy and resource conservation, R&D and application of environmentally friendly products or technologies (clean technology opportunities), biodiversity and land use, sustainable supply chain, smart factory construction, product and service safety and quality, occupational health and safety, sustainable governance mechanisms, and anti-bribery and anti-corruption. These topics are thoroughly described, with the most extensive coverage on climate change response (10 pages), occupational health and safety (10 pages), and sustainable governance mechanisms (8 pages), demonstrating outstanding materiality.

#### 完整性 (★★★★☆)

#### Completeness (★★★★☆)

《报告》主体内容从“钢火融绿，锻造低碳发展范式”“钢心铸善，践行责任担当作为”“钢基强治，构建卓越治理局面”等角度系统披露了黑色金属冶炼和压延加工业核心指标的 86.75%，其中环境维度下环境合规管理、水资源利用，社会维度下创新驱动、产品和服务安全与质量、数据安全与客户隐私保护、职业健康与安全生产、职业发展与培训，治理维度下利益相关方沟通、反商业贿赂及反贪污、反不正当竞争的核心指标覆盖率最高，均达 100%，具有领先的完整性表现。

The main content of the *Report* systematically discloses 86.75% of the core indicators for the ferrous metal smelting and rolling processing industry from perspectives such as "Greening the steelmaking process: forging a low-carbon development paradigm", "Rooted in steel, driven by good: taking action for a responsible future", and "Fortifying foundations: cultivating excellence in corporate governance". Core indicator coverage rates are highest (100%) for environmental compliance management and water resource utilization (environmental dimension); innovation-driven development, product and service safety and quality, data security and customer privacy protection, occupational health and safety, and career development and training (social dimension); and stakeholder communication, anti-bribery and anti-corruption, and anti-unfair competition (governance dimension), demonstrating leading completeness.

#### 平衡性 (★★★★☆)

#### Balance (★★★★☆)

《报告》披露了“产品止损事件发生次数”“新增职业病数”“因工伤损失工作日数”等负面数据信息，简述了“2025 年，公司突发环境事件和重大环境违法事件为‘零’、环保行政处罚为‘零’”“报告期内，未发生客户信息安全事件和泄露客户隐私事件”等情况，平衡性表现领先。

The *Report* discloses negative data such as "number of product loss prevention incidents", "number of new occupational diseases", and "number of working days lost due to work-related injuries", and briefly describes situations including "In 2025, the Company proudly recorded zero sudden environmental incidents, zero major environmental violations, and zero environmental administrative penalties" and "During the reporting period, no customer information security incidents or customer privacy violations occurs", demonstrating leading balance.

#### 可比性 (★★★★★)

#### Comparability (★★★★★)

《报告》详细披露了“守法规培训人次”“研发投入金额”“员工人数”“安全生产投入总额”“环保投入”“能源总消耗量”等 90 个关键指标连续 3 年的对比数据；其中环境维度下能源利用、社会维度下员工权益保障、职业健康与安全生产议题连续 3 年可比数据披露最为充分，分别为 7、12、10 组；通过“入选‘中国 ESG 上市公司先锋 100 (2025)’榜单”“入选《河北省国资委社会责任蓝皮书 (2025)》优秀案例”等进行横向比较，具有卓越的可比性表现。

The *Report* provides three-year comparative data for 90 key indicators, including "Person-time of compliance trainings", "R&D investment amount", "number of employees", "total work safety investment", "environmental investment", and "total energy consumption". The most complete three-year comparable data are disclosed for energy utilization (7 sets), employee rights protection (12 sets), and occupational health and safety (10 sets). Horizontal comparisons are made through inclusions such as "'China ESG Listed Company Pioneer 100 (2025)' list" and "Excellent Case in the *Research Report on Corporate Social Responsibility of Enterprises supervised by the SASAC of Hebei Province (2025)*", demonstrating outstanding comparability.

#### 可读性 (★★★★★)

#### Readability (★★★★★)

《报告》采用 ESG 型框架结构，从环境、社会 and 治理三个维度全面清晰地阐述了企业年度履责实践与成效，框架结构清晰，重点议题突出；封面设计凸显了企业所在行业特色，融入企业主营业务元素，提升了报告辨识度；开篇设置“数说 2025”，集中展示企业年度履责重点实践，增强了报告的易读性；篇章页采用体现企业业务特点的实景大图，整体风格简约，提升了报告的悦读性，可读性表现卓越。

The *Report* adopts an ESG framework structure, comprehensively and clearly presenting the Company's annual responsibility practices and performance from the environmental, social, and governance dimensions, with a clear framework and prominent key topics. The cover design highlights the industry characteristics and incorporates elements of the Company's main business, enhancing report identification. The opening section "Figures of 2025" showcases key annual responsibility practices,

improving readability. Chapter pages use realistic large images reflecting business characteristics, with a simple overall style that enhances visual appeal, demonstrating outstanding readability.

创新性 (★★★★☆)

Innovation (★★★★☆)

《报告》开篇设置“碳路向前，领跑绿色材料赛道”“智启未来，擘画钢铁产业图景”责任专题，展现了企业在绿色材料与智慧化建设方面的行动成效，彰显了企业的责任担当；积极响应国际标准与监管要求，参照“治理，战略，影响、风险和机遇管理，指标与目标”四支柱框架披露应对气候变化等议题，增强信息披露的规范性，具有领先的创新性表现。

The Report features responsibility special topics at the beginning: "Forging a low-carbon future: leading the charge in green materials" and "Empowering an intelligent future and mapping the new landscape of the steel industry", demonstrating the Company's actions and achievements in green materials and smart construction, highlighting its sense of responsibility. The Report actively responds to international standards and regulatory requirements, disclosing climate change response and other topics in reference to the four-pillar framework of "Governance, Strategy, Impact, Risk and Opportunity Management, and Metrics and Targets", enhancing the standardization of information disclosure, demonstrating leading innovation.

三、综合评级 (★★★★★)

III. Comprehensive Rating (★★★★★)

经评级小组评价，《河钢股份有限公司 2025 环境、社会及治理 (ESG) 报告》为五星级，是一份卓越的企业可持续发展报告。

评级结果 Rating Results	评级图示 Rating Symbol	发展水平 Development Level
五星佳 Five-Star Plus	★★★★★+	典范 Exemplary
<b>五星级 Five-Star</b>	<b>★★★★★</b>	<b>卓越 Outstanding</b>
四星半级 Four-and-a-Half Star	★★★★☆	领先 Leading
四星级 Four-Star	★★★★	优秀 Excellent
三星级 Three-Star	★★★	良好 Good
二星级 Two-Star	★★	发展 Developing
一星级 One-Star	★	起步 Initial Stage

Based on the evaluation of the rating panel, the HBIS Company Limited 2025 Environmental, Social and Governance (ESG) Report is rated as Five-Star, representing an outstanding corporate sustainability report.

四、改进建议

IV. Suggestions for Improvement

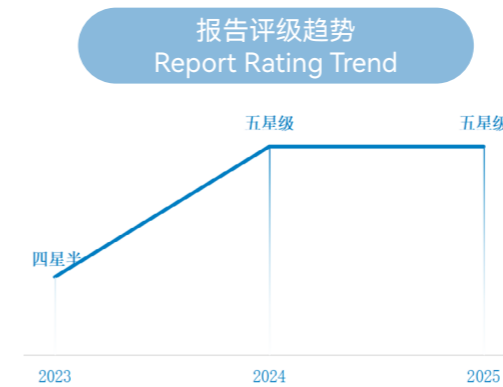
1. 增加应对气候变化、社会贡献等议题下核心指标的披露，进一步提升报告的完整性；  
1. Increase disclosure of core indicators on topics such as climate change response and social contribution to further enhance the Report's completeness.
2. 增强报告内容和设计的表现形式，进一步提升报告的创新性。  
2. Enhance the presentation of content and design to further improve the Report's innovation.

五、评级勋章

V. Rating Medal

河钢股份有限公司连续 3 年参与报告评级，获黄铜级勋章。

HBIS Company Limited has participated in the report rating for three consecutive years and has been awarded the Bronze Medal.



扫码查看评级档案  
Scan the QR code to view the rating archive

黄群慧

评级专家委员会副主席  
Vice Chairman of the Rating Expert Committee

钟宏武

评级小组组长  
Rating Panel Lead

魏秀丽

评级小组专家  
Rating Panel Expert

出具时间：  
2026 年 4 月 20 日  
Date of Issue:  
April 20, 2026

# 意见反馈

## Feedback

尊敬的读者：

Dear readers:

感谢您阅读《河钢股份 2025 环境、社会及治理 (ESG) 报告》，为了不断改进报告编制工作，我们特别希望倾听您的意见和建议。请您协助完成反馈意见表中提出的相关问题，并选择以下方式反馈给我们。

Thank you for reading the 2025 Environmental, Social and Corporate Governance (ESG) Report of HBIS Limited. To continuously improve the report preparation, we particularly value your feedback and suggestions. Please assist us to complete the relevant questions in the feedback form and choose one of the following methods to provide your feedback.

公司地址：中国河北省石家庄市体育南大街 385 号

Company address: No. 385 South Tiyu Street, Shijiazhuang, Hebei Province, China

邮政编码：050023

Post code: 050023

联系电话：0311-66770709

Tel.: 0311-66770709

公司邮箱：hggf@hbisco.com

Email: hggf@hbisco.com

### 1. 本报告全面、准确地反映公司对经济、社会、环境的重大影响。

1. This report comprehensively and accurately reflects the Company's significant impacts on the economy, society, and environment.

- 很好  较好  一般  较差  
 Excellent  Good  Average  Poor

### 2. 本报告对利益相关方所关心问题的回应和披露。

2. This report's response and disclosure to issues of concern to stakeholders.

- 很好  较好  一般  较差  
 Excellent  Good  Average  Poor

### 3. 本报告披露的信息、指标、数据清晰、准确、完整。

3. The information, indicators, and data disclosed in this report are clear, accurate, and complete.

- 很好  较好  一般  较差  
 Excellent  Good  Average  Poor

### 4. 本报告的可读性，即报告的逻辑主线、内容设计、语言文字和版式设计。

4. The readability of this report, including its logical structure, content design, language, and layout.

- 很好  较好  一般  较差  
 Excellent  Good  Average  Poor

### 5. 您认为本报告最让您满意的方面是什么？

5. What aspect of this report do you think is most satisfying?

---

---

### 6. 您认为还有哪些您需要了解的信息在本报告中没有反映？

6. What other information do you think should be included in this report that is not currently reflected?

---

---

### 7. 您对我们今后编制 ESG 报告有何建议？

7. What suggestions do you have for us in preparing future ESG reports?

---

---



地 址: 中国河北省石家庄市体育南大街385号

Address: No. 385, Tiyu South Street, Shijiazhuang, Hebei, PRC

邮政编码: 050023

Postal Code: 050023

联系电话: 0311-66770709

Tel: 0311-66770709

公司邮箱: hggf@hbisco.com

Email: hggf@hbisco.com

公司网址: <http://hebgtof.com>

Website: <http://hebgtof.com>

报告出版的环境考虑

Measures taken to protect environment during publication

纸张: 采用环保纸张印刷

Paper: Environmentally friendly paper is used for printing the Report.

油墨: 采用环保油墨以减少空气污染

Ink: Environmentally friendly ink is used to reduce air pollution.