

南京钢铁股份有限公司 董事会多元化声明

Nanjing Iron & Steel Co., Ltd. Board Diversity Statement

第一条 总则

本声明旨在列明南京钢铁股份有限公司（以下简称“公司”）为实现公司董事会成员多元化而采取的方针。

I General Rules

The purpose of this Statement is to set out the policy adopted by Nanjing Iron & Steel Co., Ltd. (hereinafter referred to as the "Company") to diversify the membership of the Company's Board of Directors.

第二条 适用范围

本声明适用于公司董事会。

II Coverage

This Statement applies to the Company's Board of Directors.

第三条 整体声明

公司视公司董事会层面的多元化是支持公司战略目标达成，推动公司治理水平和治理效能不断提升，促进实现可持续和均衡发展的重要因素。我们承诺：

(一) 在公司设定董事会成员构成时，综合考虑各方面多元化的裨益，包括但不限于国籍、性别、年龄、文化和教育背景、专业经验、技能、知识和服务任期及其他监管要求等。

(二) 公司董事会所有委任均以用人唯才为原则，并依循客观标准全面评估候选人，同时充分考虑上述董事会成员多元化的目标和要求。

III Overall Statement

The Company regards diversity at the level of the Company's Board of Directors as an important factor in supporting the achievement of the Company's strategic objectives, promoting the continuous improvement of the Company's level of governance and its effectiveness, and contributing to the realization of sustainable and balanced development. We are committed to:

1. In setting the composition of the Board of Directors, the Company shall consider the benefits of diversity in all aspects, including but not limited to nationality, gender, age, cultural and educational background, professional experience, skills, knowledge and tenure of service and other regulatory requirements.

2. All appointments to the Company's Board of Directors are made on the basis of meritocracy, and candidates are evaluated comprehensively in accordance with objective criteria, taking fully into account the objectives and requirements of the diversity of Board members mentioned above.

第四条 执行与监督

公司董事会提名委员会负责监督本声明的实施情况，以确保本声明的执行。

IV Implementation and Supervision

The Nomination Committee of the Board of Directors of the Company is responsible for monitoring the implementation of this Statement to ensure its implementation.

第五条 披露

本声明概要以及公司董事会构成情况将于公司年度报告内披露，并发布于公司官方网站供公众查阅。

V Disclosure

The summary of this Statement and the composition of the Company's Board of Directors will be disclosed in the Company's annual report and posted on the Company's official website for public inspection.

第六条 附则

本声明经公司董事会战略与 ESG 委员会审核生效。

VI Annex

This Statement has been reviewed and approved by the Strategy and ESG Committee of the Board of Directors of the Company.