

# HBIS 河钢股份

股票代码: 000709  
Stock Code: 000709



## 2024 河钢股份有限公司 HBIS COMPANY LIMITED

### 环境、社会及公司治理报告

Environmental, Social and Corporate Governance Report

# 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

2024 年 1 月 1 日至 2024 年 12 月 31 日。部分表述及数据适当超出上述年份。  
January 1, 2024, to December 31, 2024. 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.

### 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)》  
Guidelines on Corporate Social Responsibility Reporting for Chinese Enterprises (CASS-ESG6.0) 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

### 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2024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 2024 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.

### 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 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.hebgtof.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2024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.hebgtof.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 2024 Annual Report of HBIS Limited released simultaneously on the Shenzhen Stock Exchange website and the Cninfo website.



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# 领导致辞

## Letter from the chairman



王兰玉 Wang Lanyu  
河钢股份有限公司董事长  
Chairman of HBIS Company Limited

2024年是新中国成立75周年，是实施“十四五”规划的关键一年，也是充满希望与挑战的一年。作为中国钢铁行业的领军企业之一，河钢股份坚持以习近平新时代中国特色社会主义思想为指导，深入领会“两个确立”的决定性意义，坚决做到“两个维护”，完整准确全面贯彻新发展理念，在“钢铁向材料、制造向服务”转型中不断增强钢铁主业核心竞争力，在“贴近市场、贴近客户”中不断强化上下游产业链合作，推动行业生态圈蓬勃发展，向建设最具竞争力钢铁企业的愿景不断迈进。

2024 marks the 75th anniversary of the founding of the People's Republic of China, a pivotal year in the implementation of the 14th Five-Year Plan, and a year full of hope and challenges. As one of the leading enterprises in China's steel industry, HBIS Limited remains committed to the guidance of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, deeply understands the decisive significance of the "two establishments" and resolutely ensures the "two upholds". We fully, accurately, and comprehensively implement the new development philosophy, continuously strengthen the core competitiveness of its main steel business through the transformation from "steel to materials, manufacturing to services", and enhance upstream and downstream industry chain collaboration by staying "close to the market, close to customers". This drives the thriving development of the industry ecosystem, steadily advancing towards the vision of building the most competitive steel enterprise.

**聚焦主责主业，让治理更具效能。**我们厚植钢铁报国情怀，坚持完善公司治理体制机制。全面落实《国有企业改革三年行动方案》和《国有企业改革深化提升行动实施方案》，切实把制度优势转化为治理优势和发展优势。建立权责法定、权责透明、协调运转和有效制衡的公司治理机制，保障公司治理体系高效运行。持续优化内部合规和风险管理体系，提升公司治理和风险防控能力，让依法合规成为“带电的高压线”。高度关注企业ESG发展核心议题，不断提升ESG管理工作的系统化、规范化、科学化水平。

**Focus on the main responsibility and main business to make governance more effective.** We deeply foster a sense of patriotism in the steel industry, and persistently improve the corporate governance system and mechanisms. We fully implement the *Three-Year Action Plan for SOE Reform and Implementation Plan for Deepening and Upgrading SOE Reform*, and effectively transform institutional advantages into governance and development advantages. We establish a sound and transparent corporate governance mechanism with clear responsibilities, coordinated operation, and effective checks and balances to ensure the efficient operation of the corporate governance system. We continuously optimize the internal compliance and risk management systems, enhance corporate governance and risk prevention capabilities, and make legal compliance a "live high-voltage line". We pay close attention to core ESG development issues, and continuously improve the systematic, standardized, and scientific level of ESG management.

**坚持生态优先，让环境更添锦绣。**我们践行绿色发展理念，坚守绿色发展是高质量发展的底色。秉持“为人类文明制造绿色钢铁”的理念，锚定河钢集团低碳发展目标、“6+2”低碳发展技术路线图，将“生态优先、绿色低碳”作为企业发展战略的核心，将培育新质生产力作为高质量发展的内在要求和重要着力点。公司充分发挥绿色低碳发展示范引领作用，深入推进环保三级标准化管理体系建设，统筹推进节能减污的“减法”和绿色低碳的“加法”，做好源头减排、工艺优化、改造升级，主要生产基地全面完成环保绩效创A，2家企业入选国家级“绿色工厂”，污染物排放实现100%达标，为实现“碳达峰、碳中和”和美丽中国建设贡献力量。

**Give priority to ecology and make the environment even more beautiful.** We uphold the concept of green development, and firmly believe that green development is the defining feature of high-quality development. Guided by our philosophy of "Forging Green Steel for Human Civilization", we align with HBIS Group's carbon reduction goals and the "6+2" low-carbon development technology roadmap. We position "ecological conservation and green, low-carbon development" as the core of our corporate strategy, while cultivating new quality productive forces as both an intrinsic requirement and key focus of high-quality development. We fully leverage our demonstration and leading role in green and low-carbon development, deeply promote the development of the three-level standardized management system of environmental protection, balance the "subtraction" of energy conservation and pollution reduction with the "addition" of green and low-carbon, and do a good job in source reduction, process optimization, and upgrading. All major production bases have achieved top-tier (Grade A) environmental performance ratings, 2 companies have been selected as national "green factories", and pollutant emissions have achieved 100% compliance, contributing to the realization of "carbon peaking and carbon neutrality" goals and the development of a Beautiful China.

**牢记职责使命，让社会更加美好。**我们心怀“国之大者”，牢记国有企业是落实新发展理念、实施国家重大战略和创新驱动发展的排头兵。践行“创新是发展第一动力”的理念，加强重点技术攻关项目布局，加快推动科技成果转化共享与产线数智升级，用创新之火淬炼“钢铁力量”。积极参与“一带一路”沿线国家共建项目、国家重大能源管网项目、大型核电项目等重点工程，在国家重大战略中彰显“河钢元素”。大力实施“人才兴企”战略，恪守“员工是企业不可复制的竞争力”的人本理念，为员工成长成才提供广阔舞台，以员工的全面发展推动企业高质量发展。深刻领悟“共同富裕”内涵要求，持续深化乡村振兴帮扶工作，用实际成效提升群众幸福指数。

**Keep in mind the duty and mission to make the society better.** We hold in mind the "paramount priorities of the nation", and firmly recognize that state-owned enterprises are the vanguard in implementing the new development concepts, implementing major national strategies and innovation-driven development. We adhere to the principle that "innovation is the primary driving force of development", strengthen the layout of key technology research projects, accelerate the transformation and sharing of scientific and technological achievements and the digital and intelligent upgrading of production lines, and use the fire of innovation to temper "steel strength". We actively participate in key projects such as co-construction initiatives in countries along the "Belt and Road", major national energy pipeline networks, and large-scale nuclear power projects, showcasing the "HBIS elements" in major national strategies. We vigorously implement the "talent-driven enterprise" strategy, uphold the humanistic concept that "employees are the irreplaceable competitiveness of the enterprise", provide a broad stage for employee growth and development, and drive high-quality enterprise development through the comprehensive development of employees. With a profound understanding of the essence of "common prosperity", we continuously deepen rural revitalization assistance work, and enhance the happiness index of the masses with practical results.

关山初度尘未洗，策马扬鞭再奋蹄。奋进在充满光荣和梦想的新征程上，我们将始终以习近平新时代中国特色社会主义思想为指引，以只争朝夕的劲头、坚韧不拔的毅力，在接续奋斗中再拓发展新篇章，为谱写中国式现代化建设河北篇章作出贡献。

The dust has not yet been washed off after the first crossing of the mountains and rivers, but I spur my horse and whip it to gallop again. As we forge ahead on a new journey full of glory and dreams, we will always be guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, and with a sense of urgency and unyielding perseverance, we will open a new chapter of development in continued struggle and contribute to writing a new chapter of modernization with Chinese characteristics in Hebei.



# 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 2024 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 2024, 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 tons 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”。

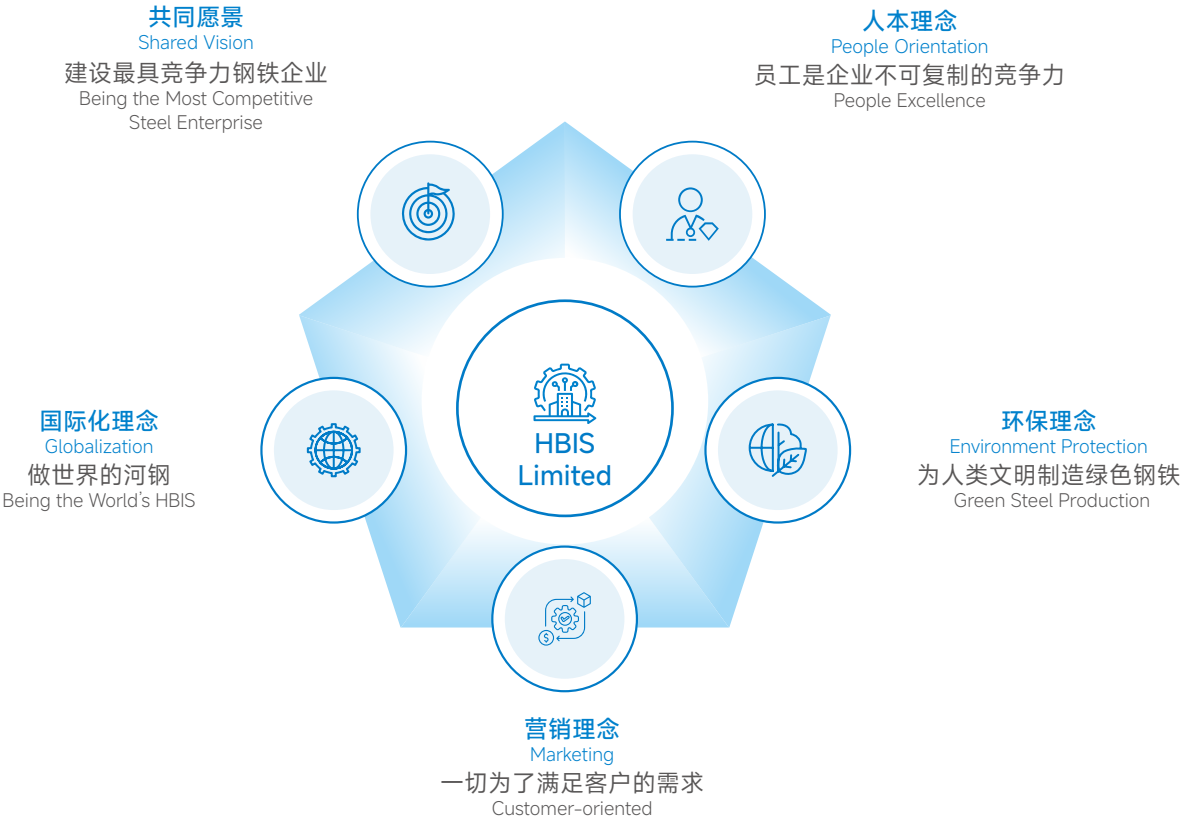
The Company's products cover important application fields such as home appliances, automobiles, petroleum, railways, bridges, construction, electricity, transportation, light industry, ships, new energy, etc. More than 200 types of steel have replaced imports. Brand products such as cold-rolled thin 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 Limited Brand" among the "the Pillars of a Great Power".

2024年，公司围绕“一切以效益为中心”的经营理念，以技术升级手段，坚持向市场要效益，突出“四个更加关注”，坚持“两个结构”优化，提升基础管理水平，强化科技创新，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2024年生产经营任务。

In 2024, the Company focused on the business philosophy of "everything is centered on efficiency", used technological upgrading as a means, insisted on demanding efficiency from the market, highlighted "four more concerns", adhered to the optimization of "two structures", improved the basic management level, strengthened scientific and technological innovation, and carried out all production and operation work in a stable and orderly manner. By quantifying gaps, measures, and goals, we accelerated the release of regional adjustment advantages and potential, and successfully completed the 2024 production and operation tasks with high quality.

### 企业理念

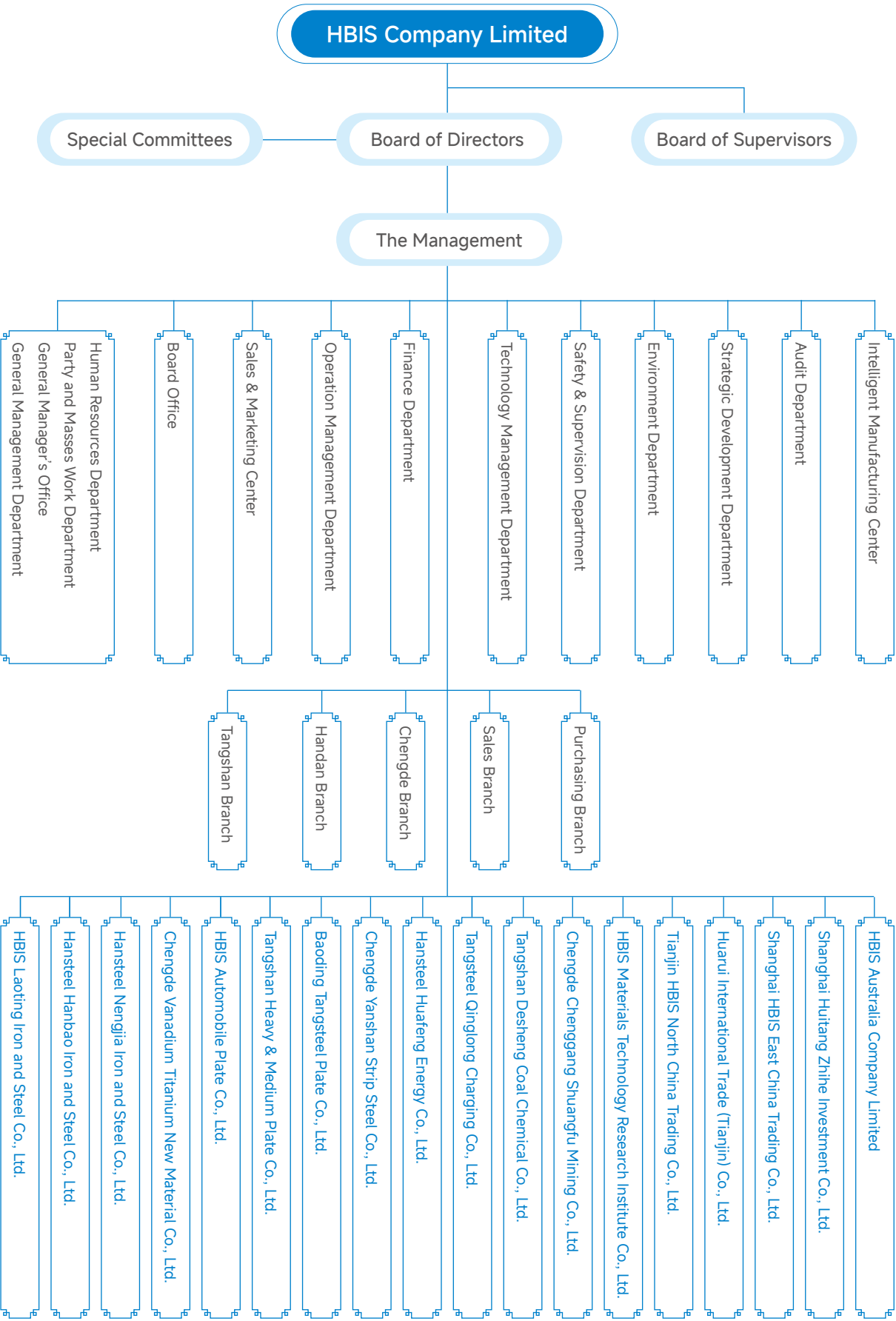
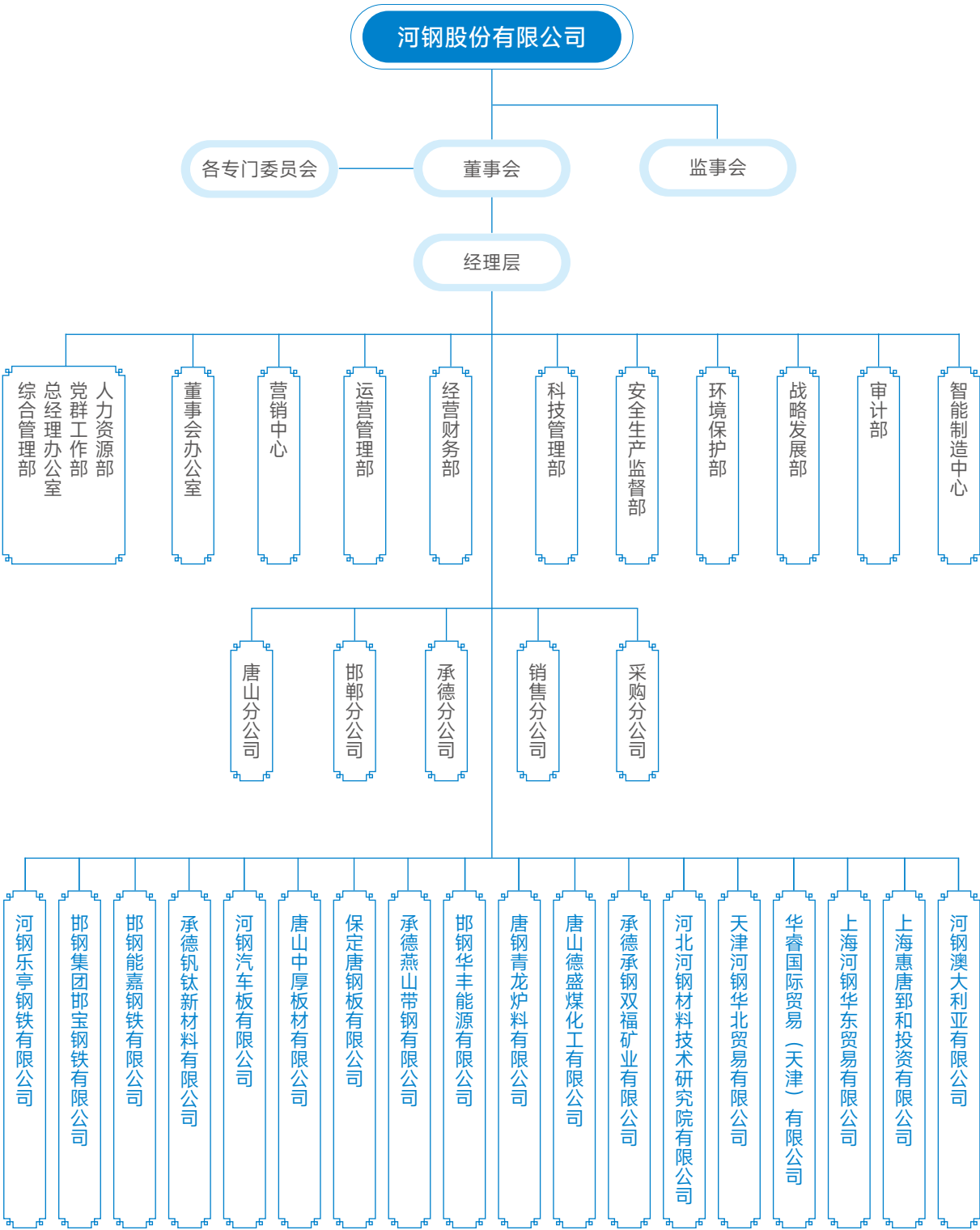
#### Corporate Culture





组织架构

Organizational structure





# 数说 2024

Figures of 2024

## 经济绩效 Economic performance

总资产

2,691 亿元

Total assets:  
RMB 269.1 billion

营业收入

1,216 亿元

Operating revenue:  
RMB 121.6 billion

利税总额

25.52 亿元

Total profits and taxes:  
RMB 2.552 billion

利润总额

9.24 亿元

Total profits:  
RMB 924 million

粗钢产量

2,793 万吨

Crude steel production:  
27.93 million t

## 环境绩效 Environmental performance

环保投入

181,000 万元

Total investment in  
environmental protection:  
RMB 1.81 billion

清洁能源发电项目

3,173,312 千瓦时

Clean energy power generation  
projects: 3,173,312 kWh

外购清洁能源电量

587,676 兆瓦时

Purchased clean energy:  
587,676 MWh

年度用水总量

6,481.42 万吨

Annual water consumption:  
64.8142 million t

固废综合利用率

100 %

Comprehensive utilization  
rate of solid waste: 100%

温室气体排放总量

5,405 万吨二氧化碳当量

Total greenhouse gas emission:  
54.05 million tons of CO<sub>2</sub> equivalent

## 社会绩效 Social performance

研发投入总额

23.43 亿元

Total R&D investment:  
RMB 2.343 billion

客户满意度

95.2 %

Customer satisfaction:  
95.2%

客户投诉解决率

100 %

Customer complaint  
resolution rate: 100%

产品止损事件发生次数

0 次

Number of product loss  
prevention incidents: 0

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%

乡村振兴投入总金额

416 万元

Total investment in rural  
revitalization: RMB 4.16 million

社会贡献活动参与人次

9,024 人次

Person-time of participants in social  
contribution activities: 9,024

## 治理绩效 Governance Performance

独立董事占比

36 %

Proportion of independent  
directors: 36%

女性董事占比

9 %

Proportion of female  
directors: 9%

反贪腐培训次数

24 次

Times of anti-corruption  
training: 24

反贪腐培训时长

48 小时

Duration of anti-  
corruption training: 48  
hours

守法合规培训人次

40,658 人次

Person-time of compliance  
training: 40,658

守法合规培训次数

166 次

Number of compliance  
trainings: 166



# ESG 管理

## ESG management

河钢股份根据公司战略发展需要,将可持续发展理念融入企业战略并纳入决策考虑,持续完善 ESG 治理架构和运行机制,不断提升 ESG 管理水平,与各利益相关方互利互惠、和谐共进。

HBIS Limited integrates the philosophy of sustainable development into its corporate strategy and decision-making considerations according to the Company's strategic development needs, continuously improves the ESG governance architecture and operational mechanisms, and continuously enhances ESG management levels, to achieve mutual benefits and harmonious progress with various stakeholders.

# 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单位,负责推进ESG相关工作。

The Board of Directors is the highest responsible body for ESG management 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 work responsibilities at various levels of the Company
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 董事会 Board of Directors	<ul style="list-style-type: none"><li>▶ 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;</li><li>▶ 审议批准公司ESG治理架构及重要制度; Deliberate and approve the Company's ESG governance architecture and key policies;</li><li>▶ 审议批准公司ESG报告; Deliberate and approve the Company's ESG report;</li><li>▶ 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 governance;</li><li>▶ 审议对公司重大影响的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.</li></ul>
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 战略与 ESG 委员会 Strategy and ESG Committee	<ul style="list-style-type: none"><li>▶ 职责聚焦于对公司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; Focus on researching and proposing suggestions on the Company's ESG goals, strategic planning, governance structure, and management systems;</li><li>▶ 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;</li><li>▶ 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.</li></ul>
 ESG 工作小组 ESG working group	<ul style="list-style-type: none"><li>▶ 研究起草公司ESG治理架构体系方案; Research and draft the Company's ESG governance structure system plan;</li><li>▶ 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;</li><li>▶ 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;</li><li>▶ 其他ESG相关事宜。 Other ESG-related matters.</li></ul>

# 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考核和指标体系;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 and 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

2024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，首次开展双重重要性评估，在以往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 2024, HBIS Limited in accordance with the latest international disclosure standards such as the *European Sustainability Reporting Standards (ESRS)* and the *International Financial Reporting Standards - Sustainability Disclosure Standard No. 1 - General Requirements for Sustainability-related Financial Information Disclosure (IFRS S1)*, strictly adheres to the requirements of *Self-regulatory Guidelines for the Companies Listed on the Shenzhen Stock Exchange No. 17 - Sustainable Development Report (Trial)* of Shenzhen Stock Exchange. The Company updates its assessment methods, conducts a dual materiality assessment for the first time, integrates financial perspectives into the previous impact materiality assessment, fully incorporates the views of multiple departments and stakeholders, comprehensively analyzes the impact of ESG issues on the Company's finances, economy, environment, and society, and focuses on responding to 11 financially material issues in this report.

### 双重重要性评估流程

#### Dual materiality assessment process



### 实质性议题库

#### Material issue database

#### 环境 Environment

1. 应对气候变化  
1.Combat with climate change

2. 污染物排放  
2.Pollutant emission

3. 废弃物处理  
3.Waste disposal

4. 生态系统和生物多样性保护  
4.Ecosystem and biodiversity protection

5. 环境合规管理  
5.Environmental compliance management

6. 能源利用  
6.Energy utilization

7. 水资源利用  
7.Utilization of water resources

8. 循环经济  
8.Circular economy

9. 绿色包装  
9.Green packaging

10. 环保技术研发  
10.R&D of environmental protection technology

#### 社会 Society

11. 乡村振兴  
11.Rural revitalization

12. 社会贡献  
12.Social contribution

13. 创新驱动  
13.Innovation driving

14. 科技伦理  
14.Technology ethics

15. 供应链安全  
15.Supply chain security

16. 平等对待中小企业  
16.Equal treatment for small and medium enterprises

17. 产品和服务安全与质量  
17.Product and service safety and quality

18. 数据安全与客户隐私保护  
18.Data security and customer privacy protection

19. 员工  
19.Employee

20. 安全生产  
20.Work safety

21. 数智化转型  
21.Digital intelligence transformation

22. 推动行业发展  
22.Promotion of industry development

#### 治理 Governance

23. 尽职调查  
23.Due diligence

24. 利益相关方沟通  
24.Stakeholder communication

25. 反商业贿赂及反贪污  
25.Anti-commercial bribery and anti-corruption

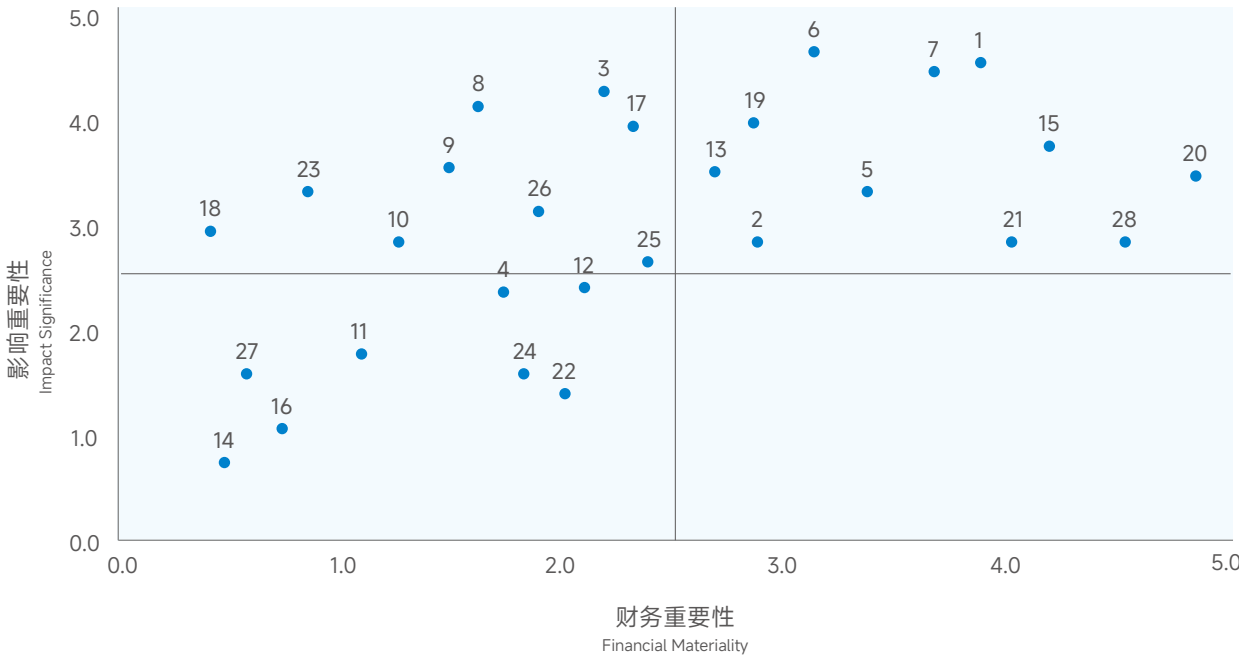
26. 反不正当竞争  
26.Anti-unfair competition

27. 党建引领  
27.Leadership of Party building

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 Stakeholders	对河钢股份的诉求 Requests to HBIS Limited	河钢股份的回应 Responses from HBIS Limited
 政府 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 Compliance with laws and regulations</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>
 投资者 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>• 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>
 员工 Employees	<ul style="list-style-type: none"><li>• 提升内控水平 Enhance internal control levels</li><li>• 定期信息披露 Periodic information disclosure</li><li>• 保障股东权益 Protect shareholders' equity</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 Stakeholders	对河钢股份的诉求 Requests to HBIS Limited	河钢股份的回应 Responses from HBIS Limited
 客户 Customers	<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>
 合作伙伴 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>
 社区 Communities	<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>
 环境 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，通过编制发布ESG报告、开展ESG培训等举措，将ESG理念融入管理的全过程，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，更好地践行环境、社会、治理方面的责任理念，塑造企业价值。2024年，公司开展ESG培训9次，共187人次参与。

The Company actively responds to the Group's commitment to sustainable development by integrating ESG philosophies into the entire management process through the preparation and release of ESG reports, conducting ESG training, and incorporating social responsibilities such as environmental protection and safety and relevant ESG work into the performance evaluation system. The Company participates in the construction and standard setting of the China Supplier ESG Rating Platform, to better fulfill its responsibilities in environmental, social, and governance aspects, and shape corporate value. In 2024, the Company conducted 9 ESG training sessions with a total of 187 participants.



责任荣誉

Responsibilities and honors



2024年4月，2023年度ESG报告获得中国企业社会责任报告评级专家委员会“四星半”评价，是一份领先的企业ESG报告。  
In April 2024, the 2023 ESG Report received the evaluation of "four and a half stars" rating from the Expert Committee of the China Corporate Social Responsibility Report Rating, to make it a leading corporate ESG report.



2024年6月，入选“中国ESG上市公司先锋100（2024）”榜单，位列第54位。  
In June 2024, the Company was selected for the "China ESG Listed Companies Pioneer 100 (2024)" list, ranking the 54th.



2024年8月，入选“中国ESG上市公司京津冀先锋50（2024）”榜单，位列第22位。  
In August 2024, the Company was selected for the "China ESG Listed Companies Pioneer 50 in Beijing - Tianjin - Hebei Region (2024)" list, ranking the 22nd.



2024年8月，提报的安全应急类案例入选河北省国资委监管企业社会责任蓝皮书优秀案例。  
In August 2024, the safety emergency case submitted by the Company was selected as an excellent case in the *Research Report on Corporate Social Responsibility of Enterprises supervised by State-owned Assets Supervision and Administration Commission of the People's Government of Hebei Provincial*.

“国有企业上市公司ESG·先锋100指数”排名（2024）					
排名	证券简称	证券代码	所属行业	分数	星级
1	广汽集团	601238.SH	制造业	94.0	★★★★★
2	贵州茅台	600519.SH	制造业	89.5	★★★★★
3	紫金矿业	601899.SH	采矿业	87.8	★★★★★
4	海立股份	600619.SH	制造业	86.4	★★★★★
5	河钢股份	000709.SZ	制造业	84.3	★★★★☆
6	华工科技	000988.SZ	制造业	83.4	★★★★☆
7	深圳能源	000027.SZ	电力、热力、燃气及水生产和供应业	81.9	★★★★☆

2024年11月，入选“国有企业上市公司ESG·先锋100指数（2024）”榜单，位列第5位。  
In November 2024, it was included in the "SOE Listed Companies ESG Pioneer 100 Index (2024)" list, ranking the 5th.



2024年11月，荣获责任云研究院2024ESG鲸牛奖“ESG双碳先锋”。  
In November 2024, the Company won the 2024 ESG Whale and Bull Award for "ESG Carbon Peaking and Carbon Neutrality Pioneer" by the CSR Cloud Research Institute.



2024年11月，提报的乡村振兴类案例入选中国上市公司协会“2024年上市公司可持续发展最佳实践案例”。  
In November 2024, the rural revitalization case submitted by the Company was selected as one of the "2024 Best Practice for Sustainable Development of Listed Companies" by the Association for Public Companies.

责任聚焦一

Responsibility focus I

乘势而上，打造智慧新高地

Seizing the opportunity to build a new smart highland

河钢股份围绕“降本、提质、增效”核心目标，以一体化经营管理系统、制造管理系统等重点信息化项目建设为抓手，持续推动以人工智能、大数据技术为代表的新一代信息通信技术与钢铁工艺流程、操作技术、运营管理的深度融合，建立覆盖生产、工艺、质量、设备、能源、环保、安全等全业务领域与“智能装备、智能车间、智能工厂、智慧企业”各管理层级的智能化制造体系，持续引领行业智能化发展。

HBIS Limited, focusing on the core goals of “cost reduction, quality improvement, and efficiency enhancement”, and driven by key information technology projects such as the integrated business management system and manufacturing management system, continuously promoted the deep integration of new-generation information and communication technologies represented by artificial intelligence and big data technology with steel process flows, operational technologies, and operational management. The Company established an intelligent manufacturing system covering all business areas such as production, process, quality, equipment, energy, environmental protection, and safety, and all management levels of “intelligent equipment, intelligent workshops, intelligent factories, and smart enterprises”, continuously leading the industry in intelligent development.

推进智慧化管理

Promote intelligent management

公司通过推动一体化经营管理系统建设，打破信息壁垒，建立贯通生产制造、经营管理、营销服务等企业运营管理各业务领域的数据库，实现从采购、制造到销售、服务的全流程、全要素、全价值链精准把控，运营管控更加智慧高效，经营决策更加科学敏捷。

The Company promoted the construction of an integrated management system, breaking down information barriers and establishing data links across various business areas such as production, management, and marketing services. This enabled precise control over the entire process from procurement and manufacturing to sales and services, making operations more intelligent and efficient, and decision-making more scientific and agile.

案例 一体化经营管理平台提升协同管理水平

Case Integrated operation and management platform improves the collaborative management level

公司一体化经营管理平台，通过业务协同平台与各专业管理系统和子分公司生产执行系统相集成，有效提升运营管理层面与下属各生产企业之间的数据集成和业务协同，实现运营管理过程中库存、成本、标准规范、制造的统一管理。

The integrated operation and management platform of the Company is integrated with various professional management systems and production execution systems of subsidiaries and branches through a business collaboration platform, effectively improving data integration and business collaboration between the operational management level and its subordinate production enterprises, and achieving unified management of inventory, cost, standards and specifications, and manufacturing during the operational management process.



一体化经营管理平台系统架构  
Integrated Management Platform System Architecture

加快智能化制造

Accelerate smart manufacturing

公司通过持续深入开展智能制造示范建设，不断推广共享示范建设成果，提升示范建设引领作用，构建一批具有泛在感知、敏捷响应、智能决策、全局协同、动态优化等核心能力的全流程智能化工厂，持续满足客户高端化、个性化、定制化产品需求。

Through continuous and in-depth development of smart manufacturing demonstration projects, the Company has been promoting and sharing the results of these demonstrations, enhancing their leading role. The Company has built a series of fully intelligent factories with core capabilities such as ubiquitous perception, agile response, intelligent decision-making, global coordination, and dynamic optimization, continuously meeting customers’ high-end, personalized, and customized product demands.

案例 质量洞察分析 Q\_insight 系统实现全部功能上线

Case Quality insight analysis Q\_insight system achieves launching of all functions

公司将钢铁工艺流程特点与数据技术相结合，使系统具备全流程产品质量数据追溯、全流程自动统计过程控制（SPC）、在线过程质量曲线判定等全过程质量洞察分析能力，实现了生产数据全流程追溯、全维度数据采集分析。

The Company combines the characteristics of steel production processes with data technology, enabling the system to have full-process product quality data traceability, full-process automatic statistical process control (SPC), and online process quality curve judgment capabilities. This achieved full-process traceability of production data and comprehensive data collection and analysis.



质量洞察分析 Q\_insight 系统界面  
Quality Insight Analysis Q\_insight System Interface

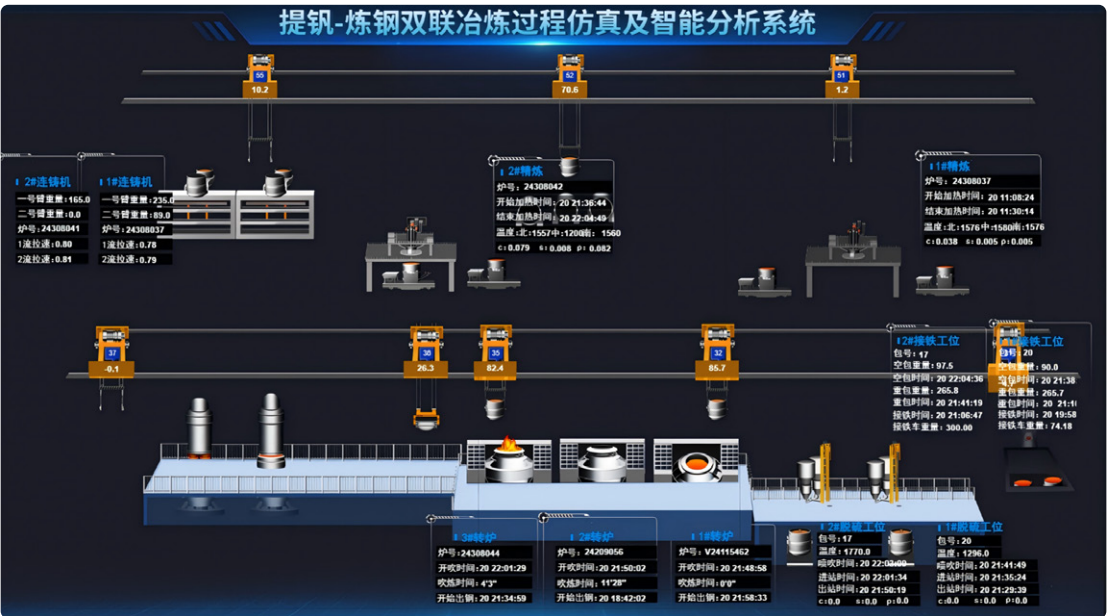


案例 新一代提钒转炉全自动智能控制技术实现新突破

Case New generation of fully automatic intelligent control technology for vanadium extraction converter achieved a new breakthrough

公司自主研发的“提钒转炉全自动智能控制系统”正式运行，实现“提钒供氧—过程加料—终点判断—氧枪提升—转炉出钢”全流程自动控制，转炉提钒由传统人工操作向全自动智能化控制的跨越。

The “fully automatic intelligent control system for vanadium extraction converter” independently developed by the Company has been officially put into operation, realizing automatic control of the entire process of “oxygen supply for vanadium extraction – process feeding – end point judgment – oxygen lance lifting – converter steel tapping”, and marking the leap from traditional manual operation to fully automatic intelligent control for vanadium extraction in converters.



提钒—炼钢双联冶炼过程仿真及智能分析系统界面  
Intelligent Control Model for RH Outlet Temperature of Low Carbon Steel

打造示范工厂

Building a demonstration factory

公司通过深入开展智慧企业与智能制造建设，构建一批具有泛在感知、智能决策、敏捷响应、全局协同、动态优化等核心能力的全流程智能化工厂，树立钢铁行业“智改数转”新标杆。2024年，唐钢新区“新一代冶金流程钢铁智能工厂”在入选工信部2022年度智能制造示范工厂揭榜单位基础上，入选国家工信部梯度培育行动首批卓越级智能工厂。

Through in-depth development of smart enterprises and intelligent manufacturing, the Company constructed a series of fully intelligent factories with core capabilities such as ubiquitous perception, intelligent decision-making, agile response, global coordination, and dynamic optimization, setting a new benchmark for the steel industry’s “intelligent transformation and digital transition”. In 2024, Tangsteel New Manufacturing Base’s “New Generation Metallurgical Process Steel Intelligent Factory” was selected into the first batch of outstanding intelligent factories in the Gradient Cultivation Action of the Ministry of Industry and Information Technology, based on its previous selection as a 2022 Intelligent Manufacturing Demonstration Factory by the Ministry.

案例 “新一代冶金流程钢铁智能工厂”入选国家卓越级智能工厂

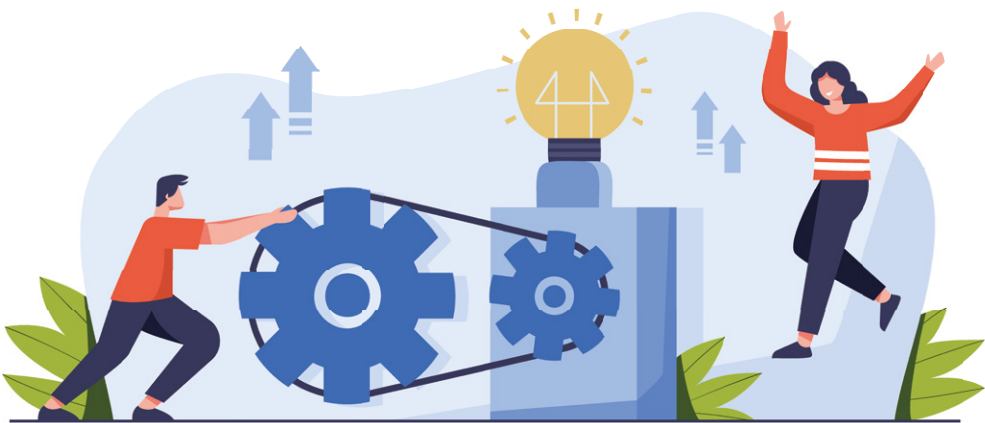
Case “New Generation Metallurgical Process Steel Intelligent Factory” was selected as a national outstanding intelligent factory

公司“新一代冶金流程钢铁智能工厂”利用冶金流程工程学先进设计理念与方法，结合人工智能、大数据、数字孪生、物联网和云计算等新兴技术，构建了动态、智能、协同的管控体系。

The Company’s “New Generation Metallurgical Process Steel Intelligent Factory” utilizes advanced design concepts and methods of metallurgical process engineering, combined with emerging technologies such as artificial intelligence, big data, digital twins, the Internet of Things, and cloud computing, to build a dynamic, intelligent, and collaborative management and control system.



智慧管控中心  
Intelligent Management Center



## 责任聚焦二

## Responsibility focus II

## 向绿而生，锻造低碳新标杆

## Living green and forging a new low-carbon benchmark

在“双碳”目标引领下，钢铁行业绿色转型势在必行。河钢股份严格落实《关于建立降碳产品价值实现机制的实施方案（试行）》《河北省降碳产品价值实现管理办法（试行）》等要求，打造唐钢新区、邯钢新区等绿色生产基地，大力开发低碳排放钢、绿钢、近零碳排放钢产品，推动降碳产品实现价值。

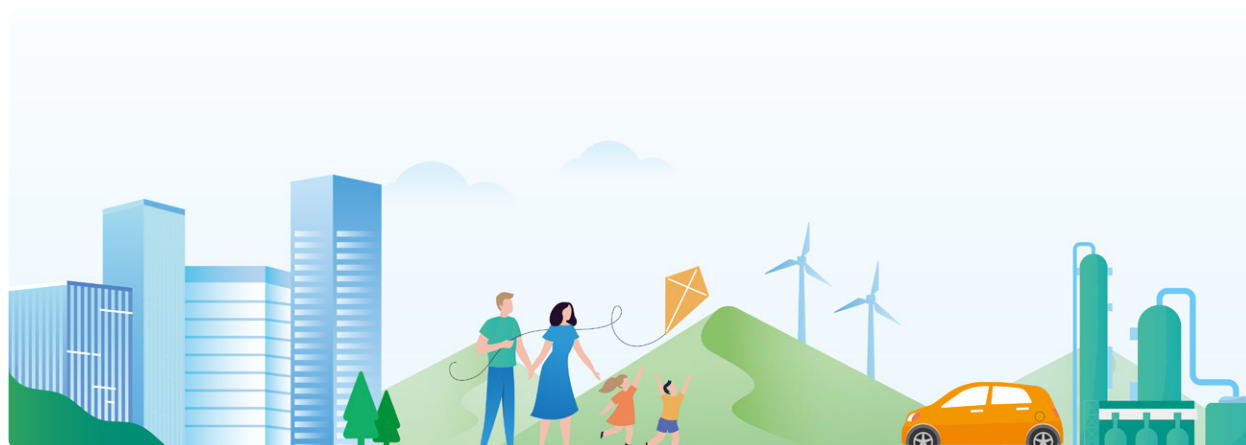
Guided by the “dual carbon” goals, the green transformation of the steel industry is imminent. HBIS Limited strictly implements the requirements of the *Implementation Plan on Establishing a Mechanism for Realizing the Value of Carbon Reduction Products (Trial)* and the *Administrative Measures for Realizing the Value of Carbon Reduction Products in Hebei Province (Trial)* to create green production bases such as Tangsteel New Manufacturing Base and Hansteel New Manufacturing Base, vigorously develop low-carbon emission steel, green steel, and near-zero carbon emission steel products, and promote the realization of value of carbon reduction products.

## 适应全国碳市场要求

Meet the requirements of the national carbon market

通过参与碳市场促进中国钢铁绿色转型，是钢铁企业未来发展的重要任务。公司努力走在前、做表率，持续增强全员低碳发展意识，为钢铁行业积极稳妥应对全国统一碳市场提供示范指引，通过建立统一的碳排放管理体系、组织全国碳市场模拟交易活动、开展面向碳市场的降碳技术研发及示范，为全国碳市场深化发展和实现我国双碳目标贡献力量。

Promoting the green transformation of China's iron and steel industry through participation in the carbon market is an important task for the future development of iron and steel enterprises. The Company strives to take the lead and set an example, to continuously enhance the awareness of low-carbon development among all employees, and provide demonstration and guidance for the iron and steel industry to actively and prudently respond to the national unified carbon market. The Company contributes to the deepened development of the national carbon market and the realization of China's dual carbon goals by establishing a unified carbon emission management system, organizing simulated trading activities in the national carbon market, and carrying out the R&D and demonstration of carbon reduction technologies oriented towards the carbon market.

案例 在行业内率先启动模拟全国碳市场交易工作  
Case Taking the lead in the industry in launching the simulation of trading in the national carbon market.

2024 年，为应对全国碳市场扩容信号，公司采用 2023 年真实碳排放数据，在行业内率先启动模拟全国碳市场交易工作，全面改善碳排放数据质量，提升碳排放管理能力，强化碳排放管理人员对碳排放交易规则及数据质量的把控能力，助力公司未来在全国统一碳市场中锻造新的产业竞争优势，培育绿色发展新动能。

In 2024, in response to the signal of the expansion of the national carbon market, the Company made use of the real carbon emission data of 2023, to take the lead in the industry in launching the simulation of trading in the national carbon market. It comprehensively improved the quality of carbon emission data, enhanced the carbon emission management capacity, and strengthened the ability of carbon emission management personnel to control the carbon emission trading rules and data quality. This will assist the company to forge new industrial competitive advantages in the national unified carbon market in the future and cultivate new drivers for green development.



率先启动模拟全国碳市场交易

Taking the lead in launching the simulation of trading in the national carbon market

## 推动低碳产品价值实现

Promote the realization of the value of low-carbon products

依托碳足迹核算优势，向上汽、奇瑞、美的等重点用户提供碳足迹报告、低碳产品实现路径等技术服务；接轨国际标准，开展低碳体系认证，三大类产品在全行业首次获得CBAM（欧盟碳关税）符合性评估报告，发布集团内首批2大类产品EPD（环境产品声明）报告，获得国际公认的“绿色身份证”。

Relying on the advantages in carbon footprint accounting, it will provide technical services such as carbon footprint reports and low-carbon product implementation paths to key users such as SAIC, Chery, and Midea; it will align with international standards and carry out low-carbon system certification. The three major product categories will obtain the CBAM (EU carbon tariff) conformity assessment report for the first time in the industry, and the Group's first two major product categories EPD (environmental product declaration) reports will be released, obtaining an internationally recognized “green identity card”.

在中国钢铁工业协会组织召开的钢铁极致能效工程能效标杆三年行动2024年度总结会上，公司下属子公司连续热镀锌镀层钢带产品EPD报告正式发布，这也是钢铁全产业链EPD平台第200份报告。

At the 2024 Annual Summary Meeting of the Three-year Action for Energy Efficiency Benchmarking of the Ultimate Iron and Steel Energy Efficiency Project organized by the China Iron and Steel Association, the EPD report of the continuously hot-dip galvanized coated steel strip products of a subsidiary of the Company was officially released. This is also the 200th report of the EPD platform for the entire iron and steel industry chain.



公司 2024 年低碳绿钢产品

The Company's 2024 Low-Carbon Green Steel Products

- 公司首次成功试制大废钢比 DX56D+Z 高端汽车面板低碳绿钢产品，降碳比例达到 25%；  
The Company successfully trial-produced the first high-end automotive panel low-carbon green steel product with a large scrap ratio of DX56D+Z, with a carbon reduction ratio of 25%;
- 公司与美的共同开展低碳洗衣机用钢的开发与应用工作，首批降碳比 25% 洗衣机用超深冲 IF 绿钢产品成功交付美的，实现超深冲低碳排放钢首单订货；  
The Company jointly carried out the development and application of low-carbon steel for washing machines with Midea. The first batch of ultra-deep drawn IF green steel products with a carbon reduction ratio of 25% for washing machines were successfully delivered to Midea, realizing the first order of ultra-deep drawn low-carbon emission steel;
- 公司高强钢筋系列产品顺利通过中冶检测认证有限公司第一次监督审核，四星级绿色产品认证证书持续有效。  
The Company high-strength steel bar series products have successfully passed the first supervision and audit of Inspection and Certification Co., Ltd. MCC, and the four-star green product certification certificate remains valid.

案例 公司高品质绿色家电用钢成功下线  
Case High-quality green steel for home appliances successfully rolled off the production line at the Company

2024 年 12 月，公司自主研发的低碳排热轧产品下线，将用于高端家电面板制造。该产品具有环保、低碳、可循环再利用的特点，满足国际社会对环境保护和可持续发展的要求，标志着公司在推进高品质绿色家电用钢产品开发方面取得新突破。

In December 2024, the low-carbon hot-rolled products independently developed by the Company rolled off the production line and were used in the manufacture of high-end home appliance panels. The product is environmentally friendly, low-carbon and recyclable, meeting the international community's requirements for environmental protection and sustainable development, and marking a new breakthrough in the Company's development of high-quality green steel products for home appliances.



低碳排家电用钢产品  
Low Carbon Steel Product for Household Appliances



公司 2 大类产品 EPD (环境产品声明) 报告  
EPD (Environmental Product Declaration) Reports for Two Categories of Products of the Company

布局突破性降碳技术研究

Conduct research on breakthrough carbon reduction technologies

公司积极推进CCUS降碳技术开发。助力高炉煤气变压吸附碳捕集技术、钢渣碳化固碳与资源化技术2项千吨级CO<sub>2</sub>捕集与资源化示范工程建设。“Carbon2Rock钢渣原位固定烟气CO<sub>2</sub>生产负碳建材”项目入围世界钢协可持续发展卓越奖，拓展了国际技术影响力。

The Company actively promotes the development of CCUS carbon reduction technologies. It assists the construction of 2 demonstration projects at the kiloton scale for CO<sub>2</sub> capture and resource utilization, namely the carbon capture technology through pressure swing adsorption of blast furnace gas and the technology for carbonation, carbon sequestration and resource utilization of steel slag. The Project titled "Carbon2Rock: In-situ Fixation of Flue Gas CO<sub>2</sub> by Steel Slag to Produce Negative-carbon Building Materials" has been shortlisted for the Sustainable Development Excellence Award of the World Steel Association, which expands its international technical influence.

案例 公司低碳项目获腾讯集团首期“碳寻计划”资助  
Case The Company's low-carbon project received funding from Tencent Group's first "Carbon Quest Plan"

2024年5月，腾讯集团公布“碳寻计划”首批终选名单，基于河钢-必和必拓“钢铁行业CCUS工业示范项目”，公司支持的“钢铁行业CO<sub>2</sub>吸附捕集及炉渣循环利用技术”“Carbon2Rock钢渣选择性调控碳化及资源化一体化技术”成功入选，将推动公司CCUS由“战略储备型技术”转向“产业应用型技术”，进而向“规模化应用推广”转变。

In May 2024, Tencent Group announced the first batch of finalists for the "Carbon Quest Plan". Based on the "CCUS Industrial Demonstration Project in the Steel Industry" between HBIS Limited and BHP, the projects, "CO<sub>2</sub> Adsorption and Capture Technology in the Steel Industry" and "Carbon2Rock Steel Slag Selective Regulation Carbonization and Resource Integration Technology", supported by the Company were successfully selected. This selection will drive the Company's CCUS technology from "strategic reserve technology" to "industrial application technology", and further towards "large-scale application and promotion".

小贴士

“碳寻计划”是由腾讯集团于 2023 年 3 月发起的中国碳捕集、利用与封存（CCUS）领域首个寻找前沿技术的亿元级资助计划，旨在寻找该领域最前沿技术，帮助其落地工业场景。

The "Carbon Quest Plan" is a RMB-100-million funding program launched by Tencent Group in March 2023, aiming to identify cutting-edge technologies in China's carbon capture, utilization and storage (CCUS) field and help them be applied in industrial scenarios.





## 环境篇 奏响绿色生态乐章

Environment: Playing the green ecological movement

### 我们的实践 Our practices

- 深度洞察国内碳市场与海外出口趋势，参与并发布多项行业标准，筑牢低碳经济价值实现制度根基；

Deeply analyze domestic carbon markets and overseas export trends, participate in and release multiple industry standards, and solidify the institutional foundation for realizing the value of a low-carbon economy;

- 以环境管理体系运行为核心，深入推进环保三级标准化管理，树立行业环保标杆；

Focusing on the operation of the environmental management system, further promote the three-level standardized management of environmental protection, and establish an environmental protection benchmark in the industry;

- 以各生产工序能耗全面达到极致能效为目标，深度践行绿色制造，引领产业能效革新；

Aim for comprehensive energy efficiency optimization across all production processes, deeply practice green manufacturing, and lead industrial energy efficiency innovation;

- 严格落实水资源刚性约束，以实际行动为水资源可持续利用提供范例；

Strictly enforce rigid constraints on water resources, providing examples of sustainable water resource utilization through practical actions;

- 秉持“减量化、资源化、无害化”原则，以先进技术工艺优化废弃物处理流程，开启循环经济发展新路径；

Adhere to the principles of "reduction, resource utilization, and harmlessness", optimize waste treatment processes with advanced technologies, and open new pathways for circular economy development;

- 锚定“城市钢厂”目标，在运营过程中积极探索工业与城市和谐共处新模式。

Anchor the goal of becoming a "urban steel plant", actively explore new models for harmonious coexistence between industry and cities during operations.

### 可持续发展 目标



### SUSTAINABLE DEVELOPMENT GOALS



### 我们的成效 Our achievements

- 各主要子公司全面完成超低排放公示并实现环保绩效创A；

All major subsidiaries have fully completed the ultra-low emission publicity and achieved A-level environmental performance;

- 环保投入总额为**181,000**万元，全年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”；

The total environmental protection investment was RMB **1.81** billion, with "zero" sudden environmental incidents and major environmental violations throughout the year, and "zero" environmental administrative penalties;

- 能源总消耗量为**1,643**万吨标准煤，能源综合管控能力得到显著提升；

The total energy consumption was **16.43** million tons of standard coal, the level of comprehensive energy management and control has been significantly improved;

- 形成水—能协同管控，水—盐联合治理的典型厂区工艺水资源优化配置方案；

Form a typical plant area process water resource optimization allocation plan for water-energy coordinated management and water-salt joint management;

- 环保设施与主体设施同步运行率为**100%**，污染物排放达标率为**100%**。

The synchronous operation rate of environmental protection facilities and main facilities was **100%**, and the compliance rate of pollutant emissions was **100%**.



# 应对气候 助力双碳

## Address climate change to support dual carbon goals

河钢股份积极构建健全的气候变化治理架构，确立并实施碳达峰碳中和的转型战略、路径与目标，着力开发低碳技术、低碳绿钢产品，探索钢铁产业链绿色低碳转型的方案，在践行“双碳”目标方面做足准备、发挥表率作用。

HBIS Limited actively builds a sound climate change governance architecture, establishes and implements the transformation strategy, path, and goals for carbon peaking and carbon neutrality, focuses on developing low-carbon technologies and low-carbon green steel products, explores solutions for the green and low-carbon transformation of the steel industry chain, and makes full preparations and plays a leading role in achieving the “dual carbon” goals.

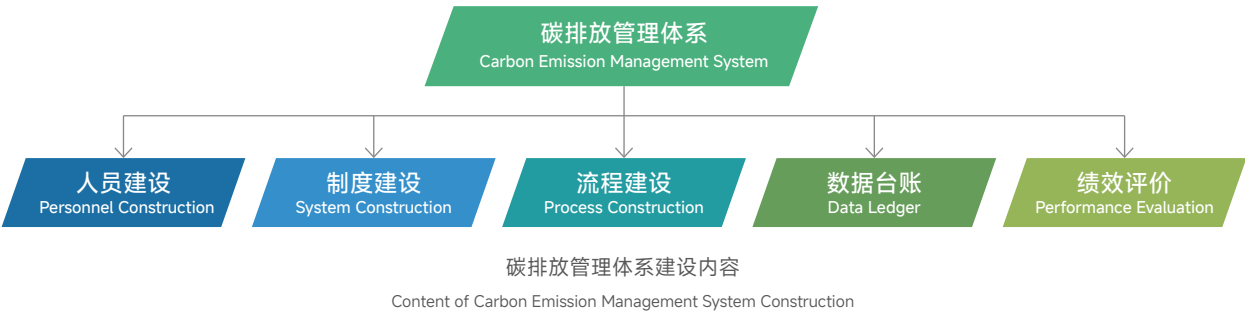
### 管理机制 Management mechanism

公司依托唐钢新区、邯宝公司、承德钒钛等企业省级碳管理体系试点建设经验，遵循“科学化、程序化、规范化、资产化”的基本原则，支撑集团建设搭建“设备—工序—企业”数据统计流程；依托 WisCarbon 碳中和数字化平台，逐步形成适应碳市场的“4311”碳数据管理制度体系；支撑集团在行业内率先启动并完成模拟全国碳市场交易工作，提升各子分公司碳排放数据质量。

The Company leveraged the experience from provincial carbon management system pilot projects at Tangsteel New Manufacturing Base, Hanbao Company, and Chengde Vanadium & Titanium, following the basic principles of “scientific, procedural, standardized, and asset-based” approaches, to support the group in building a “equipment–process–enterprise” data statistical process; relying on the WisCarbon carbon neutrality digital platform, gradually formed a “4311” carbon data management system adapted to the carbon market; supported the group in being the first in the industry to initiate and complete simulated national carbon market trading, improving the quality of carbon emission data across subsidiaries and branches.

公司董事会下设战略与 ESG 委员会，负责制定和实施公司低碳战略，从战略高度加强气候相关风险管理，采取措施减少自身碳排放、降低生产经营对环境的影响。

The Company’s Board of Directors has established a Strategy and ESG Committee, responsible for formulating and implementing the company’s low-carbon strategy, strengthening climate-related risk management from a strategic perspective, and taking measures to reduce its own carbon emissions and minimize the environmental impact of production and operations.



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

公司针对国家“双碳”战略目标，按照国家层面决策部署、地方碳达峰行动方案及行业碳达峰相关要求持续进行资料搜集和整理，识别了与自身运营相关的气候风险与机遇并制定应对措施。

In response to the national “dual carbon” strategic goals, the Company continuously collects and organizes data in accordance with national-level decision-making and deployment, local carbon peaking action plans, and industry carbon peaking requirements, identifies climate risks and opportunities related to its own operations, and formulates response measures.

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——政策、法律、技术、市场、声誉 Transformation risks—policy, legal, technical, market, reputation		
政策风险 Policy risks	“双碳”目标下，钢铁行业面临更严碳排放约束，环保税、碳配额成本增加。  Under the “dual carbon” goals, the steel industry faces stricter carbon emission constraints, with increased costs from environmental taxes and carbon quotas.	积极应对全国碳市场交易，提升碳配额管理经验及能力；  Actively respond to national carbon market trading, enhance carbon quota management experience and capabilities;  争取绿色金融支持，如发行碳中和债券。  Seek green financial support, such as issuing carbon-neutral bonds.
法律风险 Legal risks	新《中华人民共和国大气污染防治法》要求重点区域钢铁企业超低排放改造，未完成企业面临罚款、停产整改等风险。  <i>The new Law on Prevention and Control of Air Pollution of the People's Republic of China</i> requires ultra-low emission upgrades for steel enterprises in key regions, with non-compliant enterprises facing risks of fines and production suspension for rectification.	推动全流程超低排放改造；  Promote full-process ultra-low emission upgrades;  健全环境合规管理体系，定期第三方审计。  Establish a robust environmental compliance management system with regular third-party audits.
技术风险 Technical risks	为适应低碳绿色发展趋势，企业需培育低碳工艺技术，如低碳冶金等技术以满足市场需求。  To adapt to the low-carbon green development trend, the Company need to cultivate low-carbon process technologies, such as low-carbon metallurgy, to meet market demands.	积极探索前沿节能低碳技术；  Actively explore cutting-edge energy-saving and low-carbon technologies;  开展低碳铁素资源拓展和资源循环利用；  Expand low-carbon iron resources and promote resource recycling;  布局突破性 CCUS 降碳技术。  Deploy breakthrough CCUS carbon reduction technology.
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.	开发低碳汽车板；  Develop low-carbon automotive steel;  为获取国际绿色认证储备技术条件；  Reserve technical conditions for obtaining international green certification;  布局海外规避贸易壁垒。  Expand overseas to avoid trade barriers.

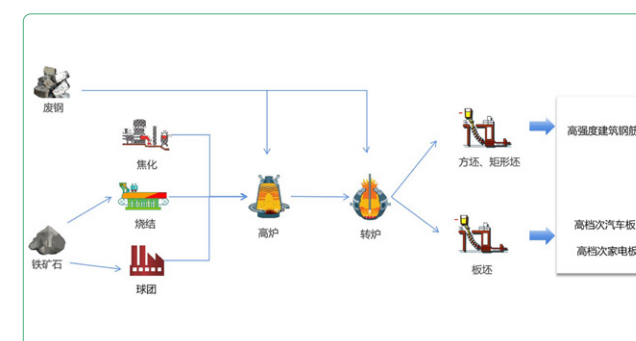
风险类型 Risk type	风险描述 Risk description	管理及应对策略 Management and response strategies
声誉风险 Reputation risks	环保组织对高污染行业的负面评价可能影响 ESG 评级，导致机构投资者撤资。 Negative evaluations from environmental organizations on high-pollution industries may affect ESG ratings, leading to divestment by institutional investors.	<ul style="list-style-type: none"><li>定期发布《可持续发展报告》，披露减排进展； 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； 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。 Initiate and participate in community environmental public welfare projects.</li></ul>
实体风险    Physical risks		
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；冬季频发的雾霾天气可能触发环保限产政策，强制减产。 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; frequent haze in winter may trigger environmental protection policies that limit production, forcing production cuts.	<ul style="list-style-type: none"><li>加固厂区防洪设施，建立灾害预警机制； 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； 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。 Diversify the logistics network to reduce reliance on a single transportation route.</li></ul>
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；气温升高推高夏季用电负荷，加剧限电风险。 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; rising temperatures increase summer electricity loads, exacerbating the risk of power rationing.	<ul style="list-style-type: none"><li>投资循环水处理系统，提高水资源重复利用率至 95% 以上； Invest in a circulating water treatment system to increase water reuse rate to over 95%;</li><li>推广干法熄焦、海水淡化等节水技术； Promote water-saving technologies such as dry quenching and seawater desalination;</li><li>自建光伏 / 储能设施，降低电网依赖。 Build self-owned PV/energy storage facilities to reduce reliance on the grid.</li></ul>

气候变化机遇 Climate change opportunities	机遇描述 Opportunity description
绿钢市场需求增长 Growing demand for green steel	<p>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。</p> <p>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.</p>
碳交易增加经营收入 Carbon trading increases operating income	<p>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。</p> <p>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.</p>

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

公司遵循集团节能、减污、降碳、循环、协同的系统化绿色低碳发展战略，实施“6+2”低碳发展技术路线图，聚焦工艺结构、能源结构、材料技术三大创新。通过铁素资源优化、流程优化重构、系统能效提升、用能结构优化、低碳技术变革、产业耦合降碳六大技术路径，推进碳数据管理平台和产品全生命周期评价（LCA）两大管理平台建设，全面促进绿色低碳转型。

The Company follows the Group's systematic green and low-carbon development strategy of energy conservation, pollution reduction, carbon reduction, recycling and synergy, implements the "6+2" low-carbon development technology roadmap, and focuses on three major innovations: process structure, energy structure and material technology. Through six major technical paths (ferrite resource optimization, process optimization and reconstruction, system energy efficiency improvement, energy consumption structure optimization, low-carbon technology transformation, and industrial coupling and carbon reduction), we will promote the construction of two major management platforms (carbon data management platform and product life cycle assessment (LCA)), and comprehensively promote green and low-carbon transformation.



### 长流程生产路线

Long-process production route



## WisCarbon 碳中和数字化平台架构

### Framework of WisCarbon carbon neutrality digital platform



低碳技术研究与应用

Research and application  
of low-carbon technologies

以工艺变革驱动  
全流程减污降碳协同  
Drive the whole process of  
pollution reduction and carbon  
reduction synergy through  
process change

承担由集团牵头的“十四五”国家重点研发计划“钢铁行业多污染物低能耗高效协同治理技术”及京津冀环境综合治理国家科技重大专项“河北钢铁低成本降污增效材料和关键技术研究”中部分示范工程建设任务，为长流程减污降碳高效协同提供创新方案。

Undertake some demonstration project construction tasks in the “14th Five-Year Plan” national key R&D plan “highly efficient and collaborative treatment technology for multiple pollutants with low energy consumption in the iron and steel industry” led by the Group and the national major science and technology project of comprehensive environmental governance in the Beijing-Tianjin-Hebei region “research on materials and key technologies for reducing pollution and increasing efficiency at low cost in Hebei iron and steel industry”, to provide innovative solutions for highly efficient collaborative reduction of pollution and carbon emissions in the long process.

拓展低碳铁素资源攻关  
和资源循环利用  
Expand low-carbon ferrite  
resource research and resource  
recycling

配合集团与 BHP 合作的“炼铁低碳原料拓展与工业应用示范项目”，针对高炉长流程完成提高块矿比例的实验室研究和工业示范，在中厚板公司现场完成高效筛分装置试验，开展块矿烘干预处理工业示范。

Cooperate with the Group in CCUS Industrial Demonstration Project in the Steel Industry" between HBIS Limited and BHP, completing laboratory research and industrial demonstration on increasing the proportion of lump ore in the long process of blast furnace, completing the test of highly efficient screening equipment on the site of Heavy and Medium Plate Company, and carrying out industrial demonstration of lump ore drying pretreatment.



环境篇：奏响绿色生态乐章  
Environment: Playing the  
green ecological movement

极致能效提升

Ultimate energy efficiency  
improvement

数字赋能精准降碳

Digital empowerment for  
precise carbon reduction

社会篇：传递温暖民生力量  
Society: Delivering warmth  
to people's livelihood

治理篇：筑牢坚实发展根基  
Governance: Laying a solid  
foundation for development

公司以“极致能效”推动能效标杆示范厂培育。针对各子分公司启动高能耗、高物耗工艺环节识别及能效对标方案实施关键技术研究，形成各子分公司主要工序能效提升方案和可行技术清单。唐钢公司与邯宝公司荣获“2024年度钢铁极致能效工程能效标杆三年行动进步突出企业”称号。

The Company promotes the cultivation of energy efficiency benchmark demonstration plants with “ultimate energy efficiency”. It initiates the identification of high energy and material consumption process links and implements key technology research for energy efficiency benchmarking in various subsidiaries and branches, completing energy efficiency improvement plans and feasible technology lists for major processes in subsidiaries and branches. Tangsteel New Manufacturing Base and Hanbao Company were awarded the title of “Enterprises with Outstanding Progress in the Three-year Action for Energy Efficiency Benchmarking of the Ultimate Iron and Steel Energy Efficiency Project in 2024”.

公司依托WisCarbon碳中和数字化平台2.0版，构建“5+8+4”碳中和数字化系统解决方案，聚焦“碳数据监测与存证、碳核算报告与核查、碳足迹认证与披露、碳资产开发与评价、碳信用抵消与管理”等五大能力建设，推动开发“CManage碳管理、CTrace碳足迹、CMoni碳监测、CAsset碳资产、CGsp碳普惠、CBAM碳关税服务、CSCM绿色供应链与CBase碳基础数据库”八大功能平台，推动打造“全流程精准算碳专家、全过程智慧降碳专家、全场景碳资产管理专家、全周期生态设计专家”等四大专家系统，以满足不同用户在碳中和领域的多样化需求。2024年共开展13项碳足迹服务，涵盖汽车用钢、家电用钢和特殊钢等，其中EPD报告覆盖年产量约230万吨，并在行业内率先发布公司三类重点出口欧盟产品CBAM符合性评估报告，有力支撑高端产品出口欧盟，以实际行动引领行业在应对欧盟碳边境调节机制方面迈出关键一步。

Relying on the WisCarbon Carbon Neutrality Digital Platform 2.0, the Company has established a “5+8+4” carbon neutrality digital system solution. It focuses on the construction of five major capabilities (“carbon data monitoring and evidence storage, carbon accounting reports and verification, carbon footprint certification and disclosure, carbon asset development and evaluation, and carbon credit offset and management”). It promotes the development of eight functional platforms (“CManage carbon management, CTrace carbon footprint, CMoni carbon monitoring, CAsset carbon assets, CGsp carbon inclusive benefits, CBAM carbon tariff services, CSCM green supply chain, and CBase carbon basic database”). It also promotes the creation of four expert systems (“full-process precision carbon calculation expert, full-process smart carbon reduction expert, full-scenario carbon asset management expert, and full-cycle ecological design expert”), to meet the diverse needs of different users in the field of carbon neutrality. The Company conducted 13 carbon footprint services in 2024, which covered automotive steel, steel for home appliances, and special steel. The EPD reports covered an annual production of approximately 2.3 million tons, and the Company was the first in the industry to release CBAM compliance assessment reports for three key products exported to the EU, thus strongly supporting the export of high-end products to the EU and taking a crucial step in leading the industry’s response to the EU carbon border adjustment mechanism.

加快打造绿色产品品牌

Accelerate the development of green product brand

公司助力河钢集团实施“6 + 6 + 5”低碳排放产品发展规划，支持建立统一的低碳排放产品商标使用规范，并获得国家知识产权局签发的商标注册证书，正式启用HINEX Steel®低碳排放产品品牌标识，推动公司LD2DD11-EB热轧卷产品实现首次应用。

The Company supported HBIS Group in implementing the “6+6+5” low-carbon product development plan, supported the establishment of unified low-carbon product trademark usage standards, obtained the trademark registration certificate issued by the China National Intellectual Property Administration, and officially launched the logo of HINEX Steel® low-carbon emission product brand, and promoted the first application of the Company’s LD2DD11-EB hot-rolled coil product.

单位 Organization	产品 Product	申报等级 Application level
唐钢新区 Tangsteel New Manufacturing Base	带钢（LD2DD11-EB） Strip steel (LD2DD11-EB)	HINEX Steel
邯宝公司 Hanbao Company	冷轧、热镀锌 Cold rolling, hot-dip galvanizing	HINEX Steel HINEX L1.6
邯宝公司 Hanbao Company	热轧卷（CR340LA） Hot-rolled coil (CR340LA)	HINEX Steel HINEX G1.0

建设低碳绿色产业生态圈

Build a low-carbon and green industrial ecosystem

公司稳步拓展高端绿钢客户市场，开展 20 余家高端汽车客户的低碳调研问询工作，精准把握客户需求，与 8 家汽车用户开启 13 款低碳材料的零件和材料认证。同时，公司将低碳合作的版图初步拓展至欧洲市场，与瑞士德高公司合作共同启动斯特兰蒂斯汽车集团 2 款低碳钢产品认证，致力于为海外市场提供高品质的低碳钢解决方案。

The Company steadily expanded the high-end green steel customer market, conducted low-carbon research inquiries with over 20 high-end automotive customers, accurately grasped customer needs, and initiated parts and material certifications for 13 low-carbon materials with 8 automotive users. Meanwhile, the Company preliminarily extended its low-carbon cooperation to the European market, and collaborated with DITH in Swiss to initiate certifications for 2 low-carbon steel products for the Stellantis Automotive Group, to provide high-quality low-carbon steel solutions for overseas markets.

参与制定低碳标准

Participate in the formulation of low-carbon standards

公司协助集团参与国家部委、中钢协等主管部门多项政策标准的意见征集与研究，指导公司低碳绿色工作。2024 年，公司参编了以集团名义申报的 1 项国家标准、3 项团体标准、1 项地方标准和 1 项企业标准。

The Company assists the Group in participating in the collection and research of opinions on a number of policy standards of national ministries, CISA and other competent departments, and guides the Company’s low-carbon and green work. In 2024, the Company participated in the compilation of 1 national standard, 3 group standards, 1 local standard and 1 enterprise standard submitted in the name of the Group.

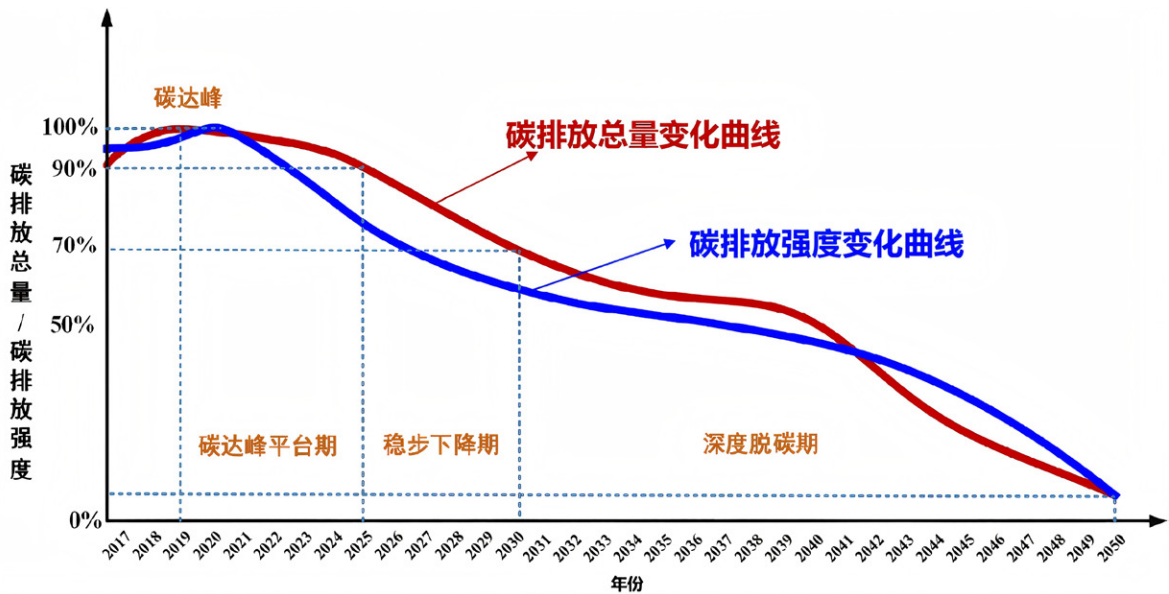
标准类型 Standard type	标准号 Standard No.	标准名称 Standard title	归口单位 Responsible organization
国家标准 National standard	GB/T 24021-2024	《环境标志和声明 自我环境声明（II型环境标志）》 <i>Environmental Labels and Declarations - Self-Environmental Declaration (Type II Environmental Label)</i>	全国环境管理标准化技术委员会 National Standardization Technical Committee for Environmental Management
地方标准 Local standard	DB13/T 3043-2024	《碳普惠项目减排量核算技术规范 低碳出行》 <i>Technical Specification for Carbon Emission Reduction Accounting of Carbon Inclusive Projects - Low-Carbon Travel</i>	河北省生态环境厅 Department of Ecology and Environment of Hebei Province
团体标准 Group standards	T/CISA 452—2024	《低碳排放钢评价方法》 <i>Evaluation Method for Low Carbon Emission Steel</i>	中国钢铁工业协会 China Iron and Steel Association
	T/CSES 146-2024	《企业碳排放管理体系建设指南》 <i>Guidelines for the Construction of Enterprise Carbon Emission Management Systems</i>	中国环境科学学会 Chinese Society for Environmental Sciences
	T/LVFAXIE 003-2024	《产品碳足迹核算技术规范 钢铁产品》 <i>Technical Specification for Carbon Footprint Accounting of Steel Products</i>	河北省绿色低碳循环发展协会 Hebei Green and Low Carbon Recycling Development Association
企业标准 Enterprise standard	Q/HBIS Limited L001-2024	《高炉煤气吸收—再生法脱硫技术及装备要求》 <i>Technical and Equipment Requirements for Blast Furnace Gas Absorption-Regeneration Desulfurization</i>	河钢集团科技创新部 Scientific and Technological Innovation Department of HBIS Group



指标与未来计划 Indicators and future plans

在构建科学低碳转型体系的基础上，公司按照碳达峰平台期（2022-2025）、稳步下降期（2026-2030）、深度脱碳期（2031-2050）三个发展阶段，积极支撑河钢集团实现 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目标。

Based on building a scientific low-carbon transformation system, the Company actively supported HBIS Group in 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, following three development stages: the carbon peak platform period (2022-2025), the steady decline period (2026-2030), and the deep decarbonization period (2031-2050).



集团低碳发展目标

Group's low-carbon development goals

2024

温室气体排放总量

5,405 万吨二氧化碳当量

Total greenhouse gas emission:  
5,405 Ten thousand t CO<sub>2</sub> e

范围一温室气体排放量

5,222 万吨二氧化碳当量

Scope 1 greenhouse gas emission:  
5,222 Ten thousand t CO<sub>2</sub> e

范围二温室气体排放量<sup>1</sup>

183 万吨二氧化碳当量

Scope 2 greenhouse gas emission:  
183 Ten thousand t CO<sub>2</sub> e<sup>1</sup>

\*2024 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 data in 2024 has not been temporarily verified by a third-party institution. In case of any changes, the data after being verified by a third-party institution shall prevail.

<sup>1</sup> 范围二温室气体排放量仅包含电力。

<sup>1</sup> Scope 2 greenhouse gas emissions include only electricity.

环境篇：奏响绿色生态乐章

Environment: Playing the  
green ecological movement

社会篇：传递温暖民生力量

Society: Delivering warmth  
to people's livelihood

治理篇：筑牢坚实发展根基

Governance: Laying a solid  
foundation for development

加强管理 全面创 A  
Strengthen management and comprehensively achieve A-level

公司围绕可持续发展目标，持续优化环境管控体系，各子分公司均通过环境管理体系认证，并按照体系要求完成换证及监督审核。公司以环境管理体系运行为核心，以环保三级标准化管理为路径，按要求履行合规义务，使体系管理顺畅运行；深入推进各子分公司制定应急预案并落实重污染天气管控措施，全面完善环境管理。

The Company continuously optimizes the environmental management system around sustainable development goals. Subsidiaries and branches have passed the environmental management system certification, and completed the certificate renewal and supervision audit according to system requirements. The Company takes the operation of the environmental management system as the core, follows the path of three-level standardized environmental management, and fulfills compliance obligations as required, to ensure the smooth operation of the system management. The Company further promotes the formulation of emergency plans by subsidiaries and branches and implements heavy pollution weather control measures, to comprehensively improve environmental management.

管理机制 Management mechanism

公司构建环保三级标准化管理模式，总部和下属子分公司均设立环保管理部门，各子分公司按照排污许可证和管理要求负责区域内大气、固废、噪声等专业污染治理和各项环保管理工作的开展；建立专项考核设定管理目标，对下属子分公司进行日常指导监督，不定期开展环保内审检查。

The Company established a three-level environmental management standardization model, with environmental management departments set up at both the headquarters, subsidiaries and branches, responsible for professional pollution control and environmental management work in the areas of air, solid waste, noise, etc., according to the post-permit management requirements; established special assessment and management goals, provided daily guidance and supervision to subsidiaries and branches, and conducted irregular internal environmental audits.

风险管控 Risk control

危废管理风险管控 Hazardous waste management risk control	
污染物风险管控 <sup>2</sup> Pollutant risk control <sup>2</sup>	
依托环保智慧管控平台实现对全流程污染物智能化综合管控，如发现某点位颗粒物分钟值突然超标，环保调度立即通知相关岗位在线检查并解决问题，确保颗粒物浓度达标排放。  Relying on the intelligent environmental control platform to achieve intelligent comprehensive control of pollutants throughout the process, such as detecting a sudden exceedance of particulate matter minute values at a certain point, the environmental dispatch immediately notifies the relevant positions to check online and solve the problem, ensuring that the particulate matter concentration meets the emission standards.	<ul style="list-style-type: none"><li>▶ 按要求制定危险废物管理计划、做好出入库记录； Develop a hazardous waste management plan as required and maintain accurate records of incoming and outgoing waste;</li><li>▶ 贮存过程安全规范包装、分类收集贮存、规范贮存设施、设置标识标签； Ensure safe packaging during storage, classify and store waste properly, standardize storage facilities, and set up identification labels;</li><li>▶ 危废管理平台与当地政府生态环境部门联网，确保各个环节全部合法合规。 The hazardous waste management platform is connected to the local government's ecological environment department to ensure full compliance at every stage.</li></ul>

<sup>2</sup> 同财务重要性议题“废气排放”风险应对。

<sup>2</sup> Same as the financial importance issue "exhaust emission" risk response.

策略与实施路径 Strategy and implementation path

环境管理体系

Environment management system

河钢股份各子公司环境管理体系健全，均通过环境管理体系认证并定期评审，确保了其有效性。公司深入推进环保三级标准化管理，组织签订2024年《环保目标责任书》，制定并实施《环保专项考核办法》，对评为A级绩效企业的单位予以奖励；对创A单位建立问题消缺清单，定期进行点对点指导；结合子公司需求，组织开展环保培训，有效促进环保水平提升；各子分公司依据国家法律法规及相关要求，在建设项目中严格执行环境评估制度，降低负面环境影响。2024年，公司主要生产基地全部实现环保绩效创A保A。

The environmental management systems of all subsidiaries of HBIS Limited are sound and have passed environmental management system certification and regular reviews, so that their effectiveness are ensured. The Company deeply promoted the three-level standardization management of environmental protection, organized the signing of the 2024 *Environmental Protection Goal Responsibility Letters*, formulated and implemented the *Environmental Protection Special Assessment Measures*, The Company rewarded organizations rated as A-level performance enterprises, established a list of issues for organizations striving for A-level status and provided them with targeted guidance. the Company organized environmental protection training based on the needs of subsidiaries, effectively promoting environmental protection levels; subsidiaries and branches strictly implemented environmental assessment systems in construction projects in accordance with national laws and regulations, reducing negative environmental impacts. In 2024, all major production bases of the Company achieved and maintained A-level environmental performance.



中厚板公司开展持续保 A 专项环保培训  
The Heavy Plate Company was Conducting Continuous A-level Environmental Protection Training

环境篇：奏响绿色生态乐章  
Environment: Playing the green ecological movement

社会篇：传递温暖民生力量  
Society: Delivering warmth to people's livelihood

治理篇：筑牢坚实发展根基  
Governance: Laying a solid foundation for development

环保隐患排查

Environmental risk investigation

公司坚持问题导向、精准治污、科学治污、依法治污，通过文件查阅、现场检查等方式，开展环保风险隐患排查工作；针对各级环保督察所反馈的问题，全力督促并落实整改反馈问题的整改，坚持以改促治、以改促建，持续打好污染防治攻坚战。

The Company adheres to a problem-oriented approach, precise pollution control, scientific pollution control, and legal pollution control, conducting environmental risk investigations through document reviews and on-site inspections; For issues identified by environmental inspections, the Company fully supervises and implements corrective actions, promoting governance and construction through rectification, and continuously fighting the battle against pollution.

加强应急保障

Strengthen emergency response

各子分公司均制定突发环境事件应急预案，能够及时、科学、有效、最大限度地降低突发环境事件对环境造成的影响。在重污染天气预警响应方面，严格落实并执行重污染天气应急响应“一厂一策”，各 A 级企业积极配合地方政府主动开展自主减排，为改善区域空气质量作出极大贡献。

All subsidiaries and branches have formulated emergency plans for sudden environmental incidents, ensuring timely, scientific, and effective responses to minimize the environmental impact of such incidents. In response to heavy pollution weather warnings, the Company strictly implements the “one factory, one policy” emergency response, with A-level enterprises actively cooperating with local governments to carry out voluntary emission reductions, making significant contributions to improving regional air quality.

指标与未来计划 Indicators and future plans

指标

Indicator

2024 年，公司环保项目投入总额为 18.1 亿元，全年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”；公司钢铁板块全面完成超低排放公示并实现创 A 保 A，2 家企业入选国家级“绿色工厂”、2 家企业获评“中国钢铁工业清洁生产环境友好企业”。

In 2024, the Company invested a total of RMB 1.81 billion in environmental protection projects, with “zero” sudden environmental incidents, “zero” major environmental violations, and “zero” environmental administrative penalties; the steel sector fully completed ultra-low emissions announcements and achieved A-level status, with 2 enterprises selected as national “green factories” and 2 enterprises awarded “China steel industry clean production environment-friendly enterprises”.

未来计划

Future plan

2025 年，公司将以环保绩效 A 级企业标准为主线，持续推进环保管理提升，确保现有 A 级企业得到长效保持。

In 2025, the Company will focus on the environmental performance Grade A enterprise standards, continuously improve environmental management, and ensure the long-term maintenance of existing Grade A enterprises.



# 节能减排 绿色生产

## Energy saving and emission reduction, green production

公司持续加大绿色低碳技术研发和推广力度，促进资源循环利用，从生产源头减少“三废”产生，以满足环保绩效 A 级排放限值，改善区域环境质量。

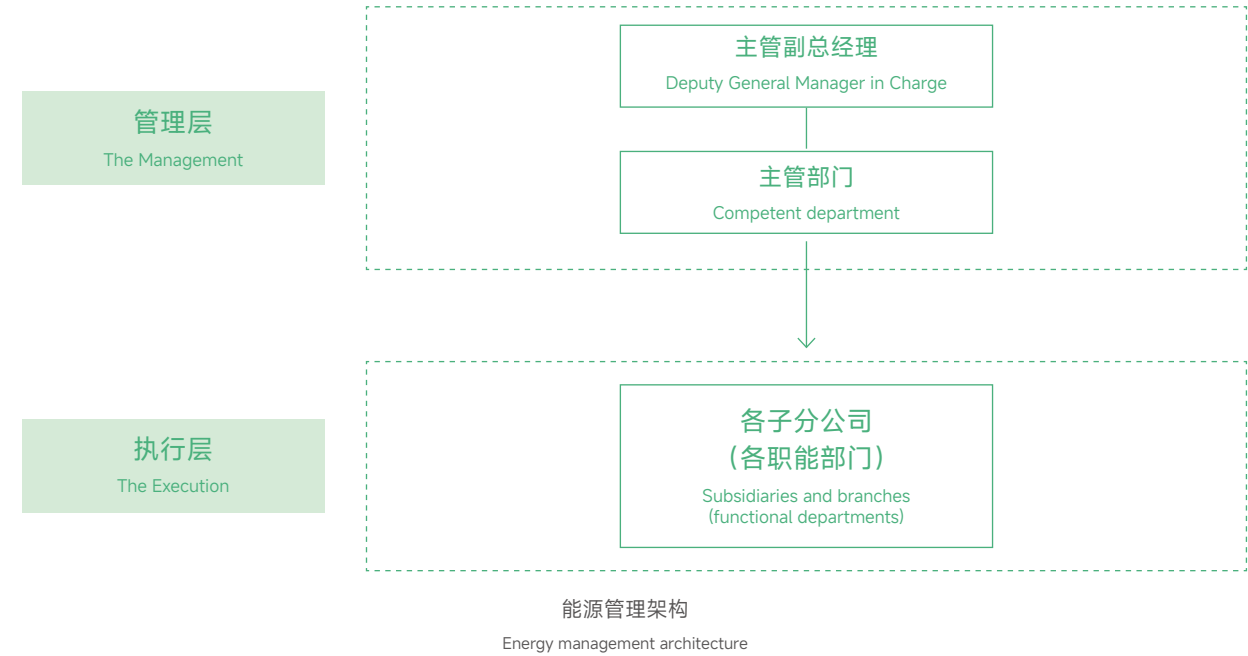
The Company continues to increase the research and promotion of green and low-carbon technologies, promotes resource recycling, reduces the generation of “three wastes” from the production source to meet the Class A emission limits of environmental performance, and improves regional environmental quality.

### 能源利用 Energy utilization

公司依据《能源管理体系要求及使用指南》，制定多项程序文件及管理制度，持续健全和完善能源管理体系，推广应用清洁能源；以各生产工序能耗全面达到极致能效为目标，开展多项节能标杆创建工作，实现资源能源的高效利用。

The Company formulates multiple procedural documents and management systems based on the *Energy Management System Requirements and Usage Guidelines*, continuously improves and perfects the energy management system, and promotes the application of clean energy; aiming for all production processes to achieve ultimate energy efficiency, it carries out multiple energy-saving benchmark creation projects to achieve efficient utilization of resources and energy.

### 管理架构 Management architecture



### 具体职责分工

### Specific Division of Responsibilities

 管理层 Management level	<ul style="list-style-type: none"><li>制定公司能源核心绩效体系，明确自发电比例提升、吨钢外购能源成本等量化指标，通过动态调整机制保障能源指标与生产组织协同提升。 Establish the Company's core energy performance system, clarify quantitative indicators such as the increase in self-generated power ratio and the cost of purchased energy per ton of steel, and ensure the coordinated improvement of energy indicators and production organization through a dynamic adjustment mechanism.</li><li>依托公司能源管理平台及时追踪能耗指标、发电机组能效等关键参数。 Track key parameters such as energy consumption indicators and generator efficiency in a timely manner through the Company's energy management platform.</li><li>建立节能技术分级推广机制，推广应用技术，挖掘节能潜力。 Establish a hierarchical promotion mechanism for energy-saving technologies, promote the application of technologies, and tap into energy-saving potential.</li><li>优化煤气、电力、蒸汽等介质网络，通过供需匹配模型实现跨基地能源互补，降低外购依赖并提升系统冗余保障能力。 Optimize the networks of gas, electricity, steam, and other media, achieve cross-base energy complementarity through supply-demand matching models, reduce dependence on external purchases, and enhance system redundancy assurance capabilities.</li></ul>
 执行层 Execution body	<ul style="list-style-type: none"><li>动态调整发电机组运行策略，结合分时电价优化外购能源结构，建立以经济效益为导向的用能管理机制。 Dynamically adjust the operation strategy of generator sets, optimize the structure of purchased energy in combination with time-of-use electricity prices, and establish an energy management mechanism oriented by economic benefits.</li><li>按照公司节能技术推进要求，实施节能改造，开展工序级能效对标竞赛，将创新成果转化为量化的能耗降低指标。 Implement energy-saving renovations according to the Company's energy-saving technology advancement requirements, carry out process-level energy efficiency benchmarking competitions, and transform innovative achievements into quantifiable energy consumption reduction indicators.</li><li>通过标准化数据平台实时上传能源生产、消耗及成本数据，支撑公司精准管控。 Upload energy production, consumption, and cost data in real-time through a standardized data platform to support precise control by the Company.</li></ul>

风险应对  
Risk response

风险 Risks	应对措施 Measures
能源介质供需失衡 Imbalance in energy media supply and demand	<div><div>▶ 优化能源动态调度机制，建立介质（煤气、电力）实时平衡模型，根据生产负荷动态调整能源分配优先级。</div><div>Optimize the dynamic energy scheduling mechanism, establish a real-time balance model for media (gas, electricity), and dynamically adjust the priority of energy allocation based on production load.</div><div>▶ 根据生产组织平衡提前布置应急预案。</div><div>Arrange emergency plans in advance based on production organization balance.</div><div>▶ 建设能源缓冲设施，建设煤气柜、蒸汽蓄热器等缓冲装置，提升调峰能力。</div><div>Construct energy buffer facilities, such as gas holders and steam accumulators, to enhance peak-shaving capacity.</div></div>
能源利用效率低下 Low energy utilization efficiency	<div><div>▶ 推广能源梯级利用技术，实施余热余压回收。</div><div>Promote energy cascade utilization technology and implement waste heat and pressure recovery.</div><div>▶ 开展设备能效对标，建立重点耗能设备能效信息库，淘汰落后设备。</div><div>Conduct energy efficiency benchmarking for equipment, establish an energy efficiency information database for key energy-consuming equipment, and phase out outdated equipment.</div></div>

策略与实施路径  
Strategy and implementation path

高效利用能源  
Efficient energy utilization

公司加大节能低碳技术投入，全面应用钢铁行业先进节能技术，推动能源结构优化，实现节能降耗。其中，邯钢新区以“全流程紧凑型 CSP”为理念，利用西高东低的地势，各工序“一”字形排开，物流全部采用皮带运输，节省建设投资的同时，降低设备运行电耗。

The Company increases investment in energy-saving and low-carbon technologies, fully applies advanced energy-saving technologies in the steel industry, promotes energy structure optimization, and achieves energy conservation and consumption reduction. Among them, Hansteel New Manufacturing Base adopts the concept of “full-process compact CSP”, utilizes the terrain from west to east, arranges processes in a straight line, and uses belt transportation for logistics, saving construction investment while reducing equipment operating power consumption.

用电管理 Electricity management

开展供电系统用能分析，梳理各区域变压器负荷及无功补偿系统，根据负荷情况停运变压器，对功率因数低的区域投入无功补偿设施，降低供电系统电损耗。

Conduct energy analysis of the power supply system, review transformer loads and reactive power compensation systems in each area, shut down transformers based on load conditions, and install reactive power compensation facilities in areas with low power factors to reduce power losses in the power distribution system.

煤气管理 Gas management

高炉煤气、焦炉煤气和转炉煤气回收利用率达100%，实现煤气零放散。

Achieve an 100% recovery utilization rate of blast furnace gas, coke oven gas, and converter gas, and zero gas emission.

余热利用 Waste heat utilization

高温超高压机煤气发电机组燃耗3.16m³/kWh、亚临界煤气发电机组燃耗2.8m³/kWh，干熄焦发电达到153.8kWh/吨焦，烧结余热发电达到20.15kWh/吨矿，炼钢饱和蒸汽发电15.0kWh/吨钢，TRT发电45.0kWh/吨铁，均达到设计值和行业先进水平。

The fuel consumption of high-temperature and ultra-high-pressure gas-fired power units is 3.16 m³/kWh, subcritical gas-fired power units is 2.8 m³/kWh, dry quenching power generation reaches 153.8 kWh/ton coke, sintering waste heat power generation reaches 20.15 kWh/ton ore, steelmaking saturated steam power generation reaches 15.0 kWh/ton steel, and TRT power generation reaches 45.0 kWh/ton iron, all meeting design values and industry advanced levels.

案例 高炉冲渣水余热回收技术  
Case Blast furnace slag water waste heat recovery technology

2024 年，公司研发的高炉冲渣水余热回收技术通过将高炉冲渣水池内符合回收条件的高炉冲渣水引送至换热站内，与采暖循环水交换热量，换热回收热量用于采暖与供应浴室，冬季换热量达 33 万 GJ。

In 2024, the blast furnace slag water waste heat recovery technology developed by the Company involves directing qualified blast furnace slag water from the slag pool to the heat exchange station, exchanging heat with the heating circulating water, and using the recovered heat for heating and supplying bathrooms, with a winter heat exchange capacity of 330,000 GJ.



高炉循环水泵站  
Blast Furnace Circulating Water Pump Station



使用清洁能源

Use clean energy

公司持续发展清洁能源，充分开发自有闲置空地资源，以合同能源管理的模式开展分布式光伏和风力发电开发，降低用电成本，提高绿电资源比例。

The Company continues to develop clean energy, fully utilizes its own idle land resources, and develops distributed photovoltaic and wind power generation through the energy performance contracting model to reduce electricity costs and increase the proportion of green energy resources.

公司大力推动电力结构的绿色化转型，支持形成基于市场化绿电、分布式绿电和储能技术协同发展的“两电一储”绿色电力格局，不断提升绿电消纳比例。2024年，利用厂房屋顶等闲置空间资源建设可再生能源发电项目，有效提升绿电消纳能力。

The Company vigorously promotes the green transformation of the power structure, supports the formation of a green power pattern of “two electricity and one storage” based on market-oriented green power, distributed green power, and energy storage technology, to continuously increase the proportion of green power consumption. In 2024, renewable energy power generation projects were built by using factory roofs and other idle space resources, to effectively enhance the green power consumption capacity.



案例 公司实施屋顶光伏发电项目，助推绿色低碳发展

Case The Company implements rooftop PV power generation project, promoting green and low-carbon development

公司充分利用闲置屋顶资源，建设光伏发电项目，2024年底邯宝公司屋顶分布式光伏发电正式投入使用，总装机容量44.98兆瓦，预计每年将为公司增加4,300万度绿电，减少4.41万吨的CO<sub>2</sub>排放，有力推进用能结构优化。

The Company fully utilizes the idle rooftop resources to construct a PV power generation project. At the end of 2024, the distributed rooftop photovoltaic power generation of Hanbao Company was officially put into use, with a total installed capacity of 44.98 MW. It is expected to add 43 million kWh of green electricity annually and reduce CO<sub>2</sub> emissions by 44,100 tons, effectively promoting the optimization of energy structure.



屋顶光伏发电板

Rooftop PV panel

环境篇：奏响绿色生态乐章

Environment: Playing the green ecological movement

社会篇：传递温暖民生力量

Society: Delivering warmth to people's livelihood

治理篇：筑牢坚实发展根基

Governance: Laying a solid foundation for development

指标和目标

Indicators and goals



指标

Indicator

2024 年，公司能源总消耗量为 1,643 万吨标准煤；吨钢电耗 555.25kWh，能源综合管控能力得到显著提升。

In 2024, the Company's total energy consumption was 16.43 million t of standard coal. The electricity consumption per ton of steel was 555.25 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.

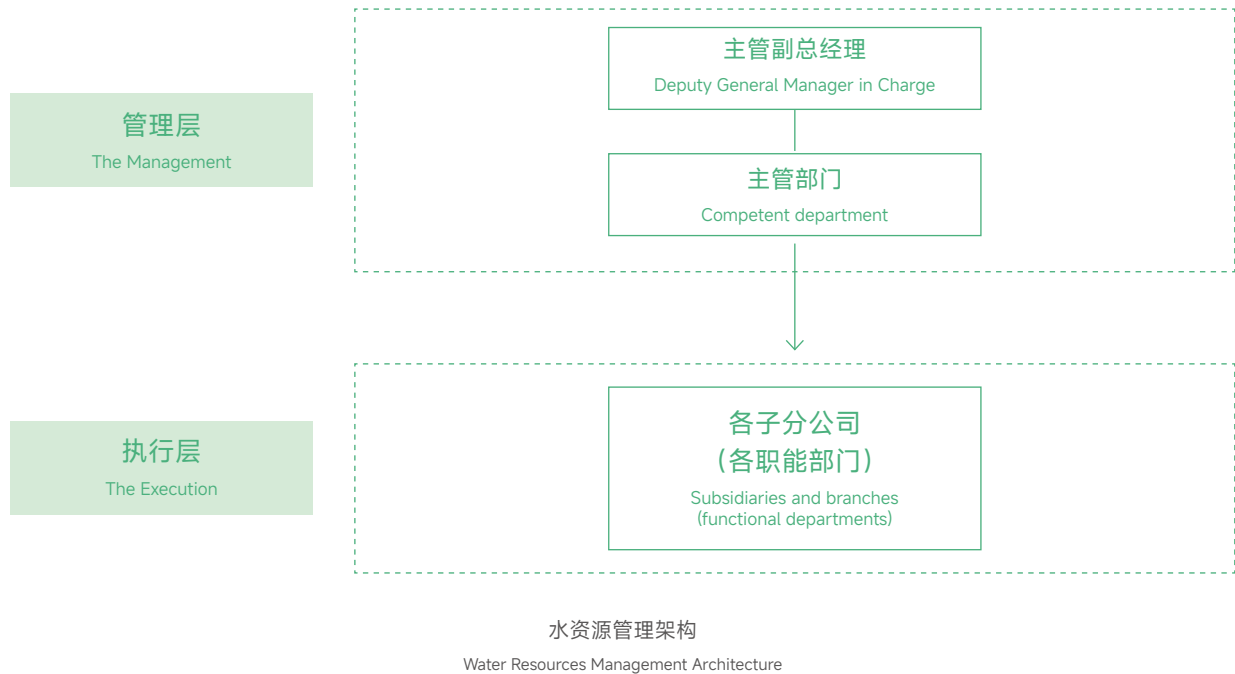
水资源利用

Utilization of water resources

公司严格执行《中华人民共和国水法》等相关法律法规，制定并严格落实《工业循环冷却水水质管理办法》《水系统管理办法》《工业循环冷却水技术条件》等专业管理制度，坚持开源与节流相结合、优水优用、污水再利用的原则，结合用水精细化管理与专业化管理，积极采取节水和替代措施，落实水资源刚性约束，做到水系统合理、经济、高效、平稳运行。

The Company strictly implements relevant laws and regulations such as the *Water Law of the People's Republic of China*, and formulates and strictly enforces professional management systems such as the *Management Measures for Quality of Industrial Circulating Cooling Water*, *Water System Management Measures*, and *Technical Conditions for Industrial Circulating Cooling Water*. Adhering to the principles of combining open source and throttling, optimal use of water, and reuse of wastewater, the company actively adopts water-saving and substitution measures, implements rigid constraints on water resources, and ensures the reasonable, economical, efficient, and stable operation of the water system through refined and specialized water management.

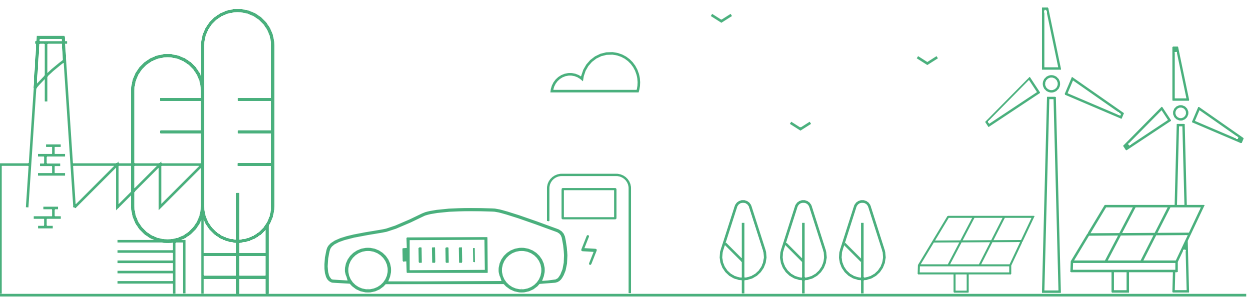
管理架构  
Management architecture



风险应对  
Risk response

公司水资源管理风险主要是水资源供需失衡，通过构建动态水资源调配机制与体系，结合气候、生产计划等因素，优先保障核心工艺用水；制定应急预案，实现跨工序水资源动态分配；建设雨水收集系统、再生水储罐等设施，提升调蓄能力等方式实现对水资源风险的防控。

The Company's water resource management risk is mainly the imbalance between water supply and demand. By establishing a dynamic water allocation mechanism and system, combined with factors such as climate and production plans, priority is given to ensuring water for core processes; emergency plans are formulated to achieve dynamic water allocation across processes; rainwater collection systems, reclaimed water storage tanks, and other facilities are constructed to enhance water storage capacity, thereby controlling water resource risks.



策略与实施路径  
Strategy and implementation path

水资源保护  
Water resources protection

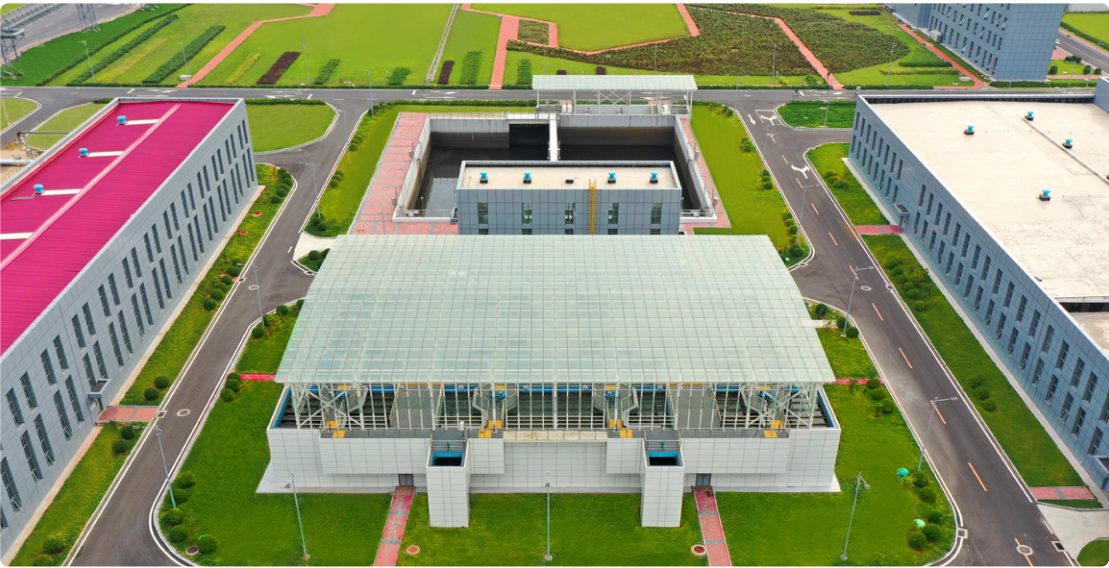
公司在水资源利用方面，推行“新水源头削减、过程串级利用、废水处理回用”策略，进一步优化水系统管理；成功完成水资源配置结构摸底性调研，形成水—能协同管控，水—盐联合治理的典型厂区工艺水资源优化配置方案；定期对员工开展培训，组织“节约每一滴水”活动，提高全员素质及水平。

In terms of water resource utilization, the Company implements the strategy of “reducing new water at the source, cascading use in the process, and recycling treated wastewater”, further optimizing water system management; successfully completed a baseline survey on water resource allocation structure, forming a typical plant area process water resource optimization allocation plan for water-energy coordinated management and water-salt joint management; regularly conducts training for employees and organizes the “Save Every Drop of Water” campaign to improve overall quality and level.

案例 公司荣获“2024 年度国家水效领跑者”称号  
Case The Company won the title of “2024 national water efficiency leader”

公司以提高水资源利用效率和效益为核心，开展水效对标达标改造，搭建全数据管控的“智慧水网络管控平台”，全面优化水质管理标准，实现水处理系统合理、经济、高效、平稳运行。2024年12月，唐钢新区入选国家级“2024年重点用水企业、园区水效领跑者”名单。

The Company focuses on improving water resource utilization efficiency and benefits, carries out water efficiency benchmarking and compliance transformation, builds a “Smart Water Network Management Platform” with full data control, comprehensively optimizes water quality management standards, and achieves reasonable, economical, efficient, and stable operation of the water treatment system. In December 2024, Tangsteel New Manufacturing Base was selected into the national list of “2024 key water-consuming enterprises and park water efficiency leader”.



公司水处理中心  
Company's Water Treatment Center



废水管理

Waste water management

公司严格遵守运营所在地相关的法律法规，高度重视废水排放管理工作，利用反渗透（RO）和电渗析（EDR）技术，将处理后的废水回用于生产；各子分公司建有污水处理设施，并通过定期巡检、保养维护等措施，加强废水深度治理设备设施的日常维护，保障设备处于最佳运行状态。

The Company strictly complies with relevant laws and regulations in the locations where it operates, attaches great importance to wastewater discharge management, uses reverse osmosis (RO) and electrodialysis reversal (EDR) technologies to recycle treated wastewater for production; each subsidiary and branch has wastewater treatment facilities, and through regular inspections, maintenance, and other measures, strengthens the daily maintenance of advanced wastewater treatment equipment and facilities to ensure optimal operation.

2024 年，唐钢新区通过污水提升泵站、高密澄清处理、V 型滤池等工艺，进行脱盐处理，实现全厂废水全回收；邯郸分公司办公区生活用水经厂内污水处理系统处理后，作为中水用于生产，实现废水循环利用。

In 2024, Tangsteel New Manufacturing Base achieved full recovery of wastewater through processes such as sewage lift pump stations, high-density clarification treatment, and V-type filter tanks for desalination; the domestic water in the office area of Handan Branch is treated by the plant's wastewater treatment system and reused as reclaimed water for production, achieving wastewater recycling.

指标与未来计划

Indicators and future plans

指标

Indicator



未来计划

Future plan

2025 年，公司吨钢新水消耗维持在基准水平以下；工业水重复利用率提升至 98%，废水回用率达到 100%。

By 2025, the Company's fresh water consumption per ton of steel will be below the base level; the industrial water reuse rate will be increased to 98%, and the wastewater reuse rate will reach 100%.

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废气排放

Exhaust emission

公司严格按照《中华人民共和国大气污染防治法》等法律和标准，深入开展污染物综合治理工作，加强支撑能力建设，通过源头减量、过程控制、末端治理、系统管控，最大化降低污染物排放，持续改善空气质量。

The Company strictly complies with the *Law of the People's Republic of China on Prevention and Control of Air Pollution* and other laws and standards, deeply carries out comprehensive pollution control work, strengthens support capacity building, and maximizes the reduction of pollutant emissions through source reduction, process control, end treatment, and system management, continuously improving air quality.

管理机制

Management mechanism

公司总部和下属子分公司设立环保管理部门，各子分公司按照排污许可证和管理要求负责区域内废气污染物治理，并通过建立专项考核设定管理目标，对下属子分公司进行日常指导监督，不定期开展环保内审检查。

The Company's headquarters, subsidiaries and branches have established environmental protection management departments. Each subsidiaries and branches is responsible for the treatment of waste gas pollutants in its region according to the post-permit management requirements, and sets management goals through the establishment of special assessments, providing daily guidance and supervision to subsidiaries and branches, and conducting irregular internal environmental audits.

策略与实施路径

Strategy and implementation path

公司严格遵守国家及地方环保法律法规，持续开展治污减排、环保提升改造工作，在厂区扬尘管控 100% 全覆盖的基础上，加强重点时段管控，针对不同季节空气质量的特点，采取不同的重点措施，提高空气质量改善精度。

The Company strictly adheres to national and local environmental protection laws and regulations, continuously carries out pollution control and emission reduction, and environmental protection improvement and renovation work. Based on 100% coverage of dust control in the plant area, it strengthens control during key periods, adopts different measures according to the characteristics of air quality in different seasons, and improves the precision of air quality improvement.

2024 年，公司生产设施配套的废气治理设施运行良好，环保设施与主体设施同步运行率为 100%，污染物排放达标率为 100%。

In 2024, the waste gas treatment facilities supporting the Company's production facilities operated well, with a 100% synchronization rate between environmental protection facilities and main facilities, and a 100% compliance rate of pollutant emissions.

废气排放改进措施

Waste gas emission improvement measures

- 实施长材加热炉废气SCR脱硝治理项目，采用先进、成熟的“中高温SCR脱硝”工艺，对长材加热炉烟气进行超低排放改造，有效降低氮氧化物排放量。

It implemented the SCR denitrification treatment project for the waste gas of the long product heating furnace, using advanced and mature "medium-high temperature SCR denitrification" technology to carry out ultra-low emission transformation of the long product heating furnace flue gas, effectively reducing nitrogen oxide emissions.

- 新建一套CO深度治理装置，通过贵金属催化剂催化氧化法，CO脱除效率达到75%以上。

A new set of CO deep treatment equipment was built, using the catalytic oxidation method of precious metal catalysts, achieving a CO removal efficiency of over 75%.

- 采用先进脱硫脱硝工艺、绿色技术对烧结机、高炉、锅炉进行了超低排放烟气治理改造。完成政府要求的污染物排放量常态化减排30%，强化减排50%的管控目标。

It adopted advanced desulfurization and denitrification processes and green technology to carry out ultra-low emission flue gas treatment transformation for sintering machines, blast furnaces, and boilers. It achieved the government's requirements for a 30% reduction in pollutant emissions under normal conditions and a 50% reduction under enhanced control.



长材加热炉废气 SCR 脱硝设备

SCR Denitrification Equipment for Long Product Heating Furnace Exhaust Gas



2# 烧结机脱 CO 系统

2# Sintering Machine CO Removal System

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指标与未来计划

Indicators and future plans

2024 年，为达到河北省要求的重点有组织治理氮氧化物指标要求，公司各生产单位的热风炉、加热炉均建设了脱硝设施且运行效果良好，颗粒物、二氧化硫、氮氧化物三项污染物浓度稳定达到 5mg/m<sup>3</sup>、35mg/m<sup>3</sup>、50mg/m<sup>3</sup> 以下。2025 年，公司将继续保持废气污染物排放达标。

In 2024, to meet the nitrogen oxide control targets required by Hebei Province, all production organizations of the Company have installed denitrification facilities for hot blast stoves and heating furnaces, which are operating effectively. The concentrations of particulate matter, sulfur dioxide, and nitrogen oxides have consistently remained below 5 mg/m<sup>3</sup>, 35 mg/m<sup>3</sup>, and 50 mg/m<sup>3</sup>, respectively. In 2025, the Company will continue to ensure that emissions of waste pollutants meet the standards.

2024

废气（主要污染物）排放量

14,673 吨

Exhaust gas (main pollutant) emission: 14,673 tons

吨钢二氧化硫排放量

0.11 千克 / 吨粗钢

Sulphur dioxide emission per ton of steel: 0.11 Kg/t of crude steel

吨钢烟粉尘排放量

0.16 千克 / 吨粗钢

Dust and particulate emissions per ton of steel: 0.16 Kg/t of crude steel

废弃物处理

Waste disposal

公司严格遵守《中华人民共和国固体废物污染环境防治法》等法律法规，坚持“减量化、资源化、无害化”原则，采用先进的生产工艺技术和设备，减少废弃物的产生量；积极开展资源综合利用，化害为利，依法依规进行妥善处置有害废弃物，禁止随意倾倒和非法转移。2024 年，公司无害废弃物产生量为1,529.08万吨，废弃物循环利用量为921万吨，固体废物综合利用率为100%。

The Company strictly complies with laws and regulations such as the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*, adhering to the principles of "reduction, recycling, and harmless treatment". The Company employs advanced production technologies and equipment to minimize waste generation, actively promotes comprehensive resource utilization, turns harm into benefit, and properly disposes of harmful waste in accordance with laws and regulations, prohibiting random dumping and illegal transfer. In 2024, HBIS Limited generated 15.2908 million tons of harmless waste, with 9.21 million tons recycled, achieving a 100% comprehensive utilization rate of solid waste.

2024

无害废弃物产生量

1,529.08 万吨

generated 15.2908 million tons of harmless waste

固体废物综合利用率

100 %

achieving a 100% comprehensive utilization rate of solid waste



2024 年，公司下属单位处理废弃物举措

Measures Taken by Subsidiaries for Waste Management in 2024

» **唐钢新区：**2024年共产生危险废物15,018吨，其中通过废铁质油桶压块自行利用项目的实施减少危险废物外委处置156吨；冷轧产线的废酸通过配套建设的酸再生系统减少危险废物外委处置量14,026吨，剩余危废交由有资质公司外委处置利用。

**Tangsteel New Manufacturing Base:** In 2024, a total of 15,018 tons of hazardous waste were generated. The implementation of the scrap iron oil drum briquetting project reduced the external disposal of hazardous waste by 156 tons. The waste acid from the cold rolling production line was reduced by 14,026 tons through the acid regeneration system, and the remaining hazardous waste was entrusted to qualified companies for external disposal and utilization.

» **邯郸分公司：**高炉灰加工处理产线采用回转窑烟化工艺和“含锌尘泥火法富集专利技术”，对高炉瓦斯泥、布袋灰等高锌钢铁烟尘固废进行资源循环化利用和无害化处理。

**Handan Branch:** The blast furnace dust processing line adopts the rotary kiln fuming process and the “patented technology for zinc-containing dust and sludge enrichment by pyrometallurgy”, enabling the resource recycling and harmless treatment of high-zinc iron and steel dust solid waste such as blast furnace gas sludge and baghouse dust.

» **承德钒钛：**对固体废物的产生、收集、运输、利用等环节实施有效的“防渗漏、防扬散、防流失”措施。公司涉及危险废物共14种，年合计产生量约100吨，全部委托具有危险废物处置资质的第三方单位进行合法处置。

**Chengde Vanadium & Titanium:** Effective measures of “leakage prevention, scattering prevention, and loss prevention” are implemented in the generation, collection, transportation, and utilization of solid waste. The Company is involved in 14 types of hazardous waste, with an annual total generation of about 100 tons, all of which are legally entrusted to third-party units with hazardous waste disposal qualifications for proper disposal.

绿色运输 Green transportation

公司大宗物料和产品坚持采用清洁运输方式组织运输，并不断提高皮带、管带机以及新能源车运输比例，加强车辆门禁监督管理，清洁运输比例达到80%以上。

The Company insists on using clean transportation methods for bulk materials and products, continuously increasing the proportion of belt, pipe conveyor, and new energy vehicle transportation, strengthening vehicle access supervision, and achieving a clean transportation ratio of over 80%.



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案例 公司实现全流程绿色化运输管理

Case The Company achieved full-process green transportation management

公司将分散在计量系统、物流系统等管理系统的20余项环保数据统一采集到清洁运输管理平台，通过建立覆盖采购销售运输全链路完整的运输车辆、非道路移动机械的电子台账，实现环保清单及行驶证查询、人工审核车辆排放阶段过程查询等10大类、20余项清洁运输功能的集中统一管理和查询，成为公司清洁生产、绿色运输的“核心大脑”。

The Company has unified over 20 environmental data points scattered across the measurement system, logistics system, and other management systems into the clean transportation management platform. By establishing a comprehensive electronic ledger covering the entire procurement, sales, and transportation chain for transport vehicles and non-road mobile machinery, it has achieved centralized and unified management and querying of 10 major categories and over 20 clean transportation functions, including environmental protection lists and driving license queries, as well as manual review of vehicle emission stage processes. This platform has become the “core brain” for the Company's clean production and green transportation.



清洁运输平台

Clean Transportation Platform

绿色运营 守护生态

Green operations, protect the ecology

河钢股份坚定不移推进生态绿色发展，以建设与城市和谐共生的“城市钢厂”为愿景，在运营全过程推行绿色办公理念，积极开展绿色宣教活动，全方位保护生态环境，以高品质生态环境支撑高质量发展。

HBIS Limited is steadfastly advancing ecological green development, with the vision of building a “urban steel plant” that coexists harmoniously with the city. It promotes the concept of green office throughout the entire operation process, actively carries out green education activities, and protects the ecological environment in all aspects, supporting high-quality development with a high-quality ecological environment.

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

公司倡导绿色办公，常态化推进高效节约型企业建设，积极推行自动化、网络化、无纸化办公，尽量组织视频会议，减少员工外出及相关资源耗损；推进办公设备、公务车辆资源共享，严控办公耗材配置标准并循环利用，办公区垃圾科学分类，使用过的文件资料定点销毁；执行办公场所夏季制冷温度设置不低于26℃，在计算机、打印机等办公设备上设置节能参数，做到人走电断，降低设备待机能耗。

The Company advocates for green office practices, routinely promoting the construction of an efficient and resource-saving enterprise. It actively implements automated, networked, and paperless office practices, organizes video conferences whenever possible to reduce employee travel and related resource consumption; promotes the sharing of office equipment and official vehicles, strictly controls the standards for office supplies and recycles them, scientifically classifies office waste, and disposes of used documents at designated locations; sets the summer cooling temperature in office spaces to no lower than 26℃, configures energy-saving parameters on computers, printers, and other office equipment, and ensures that electricity is turned off when not in use to reduce standby energy consumption.

## 开展绿色宣教 Conduct green education

公司注重环保宣传与教育，举办“世界环境日”系列活动，及时宣贯最新环保政策，推动绿色发展及和谐共生理念在全公司传导落地，让环保意识切实融入全体员工的日常工作与实践之中，助力企业与环境的可持续发展。

The Company places emphasis on environmental protection publicity and education, organizing a series of activities for “World Environment Day”, promptly disseminating the latest environmental policies, and promoting the concepts of green development and harmonious coexistence throughout the Company. This ensures that environmental awareness is truly integrated into the daily work and practices of all employees, contributing to the sustainable development of both the enterprise and the environment.



公司开展厂区环境整治活动

The Company was Conducting the Factory Area Environmental Improvement Activity



公司开展“我和绿色共生活”植树活动

The Company was Conducting the “Living Green with Me” Tree Planting Activity

## 保护生态环境 Ecological environment protection

公司牢固树立尊重自然、顺应自然、保护自然的生态文明理念，将生物多样性保护融入公司运营全过程，严格落实生态保护红线内停产撤设要求，鼓励各子分公司推进厂区生态恢复治理，助力提升生态系统多样性、稳定性、持续性；开展厂区噪声治理，选用低噪声设备，采取基础减振、隔声、消声等降噪措施，定期进行厂界噪声监测，厂界噪声达到国家及地方标准。

The Company has firmly established the ecological civilization concept of respecting, adapting to and protecting nature, integrated biodiversity protection into the entire process of the Company's operations, strictly implemented the requirements for suspension of production and removal of facilities within the ecological protection red line, encouraged each subsidiary and branch to promote ecological restoration and management of the plant area, and helped to improve the diversity, stability and sustainability of the ecosystem; carried out noise control in the plant area, selected low-noise equipment, adopted basic vibration reduction, sound insulation, noise reduction and other noise reduction measures, conducted regular plant boundary noise monitoring, and the plant boundary noise met national and local standards.

2024年，邯鄯分公司建成总面积约1,060亩的“钢铁印记”主题花园，成为河北省工业旅游示范企业。

In 2024, Handan Branch built a “Steel Mark” theme garden with a total area of approximately 1,060 mu, which became a demonstration enterprise for industrial tourism in Hebei Province.

### 案例 开展厂区绿化美化工作 Case Greening and beautification work in the factory area

2024年，承德钒钛开展厂区绿化美化工作，共组织完成40吨区域、7号路区域、南山区域、小高炉区域的绿化等工作，公司的绿化覆盖率历史性突破30%，达到31.53%。

In 2024, Chengde Vanadium & Titanium carried out greening and beautification work in the factory area, and organized the completion of greening work in the 40-ton area, No. 7 road area, Nanshan area, and small blast furnace area. The Company's greening coverage rate has historically exceeded 30%, reaching 31.53%.



小高炉区域绿化

Greening of Small Blast Furnace Area





## 社会篇 传递温暖民生力量

Society: Delivering warmth to people's livelihood

### 我们的实践 Our practices

- 加大钢铁“高端、智能、绿色”深度转型和生产要素的创新型配置，加快由生产型企业向“制造+服务”型企业转变；  
Increase the deep transformation of steel into “high-end, intelligent, and green” and the innovative allocation of production factors, and accelerate the transformation from production-oriented enterprises to “manufacturing + service” enterprises;
- 参与川气东送、“一带一路”共建国家油气项目、合新高铁等重点工程建设，为服务国家战略添砖加瓦；  
Participate in the construction of key projects such as Sichuan-East China Gas Transmission, the “Belt and Road” national oil and gas projects, and the Hefei-Xinyi High-speed Railway, to contribute to the national strategy of service.
- 探索智能化服务方式，从对外服务和对内提升加强客户服务能力；  
Explore intelligent service methods, and strengthen customer service capabilities from both external services and internal improvements;
- 对供应商进行A、B、C、D分级管理，大力提升供应链管理水平，推动企业和供应商共同成长；  
Classify suppliers into A, B, C and D levels, greatly improve supply chain management level, and promote the common growth of enterprises and suppliers;
- 推进人才强企战略，打破传统人才选拔壁垒与局限，实现专业人才市场化；  
Promote the strategy of strengthening enterprises with talents, break the barriers and limitations of traditional talent selection, and realize the marketization of professional talents;
- 立足乡村地理优势布局光伏风电，以产业振兴为引擎，激活乡村发展潜能。  
Arrange PV and wind power based on the geographical advantages of rural areas, and activate rural development potential by using industrial revitalization as the engine.

### 我们的成效 Our achievements

- 投入研发经费**23.43**亿元；  
RMB **2.343** billion was invested in R&D funds;
- 质量投诉处理完成率为**100%**，客户满意度为**95.2%**；  
The completion rate of quality complaint handling was **100%**, and the customer satisfaction rate was **95.2%**;
- 全年共主导或参与制定发布各级标准**9**项，其中发布实施国际标准**2**项，发布实施国家标准**2**项；  
The Company led or participated in the formulation and issuance of **9** standards at various levels, including **2** international standards and **2** national standards throughout the year;
- 参加工会的员工比例为**100%**，公司获得“唐山市模范职工之家”称号；  
The proportion of employees participating in the labor union is **100%**, and the Company has been awarded the title of “Tangshan Home of Model Workers”.
- 投入乡村振兴资金共**416**万元。  
A total of RMB **4.16** million was invested in rural revitalization.

可持续发展  
目标



SUSTAINABLE  
DEVELOPMENT  
GOALS





科技赋能 保障质量

Technology empowers and ensures quality

河钢股份坚持创新驱动，将科技创新作为企业的核心竞争力，营造创新活力竞相奔涌的良好环境；着力提升产品质量，全方位建设质量强企；为客户提供卓越服务，助力创造更多价值。

HBIS Limited insists on innovation-driven development, regards scientific and technological innovation as the core competitiveness of the enterprise, and creates a good environment for the competition of innovative vitality; focuses on improving product quality and building a quality-strong enterprise in all aspects; provides customers with excellent services and helps create more value.

坚持创新驱动 Innovation driving

公司坚持以技术创新推动高质量发展，加强和规范重点技术攻关项目管理，加快推动科技成果转化共享，加快培育发展新质生产力，为钢铁行业的转型升级树立技术创新标杆。2024 年，公司投入研发经费 23.43 亿元。

The Company insists on promoting high-quality development through technological innovation, strengthening and standardizing the management of key technical research projects, accelerating the transformation and sharing of scientific and technological achievements, accelerating the cultivation and development of new quality productive forces, and setting a technological innovation benchmark for the transformation and upgrading of the steel industry. In 2024, the Company invested RMB 2.343 billion in R&D.

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 Reporting period	应对措施 Measures
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	✦ 组建专业市场调研团队，定期发布行业技术趋势报告，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。  Establish a professional market research team, publish industry technology trend reports regularly, formulate R&D roadmap in line with company strategy, and ensure that R&D direction is closely integrated with market demand.
创新成果转化风险 Risks of transformation of innovative achievements	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	✦ 构建从研发到生产、销售的全流程创新成果转化体系；  Build a full-process innovation achievement transformation system from R&D to production and sales;  ✦ 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；  Establish a special project team to be responsible for the industrialization and promotion of new technologies and coordinate the Production Department to transform equipment;  ✦ 市场部门制定针对性营销策略，提高转化效率。  The Marketing Department formulates targeted marketing strategies to improve conversion efficiency.
知识产权保护风险 Risk of intellectual property protection	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	✦ 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；  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;  ✦ 加强知识产权管理，完善知识产权保护制度。  Strengthen intellectual property management and improve the intellectual property protection system.



策略与实施路径

Strategy and implementation path

完善创新机制

Improve the innovation mechanism

公司下发《河钢股份新产品管理办法》《河钢股份重点项目制管理办法（试行）》《废钢精细分类和高效利用指导标准》等相关制度，深入推进科技体制机制改革，完善以企业为主体、市场为导向、产学研深度融合的技术创新体系，形成充满活力的科技创新管理运行机制。

The Company has issued relevant systems such as *Management Measures for New Products of HBIS Limited*, *Management Measures for Key Projects of HBIS Limited (Trial)*, and *Guiding Standards for Fine Classification and Efficient Utilization of Scrap Steel*, to deepen the reform of science and technology systems and mechanisms, improve the technological innovation system with enterprises as the main body, market-oriented, and deep integration of production, education and research, and form a dynamic science and technology innovation management and operation mechanism.



建立研发体系

Establish R&D system

响应集团“3+1”大研发体系，深度参与集团级研发平台、子公司技术中心、产线技术单元三位一体、协作联动的创新体系；持续实施科研课题项目制和“揭榜挂帅”项目，完善以企业为主导的科技创新体系。

In response to the Group's "3+1" large R&D system, we deeply participate in the three-in-one, collaborative innovation system of the group-level R&D platform, subsidiary technology center, and production line technology unit; we continue to implement the scientific research project system and "open competition mechanism to select the best candidates" projects, and improve the enterprise-led scientific and technological innovation system.



推进产学研合作

Promote industry-university-research cooperation

汇聚研发、人才、技术、应用场景等优势，推进与高校、科研院所多层次、多形式、全方位合作，积极探索产学研合作的协同创新模式。2024年，公司参与集团新建“中国—塞尔维亚钢铁绿色制造‘一带一路’联合实验室”国家级平台1个，“核电小型堆材料与结构安全河北省工程研究中心”“河北省先进金属材料国际联合研究中心”等省级平台2个。

Bringing together advantages in R&D, talent, technology, application scenarios, etc., we will promote multi-level, multi-form, and all-round cooperation with universities and research institutes, and actively explore collaborative innovation models for industry-university-research cooperation. In 2024, the Company participated in the construction of 1 national platform ("China-Serbia Steel Green Manufacturing 'Belt and Road' Joint Laboratory", and 2 provincial platforms ("Hebei Engineering Research Center for Nuclear Power Small Reactor Materials and Structural Safety" and the "Hebei International Joint Research Center for Advanced Metal New Materials").

环境篇：奏响绿色生态乐章

Environment: Playing the green ecological movement

社会篇：传递温暖民生力量

Society: Delivering warmth to people's livelihood

治理篇：筑牢坚实发展根基

Governance: Laying a solid foundation for development

加快技术攻关

Accelerate technological breakthroughs

公司持续开展技术成果转化，深入推进科学技术项目研究，不断输出企业核心自主知识产权，着力打造原创技术策源地。2024年，公司新承担“钒钛新能源无废产业链构建技术与集成示范”项目等3个国家重点研发项目和“河北钢铁低成本降污增效材料和关键技术研究”等多个省级专项；自主研发的“基于LIBS技术的热镀锌液成分智能检测技术”实现运行可靠性大于98%。

The Company continues to carry out the transformation of technological achievements, deepens the research of scientific and technological projects, continuously exports the Company's core independent intellectual property rights, and strives to create a source of original technology. In 2024, the Company undertook 3 national key R&D projects, including the project of "construction technology and integrated demonstration of vanadium-titanium new energy waste-free industrial chain", and a number of provincial special projects, including the "research on materials and key technologies for reducing pollution and increasing efficiency at low cost in Hebei iron and steel industry". The independently developed "intelligent detection technology of the composition of hot-dip galvanizing solution based on LIBS technology" has achieved an operating reliability of more than 98%.



案例 公司科技成果填补国产大型带式焙烧机技术空白

Case The scientific and technological achievements of the Company fill the gap in the technology of domestic large-scale belt roasting machines

2024年7月，公司联合中南大学等单位共同完成的“大型带式焙烧机国产化与球团生产关键技术创新”项目，通过了中国金属学会的科技成果评价。该项目首次实现了大型带式焙烧机的全自主研发设计及装备的国产化，填补了国产大型带式焙烧机工艺及装备的技术空白。

In July 2024, the project "Localization of Large Belt Roasting Machine and Key Technology Innovation of Pellet Production" completed by the Company, Central South University and other organizations passed the scientific and technological achievement evaluation of the Chinese Society for Metals. This project achieved for the first time the fully independent R&D, design and localization of equipment for large-scale belt roasting machines, filling the technical gap in domestic large-scale belt roasting machine technology and equipment.



大型带式焙烧机

Large-scale Belt Roasting Machine



加强技术攻关提升镀锌汽车钢品质  
Strengthen technical research to improve the quality of galvanized automotive steel



新一代提钒转炉全自动智能控制技术实现新突破  
New generation of fully automatic intelligent control technology for vanadium extraction converter achieved a new breakthrough

### 知识产权保护

Intellectual property protection

公司严格遵守《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，切实保护知识产权。2024 年，公司全面致力于提升品牌影响力，积极采取措施打击侵权行为，加强知识产权的保护和创新意识；高度重视知识产权价值，尊重他人知识产权成果。

The Company effectively protects intellectual property in strict accordance with 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 laws and regulations. In 2024, the Company was fully committed to enhancing its brand influence, taking active measures to combat infringements, and strengthening intellectual property protection and innovation awareness, as well as attaching great importance to the value of intellectual property and respecting the intellectual property achievements of others.

### 指标与未来计划

Indicators and future plans

#### 指标

Indicator

2024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”7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”1项；河北省科技进步奖二等奖3项、三等奖2项；共有7家所属单位获得高新技术企业称号。

In 2024, the Company won 7 "Metallurgical Science and Technology Awards" from the China Iron and Steel Association and the Chinese Society for Metals, 1 "China Nonferrous Metals Industry Science and Technology Award" from the Nonferrous Metals Society of China and the China Nonferrous Metals Industry Association, as well as 3 second prizes and 2 third prizes of the Hebei Science and Technology Progress Award. A total of 7 affiliates were awarded the title of high-tech enterprises.

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2024

新增专利申请数

665 件

Number of new patents applied: 665 items

新增专利授权数

402 件

Number of new patents granted: 402 items

有效专利数

2,158 件

Number of valid patents: 2,158 items

应用于主营业务的发明专利数量

820 件

Number of invention patents applied to main business: 820 items

### 未来计划

Future plan

2025年，公司将继续优化“新产品奖励方案和评审机制”，最大限度激发研发销售人员开发新产品的积极性，发挥好指挥棒和加速器作用；以培育“金杯奖”为契机，加强产线品牌建设，打造更多行业第一、唯一和替代进口的“单打冠军”产品。

In 2025, the Company will continue to optimize the "new product reward program and review mechanism" to maximize the enthusiasm of R&D, production and sales personnel to develop new products, and play a good role as a baton and accelerator; taking the cultivation of the "Golden Cup Award" as an opportunity, it will strengthen production line brand building and create more industry first, only and import-substituting "single champion" products.

### 加快数智化转型 Accelerate digital intelligence transformation

公司以《智能化提升三年行动方案（2024—2026年）》为引领，以“降本、提质、增效”为目标，充分运用信息化和数字化技术等有力工具，全面支撑钢铁板块一体化运营管理，提升研产销集约化运营效率，加速向市场和技术驱动的大规模定制生产模式转变。

Guided by the *Three-Year Action Plan for Digital Intelligence Improvement (2024-2026)* and with the goal of "reducing costs, improving quality, and increasing efficiency", the Company fully utilizes powerful tools of information and digital technology to fully support the integrated operation and management of the steel sector, improve the efficiency of research, production, sales, and collection, and accelerate the transition to a large-scale customized production model driven by the market and technology.

### 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	<p>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。</p> <p>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.</p>	中期 Medium-term	<ul style="list-style-type: none"><li>建立健全数据安全管理体系； 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； 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。 Conduct regular data security training.</li></ul>
行业标准不统一 Lack of unified industry standards	<p>钢铁行业数智化尚处于发展阶段，行业内缺乏统一的技术标准和规范，企业在选型和建设过程中缺乏统一一致的建设依据与技术标准，可能导致系统之间无法顺畅连接。</p> <p>The digital intelligence of the steel industry is still in the development stage, and there is a lack of unified technical standards and specifications within the industry. Enterprises may lack unified and consistent construction bases and technical standards during the selection and construction processes, which may lead to the inability of smooth connection between systems.</p>	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； 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。 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	<p>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。</p> <p>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.</p>	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； 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。 Develop a technology upgrade plan to ensure that the system can be upgraded and transformed in a timely manner.</li></ul>

策略与实施路径

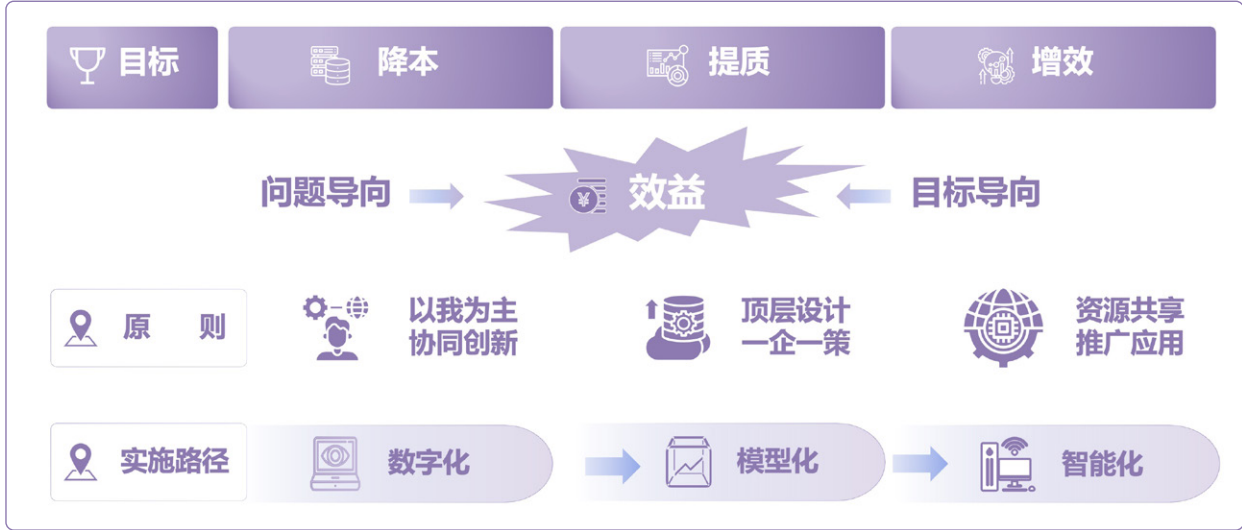
Strategy and implementation path

数智化转型策略

Strategy for digital intelligence transformation

公司坚持“以我为主、协同创新”“顶层设计、一企一策”“资源共享、推广应用”的原则，按照“数字化、模型化、智能化”路线，根据各生产基地战略定位与具体情况，制定具有针对性的行动方案，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，全面提升公司整体生产制造与经营管理水平。

Adhering to the principles of “self-centered, collaborative innovation”, “top-level design, one enterprise, one policy” and “resource sharing, promotion and application”, and following the route of “digitalization, modeling, and digital intelligence”, the Company formulates targeted action plans based on the strategic positioning and specific conditions of each production base, consolidates the foundation of data and network security, strengthens digital infrastructure construction, enhances data collection, aggregation, and management capabilities, and comprehensively elevates the overall production, manufacturing, and management level of the Company



策略实施路径

Strategy Implementation Path

数智化成果落地

Implementation of digital intelligence achievements

公司坚持机理模型与数据模型相结合的技术思路，不断创新数字化技术，加速数字化转型，全面深化“人工智能+”行动，助力行业智能化发展。2024年，公司通过中国数字化转型成熟度“三星级评估企业”认证。

The Company adheres to the technical approach of combining mechanism models with data models, continuously innovates digital technologies, accelerates digital transformation, comprehensively deepens the “AI+” initiative, and promotes the intelligent development of the industry. In 2024, the Company was certified as a “Three-star Enterprise” in China's digital transformation maturity.

● 产线智能化  
Intelligent production line

从智能装备、智能产线到智能工厂等智能制造多个维度，推进人工智能、工业机器人、机器视觉、5G等前沿技术在关键场景的应用，逐步实现模型化生产。

From intelligent equipment and intelligent production lines to intelligent factories, the Company promotes the application of cutting-edge technologies such as AI, industrial robots, machine vision, and 5G in key scenarios, gradually achieving model-based production.

工艺流程 Process flow	模型名称 Model name	具体描述 Description
炼铁 Iron making	喷煤智能控制模型 Intelligent coal injection control model	通过对整个喷煤过程进行大数据建模分析，喷煤量误差小于±0.5%，磨煤机台时产能提高10%以上。  Through big data modeling and analysis of the entire coal injection process, the error in coal injection rate is less than ± 0.5%, and the machine-hour production capacity of the coal mill is increased by more than 10%.
炼钢 Steelmaking	一键智能控制系统 One-click intelligent control system	创新集成涵盖“转炉自动出钢”等10余项智能控制模型，平均出钢时间减少近30%，平均每炉冶炼时间缩短5%。  The system innovatively integrates more than 10 intelligent control models including “automatic tapping of converter”, which reduces the average steel tapping time by nearly 30% and shortens the average smelting time per converter by 5%.
热轧 Hot-rolling	加热炉智能燃烧控制模型 Intelligent combustion control model of heating furnace	基于数十万条生产过程参数数据分析，实现模型自学习，温度信息更全面，预报精度更精细，加热炉出钢温度命中率连续保持100%。  Based on the analysis of hundreds of thousands of parameters generated in production process, the model achieves self-learning, and provides more comprehensive temperature information and finer forecasting accuracy, with the heating furnace's steel tapping temperature hit rate consistently maintained at 100%.
冷轧 Cold-rolling	切边剪参数高精度自动补偿模型 High-precision automatic compensation model for trimming shear parameters	将轧机拉窄量数据可视化，成品宽度更精确、生产数据更精准，卷切边后的宽度指标合格率提升至99%以上。  The model visualizes the data of narrowing amount of rolling mill, and provides more precise product width and production data, with the qualified rate of width indicators after trimming shear increased to over 99%.



智能制造示范工厂  
Intelligent Manufacturing Demonstration Factory

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治理篇：筑牢坚实发展根基  
Governance: Laying a solid foundation for development

● 管理智慧化  
Intelligent management

围绕数据资源深度开发与利用，打造自主可控、资源共享、业务协同、统一高效的数字化平台，建立贯通生产、管理、服务、供应链等企业生产管理各层级的数据链路，全面激活数据要素潜能，构建了面向智能时代的钢铁行业经营管理新模式。

Focusing on the deep development and utilization of data resources, the Company builds a self-controlled, resource-sharing, business-coordinated, unified and efficient digital platform, and establishes a data link that runs through production, management, services, supply chain, and other levels of enterprise production management, which fully activates the potential of data elements and forms a new management model for the steel industry in the era of intelligence.

案例 Case 一体化运营管控平台助力管理信息化升级  
Integrated operation management platform facilitates information-based management upgrade

公司围绕“两个结构”优化与“四个更加关注”，成功打造一体化运营管控平台。该平台基于各子分公司系统数据，通过营销服务、质量分析、生产运营等运营管控业务，实现运营管控数据互联互通、上下联动，形成管理规范、管控动态化、决策智能化、工作高效化的管理格局。

The Company has successfully built an integrated operation management platform around the optimization of “two structures” and “four more concerns”. Based on the system data of various subsidiaries and branches, the platform achieves interconnected and coordinated operation management data through marketing services, quality analysis, production operations, and other operation management businesses, forming a management pattern of standardized management, dynamic control, intelligent decision making, and efficient work.



运营管控平台数据大屏  
Data Screen of Operation Control Platform

保障产品质量 Product quality assurance

公司严格遵循《中华人民共和国产品质量法》《中华人民共和国标准化法》等国家相关法律法规，始终将质量管理视作企业发展的生命线，不断完善质量管理体系，全方位优化产品质量，推进质量文化建设，积极提升全员质量意识与专业技能，确保产品质量过硬，树立起优质钢铁品牌的典范形象。

The Company strictly abides by the *Product Quality Law of the People's Republic of China*, *Standardization Law of the People's Republic of China* and other relevant national laws and regulations, always regards quality management as the lifeline of enterprise development, continuously improves the quality management system, optimizes product quality in all aspects, promotes the construction of quality culture, and actively enhances the quality awareness and professional skills of all employees to ensure the high quality of products and establish a model image of high-quality steel brand.



加强质量管理

Improving quality management

公司把卓越品质融入每一道生产工序、每一个产品细节之中，全方位、全流程构筑起坚实可靠的质量管控防线，凭借过硬的产品质量赢得口碑与信赖。2024年，公司9项产品获评2024年度冶金产品实物质量品牌培育“金杯优质产品”；未发生产品和服务相关的安全与质量重大责任事故。

The Company integrates excellent quality into every production process and every product detail, builds a solid and reliable quality control line in all directions and throughout the entire process, and wins reputation and trust with its excellent product quality. In 2024, 9 products of the Company were awarded the “Golden Cup Quality Products” for the 2024 Metallurgical Product Physical Quality Brand Cultivation; no major safety and quality accidents related to products and services occurred.

公司加强质量管理举措 Measures for strengthening quality management of the Company

- 确定、优化IATF16949“集团管控”的质量管理体系，修订公司一体化运营手册质量体系部分及相关附件，修订、下发IATF16949质量手册；  
Determine and optimize the IATF16949 “group control” quality management system, revise the quality system section of the Company’s integrated operation manual and related annexes, and revise and issue the IATF16949 quality manual;
- 梳理质量管理主责过程下各层级文件，识别主责质量体系文件负责人和各部门职责与权限。2024年完成修订程序文件25个、管理文件81个；  
Sort out the documents at various levels under the main responsibility process of quality management, identify the responsible persons for the main responsibility quality system documents, and the responsibilities and authorities of each department. Complete the revision of 25 procedure documents and 81 management documents in 2024;
- 组织完成并通过三方产品认证6个，监督审核认证2个，再认证审核2个；  
Organize and complete 6 third-party product certifications, 2 surveillance audit certifications, and 2 re-certification audits;
- 依据ISO9001、《质量管理手册》等相关要求，制定年度质量体系内审计划；  
Develop the internal audit plan of the annual quality system based on ISO9001, the *Quality Management Manual*, and other relevant requirements;
- 开展质量体系内部审核，发现的问题整改完成率为100%，过程符合率均在90%以上；  
Conduct internal audits of the quality system, with a 100% completion rate for rectifying identified issues, and a process compliance rate of over 90%;
- 开展产品审核，质量特征值QKZ均为100%；  
Conduct product audit. The quality characteristic value QKZ is 100%;
- 对质量管理体系、武器装备质量管理体系、汽车钢产品、欧标产品等进行认证，并取得相应证书。  
Certify the quality management system, military equipment quality management system, automotive steel products, European standard products, etc., and obtain corresponding certificates.

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获评 2024 年度冶金产品实物质量品牌培育部分“金杯优质产品”名单

Be awarded the “Golden Cup Quality Products” for the 2024 Metallurgical Product Physical Quality Brand Cultivation



结构用热轧钢带 Structural hot-rolled steel strip	冷成形用热轧钢带 Hot-rolled steel strip for cold forming	矿用焊接圆环链用热轧盘条 Hot-rolled wire rods for mining welded round-link chains
连续电镀锌钢带 Continuous electro-galvanized steel strip	连续热镀锌低合金钢带 Continuous hot-dip galvanized low-alloy steel strip	连续热镀锌和锌合金镀层钢带 Continuous hot-dip galvanized and zinc alloy coated steel strip
热轧酸洗钢带 Hot-rolled pickled steel strip		

提升质量意识

Enhancing quality awareness

公司通过多维度的宣贯，将质量文化转化为日常工作的自觉行动，有效增强员工质量意识，提高控制质量能力水平，为铸就高品质产品注入源源不断的动力，以卓越品质打造行业标杆。

Through multi-aspect promotion, the Company transforms quality culture into a conscious action in daily work, which effectively enhances employees’ quality awareness, improves the level of quality control, and injects continuous momentum for creating high-quality products, and sets industry benchmarks with excellence.

2024年9月，公司开展以“加强质量支撑 共建质量强企”为主题的质量月活动，首次将生产、销售、研发、物流人员紧密结合，营造人人重视质量的良好氛围。

In September 2024, the Company launched a quality month activity with the theme of “strengthening quality support and jointly building a high-quality enterprise”, which closely combined production, sales, R&D, and logistics personnel for the first time to create a good atmosphere where everyone pays attention to quality.

2024

产品出厂合格率

100 %

Product factory qualification rate: 100 %

产品止损事件发生次数

0 次

Number of product loss prevention incidents: 0

产品止损赔付总额

0 万元

Total product loss compensation: 0 RMB

“质量月”活动 “Quality Month” activity



加强质量宣传教育  
Strengthen quality publicity and education



开展原料质量抽查  
Carry out spot check on raw material quality

提供优质服务 Providing high-quality service

公司坚持“围着市场转，向着客户变”，精准对接客户需求，以优质的产品和服务为客户打造全方位、高品质的服务体验，致力于成为客户长期信赖的合作伙伴。

The Company adheres to the principle of “circling around the market and transforming towards the customers”, precisely aligns with customer needs, and creates a comprehensive, high-quality service experience with superior products and services, to become a long-term trusted partner for customers.

关注客户需求  
Focusing on customer needs

公司践行《呼叫中心运行管理办法》等制度要求，由技术、生产、销售、物流、服务等部门骨干组成“高含金量”走访客户团队，通过开展重点客户走访，精准把握行业趋势和客户个性化、高端化诉求，以高效的客户反馈机制和定制化服务体系，提供从产品研发、生产到售后服务的全流程解决方案。2024年，公司客户诉求响应回复率为100%。

The Company implements the requirements of the *Call Center Operation Management Measures* and other regulations, has established a “high-value” customer visit team composed of the backbones from departments such as technology, production, sales, logistics, and service. By carrying out visits to key customers, accurately grasps industry trends and customers’ personalized, high-end demands, and provides a full-process solution from product R&D and production to after-sales service through an efficient customer feedback mechanism and a customized service system. In 2024, the Company’s customer request response rate reached 100%.

环境篇：奏响绿色生态乐章  
Environment: Playing the green ecological movement

社会篇：传递温暖民生力量  
Society: Delivering warmth to people’s livelihood

治理篇：筑牢坚实发展根基  
Governance: Laying a solid foundation for development



召开船用钢供需对接暨绿色造船交流会  
Meeting on Supply and Demand Matching of Hull Steel and Green Shipbuilding is held



召开河钢汽车板绿色发展大会  
HBIS Auto Sheet Green Development Meeting is held

案例 用专属服务方案叩开高端客户大门  
Case Open the door to high-end customers with exclusive service solutions

公司营销服务团队深度挖掘钒钛领域高端客户，积极推进 EVI 营销服务，精准捕捉高端客户的潜在需求，为客户提供定制化服务方案，得到客户认可。

The marketing service team of the Company deeply explores high-end customers in the vanadium and titanium field, actively promotes EVI marketing services, accurately captures the potential needs of high-end customers, and provides customized service solutions, gaining customer recognition.



高纯钒产品  
High-purity Vanadium Products



应对客户投诉

Handling customer complaints

公司制定《客户质量投诉管理办法》《客户满意度管理办法》等管理制度，快速响应客户产品质量投诉，监测客户对产品和服务的满意度及意见反馈情况，提升客户满意度。2024年，公司开展以重点客户为核心的满意度调查工作，完成407户重点客户的满意度调查及119项客户诉求的闭环整改，质量投诉处理完成率为100%，客户满意度为95.2%。

The Company has established management systems such as the *Management Measures for Customer Quality Complaints* and *Management Measures for Customer Satisfaction*, to quickly respond to customer product quality complaints, monitor customer satisfaction and feedback on products and services, and improve customer satisfaction. In 2024, the Company carried out a satisfaction survey centered on key customers, completed satisfaction surveys on 407 key customers and closed-loop rectification of 119 customer demands, with a completion rate of quality complaint handling of 100% and a customer satisfaction rate of 95.2%.



应对客户投诉举措

Customer complaint handling measures

- ▶ 搭建客户服务平台，将订单、售后服务落实到管理系统中，保证服务过程的全流程数字化管理。  
Build a customer service platform, and integrate orders and after-sales services into the management system, to ensure full-process digital management of the service process.
- ▶ 建立扁平化的快速反应机制，由营销中心统一进行问题分类，调度指挥责任部门落实客户问题。  
Establish a flat rapid response mechanism. The marketing center uniformly classifies issues and the responsible department of dispatching and command addresses customer problems.
- ▶ 收到客户异议后第一时间进行现场调查和分析，在最短的时间内处理并制定改进措施。  
Conduct on-site investigation and analysis immediately after receiving customer objections, handle and formulate improvement measures in the shortest time.
- ▶ 回访提出投诉的客户，了解客户关心问题的整改效果及客户满意情况。  
Follow up with customers lodging complaints to understand the effectiveness of the rectification of their concerns and their satisfaction.

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Governance: Laying a solid foundation for development



技术人员以贴心技术服务现场解决客户材料使用难题

Technical personnel solve customer material use issues with considerate technical services on site

探索智慧服务

Explore smart services

公司致力于为客户提供更加智慧的服务工具，提升客户服务的效率和效果。对外搭建“客户服务平台”，使服务更加智能化、自助化，构建以客户为中心的全流程服务模块；对内结合“客户管理平台”，搭建以客户“360档案”为核心的客户全方位分析模块，提升客户服务能力，并通过“质量异议模块”对质量异议全流程赔付进行管理监督，大幅提升质量异议的规范性和时效性。

The Company is committed to providing customers with smarter service tools to improve the efficiency and effectiveness of customer services. Externally, we build a “customer service platform” to make the service more smarter and self-service and construct a customer-centered full-process service module; internally, we combine it with the “customer management platform” to build a comprehensive customer analysis module with the customer “360 file” as the core, improve customer service capabilities, and manage and supervise the entire process of compensation for quality objections through the “quality objection module”, which greatly improves the standardization and timeliness of quality objections.



## 服务国家战略 Serving national strategies

公司通过优化产品结构、提升高端钢材供给能力，支持国家重大工程和高端制造业发展，为国民经济建设提供坚实保障。2024 年，公司积极参与川气东送、“一带一路”共建国家油气项目、合新高铁等重点工程建设。

By optimizing its product structure and improving its high-end steel supply capacity, the Company supports the development of major national projects and high-end manufacturing industries, and provides solid support for national economic construction. In 2024, the Company actively participated in the construction of key projects such as Sichuan-East China Gas Transmission, the “Belt and Road” national oil and gas projects, and the Hefei-Xinyi High-speed Railway.



公司优化冶炼工艺和轧制模型，下线交付1.3万吨高级别管线钢L555M，将用于国家重要的能源战略通道——川气东送二线建设

The Company has optimized the smelting process and rolling model, and delivered 13,000 tons high-grade pipeline steel L555M, which will be used in the construction of the second line of Sichuan-Eastern Gas Transmission, an important national energy strategic channel

公司1,758吨石油套管用钢J55顺利下线，加工后用于“一带一路”共建国家石油工程建设

1,758 tons J55 steel for oil casing will be rolled off the production line of the Company and will be used in the construction of national oil projects under the “Belt and Road” initiative after processing



公司累计为深中通道供应含钒优特钢2万余吨，产品全部用于工程关键部位

The Company has supplied more than 20,000 tons vanadium-containing special steel to the Shenzhen-Zhongshan Bridge, all of which are used in key parts of the project

## 协同发展 行业共赢

### Collaborative development for industry win-win

河钢股份秉持互利共赢理念，持续优化完善供应链管理，进一步提升供应链的韧性和安全水平；强化行业引领作用，进而实现全方位、多领域、深层次的互鉴合作，稳步提高行业影响力。

HBIS Limited upholds the philosophy of mutual benefit and win-win, continuously optimizes and improves supply chain management, further enhances the resilience and security level of the supply chain; strengthen industry leadership, promote comprehensive, multi-field, and deep-level mutual cooperation, and steadily increase industry influence.

## 践行责任采购 Practising responsible procurement

公司以打造最具竞争力采购供应链为目标，将 ESG 理念与要求融入企业采购及供应链管理全过程，明确规定供应商在劳工权益、环境保护、商业道德等多方面的责任要求，促进供应链可持续发展。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 aims to build the most competitive procurement supply chain, integrates ESG philosophies and requirements into the entire process of corporate procurement and supply chain management, and clearly stipulates the responsibilities of suppliers in labor rights and interests, environmental protection, business ethics, and other aspects, to promote the sustainable development of the supply chain. During the reporting period, the Company did not involve supply chain contractors, and a direct supply and procurement model was adopted.

## 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

公司建立健全供应链全生命周期管理，实现风险信息的整合、分析、预警和监控，针对供应链管理中的各类风险，合理确定风险应对策略，做好风险防范工作。

The Company has established and improved the full lifecycle management of the supply chain, integrates, analyzes, warns, and monitors risk information. It reasonably determines risk response strategies for various risks in supply chain management and ensures risk prevention.

建立供应商准入现场认证制度，源头把控供应链开发风险；

Establish an on-site certification system for supplier eligibility to control supply chain development risks at the source;

建立不合格供应商退出制度，规避供应链合作法律风险；

Establish a system for the exit of ineligible suppliers to avoid legal risks in supply chain cooperation;

建立供应商定期评价制度，持续评估供应链合作质量、保供风险；

Establish a regular supplier evaluation system to continuously assess the quality of supply chain cooperation and supply risks;

定期对供应商社会责任履行情况、商业道德进行尽职调查，采购合同明确加入有关社会责任、环境保护义务相关条款，规避供应链社会与环境风险。

Conduct regular due diligence on suppliers' fulfillment of social responsibilities and business ethics. Procurement contracts explicitly include clauses related to social responsibility and environmental protection obligations to avoid social and environmental risks in the supply chain.

策略与实施路径

Strategy and implementation path

加强供应链管理

Strengthen supply chain management

公司严格执行《河钢采购供应商管理办法》《河钢采购供应商准入标准》《河钢采购招标管理办法》等制度要求，借助供应链平台、营销平台和财智云平台，构建覆盖招标采购、合同订立及履行监督、结算、资金支付、供应商评价等全过程的供应链管理体系，确保采购流程的规范化、透明化和高效化。

The Company strictly implements the *HBIS Procurement Supplier Management Measures*, *HBIS Procurement Supplier Eligibility Standards*, *HBIS Procurement Bidding Management Measures*, and other system requirements. Leveraging the supply chain platform, marketing platform, and Caizhiyun platform, it builds a supply chain management system covering the entire process of bidding procurement, contract execution and supervision, settlement, payment, and supplier evaluation, to ensure the standardization, transparency, and efficiency of the procurement process.

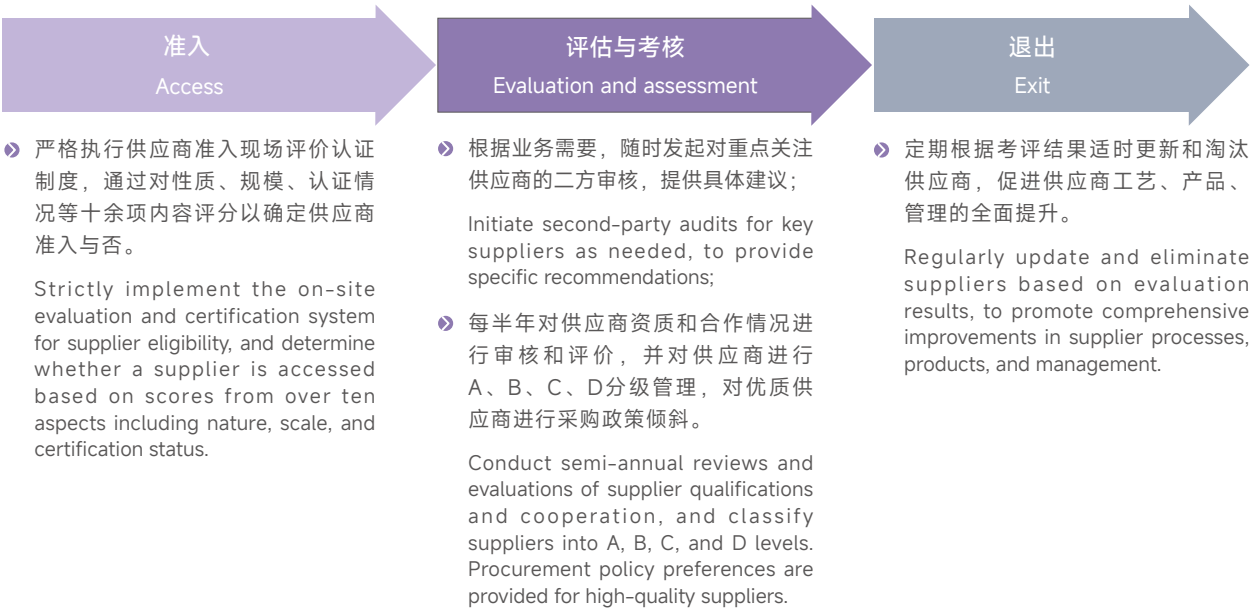
Environment: Playing the green ecological movement

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Governance: Laying a solid foundation for development

供应商全生命周期管理

Full lifecycle management of suppliers



智慧营销平台  
Smart Marketing Platform



大宗采购服务平台  
Bulk Purchasing Service Platform



严格风险管控

Strict risk control

公司遵循《河钢采购合规管理办法》《河钢采购经营风险管理办法》等制度要求，建立闭环、高效、规范的风险管理机制，形成对合同、价格、财务、供应商等各类风险项目的预警、报告、处置的全流程管控，有效保障供应链安全稳定。

The Company follows the *HBIS Limited Procurement Compliance Management Measures*, *HBIS Limited Procurement Business Risk Management Measures*, and *other system requirements* to establish a closed-loop, efficient, and standardized risk management mechanism, which enables full-process control over risks related to contracts, prices, finance, and suppliers, to effectively ensure supply chain safety and stability.

供应链风险管理策略

Supply chain risk management strategy

- 与多家供应商建立合作关系，分散供应源，降低单一供应商依赖风险；  
Establish cooperative relationships with multiple suppliers, to diversify supply sources and reduce dependency on a single supplier;
- 建立安全库存机制，应对短期供应中断；  
Establish a safety stock mechanism to address short-term supply disruptions;
- 强化市场舆情引导，平抑大宗原燃料市场价格；  
Strengthen market sentiment guidance to stabilize prices of bulk raw material and fuel;
- 通过采购营销系统同供应商信息系统的深度对接，实现上下游关键数据的共享，关键单据的自动生成、传输和直接使用。  
Achieve deep integration between the procurement marketing system and the supplier information system, which enables the sharing of key upstream and downstream data, and the automatic generation, transmission, and direct use of key documents.

实施绿色采购

Implementing green procurement

公司在选择供应商时优先考虑通过 ISO14001 环境管理体系认证的企业；对不符合绿色可持续发展理念的供应商不予准入，对高污染、高能耗的焦化、铁合金冶炼等行业提高供应商准入门槛；在采购过程中要求铁矿、煤矿及洗煤厂环境治理达到国家要求，避免对环境造成负面影响。

The Company prioritizes suppliers passing ISO14001 environmental management system certification, denies eligibility of suppliers that do not align with green and sustainable development philosophies, raises supplier eligibility thresholds for high-pollution, high-energy-consuming industries such as coking and ferroalloy smelting, and requires iron ore, coal mines, and coal washing plants to meet national environmental standards during procurement to avoid negative environmental impacts.

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组织供应商培训

Organizing supplier training

在供应商准入阶段，公司对供应商进行《河钢采购可持续采购政策》《河钢采购供应商行为准则》宣讲；在日常管理中，公司通过专项培训、行业座谈会、重点供应商的现场走访督导等手段促进供应商对 ESG 的理解与重视，切实提升供应商可持续发展能力。

During the supplier eligibility stage, the Company conducts promotion according to the *HBIS Limited Procurement Sustainable Procurement Policy* and *HBIS Limited Procurement Supplier Code of Conduct* to suppliers. In daily management, the Company promotes suppliers' understanding and attention to ESG through special training, industry seminars, on-site visits and supervision of key suppliers, and effectively enhances suppliers' sustainable development capabilities.



公司对硅锰合金生产厂进行 ESG 工作指导  
The Company provides ESG guidance to silicon-manganese alloy production plants

指标与未来计划

Indicators and future plans

指标

Indicator

2024

供应商 ESG 审查数

122 ↑

Number of supplier's ESG review: 122 items

因为不合规被否决的潜在供应商数量

12 ↑

Number of potential suppliers rejected due to non-compliance: 12 items

因为不合规被中止合作的供应商数量

13 ↑

Number of suppliers with whom the cooperation suspended for non-compliance: 13 items



未来计划  
Future plan

公司将深化上下游市场研判，灵活调整采购策略，完成大宗原燃料采购价格跑赢市场的目标；统筹安排、高效调配内部资源，持续完善内部供应链建设，实现2025年联采品种不低于180个、采购规模保持稳健态势。

The Company will deepen its research and analysis on the upstream and downstream markets, flexibly adjust its procurement strategies, and achieve the goal of outperforming the market in terms of bulk raw material and fuel procurement prices, coordinate and efficiently allocate internal resources, and continuously improve internal supply chain construction to achieve no less than 180 joint procurement varieties and stable procurement scale in 2025.

加强战略合作  
Strengthening strategic cooperation

公司始终秉持开放兼容的态度，积极与各方伙伴拓展共赢之路，通过资源整合实现优势互补，共同推进产业链协同创新和技术发展，打造全方位、多领域、深层次的紧密合作伙伴关系。

The Company has always maintained an open and inclusive attitude, actively explored a win-win path with partners from all sides, achieved complementary advantages through resource integration, jointly promoted collaborative innovation and technological development of the industrial chain, and created an all-round, multi-field and in-depth close partnership.



煤钢行业交流机制工作会  
Coal and Steel Industry Exchange Mechanism Working Conference

引领行业标准  
Leading industry standards

公司不断深化行业内外合作交流，积极参与行业研讨和行业标准制定，2024年共主导或参与制定发布各级标准9项，其中，主导制定发布国际标准1项、国家标准1项、行业标准2项、团体标准3项；参与制定国际标准1项、国家标准1项。

The Company continues to deepen cooperation and exchanges within and outside the industry and actively participates in industry discussions and the formulation of industry standards. In 2024, it led or participated in the formulation and issuance of 9 standards at all levels. In particular, it led the formulation and issuance of 1 international standard, 1 national standard, 2 industry standards and 3 group standards and participated in the formulation of 1 international standard and 1 national standard.

级别 Level	标准名称 Standard title	贡献 Contribution
国际标准 International standards	预应力混凝土用钢—第 5 部分：热轧钢筋 带或不带后续处理 Steel for the prestressing of concrete – Part 5: Hot-rolled steel bars with or without subsequent processing	主编 Chief editor
	商品级、冲压级和结构级用连续热浸镀锌铝镁合金镀层钢板及钢带 Continuous hot-dip zinc-aluminum-magnesium alloy coated steel sheets and strips for commercial, stamping and structural grades	参编 Coeditor
国家标准 National standard	钛铁 硅、锰、磷、铬、铝、镁、铜、钒、镍含量的测定电感耦合等离子体原子发射光谱法 Ferrotitanium – Determination of silicon, manganese, phosphorus, chromium, aluminum, magnesium, copper, vanadium and nickel contents – Inductively coupled plasma atomic emission spectrometric method	主编 Chief editor
	高炉用铁球团矿 Iron pellets for blast furnaces	参编 Coeditor
行业标准 Industrial standards	油气井套管和油管用热轧宽钢带 Hot-rolled wide strips for line pipe of oil and natural gas	主编 Chief editor
	增碳剂氮含量的测定甲醛法 Recarburizer – Determination of nitrogen content by formaldehyde method	
团体标准 Group standards	汽车用连续热镀锌铝硅合金镀层钢板及钢带 Continuously hot-dip aluminum-silicon alloy coated steel sheets and strips for automobiles	主编 Chief editor
	氮化硅钒铁 Ferrovanadium nitride	
	多钒酸铵 Ammonium metavanadate	

案例  
Case

公司承担的首个钢筋国际标准正式出版  
The first international standard for steel bars undertaken by the Company was officially published

2024 年 8 月，由公司作为项目负责单位修订的 ISO6934-5《预应力混凝土用钢—第 5 部分：热轧钢筋 带或不带后续处理》国际标准，通过国际标准化组织（ISO）审核并正式出版。该标准出版后，将有效增强我国该领域产品在国际的影响力和话语权，为推进钢筋实现国际标准化注入新的动力。

In August 2024, the ISO6934-5 international standard *Steel for the Prestressing of Concrete – Part 5: Hot-rolled Steel Bars with or Without Subsequent Processing*, revised by Chengde Vanadium & Titanium as the responsible organization of the project, passed the review of the International Organization for Standardization (ISO) and was officially published. After the publication of this standard, it will effectively enhance the international influence and voice of China's products in this field, and inject new impetus into promoting the international standardization of steel bars.

预应力混凝土用螺纹钢筋  
Screw-thread Steel Bars for the Prestressing of Concrete

# 以人为本 育人强企

## Putting people first, cultivating talents to strengthen the enterprise

公司牢固树立“人民至上、生命至上”理念，以高度的责任感和使命感，致力于保障员工各项权益，建立和谐的劳动关系，为员工发展提供广阔的发展平台，推动员工与企业共同发展。

The Company firmly upholds the principle of "people first, life first" and is committed to safeguarding employees' rights and interests, establishing harmonious labor relations, providing a broad development platform for employees and promoting the common development of employees and the Company.

### 员工权益保障 Protection of rights and interests of employees

公司严格按照《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，坚持在企业发展进程中注重保障员工权益，为员工提供公平、卓越、健康地成长和发展平台。

The Company strictly adheres to the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, and related legal regulations, insists on protecting employees' rights and interests during the enterprise's development process, and provides employees with a fair, excellent, and sound platform for growth and development.

### 平等雇佣 Equal employment

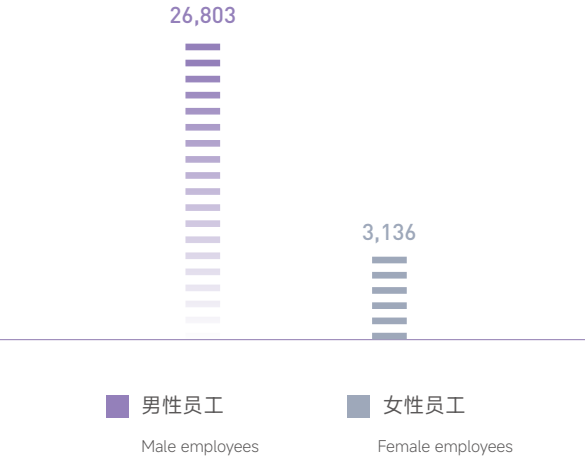
公司依法与员工签订、履行、解除劳动合同，依照公平诚信原则，禁止一切歧视与强迫劳动，反对雇用童工、职场骚扰、职场霸凌等不当行为，重视员工个人隐私，积极预防、妥善处置劳动争议事件；坚持性别、民族、信仰、年龄无差别的雇佣原则，打造公平、公正、公开的雇佣环境。全年公司未发生强迫员工劳动、践踏员工尊严、侵犯员工权益等行为。

The Company legally signs, fulfills, and terminates labor contracts with employees, adheres to the principles of fairness and integrity, prohibits all forms of discrimination and forced labor, opposes the employment of child labor, workplace harassment, workplace bullying, and other inappropriate behaviors, values employee privacy, actively prevents and properly handles labor dispute incidents. It adheres to the principle of non-discriminatory employment regardless of gender, ethnicity, belief, or age, and creates a fair, just, and open employment environment. Throughout the year, the Company did not engage in any behavior that forced employees to work, trampled on employee dignity, or violated employees' rights and interests.

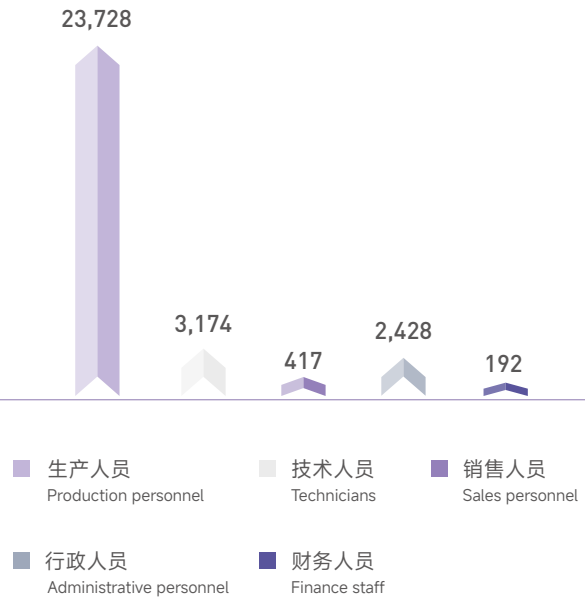


员工总数  
**29,939** 人  
Total number of employees **29,939** person

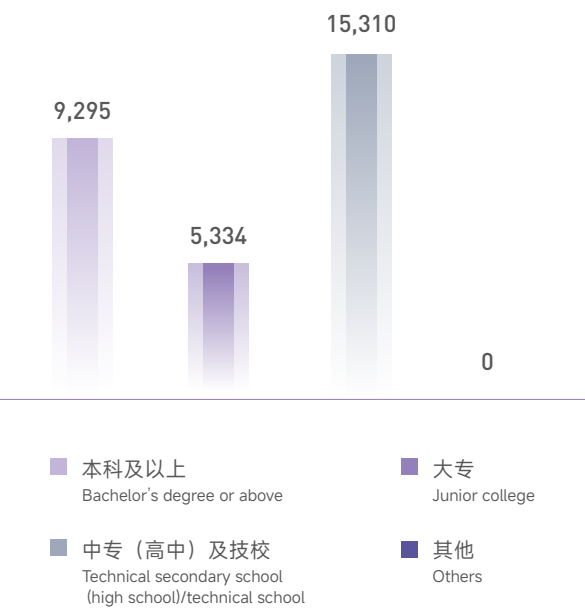
按性别分布 By gender distribution 单位：人 Unit: Person



按专业类别分布 By professional category distribution 单位：人 Unit: Person



按学历划分 By educational background 单位：人 Unit: Person





民主管理  
Democratic management

公司每年定期召开职工代表大会、先进模范代表座谈会等会议，切实发挥工会组织的重要作用；设立申诉通道，促进员工合理有效沟通，多措并举保障员工知情权、参与权。2024年，参加工会的员工比例为100%，唐山分公司获得“唐山市模范职工之家”称号。

The Company regularly holds employee representative meetings, advanced model representative symposiums, and other meetings each year, and effectively leverages the important role of the labor union. It establishes complaint channels to promote reasonable and effective communication among employees, and takes multiple measures to safeguard employees' rights and interests to know and participate in. In 2024, the proportion of employees participating in the labor union is 100%, and Tangshan Branch has been awarded the title of "Tangshan Home of Model Workers".



下属单位召开职代会  
Subsidiary organizations hold employee representative meetings



下属单位召开先进模范代表座谈会  
Subsidiary organizations hold forums for advanced model representatives

薪酬福利体系  
Remuneration and welfare system

公司严格按照国家社会保障法律法规有关规定，持续深化以价值贡献为导向的薪酬分配制度改革；按时足额为员工支付薪酬、缴纳五险一金，依法享有各项法定假期，加班和法定假期工资待遇均按照国家政策规定和公司制度执行。2024年，公司社会保险覆盖率为100%。

The Company strictly complies with the relevant provisions of national social security laws and regulations, and continuously deepens the reform of the remuneration distribution system oriented by value contribution. It timely and fully pays employees' remuneration and contributes to the five social insurances and one housing fund, legally enjoys all statutory holidays, and ensures that overtime and statutory holiday wages are executed in accordance with national policies and company regulations. In 2024, the Company's social insurance coverage rate was 100%.



赋能员工成长  
Empowering employee growth

公司不断完善人才体系，精准匹配岗位需求与员工能力，通过开展各类培训与实践活动加强人才培养，助力员工在实现自我价值的同时，为公司发展注入强劲动力。

The Company continuously improves its talent system, accurately matches job requirements with employee capabilities, and strengthens talent cultivation through various training and practical activities, to help employees realize their self-worth while injecting strong momentum into the Company's development.

管理机制  
Management mechanism

公司下设综合管理部负责管理日常事务，其中人力资源部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.

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
晋升流程不透明风险 Risk of Non-transparent promotion process	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。  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.	短期 Short-term	► 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。  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.
关键岗位人才断层风险 Risk of talent gap in key positions	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。  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.	中期 Medium-term	► 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。  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.

策略与实施路径

Strategy and implementation path

公司推进人才强企战略，健全人才制度体系，完善选拔聘用机制，努力实现专业人才市场化、干部队伍年轻化；强化人才技能培训，给员工提供充分发展和实现价值的舞台。

The Company promotes a talent-driven enterprise strategy, improves the talent system, refines the selection and recruitment mechanism, and strives to achieve marketization of professional talents and rejuvenation of the leadership team. It strengthens talent skill training, and provides employees with a stage for full development and value realization.

完善人才体系

Improving talent system

- 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;
- 积极打造与企业战略发展相适应的“有理想守信念、懂技术会创新、敢担当讲奉献”的员工队伍，充分释放企业发展活力。  
Actively build an employee team that is in line with the strategic development of the enterprise and is “ideal-driven, faith-abiding, skilled, innovative, responsible, and dedicated”, and fully unleash the vitality for the enterprise's development

畅通发展渠道

Smooth development channels

- 根据岗位类别横向对职位划分为行政管理、专业技术、生产操作三大系列，再根据岗位性质、工作能力等进行纵向划分；  
Horizontally divide positions into three major series based on job categories: administrative management, professional technology, and production operations, and then vertically divide them based on job nature and work ability;
- 健全培养选拔优秀年轻干部常态化工作机制，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；  
Improve the regular working mechanism for training and selecting outstanding young cadres, implement the four-level talent project and skill upgrading project, and systematically strengthen the construction of professional and technical talent teams and skilled talent teams.

加强人才培养

Enhancing talent training

- 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。报告期内组织新入职大学生培训和素质拓展活动，并为其制定“一对一”轮岗培养见习计划；  
Implement multi-category, precise and customized talent training programs to create an integrated training system of “production, education, research and application”. During the reporting period, organize training and quality development activities for new college students and formulate a “one-to-one” rotation training and internship program for them;
- 开展技能培训深入推进“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。  
Carry out skill training to 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.

环境篇：奏响绿色生态乐章

Environment: Playing the green ecological movement

社会篇：传递温暖民生力量

Society: Delivering warmth to people's livelihood

治理篇：筑牢坚实发展根基

Governance: Laying a solid foundation for development



案例 自主开发技能提升培训平台

Case Independently developed skills improvement training platform

2024 年，公司成功自主开发技能提升培训平台，实现从培训需求申请、培训计划编制、培训方案制定等全流程线上闭环管理，提升学习效率和体验。全年共完成培训 121 项，培训学时 1,904 学时，培训满意率 98.72%。

In 2024, the Company successfully developed an independent skill improvement training platform, which realizes online closed-loop management of the entire process from training needs application, training plan preparation, and training program formulation, thus improving learning efficiency and experience. A total of 121 training items were completed throughout the year, with 1,904 training hours and a training satisfaction rate of 98.72%.



公司举办第十二届“河钢杯”职业技能大赛

The Company host the 12th “HBIS Cup” Vocational Skills Competition



公司员工在“沙钢杯”第十届全国钢铁行业职业技能竞赛中获得历史最好成绩

The Company’s employees achieved the best result in history in the “Shagang Cup” 11th National Steel Industry Vocational Skills Competition



指标与未来计划

Indicators and future plans

指标

Indicator

2024

员工培训投入

1,040.00 万元

Investment in employee training: 1,040.00 RMB 10,000

员工培训次数

4,912 次

Times of employees training: 4,912 times

员工培训覆盖率

100 %

Employee training coverage rate: 100 %

未来计划

Future plan

2025年，公司将继续打造与企业战略发展相适应的“有理想守信念、懂技术会创新、敢担当讲奉献”的员工队伍，完善人才培训培养体系，努力为员工创造“创新有舞台，成才有支撑，奋斗有回报”的成长环境，充分释放企业发展活力。

In 2025, the Company will continue to build a team of employees who “have ideals and beliefs, understand technology and innovation, dare to take responsibility and are dedicated” in line with the Company’s strategic development, improve the talent training and cultivation system, and strive to create a growth environment for employees where “there is a stage for innovation, support for success, and rewards for hard work”, so as to fully unleash the vitality of corporate development.

加强员工关怀

Improving employee caring

公司扎实开展“我为群众办实事”实践活动，切实关怀女性员工；开展“金秋助学”活动，帮扶困难员工子女；举办乒乓球、羽毛球等员工喜闻乐见的文体活动，丰富员工业余文化生活。

The Company has solidly carried out the initiative that “I Do Practical Things for the People”, cared for female employees, carried out the “financial assistance during the autumn season” activity to help the children of employees in need, and organized cultural and sports activities such as table tennis and badminton that are popular among employees to enrich their amateur cultural life.

环境篇：奏响绿色生态乐章

Environment: Playing the green ecological movement

社会篇：传递温暖民生力量

Society: Delivering warmth to people's livelihood

治理篇：筑牢坚实发展根基

Governance: Laying a solid foundation for development

河钢股份各子分公司积极开展员工关爱活动

HBIS Limited's subsidiaries and branches actively carry out employee care activities

帮扶困难员工

Assisting employees with difficulties

承德钒钛开展“工会会员互助一日捐”活动，救助大病职工、住院职工7,730人次；  
Chengde Vanadium & Titanium launched the “One-day Donation for Labor Union Members” activity, providing assistance to 7,730 employees with serious illnesses and hospitalizations.

中厚板公司构建公司、部门和班组帮扶组织体系，利用困难补助、大病帮扶和唐山市大病互助等政策，帮助患大病员工和临时性、紧迫性困难员工。

The Heavy and Medium Plate Company established a support organization system at the Company, department, and team levels, which utilized policies such as hardship subsidies, serious illness assistance, and Tangshan City's serious illness mutual aid to help employees with serious illnesses and those facing temporary and urgent difficulties.

呵护女性员工

Care for female employees

邯郸分公司全年累计为16名女性员工及男性员工配偶办理“关爱女性”女职工重大疾病团体互助保险出险手续，并给予每人1万元补助金；

Handan Branch handled the claim procedures for the “Care for Female” group mutual insurance for serious illnesses for 16 female employees and male employees' spouses throughout the year, providing each with a subsidy of RMB 10,000.

销售分公司为女性员工特别设置专项健康体检及两癌筛查，开展婚前、孕前和孕期保健等多种专项宣教。

Sales branches set up special health check-ups and screenings for cervical and breast cancers for female employees, and conducted various special education sessions on pre-marital, pre-pregnancy, and pregnancy health care.

关心一线员工

Care for frontline employees

各子分公司持续开展“夏送清凉”活动，给坚守岗位的一线员工送上纯净水、西瓜等清凉慰问品，切实保障一线员工在高温环境下的身体健康。

Each subsidiary and branch continued to carry out the “Summer Coolness” activity, delivered pure water, watermelons, and other cooling gifts to frontline employees who remained at their posts, effectively safeguarding their health in high-temperature environments.



困难员工慰问

Condolences for employees with difficulties



“夏送清凉”活动

“Summer coolness” Activity



职工乒乓球赛

Employee Table Tennis Competition



“团团牵线 缘缘不断”七夕联谊活动

The Qixi Festival matchmaking activity with the theme that “The League Organization Acts as a Matchmaker, and the Fate Never Ends.”



# 惠泽民生 至善至美

## Benefiting the people, pursuing excellence

河钢股份在实现自身稳健运营和发展的同时，充分发挥企业社会责任的作用，响应国家乡村振兴战略，支持公益事业发展，以实际行动积极参与建立社会贡献体系。

While achieving its own stable operation and development, HBIS Limited fully leverages its role in corporate social responsibility, responds to the national rural revitalization strategy, supports the development of public welfare, and actively participates in establishing a social contribution system with practical actions.

### 助力乡村振兴 Promoting rural revitalization

公司切实抓好乡村振兴工作，高标准完成帮扶村灾后重建工作，继续推动产业帮扶、教育帮扶、消费帮扶，提升乡村振兴水平，在全面推进乡村振兴中展现国企担当。

The Company effectively carries out rural revitalization work, completes the post-disaster reconstruction work in the assisted village with high standards, continues to promote industrial assistance, educational assistance, and consumption assistance, enhances the level of rural revitalization, and demonstrates the responsibility of state-owned enterprises in comprehensively promoting rural revitalization.

#### 案例 利用光伏发电项目促进产业振兴 Case Promoted industrial revitalization with PV power generation projects

西岔村拥有丰富的太阳能资源且极低空气污染指数，有利于发展太阳能光伏发电项目。唐山分公司借助当地资源优势与政策扶持，自 2021 年起已分批投资建设完成 66kW、45kW 光伏电站，平均每年为村集体增收为 6.5 万元，收益主要用于增加村集体收入和普惠式帮扶，促进帮扶村产业振兴。

Xicha Village has abundant solar energy resources and an extremely low air pollution index, which is conducive to the development of solar PV power generation projects. Relying on local resource advantages and policy support, the Tangshan Branch has invested in the construction of 66 kW and 45 kW PV power plants in batches since 2021, which increases the collective income of the village by an average of RMB 65,000 per year. The proceeds are mainly used to increase the collective income of the village and provide inclusive assistance, and promote the revitalization of the industries in the assisted villages.



村级光伏电站产业项目  
Village-level PV power plant industrial project



公司开展“爱心助学”活动  
The Company carried out the “Love for Education” activity



公司开展“教育帮扶、情暖童心”校服捐赠活动  
The Company launched the school uniform donation activity that “educational assistance warms the hearts of children”

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Governance: Laying a solid foundation for development

### 践行社会公益 Practising social welfare

公司积极参与社会公益事业的发展进程，通过开展“雷锋月”系列活动、无偿献血、帮扶贫困群众及学生等举措，用心倾听社区需求并积极予以回应，与社区一同探讨可持续发展之路。

The Company actively participates in the development of social welfare undertakings. Through carrying out a series of activities of month for learning from Lei Feng”, blood donation, helping poor people and students and other initiatives, it listens attentively to community needs and responds positively, and explores the path of sustainable development with the community.

#### 案例 连续 28 年开展青年志愿者奉献月活动 Case Held the activity of month for young volunteer dedication for 28 consecutive years.

2024 年，承德钒钛组织 17 支志愿者服务队、100 余名青年志愿者，开展第 28 个青年志愿者奉献月活动。开展涵盖义诊、磨刀、理发、电脑维修等 20 余个便民项目，累计服务居民 600 余人次。

In 2024, Chengde Vanadium & Titanium organized 17 volunteer service teams and more than 100 young volunteers to carry out the activity of the 28th month for young volunteer dedication. We have launched more than 20 convenience projects including free medical consultations, knife sharpening, haircuts, computer repairs, etc., which has served more than 600 residents in total.



青年志愿者为群众开展手机免费贴膜服务  
Young volunteers provided free mobile phone screen protector application services for the public



公司开展“寸草心”爱老敬老志愿活动  
The Company launched the “heart of the tiny grass blade” volunteer activity of loving and respecting the elderly



公司开展“进社区送温暖”志愿活动  
The Company launched the volunteer activity of “bringing warmth to the community”





## 治理篇 筑牢坚实发展根基

Governance: Laying a solid foundation for development

### 我们的实践 Our practices

- 聚焦“学思想、强党性、重实践、建新功”的总要求，以党业融合发展构筑企业发展的坚实政治保障；

Focus on the general requirements of “learning ideology, strengthening party spirit, emphasizing practice and building new achievements” and integrate party and business development to build a solid political foundation for enterprise development;

- 以科学分工、有效制衡的治理结构规范企业运作，保障公司及全体股东合法权益；

Standardize enterprise operations with a governance structure of scientific division of labor and effective checks and balances to safeguard the legal rights and interests of the Company and all shareholders;

- 以风险管理为主线、以合规管理为基础、以制度建设为根本，为公司合规经营提供有效支撑；

Take risk management as the main line, compliance management as the foundation and system construction as the fundamental to provide effective support for the Company's compliant operations;

- 反对任何形式的商业贿赂、欺诈、垄断、不正当竞争行为，对一切违反商业道德的行为坚决零容忍；

Oppose any form of commercial bribery, fraud, monopoly, and unfair competition, and maintain zero tolerance for all behaviors that violate business ethics;

- 推进安全生产治本攻坚三年行动，以安全风险分级管控和隐患排查治理双重预防机制助力公司稳健运营。

Promote the three-year action for fundamental improvement in work safety and assist the Company's stable operation with a dual prevention mechanism of safety risk classification control and hidden danger investigation and governance.

可持续发展  
目标



SUSTAINABLE  
DEVELOPMENT  
GOALS



### 我们的成效 Our achievements

- 召开股东大会9次、董事会11次和监事会3次；

Hold 9 meetings of the Board of Shareholders, 11 meetings of the Board of Directors, and 3 meetings of the Board of Supervisors;

- 组织子公司相关业务人员170余人参加守法合规培训活动；

Organize compliance training activities for over 170 relevant business personnel from subsidiaries and branches;

- 通过投资者热线累计接听投资者电话160余次，通过“深证互动易”累计回答投资者问题74个，回复率为100%；

Receive over 160 investor calls through the investor hotline and answer 74 investor questions via “interactive platform of Shenzhen Stock Exchange” with a 100% response rate;

- 未发生客户信息安全事件和泄露客户隐私事件；

No customer information security incidents or customer privacy violations occurs;

- 安全生产投入31,099.69万元，各子公司职业健康安全管理体系认证（ISO 45001）覆盖比例达100%。

The investment in work safety reached RMB 31,099,900, with 100% coverage of occupational health and safety management system certification (ISO 45001) in all subsidiaries and branches.



# 强根铸魂 党建引领

## Strengthening the root, casting the soul, leadership of Party building

河钢股份认真学习习近平新时代中国特色社会主义思想，深刻领悟“两个确立”的意义，不断提高“两个维护”的政治自觉，聚焦“学思想、强党性、重实践、建新功”的总要求，切实推动党建工作更加紧密地融入生产经营，全面夯实清廉国企建设根基，构建风清气正的政治生态，为企业实现高质量发展提供更加坚强有力的政治保障。

HBIS Limited earnestly studies Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, deeply understands the significance of the “two establishments”, continuously enhances the political consciousness of the “two safeguards”, focuses on the general requirements of “studying thought, strengthening party spirit, emphasizing practice, and building new achievements”, effectively integrates Party building more closely into production and operation, comprehensively consolidates the foundation of building a clean state-owned enterprise, constructs a political ecosystem with integrity and righteousness, and provides stronger political guarantees for the Company’s high-quality development.

### 深化笃学践行 Deepening study and practice

公司充分发挥“把方向、管大局、保落实”政治核心和组织引领作用，坚持开展理论学习，落实“第一议题”制度，促进主题先锋赛与生产经营深度融合；按月评选优秀党员先锋岗，按季度评选劳动竞赛优胜单位，在安全运行、降低成本、绿色发展等方面发挥了党员先锋模范作用。以“一支部一品牌”为目标，形成“党员大讲堂”赋能新质生产力发展、“财实★环清”等多项品牌工作，党员先锋模范作用更加凸显，党支部战斗堡垒作用持续增强。

The Company fully leverages the political core and organizational leadership role of “setting the direction, managing the overall situation, and ensuring implementation”, persists in carrying out theoretical studies, implements the “first issue” system, and promotes the deep integration of theme pioneer competitions with production and operation, select outstanding Party members as pioneers on a monthly basis, and select labor competition winners on a quarterly basis. It has played the vanguard and exemplary role of Party members in aspects such as safe and smooth operation, cost reduction, and green development. Aiming at the goal of “one Party branch, one brand”, a number of brand initiatives have been formed, including the “Party Member Lecture Hall” that empowers the development of new productive forces and the “Finance & Assets ★ Environmental Cleanliness”. The vanguard and exemplary role of Party members has become more prominent, and the role of the Party branch as a fighting fortress has been continuously strengthened.



公司开展党的二十届三中全会宣讲会

The Company held a briefing session on the Third Plenary Session of the 20th CPC Central Committee



公司对基层党群组织开展全覆盖实地督导检查

The Company conducted on-site supervision and inspection of primary Party and mass organizations with full coverage

### 党风廉政建设 Party conduct and integrity construction

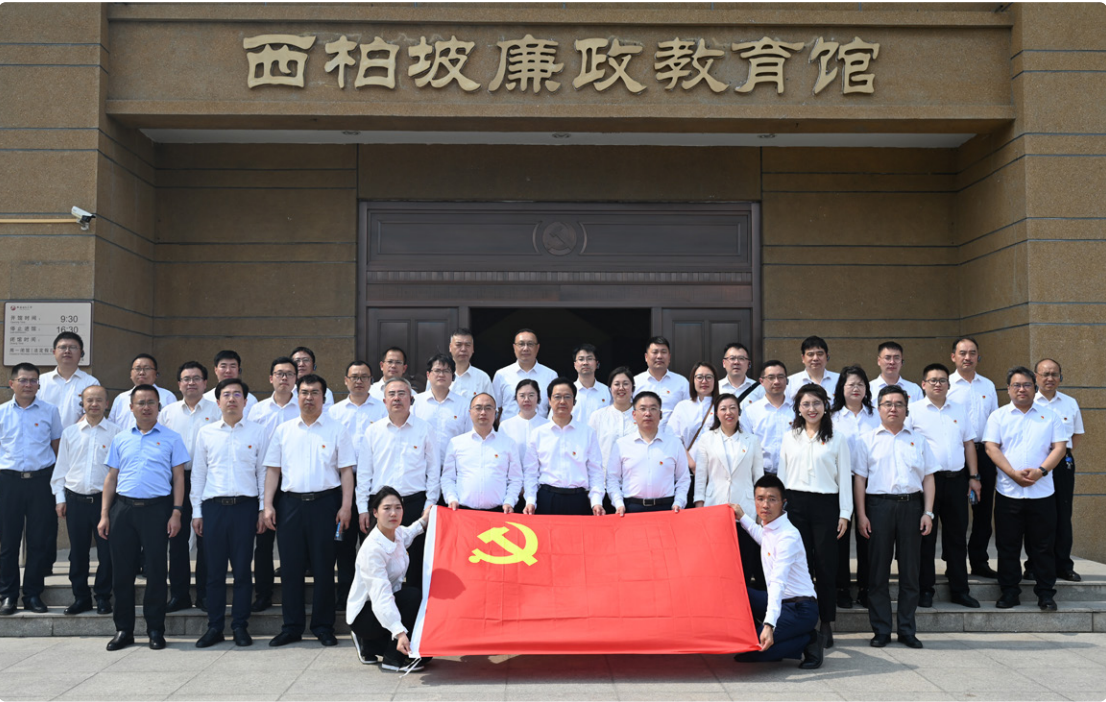
公司持续巩固拓展党纪学习教育成果，组织党员学习《中国共产党党员网络行为规定》，组织纪检干部参加集团办案实战演练培训、学习纪检监察干部行为规范等内容，锻造政治过硬本领高强的纪检监察铁军；开展“双争”有我，家风传承”善美家风故事征集活动和新提职干部“七个一”廉洁教育，叫响“清廉河钢”廉洁文化品牌，多维发力推进清廉国企建设。

The Company continues to consolidate and expand the achievements of Party discipline study and education, organizes Party members to study the *Regulations on the Online Behaviors of Members of the Communist Party of China*, arranges for discipline inspection cadres to participate in the Group’s case-handling practical training, learns the norms of behavior for discipline inspection and supervision cadres, forges a strong discipline inspection and supervision force with high political competence. It carries out the solicitation activity of stories about “virtuous family traditions: ‘striving for excellence’, passing on family traditions” and the “seven ones” integrity education for newly promoted cadres, to promote the “Clean HBIS” integrity culture brand, and advance the construction of a clean state-owned enterprise through multiple aspects.

#### 案例 公司举办党纪学习教育主题党日 Case The Company holds a Party discipline education themed Party day

2024年5月10日，采购分公司、河钢材料院深入推进党建共建，齐聚革命圣地西柏坡，联合组织开展“党纪学习教育”主题党日，进一步强化遵纪、守纪的自觉，增强拒腐防变的能力。

On May 10, 2024, Procurement Branch, and HBIS Material Institute deepened their Party building collaboration, gathered at the revolutionary holy site of Xibaipo, and jointly organized the Party theme day with the theme of “study and education of Party disciplines”, to further strengthen the awareness of compliance and discipline, and enhance the ability to repeal the corrupting influence.



党纪学习教育主题党日

Party Theme Day on Party Discipline Education



高效履职 规范治理

Efficient performance of duties and standardized governance

河钢股份致力于构建科学完备、高效协同的公司治理体系，加强合规管理与风险管控，打造风清气正的企业生态；精准回应投资者关切，持续增强投资者对公司的信任与认可，以良好的市场形象汇聚各方力量，共同推动公司在高质量发展道路上稳步迈进。

HBIS Limited is committed to building a scientific, comprehensive, and highly efficient corporate governance system, strengthening compliance management and risk management and control, and creating a clean and upright corporate ecosystem. It accurately responds to investor concerns, continuously enhances investor trust and recognition, and gathers various forces with a good market image to jointly promote the Company's steady progress on the path of high-quality development.

完善治理机制 Improving governance mechanism

公司具有完善的治理架构，股东大会是公司最高权力机构，严格按照相关法律法规召集、召开和议事表决，切实保障公司和全体股东的合法权益。股东大会、董事会、监事会和高管层分工明确、权责清晰，形成权力机构、决策机构、监督机构和经营机构之间科学分工、有效制衡的治理结构。2024年，公司召开股东大会9次、董事会11次和监事会3次。

The Company has a well-established governance architecture. The Board of Shareholders is the highest authority of the Company, and its meetings are strictly convened, held, and voted in accordance with relevant laws and regulations, to effectively safeguard the legitimate rights and interests of the Company and all shareholders. The Board of Shareholders, Board of Directors, Board of Supervisors and Senior Executive have clear division of labor and clear powers and functions, forming a governance architecture with scientific division of labor and effective checks and balances among power organs, decision-making body, supervisory organs and operating organs. In 2024, the Company held 9 meetings of the Board of Shareholders, 11 meetings of the Board of Directors, and 3 meetings of the Board of Supervisors.

2024

召开股东大会

9次

held 9 meetings of the Board of Shareholders

董事会

11次

11 meetings of the Board of Directors

监事会

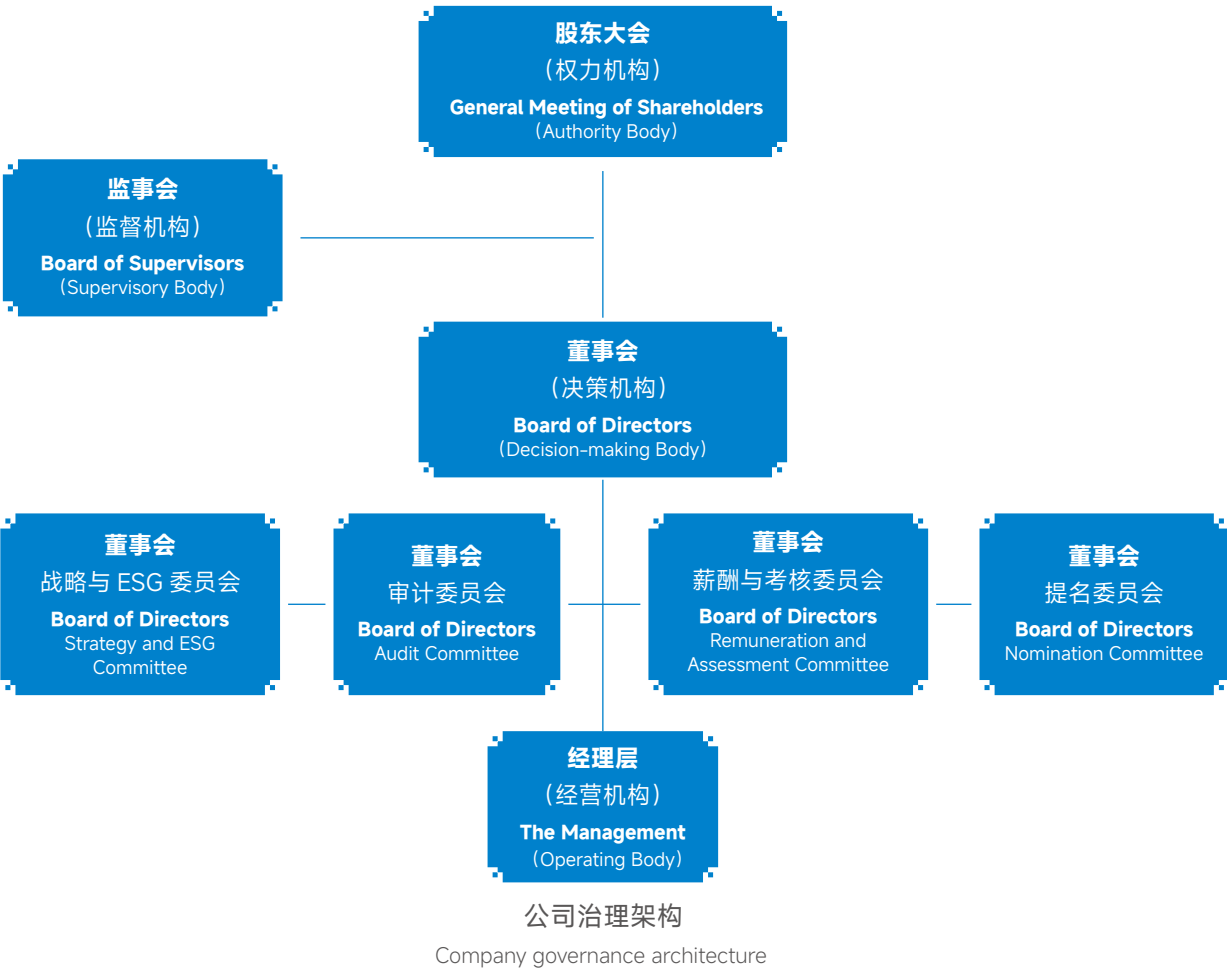
3次

3 meetings of the Board of Supervisors

环境篇：奏响绿色生态乐章  
Environment: Playing the green ecological movement

社会篇：传递温暖民生力量  
Society: Delivering warmth to people's livelihood

治理篇：筑牢坚实发展根基  
Governance: Laying a solid foundation for development



董事会 Board of Directors

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。

It has 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.

监事会 Board of Supervisors

由3名成员组成，包括1名职工代表监事，切实行使监察、督促职能。

It is composed of 3 members, including 1 employee representative supervisor, who effectively exercises supervisory and oversight functions.

高级管理层 Board of Supervisors

包括总经理、副总经理、总会计师、董事会秘书等，拥有丰富的专业技术和管理经验，专业知识涵盖生产运营、科技创新、质量管理等多个领域。

It includes the General Manager, Deputy General Manager, Chief Accountant, Secretary of the Board of Directors, etc., who possess extensive professional technical and management experience, and whose expertise covers production operation, technological innovation, quality management, and other fields.

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					
非独立董事 Non-independent director									
王兰玉 Wang Lanyu	59	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	◎	◎		◎	◎
许斌 Xu Bin	59	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	◎	◎		◎	
谢海深 Xie Haishen	59	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	◎				
邓建军 Deng Jianjun	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	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	◎				
张爱民 Zhang Aimin	53	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、供应链管理、低碳绿色发展管理经验 Have extensive experience in financial management, supply chain management, and low-carbon green development management in the steel industry	◎				

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					
胡月明 Hu Yueming	38	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	◎	◎			◎
独立董事 Independent director									
高栋章 Gao Dongzhang	72	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	◎		◎	◎	◎
马莉 Ma Li	61	女 Female	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	◎		◎		◎
王书桓 Wang Shuhuan	60	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	◎	◎	◎	◎	◎
刘青 Liu Qing	57	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	◎	◎		◎	



投资者关系管理 Investor relations management

公司高度重视投资者关系管理工作，规范公司对外信息披露行为，及时向投资者披露公司经营情况及业务进展，不断拓展与投资者沟通交流的渠道，保护投资者的合法权益。

The Company attaches great importance to investor relations management, standardizes the Company's external information disclosure, promptly discloses the Company's operating status and business progress to investors, continuously expands channels for communication with investors, and protects the legitimate rights and interests of investors.

加强信息披露

Enhancing information disclosure

公司严格按照《上市公司信息披露管理办法》等法律法规及《河钢股份有限公司章程》的有关要求，着力构建以信息披露为重点的制度规则体系，建立常态化的信息披露内部审核流程，认真履行信息披露义务，不断提高信息披露质量，确保信息披露及时、公平，保证披露内容的真实、准确、完整。

The Company strictly adheres to the *Administrative Measures on Information Disclosure by Listed Companies* and other relevant laws and regulations, as well as the requirements of the *Articles of Association of HBIS Limited Co., Ltd.*, focuses on building a system of rules and regulations centered on information disclosure, establishes a normalized internal review process for information disclosure, earnestly fulfills the obligation of information disclosure, continuously improves the quality of information disclosure, ensures timely and fair information disclosure, and guarantees the truthfulness, accuracy, and completeness of the disclosed content.

投资者沟通

Communication with investors

公司高度重视与利益相关方保持良好的沟通，采用业绩说明会、“一图看懂”等渠道向利益相关方展示公司经营状况，利用 ESG 报告、公司官网、公司年报及其他合作的媒体单位等渠道披露 ESG 信息，通过深证互动易、投资者热线、校企交流等形式与利益相关方保持沟通，维护利益相关方的知情权、参与权、表达权和监督权。2024 年，公司通过投资者热线累计接听投资者电话 160 余次，通过“深证互动易”累计回答投资者问题 74 个，回复率为 100%。

The Company attaches great importance to maintaining good communication with stakeholders, uses channels such as performance briefings and “one-picture explanations” to showcase the Company's operating status to stakeholders, discloses ESG information through ESG reports, the Company's official website, annual reports, and other cooperative media outlets, maintains communication with stakeholders through platforms such as interactive platform of Shenzhen Stock Exchange, investor hotlines, and school-enterprise exchanges, and safeguards stakeholders' rights to know, participate, express, and supervise. In 2024, the Company received over 160 investor calls through the investor hotline and answered 74 investor questions via “interactive platform of Shenzhen Stock Exchange” with a 100% response rate.

务实求真 合规经营

Being practical and realistic, compliant operation

河钢股份始终以合规经营为原则，确保公司在相关法律法规、行业准则和道德标准的规范下发展，完善内控制度建设，确保各业务领域、各环节、各岗位的合规管理要求落到实处，不断提升公司内控合规管理水平和治理能力。

HBIS Limited always adheres to the principle of compliant operation, ensures the Company's development under the norms of relevant laws and regulations, industry standards, and ethical standards, improves the construction of internal control systems, ensures that compliance management requirements are implemented in all business areas, links, and positions, and continuously enhances the Company's internal control compliance management level and governance capabilities.

强化合规管理 Strengthening compliance management

公司不断完善合规管理机制，创新合规管理举措，严守法律合规底线，厚植法治与合规管理文化，切实发挥法律合规对公司生产经营的服务、支持、保障和促进作用，在依法合规的轨道上实现公司高质量发展。

The Company continuously improves its compliance management mechanisms, innovates compliance management measures, strictly adheres to the bottom line of legal compliance, fosters a culture of rule of law and compliance management, and effectively leverages legal compliance to serve, support, safeguard, and promotes the Company's production and operation, thus achieving high-quality development on the track of legal compliance.

管理机制

Management mechanism

公司设立合规委员会，各部门设置专兼职合规专员；合规委员会下设办公室，在委员会领导下开展工作，具体负责体系建设的协调、指导和日常管理工作，办公室所在部门为合规管理体系建设的工作牵头部门；业务（职能）部门是合规管理体系建设的首要责任单位，负责本部门、本领域内合规管理的具体工作。

The Company has established the Compliance Committee. Each department sets up full-time or part-time compliance officers; the Compliance Committee has an office that operates under the Committee's leadership, which is specifically responsible for coordinating, guiding, and managing the daily operations of the system construction, and the office's department is the lead department for the construction of the compliance management system; business (functional) departments are the primary responsible departments for the construction of the compliance management system, which is responsible for the specific compliance management work within their departments and fields.

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,公司全面识别各部门、各岗位存在的合规风险,定期进行风险评估,识别潜在风险点,并制定相应的风险应对措施;建立应遵守的法律法规义务库、内部规章制度清单和应遵照的职业道德规范,切实防范合规管理风险;依据《企业内部控制基本规范》及其配套指引,将公司及子分公司的主要业务和事项纳入内部控制的监督和评价范围,并加强对关联交易、对外担保、募集资金使用、重大投资和信息披露等活动的控制,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. Therefore, the Company comprehensively identifies compliance risks existing in various departments and positions, conducts regular risk assessments, identifies potential risk points, and formulates corresponding risk response measures. It establishes a library of legal and regulatory obligations to be complied with, a list of internal rules and regulations, and professional ethics to be followed, thus effectively preventing compliance management risks. According to the Basic Norms of Enterprise Internal Control and its supporting guidelines, it includes the main business and matters of the Company and its subsidiaries and branches in the scope of internal control supervision and evaluation, and strengthens the control of related transactions, external guarantees, use of raised funds, major investments, and information disclosure activities, to ensure that all business activities are legal, compliant, and risks are controllable.

策略与实施路径

Strategy and implementation path

公司以风险管理为主线、以合规管理为基础、以制度建设为根本,持续推进合规内控风险一体化建设,实现组织更加健全、制度更加完善、运行机制更加顺畅、员工合规更加牢固,切实为公司高质量发展提供有效的合规支撑。2024年,公司组织子分公司相关业务人员170余人参与国务院国资委、河北省国资委、中国钢铁工业协会、中国上市公司协会举办的学习民法典、法治大讲堂、证券知识等守法合规培训活动。

The Company takes risk management as the main line, compliance management as the foundation, and system construction as the fundamental, to continuously promote the integrated construction of compliance, internal control, and risk management, achieve a more robust organization, more perfect systems, smoother operating mechanisms, and more solid employee compliance, and effectively provide strong compliance support for the Company's high-quality development. In 2024, the Company organized more than 170 relevant business personnel from subsidiaries and branches to participate in legal compliance training activities such as learning the Civil Code, rule of law lectures, and securities knowledge, hosted by the State-owned Assets Supervision and Administration Commission of the State Council, the State-owned Assets Supervision and Administration Commission of Hebei Province, the China Iron and Steel Association, and the Association for Public Companies.



公司开展“国家宪法日”系列普法宣传活动

The Company conducted a series of legal publicity activities for "national constitution day"



公司组织员工观看普法视频

The Company organized employees to watch legal education videos

环境篇：奏响绿色生态乐章

Environment: Playing the green ecological movement

社会篇：传递温暖民生力量

Society: Delivering warmth to people's livelihood

治理篇：筑牢坚实发展根基

Governance: Laying a solid foundation for development

指标与未来计划

Indicators and future plans

指标

Indicator

2024

守法合规培训人次

40,658 人次

Person-time of compliance trainings: 40,658

守法合规培训次数

166 次

Number of compliance trainings: 166 times

未来计划

Future plan

持续推进公司内控、风险和合规管理一体化建设,积极推进重大风险防范化解工作,加快补充相关管理制度。

Continuously promote the integrated construction of internal control, risk, and compliance management, actively advance the prevention and resolution of major risks, and accelerate the supplementation of relevant management systems.

强化对子分公司诉讼案件的指导,妥善处理历史遗留重大疑难案件;处置已发生的舆情期间,减少或降低舆情带来的不良影响。

Strengthen guidance on litigation cases of subsidiaries and branches, properly handle major historical difficult cases. During the handling of occurred public opinion incidents, reduce or mitigate the adverse effects brought by public opinion.

围绕唐钢新区二期项目、邯钢新区以及相关子分公司增资等重点项目,确保规章制度、重大事项、重大合同法律审核率达到100%。

Focusing on key projects such as the Phase II Tangsteel New Manufacturing Base, Hansteel New Manufacturing Base, and capital increases of related subsidiaries and branches, ensure that the legal review rate of regulations, major matters, and major contracts reaches 100%.

以真实案例解析、线上和线下相结合等多种方式,组织董监高和员工参加相应的培训班,加大合规宣导力度。

Organize directors, supervisors, senior management, and employees to participate in relevant training courses with various methods such as real case analysis, online and offline combination, and increase compliance advocacy efforts.



恪守商业道德 Adhering to business ethics

公司严格遵守《中华人民共和国反不正当竞争法》《关于禁止商业贿赂行为的暂行规定》等法律法规，反对任何形式的商业贿赂、欺诈、垄断、不正当竞争行为，对一切违反商业道德的行为坚决零容忍。报告期内，公司未发生任何不正当竞争事件。

The Company strictly complies with the *Anti-unfair Competition Law of the People's Republic of China*, the *Interim Provisions on Banning Commercial Bribery* and other laws and regulations, opposes any form of commercial bribery, fraud, monopoly, and unfair competition, and maintains zero tolerance for all behaviors that violate business ethics. During the reporting period, the Company did not experience any unfair competition incidents.

构建高效监督模式 Building an efficient supervision model

健全监督信息会商交流、问题线索联动处置、共性问题协同检查、监督成果整合利用4项机制，梳理完善监督制度42项，细化制定“监督任务”39项，形成全面覆盖、贯通协同、权威高效的监督体系。

Improve 4 mechanisms: supervision information consultation and exchange, joint handling of problem clues, coordinated inspection of common issues, and integrated use of supervision results, sort out and improve 42 supervision systems, refine and formulate 39 “supervision tasks”, and form a comprehensive, interconnected, authoritative, and efficient supervision system.

加强问题线索处置 Strengthening handling of problem clues

执行查办工作指导体系，运用检举控告平台精准做好问题线索处置，严控案件查办全过程，突出安全、质量、效率。

Implement the investigation and handling guidance system, use the whistleblowing platform to accurately handle problem clues, strictly control the entire process of case investigation, and emphasize safety, quality, and efficiency.

纠治“四风”问题 Correcting the problem “four forms of decadence”

紧盯重要节点，超前部署并开展狠刹违规吃喝歪风集中整治。全年共落实整改措施521项，深入开展明察暗访179次，有效防范贪污、腐败、不正当竞争等行为。

Focus on important nodes, deploy in advance, and carry out a concentrated rectification to curb the unhealthy trend of illegal eating and drinking. Throughout the year, 521 rectification measures were implemented, and 179 in-depth inspections and undercover visits were conducted, to effectively prevent corruption, graft, unfair competition, and other behaviors.



2024

接受反商业贿赂及反贪污培训的董事人数

11人

Number of directors participating in anti-commercial bribery and anti-corruption training: 11 Person

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

100%

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

5人

Number of management personnel participating in anti-commercial bribery and anti-corruption training: 5 Person

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

100%

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

29,939人

Number of employees participating in anti-commercial bribery and anti-corruption training: 29,939 Person

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

100%

Percentage of employees participating in anti-commercial bribery and anti-corruption training to total number of employees: 100 %

保障信息安全 Protection of information security

公司自主研发信息化系统，用于客户数据信息的安全管理；制定《客户主数据管理办法》，以完善的管理流程规范系统权限使用；与多家客户签署相关协议，明确规定数据保护范围与时效性，不滥用客户信息，不将客户信息泄露给未经授权的第三方；定期组织开展信息安全培训，提高员工数据安全意识 and 应对能力。2024年，公司未发生客户信息安全事件和泄露客户隐私事件。

The Company has independently researched and developed an information system for the security management of customer data information; formulated the *Measures for Customer Master Data Management* to standardize system permission usage with a comprehensive management process, signed relevant agreements with multiple customers, to clearly define the scope and timeliness of data protection, not misuse customer information, and not disclose customer information to unauthorized third parties, regularly organize information security training to enhance employees' data security awareness and response capabilities. In 2024, no customer information security incidents or customer privacy violations occurred in the Company.

# 安全筑基 护航生产

## Safety foundation, escorting production

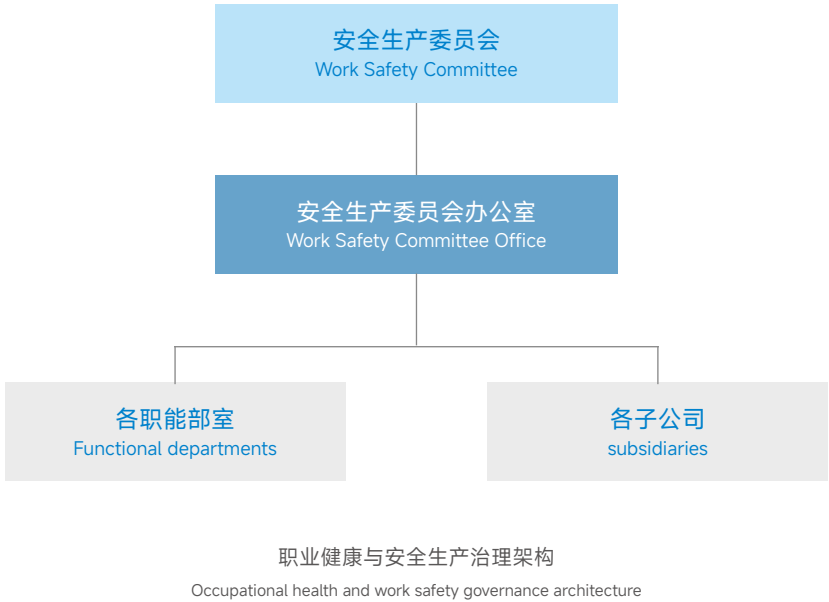
河钢股份严格落实“一岗双责”“三管三必须”要求，扎实推进安全生产治本攻坚三年行动，创新开展安全管理标准化作业区建设，积极开展安全宣传培训工作，持续加大隐患排查治理力度，切实提高员工的安全意识和履职能力。

HBIS Limited strictly implemented the “dual responsibilities for one position” and “three management and three musts” requirements, solidly advanced the three-year action plan to address the root causes of work safety, innovatively carried out the construction of standardized safety management work zones, established and improved labor protection management organizations within the labor union, actively conducted safety publicity and training, and continuously increased efforts in hazard identification and management, effectively enhancing employees’ safety awareness and job performance capabilities.

### 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.



### 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，构建并完善了安全风险分级管控和隐患排查治理双重预防机制，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。

The Company’s risks related to occupational health and work safety are concentrated in the business 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, implements differentiated control strategies, and advancing the accident prevention checkpoints, the Company continuously enhances its overall safety risk prevention capabilities.

业务环节 Business process	重点管控风险 Key risks under control	风险管理措施 Risk management measures
炼铁工序 Iron-making process	高炉炉缸烧穿、煤气泄漏 Blast furnace hearth burn-through, gas leakage	<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 Steelmaking process	钢水飞溅、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 certificates.</li></ul>
轧钢工序 Steel rolling process	机械卷入伤害、高温烫伤 Mechanical entanglement injuries, high-temperature burns	<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 flame-retardant clothes, and conduct safety disclosure every shift.</li></ul>
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

公司严格遵守《中华人民共和国安全生产法》《生产安全事故应急预案管理办法》等法律法规，制定《安全生产责任制》《安全生产教育培训管理制度》《安全风险分级管控和事故隐患治理制度》等多项制度与管理办法。公司董事长与各子分公司负责人签署《安全生产目标责任书》，落实上级部门各项安全工作部署，逐级压实安全责任，有效提高相关负责人在各个环节的安全管控能力。

The Company strictly complies with laws and regulations such as the *Work Safety Law of the People's Republic of China* and the *Management Measures for Work Safety Accident Emergency Plans* and has formulated multiple systems and management measures including the *Work Safety Responsibility System*, *Work Safety Education and Training Management System* and *Safety Risk Classification Control and Accident Hidden Danger Management System*. The Company's Chairman signs the Work Safety Target Responsibility Letter with the heads of subsidiaries and branches, implementing various safety work deployments from higher authorities, gradually compacting safety responsibilities and effectively improving the safety control capabilities of relevant responsible persons in all aspects.

### 开展隐患排查

Conduct identification  
of potential hazards

公司扎实开展风险分级管控与隐患排查治理工作，聚焦重大事故隐患专项排查整治，突出熔融金属、矿山、危化品、建筑施工、道路交通等重点领域，采用季度检查、专项巡查、安全帮扶指导以及外部专家安全诊断交流等多种形式，深入开展排查整治行动，确保存量隐患整改到位、增量隐患动态清零。

The Company rigorously conducts risk classification control and hazard identification and investigation, focuses on major accident hazard special inspections, emphasizing key areas such as molten metals, mining, hazardous chemicals, construction, and road traffic. Various methods, including quarterly inspections, special patrols, safety assistance guidance, and external expert safety diagnosis exchanges, are used to deeply carry out investigation and rectification actions, to ensure existing hazards are addressed and new hazards are dynamically eliminated.



河钢股份党委书记、董事长王兰玉督导安全生产工作  
Wang Lanyu, Party Secretary and Chairman of HBIS Limited supervises the work safety

### 完善应急管理

Improve emergency  
management

公司高度重视突发事件的防范与应对工作，不断提升应急处置能力，邀请外部专家团队梳理天然气、粗苯、煤气等危化品应急预案并进行优化和完善；在“安全生产月”“消防宣传月”等活动中，广泛组织开展应急演练活动，通过模拟实战有效提升应急预案的科学性和可操作性。

The Company attaches great importance to the prevention and response to emergencies, to continuously improve emergency response capabilities. External expert teams are invited to optimize and improve emergency plans for hazardous chemicals such as natural gas, crude benzene, and gas. During events like “Work Safety Month” and “Fire Safety Awareness Month”, extensive emergency drills are organized to enhance the scientific and practical aspects of emergency plans through simulated scenarios.



消防应急演练  
Fire Emergency Drill



安全宣传咨询日活动  
Safety Publicity and Consultation Day Activity



提升安全意识  
Enhance safety  
awareness

公司严格实施安全绩效考核，推动安全责任从“被动落实”向“主动担当”转变，开展安全承诺、安全管理标准化作业区创建、安全管理能力提升等一系列活动，确保全员安全责任意识入脑入心、落实落地。

The Company strictly implements safety performance assessments, promotes the transformation of safety responsibilities from "passive implementation" to "active commitment" and carries out a series of activities such as safety commitments, the creation of standardized safety management work areas and the improvement of safety management capabilities to ensure that the awareness of safety responsibilities is deeply ingrained and effectively implemented among all employees.



组织各子分公司逐级签订安全承诺书，确保责任层层传导、落实到岗到人；

Organize subsidiaries and branches to sign safety commitment letters at all levels, to ensure that responsibilities are conveyed and assigned to specific positions and individuals;



研究编制安全管理标准化作业区创建方案和评价标准，并在主体生产单位开展示范创建工作，强化基层的安全管理；

Discuss and prepare the creation scheme and evaluation standard for safety management standardization work zones, and carry out demonstration creation work in main production organizations to strengthen basic safety management;



通过视频交流、现场互动、网络分享等形式，组织开展作业长安全管理能力提升研讨和专业部门部长谈安全系列交流，进一步落实“三管三必须”工作。

Organize discussions to enhance the safety management capabilities of work supervisors and a series of exchanges where department heads talk about safety through video exchanges, on-site interactions, and online sharing, to further implement the work of "three management and three musts".



安全管理素质能力提升培训会  
Safety Management Quality and Capability Enhancement Training Session



安全管理标准化作业区实操培训  
Practical Management Quality and Capability Enhancement Training Session

职业健康安全  
Occupational health  
and safety

公司严格遵守《中华人民共和国职业病防治法》《工作场所职业卫生监督管理规定》等法律法规，本着“遵守法规、安全健康、持续改进、绿色发展”健康安全管理方针，通过采取培训、体检、职业病危害因素检测等多样化的措施，不断提升全体员工职业卫生素养和身心健康。2024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 strictly complies with the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, the *Provisions on the Supervision and Administration of Occupational Health at Work Sites* and other laws and regulations. Adhering to the health and safety management policy of "compliance with laws and regulations, safety and health, continuous improvement, and green development", the Company continuously improves the occupational health literacy and physical and mental health of all employees through various measures such as training, physical examinations, and occupational hazard factor detection. In 2024, the coverage ratio of the occupational health and safety management system certification (ISO 45001) in all subsidiaries and branches of HBIS Limited reached 100%.



公司开展“关爱职工健康，保障生产安全”活动之心肺复苏观摩  
The Company conducted the activity of "care for employee health, guarantee for work safety" - cardiopulmonary resuscitation observation



公司组织员工进行体检  
The Company organized employees to take regular physical examinations

指标和目标 Indicators and goals

2024 年安全生产主要目标、指标完成情况  
Completion status of main work safety goals and indicators in 2024

- 杜绝工亡事故  
Prevent fatal accidents
- 保障安全投入的足额提取和使用  
Ensure the full extraction and use of safety investments
- 特种作业人员持证上岗率 100%  
100% rate of special operators with corresponding certificates
- 新员工三级安全教育率 100%  
100% three-level safety education rate for new employees
- 确保新、改、扩建项目安全“三同时”100% 落实  
Ensure 100% implementation of safety "three simultaneities" for new, modified, and expanded projects
- 事故隐患整改率 100%  
100% accident hazard rectification rate
- 完成  
Completed





## 未来展望 Future prospects

回顾2024年，河钢股份在ESG领域实现了跨越式发展，以智能制造和绿色低碳为核心，推动全产业链升级，彰显其在环境治理和社会责任领域的领先地位。

Looking back at 2024, HBIS Limited achieved leapfrog development in the ESG field, drove the upgrade of the entire industrial chain with a focus on intelligent manufacturing and green low-carbon initiatives, and demonstrated its leading position in environmental governance and social responsibility.

逐梦前行志不休，携手并肩绘锦秋。展望2025年，公司将在集团的有力引领下，以更高目标引领高质量发展，坚守“打造具有全球竞争力的世界一流钢铁企业”的目标追求，凝心聚力、开拓进取、全力以赴、务实笃行，肩负国企担当，加快变革创新，提升发展质量，在钢铁行业的激烈竞争中破浪前行，闯出高端化、智能化、绿色化发展新道路，开创高质量发展新格局。

Keep chasing dreams with unwavering determination, and join hands and stride forward together to paint a splendid autumn. Looking ahead to 2025, under the strong leadership of the Group, the Company will aim for higher goals to lead high-quality development, adhere to the pursuit of “building a world-class steel enterprise with global competitiveness”, unite efforts, forge ahead, spare no pains, be practical and diligent, shoulder the responsibilities of a state-owned enterprise, accelerate transformation and innovation, enhance development quality, navigate the fierce competition in the steel industry, and carve out a new path for the high-end, intelligent, and green development, to create a new pattern of 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 Hansteel New Manufacturing Base	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

	指标 Indicator	单位 Unit	2022	2023	2024
环境绩效 Environmental performance	环境管理 Environmental management				
	环保投入 Environmental investment	万元 RMB 10,000	203,034	161,000	181,000
	新建项目环评通过率 Environmental impact assessment approval rate for new projects	%	100	100	100
	办公用电量 Office electricity consumption	万千瓦时 Ten thousand kWh	1,135	1,043	1,151
	办公用水量 Office water consumption	万吨 Ten thousand t	39.72	34.35	23.31
	办公用纸量 Office paper consumption	包 Bag	24,023	20,802	13,149
	能源利用 Energy utilization				
	能源总消耗量 <sup>3</sup> Total energy consumption <sup>3</sup>	万吨标准煤 Ten thousand tce	1,739	1,635	1,643
	清洁能源发电项目 Clean energy power generation project	千瓦时 kWh	3,213,995	2,896,664	3,173,312
	外购清洁能源电量 Purchased clean energy electricity	兆瓦时 MWh	/	/	587,676
	污染物排放 Pollutant emission				
	废气（主要污染物）排放量 Exhaust gas (main pollutant) emission	吨 Ton	20,983	15,579	14,673
	吨钢二氧化硫排放量 Sulphur dioxide emission per ton of steel	千克 / 吨粗钢 Kg/ton of crude steel	0.17	0.15	0.11
吨钢烟粉尘排放量 Dust and particulate emissions per ton of steel	千克 / 吨粗钢 Kg/ton of crude steel	0.21	0.17	0.16	

<sup>3</sup> 由于统计范围发生变化，故 2022 年、2023 年数据有所变动。  
<sup>3</sup> Due to changes in the statistical scope, the data for 2022 and 2023 have fluctuated.



指标 Indicator		单位 Unit	2022	2023	2024
环境绩效 Environmental performance	水资源利用 Utilization of water resources				
	年度用水总量 <sup>4</sup> Annual water consumption <sup>4</sup>	万吨 Ten thousand t	7,087.62	6,506.86	6,481.42
	节水量 <sup>5</sup> Water saving amount <sup>5</sup>	万吨 Ten thousand t	/	580.76	25.44
	吨钢耗新水量 Fresh water consumption per ton of steel	吨 Ton	2.42	2.39	2.33
	循环用水量 Recycled water consumption	万吨 Ten thousand t	462,702.07	453,400.97	506,834.52
	废水外排量 <sup>6</sup> Waste water emission <sup>6</sup>	立方米 m <sup>3</sup>	1,110,766	821,801	0
	废弃物处理 Waste disposal				
	废弃物循环利用率 Wastes recycled	万吨 Ten thousand t	631	721	921
	固废综合利用率 Comprehensive utilization rate of solid waste	%	100	100	100
	无害废弃物产生量 Harmless waste generation	万吨 Ten thousand t	1,244.48	1,357.37	1,529.08
	有害废弃物产生量 <sup>7</sup> Harmful waste generation <sup>7</sup>	吨 Ton	20,564.07	17,801.07	46,426.84
	温室气体排放 Greenhouse gas emission				
	温室气体排放总量 <sup>8</sup> Total greenhouse gas emission <sup>8</sup>	万吨二氧化碳当量 Ten thousand t CO <sub>2</sub> e	/	5,281	5,405
	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	5,222
	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	/	263	183

<sup>4</sup> 相较于上一报告期，统计口径变更为不包含循环水，故 2022 年、2023 年数据有所差别。  
<sup>4</sup> Compared to the previous reporting period, the statistical caliber has been changed to exclude circulating water, hence the data for 2022 and 2023 differ.

<sup>5</sup> 因“年度用水总量”统计口径发生变化，该指标相应进行调整。  
<sup>5</sup> Due to changes in the statistical caliber of “annual total water consumption”, hence the data for 2023 has been adjusted accordingly.

<sup>6</sup> 2024 年之前，子公司邯宝公司经综合污水处理站处理后的中水少部分外排沁河，2023 年底邯宝公司通过优化工序用水结构，采用分质供水，中水全部回收利用，取消了河道排水口。2024 年，公司废水全部回收利用，实现了废水零外排。  
<sup>6</sup> Before 2024, a small portion of the reclaimed water from Hanbao Company was discharged into the Qin River after processing at the comprehensive sewage treatment plant. By the end of 2023, Hanbao Company had optimized its water usage structure by adopting a dual water supply system, enabling full recycling of reclaimed water and eliminating the river discharge outlet. In 2024, the Company achieved zero waste water emission by completely recycling all its waste water.

<sup>7</sup> 2024 年公司唐山基地新增冷轧产线废酸量增加，且承德钒钛按照地方监管部门要求将废酸纳入统计范围，故数据较往年明显增加。  
<sup>7</sup> In 2024, the Company's Tangshan Base saw an increase in waste acid generation due to the addition of new cold-rolling production lines. Additionally, Chengde Vanadium & Titanium began including waste acid in its statistical reporting in compliance with local regulatory requirements. As a result, the reported data showed a significant rise compared to previous years.

<sup>8</sup> 2024 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。  
<sup>8</sup> The data for 2024 have not been verified by a third-party institution. In case of any changes, the data verified by a third-party institution shall prevail.

指标 Indicator		单位 Unit	2022	2023	2024
社会绩效 Social performance	创新驱动 Innovation driving				
	研发投入金额 R&D investment amount	亿元 RMB 100 million	30.63	25.61	23.43
	研发投入占主营业务收入比例 Proportion of R&D investment in main business revenue	%	2.25	2.21	2.03
	科研人员数量 <sup>9</sup> Number of researchers <sup>9</sup>	人 Person	4,581	4,530	3,973
	其中：研发人员数量 Including: Number of R&D personnel	人 Person	655	572	559
	其中：科技人员数量 Including: Number of scientific and technological personnel	人 Person	3,926	3,958	3,414
	科技人员占员工总人数比例 Ratio of scientific and technological personnel to the total employees	%	14.24	12.66	11.40
	新增专利申请数 Number of new patents applied	件 Item	653	789	665
	新增专利授权数 Number of new patent granted	件 Item	642	380	402
	供应商与客户 Suppliers and customers				
	供应商 ESG 审查数 Number of supplier's ESG review	个 Item	121	125	122
	供应商培训次数 Number of supplier training sessions	次 Times	90	96	96
	供应商培训时长 Duration of supplier training	小时 Hour	40	43	50
	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	9	12
	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	12	23	13
	供应商 ESG 培训次数 Number of supplier ESG trainings	次 Times	25	13	15
	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	%	11	15	16
	客户满意度 Customer satisfaction	%	94.5	95.0	95.2

<sup>9</sup> 不包含操作人员。  
<sup>9</sup> It excludes operators.

指标 Indicator		单位 Unit	2022	2023	2024
社会绩效 Social performance	供应商与客户 Suppliers and customers				
	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 <sup>10</sup> Number of product loss prevention incidents <sup>10</sup>	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				
	员工人数 Number of employees	人 Person	27,564	31,256	29,939
	女性员工比例 Proportion of female employees	%	11.64	11.32	10.47
	员工流失率 Turnover rate of employees	%	1.22	0.60	0.29
	报告期内吸纳就业人数 Number of people employed during the reporting period	人 Person	116	157	291
	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	13	16	35
	中层管理者中女性管理者占比 Percentage of female managers among middle-level managers	%	3.09	4.23	8.22
	人均带薪休假天数 Average days of paid leave per employee	天 Day	10	10	10
	员工满意度 Employee satisfaction	%	78.92	80.35	79.26

<sup>10</sup> 指出现重大质量问题影响客户使用的重大事件，不含一般性质量异议和投诉。  
<sup>10</sup> Refers to major incidents where significant quality issues affect customer use, excluding general quality disputes and complaints.

指标 Indicator		单位 Unit	2022	2023	2024
社会绩效 Social performance	职业健康与安全生产 Occupational health and work safety				
	安全生产投入总额 Total work safety investment	万元 RMB 10,000	23,971.68	23,643.84	31,099.69
	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	24	28	40
	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
	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				
	员工培训投入 Investment in employee training	万元 RMB 10,000	1,431.97	1,709.70	1,040.00
	人均培训时长 Average training duration per employee	小时 Hour	61.04	65.85	43.90
	员工培训次数 Times of employees training	次 Times	4,009	4,294	4,912
	员工培训覆盖率 Employee training coverage rate	%	100	100	100



指标 Indicator		单位 Unit	2022	2023	2024
社会绩效 Social performance	乡村振兴与社会贡献 Rural revitalization and social contribution				
	志愿服务人次 Person-time of volunteer service	人次 Person-time	10,045	9,264	9,024
	乡村振兴派出挂职干部数量 Number of cadres dispatched for rural revitalization	人 Person	45	45	49
	乡村振兴投入总金额 Total investment in rural revitalization	万元 RMB 10,000	257	492	416
	乡村振兴惠及群体数量 Number of groups benefiting from rural revitalization	人 Person	/	/	15,220
	社会贡献活动参与人次 Person-time of participants in social contribution activities	人次 Person-time	10,045	9,264	9,024
经济绩效 Economic performance	总资产 Total assets	亿元 RMB 100 million	2,532	2,665	2,691
	营业收入 Operating revenue	亿元 RMB 100 million	1,435	1,227	1,216
	利税总额 Total profits and taxes	亿元 RMB 100 million	40.56	33.77	25.52
	利润总额 Total profits	亿元 RMB 100 million	16.06	13.46	9.24
	粗钢产量 Output of crude steel	万吨 Ten thousand t	2,808	2,717	2,793

指标 Indicator		单位 Unit	2022	2023	2024
治理绩效 Governance Performance	董事会组成 Composition of Board of Directors				
	股东大会出席情况 Attendance at meetings of the Board of Shareholders	%	64.47	60.28	64.82
	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	9
	董事会出席情况 Attendance at meetings of the Board of Directors	%	100	100	100
	外部监事占比 Proportion of external supervisors	%	0	0	0
	女性监事占比 Proportion of female supervisors	%	33	33	33
	女性高管占比 Proportion of female executives	%	0	0	0
	监事会出席率 Attendance rate of the Board of Supervisors	%	100	100	100
	高级管理层人员持股 Shares held by senior management	股 Stock	2,007	1,907	1,907
	商业道德及反贪腐 Business ethics and anti-corruption				
	反贪腐培训次数 Times of anti-corruption training	次 Times	16	22	24
	反贪腐培训时长 Duration of anti-corruption training	小时 Hour	32	44	48
	守法合规培训人次 Person-time of compliance trainings	人次 Person-time	63,838	42,146	40,658
	守法合规培训次数 Number of compliance trainings	次 Times	235	271	166

指标索引  
Index of indicators

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评级报告



《河钢股份有限公司 2024 年环境、社会及公司治理报告》评级报告

受河钢股份有限公司委托，“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2024年环境、社会及公司治理报告》（以下简称《报告》）进行评级。

一、评级依据

中国企业改革与发展研究会、责任云研究院《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》暨“中国企业社会责任报告评级专家委员会”《中国企业可持续发展报告评级标准（2025）》。

二、评级过程

- 1.评级小组审核确认《报告》编写组提交的《企业可持续发展报告过程性评估资料确认书》及相关证明材料；
- 2.评级小组对《报告》编写过程及内容进行评价，拟定评级报告；
- 3.评级专家委员会副主席、评级小组组长、评级小组专家共同签审评级报告。

三、评级结论

过程性 (★★★★★)

公司董事会为ESG管理及公开披露的最高责任机构，并由战略发展部、董事会办公室和环境保护部牵头，组成ESG工作小组，负责推进ESG相关工作；出台相关ESG专项管理制度，搭建ESG考核和指标体系，提高ESG管理水平；实施常态化的重要性议题管理，采用双重重要性评估识别实质性议题；报告将以电子版形式呈现，具有卓越的过程性表现。

实质性 (★★★★★)

《报告》系统披露了应对气候变化、污染物排放、废弃物处理、节约能源和资源、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行业关键性议题，叙述详细充分，具有卓越的实质性表现。

完整性 (★★★★☆)

《报告》主体内容从“环境篇：奏响绿色生态乐章”“社会篇：传递温暖民生力量”“治理篇：筑牢坚实发展根基”三个角度系统披露了所在行业核心指标的82.82%，完整性表现领先。

平衡性 (★★★★☆)

《报告》披露了“产品止损事件发生次数”“员工流失率”“生产安全事故数”“因工受伤人数”“因工死亡人数”“客户信息安全事件”等负面数据信息，平衡性表现领先。

可比性 (★★★★☆)

《报告》披露了“环保投入”“污染物排放总量”“客户满意度”“安全生产培训率”等80个关键指标连续3年的对比数

据，并通过入选“中国ESG上市公司先锋100(2024)”榜单、“国有企业上市公司ESG·先锋100指数(2024)”榜单等进行横向比较，可比性表现领先。

可读性 (★★★★★)

《报告》从三大篇章系统展示企业对政府、客户、环境、员工、合作伙伴、社区等利益相关方的履责行动与成效；开篇设置“数说2024”，展示企业年度履责重点实践，彰显企业的责任引领；报告封面采用插画风格，延续以往报告设计风格，增强了企业辨识度；设置“小贴士”解读行业专业术语，增强了报告的易读性，可读性表现卓越。

创新性 (★★★★★)

《报告》开篇设置“乘势而上，打造智慧新高地”“向绿而生，锻造低碳新标杆”两个责任专题，展现公司在推进智能化制造、绿色低碳发展方面的卓越实践；报告中每个章节开篇设置“我们的实践”“我们的成效”，便于读者快速把握章节重点；把社会责任及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，体现了企业ESG管理运作水平的提升，具有卓越的创新性表现。

综合评级 (★★★★★)

经评级小组评价，《河钢股份有限公司2024年环境、社会及公司治理报告》，是一份卓越的企业可持续发展报告。



河钢股份有限公司环境、社会及公司治理报告  
首次获得五星级评价

四、改进建议

- 1.增强行业核心指标的披露，提高报告的完整性；
- 2.增加负面事件分析的披露，进一步提高报告的平衡性。

黄群慧

评级专家委员会副主席

钟宏武 魏香丽

评级小组组长 评级小组专家



出具时间：2025 年 4 月 21 日

扫码查看企业评级档案

Rating Report



Rating Report of 2024 Environmental, Social and Corporate Governance Report of HBIS Company Limited

Commissioned by HBIS Company Limited, the “Chinese Expert Committee on CSR Report Rating” has selected experts to form a rating panel to evaluate the 2024 Environmental, Social and Corporate Governance Report of HBIS Limited (hereinafter referred to as “The Report”).

I. Rating basis

China Enterprise Reform and Development Society and CSR Cloud Research Institute: *China Corporate Sustainability Report Guidelines (CASS-ESG 6.0) for the Ferrous Metal Smelting and Rolling Processing Industry*, and “Chinese Expert Committee on CSR Report Rating”: *China Corporate Sustainability Report Rating Standards (2025)*.

II. Rating process

- 1.The rating panel reviews and confirms the *Confirmation of Process Assessment Materials for Corporate Sustainability Report* and supporting materials submitted by the drafting team of *the Report*;
- 2. The rating panel evaluates the drafting process and content of *the Report* and prepares a rating report;
- 3. The Vice Chairman of the Expert Committee on Rating, the leader and expert of the rating panel jointly review and approve the final rating report.

III. Rating conclusion

Procedure (★★★★★)

The Company’s Board of Directors serves as the supreme governing body responsible for ESG management and disclosure. Under its oversight, an ESG task force – led by the Strategic Development Department, Board Office, and Environmental Protection Department – is mandated to drive ESG initiatives. This includes establishing specialized ESG management frameworks, developing performance evaluation metrics to enhance governance rigor, and institutionalizing dynamic materiality management through dual materiality assessments to identify critical ESG issues. The final report will be published digitally, demonstrating procedural excellence.

Materiality (★★★★★)

*The Report* systematically discloses critical industry topics including climate change mitigation, pollutant emissions management, waste treatment, energy and resource conservation, R&D and application of eco-friendly products or technologies (clean technology opportunities), biodiversity and land use, sustainable supply chains, smart factory development, product/service safety and quality, occupational health and safety protocols, sustainable governance mechanisms, and anti-bribery and anti-corruption measures. With detailed and thorough narrative coverage, the *Report* demonstrates excellence materiality performance.

Completeness (★★★★☆)

*The Report* systematically discloses 82.82% of the industry’s core ESG indicators through three thematic pillars: “Environment: Playing the green ecological movement”, “Society: Delivering warmth to people’s livelihood”, and “Governance: Laying a solid foundation for development”, achieving leading completeness performance.

Balance (★★★★☆)

*The Report* discloses negative metrics including “number of product loss prevention incidents”, “employee turnover rate”, “number of work safety accidents”, “number of work-related injuries”, “number of work-related deaths”, and “customer information security incidents”, demonstrating leading balanced disclosure performance.

Comparability (★★★★☆)

*The Report* demonstrates leading comparability by disclosing 3-year comparative data for 80 critical indicators, including “environmental investments”, “total pollutant emissions”, “customer satisfaction rate”, and “work safety training rate”, while benchmarking against industry peers

through its inclusion in authoritative rankings such as the “China ESG Listed Companies Pioneer 100 (2024)” list and the “SOE Listed Companies ESG Pioneer 100 Index (2024)” list, achieving leading comparability performance.

Readability (★★★★★)

*The Report* structurally demonstrates the Company’s responsibility fulfillment actions and outcomes toward stakeholders including governments, clients, the environment, employees, partners, and communities through three thematic pillars. It opens with “Figures of 2024” to showcase annual priority initiatives, underscoring the Company’s leadership in sustainability. The illustrative design style of the report cover maintains continuity in visual identity, enhancing brand recognition. Integrated explanatory callouts (“Tips”) demystify industry jargon, achieving excellent readability performance.

Innovation (★★★★★)

*The Report* opens with two thematic chapters – “Seizing the opportunity to build a new smart highland” and “Living green and forging a new low-carbon benchmark” – showcasing the Company’s leading initiatives in smart manufacturing and green transition. Each chapter features “Our practices” and “Our achievements” sections to enable rapid grasp of key priorities. By integrating ESG responsibilities into the corporate KPI framework and participating in the development and standardization of the China Supplier ESG Rating Platform, the *Report* exemplifies operational innovation excellence.

Overall Rating (★★★★★)

Upon evaluation by the rating panel, the 2024 Environmental, Social and Corporate Governance Report of HBIS Company Limited is an excellent sustainability report.



The Environmental, Social and Corporate Governance Report of HBIS Company Limited has received a five-star rating for the first time

IV. Suggestions for improvement

- 1. Enhance the disclosure of core industry indicators to improve the completeness of *the report*;
- 2. Increase the disclosure of negative event analysis to further improve the balance of *the report*.

黄群慧

Vice Chairman of the Expert Committee on Rating

钟宏武 魏香丽

Leader of the rating panel Expert of the rating panel

Issued on: April 21, 2025



Scan to view the corporate rating file

意见反馈

Feedback

尊敬的读者：

Dear readers,

感谢您阅读《河钢股份有限公司 2024 年环境、社会及公司治理报告》，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 *2024 Environmental, Social, and Corporate Governance Report of HBIS Company 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.

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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。

☐ 很好            ☐ 较好            ☐ 一般            ☐ 较差

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

☐ 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。

☐ 很好            ☐ 较好            ☐ 一般            ☐ 较差

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

☐ Excellent            ☐ Good            ☐ Average            ☐ Poor

3. 本报告披露的信息、指标、数据清晰、准确、完整。

☐ 很好            ☐ 较好            ☐ 一般            ☐ 较差

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

☐ 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。

☐ 很好            ☐ 较好            ☐ 一般            ☐ 较差

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

☐ 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?





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