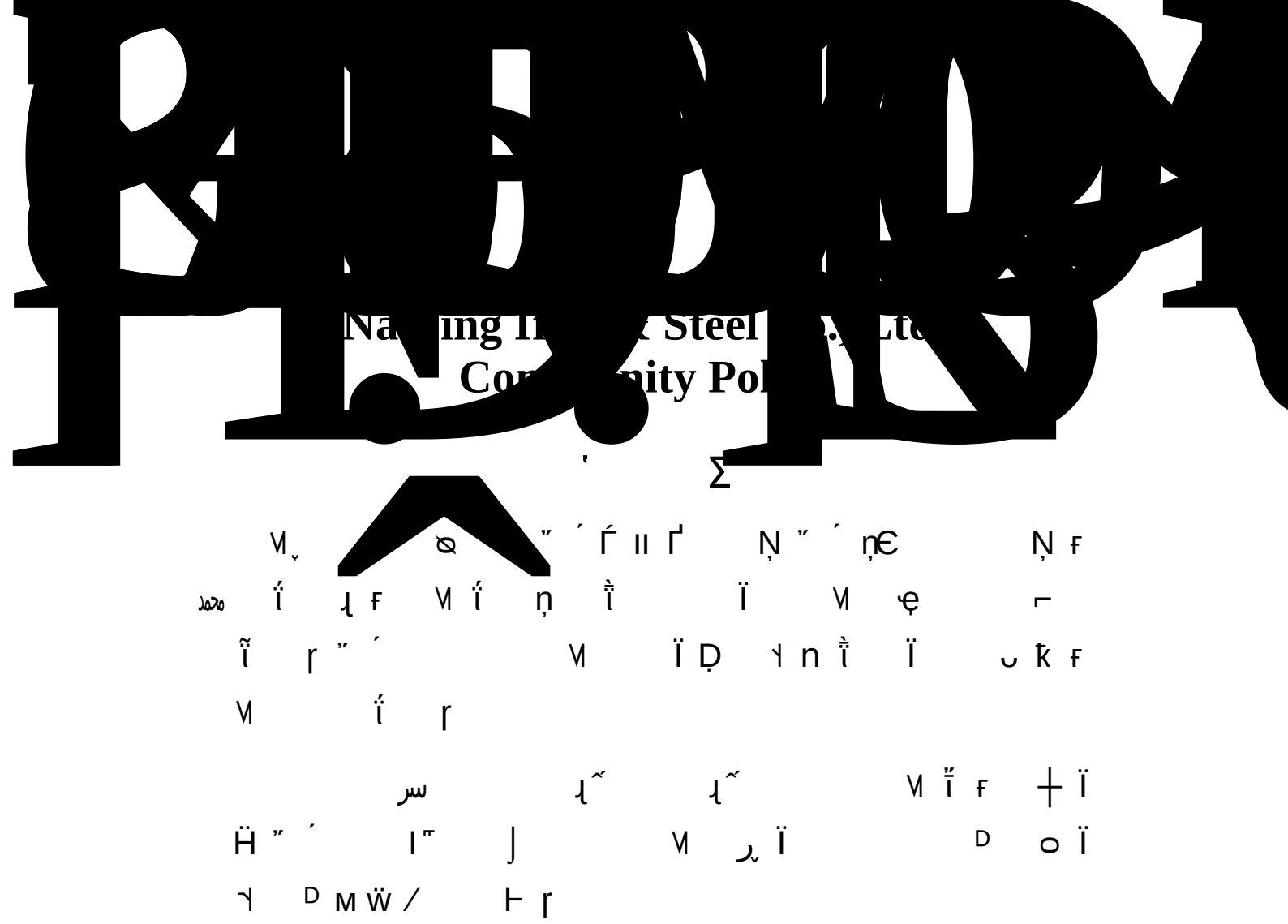
Nanjing Iron & Steel Co., Ltd.
Community Policy



General Rules

Nanjing Iron & Steel Co., Ltd. (hereinafter referred to as the "Company") has always adhered to the development concept of "integration with the city, symbiosis with the community", regarding the community as an important stakeholder. The Company is committed to respecting community rights and interests, promoting coordi

ability to create social value.

Coverage

This Policy applies to the Company and its subsidiaries, as well as suppliers, contractors, and other business partners, requiring them to respect the principles of this Policy in their operations and jointly maintain good community relations.

ɾ ˝ ´ ⊢ ɲ ⌡ ɻ م ˌ ‾ Ⱳ ˇ ˌ
ڑ Ï Ḧ ὖ ڑ φ U Ï ‾ ب ƙ ғ س
غي Ⱳ ϒ n ἦ ɻ w Ꮋ ΐ ɾ

Management Policy

To systematically and normatively promote community relationship management, the Company has established a Social Responsibility Leading Group with the Chairman as the leader and the President as the deputy leader. Relevant functional departments are responsible for carrying out social responsibility-related affairs, ensuring clear responsibilities, sound mechanisms, and strong implementation in community management.

The Company is committed to following international standards such as the United Nations Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the United Nations Global Compact (UNGC), and the OECD Guidelines for Multinational Enterprises, and integrating China's national conditions and the Company's actual situation to establish a community relationship management standard system that suits its own characteristics.

The Company has formulated and implemented a series of internal management systems such as the Interim Measures for the Management of Social Responsibility Work and the Measures for the Management of External Donations, clarifying the operational procedures and management requirements for key aspects such as community participation, stakeholder communication, public

welfare investment, relocation and resettlement, and complaint handling, achieving institutionalized, transparent, and

Community Participation

To [illegible] structured participation mechanisms, the Company establishes a trust relationship with the community and promotes the synergy between business operations and local development. We adhere to the following core principles in our community engagement work:

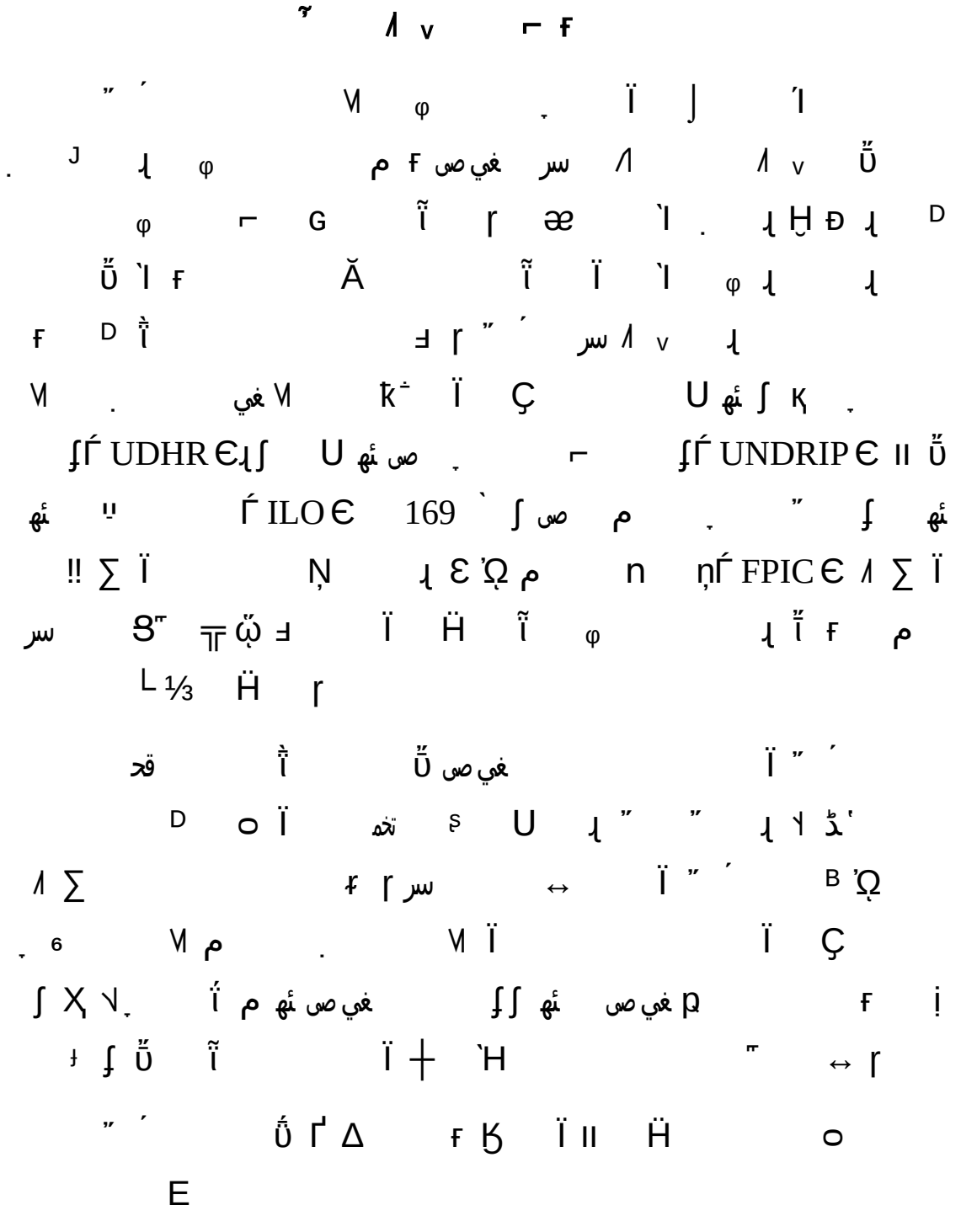
- **Guarantee the right to know and participate:** During all stages of project planning, construction, and operation, ensure that affected communities are fully informed and have the opportunity

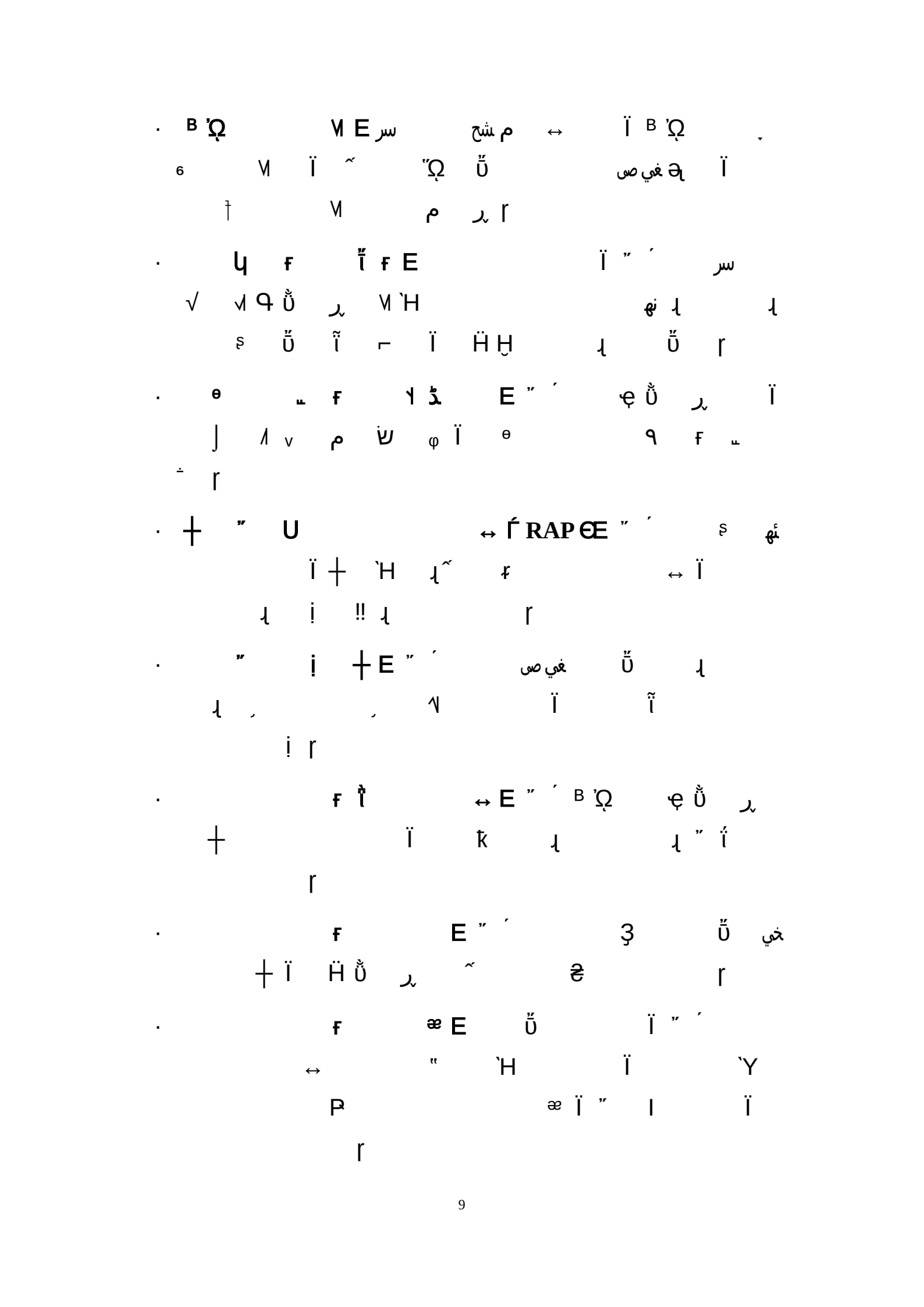
project lifecyکِ

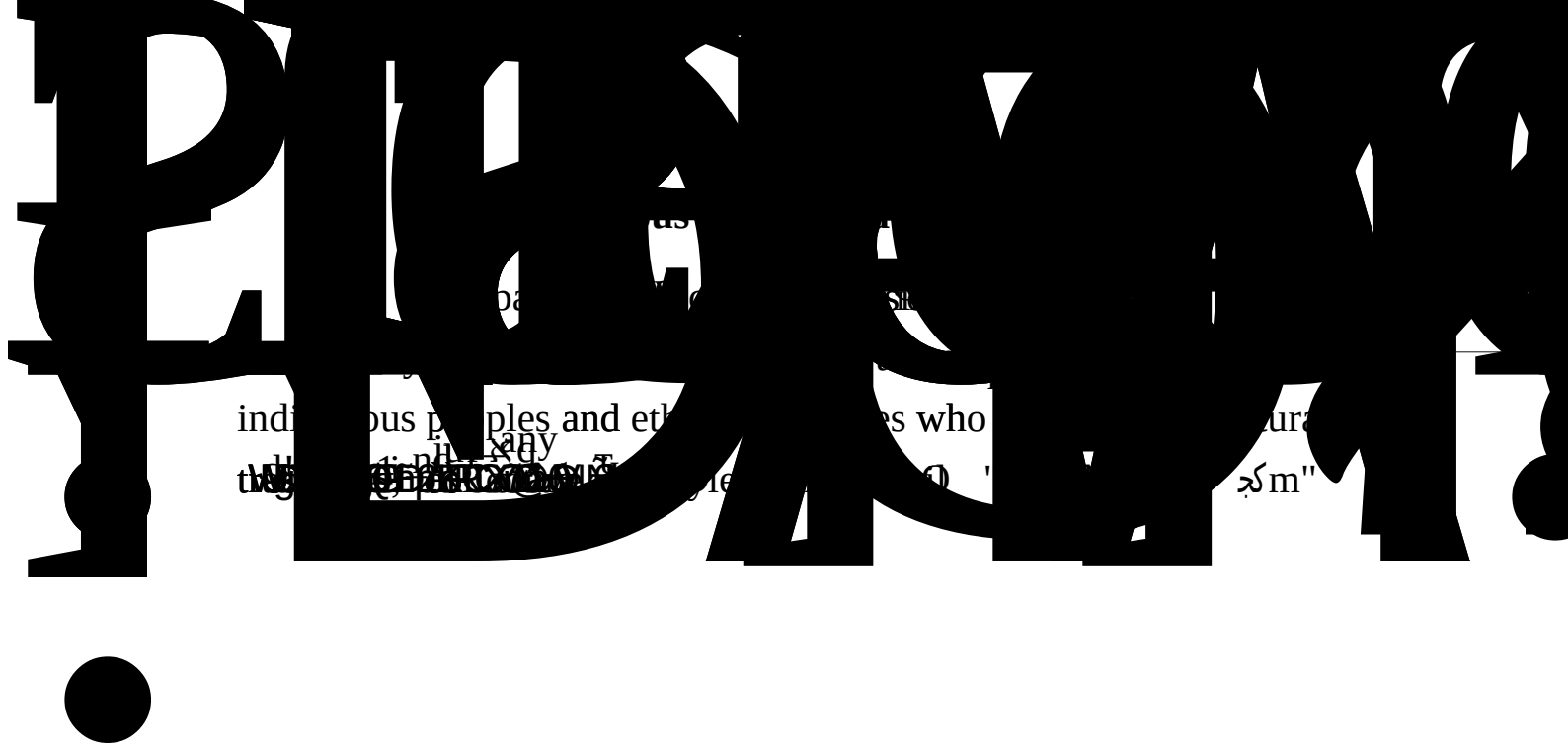
Community Development Plan

The Company is always committed to being an active contributor to the sustainable development of the community, insisting on deeply integrating enterprise development with local economic and social progress. The Company promises to systematically plan and implement support measures with long-term value based on the actual needs of the project location. Through localized procurement, priority recruitment of employees from surrounding communities, and support for

activities, advocate mutual understanding and integration between the Company and the community, and ensure that community investments are precise and effective. The Company establishes diverse communication channels to maintain close contact with the community, accepts social supervision, and continuously improves the quality and impact of community development.





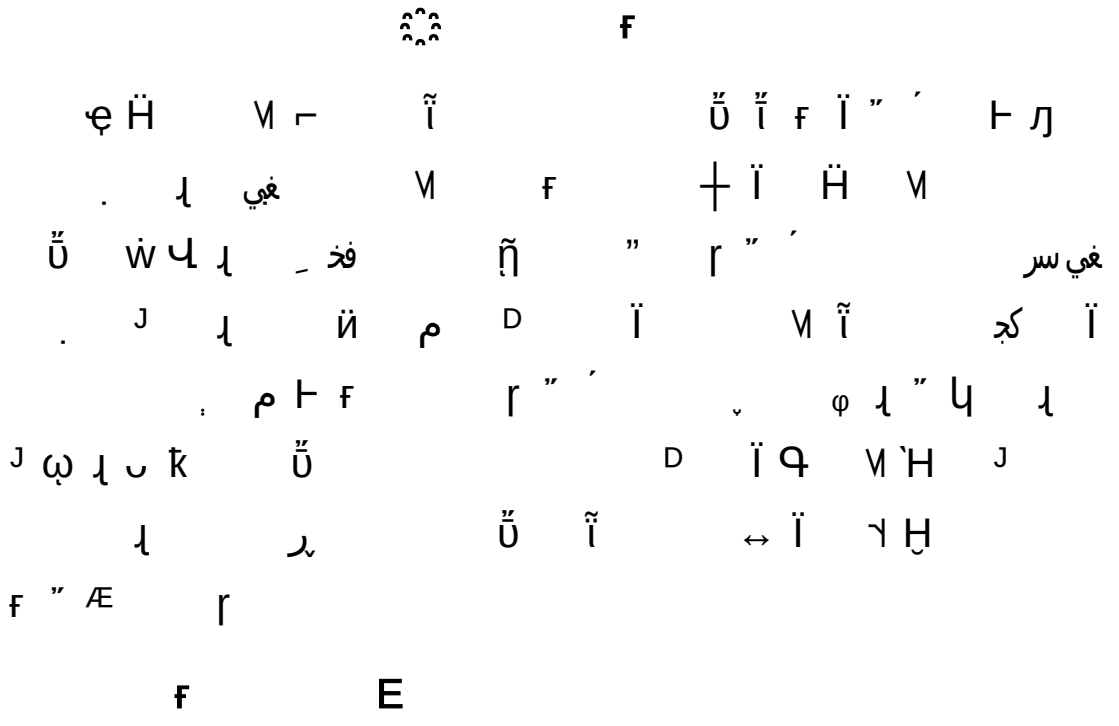


ses o te yned Land other relevant
si sement on plan.

comit ond measu
to e ponsible rese ment process:

- rity to avoid re ntial areas: During project site selection and planning, prioritize non-densely populated areas to avoid land use involving resident relocation as much as possible, minimizing disruption and impact on the community.
- **Early notification and informed participation:** If relocation is necessary, the Company commits to fully disclose the scope, timeline, policy basis, and rights of resettlement to affected communities at an early stage of the project, ensuring transparency and timely communication.
- **Provide legal assistance and support for equal consultation**

- **Implement livelihood restoration and development support plans**: The Company prioritizes developing livelihood restoration plans for affected families, such as employment referrals, skills training, public facility reconstruction, and other measures.
- **Establish independent complaint and communication channels:** The Company commits to setting up a dedicated hotline and on-site reception mechanism to ensure that affected residents can raise concerns or complaints at any time.
- **Conduct regular monitoring and effectiveness evaluation:** If resettlement is involved, the Company commits to track the implementation of the resettlement plan throughout the process, conduct internal reviews annually or commission third-party institutions for independent evaluations, disclose main results, and continuously improve management practices.



• Ɣ E 025-57074958

n Ï ˝ ´ ¨ Ⅵ ₰ ₣

Ï æ ┼ ﻉ ₣ Ï Ű̆

Ű̆ ⌐ Ĩ ɾ ɲ ” Ɛ Ï Ʒ ɟ

Ï ┼ ↔ Ï ˭ ɻ w Ɦ ɻˆ

Ⅵ ʙ ə Ĩ ɾ

Communication and Complaints

To ensure effective communication and participation of community stakeholders, the Company is committed to establishing systematic, localized community communication and grievance mechanisms to ensure that community concerns are heard in a timely manner, properly responded to, and int t ק s

handling quality of the grievance mechanism, and provide t