



审议稿

2024

首钢集团 | 可持续发展(ESG)报告

Shougang Group Sustainability (ESG) Report



坚持“一引领两融合”
加快打造中国式现代化首钢场景

Holding Fast to
"One Guiding Principle and Two Integrations"
Accelerating the Development of a "Shougang Scenario"
for Chinese modernization

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报告导读 Introduction

本报告是首钢集团有限公司向社会公开发布的第二份可持续发展（ESG）报告。本报告披露的信息和数据来源于公司统计报告和正式文件。公司承诺本报告不存在任何虚假记载或误导性陈述，并对内容的真实性、准确性和完整性负责。

This document represents the second ESG Report publicly disclosed by Shougang Group Co., Ltd. ("the Group" or "Shougang"). All information and data presented herein are derived from the Group's official statistical reports and formal documents. The Group warrants that this report contains no false records or misleading statements and assumes full responsibility for the truthfulness, accuracy, and completeness of its contents.

• 组织范围 Organizational Scope

本报告以首钢集团有限公司为主体部分，涵盖集团公司及下属分子公司。为便于表达，在报告的表述中使用“首钢集团”“首钢”“集团”“公司”或“我们”等称谓。

This report primarily covers Shougang Group Co., Ltd., encompassing the Group and its subsidiaries and affiliates. For better expression, Shougang Group Co., Ltd. is also referred to as "Shougang Group", "Shougang", "Group", "the Company" or "we".

• 时间范围 Reporting Scope

2024 年 1 月 1 日至 2024 年 12 月 31 日（部分内容超出上述时间范围）。

This report covers the period from January 1, 2024, to December 31, 2024 (some content is beyond the stated reporting period).

• 发布周期 Publication Cycle

本报告为年度报告。

This is an annual report.

• 编写标准 Reporting Standards

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》

Guiding Opinions on Better Performing Social Responsibilities of State-owned Enterprises issued by the SASAC of the State Council

国务院国资委《关于新时代中央企业高标准履行社会责任的指导意见》

Guidelines on High-Standard Fulfillment of Social Responsibility by Central State-Owned Enterprises in the New Era issued by the SASAC of the State Council

国务院国资委《央企控股上市公司 ESG 专项报告编制研究》

ESG Report Preparation of Listed Companies Controlled by Central Enterprises issued by the SASAC of the State Council

财政部《企业可持续披露准则——基本准则（试行）》

Corporate Sustainability Disclosure Standards – Basic Standard (Exposure Draft) issued by the Ministry of Finance of the People's Republic of China.

国家标准化管理委员会《社会责任报告编写指南》

Guidance on Social Responsibility Reporting issued by the Standardization Administration of China (SAC)

中国工业经济联合会《中国工业企业及工业协会社会责任指南》

Guidelines on the Social Responsibility for Industries of China issued by the China Federation of Industrial Economics

联合国可持续发展目标（SDGs）

United Nations Sustainable Development Goals (SDGs)

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）》

Guidelines for Sustainability Report of Chinese Enterprises (CASS-ESG 6.0) issued by China Enterprise Reform and Development Society, Responsibility Cloud Research Institute

上海证券交易所《上市公司自律监管指引第 14 号——可持续发展报告（试行）》

Self-Regulatory Guidelines No. 14 for Companies Listed – Sustainability Report (For Trial Implementation) issued by Shanghai Stock Exchange

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 No. 17 for Companies Listed – Sustainability Report (For Trial Implementation) issued by Shenzhen Stock Exchange

北京证券交易所《上市公司持续监管指引第 11 号——可持续发展报告（试行）》

Continuous Regulatory Guidelines No. 11 for Companies Listed – Sustainability Report (For Trial Implementation) issued by Beijing Stock Exchange

全球报告倡议组织《可持续发展报告标准》（GRI Standards）

GRI Sustainability Reporting Standards (GRI Standards) issued by the Global Reporting Initiative (GRI)

国际标准化组织 ISO26000:2010《社会责任指南》

ISO26000: 2010 - Guidance on Social Responsibility issued by the International Organization for Standardization (ISO)

• 内容选择与安排 Content Selection and Data

本报告内容范围的选择遵循 GRI 的实质性、利益相关方参与、可持续发展背景及完整性原则，并结合企业实际情况，通过行业对标研究、企业发展战略分析、实质性议题识别和利益相关方沟通，确定报告的具体内容。

The scope of this report was determined in alignment with the GRI principles of materiality, stakeholder inclusiveness, sustainability context, and completeness. The specific topics were identified through a comprehensive process that included industry benchmarking, analysis of our corporate development strategy, materiality assessments, and ongoing stakeholder engagement.

• 数据收集 Data Collection

本报告的数据来源于首钢集团正式文件和统计报告（包括所属企业及合作伙伴）。为增加报告的可比性，部分指标披露包含历史数据。随着首钢集团社会责任管理工作进一步提升与精细化，我们将会在今后的报告中逐步对披露指标进行优化和完善。

Data in this report is sourced from official documents and statistical reports of Shougang Group, its affiliated companies, and its partners. To enhance comparability, historical data has been included for certain performance indicators. With the further improvement and refinement of social responsibility management of SHOUGANG GROUP, we will gradually optimize and improve the disclosure indicators in future reports.

如无特别注明，本报告所提及的货币单位均为人民币。

All currency amounts are in RMB unless otherwise stated.

• 报告获取 Report Access

报告包括纸质版和电子版两种形式，您可前往首钢集团 <https://www.shougang.com.cn>，在线浏览或下载本报告的电子版。

This report is available in both print and digital formats. The electronic version can be viewed or downloaded online from the Shougang Group website at: <https://www.shougang.com.cn>.

领导致辞

Message from the Chairman



▲ 首钢集团党委书记、董事长赵民革
Zhao Ming, Secretary of the CPC Committee and Chairman, Shougang Group

2024 年是中华人民共和国成立 75 周年、首钢建厂 105 周年，是实施“十四五”规划的关键一年，也是首钢在实现三年打基础目标后迈上高质量发展新征程的起步之年。一年来，我们坚持以习近平新时代中国特色社会主义思想为指导，认真学习贯彻党的二十大精神，牢牢把握新质生产力发展要求，自觉将 ESG 理念深度融入企业战略与经营全过程，持续完善 ESG 管理体系，不断提高 ESG 实践水平，高标准、高水平履行社会责任。

The year 2024 is a milestone, marking the 75th anniversary of the founding of the People's Republic of China and the 105th anniversary of Shougang Group. It is a pivotal year for the implementation of the 14th Five-Year Plan and the start of a new journey toward high-quality development, following the successful

completion of our three-year foundational objectives. Throughout the past year, guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, we have diligently studied and implemented the spirit of the Third Plenary Session of the 20th CPC Central Committee. We have proactively embraced the development of new quality productive forces and consciously integrated ESG principles into the core of our corporate strategy and operations. We remain committed to continuously enhancing our ESG management framework, elevating our ESG performance, and fulfilling our social responsibilities to the highest standards.

这一年，我们认真践行“一引领两融合”新质生产力发展战略路径。围绕“推动技术创新成为首钢第一竞争力、打造中国式现代化首钢场景”这一战略任务，确立“一引领两融合”战略路径，坚持技术创新引领作用，铸强管理创新与商业模式创新“两融合”创新协同优势，深入开展“一引领两融合”群众性主题实践活动，形成了人人关注创新、支持创新、参与创新的浓厚氛围，推动首钢发展质量向更高效率更有韧性更可持续转变，打造中国式现代化的首钢场景。

In this past year, we diligently implemented our strategic framework centered on "One Guiding Principle and Two Integrations" to foster new quality productive forces. Our core strategic mission is to establish technological innovation as Shougang's primary competitive advantage and to build a "Shougang Scenario" for Chinese modernization tailored to our unique context. To achieve this, we have adopted the "One Guiding Principle and Two Integrations", and championed the guiding role of technological innovation while creating synergistic advantages by integrating it with innovations in management and business models. Through a company-wide initiative focused on this "One Guiding Principle and Two Integrations", we have cultivated a robust culture where innovation is universally valued, supported, and practiced driving higher efficiency, greater resilience, and more sustainable development, allowing us to create a distinct "Shougang Scenario" for Chinese modernization.

这一年，我们砺强技术创新、数智赋能、绿色发展“三大利器”。筑牢技术创新主体地位，突破“卡脖子”技术难题，研发“国之重器”关键材料，强化科技创新成果转化，推动技术创新“关键变量”成为首钢高质量发展的“最大增量”。持续深化数智赋能，召开“创新创优创业”交流会，完善数字化转型顶层设计，健全数据治理制度，拓展数字化业务场景，强化数据平台能力建设，凝聚首钢高质量发展的澎湃动力。全力助推绿色发展，践行“双碳”战略，滚动实施绿

色行动计划，布局建设绿色低碳项目，加大绿色低碳技术研发力度，探索实施具有首钢特色的钢铁工艺流程减碳新路径，为“双碳”目标贡献“首钢智慧”。

Over the year, we sharpened our three core strategic instruments: technological innovation, digital intelligence, and green development. We solidified our leadership in technological innovation by overcoming critical "bottleneck" technical challenges and developing key materials for national strategic assets. We accelerated the commercialization of our scientific and technological achievements, transforming innovation from a "key variable" into the "greatest driver" of Shougang's high-quality growth. We continuously deepened the digital and intelligent empowerment, hosted a conference on "Innovation, Excellence, and Entrepreneurship" to advance our digital agenda, refining our top-level design for digital transformation and strengthening our data governance systems. By expanding our portfolio of digital business applications and enhancing the capabilities of our data platforms, we have injected powerful momentum into our high-quality development. Fully promoting green development, in line with China's "Dual Carbon" strategy, we have continuously updated our Green Action Plan, invested in green and low-carbon projects, and intensified our R&D of related technologies. We have been actively exploring new carbon reduction pathways with Shougang characteristics for steel process production, contributing Shougang's expertise to help achieve national carbon peak and neutrality goals.

这一年，我们心怀“国之大者”服务国家和首都发展大局。聚焦—“高地”—“支点”建设，打造高能级产业集群，充分发挥首钢园引领带动作用，打造首都西部地区新增长极与更高国际水准的城市复兴新地标。积极融入京津冀协同发展，发挥京津冀发展中的示范引领作用，推动北京研发、河北制造产业链协同发展，京冀基金通过投资股权投资基金等方式，吸引多种社会资本，支持京津冀区域新兴产业做大做强。坚持以人为本，保障员工合法权益，广泛开展技能培训与竞赛，完善职工困难梯度帮扶机制，有效激发广大员工干事创业活力。坚持首善标准，积极助力乡村振兴，持续发挥驻村第一书记作用，采购帮扶产品，深入开展对口合作帮扶，充分彰显国企责任与首钢担当。

Throughout the year, we have remained mindful of our role in the "top priority", dedicating ourselves to serving the broader development goals of our nation and its capital. We have focused on building One "Highland" and One "Fulcrum" by cultivating high-caliber industrial clusters. Leveraging the influential role of Shougang Park, we are creating a new engine of growth for the capital's western region and a new landmark for urban revitalization that meets the highest international standards. We have actively integrated into the Beijing-Tianjin-Hebei coordinated development strategy, playing a leading and exemplary role. We have promoted synergistic industrial chains, with R&D in Beijing and manufacturing in Hebei. By investing in private equity funds and other vehicles, the Beijing-Hebei Co-development Fund attracts diverse private-sector capital to support the growth and competitiveness of emerging industries within the Beijing-Tianjin-Hebei region. We remain committed to our people, safeguarding the legal rights and interests of our employees. We have provided extensive skills training and hosted competitions, while improving our tiered support mechanism for employees facing hardship, effectively energizing our workforce to pursue excellence and entrepreneurship. Upholding the first-class standards, we have actively contributed to rural revitalization. Through the continued efforts of our resident First Secretaries in villages, we have procured products from assisted areas and engaged in deep, targeted cooperative assistance, fully demonstrating the responsibility and commitment of a state-owned enterprise.

奋斗铸就辉煌，创新引领未来。2025 年是“十四五”规划和国企改革深化提升行动收官之年，也是为“十五五”良好开局打牢基础的关键之年。我们将切实把思想和行动统一到党中央的决策部署和市委、市政府的工作要求上来，昂扬斗志、实干担当，坚定不移推动技术创新成为首钢第一竞争力，加快打造中国式现代化首钢场景，奋力开创首钢高质量发展新局面。

Excellence is forged in dedication, and future charted in innovation. The year 2025 marks the final year of the 14th Five-Year Plan and our state-owned enterprise reform enhancement initiatives. It is also a critical year for laying a solid foundation for a successful start to the 15th Five-Year Plan. We will align our strategies and actions with the decisions of the Party Central Committee and the directives of the Beijing Municipal Party Committee and Government. With unwavering determination and a commitment to execution, we will continue to drive technological innovation as Shougang's foremost competitive advantage. We will accelerate our efforts to build a uniquely "Shougang Scenario" for Chinese modernization and forge a new chapter of high-quality development for the Group.

关于首钢集团

About Shougang Group

首钢集团简介

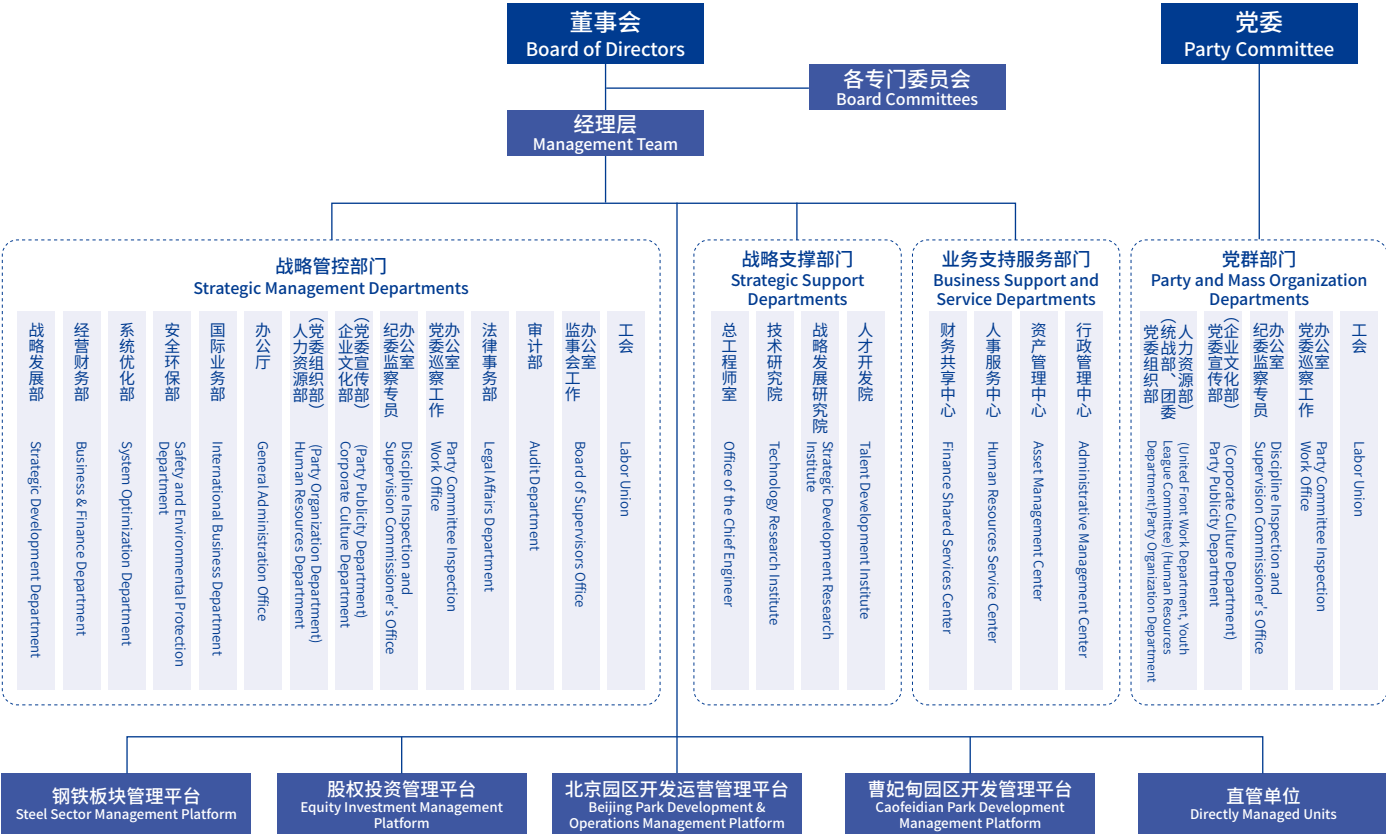
Company Profile

首钢集团有限公司（简称“首钢集团”）始建于1919年，是我国钢铁工业的缩影、工业企业改革的一面旗帜，参与和见证了我国钢铁工业从无到有、从小到大、从大到强的伟大进程。目前，首钢集团已发展成为以钢铁业、园区开发与运营管理、产业基金与资产管理为主业的综合性大型企业集团，全资、控股、参股企业近500家，总资产5000多亿元，13次上榜世界500强。

Founded in 1919, Shougang Group Co., Ltd. stands as a microcosm of China's steel industry and a flagship of industrial reform. We have participated in the growth of China's steel industry and witnessed its evolution from inception to global leadership. Today, Shougang has grown into a large-scale, comprehensive enterprise group with three core business pillars: Steel, Park Development and Operations, and Industrial Funds and Asset Management. The Group comprises nearly 500 wholly-owned, controlled, or affiliated companies, with total assets exceeding RMB 500 billion. Shougang has been named to the Fortune Global 500 list 13 times.



首钢集团有限公司组织架构图
Organizational Structure of Shougang Group Co., Ltd.



2024 年，集团

2024 Group Highlights

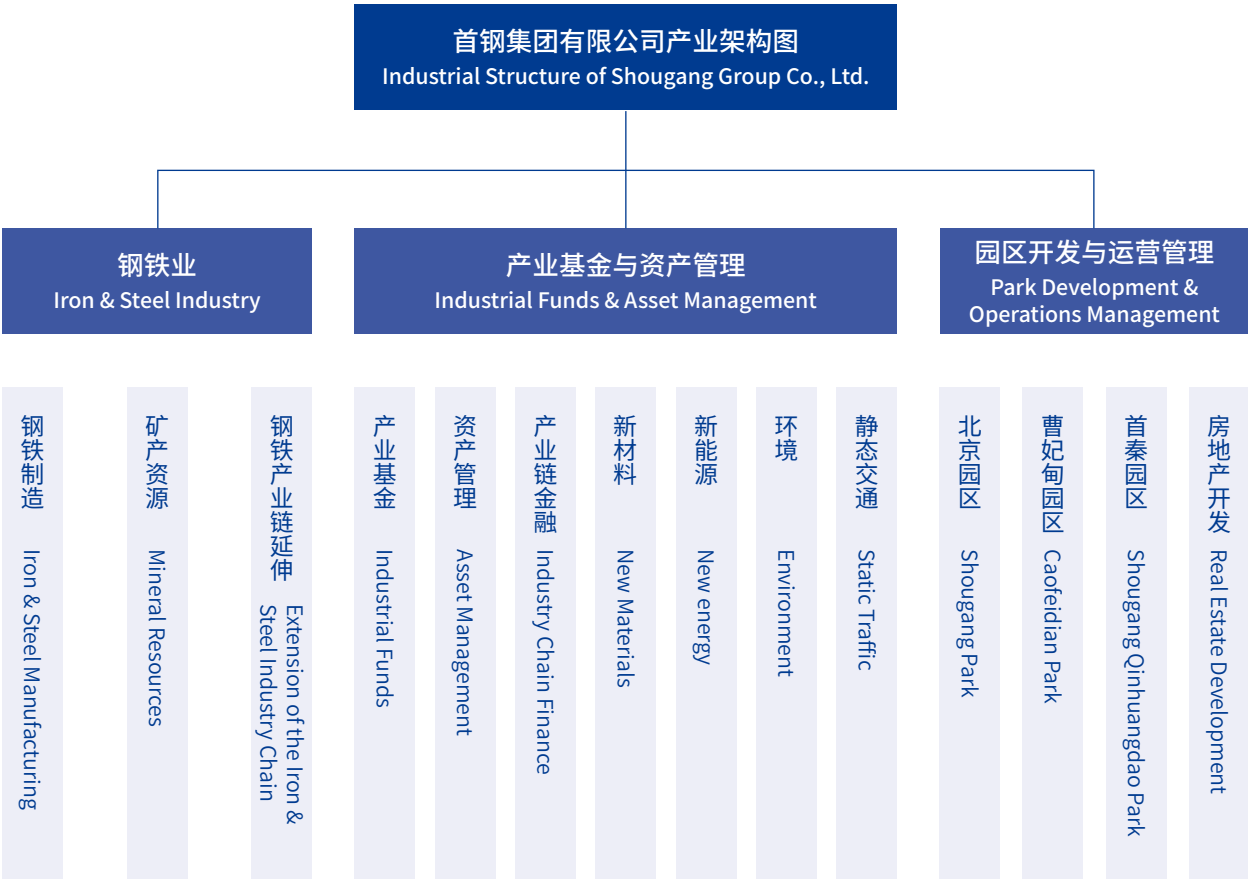


• 产业结构

Industrial Structure

首钢集团持续优化产业结构布局，聚焦钢铁业、园区开发与运营管理、产业基金与资产管理三大主业，坚持“市场规律、行业规律、企业发展规律”，提高资源配置效率，增强核心功能，提升核心竞争力，推动产业聚焦与专业发展紧密结合、产业经营与资本运营协同并重、重资产与轻资产运营合理配置、产业平台与资本运营平台统筹布局，不断实现更高效率更有韧性更可持续发展。

Shougang Group continues to optimize its industrial structure and layout, focusing on three main business sectors: the iron and steel industry, park development and operation management, and industrial funds and asset management. Adhering to the laws of market, industry, and enterprise development, we enhance resource allocation efficiency, strengthen our core functions, and boost our core competitiveness. We are committed to integrating industrial focus with specialized development, creating synergy between industrial operations and capital management, maintaining a balanced portfolio of heavy and light assets, and coordinating the strategic layout of our industrial and capital platforms. These efforts drive Shougang toward greater efficiency, resilience, and sustainability.



钢铁业 | Iron & Steel Industry

首钢集团坚持做优做强钢铁业，在国内拥有多个生产基地，已形成 3500 万吨粗钢生产能力，深耕产品、质量、成本、服务、技术“五大优势”，“制造+服务”综合竞争力持续提升。首钢股份定位于建设成为具有世界竞争力和影响力的钢铁上市公司。首钢水钢、首钢贵钢、首钢长钢、通钢公司定位于打造具有区域竞争优势的特色钢铁企业。深入践行新发展理念，首钢京唐建成我国新一代可循环钢铁工艺示范流程，迁钢公司成为国内首家实现全流程超低排放的钢铁企业；强化高效制造、高品质制造、智能制造、绿色制造，三大战略产品“十年磨一剑”，电工钢跻身世界第一梯队，汽车板国内市场占有率保持前列，镀锡板国内高端用户全覆盖，首钢冷轧入选全国钢铁行业第 3 家、全球钢铁行业第 7 家“灯塔工厂”，迁钢公司、首钢京唐通过国际认证机构（SGS）碳认证，成为中钢协“双碳最佳实践能效标杆示范企业”。

Shougang Group is committed to strengthening and optimizing its steel business. With multiple production bases in China, the Group has achieved a crude steel production capacity of 35 million tons. By deepening its "five advantages" (i.e., advantages in product, quality, cost, service, and technology), Shougang continues to enhance its integrated competitiveness in "manufacturing + service". Shougang Co., Ltd. is positioned to become a globally competitive and influential listed iron and steel enterprise. Shougang Shuicheng Steel, Shougang Guiyang Special Steel, Shougang Changzhi Steel, and Shougang Tonghua Iron & Steel are positioned to become distinctive steel enterprises with regional competitive advantages. Deeply committed to the new development philosophy, Shougang Jingtang United Iron & Steel Co., Ltd. has built China's new generation of circular steel production demonstration line. Shougang Qian'an Iron & Steel Co., Ltd. has become the first steel enterprise in China to achieve ultra-low emissions throughout its entire process. Focusing on efficient, high-quality, intelligent, and green manufacturing, the Group has spent a decade refining its three core strategic product lines. Its electrical steel ranks among the world's top tier, its automotive sheets maintain a leading domestic market share, and its tinplate achieves full coverage of high-end domestic users. Beijing Shougang Cold-Rolled Sheet Co., Ltd. has been recognized as the 3rd "Lighthouse Factory" in China's iron & steel industry and the 7th globally. Shougang Qian'an Steel Company and Shougang Jingtang United Iron & Steel Co., Ltd. have also obtained carbon certification from SGS, becoming "Dual-Carbon Best Practice Energy Efficiency Benchmarking Demonstration Plants" recognized by the China Iron and Steel Association (CISA).

主要生产基地 Major Production Bases							
主要生产基地 Major Production Bases	首钢京唐 Shougang Jingtang United Iron & Steel Co., Ltd.	迁钢公司 Shougang Qian'an Iron & Steel Co., Ltd.	通钢公司 Shougang Tonghua Iron & Steel Group Co., Ltd.	首钢长钢 Shougang Changzhi Steel Co., Ltd.	首钢水钢 Shougang Shuicheng Steel (Group) Co., Ltd.	首钢伊钢 Shougang Yili Steel Co., Ltd.	首钢贵钢 Shougang Guiyang Special Steel Co., Ltd.
产能 Production capacity	1370 万吨 13.7 million tons	800 万吨 8 million tons	460 万吨 4.6 million tons	360 万吨 3.6 million tons	365 万吨 3.65 million tons	60 万吨 0.6 million tons	50 万吨 0.5 million tons

园区开发与运营管理 | Park Development & Operations Management

首钢集团积极践行城市更新理念，在建设一“高地”——“支点”上持续发力，全力打造更高国际水准的城市复兴新地标。打造北京国际科技创新中心的首钢高地，构建“1+3+X”新质生产力产业体系，聚焦科幻产业特色赛道，同步发展互联网 3.0、人工智能和航空航天三个产业方向，产业规模不断提升，聚集发展领先优势日趋凸显；打造北京国际消费中心城市的首钢支点，围绕“会展+”“体育+”“文化+”，特色消费场景推陈出新，消费活力显著提升，举办服贸会、中国科幻大会、德中经济大会、WTT 中国大满贯、滑雪大跳台世界杯、西山永定河文化节等重大会展和赛事活动，形成“首发首秀首展”会聚地。首钢园成为服贸会、北京新年倒计时、ESG 中国·创新年会永久会址，成为首都长安街西轴线上重要城市功能区。

Shougang Group is an active practitioner of urban regeneration. We are focused on establishing One "Highland" and One "Fulcrum" for consumption, creating a new landmark for urban revitalization at a higher international standard. Shougang aims to build a highland for Beijing's International Science and Technology Innovation Hub, focusing on the "1+3+X" new quality productive forces industrial system. This system is centered on the unique track of the sci-fi industry while simultaneously developing three key sectors: Web3.0, artificial intelligence, and aerospace. This strategy has strategically expanded our industrial footprint while strengthening our cluster-ecosystem leadership. Shougang is also dedicated to build a fulcrum for international consumption: We have developed distinctive consumer experiences centered around the themes of "Exhibitions+", "Sports+" and "Culture+". This has significantly boosted consumer vitality. Shougang Park has hosted major international exhibitions and sporting events, including the China International Fair for Trade in Services (CIFTIS), the China Science Fiction Convention, the German-Chinese Economic Conference, the WTT Champions China, the FIS Snowboard Big Air World Cup, and the Xishan Yongding River Cultural Festival, establishing the park as a premier destination for product debuts, premieres, and exhibitions. Shougang Park has become the permanent venue for CIFTIS, the Beijing New Year's Eve Countdown, and the ESG China Innovation Annual Conference, solidifying its role as a vital urban functional zone along Beijing's West Axis of Chang'an Avenue.

产业基金与资产管理 | Industrial Funds and Asset Management

首钢集团深入践行新发展理念，不断深化产融结合。集团打造专业的产业基金和资产管理团队，优化资产管理和资源配置，助力钢铁业做优做强，推进园区建设，促进新产业发展。首钢基金发挥内部投行作用，与集团产业对接，赋能资本运作和业务发展；香港首钢打造集团境外投融资平台，围绕集团产业布局发挥产业管理和资本运作职能，支持集团强链补链；首钢财务公司强化资金归集、资金结算、资金监控、金融服务功能和司库运营职能，致力建设成为行业一流的产融价值创造者和智慧金融服务商；首惠产融搭建供应链金融科技服务平台，首钢成为北京市属国企第一家可开立供应链多级流转债权凭证的国有企业。首钢工程以技术立身，打造国际化工程技术公司；首钢建设致力打造成为首钢特色的大型工业和城市工程建设服务商；首自信公司力争成为国内领先的智能化、数字化综合服务商；首钢机电致力打造成为国内一流的冶金装备制造服务商和城市设备设施制造服务商；首钢实业致力打造成为首钢钢铁服务供应商、现代城市生活和资产运营管理领域服务商。

Shougang Group is deeply implementing the new development philosophy, continuously deepening the integration of industry and finance. The Group is building professional industrial fund and asset management teams to optimize asset management and resource allocation, supporting the iron and steel industry in becoming stronger and better, advancing park development, and fostering the growth of new industries. Beijing Shougang Funds Co., Ltd. acts as our in-house investment banking arm, aligning with the Group's industrial sectors to empower capital operations and business development. Shougang Holding (Hong Kong) Limited is building the Group's overseas investment and financing platform, executing industrial management and capital

operations that support our overall industrial layout, and supporting the Group in strengthening and supplementing its supply chains. Shougang Group Finance Co., Ltd. is strengthening its functions in fund centralization, fund settlement, fund monitoring, and financial services, while enhancing our treasury operations and financial services. It is dedicated to becoming a first-class value creator and smart financial service provider within the industry. Capital Industrial Financial Services Group Limited is establishing a supply chain finance technology service platform, making Shougang the first state-owned enterprise directly under the Beijing municipal government, to issue multi-level transferable debt instruments for supply chains. Beijing Shougang International Engineering Technology Co., Ltd. is building its reputation on technology to become an international engineering technology company. Beijing Shougang Construction Group Co., Ltd. is committed to becoming a large-scale industrial and urban engineering construction service provider with Shougang characteristics. Beijing Shougang Automation Information Technology Co., Ltd. aims to be a leading intelligent and digital comprehensive provider in China. Beijing Shougang Machinery & Electric Co., Ltd. is dedicated to becoming a first-class domestic manufacturer and service provider for metallurgical equipment and urban equipment/facilities. Beijing Shougang Real Estate Development Co., Ltd. is committed to becoming a service provider for Shougang Group, a modern urban living service provider, and an asset operation and management service provider.

企业文化 | Corporate Culture

跨越一个世纪，首钢集团在百年发展中孕育了优秀的企业文化，形成了“敢闯、敢坚持、敢于苦干硬干；敢担当、敢创新、敢为天下先”的首钢精神。首钢着眼高质量发展的需要，连续 23 年举办“创新创优创业”交流会，成为首钢党建和思想文化工作的品牌。面向新时代，首钢集团以“智造、服务、共赢”为品牌口号，坚持以人为本、强企报国，依靠首钢人讲政治、能扛活、有情怀的优良作风，努力建设世界一流的综合性大型企业集团，打造中国式现代化的首钢场景。

For a century, Shougang's legacy has been carried forward, its exceptional corporate culture forged through transformative times. At the heart of this culture lies the "Shougang Spirit": Courageous Pioneering, Unyielding Resilience; Unwavering Responsibility, Relentless Innovation and Visionary Leadership. To meet the demands of our high-quality development, Shougang has consecutively held the "Innovation, Excellence, and Entrepreneurship" exchange conference for 23 years, which has become a brand for Shougang's Party building and ideological-cultural work. Facing the new era, Shougang Group adopts "Intelligent Manufacturing, Service, Win-Win" as its brand slogan, adheres to people-centric principles, and the mission of strengthening the enterprise for the nation. Leveraging its workforce's political dedication, resilience, and passion, the Group strives to build a world-class, comprehensive, large-scale enterprise group and shape the "Shougang Scenario" for Chinese modernization.



年度事件

2024 Key Events

01

首钢掀起学习宣传贯彻党的二十届三中全会精神热潮
Launched a comprehensive internal campaign to study and implement the principles of the Third Plenary Session of the 20th CPC Central Committee.



02

落实北京市委书记、市长多次到首钢调研时的要求“加快推动首钢园转型，打造更高国际水准的城市复兴新地标”
Acted on directives from Beijing's leadership, including Party Secretary and Mayor, to accelerate the transformation of Shougang Park into a new landmark for urban revitalization of higher international standards.



03

北冶公司自主研制 300 兆瓦级 F 级重型燃气轮机用超纯净高温合金，助力大国重器
Beijing Beiyue Functional Materials Corporation independently developed an ultra-pure superalloy for 300-megawatt class F-grade heavy-duty gas turbines, contributing a key material for one of China's national strategic assets.



04

首钢朗泽全球首套含二氧化碳工业尾气生物合成无水乙醇项目正式开工
Construction officially began on the Shougang LanzaTech project, the world's first facility to biologically synthesize ethanol from industrial off-gas containing carbon dioxide.



05

首钢三项电工钢产品全球首发，18 项成果获 2024 年冶金科学技术奖
Shougang debuted three new electrical steel products globally and received 18 accolades at the 2024 Metallurgical Science and Technology Awards.



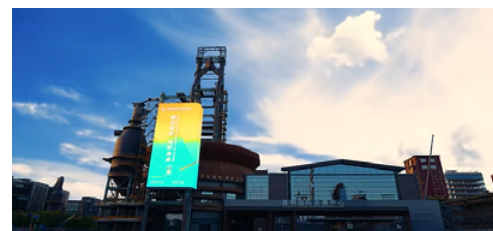
06

首钢集团深入开展“一引领两融合”群众性主题实践活动
Conducted an extensive, company-wide initiative focused on our "One Guiding Principle and Two Integrations" strategic framework.



07

“四高炉”改造升级为首钢国际会展中心，首钢园成为多项国家级重大活动永久会址
The historic No. 4 Blast Furnace was successfully transformed into the Shougang International Convention and Exhibition Center, as Shougang Park became the permanent venue for several major national events.



08

2024 年首钢“创新创业”交流会召开
Successfully hosted the 2024 Shougang "Innovation, Excellence, and Entrepreneurship" Conference.



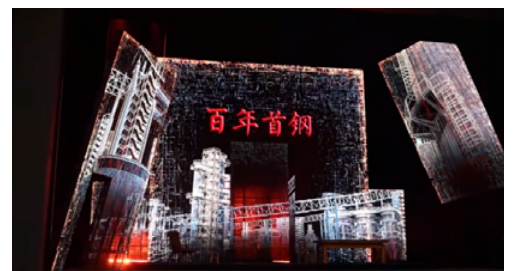
09

首钢品牌价值首次突破 1000 亿元大关，首钢集团第 13 次登上世界 500 强榜单
Shougang's brand value surpassed the RMB 100 billion mark for the first time, and Shougang was named to the Fortune Global 500 list for the 13th time.



10

《百年首钢》京剧首演，首钢建厂 105 周年活动丰富多彩
Premiered the "Centennial Shougang" Beijing Opera and hosted a series of vibrant events to celebrate the 105th anniversary of Shougang's founding.



聚焦一 Focus 1

践行“一引领两融合”，培育发展新质生产力

Cultivating New Quality Productive Forces through Our "One Guiding Principle and Two Integrations" Framework

▶ 首钢集团围绕“推动技术创新成为首钢第一竞争力、打造中国式现代化首钢场景”的战略任务，深入学习领会习近平总书记关于发展新质生产力的重要论述，结合外部环境变化和自身发展需要，确立“一引领两融合”新质生产力发展战略路径，以深入开展“一引领两融合”群众性主题实践活动为抓手，坚持技术创新核心引领，深化技术创新与管理创新、商业模式创新融合并进，做优做强全面创新价值创造、价值集成，形成新征程上首钢向稳而进、向高而攀、向绿而兴、向远而行的澎湃动力。

In pursuit of our strategic mission to establish technological innovation as Shougang's primary competitive advantage and create a "Shougang Scenario" for Chinese modernization, the Group has thoroughly studied President Xi Jinping's significant discourse on developing new quality productive forces. Responding to the evolving external landscape and our own developmental needs, we have established a strategic path centered on "One Guiding Principle and Two Integrations" to foster these new productive forces. This framework, advanced through a group-wide employee engagement initiative, champions the central role of technological innovation while deeply integrating it with innovations in management and business models. This synergy has become the powerful engine driving Shougang's progress, enabling us to advance with stability, climb to new heights, grow greener, and build for the long term.



坚定不移推动技术创新成为首钢第一竞争力，推进企业高质量发展

Unwaveringly Establishing Technological Innovation as Shougang's Primary Competitive Advantage

首钢集团推动技术创新成为首钢第一竞争力，健全科技创新管理机制，强化原创性引领性科技攻关，不断提高“制造+服务”水平，以技术创新之“进”拓企业高质量发展之路。

Shougang is committed to making technological innovation our foremost competitive strength. We are strengthening our technology management mechanisms, prioritizing breakthroughs in original and leading-edge technologies, and continuously elevating our "Manufacturing + Service" capabilities to pave a path for high-quality development through the power of innovation.

• 强化科技创新机制

Strengthening Technology and Innovation Framework

首钢集团坚持把技术创新摆在企业发展的优先位置，完善技术创新管理体系，落实人才强企理念，搭建创新平台，深入开展创新活动，强化知识产权保护，打造横向衔接、纵向贯通的创新链条，为打造高端化、智能化、绿色化产业体系提供坚实支撑。

Shougang consistently prioritizes technological innovation in our corporate development. We are enhancing our technology management systems, implementing a talent-driven growth philosophy, building innovation platforms, launching in-depth innovation initiatives, and strengthening intellectual property protection to create an innovation chain that is both horizontally interconnected and vertically integrated, thus laying a solid foundation for developing a high-end, intelligent, and green industrial system.



首钢新词汇

New Words from Shougang

一引领两融合：

即以技术创新为引领，推动技术创新与管理创新和商业模式创新深度融合。

One Guiding Principle and Two Integrations: that is, to lead technological innovation and promote the deep integration of technological innovation with management innovation and business model innovation.



创新管理体系 Innovation Management System

首钢完善以技术研究院为核心，迁顺技术中心、首钢京唐技术中心等多中心为支撑的“一院多中心”研发体系，加强创新课题过程管理，结合创新工作方向与年度重点任务及经营堵点、卡点制定攻关计划，建强 4 个重大科研项目团队，持续拓展科创系统在集团内的应用。2024 年，集团研发投入共计 73.22 亿元。

Shougang is improving its "One Institute, Multiple Centers" R&D framework, with the Technology Research Institute at its core, supported by centers such as the Qianshun Technology Center and the Shougang Jingtang Technology Center. We are strengthening the process management of innovation projects and formulating targeted research plans that align with our innovation direction, annual key tasks, and operational bottlenecks. Furthermore, we have reinforced four major scientific research project teams, continuing to expand the application of our science and technology innovation system within the Group. In 2024, the Group's total R&D investment amounted to RMB 7.322 billion.

2024 年

集团研发投入共计

73.22 亿元

In 2024, the Group's total R&D investment amounted to RMB 7.322 billion.



实施人才强企 Driving Growth Through Talent

首钢尊重职工的创新主体地位和首创精神，组织评选第二届首钢科学家，组建首钢科学家工作站，开展青年科技创新人才、首钢工匠大讲堂等各类创新培训，8 名职工获第十一届全国钢铁行业竞赛技能能手称号。

Shougang respects the central role of our employees in innovation and values their pioneering spirit. We organized the selection of the second cohort of "Shougang Scientists" and established a workstation for them. We also conducted various innovation training programs, such as those for young science and technology talent and the Shougang Craftsmen Lecture Hall. In recognition of their expertise, eight of our employees were awarded the title of "Technical Expert" at the 11th National Steel Industry Vocational Skills Competition.

2024 年

8 名职工

获第十一届全国钢铁行业竞赛技能能手称号

8 employees have won the title of skilled workers in the 11th National Iron and Steel Industry Competition.



搭建创新平台 Building Innovation Platforms

首钢充分发挥技能大师工作室、职工创新工作室等平台和多层次产学研用融通创新载体的主阵地作用，与行业龙头企业联合创建实验室、研发平台，促进创新链产业链深度融合，集团联合研发平台达到 44 家。

Shougang fully leverages the primary role of our innovation platforms, including Skill Master Studio and Staff Innovation Studio, as well as our multi-level platforms that integrate industry, academia, research, and application. We collaborate with industry-leading enterprises to establish joint laboratories and R&D platforms, fostering the deep integration of the innovation and industrial chains. To date, the Group has established 44 joint R&D platforms.

2024 年

集团联合研发平台达到

44 家

The Group has established 44 joint R&D platforms.



焕发创新活力 Stimulating Innovation Vitality

首钢颁发《首钢集团级职工创新工作室管理细则》，深入开展“一引领两融合”群众性主题实践活动，鼓励职工参与创新评奖比赛，激发职工创新活力。2024 年，集团各单位累计开展“一引领两融合”重点项目攻关 1161 项，发起职工创新工作室课题攻关 1013 项，总计效益突破 14 亿元。

Shougang has issued the "Shougang Group Staff Innovation Studio Management Guidelines" and launched a group-wide thematic initiative centered on the "One Guiding Principle and Two Integrations". We encourage employees to participate in innovation competitions and awards to stimulate their creative potential. In 2024, units across the Group undertook 1,161 key projects as part of the "One Guiding Principle and Two Integrations" initiative, and initiated 1,013 "Staff Innovation Studio" R&D projects, which collectively generated over RMB 1.4 billion in economic benefits.

2024 年

重点项目攻关

1161 项

发起课题攻关

1013 项

总计效益突破

14 亿元

In 2024, units across the Group undertook 1,161 key projects as part of the "One Guiding Principle and Two Integrations" initiative, and initiated 1,013 "Staff Innovation Studio" R&D projects, which collectively generated over RMB 1.4 billion in economic benefits.



保护知识产权 Protect Intellectual Property

首钢规范使用产品注册商标,加强核心技术领域专利布局与国际知识产权保护,积极借助法律手段维护产品专利合法权益。2024 年,集团组织完成专利申请 1865 件,获得专利授权 998 件,集团万人发明专利拥有量达 422 件,评审拟定 37 项首批专利群。

Shougang regulate the use of registered product trademarks, strengthen our patent layout in core technology areas, and enhance international intellectual property protection. We actively use legal measures to safeguard the legitimate rights and interests associated with our product patents. In 2024, the Group filed 1,865 patent applications and was granted 998 patents. The Group's ownership of invention patents reached 422 per 10,000 employees. We also reviewed and designated an initial batch of 37 patent clusters.

2024 年	集团组织完成专利申请	获得专利授权	万人发明专利拥有量达	评审拟定
	1865 件	998 件	422 件	37 项首批专利群

In 2024, the Group filed 1,865 patent applications and was granted 998 patents. The Group's ownership of invention patents reached 422 per 10,000 employees. We also reviewed and designated an initial batch of 37 patent clusters.

荣誉 | Honor

首钢集团在“2024 中国钢铁企业专利创新指数”榜单中位居第二,荣获“专利创新极强企业”称号
在“2024 全球钢铁企业专利创新指数”榜单中位列第九

Shougang ranked second on the "2024 China Steel Enterprise Patent Innovation Index" list, earning the title of "Enterprise with Extraordinary Patent Innovation". The Group was also placed the ninth on the "2024 Global Innovation Index" list for patent among iron and steel enterprises across the globe

• 关键核心技术突破

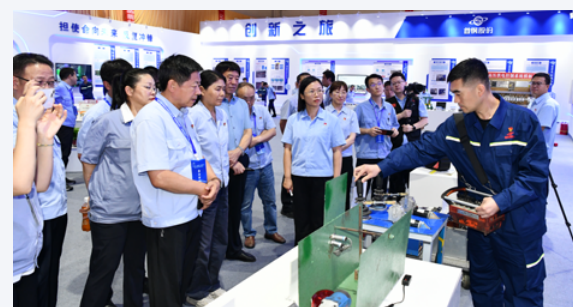
Key Core Technology Breakthrough

首钢集团紧紧围绕国家重大战略需求及重点领域,聚焦制约国家发展与安全的“卡脖子”关键难题,面向促进产业结构优化需要的新材料、新需求难题,面向超越现有领域在新兴产业、未来产业赛道突围拓展难题,强化原创性引领性技术攻关,创新研发首发产品、首创工艺、首开设备,抢占行业制高点,打造原创技术“策源地”,技术创新硬实力与引领力更加强劲。2024 年,集团完成首发产品 6 项、首创工艺 2 项、首开设备 1 台套。

Shougang Group closely aligns its efforts with major national strategic needs and key sectors. We focus on overcoming critical "bottleneck" challenges that constrain national development and security. Our R&D addresses the demand for new materials needed to optimize the industrial structure and tackles challenges related to breaking new ground in emerging and future industries. By strengthening original and leading-edge technological research, we are innovating and developing first-to-market products, pioneering processes, and inaugural equipment. This strategy allows us to seize the commanding heights of the industry, establish ourselves as a hub for original technology, and further fortify the hard power and leadership of our technological innovation. In 2024, the Group successfully launched 6 first-to-market products, developed 2 pioneering processes, and commissioned 1 inaugural set of equipment.



▲ 首钢集团举行“一引领两融合”主题实践活动现场交流会
Shougang Group Held On-Site Exchange Meeting on "One Guiding Principle and Two Integrations" strategic framework.



▲ 集团深入开展“一引领两融合”群众性主题实践活动
The Group conducted an extensive, company-wide initiative focused on our "One Guiding Principle and Two Integrations"



◀ 商标注册证
Registered Trademark Certificates



◀ 计算机软件著作权登记证书
Registration Certificates for Computer Software Copyrights

2024 年	集团完成首发产品	首创工艺	首开设备
	6 项	2 项	1 台套

In 2024, the Group successfully launched 6 first-to-market products, developed 2 pioneering processes, and commissioned 1 inaugural set of equipment.

材料创新
Materials
Innovation

- 首钢智新 0.2 毫米低噪声取向电工钢磁畴均匀化控制技术取得突破。
- 首钢京唐突破 5 毫米极薄规格 9Ni 钢生产工艺。
- 技术研究院开发专用焊材及焊接工艺，实现我国首个燃烧等离子体聚变堆中心螺旋管预紧件供货。
- 北冶公司自主研制 300 兆瓦级 F 级重型燃气轮机用超纯净高温合金，助力大国重器。
- 首钢吉泰安成功研发超高温电热合金，打通粉末冶金电热材料全流程制备工序。
- Shougang Zhixin achieved a breakthrough in magnetic domain refinement control technology for its 0.2mm low-noise, grain-oriented electrical steel.
- Shougang Jingtang successfully developed a production process for 5mm ultra-thin 9Ni steel.
- The Technology Research Institute developed specialized welding materials and processes, enabling the first domestic supply of pre-tightening components for the central solenoid of a burning plasma fusion reactor.
- Shougang Beijing Beiye Functional Materials Corporation independently developed an ultra-pure superalloy for 300-megawatt class F-grade heavy-duty gas turbines, contributing a key material for one of China's national strategic assets.
- Shougang Gitane successfully developed an ultra-high-temperature electrothermal alloy, mastering the complete powder metallurgy process for producing electrothermal materials.

工艺改进
Process
Improvements

- 汽车板能量调配电阻点焊技术支撑吉帕级高强钢的进口替代。
- 首钢股份实现超低碳钢大断面单流每分钟 1.5 米拉速 5 炉连浇。
- 首钢环境建成厨余垃圾制乙醇试验线。
- 首钢朗泽突破二氧化碳高效转化技术瓶颈，含二氧化碳工业尾气生物合成无水乙醇项目入选国家发展改革委《绿色低碳先进技术示范项目清单（第一批）》。
- Our energy-adaptive resistance spot welding technology for automotive sheets now supports the replacement of imported GigaPascal-grade high-strength steel.
- Shougang Co., Ltd. achieved a continuous casting speed of 1.5 meters per minute for 5 consecutive heats in the large-section, ultra-low-carbon steel single-strand process.
- Shougang Environment Industry Co., Ltd. constructed a pilot line for producing ethanol from food waste.
- Shougang LanzaTech overcame a key bottleneck in high-efficiency carbon dioxide conversion technology. Its project of anhydrous ethanol biosynthesis from CO2-containing industrial tail gas was selected by the National Development and Reform Commission (NDRC) into the List of Advanced Green and Low-Carbon Technology Demonstration Projects (First Batch).

装备更新
Equipment
Upgrades

- 首钢京唐连铸大辊径高压下核心装备及关键控制技术持续扩大应用，产量突破 20 万吨。
- 首钢股份带焙产线实现投产即达产，入炉球团比例提高 14.5 个百分点。
- 首钢智新高端电工钢热处理项目投产。
- 首钢京唐 100 兆瓦超高温亚临界煤气发电机组并网发电，自发电率提高 5.4 个百分点。
- 首钢机电实现商用航空发动机零部件等高技术产品部分批量制造。
- 首钢城运智能移动充电车助力解决老旧小区充电难问题。
- At Shougang Jingtang, the application of core equipment and key control technology for large-roller, high-reduction continuous casting continues to expand, with output exceeding 200,000 tons.
- The belt-roasting production line at Shougang Co., Ltd. reached its designed capacity immediately upon commissioning, increasing the proportion of pellets in the furnace charge by 14.5 percentage points.
- The high-end silicon steel heat treatment project at Shougang Zhixin commenced production.
- The 100 MW ultra-high temperature, sub-critical gas power generation unit at Shougang Jingtang was connected to the grid, increasing the self-generation rate by 5.4 percentage points.
- Shougang Machinery & Electric Company achieved partial mass production of high-tech products, including parts for commercial aircraft engines.
- Shougang City Operation's intelligent mobile charging vehicles are helping to solve charging difficulties in older residential communities.

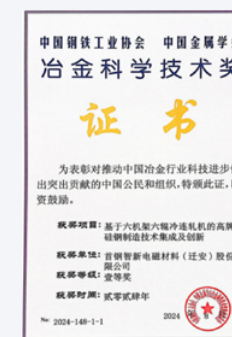
荣誉 | Honor



首钢京唐荣获国家科学技术进步奖
技术奖二等奖
Shougang Jingtang received a Second Prize at the National Science and Technology Progress Awards



首钢集团荣获冶金科学技术奖
技术奖特等奖
Shougang Group received the Grand Prize at the Metallurgical Science and Technology Awards



首钢智新荣获冶金科学技术奖
技术奖一等奖
Shougang Zhixin Electromagnetic Materials received a First Prize at the Metallurgical Science and Technology Awards

• 提高“制造 + 服务”水平

Enhancing "Manufacturing + Service" Capabilities

首钢集团坚持“问”在市场、“落”在现场，用高质量的供给抢抓需求侧结构性机遇，增强高效制造、高品质制造、绿色制造、智能制造创新能力，提升精准服务效能，不断提高“制造 + 服务”水平。

Shougang remains committed to a market-driven and operationally-focused approach. By delivering high-quality supply, we seize structural opportunities on the demand side, continuously elevating our "Manufacturing + Service" model and enhancing our innovation effectiveness.

高效制造 Efficient Manufacturing

- 首钢股份高炉利用系数创历史新高。
- 首钢京唐铁水温降达到行业领先水平，5 条镀锌线创出 6 条线产能规模。
- 首钢国际铁矿石产销和钢材出口再创新高。
- 首钢矿投铁、磷回收率分别提高 2.2 和 8.6 个百分点。
- Shougang Co., Ltd.'s blast furnace utilization coefficient reached a new all-time high.
- Shougang Jingtang achieved an industry-leading hot metal temperature drop. Its five galvanizing lines are now delivering the production capacity of six lines.
- China Shougang International set new records for both iron ore sales and steel exports.
- Shougang Mining Investment increased its iron and phosphorus recovery rates by 2.2% and 8.6%, respectively.

高品质制造 High-Quality Manufacturing

- 高端领先产品、三大战略产品、新产品产量均创历史最好水平。
- 汽车板、电工钢、镀锡镀铬板市场占有率保持国内前三。
- 中厚板桥梁钢供货世界最大跨度斜拉桥——常泰长江大桥。
- 首钢水钢实现 72A 帘线钢批量生产。
- 首钢贵钢易切削钢突破产线规格设计上限。
- Production volumes for our high-end leading products, three strategic product lines, and new products all reached historic highs.
- Our market share for automotive sheets, electrical steel, and tin/chrome-plated sheets remains in the top three domestically.
- We supplied heavy plate bridge steel for the world's longest-span cable-stayed bridge, the Changzhou-Taizhou Yangtze River Bridge.
- Shougang Shuicheng Steel achieved mass production of 72A steel cord.
- Shougang Guiyang Special Steel exceeded the designed specification limits of its production line for free-cutting steel.

绿色制造 Green Manufacturing

- 首钢股份启动近“零”碳排放冶炼高品质钢项目建设。
- 首钢京唐实现 50% 大废钢比 7 炉连浇，首卷汽车侧围外板镀锌产品成功下线。
- 首钢京唐、迁钢公司成为中钢协“双碳最佳实践能效标杆示范企业”，首钢京唐烧结工序获评工信部能效“领跑者”，首钢长钢环保绩效升至 A 级。
- 首钢集团成为行业第二家开展“无废集团”建设的钢铁企业。
- Shougang Co., Ltd. launched the construction of a project to produce high-quality steel with near-zero carbon emissions.
- Shougang Jingtang achieved seven consecutive heats of continuous casting with a high scrap charge ratio of 50%. and produced its first coil of galvanized product for automotive side panels.
- Shougang Jingtang and Qian'an Iron & Steel were named "Dual-Carbon Best Practice Energy Efficiency Benchmarking Demonstration Plants" by the China Iron and Steel Association (CISA). The sintering process at Shougang Jingtang was rated an "Energy Efficiency Front-Runner" by the Ministry of Industry and Information Technology (MIIT). Shougang Changzhi Steel's environmental performance was upgraded to Grade A.
- Shougang became the second steel enterprise in the industry to launch a "Zero-Waste Group" construction initiative.

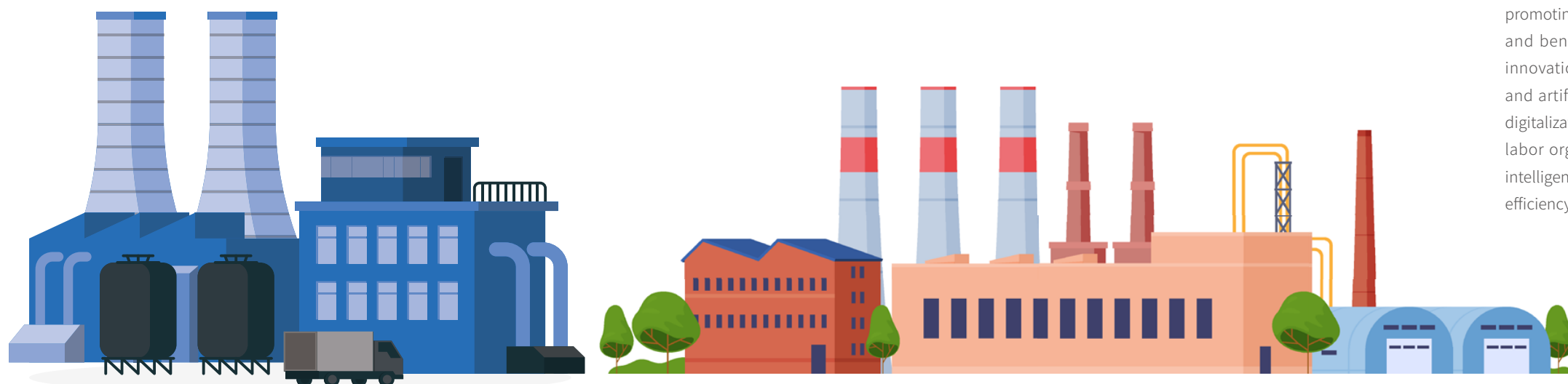
智能制造 Intelligent Manufacturing

- 首钢京唐钢轧部应用数字孪生技术，转炉冶炼过程无干预率达 95% 以上。
- 首钢工程采用数字化 BIM 工具，万华化学 30 万吨 / 天海水淡化项目获 2024 基础设施数字化光辉大赛“中国杰出项目奖”，并成功入围全球总决赛。
- 首钢矿业推进智能矿山建设迭代提升，马城地采选自动化、智能化管控项目建设稳步推进。
- 首钢矿投下属的辽宁硼铁智慧矿山实现生产设备前端数据实时预警、24 小时线上自动巡检、外围泵站无人值守和磨选车间“黑灯工厂”。
- 首钢机电搭建经营管理系统，缩短业务周期，快速响应客户咨询并解决问题，提高客户满意度。
- The steel rolling department at Shougang Jingtang applied digital twin technology, achieving a non-intervention rate of over 95% in the converter smelting process.
- Shougang International Engineering Technology utilized digital BIM tools on the Wanhua Chemical 300,000 tons/day seawater desalination project, which won the "China Outstanding Project Award" at the 2024 Year in Infrastructure and Going Digital Awards Event and successfully made it to the global finals.
- Shougang Mining Corporation is advancing the iterative development of its intelligent mine construction. The automation and intelligent control project for the Macheng Mine underground mining and processing facility is progressing steadily.

- The smart mine for boron and iron at Shougang Mining Investment in Liaoning has enabled real-time early warnings from front-end production equipment, 24-hour automated online inspections, unattended peripheral pump stations, and a "lights-out" factory in its grinding and processing workshop.
- Shougang Machinery & Electric Company implemented an operations management system, which has shortened business cycles, enabled rapid response to customer inquiries and issues, and enhanced overall customer satisfaction.

- 首钢不断推出面向不同应用场景的整体解决方案，推进技术服务能力提升，EVI 供货量创历史新高，荣获“最佳合作伙伴”“优秀供应商”“卓越合作伙伴奖”等奖项 38 个。
- 首钢园“产业赋能+特色协同”服务体系迭代升级到 2.0 版本，服务入园企业 700 余家次，帮助多家企业获取政策资金支持。
- 首钢地产落实“保交楼”要求，如期交付高品质住宅 2800 余套。
- Shougang continuously introduces integrated solutions for diverse application scenarios, enhancing our technical service capabilities. Our Early Vendor Involvement (EVI) supply volume reached a new all-time high, and we received 38 awards from partners, including "Best Partner", "Excellent Supplier", and the "Extraordinary Partner Award".
- The "Industry Empowerment + Specialized Synergy" service system at Shougang Park was upgraded to version 2.0. It provided over 700 instances of service to resident enterprises, assisting multiple companies in securing policy-based financial support.
- Shougang Real Estate fulfilled its commitment to project completion and delivery, handing over more than 2,800 high-quality residential units on schedule.

推进精准服务
Advancing
Targeted
Services



推动技术创新与管理创新深度融合， 效益效率不断提升

Driving the Deep Integration of Technological and Management Innovation to Continuously Boost Benefits and Efficiency

首钢集团深刻认识技术创新和管理创新融合发展的趋势，树立系统观念、做好顶层设计，推进管理创新与技术创新同频共振，实现技术突破的“硬实力”和管理变革的“软环境”融合并进，通过管理体系转型与数智技术运用提高管理效率，筑牢风控防线，推动效益效率不断提升。

Shougang profoundly recognizes the integrated development trend of technological and management innovation. By adopting a system-based mindset and robust top-level design, we are promoting the synchronized advancement of management and technological innovation. This approach merges the "hard power" of technical breakthroughs with the "soft environment" of management transformation, enhancing management efficiency through systemic reforms and the application of digital and intelligent technologies, fortifying our risk control framework, and driving continuous improvements in performance and effectiveness.

• 提高管理效率 Improving Management Efficiency

首钢集团充分发挥管理创新的关键支撑作用，把握新一轮国企改革内在要求，搭建高效的管理体系，用管理创新实际成效破除技术创新中的体制机制障碍，推动生产要素高效配置；充分发挥技术创新的核心驱动作用，运用 5G、大模型、人工智能等前沿技术提高管理效率，把数字化项目建设效果体现在管理层级压缩、劳动组织优化和劳动效率提升上。

Shougang leverages the critical supporting role of management innovation. In line with the intrinsic requirements of the new round of state-owned enterprise reform, we are building an efficient management system. We use the practical results of management innovation to remove institutional barriers to technological innovation, promoting the efficient allocation of production factors to further enhance efficiency and benefits. Concurrently, we leverage the core driving role of technological innovation. We apply cutting-edge technologies such as 5G, large-scale models, and artificial intelligence to improve management efficiency. The success of our digitalization projects is reflected in compressed management hierarchies, optimized labor organization, and increased labor productivity. We fully utilize digital and intelligent technologies to empower industrial development and improve operational efficiency.

管理变革支撑 技术创新

Management
Transformation Supporting
Technological Innovation



- 首钢京唐通过管理变革解决产线设备衔接、技术工艺融合的问题，5 毫米的 9Ni 钢实现了超低温加热工艺，使 3500mm 中厚板这条 30 多年的“老产线”焕发“新生机”。
- 技术研究院搭建全周期产品研发平台和数字化选材系统，EVI 新车型的选材效率提高了 50%。
- Through management transformation, Shougang Jingtang resolved issues related to production line equipment integration and technical process fusion. This enabled an ultra-low temperature heating process for the 5 mm 9Ni steel, revitalizing a 30-year-old, 3,500 mm production line.
- The Technology Research Institute built a full-cycle product R&D platform and a digital material selection system, which has improved the material selection efficiency for new EVI vehicle models by 50%.



▲ 首钢集团召开科技与管理创新大会
Shougang Group Technology and Management Innovation Conference

技术创新推动管理 效率提升

Technological Innovation
Driving Management
Efficiency



- 首钢矿投下属的辽宁硼铁提高信息化、自动化水平，在去年实物劳产率保持行业领先的情况下，提效 2.1%。
- 首钢冷轧应用知识图谱等 AI 技术，产品降级率下降 35%、设备利用效率提升 21%。
- At Liaoning Shougang Boron Iron improves the level of informatization and automation. Last year, while maintaining an industry-leading physical labor productivity rate, the operation further improved its efficiency by 2.1%.
- Shougang Cold-Rolled Sheet applied AI technologies such as knowledge graphs, resulting in a 35% decrease in the product downgrade rate and a 21% increase in equipment utilization efficiency.

荣誉 | Honor



11 项成果获评中钢协第二十二届冶金企业管理现代化创新成果

11 achievements were recognized at the 22nd Metallurgical Enterprise Management Modernization Innovation Achievement Honoring Meeting by CISA



25 项成果获评第三十八届北京市企业管理现代化创新优秀成果

25 achievements were honored at the 38th Beijing Modernization Innovation Achievements in Enterprise Management



首钢集团获评北京市企业管理现代化创新成果优秀组织单位

Shougang was honored an "Outstanding Organizing Unit" for the Beijing Modernization Innovation Achievements in Enterprise Management Awards



• 搭建信息化平台

Building Information Platform

首钢集团通过自主研发和集成创新的方式，全面搭建集团投资管理系统、司库体系、数字网格化管理、成本管理体系等信息化平台，利用数字技术统筹管理要素与业务流程，强化信息互联互通，消除信息孤岛，不断提高决策与执行效率。

Through in-house development and integrated innovation, Shougang has comprehensively established group-wide information platforms, including an Investment Management System, a Treasury System, a Digital Grid Management platform, and a Cost Management System. We utilize digital technology to coordinate management elements and business processes, enhance information connectivity, eliminate data silos, and deepen system applications to continuously improve the efficiency of our decision-making and execution.

投资管理系统上线 Launch of Investment Management System



首钢以数字化赋能业务、风控、监督部门“三道防线”，上线投资管理系统，存量项目体量、项目进度拖期率大幅降低，投资项目质量显著提升。固定资产投资支出与经营净现金流保持在合理比例，为集团稳步降低资产负债率提供了重要支撑。

Shougang has digitally empowered the "three lines of defense" across our business, risk control, and supervision departments with the launch of our Investment Management System. This has led to a significant reduction in the volume of legacy projects and project schedule delays, markedly improving the quality of our investment projects. The ratio of fixed asset investment expenditure to net operating cash flow is maintained at a reasonable level, providing crucial support for the Group's steady reduction of its asset-liability ratio.

司库体系建设 Treasury System Construction



首钢司库管理体系建设项目第二阶段资金结算系统在试点单位成功上线运行，全面建成“8+1”司库体系，应用数字机器人解决数据获取和数据入池，实现数据的自动采集、分析、监控和预警，集团全票据业务可视，数据分析层层穿透，风险点一触即达。

The second phase of Shougang's Treasury Management System project, the funds settlement system, has been successfully launched at pilot units. This completes the full construction of our "8+1" treasury system. We have applied digital robotics to automate data acquisition and pooling, enabling automatic data collection, analysis, monitoring, and early warnings. The system provides full visibility into all the Group's commercial bill operations, allows for deep-dive data analysis, and makes risk points immediately accessible.

数字网格化管理 Digital Grid Management



首钢人力资源管理实现全集团组织人事数据的统一、规范和共享；科技创新管理实现项目全链条、成果全过程管理；审计管理实现项目从计划、实施、报告到整改的全流程闭环管理；法务管理搭建风险可视化底座，从事后完善向事前预防、事中监控转变；公司治理实现子企业股权架构、章程制度、治理结构、董监事信息“一键查询”；集团数字档案室信息管理平台实现全国产化，数字档案室获评“北京市高水平数字档案室”。

Human Resources Management at Shougang now enables unified, standardized, and shared organizational and personnel data across the entire Group. Technology and Innovation Management provides end-to-end management of the entire project chain and the full lifecycle of achievements. Audit Management has achieved closed-loop management for the entire audit process, from planning and implementation to reporting and rectification. Legal Affairs Management has established a foundation for risk visualization, shifting the focus from post-event remediation to pre-event prevention and in-process monitoring. Corporate Governance now allows for "one-click inquiry" into the equity structure, articles of association, governance structure, and director/supervisor information of subsidiary enterprises. The Group's Digital Archives information management platform has been fully developed using domestic technology, and the Digital Archives was recognized as a "Beijing High-Level Digital Archives".

成本管理体系建设 Costs Management System Construction



集团各单位聚焦企业卡点、堵点、痛点问题，坚持业务驱动，追求“四个极致”，全力推进建设成本管理体系，提升极低成本管理能力，通过数智技术应用实时监控和追踪各项成本、提升核心资源配置能力、优化劳动组织和提升劳动效率，实现成本精准控制。

Across the Group, all units are focused on addressing operational bottlenecks, sticking points, and pain points. Adhering to a business-driven approach and pursuing the optimal allocation, extreme efficiency, ultra-low cost, and maximum energy efficiency, we are fully advancing the construction of a cost management system to enhance our ultra-low-cost management capabilities. Through the application of digital and intelligent technologies, we monitor and track all costs in real-time, improve the allocation of core resources, optimize our labor organization, and increase labor efficiency to achieve precise cost control.

首钢新词汇

New Words from Shougang

四个极致：

即极致效率、极致能效、极低成本、极优配置。

Four extremes: extreme efficiency, extreme energy efficiency, extremely low cost, optimal configuration.

• 筑牢风控防线

Fortifying Our Risk Control Framework

首钢集团始终坚持以高水平风险防控护航高质量发展，持续强化底线思维和红线意识，织紧织密合规风控体系。集团制定《首钢集团有限公司合规风险事件应对和报告管理实施细则》《首钢集团有限公司采购风控合规指引（试行）》等制度，以风险管理为导向、合规管理监督为重点，建立健全严格、规范、全面、有效的内控体系，实现强内控、防风险、促合规；聚焦“战略风险、市场风险、财务风险、法律风险、运营风险”5类风险，组织成员单位编制风险识别清单；推进风险预警信息化，10家下属单位建设风险预警指标体系；组织开展“十大风险”评估工作，25家单位识别管控重点风险250项；完成权力清单4.0和风控手册3.0迭代升级，推进司库体系建设，抓好抓实风险防控问题整改工作，稳步提升风险防控能力。2024年，首钢集团各项重大风险总体可控，未发生重大合规风险及重大违规事件。

Shougang consistently upholds high-level risk prevention and control as an escort for high-quality development. We continuously strengthen our baseline thinking and red-line awareness, weaving a tight and dense compliance and risk control system. The Group has formulated policies such as the Shougang Group Compliance Risk Event Response & Reporting Implementation Rules and the Shougang Group Procurement Risk & Compliance Guidelines (Trial). Guided by risk management and centered on compliance supervision, we have established a strict, standardized, comprehensive, and effective internal control system to strengthen controls, prevent risks, and promote compliance. We focus on five primary risk categories: Strategic Risk, Market Risk, Financial Risk, Legal Risk, and Operational Risk, and have organized member units to compile risk identification checklists. We are advancing the use of information technology for risk warnings, with 10 subsidiary units having established risk warning indicator systems. Furthermore, we conducted a "Top Ten Risks" assessment, resulting in 25 units identifying and controlling 250 key risks. We have pushed forward the iterative upgrades of our Power List 4.0 and Risk Control Manual 3.0, advanced the construction of the treasury system, and diligently managed the rectification of risk control issues, steadily enhancing our risk prevention and control capabilities. In 2024, all major risks at Shougang remained generally controllable, and no major compliance risks or significant violation incidents occurred.

推动技术创新与商业模式创新深度融合， 价值创造能力不断提升

Driving the Deep Integration of Technological and Business Model Innovation to Continuously Enhance Value Creation

首钢集团坚持以市场为导向、价值链为基础、服务为要素，高效整合内外部资源，通过商业模式创新重构价值链，推动技术创新与商业模式创新深度融合、协同发力，强化资本运作，坚持以融促产，培育发展新产业，不断提升企业价值创造能力与可持续发展内生动力。

Shougang adheres to a market-driven approach, leverages value chain fundamentals, and prioritizes service elements to efficiently integrate internal and external resources. Through business model innovation that reconfigures the value chain, the Group fosters deep integration between technological innovation and business model transformation. This dual-engine strategy continuously enhances the enterprise's value creation capacity while strengthening internal drivers for sustainable development.

• 资本运作

Capital Operation

首钢集团坚持目标导向，布局境内上市公司、境外上市公司、独立IPO、公募REITs“四个赛道”，强化上市公司资本运作，不断提升盈利能力，支持成长性强、商业模式明确的产业IPO上市，布局REITs赛道，对接多层次资本市场，提升产业运营和资本运营协同能力。

Shougang maintains a goal-oriented strategy, pursuing four distinct capital market "tracks": domestic listed companies, overseas listed companies, independent IPOs, and public REITs. We strengthen the capital operations of our listed companies to continuously improve profitability, support the IPOs of industries with strong growth potential and clear business models, and strategically position ourselves in the REITs sector. By engaging with multi-level capital markets, we enhance the synergy between our industrial operations and capital management.



境内上市公司 Domestic Listed Companies

首钢股份不断优化公司治理结构、提高信息披露质量、强化投资者关系管理，逐步提升投资回报；全年组织投资者交流活动 6 次、业绩说明会 3 次，公司证券交易所年度信息披露工作考核结果为 B；发布《“质量回报双提升”行动方案》，增强投资者信心；控股子公司首钢智新迁安电磁材料有限公司完成股份制改造。

Shougang Co., Ltd. is continuously optimizing its corporate governance structure, improving the quality of its information disclosure, and strengthening investor relations management to progressively increase investment returns. Throughout the year, it held 6 investor exchange events and 3 performance briefings. The company received a B rating in the stock exchange's annual information disclosure assessment. It also released its Action Plan for Dual Enhancement in Quality and Returns to bolster investor confidence. Additionally, its controlled subsidiary, Shougang Zhixin Qian'an Electromagnetic Material Co., Ltd., completed its transformation into a joint-stock company.

境外上市公司 Overseas Listed Companies

首钢资源持续提高经营质量，增强盈利能力，开展供股等资本运作。首惠产融聚焦供应链金融服务，构建以保理、租赁协同发展的多元化产业布局，加强上市公司市值管理，讲好资本市场故事，积极开展股票回购。

Shougang Fushan Resources continues to improve its operational quality and enhance profitability, engaging in capital operations such as rights issues. Capital Industrial Financial Services focuses on supply chain financial services, building a diversified industrial layout with synergistic development in factoring and leasing. It is strengthening its market value management, effectively communicating its value proposition to the capital markets, and actively conducting share repurchases.

独立 IPO Independent IPOs

首钢集团聚焦孵化新能源、新材料及环保领域优质标的，重点培育国家级专精特新“小巨人”企业，加速资本化进程，推动其向 IPO 目标迈进。2024 年底，首钢朗泽向香港联交所提交上市申请。

Shougang focuses on incubating high-quality targets in the new energy, new materials, and environmental protection sectors. We prioritize the cultivation of national-level Specialized, Refined, Differential, and Innovative "Little Giant" enterprises (SRDIs), accelerating their capitalization process to advance them toward IPOs. At the end of 2024, Shougang LanzaTech submitted its listing application to the Hong Kong Stock Exchange.

公募 REITs Public REITs

首钢集团积极对接资本市场、统筹谋划布局 REITs 赛道，推动集团环境、不动产等相关资产由重向轻转型，有效盘活存量资产，以金融之力推动产业转型升级。集团作为第一大股东的首程控股 2024 年完成第二期停车资产类 REITs 发行。

Shougang is actively engaging, planning, and positioning itself in the REITs sector. This strategy promotes the transition of the Group's environmental and real estate assets to an asset-light model, effectively revitalizes existing assets, and leverages financial tools to drive industrial transformation and upgrading. In 2024, Shoucheng Holdings, in which the Group is the largest shareholder, successfully issued its second REIT for parking assets.

以融促产

Strengthening Industry Through Finance

首钢集团坚持以融强产，优化金融资源配置，发挥集团金融单位的投行、资金运营平台、供应链金融平台作用，聚焦供应链金融、绿色金融、跨境金融、科技金融、丰富政策性金融工具箱等领域创新推出一系列金融服务和产品，不断为产业发展注入“新兴活水”。

Shougang is committed to a strategy of strengthening industry through finance and integrating industrial and financial operations. We optimize the allocation of financial resources and leverage our Group's financial units as investment banking, capital operations, and supply chain finance platforms. By focusing on areas such as supply chain finance, capital management, and green credit, we have innovated and launched a series of financial services and products, enhancing our financial service capabilities and continuously injecting new vitality into our industrial development.



打造供应链金融 Creating Supply Chain Finance

首钢集团不断提升产融结合能力，稳步推进延链、补链、强链工作，基于区块链打造首钢供应链金融科技服务平台，建立以“长安链”为基础设施的 BaaS 平台，创新推出“首钢京票”“到货通”“发票通”“保理通”等供应链金融产品，持续丰富供应链金融服务场景。2024 年，首钢京票开立规模达 145 亿元，链属企业超 3900 家；首钢供应链金融科技服务平台电子债权凭证业务累计开票 270 亿元，融资规模 212 亿元。

Shougang is constantly enhancing its financial service capabilities and deepening the integration of industry and finance. We are making steady progress in extending, supplementing, and strengthening our supply chains. We have built a supply chain finance platform based on blockchain technology and established a BaaS platform with ChainMaker as its infrastructure. Through this, we have innovated and launched supply chain financial products such as "Shougang Jingpiao" (Shougang Credit Certificate), "Daohuo Tong" (Goods Arrival Financing), "Fapiao Tong" (Invoice Financing), and "Baoli Tong" (Factoring Service), and continue to enrich our supply chain finance service scenarios. In 2024, the issuance of "Shougang Jingpiao" reached RMB 14.5 billion, serving over 3,900 enterprises in the supply chain. The Shougang supply chain finance platform has issued a cumulative total of RMB 27 billion in electronic accounts receivable certificates, facilitating RMB 21.2 billion in financing.

2024 年	首钢京票开立规模达	链属企业超	首钢供应链金融科技服务平台 电子债权凭证业务累计开票	融资规模
	145 亿元	3900 家	270 亿元	212 亿元
In 2024, the issuance of "Shougang Jingpiao" reached RMB 14.5 billion, serving over 3,900 enterprises in the supply chain.		The Shougang supply chain finance platform has issued a cumulative total of RMB 27 billion in electronic accounts receivable certificates, facilitating RMB 21.2 billion in financing.		



绿色金融产品 Green Financial Products

首钢财务公司创设“工艺流程环保贷”“能源利用绿色贷”“产品制造绿色贷”“建筑施工绿色贷”“绿色票据”“财绿通”等绿色低碳系列金融产品，满足企业绿色低碳转型升级过程中的资金需求。2024 年首钢财务公司累计投放各类绿色信贷产品 12.44 亿元，正式获批人民银行绿色贷款专项统计报数资格，对进一步完善绿色信贷指标体系，实现绿色信贷准入规范化、标准化、精细化具有里程碑意义。

Shougang Group Finance has created a series of green and low-carbon financial products to meet the capital needs of enterprises undergoing green transformation. These include the "Environmental Process Loan", "Energy Efficiency Green Loan", "Green Product Manufacturing Loan", "Green Construction Loan", "Green Bills", and "Green Finance Service". In 2024, Shougang Group Finance disbursed a total of RMB 1.244 billion in various green credit products. It was also formally approved by the People's Bank of China (PBoC) for the green loan special statistical reporting qualification. This represents a milestone in improving our green credit indicator system and achieving standardized, normalized, and refined green credit admissions.

2024 年 首钢财务公司累计投放各类绿色信贷产品

12.44 亿元

In 2024, Shougang Group Finance disbursed a total of RMB 1.244 billion in various green credit products.



跨境金融服务 Cross-Border Financial Services

首钢财务公司围绕境内外本外币资金归集、集中收付、外债额度和境外放款额度统筹等核心功能，全面提升资金使用效率；通过本外币一体化资金池业务，大幅简化结算流程，提升资金流动效率，推动跨境资金管理走向集约化、专业化、智能化。

Shougang Group Finance has enhanced its capital utilization efficiency by focusing on core functions such as domestic and foreign currency cash pooling, centralized collections and payments, and unified management of foreign debt and outbound lending quotas. Through its integrated domestic and foreign currency cash pool business, the company has significantly simplified settlement processes, improved capital flow efficiency, and advanced its cross-border capital management toward a more intensive, professional, and intelligent model.



科技金融产品 Technology Financial Products

首钢财务公司创新推出“智造贷”业务，以满足专精特新“小巨人”企业在生产研发过程中的融资需求，有效解决专精特新企业在关键材料、核心零部件、基础工艺等过程中存在的融资难题。2024 年，首钢财务公司累计为客户办理“智造贷”1 亿元，为企业核心技术攻关和自主创新提供金融支撑。

Shougang Group Finance has innovatively launched the "Intelligent Manufacturing Loan" to meet the financing needs of SRDIs during their production and R&D processes. This effectively addresses the financing challenges these enterprises face in areas like critical materials, core components, and fundamental processes. In 2024, Shougang Group Finance provided RMB 100 million in "Intelligent Manufacturing Loan" to clients, offering powerful financial support for their core technology development and independent innovation.

2024 年 首钢财务公司累计为客户办理“智造贷”

1 亿元

In 2024, Shougang Group Finance provided RMB 100 million in "Intelligent Manufacturing Loan" to clients



丰富政策性金融 工具箱

Expanding Our Policy- Based Financial Toolbox

首钢财务公司紧跟人民银行政策导向，积极运用结构性货币政策工具盘活集团票据资产，2024 年运用人民银行京创通、京制通、京绿通等专项再贴现政策工具开展再贴现业务 3.65 亿元，有效激活集团票据资产，助力集团高新企业、实体产业发展，提升了资金使用效率。

Shougang Group Finance closely aligns with the monetary policy guidance of PBoC, actively utilizing structural monetary policy instruments to unlock the potential of the Group's bill assets. In 2024, the company conducted RMB 365 million in rediscounting operations through specialized PBoC facilities including Jingchuang Tong (Beijing Innovation Support), Jingzhi Tong (Beijing Manufacturing Boost), and Jinglv Tong (Beijing Green Initiative). This has effectively revitalized the Group's bill portfolio, providing critical funding support for high-tech enterprises and real economy sectors within the Group, while enhancing capital utilization efficiency.

2024 年 运用人民银行京创通、京制通、京绿通等专项再贴现
政策工具开展再贴现业务

3.65 亿元

In 2024, the company conducted RMB 365 million in rediscounting operations through specialized PBoC facilities including Jingchuang Tong (Beijing Innovation Support), Jingzhi Tong (Beijing Manufacturing Boost).

首钢创新打造供应链金融

Shougang's Suite of Innovative Financial Products

▶ 首钢京票

Shougang Jingpiao



以首钢核心企业应付账款为依托，以区块链技术和大数据分析为支持，明确金额在指定日期无条件支付给持有方的一种凭证，具有可流转、可拆分、可融资的特点。

This is a certificate based on the accounts payable of Shougang's core enterprises, supported by blockchain technology and big data analytics. It represents an unconditional promise to pay a specified amount to the holder on a designated date and features the ability to be transferred, split, and used for financing.

▶ 到货通、发票通、保理通

Daohuo Tong, Fapiao Tong, Baoli Tong



围绕供应链内合格供应商，货物在核心企业入库阶段、开票结算阶段、确权阶段，即可获得一定比例的保理融资，进一步缩短供应商账期。

Targeting qualified suppliers within the supply chain, these products allow suppliers to obtain a certain percentage of factoring financing at various stages—when goods are received in the core enterprise's warehouse, during the invoicing and settlement phase, and at the receivables confirmation stage—further shortening the supplier's payment cycle.

▶ 银行超市

Bank Supermarket



解决供应链上的中小供应商融资难、融资贵、风险成本高、现金流短缺等问题，与中信银行、建设银行、工商银行、汇丰银行等实现直联，确保供金业务发挥最大效能。

This platform addresses the challenges faced by small- and medium-sized suppliers in the supply chain, such as difficulty in obtaining financing, high financing costs, elevated risk costs, and cash flow shortages. It establishes direct connections with banks including CITIC, CCB, ICBC, and HSBC to ensure maximum effectiveness of supply chain financing operations.

▶ 绿租宝

Lvzubao (Green Lease Treasure)



实现融资租赁资金提前介入、有序回流，与项目方共担风险、共享利益，为 EMC 项目的成功实施提供了有力的金融保障，充分发挥绿色金融促进产业节能减排作用。

This product facilitates the early involvement and orderly return of financing lease funds. It enables risk-sharing and benefit-sharing with project partners, providing a strong financial guarantee for the successful implementation of Energy Management Contracting (EMC) projects and fully leveraging the role of green finance in promoting industrial energy conservation and emission reduction.

案例 Case

绿色信贷赋能建筑行业高质量发展

Green Credit Empowers High-Quality Development in the Construction Industry

首钢财务公司积极践行绿色信贷理念，依据《绿色产业指导目录》《绿色建筑评价标准》，为建设集团新首钢国际人才社区和小瓦窑村旧村改造项目发放 3000 万元绿色建筑贷款，成为首钢绿色低碳金融产品的创新应用，标志着首钢财务公司保障绿色发展的能力和水平显著提升。

Actively practicing the principles of green credit, Shougang Group Finance provided a RMB 30 million green building loan to Shougang Construction Group. The loan supports the New Shougang International Talent Community and the Xiaowayao Village redevelopment project, in accordance with the national Green Industry Guidance Catalog and Green Building Evaluation Standard. This represents an innovative application of Shougang's green and low-carbon financial products and signifies a notable enhancement in Shougang Group Finance's capability and proficiency in underwriting green development.



• 产业培育

Fostering New Industries

首钢集团瞄准国家重大需求和重点领域，聚焦环境产业、新材料、新能源、机器人等领域，培育发展战略性新兴产业和未来产业，加快构建未来发展新优势。北冶公司自主研制 300 兆瓦级 F 级重型燃气轮机用超纯净高温合金，助力大国重器取得重要突破；首钢朗泽实现二氧化碳资源化和规模化利用重大技术突破，自主研发全球首套含二氧化碳工业尾气生物合成无水乙醇项目；首钢环境厨余项目开工建设，鲁家山和长治生物质项目稳定运行；首程控股深入布局人形机器人、医疗机器人、工业自动化等关键赛道，通过“资本+场景+技术”三重赋能，致力于打造完整的机器人产业生态。

Shougang targets major national needs and key sectors, focusing on areas such as environmental industries, new materials, new energy, and robotics. We are cultivating and developing strategic emerging industries and future-oriented industries to accelerate the creation of new advantages for future growth. Shougang Beijing Beiyue Functional Materials independently developed an ultra-pure superalloy for 300-megawatt F-class heavy-duty gas turbines, contributing to a significant breakthrough for a key material for one of China's national strategic assets. Shougang LanzaTech achieved a major technological breakthrough in the large-scale resource utilization of carbon dioxide with its independently developed project—the world's first to biosynthesize anhydrous ethanol from industrial off-gas containing dioxide. Shougang Environment began construction of its food waste project, while the Lujiaoshan and Changzhi biomass projects are operating stably. Shoucheng Holdings is making deep inroads into key sectors like humanoid robots, medical robots, and industrial automation. Through a triple-empowerment model of "Capital + Scenario + Technology", it is dedicated to building a complete robotics industry ecosystem.



▲ 集团领导到首钢园调研春节活动筹备情况
Group leaders are inspecting preparations for the Spring Festival activities at Shougang Park



▲ 首程控股积极践行商业模式创新理念成功达成四项合作签约
Shoucheng Holdings successfully signs four cooperation agreements, actively implementing its innovative business model philosophy

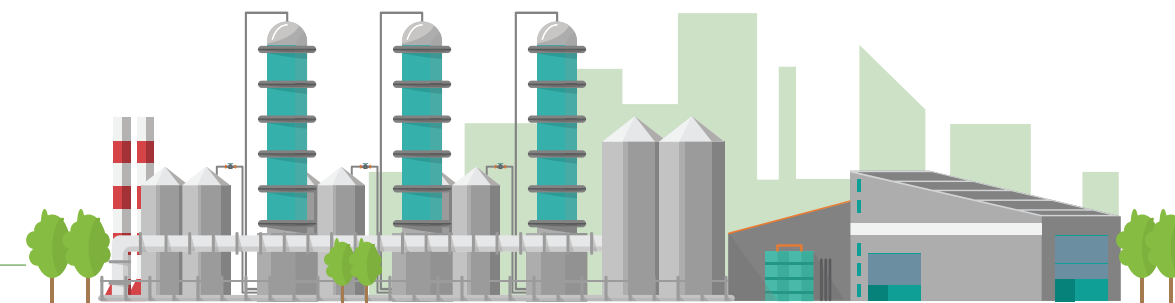


▲ 首钢园空间利用率稳步提升
Steadily increasing space utilization at Shougang Park

聚焦二 Focus 2

打造一“高地”一“支点”，打造城市复兴新地标

Creating One "Highland" and One "Fulcrum" to Create a New Landmark for Urban Revitalization



打造北京国际科技创新中心的首钢高地

Creating a Highland for Beijing's International Science and Technology Innovation Hub

首钢集团积极服务北京“四个中心”功能建设，深度融入“五子”联动，围绕“1+3+X”新质生产力产业体系，构建科幻产业生态，打造高能级产业集群，打造北京国际科技创新中心的首钢高地。

Shougang actively serves the functional construction of Beijing's "Four Centers" and deeply integrates into the city's "Five Key Initiatives" linkage. Guided by our "1+3+X" framework for new quality productive forces, we are building high-caliber industry clusters. By implementing a digital and intelligent transformation strategy for the park, we are forging a new paradigm of technology-empowered development and Creating a highland for Beijing's International Science and Technology Innovation Hub.

• 构建科幻产业生态

Building the Sci-Fi Industrial Ecosystem

首钢园紧抓科幻产业快速发展的时代机遇，充分依托北京独特的科幻文化优势、强劲的科技创新能力等基础，培育发展科幻产业，打造以科幻大会为引领，中关村科幻产业创新中心、科幻产业联合体、科幻大奖、科幻产业基金为依托的“一体四翼六维”产业生态体系，强化北京科幻产业“一核多点”发展布局中的“一核”地位；发挥科幻产业聚集“磁吸效应”，引入科幻、元宇宙相关产业链企业，集聚科幻产业全要素，完善科幻产业链布局，把首钢园建成一座科幻之城，成为中国科幻产业发展的重要承载地和科幻产业创新展示的重要窗口。

Capitalizing on the rapid growth of the sci-fi industry, Shougang Park leverages Beijing's unique cultural advantages to cultivate a sci-fi industrial ecosystem. Centered on the China Science Fiction Convention as its flagship initiative, the park has established an integrated framework of "One Core with Four Wings and Six Dimensions" – encompassing the Science Fiction Industry Innovation Center, Science Fiction Industry Consortium, Galaxy Awards, and Science Fiction Industry Fund. This solidifies its role as "One Core" in Beijing's "One Core with Multiple Sites" sci-fi development strategy. By harnessing the magnet effect of industrial agglomeration, the park attracts enterprises across the sci-fi and metaverse value chains, consolidates full-spectrum industrial elements, and advances holistic supply chain development. These efforts collectively forge the "Shougang Sci-Fi Scenario" – a pioneering model of Chinese modernization.

▶ 首钢集团深入贯彻习近平总书记两次视察首钢园重要指示精神，坚持把一“高地”一“支点”建设作为园区建设的重大任务，自觉服务首都城市战略定位，依托“山－水－冬奥－工业遗存”景观体系，持续改善老工业区生态环境，统筹开发建设、招商引资、产业服务和资产运营，提高空间载体运营质量与综合服务能力，构建园区可持续发展模式，加快打造更高国际水准的城市复兴新地标。

Shougang diligently implements the important instructions given by President Xi Jinping during his two inspections of Shougang Park. We consider the construction of One "Highland" and One "Fulcrum" a major task in Shougang Park's development. Conscientiously serving the strategic positioning of the capital city. Relying on our unique "Mountain-River-Winter Olympics-Industrial Heritage" landscape system, we are continuously improving the ecological environment of the old industrial district. We holistically manage development and construction, investment promotion, industrial services, and asset operations to enhance the operational quality and comprehensive service capabilities of our spatial assets. By building a sustainable development model for the park, we are creating a new landmark for urban revitalization at a higher international standard.

首钢新词汇

New Words from Shougang

一“高地”一“支点”：

要打造北京国际科技创新中心的首钢高地。要打造北京国际消费中心城市的首钢支点。

One "Highland" and One "Fulcrum": Shougang Highland should be built into the center of Beijing's science and technology innovation. Shougang branch point should be built into the international consumption center city of Beijing.

首钢新词汇

New Words from Shougang

“一体四翼六维”产业生态体系

"Four Wings and Six Dimensions" Industrial Ecosystem

- “一体”指以中国科幻大会作为园区产业发展的重要国家级平台，充分发挥平台的品牌影响力、企业集聚力，打造全球有影响力的科幻产业发展高地。

"Integration" means that the China Science Fiction Conference will be used as an important national platform for industrial development in the park, giving full play to the brand influence and enterprise agglomeration of the platform, and building a global influential science fiction industry development highland.

- “四翼”指通过运营科幻联合体、设立科幻大奖、成立科幻基金、搭建中关村科幻产业创新中心，重点聚集产业生态中的产业上下游合作、企业投融资服务、创新型企业孵化、行业公共技术平台等方面建立其生态服务架构。

"Four wings" refers to the establishment of an ecological service framework by operating science fiction consortiums, setting up science fiction awards, establishing science fiction funds, and building a science fiction industry innovation center in Zhongguancun, focusing on industrial upstream and downstream cooperation, enterprise investment and financing services, incubation of innovative enterprises, and industry public technology platforms.

- “六维”指搭建政策对接申报、高端人才落地、应用场景打造及示范、公共技术研发平台、产业交流和活动、宣传推广和品牌建设六个产业服务体系。

"Six dimensions" refers to the construction of six industrial service systems, including policy alignment and declaration, high-end talent landing, application scenario building and demonstration, public technology research and development platform, industrial exchange and activities, publicity and promotion and brand building.



▲ 第八届中国科幻大会在首钢园——高炉·SoReal 科幻乐园启幕

The 8th China Science Fiction Convention Kicks Off at Shougang Park's Blast Furnace No. 1 SoReal Science Fiction Paradise

• 加速前沿产业集聚

Accelerating the Agglomeration of Frontier Industries

首钢集团聚焦高精尖产业发展，加速推动科幻产业、人工智能、互联网 3.0、航空航天等产业为主导的产业集聚新高地，打造“1+3+X”新质生产力产业体系；积极引进和培育龙头企业、链主企业与硬科技企业，带动产业链上下游协同发展，形成大中小企业融通发展的“企业雨林生态”；深化园区产业服务体系建设，升级落地园区产业服务体系 2.0，上线招商运营一体化管理平台，围绕政策支持、融资对接、供应链协同等提供精准服务，推动产业服务从“基础性服务”向“增值性服务”延伸，提升园区服务价值与效率，着力打造北京国际科技创新中心的重要承载区。

Concentrating on the advancement of high-end, precision, and cutting-edge industries, Shougang accelerates the development of a new hub for industrial clusters led by science fiction, artificial intelligence, Web3, and aerospace, forging a "1+3+X" framework for high-tech industrial development. We are proactively attracting and nurturing industry leaders, key supply chain enterprises, and hard-tech companies to foster synergistic growth across the entire industrial chain. This approach is creating a vibrant "business rainforest ecosystem" where large, medium, and small enterprises can all thrive. By enhancing the industrial service system to Version 2.0 and launching an integrated investment-operation management platform, Shougang delivers precision services spanning policy support, financing facilitation, and supply chain coordination. This strategic upgrade shifts service models from foundational support to value-added solutions, elevating park service efficiency while positioning Shougang as a pivotal anchor for Beijing's International Science and Technology Innovation Hub.



首钢新词汇

New Words from Shougang

“1+3+X” 新质生产力产业体系

The "1+3+X" New Quality Productive Forces Industrial System

► “1” 指聚焦科幻产业特色赛道。

"1" represents our focus on the unique science fiction industry.

► “3” 指协同发展互联网 3.0、人工智能和航空航天三个产业方向。

"3" signifies the coordinated development of three key sectors: Web3, AI, and aerospace.

► “X” 指围绕“会展+”“体育+”“文化+”拓展科技体验新消费。

"X" involves expanding new tech-driven consumer experiences centered around "Sports+", "Culture+", and "Exhibitions+".



▲ 中国移动咪咕公司正式入驻首钢园

Migu, China Mobile's wholly owned subsidiary, officially established its presence in Shougang Park



▲ 首钢园元宇宙信息消费体验中心正式授牌

Shougang Park was officially designated as the Metaverse Information Consumption Experience Center

荣誉 | Honor



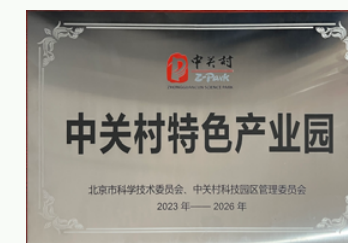
获评“北京市文化和科技融合示范基地”

Demonstration Base for the Integration of Cultural and Technological Development



获评“北京市信息消费体验中心”

Beijing Information Consumption Experience Center



获评“中关村特色产业园”

Zhongguancun Characteristic Industrial Park



获评“北京市小型微型企业创业创新示范基地”

Entrepreneurship and Innovation Demonstration Base for Small- and Micro-sized Enterprise of Beijing

2024 年首钢园

Shougang Park in 2024

► 全年净增入园企业 **163** 家

A net increase of 163 new companies joined the park

► 在园企业数量达到 **928** 家，产业类企业占比 **73%**，其中创新型科技企业占比 **65.8%**

The total number of resident companies reached 928, with industrial enterprises making up 73% of the total. Of these, 65.8% are innovative technology firms

► 拥有国高新、专精特新、瞪羚企业等企业资质 **180** 项

Our companies hold 180 prestigious qualifications, including National High-tech Enterprise, SRDIs, and Gazelle enterprise designations

打造北京国际消费中心城市的首钢支点

Serving as a Pivot Point for Beijing's Establishment as an International Consumption Center

首钢园加快培育特色消费业态，推进“会展+”“体育+”“文化+”融合发展，铸造大型展览活动新地标，释放“会展热”；开拓顶级体育赛事新舞台，掀起“竞技潮”；打造文旅热点新场景，升腾“烟火气”；创新工业遗存改造利用，焕发“新生机”，显著提升消费活力，打造首钢京西会展文旅的金字招牌，打造北京国际消费中心城市的首钢支点。

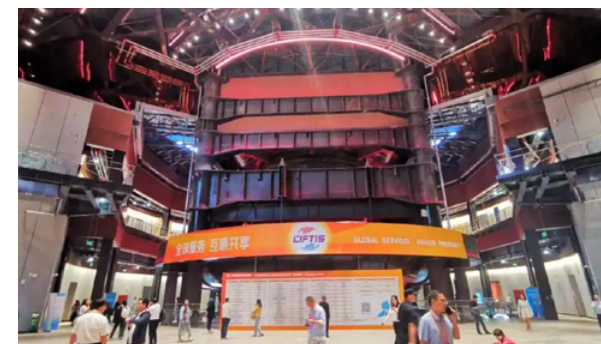
Shougang Park is accelerating the development of characteristic consumer business models by promoting the integrated growth of our "Exhibition+", "Sports+", and "Culture+" initiatives. We are establishing the park as a new landmark for major exhibitions, creating significant momentum in the convention industry. By hosting top-tier sporting competitions, we are fostering a new wave of athletic enthusiasm. We are also developing vibrant cultural and entertainment hotspots that bring a dynamic, lively atmosphere to the area. Through the innovative redevelopment and repurposing of our industrial heritage, we are breathing new life into the space and significantly boosting consumer activity. These efforts are cementing Shougang's reputation as a premier destination for conventions, tourism, and culture in western Beijing, establishing the park as a key pillar in the city's development as an international consumption center.

• 打造城市会展地标

Forging a Landmark for Urban Conventions and Exhibitions

首钢园聚焦“会展+”，融合工业风貌和自然景观，融通室内户外交流空间，建设首钢国际会展中心会展综合体，优化会展空间、导行、配套，升级会展功能、体验、服务；打造服贸会永久会址、科幻大会常驻会址、北京新年倒计时永久活动地标、ESG 中国·创新年会永久会址等会展新地标，不断拓展首钢园会展品牌影响力；常态化开展首发首秀首展活动，承办中国国际信息网络展览会、储能峰会等重大展会，举办新品发布会、品牌之夜等首发首秀活动，展现出首钢园作为长安街西轴线上重要城市功能区的深厚底蕴与时尚气息。在 2024 年服贸会公众开放日中，首钢园日均客流突破 11 万人次，日均销售额突破 370 万元，创下园区客流、销售新纪录。

Focusing on our "Exhibition+" strategy, Shougang Park integrates its unique industrial aesthetics with natural landscapes and provides seamless connectivity between indoor and outdoor venues. We have developed the Shougang International Convention and Exhibition Center complex, where we are continuously optimizing the layout, wayfinding, and supporting amenities while upgrading our event functions, guest experiences, and service quality. We have established the park as a premier destination, serving as the permanent site for events like CIFTIS, the China Science Fiction Convention, Beijing's official New Year's Eve Countdown, and the ESG China Innovation Annual Conference. These anchor events continuously expand the brand influence of Shougang Park as a leading convention destination. The park regularly hosts a variety of premiere activities, including premier launches, inaugural shows, and debut exhibitions. We have successfully hosted major conventions such as the China International Information Network Exhibition and the Energy Storage Summit, alongside exclusive product launches and brand galas. These activities highlight Shougang Park's unique blend of deep historical heritage and modern style, solidifying its role as a vital urban function zone along Beijing's West Axis of Chang'an Avenue. During the public open days of the 2024 CIFTIS, Shougang Park achieved record-breaking daily visitor traffic of over 110,000 people and daily sales exceeding RMB 3.7 million.



▲ 2024 年中国国际服务贸易交易会
2024 China International Fair for Trade in Services



▲ 首钢园举办国际冬季运动（北京）博览会
Shougang Park hosts the World Winter Sports (Beijing) Expo 2024

• 服务保障体育赛事 Supporting Sporting Events

首钢园聚焦“体育+”，多元拓展体育赛事活动新场景，创新场馆利用与商业模式，增强体育赛事基础设施水平及服务保障能力，推进 WTT 中国大满贯赛事、国际雪联单板及自由式滑雪大跳台世界杯、2024 “彭博—英里”接力赛等体育运动及赛事活动落地首钢园，形成体育元素集聚效应；拓展上下游产业链，策划大满贯公园、衍生品经营等业态，拉动赛事经济效应，不断激发“体育+”活力，持续放大“体育+”品牌效应，助力首钢园打造城市体育新地标。2024 年，首钢园全年承接体育运动及赛事活动超过 80 场次。

Under our "Sports+" initiative, Shougang Park is expanding its role as a premier venue for diverse sporting events. We are innovating our venue utilization and business models while enhancing our sports infrastructure and service capabilities. By successfully hosting world-class competitions—such as the WTT China Smash, the FIS Snowboard and Freeski Big Air World Cup, and the 2024 Bloomberg Square Mile Relay—we have created a significant clustering effect for athletic activities. To complement these events, we are developing the upstream and downstream industry chain by planning new business formats like a "Grand Slam Park" and related merchandise operations. This strategy amplifies the economic impact of our events and promotes a deep, synergistic integration of sports, tourism, and commerce. We are continuously invigorating our "Sports+" initiative and amplifying its brand effect to solidify Shougang Park's status as a new urban landmark for sports. In 2024, Shougang Park hosted over 80 sporting events and activities.



▲ WTT 中国大满贯在首钢园圆满收官
The WTT China Smash successfully concluded at Shougang Park



▲ 2024—2025 赛季国际雪联单板及自由式滑雪大跳台世界杯成功举办
The 2024–2025 season's FIS Snowboard and Freeski Big Air World Cup was successfully held in Shougang Park

• 创新文旅消费生态

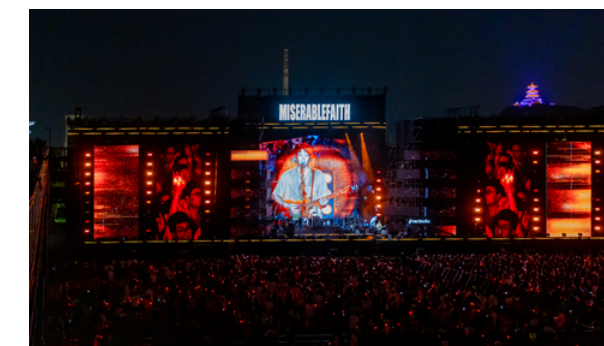
Innovating the Cultural Tourism and Consumer Ecosystem

首钢园依托“山－水－冬奥－科幻－工业遗存”的独特资源禀赋，以国际消费中心建设为引领，不断创新“文化+”特色场景，自主策划首届新春游园会、首届落日音乐会、“嗨，高炉！”系列夜游等主题活动，持续引入2024“奇妙夏日”北京户外演唱会、西山永定河文化节、中国环境舞展演等文化活动，丰富演出、旅游、夜间经济供给，推动人流、商流、产流有机融合，促进首钢园商业业态与消费活力持续跃升，打造北京城市微度假目的地与文旅消费新地标。

Leveraging our unique assets, the "Mountain-River-Winter Olympics-Industrial Heritage" landscape, Shougang Park is advancing the "Culture+" strategy. We have independently curated signature themed events, including our inaugural Spring Festival Garden Party, the first Sunset Concert, and the popular "Hi, Blast Furnace!" night tour series. We also consistently attract major cultural activities such as the 2024 "Wonderful Summer" Beijing Outdoor Concert, the Western Hills and Yongding River Cultural Festival, and the Art Performance of Dance with Environment. By enriching our offerings in entertainment, tourism, and the nighttime economy, we are fostering a powerful synergy between visitor traffic, commercial activity, and industrial growth. This approach is continually elevating our commercial offerings and consumer dynamism, establishing Shougang Park as a premier "micro-vacation" destination and a new landmark for cultural and tourism consumption in Beijing.



▲ 首钢建投主办的“嗨！高炉”系列夜游活动在首钢园三高炉再次启程
The "Hi, Blast Furnace!" night tour series, organized by Shougang Construction Investment, relaunched at Shougang Park's Blast Furnace No. 3



▲ 首钢园首次承办万人规模大型户外演唱会
Shougang Park hosted its first large-scale outdoor concert, with an audience of over 10,000 people

荣誉 | Honor



获评“2024 年园区行实践基地”
2024 Park Tour Practice Base



获评“2024 年北京市级文化产业园”
2024 Beijing Municipal-Level Cultural Industry Park



获评“北京市特色消费街区”
Beijing Characteristic Consumer Block



入选 2024 “月光下的北京”夜游推荐指南
夜游新地标名单
"New Night Tour Landmark" in the 2024
"Beijing Under the Moonlight" Night Tour
Recommendation Guide

2024 年首钢园

Shougang Park in 2024

- ▶ 累计客流 **1300** 万人次，同比增长 **8%**

Cumulative visitors reached 13 million, an 8% year-over-year increase

- ▶ 带动销售额 **5.8** 亿元，同比增长 **5%**

Generated RMB 580 million in sales, a 5% year-over-year increase

- ▶ 承接各项文体活动超过 **140** 场次

Hosted over 140 cultural and sporting events

- ▶ 重要活动服务保障 **114** 场次

Provided service and support for 114 major events

- ▶ 重要参观接待 **136** 场次

Hosted 136 high-profile tours and delegations

- ▶ 各类服务保障 **10141** 场次

Delivered various support services on 10,141 occasions

• 焕发城市发展活力

Revitalizing Urban Development

首钢园积极探索老工业区遗产保护及城市更新的“首钢模式”，坚持“创新、绿色、织补、活力”理念，创新运用“城市织补”的方式，对园区工业遗存采取分区分策的保护利用策略，划定核心保护区、文化传承区和风貌协调区，融入符合时代发展需求的新功能、新空间、新环境，有序推进工业遗存改造提升项目实施，促进工业遗存与城市功能重构深度融合，建成一批具有工业基因和独特风貌的功能性设施，延续“素颜”工业之美，实现从“工业锈带”到“城市秀场”的华丽蝶变，服务园区产业集聚和消费活力提升，推动城市发展焕发新活力。

Shougang Park is pioneering the "Shougang Model" for urban renewal and the preservation of former industrial zones. Our approach is guided by the core principles of Innovation, Green Development, Urban Weaving, and Vitality. We employ an innovative "urban weaving" methodology, applying a differentiated strategy for the protection and repurposing of our industrial heritage. To this end, the park is segmented into three distinct zones: a core protection zone, a cultural heritage zone, and a stylistic coordination zone. Within this framework, we are systematically retrofitting our industrial relics, integrating new functions, spaces, and environments that meet contemporary needs. This process ensures a deep fusion of industrial heritage with restructured urban functions. We have successfully developed a series of facilities that retain their unique industrial DNA and aesthetic, preserving the "raw beauty" of the original structures. This has enabled a magnificent transformation from an "industrial rust belt" to a vibrant "urban showplace". This revitalization supports our industrial clusters and boosts consumer activity, injecting new energy into the city's overall development.



▲ 首钢园最具历史印记的工业遗产——首钢园 1 号高炉
Shougang Park's most iconic piece of industrial heritage: Blast Furnace No. 1



▲ 首钢园冷却塔创新改造为 NBA 咪咕——首钢园 AI 智慧公益球场
A Shougang Park cooling tower, innovatively repurposed into the NBA Migu-Shougang Park AI Intelligent Public Welfare Basketball Court

荣誉 | Honor

首钢集团入选北京第一批工业遗产认定名单

Shougang Group was included in the first batch of industrial heritage recognition list in Beijing

“首钢园：首钢北京钢铁主流程保护利用开发转型” 入选国家级工业遗产保护利用典型案例

Shougang Park: Protection, Utilization and Development of Shougang Beijing Steel Main Process" has been selected as a typical case of national industrial heritage protection and utilization

首钢石景山厂区上榜第六批国家工业遗产名单

Shougang Shijingshan plant was listed in the sixth batch of national industrial heritage list

01

向稳而进 经营质量显韧性

Forging Ahead with Stability: Demonstrating Operational Resilience

我们的回应 Our Response

首钢集团坚持加强党的创新理论武装，强化基层党组织建设，促进党建与业务深度融合，坚定不移推进全面从严治党；完善中国特色现代企业制度，健全合规管理体系，防范企业经营管理风险；优化产业布局，全面深化改革，以改革释放企业创新活力；做优做强钢铁业，推进园区开发建设，强化产业基金与资产管理，为企业高质量发展提供支撑。

Guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, Shougang strengthens its corporate governance and leadership structures. We promote continuous theoretical learning, reinforce our grassroots Party organizations, and integrate our robust governance framework with business operations to ensure comprehensive oversight. We are continuously enhancing our modern corporate governance system by building a multi-layered compliance management framework and strengthening risk prevention and control. We are also optimizing our industrial portfolio and benchmarking our performance against world-class standards. By deepening the implementation of state-owned enterprise (SOE) reform, we are strengthening and enhancing our core steel business, advancing the development of Shougang Park, and cultivating emerging industries to build a solid foundation for future growth.

我们的成效 Our Performance

- 集团累计组织党员干部宣讲学习 **280** 余场次，**1.8** 万余人次参加
The Group organized over 280 training and educational sessions for Party members and cadres, with more than 18,000 participants
- 集团各单位开展集中学习 **4788** 次、交流研讨 **1956** 次
Group entities conducted 4,788 collective study sessions and 1,956 seminars
- 实现合规管理在 **24** 家二级子企业全覆盖
Achieved full coverage of our compliance management system across 24 second-level subsidiaries
- 守法合规培训 **12** 次，时长 **92** 小时，参与人次达 **7840** 人次
Conducted 12 legal and compliance training sessions, totaling 92 hours, with 7,840 participants

积极回应 SDGs 议题
Proactively Addressing SDG Themes

17 促进目标实现的
伙伴关系



党建引领 The Party's Leadership as the Guiding Principle

首钢集团坚持以习近平新时代中国特色社会主义思想为指导，深入学习贯彻党的二十大精神，加强党的创新理论武装，增强党组织政治功能和组织功能，推进党建工作与生产经营深度融合，压紧压实全面从严治党政治责任，以高质量党建引领企业高质量发展。

Shougang Group, guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, remains committed to fully implementing the guiding principles of the 20th National Congress of the Communist Party of China. The Group keeps strengthening the political and organizational functions of its Party organizations, reinforcing its political foundation and ensuring clear accountability for Party leadership at all levels. By deeply integrating Party building into business operations and governance practices, Shougang aligns political guidance with corporate development. This comprehensive approach to Party leadership and governance serves as a cornerstone for driving the Group's long-term, high-quality growth.

强化政治建设 Strengthening Governance and Ethical Leadership

首钢集团坚持把政治建设摆在首位，牢牢把握“看北京首先要从政治上看”的根本要求，深刻领悟“两个确立”的决定性意义，不断增强“四个意识”、坚定“四个自信”、做到“两个维护”，严格落实“第一议题”制度，规范重大事项请示报告和“三重一大”决策程序，更加自觉地把思想和行动统一到党中央决策部署和市委、市政府要求上来，完成好集团党委赋予的使命和任务。2024 年，集团全年组织党委理论学习中心组学习 14 次，累计组织宣讲 280 余场次，参训人员 1.8 万余人次。

Shougang places political development at the forefront of our governance priorities, firmly adhering to the core principle that "understanding Beijing begins with a political perspective". We fully recognize the decisive significance of the "Two Establishes", continuously enhances our "Four Consciousnesses", strengthens "Four Confidences", and firmly upholds the "Two Maintenances". We strictly implement the "First Agenda" system, standardizes the procedures for reporting major matters and decision-making under the "Three Majors and One Large" items (major issues, major personnel appointment and dismissals, investments in major projects and use of large sums of money), and aligns our thinking and actions more consciously with the decisions and plans of the CCP Central Committee as well as the directives of the Beijing Municipal Party Committee and Municipal Government. Guided by high-quality Party building, we effectively fulfill the missions entrusted by the Party Committee and drives the enterprise's high-quality development. In 2024, Shougang organized 14 sessions of the Party Committee's theoretical study center group, delivered over 280 policy briefings, and provided training to more than 18,000 participants across the Group.

2024 年

集团全年组织党委理论学习
中心组学习

14 次



In 2024, Shougang organized 14 sessions of the Party Committee's theoretical study center group

累计组织宣讲

280 余场次



Delivered over 280 policy briefings

参训人员

1.8 万余人次



Provided training to more than 18,000 participants across the Group



▲ 集团举行党委理论学习中心组学习会

A session of the Group Party Committee's Theoretical Study Center Group

• 深化理论武装

Deepening Theoretical Capacity and Ideological Alignment

首钢集团扎实推进理论学习走深走实，坚持不懈用习近平新时代中国特色社会主义思想凝心铸魂，把学习成果转化成谋划工作的具体思路、破解难题的措施方法、推动发展的实际成效；坚持把学习宣传贯彻党的二十届三中全会精神作为重大政治任务，制定工作方案，通过党委中心组学习、领导带头宣讲、专题研讨培训、“三会一课”等形式组织党员干部开展学习；贯彻落实集团两会精神同学习贯彻党的二十精神、党的二十届三中全会精神、中央经济工作会议精神、市委全会和北京市两会精神紧密结合，引导党员干部在深化理论学习中不断提升政治判断力、政治领悟力、政治执行力。2024 年，集团开展集中学习 4788 次，开展专题辅导 1325 次，组织交流研讨 1956 次。

Shougang continues to advance in-depth and practical theoretical learning across all levels of the Group, firmly grounding our work in Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era. The Group emphasizes transforming theoretical insights into actionable strategies, effective problem-solving approaches, and tangible development outcomes. Recognizing the study and implementation of the guiding principles from the Third Plenary Session of the 20th CCP Central Committee as a critical political task, Shougang developed a comprehensive learning plan. This plan was executed through a variety of formats, including central study group sessions, leadership-led lectures, dedicated workshops and training, and the "Three Meetings and One Lecture" system to engage Party members and cadres at all levels. The Group also integrated the learning and implementation of the "Two Sessions" principles with key national and municipal-level directives—such as the 20th CCP National Congress, the Central Economic Work Conference, and the Beijing Municipal Party Committee Plenary Sessions—ensuring alignment and synergy across governance practices. Through this comprehensive effort, Shougang continuously enhances the political judgment, understanding, and execution capabilities of its Party members and leadership teams. In 2024, the Group conducted 4,788 collective study sessions, 1,325 specialized tutorials, and 1,956 seminars and discussions.

2024 年

集团开展集中学习

4788 次



In 2024, the Group conducted 4,788 collective study sessions

开展专题辅导

1325 次



1,325 specialized tutorials

组织交流研讨

1956 次



1,956 seminars and discussions



▲ 集团举办中层领导人员学习贯彻党的二十届三中全会精神专题研讨班
The Group holds a seminar for mid-level leaders on the principles of the Third Plenary Session of the 20th CCP Central Committee



▲ 集团党委理论学习中心组赴丰台区石景山区规划展馆现场学习
Shougang Party Committee's theoretical study center group conducts a field study at the Shijingshan Planning Exhibition Hall, Fengtai District

• 筑牢组织体系

Strengthening Organizational Foundations

首钢集团加强基层党组织标准化、规范化建设，严格落实换届要求，推动届满党组织应换尽换；逐级开展党建述职评议考核工作，完成基层党组织书记述职评议；举办党支部书记培训示范班、基层党务工作者培训班，组织优秀年轻领导人员挂职锻炼，增强党员队伍专业素养；推进品牌党支部建设，切实提升基层党组织政治功能和组织力。

Shougang keeps enhancing the institutionalization and standardization of its grassroots Party organizations. The Group strictly implements re-election procedures, ensuring timely transitions for Party organizations whose terms have expired. A tiered system for performance evaluation and reporting was carried out, with grassroots Party secretaries completing their annual accountability reports. To enhance the professional skills of our members, we provide targeted training through demonstration classes for Party branch secretaries and workshops for grassroots Party affairs personnel. We also offer secondment opportunities for promising young leaders to gain practical experience. Furthermore, we are promoting the development of "model" Party branches to effectively enhance governance functions and organizational capacity at the grassroots level.



▲ 2024 年度集团直管党组织书记抓基层党建述职评议会议召开
The 2024 performance review meeting was held for secretaries of Party organizations directly managed by the Group



▲ 集团开展 2024 年首钢青年马克思主义者培养工程
The Group launched the 2024 Shougang Young Marxist Training Program

荣誉 | Honor

集团 3 个基层党组织荣获“北京市国资委系统先进基层党组织”称号

Three of the Group's grassroots Party organizations were honored
"Advanced Grassroots Party Organization of the Beijing SASAC System"

集团 3 名共产党员荣获“北京市国资委系统优秀共产党员”称号

Three of the Group's Party members were awarded "Outstanding Communist Party
Member of the Beijing SASAC System"

集团 2 名党务工作者荣获“北京市国资委系统优秀党务工作者”称号

Two of the Group's Party affairs workers were awarded "Outstanding Party Affairs
Worker of the Beijing SASAC System"

党建业务融合

Integrating Governance with Business Operations

在集团党委的坚强领导下，首钢将党建工作融入生产经营各个环节，深入推进党建与生产经营深度融合，充分发挥党组织的政治引领作用，定期举办表彰大会、党建共建等活动，激发各级党组织和党员紧密结合业务发展实际，在技术创新、业务能力与生产效益等方面开展创新，推动党建工作与集团业务高度协同共进，切实把党的政治优势和组织优势转化为企业的创新优势和发展优势。

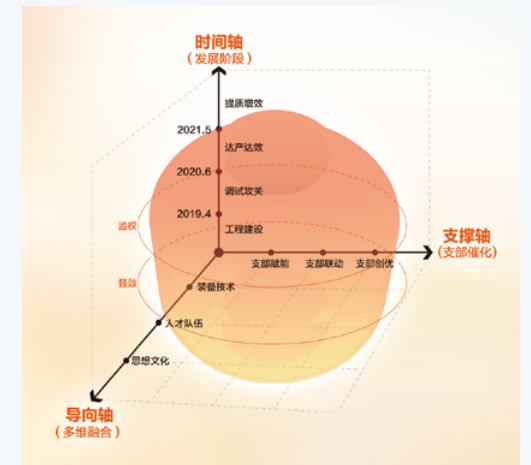
Under the strong leadership and support of the Group's Party Committee, Shougang integrates its governance work into every aspect of production and operations. This deep fusion allows our Party organizations to fully leverage their strategic guidance role. We regularly hold recognition ceremonies and joint governance-building activities to motivate Party organizations and members at all levels. We encourage them to innovate in areas directly linked to business development, such as technological advancement, operational capabilities, and production efficiency. This promotes a high degree of synergy between our governance work and business activities, effectively converting our political and organizational strengths into tangible innovation and development advantages for the company.

案例
Case

首钢京唐“大熔炉”党建文化推动新产线高质量发展

Shougang Jingtang's "Great Melting Pot" Governance Culture Drives High-Quality Development of New Production Lines

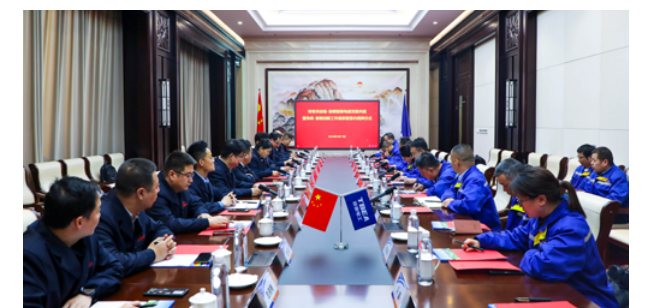
首钢京唐钢轧作业部以推动新产线高质量发展为出发点和落脚点，创新党建载体，搭建“大熔炉”党建模型，三轴筑基，两环塑形，充分适配部门发展战略，将党建理论与工作实际深度融合，开创了从夯基垒台、立柱架梁到全面推进、积厚成势的良好态势，系统性实现了人员、装备与文化的融合提升，发挥好党建工作在全过程、全领域管控中的“导航仪”作用。“大熔炉”党建模型以“时间轴”“导向轴”“支撑轴”“保障环”多元互助三维立体搭建组成，由两级党委多年深耕实践的具体做法逐渐发展演化而来，组成了包容性好、适应性强、运行效率高的党建工作一体化创新体系。



With the core goal of driving the high-quality development of its new production lines, the Steel Rolling Department at Shougang Jingtang developed an innovative governance framework: the "Great Melting Pot" model. The model is built on "three axes" that form the foundation and "two rings" that provide structure, fully adapting to the department's strategy by deeply integrating governance principles with practical work. It has created strong momentum, progressing from laying the foundation to achieving comprehensive advancement and building sustained strength. This approach has systematically achieved an integrated improvement of personnel, equipment, and culture, allowing the governance framework to act as a "navigation system" for management and control across all processes. The "Great Melting Pot" model is a three-dimensional framework built on the mutual support of a "Time Axis", a "Guidance Axis", a "Support Axis", and a "Safeguard Ring". It evolved from practices cultivated over many years by two levels of Party committees, forming an innovative and integrated governance system characterized by its inclusivity, adaptability, and high operational efficiency.



▲ 首钢集团召开“创先争优”表彰大会
Shougang Group holds its "Striving for Excellence" recognition ceremony



▲ 首钢智新与特变电工举办党建共建暨创新工作室联盟签约授牌仪式
Shougang Zhixin and TBEA hold a joint party-building and innovation studio alliance signing ceremony

• 全面从严治党

Enforcing Comprehensive and Strict Governance

首钢集团落实全面从严治党主体责任，修订企业负责人履职待遇、业务支出管理办法，集团党委常委会定期开展工作部署会议与责任考核，推进基层纪检机构改革；发挥“10+1”联合监督作用，强化政治巡察监督；围绕重点领域开展专项治理，严肃查处腐败问题，推进问题整改；扎实开展党纪学习教育，成立工作专班，细化进度安排，强化定期督导，通过举办读书班、专题研讨、到基层讲党课等方式开展领学促学；召开“以案为鉴、以案促改”警示教育大会，开展经常性警示教育，加强廉洁文化建设，引导党员干部知敬畏、存戒惧、守底线。2024 年，集团对 6 家单位党组织开展巡察，完成 10 项联合监督计划。

Shougang formulated the "2024 Responsibility Checklist for Comprehensive and Strict Governance" and revised the management regulations for executive professional benefits and business expenditures. The Standing Committee of the Group's Party Committee holds regular meetings to deploy work and assess accountability, while advancing the reform of grassroots disciplinary inspection bodies. We leverage our "10+1" joint supervision mechanism to strengthen political inspection and oversight. We also conduct special governance initiatives in key areas, rigorously investigate and address corruption, and drive the rectification of identified issues. To solidify our Party discipline education, we have established a dedicated working group, created detailed progress schedules, and strengthened regular supervision. We promote active learning through reading sessions, specialized seminars, and by having leaders deliver lectures on Party discipline at the grassroots level. In addition, we hold "Learning from Cases to Promote Reform" warning education conferences, conduct regular cautionary education, and strengthen our culture of integrity. This guides our Party members and cadres to act with reverence, maintain vigilance, and adhere to ethical bottom lines. In 2024, the Group conducted disciplinary inspections of Party organizations at 6 subsidiary units and completed 10 joint supervision plans.

2024 年

集团对

6 家

单位党组织开展巡察



In 2024, the Group conducted disciplinary inspections of Party organizations at 6 subsidiary units

完成

10 项

联合监督计划



Completed 10 joint supervision plans



▲ 集团领导赴北京市全面从严治党警示教育基地开展主题党日活动

Group leadership visits the Beijing Municipal Warning Education Base for Full and Rigorous Governance to hold a themed Party Day activity



▲ 集团党委理论学习中心组举行学习会深入学习《中国共产党纪律处分条例》

The Group's Party Committee Theoretical Study Center Group holds a meeting for an in-depth study of the Regulation of the Communist Party of China on Disciplinary Actions.



▲ 首钢集团召开纪委常委会（扩大）会议

Shougang Group holds an expanded plenary session of its Discipline Inspection Committee



▲ 首钢集团召开“以案为鉴、以案促改”警示教育大会

Shougang Group holds a "Learning from Cases to Promote Reform" warning education conference

规范治理 Enhancing Governance Standards

首钢推动党的领导与公司治理深度融合，持续完善现代公司治理体系，为企业实现高质量发展提供制度保障；强化合规管理机制建设，防范重点领域合规运营风险，全面提升依法合规管理水平。

Shougang is enhancing its modern corporate governance system with Chinese characteristics by deepening SOE reform initiatives. We are building a corporate governance mechanism that is highly efficient in decision-making, transparent in its powers and responsibilities, coordinated in its operations, and effective in its checks and balances. This comprehensive approach elevates our legal and compliance management, strengthens enterprise risk control, and advances the modernization of our corporate governance.

• 完善治理体系

Improve Governance System

首钢集团推动党的建设与公司治理深度融合，充分发挥治理主体功能，持续完善中国特色现代企业制度，强化外部董事队伍建设，建立决策高效、权责透明、协调运转、有效制衡的公司治理机制，充分显现中国特色国有企业现代公司治理效能。

We are continuously refining our modern corporate governance framework, promoting the deep integration of Party-building with corporate governance. Our goal is to consistently improve our governance mechanisms to build a modern system for SOEs that is efficient, transparent, coordinated, and balanced, thereby fully realizing its effectiveness.



加强党的领导 Strengthening Party Leadership

坚定不移用党的创新理论指导首钢实践，严格执行“第一议题”制度，推动“党建入章”，明确和落实党组织在公司法人治理结构中的法定地位，将党组织内嵌到公司治理结构之中，推行“双向进入、交叉任职”。

We unswervingly guide Shougang's practices with the Party's innovative theories, strictly implementing the "First Agenda" system. We are promoting the inclusion of Party-building requirements into our corporate charters, which clarifies and solidifies the legal status of the Party organization within the corporate governance structure. By embedding the Party organization into the governance structure, we implement a "two-way entry, cross-appointment" system.



发挥治理主体功能 Enhancing the Functionality of Key Governance Bodies

落实好党委前置研究讨论程序，充分发挥党委“把方向、管大局、保落实”作用，加强战略决策型董事会建设，充分发挥董事会“定战略、作决策、防风险”作用，建立健全董事会向经理层授权管理机制，实现集团及子企业经理层成员任期制和契约化管理全覆盖，充分发挥经理层“谋经营、抓落实、强管理”作用。

We ensure the implementation of the pre-discussion process for the Party Committee on major matters, fully leveraging its role in "setting direction, managing the overall situation, and ensuring implementation". We strengthen the development of a strategy-focused Board of Directors, enabling it to fulfill its role of "defining strategy, making decisions, and preventing risks". We have established a mechanism for the Board to delegate authority to management and have achieved full coverage of a tenure and contract-based system for all management members, empowering them to effectively "plan operations, execute initiatives, and strengthen management".



完善现代企业 制度体系 Refining the Modern Corporate System Framework

建立以公司章程为基础，党委会、董事会、经理层议事规则和决策事项清单以及“三重一大”事项决策实施办法等为核心的公司治理制度体系；系统梳理党委会、董事会、经理层权责界面，科学界定集团与成员单位各治理主体的权责边界，将涉及 13 个职能领域、159 个关键环节的事项，按照“多单一表”的方式予以集成，平台、直管单位、要素管理单位同步完成“多单一表”编制，实现不同层级、不同类型治理主体中权责界面更加清晰。多措并举规范企业董事会运作，提升公司治理现代化水平，不断强化子企业外部董事队伍建设和规范管理。

We have established a comprehensive corporate governance framework centered on the Articles of Association, supported by clearly defined rules of procedure for the Party Committee, Board of Directors, and executive management, as well as decision-making lists and implementation methods for "Three Major, One Large" items. We have systematically defined the interfaces of powers and responsibilities among the Party Committee, Board, and management, and have delineated the boundaries of authority between the Group and its subsidiary units. Matters involving 13 functional areas and 159 key processes have been integrated into a "multiple lists in one table" format. This approach was implemented across platforms, directly managed entities, and functional management units simultaneously, ensuring a clearer delineation of responsibilities across different levels and types of governance entities. We are taking multiple measures to standardize the operation of our corporate boards to continuously modernize our governance. A key focus is the ongoing strengthening and professional management of the external director teams at our subsidiary enterprises.



外部董事队伍建设 Strengthening External Director Teams

积极推进子企业建立完善中国特色现代企业制度，不断健全外部董事管理机制，紧密结合子企业董事会分类建设，优化外部董事配备；建立外部董事履职支撑服务机制，保障外部董事独立履职行权；建立外部董事常态化培训机制，有效提升外部董事素养和能力，为提高子企业公司治理效能奠定基础。“首钢集团外部董事队伍建设经验”入选北京市国有企业改革深化提升行动特色微案例。

The Group actively promotes the establishment of modern corporate governance systems with Chinese characteristics across its subsidiaries. We continue to improve the external director management mechanism in alignment with the classified development of subsidiary boards, optimizing the appointment and structure of external directors. A robust support framework has been put in place to ensure external directors can perform their duties independently and exercise authority effectively. We have also established a regular training system to enhance the competence and professionalism of external directors, laying a solid foundation for improving governance efficiency at the subsidiary level.

• 依法合规运营

Comply with Operations in Accordance with the Law

首钢集团不断加强合规管理体系建设，健全合规管理制度，重视合规信息披露质量，强化重点领域合规管理，培育合规意识，将合规文化融入集团生产运营，保障各利益相关方的合法权益。

Shougang Group has continuously strengthened the construction of compliance management system, improved compliance management system, paid attention to the quality of compliance information disclosure, strengthened compliance management in key areas, cultivated compliance awareness, integrated compliance culture into the group's production and operation, and guaranteed the legitimate rights and interests of all stakeholders.



合规管理体系
Compliance
Management
Framework

持续推进合规管理，全面提升依法合规经营管理水平，制定包括“合规义务风险识别清单”“流程管控清单”“岗位合规职责清单”的合规“三单一表”，形成“合规风险、流程管控、责任到岗”闭环管理路径。构建“总部统筹、二级落实、各级推进”的分层管理体系，创新打造“1+24+N”合规管理模式，以集团总部为统领，带动二级子企业全域覆盖、逐级落实，逐步建立起横向协同、纵向贯通的合规管理网络。2024 年，集团合规管理体系拓展至全部二级企业并向下延伸，覆盖率近 90%。

Shougang is committed to continuous compliance management to comprehensively elevate our level of lawful and compliant operations. We have developed the "three lists in one table" compliance framework, which includes a "Compliance Obligation and Risk Identification List", a "Process Control List", and a "Post-Specific Compliance Duty List". This framework creates a closed-loop management path encompassing "compliance risk, process control, and responsibility assignment to specific posts". We have constructed a tiered management system based on "headquarters coordination, second-level implementation, and all-level promotion". Innovatively, we have created a "1+24+N" compliance management model. With the Group headquarters providing overall direction, this model drives full coverage across our second-level subsidiaries and ensures implementation down the chain of command. This has progressively established a compliance management network with both horizontal coordination and vertical integration. In 2024, the Group's compliance management system was extended to all second-level enterprises and further down, achieving a coverage rate of nearly 90%.

2024 年 集团合规管理体系拓展至全部二级企业并向下延伸

覆盖率近 **90%**

In 2024, the Group's compliance management system was extended to all second-level enterprises and further down, achieving a coverage rate of nearly 90%.



合规管理制度
Compliance
Management System

制定《首钢集团进一步拓展合规管理建设工作方案》《首钢集团有限公司税务管理办法》《首钢集团有限公司境外投资政府合规事项指南 V1.0》等，系统部署合规风险识别，全面强化责任落实和制度执行，夯实集团依法合规经营管理基础。2024 年，集团共颁发公司级制度 39 项。

We have formulated several key documents, including the Shougang Group Work Plan for Further Expanding Compliance Management, the Tax Management Regulations of Shougang Group Co., Ltd., and the Guide to Government Compliance for Overseas Investments V1.0 of Shougang Group Co., Ltd. These documents systematically deploy compliance risk identification, comprehensively strengthen accountability and policy execution, and solidify the foundation for the Group's lawful and compliant operations. In 2024, the Group issued 39 new company-level policies and regulations.

2024 年

集团共颁发公司级制度

39 项

In 2024, the Group issued 39 new company-level policies and regulations.



合规信息披露
Compliance
Information
Disclosure

严格落实债券市场监管机构关于信息披露各项要求，真实、准确、完整、及时地披露公司相关信息，定期更新和披露年度报告、年中报告及财务报表，加强同投资者的互动和信息交流，不断增强信息透明度。2024 年，集团完成债券募集说明书、年度报告、年中报告、财务报表及跟踪评级更新及公告工作。

We strictly adhere to all information disclosure requirements set by bond market regulators, ensuring that all company information is disclosed truthfully, accurately, completely, and in a timely manner. We regularly update and publish our annual reports, mid-year reports, and financial statements. Furthermore, we strengthen interaction and information exchange with our investors to continuously enhance transparency. In 2024, the Group successfully completed the updating and announcement of our bond prospectuses, annual and mid-year reports, financial statements, and tracking credit ratings.



重点领域合规 Compliance in Key Areas

以全链条思维深化合规体系建设，聚焦市场交易、境外业务与资产管理等重点领域，完善交易合规与资金风控机制，健全境外投资合规管理体系，夯实资产管理基础，切实提升依法合规经营能力。2024 年，集团组织 154 个标的在北京产权交易所公开挂牌，上市交易审核项目合规率 100%。

Using a full-chain perspective, we are deepening the development of our compliance system, focusing on key areas such as market transactions, overseas business, and asset management. We are refining our mechanisms for transaction compliance and financial risk control, strengthening our compliance management system for overseas investments, and reinforcing our asset management foundation to effectively enhance our capacity for lawful and compliant operations. In 2024, the Group publicly listed 154 assets on the China Beijing Equity Exchange. The compliance rate for all listed transaction review projects was 100%.

2024 年 集团组织

154 个标的在北京产权
交易所公开挂牌

In 2024, the Group publicly listed 154 assets on the China Beijing Equity Exchange.
The compliance rate for all listed transaction review projects was 100%.

上市交易审核项目合规率

100%



合规文化培育 Cultivating a Culture of Compliance

积极制定合规宣传与培训方案，借助多元渠道宣传合规理念与文化，开展系列合规培训，提升专业人员的合规管理能力，强化集团员工合规意识，凝聚法治共识、形成法治自觉。2024 年，集团共开展 12 次守法合规培训，守法合规培训总时长 92 小时，参与守法合规培训达 7840 人次。

We proactively develop compliance-focused communication and training programs. We utilize multiple channels to promote compliance concepts and culture and conduct a series of training sessions to enhance the compliance management capabilities of our professional staff. These efforts strengthen the compliance awareness of all Group employees, fostering a consensus on the rule of law and encouraging voluntary adherence to it. In 2024, the Group conducted 12 legal and compliance training sessions, totaling 92 hours, with 7,840 participants.

2024 年 集团共开展

12 次
守法合规培训

In 2024, the Group conducted 12 legal and compliance training sessions, totaling 92 hours, with 7,840 participants.

守法合规培训
总时长

92 小时

参与守法合规
培训达

7840 人次



▲ 2024 年集团法治建设合规管理专题培训

A 2024 specialized training session on rule-of-law construction and compliance management at the Group



深化改革 Deepening Reform

首钢集团深入学习贯彻中央关于深化国企改革决策部署系列指示精神，以提高核心竞争力和增强核心功能为重点，聚焦强化产业控制力、科技创新力、安全支撑力，锐意改革创新、勇于攻坚克难，持续优化产业布局，推进对标世界一流企业价值创造行动与新一轮国企改革深化提升行动，推动市场化经营机制制度化长效化，不断释放企业活力。

Shougang thoroughly studies and implements the central government's directives on deepening SOE reform. With a focus on enhancing our core competitiveness and key functions, we are concentrating on strengthening our industrial control, technological innovation capabilities, and security support systems. Through determined reform and innovation, we are tackling key challenges and vigorously advancing the new round of SOE reform initiatives to continuously unlock corporate vitality.

• 优化产业布局

Optimizing Modern Industrial Layout

首钢集团坚持做强主业，做优产业，持续巩固产业聚焦和资源优化配置能力。充分利用技术创新、数字化赋能、绿色发展“三大利器”，优化高精尖产业布局，推动产业链向中高端迈进，打造产业链新经济增长点；推动产业数字化、智能化、绿色化转型升级，锻造“数智”赋能长板，落实“双碳”方案；延链强链补链，不断提升产业链韧性和安全保障水平。

Shougang is committed to strengthening our primary businesses and optimizing our industries, continuously consolidating our ability to focus on core sectors and allocate resources effectively. By fully leveraging the "three core strategic instruments" of technological innovation, digital intelligence, and green development, we are optimizing our portfolio of high-end, precision, and cutting-edge industries. This pushes our industrial chain towards the mid-to-high end and creates new economic growth points. We are driving the digital, intelligent, and green transformation of our industries, forging new strengths in "digital and intelligence" and implementing our "dual carbon" strategy. By extending, strengthening, and supplementing our industrial chains, we are constantly enhancing their resilience and security.

• 推进对标世界一流企业价值创造行动
Driving Value Creation by Benchmarking Against World-Class Enterprises

首钢集团深入推进对标世界一流企业价值创造行动，制定对标世界一流企业价值创造行动实施方案，建立“指标引领、主体聚焦、典型示范、季度调整、年度评价”的常态化对标机制，构建精细化的分级分类对标指标体系。集团层面完成国家和区域战略、高质量发展、创新驱动等七个方面 40 项对标任务。追求极致效率、极致能效、极低成本、极优配置，钢铁业推动“三个跑赢”“双百工程”持续进步；遴选首钢股份、首钢京唐、首钢矿业等 9 家企业，奋力打造一流标杆企业。

Shougang is deeply engaged in the initiative to create value by benchmarking against world-class enterprises. We have formulated a detailed implementation plan and established a regular benchmarking mechanism guided by "indicator leadership, entity focus, model demonstration, quarterly adjustments, and annual evaluation". This has allowed us to construct a refined, classified, and tiered system of benchmarking indicators. At the Group level, we completed 40 benchmarking tasks across seven areas, including national and regional strategy, high-quality development, and innovation-driven growth. In pursuit of the optimal allocation, extreme efficiency, ultra-low cost, and maximum energy efficiency, our steel business continues to advance its "Three Outruns" and "Double Hundred" projects. We have selected nine companies, including Shougang Co., Ltd., Shougang Jingtang, and Shougang Mining, to develop into first-class benchmark enterprises.

首钢新词汇

New Words from Shougang

三个跑赢：

围绕采购、销售建立“跑赢市场、跑赢同行、跑赢自己”的评价体系。

Three outperforming: build an evaluation system of "outperforming the market, outperforming peers and outperforming oneself" around procurement and sales.

双百工程：

钢材单利跑赢 100 元，生铁成本降低 100 元。

Double 100 Project: Single interest runs over 100 yuan, cost reduced by 100 yuan.

2024 年首钢集团

Shougang Group in 2024

▶ 全员劳产率 **51.5** 万元 / 人·年

Overall labor productivity: RMB 515,000 per person per year

▶ 钢铁业实物劳产率 **1153** 吨 / 人·年

Steel business physical labor productivity: 1,153 tons per person per year

▶ 调整优化首秦公司、秦机公司等 **9** 家企业股权关系与管理关系

Adjusted and optimized the equity and management relationships of 9 companies, including Qinhuangdao Shouqin Metal Materials and Qinchuan Machine Tool & Tool Group Corp.

▶ 亏损户数较上年减少 **4** 家

The number of loss-making enterprises decreased by 4 compared to the previous year

• 推进新一轮国企改革深化提升行动
Advancing the New Round of SOE Reform

首钢集团颁发《首钢集团有限公司国企改革深化提升行动方案（2023-2025 年）》，围绕七个领域，安排 47 项改革任务举措，形成时间表、施工图，建立顶层设计和过程管控体系，形成分层联动机制，统筹合力全面推进各项改革任务，建立量化评价体系，确保改革的系统性和实效性。

Shougang has issued the Shougang Group Action Plan for Deepening and Upgrading SOE Reform (2023-2025). This plan outlines 47 reform tasks across seven key areas, establishing a clear timetable and implementation roadmap. We have established a top-level design and process control system, forming a tiered, coordinated mechanism to synergistically advance all reform tasks. We have also set up a quantitative evaluation system to ensure the reforms are both systematic and effective.

荣誉 | Honor

集团在国务院国资委“双百企业”评估中被评为“优秀”

Shougang was rated "Excellent" in the "Double Hundred Enterprises" assessment conducted by the SASAC of the State Council

在北京市国资委国有企业改革深化提升行动重点任务考核中，首钢考核结果为“优秀”

Shougang received an "Excellent" rating in the 2023 Key Task Assessment for the SOE Reform Deepening and Upgrading Action, which was conducted by the Beijing Municipal SASAC

在“科改企业”年度专项评估中，北冶公司获评“标杆”，首钢智新获评“优秀”

In the annual special assessment of "Science and Technology Reform Demonstration Enterprises", Shougang Beijing Beiyue Functional Materials was rated "Benchmark", and Shougang Zhixin was rated "Excellent"

推动市场化经营机制制度化长效化

Institutionalizing Market-Oriented Operating Mechanisms

首钢集团持续深化劳动、人事、分配三项制度改革，制定市场化用工改革事项清单，推进各企业按照“分层分类管理”实现市场化用工制度全覆盖；实施股票期权、限制性股票、带期权上市等多种形式的中长期激励，释放企业活力；坚持工资总额决定机制不动摇，健全更加精准灵活规范高效的收入分配机制，薪酬激励更加规范高效；大力推动产融结合，统筹并制定资本运作计划，境内上市公司、境外上市公司、拟独立 IPO 项目、公募 REITs “四个赛道”资本运作取得突破。

Shougang is continuously deepening the reform of three core systems: labor, personnel, and distribution. We have created a checklist for market-based employment reform and are promoting, guided by the principle of "tiered and classified management", full coverage of a market-based employment system across all enterprises. We have implemented various forms of medium- and long-term incentives, such as stock options, restricted stock, and pre-IPO options, to unleash corporate vitality. We remain committed to our aggregate wage bill determination mechanism while improving our income distribution system to be more precise, flexible, and efficient. This ensures that our compensation and incentive structures are both well-regulated and effective. We are also vigorously promoting the integration of our industrial and financial operations, having formulated a comprehensive capital markets plan. In addition, we have achieved breakthroughs in capital operations across our "four tracks": domestic listed companies, overseas listed companies, potential independent IPO projects, and public REITs.

做强主业 Strengthening Core Operations

首钢集团紧盯降本增效反复冲锋，切实增强钢铁业经营韧性；坚持打造更高国际水准的城市复兴新地标，持续推进首钢园发展建设；坚持产业经营与资本运营协同并重，加快培育新产业，深化产融结合，不断提升主业竞争力和可持续发展能力。

Shougang is relentlessly focused on reducing costs and increasing efficiency to substantially enhance the operating resilience of our steel business. Guided by our mission to create a new landmark for urban renewal at a higher international standard, we are advancing the development of Shougang Park, accelerating the cultivation of strategic emerging industries, and promoting the integration of industry and finance to elevate Beijing's development to new heights.

增强钢铁业经营韧性

Enhancing Business Resilience in Iron & Steel Industry

首钢集团聚焦主责主业，持续增强钢铁板块比较竞争优势，优化调整生产组织模式，抢抓结构性市场机遇，有效对冲市场风险，积极优化产品结构，推出多项首发产品和首创工艺，创新绿色制造和高端冶炼技术应用，高端领先产品和战略产品产量均创历史新高，全面提升集团在国内外市场的竞争地位。

Focusing on our primary responsibilities and main business, we continuously enhance the competitive advantages of our steel segment. We optimize our production and organizational models to seize structural market opportunities and effectively hedge against market risks. We are actively refining our product mix, having launched numerous first-to-market products and pioneering processes. Through innovations in green manufacturing and the application of advanced smelting technologies, our production volumes for high-end, leading-edge products and strategic products have both reached all-time highs, comprehensively elevating the Group's competitive position in both domestic and international markets.



2024 年集团

Group 2024

▶ 三大战略产品市场占有率保持国内前三

Market share for our three major strategic products remains in the top three domestically

▶ 铁钢材产量分别完成 2923 万吨、3157 万吨和 3186 万吨

Production volumes reached: 29.23 million tons of iron, 31.57 million tons of crude steel, and 31.86 million tons of finished steel products.

▶ 高端领先和战略产品产量分别完成 1499 万吨、707 万吨，均创历史新高

Production of high-end, leading-edge products and strategic products reached 14.99 million tons and 7.07 million tons, respectively—both all-time highs.

▶ 汽车板主机厂和新能源汽车用户供货量同比分别增长 5% 和 35%

Supply volume of automotive sheets to major auto manufacturers and new energy vehicle (NEV) clients increased by 5% and 35% year-over-year, respectively

▶ 电工钢新能源产品销量同比增长 27.4%，取向超薄规格产品同比增长 91.7%，市场占有率连续 7 年保持第一

Sales volume of electrical steel for the new energy sector grew by 27.4% year-over-year, while sales volume of ultra-thin grain-oriented electrical steel increased by 91.7%. Our market share in this segment has ranked first for seven consecutive years

• 打造城市复兴新地标

Forging a New Landmark for Urban Renewal

首钢集团贯彻新发展理念，以首钢滑雪大跳台等标志性项目为依托，推动老工业区遗存保护和改造，通过举办会议会展、体育赛事、文化旅游等活动形成多元消费生态，不断吸引创新型企业，加速产业集聚，为城市转型与产业升级注入强劲动能，打造更高国际水准的城市复兴新地标，彰显首钢“双奥之企”的责任担当。

By implementing the new development philosophy, Shougang leverages iconic projects like the Shougang FIS Snowboard Big Air to drive the preservation and transformation of the former industrial park. Through hosting conventions, exhibitions, sports, culture and tourism activities, we are creating a diverse consumer ecosystem, continuously attracting innovative enterprises, and accelerating industrial agglomeration. These measures inject powerful momentum into urban transformation and industrial upgrading, creating a new landmark of urban revitalization at a higher international standard and highlighting Shougang's responsible commitment as a "Dual-Olympics Enterprise".



▲ 第三届德中经济大会
The 3rd German-Chinese Economic Conference



▲ 2024 滑雪大跳台世界杯
2024 Beijing New Year's Eve Countdown



▲ 2024 北京西山永定河文化节
2024 Beijing Xishan Yongding River Cultural Festival



▲ 2024 北京新年倒计时
2024 FIS Snowboard Big Air World Cup

• 提升产业基金与资产管理

Enhancing Industrial Funds and Asset Management

首钢坚持产业经营与资本运营协同并重，深化产融结合，积极对接多层次资本市场，助力集团产业发展和新产业培育。首钢基金发挥集团内部投行作用，赋能集团产业发展。香港首控深化集团境外投融资功能，提升资本运作和产业管理能力。首钢财务公司作为具有独立法人地位的非银行金融机构，为集团企业提供金融综合服务。首惠产融整合集团产业链上下游核心企业资源，开展供应链金融服务。

Shougang emphasizes the equal importance of and synergy between industrial operations and capital market activities. By deepening the integration of industry and finance, we actively utilize multi-layered capital markets to support the Group's industrial development and the cultivation of new industries. Beijing Shougang Funds and Shougang Holding (Hong Kong) Limited serve as the capital engines for the Group's transformation, focusing on our core business and related resources. Beijing Shougang Funds functions as the Group's internal investment bank, empowering our industrial development. Shougang Holding (Hong Kong) strengthens the Group's overseas investment and financing functions, enhancing our capabilities in capital operations and industrial management. Shougang Group Finance, as a non-bank financial institution with independent legal status, provides comprehensive financial services to the Group's enterprises. Capital Industrial Financial Services integrates resources from core enterprises across the Group's supply chain to provide supply chain financing services.

向高而攀 创新引领锻长板

Reaching New Heights: Forging Core Strengths Through Innovation

我们的回应

Our Response

首钢集团聚焦数字化发展，坚持数智赋能，强化顶层设计，打造智能制造标杆，推动数字化、智能化与产业发展深度融合；聚焦国家战略需求，坚持技术创新，打造高端产品体系，推进卓著品牌创建，增强产品市场竞争力与品牌内在支撑力；聚焦“制造+服务”，坚持以客户为中心，构建智慧服务体系，优化客户服务体验；聚焦产业发展，深化产城融合，助力京津冀协同发展，响应“一带一路”倡议，持续推动技术创新形成的长板转化为竞争力。

Shougang is advancing a comprehensive growth strategy by focusing on digital development, where we champion digital and intelligent empowerment, strengthen top-level design, create smart manufacturing benchmarks, and promote the deep integration of digital and intelligent technologies with our industrial development; we align with national strategic needs, where we drive technological innovation, build a high-end product portfolio, advance the creation of a distinguished brand, and enhance both market competitiveness and intrinsic brand strength; we also focus on "Manufacturing + Service", where we maintain a customer-centric approach to build a smart service system and optimize the customer experience; in addition, we prioritize industrial development, where we deepen urban-industry integration, contribute to the coordinated growth of the Beijing-Tianjin-Hebei region, respond to the "Belt and Road" initiative, and continuously transform our core innovative strengths into a competitive edge.

我们的成效

Our Performance

- 研发投入共计 **73.22** 亿元
Total Investments in R&D: RMB 7.322 billion
- 国内首发产品 **6** 项
Launched 6 products for the first time in the domestic market
- 万人发明专利拥有量达 **422** 件
Number of invention patents per 10,000 employees reached 422
- 获专利授权 **998** 件
Received 998 new patent authorizations
- 实现首创工艺 **2** 项、首开设备 **1** 台套
Developed 2 pioneering processes and commissioned 1 set of inaugural equipment
- 累计获评专精特新企业 **15** 家
A total of 15 subsidiaries have been recognized as SRDIs enterprises

积极回应 SDGs 议题

Actively Respond to SDGs Issues



9 产业、创新和基础设施



17 促进目标实现的伙伴关系

数智赋能 Digital and Intelligent Empowerment

首钢集团紧跟国家“数字中国建设”战略方向，顺应数字化转型大势，夯实数字化转型制度机制，深化数智技术应用，积极建设数字化项目，全面布局数字化产业，推动数字化、智能化与产业发展深度融合，强化数字技术驱动服务运营质量提升，着力锻造“数智”长板。

Shougang is closely aligned with the national strategic direction of "accelerating digital development" and "building a Digital China". Embracing the trend of digital transformation, we are comprehensively developing our digital industries and promoting the deep integration of digital and intelligent technologies with our industrial development. We are actively developing digital projects and focusing on forging our "digital intelligence" strengths to enhance our product and service capabilities. This provides endless momentum as we strive to make technological innovation Shougang's primary competitive advantage and accelerate the creation of the "Shougang Scenario" for Chinese modernization.

加强顶层设计 Strengthening Top-Level Design

首钢集团以“深入学习贯彻党的二十届三中全会精神，以数字化转型赋能首钢高质量发展”为主题召开“三创”交流会，深刻阐明推进数字化转型的重要意义，明确首钢数字化转型的方法路径和目标任务，进一步统一思想、凝聚共识、汇集力量；发布《首钢集团数字化转型实施方案（2024-2026）》《首钢集团智能制造标准化建设指南（2024版）》《首钢工业互联网平台 1.0》《首钢高安全新能源电动车数字化车身》4项成果，统筹谋划数字化转型顶层设计，完善制度保障与标准体系，制定数字化建设评价评估机制，推动各单位找准数字化转型的抓手，夯实技术底座，强化转型管理，构建覆盖全业务链的数智化能力体系，为首钢高质量发展注入新动能。

Shougang Group held a "Three Innovations" conference themed "Deeply Studying and Implementing the Principles of the Third Plenary Session of the 20th CCP Central Committee and Empowering Shougang's High-Quality Development with Digital Transformation". The conference articulated the critical importance of this transformation, defined Shougang's methods and objectives, and unified thinking across the Group. We also released four major strategic documents: the Shougang Group Digital Transformation Implementation Plan (2024-2026), the Shougang Group Guide to Smart Manufacturing Standardization (2024 Edition), the Shougang Industrial Internet Platform 1.0, and the Digital Body Framework for High-Safety New Energy Vehicles. These outcomes provide a coordinated, top-level design for our digital transformation, strengthen institutional safeguards and standardized systems, and establish a clear evaluation mechanism. They empower all our business units to identify the right levers for transformation, solidify our technological foundation, strengthen transformation management, and build a digital intelligence capability system that covers the entire business chain, thus to accelerate the creation of the "Shougang Scenario" for Chinese modernization.



▲ 2024 年首钢“创新创业”交流会召开
Successfully hosted the 2024 Shougang "Innovation, Excellence, and Entrepreneurship" Conference.

运用数智技术 Utilizing Digital and Intelligent Technologies

首钢成立钢铁智能制造协同创新中心，制定 2024 版集团智能制造标准化建设指南，上线首钢工业互联网平台 1.0 版，推动下属单位聚焦产品开发，充分应用人工智能、高通量计算等技术，基于设计、仿真、实验、生产等数据，推动研发模式变革，提升高效研发能力；聚焦生产制造，立足生产实际，运用物联网、大数据、人工智能等新一代信息技术，提升智能制造能力；聚焦核心业务，通过数智技术提升生产经营管理弱项，强化新产业细分领域竞争能力。

Shougang has established the Collaborative Innovation Center for Smart Steel Manufacturing and released the 2024 edition of its guidelines for standardized smart manufacturing. Additionally, we launched the Shougang Industrial Internet Platform 1.0. This initiative directs subsidiaries to concentrate on product development by leveraging technologies like AI and high-throughput computing. By utilizing data from design, simulation, experimentation, and production, Shougang aims to revolutionize its R&D models and boost efficiency. In manufacturing, the focus is on integrating next-generation IT such as the Internet of Things (IoT), big data, and AI to enhance smart manufacturing capabilities based on actual production conditions. For core business operations, Shougang is applying digital and intelligent technologies to overcome bottlenecks in production and management, thereby strengthening its competitiveness in new industry segments.



▲ 首钢京唐无人仓储及智能物流管控中心
Shougang Jingtang Unmanned Warehousing and Smart Logistics Control Center



▲ 首钢冷轧入选全球“灯塔工厂”
Shougang Cold-Rolled Sheet selected as a global "Lighthouse Factory"



▲ 首钢京唐“数字孪生”赋能智慧炼钢
Shougang Jingtang's "Digital Twin" technology empowers smart steelmaking



▲ 首钢矿业马城地采选自动化、智能化管控项目
Shougang Mining Corporation's Macheng Mine underground mining and processing automation and intelligent control project

数字化转型发展 Digital Transformation and Development

首钢不断加快数字产业化和产业数字化步伐，推动数字技术与实体经济加速融合，通过数字技术补齐产业转型与服务运营短板，夯实产业创新发展基础，提高服务能力和效率，提升细分领域市场竞争力，不断加快数字化转型步伐。

Shougang is accelerating the pace of digital industrialization and the digitization of its industries, fostering a deeper integration of digital technology with the real economy. This strategy stimulates new business formats and models. By using digital and intelligent technologies, the Group addresses weaknesses in production and management, improves efficiency, reduces costs, and adapts to downstream demand shifts. These efforts sharpen its market competitiveness in specialized sectors and drive its ongoing digital transformation.

产业数字化转型 Industrial Digital Transformation

坚持战略引领、数据驱动、业务主导、持续改进，首自信公司承载首钢数字化转型使命，通过工业互联网平台贯通设备、生产与供应链系统，依托多模态大模型与智能算力调度体系强化 AI 赋能，推进数字技术与首钢发展全要素的穿透式深度融合，形成适应首钢锻造“四个制造”长板的数智技术底座和产业创新发展的技术基础；首惠产融成为北京市新一轮数据资产价值化全流程试点企业。

Guided by a strategy that is data-driven, business-led, and committed to continuous improvement, Shougang's digital transformation is spearheaded by Shougang Automation Information Technology. By utilizing an industrial internet platform, Shougang Automation Information Technology connects equipment, production, and supply chain systems. It enhances AI-driven capabilities through a multi-modal large model and an intelligent computing power scheduling system, which promotes a deep, pervasive integration of digital technology across all facets of Shougang's development, building a robust digital and intelligent foundation that supports the Group's "Four Manufacturing Strengths" and fosters industrial innovation. Furthermore, Capital Industrial Financial Services has been selected as a pilot enterprise in Beijing's latest initiative to trial the end-to-end process of data asset valuation.

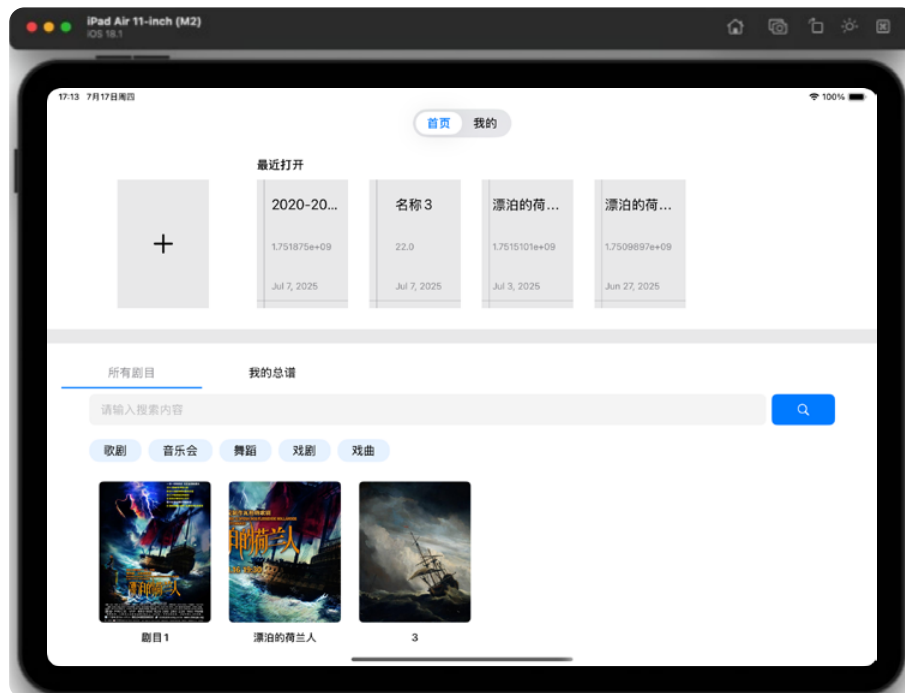
服务数字化转型 Service Digital Transformation

形成以首钢股份营销中心为核心，钢铁基地和加工中心组合的集中统一、快速响应、运行高效的营销网络，打造 EVI 供货模式，建设敏捷响应的用户服务体系，增强用户在产品全生命周期中的参与度，实现智慧服务；应用数字化工具，提高分析预测、决策支撑、风险管控能力，增强供应链韧性和安全水平，持续提升产业链服务能力。

Shougang has developed a centralized, responsive, and efficient marketing network centered around the Marketing Center of Shougang Co., Ltd., which integrates its steel bases and processing centers. By promoting early supplier involvement in its "Premium Products + Services" model for automotive and electrical steel, Shougang is building an agile customer service system. This approach increases customer engagement throughout the product lifecycle to deliver smart services. Through the use of digital tools, the company is enhancing its capabilities in analytical forecasting, decision support, and risk management, thereby strengthening supply chain resilience and security while continuously improving its service capacity across the industrial chain.



▲ 首钢集团自主建设的工业互联网平台正式发布，打造钢铁“智脑”
The official launch of Shougang's self-developed industrial internet platform, facilitates the creation of a "Smart Brain" for the steel industry



▲ 首钢数字化场馆管理系统上线，构建全场景智慧管理体系
Shougang has launched digital venue management system to develop a full-scenario smart management system

荣誉 | Honor

首钢冷轧成功入选国家级智能制造标杆企业（第七批），成为顺义区
首家国家级智能制造标杆企业
Shougang Cold-Rolled Sheet was selected as a National Smart Manufacturing Benchmark Enterprise (seventh batch), becoming the first company in Shunyi District to receive this national honor

首钢智新入选国务院国资委数字化转型试点单位
Shougang Zhixin was chosen by SASAC of the State Council for its pilot program on digital transformation

首钢工程荣获
2024 基础设施数字化光辉大奖赛“中国杰出项目奖”，
并成功入围全球总决赛
Shougang International Engineering Technology received the "China Outstanding Project Award" at the 2024 Year in Infrastructure and Going Digital Awards Event and successfully made it to the global finals

产品卓越 Product Excellence

首钢集团围绕国家重大战略布局和产业升级方向，打造支撑国家重大装备制造、引领绿色低碳转型、服务民生品质提升的首钢高端产品体系，增强产品市场竞争力；积极实施品牌战略，强化品牌管理，不断激发品牌发展活力，扎实推进卓著品牌创建工作。

Driven by a strong sense of political responsibility, Shougang proactively aligns with national strategic needs. The Group focuses on China's major strategic initiatives and industrial upgrading priorities, tackling critical "bottleneck" technologies that constrain national industrial security. By strategically positioning itself in emerging and future industries, Shougang is building a high-end product portfolio that supports major national equipment manufacturing, leads the green and low-carbon transition, and enhances the quality of life for the public, thereby strengthening its market competitiveness.

• 攻坚高端产品

Pioneering High-End Products

首钢集团积极应对外部环境的巨大压力和挑战，围绕产业链寻找发展新机遇，以创新科技培育发展新动能，抢抓高端产品需求市场红利，向市场供给首发高端产品，提升企业品牌知名度。

In response to significant external pressures and challenges, Shougang actively seeks new growth opportunities across the industrial chain. By fostering new momentum through technological innovation and capitalizing on the demand for high-end products, the Group has successfully launched several pioneering products, enhancing its brand recognition and reputation.

2024 年首发新产品

New Products Launched in 2024

▶ 新能源变压器用低噪声取向硅钢 **20SQGD070LN**

20SQGD070LN: A low-noise grain-oriented electrical steel for new-energy transformers

▶ 电动汽车用低铁损快速自黏结涂层电工钢 **20SW1100Z**

20SW1100Z: A low-iron-loss electrical steel with a rapid self-bonding coating for electric vehicles

▶ 汽车用热轧酸洗超高强度无碳化物贝氏体钢 **HR-HE750Y950T**

HR-HE750Y950T: A hot-rolled pickled ultra-high-strength carbide-free bainitic steel for automobiles

▶ 高硬高韧园艺剪用钢 **S75YYJ**

S75YYJ: A high-hardness, high-toughness steel designed for gardening shears

▶ 1500 兆帕级纯锌镀层直接热成形用钢 **CR950/1300HS+Z**

CR950/1300HS+Z: A 1500 MPa grade, pure zinc-coated steel for direct hot-forming processes

▶ 农机免耕圆盘用耐蚀耐磨钢 **S1500NJDS**

S1500NJDS: A corrosion-resistant and wear-resistant steel for no-till farming coulter discs

案例 Case

高磁感低铁损超薄规格电工钢——“皇冠上的明珠”

Ultra-Thin, High-Induction, Low-Iron-Loss Electrical Steel – The "Jewel in the Crown"

作为全球第 4 家采用低温工艺生产取向硅钢的企业，首钢“十年磨一剑”，电工钢产品集群从无到有、从有到优，实现电工钢所有领域全覆盖，电工钢取向超薄规格产品连续多年国内市场占有率第一，服务国家绿色电力电网工程，首钢跻身变压器材料供应商世界第一梯队。

As the fourth company in the world to produce grain-oriented electrical steel using a low-temperature process, Shougang has dedicated a decade to mastering this technology. We have built an electrical steel product family from the ground up, evolving from non-existence to excellence and now covering all application fields. For consecutive years, Shougang's ultra-thin grain-oriented electrical steel products have held the No. 1 market share in China. Supporting the nation's green power grid initiatives. This success has propelled Shougang into the top tier of global transformer material suppliers.



案例 首钢 GA 汽车外板：创新铸就“钢铁皮肤”传奇
Case Shougang's GA Automotive Outer Panels—Forging a Legacy in "Steel Skins"

GA 汽车外板生产关键技术研发与应用项目由技术研究院、首钢股份、首钢冷轧研发，获得 2024 年度首钢科学技术奖一等奖。该项目显著降低了钢质缺陷发生率，有效解决了合金化斑迹、锌层粉化等汽车外板表面质量问题，GA 外板合格率位居行业前列，已批量供货多家国内外主机厂的多款热门车型，用于制造侧围、翼子板、发罩、车门等关键外覆盖件，为首钢汽车板提升市场竞争力提供了重要支撑。

The R&D project for key technologies in GA automotive outer panel production, jointly developed by the Shougang Research Institute of Technology, Shougang Co., Ltd., and Shougang Cold-Rolled Sheet, received the First Prize at the 2024 Shougang Science and Technology Awards. This project has significantly reduced the incidence of steel defects and effectively resolved surface quality issues common to automotive outer panels, such as alloy mottling and zinc powdering. As a result, the qualification rate for Shougang's GA outer panels is among the best in the industry. These panels are now supplied in large volumes to multiple domestic and international automakers for use in popular vehicle models, forming key exterior parts like side panels, fenders, hoods, and doors. This achievement provides crucial support for enhancing the market competitiveness of Shougang's automotive sheets.



案例 中厚板产线在攻克薄宽极限规格产品上取得新的重要进展
Case New Breakthroughs in Ultra-Thin, Wide-Gauge Products for Medium and Heavy Plate Production Lines

2024 年，首钢高强耐磨钢供货国际知名大型工程机械制造商，在薄宽极限规格产品上取得新进展，提高中厚板在高附加值产品市场的占有率和竞争力。耐磨钢具备高强度、高硬度特点，具有良好的耐磨性能，钢板可承受冲击、挤压、物料磨损等恶劣工况条件，兼具优良的冲击和焊接性能，适用于各类磨损条件，广泛应用于工程机械制造。

In 2024, Shougang achieved new milestones in producing ultra-thin, wide-gauge plates by supplying high-strength, wear-resistant steel to a major international construction machinery manufacturer. This success increases the market share and competitiveness of its medium and heavy plates in the high-value-added product market. Wear-resistant steel is characterized by high strength and hardness, delivering excellent abrasion resistance. The steel plates can withstand harsh working conditions involving impact, pressure, and material wear. They also possess superior impact toughness and weldability, making them suitable for a wide range of abrasive environments and broadly applicable in the manufacturing of construction machinery.

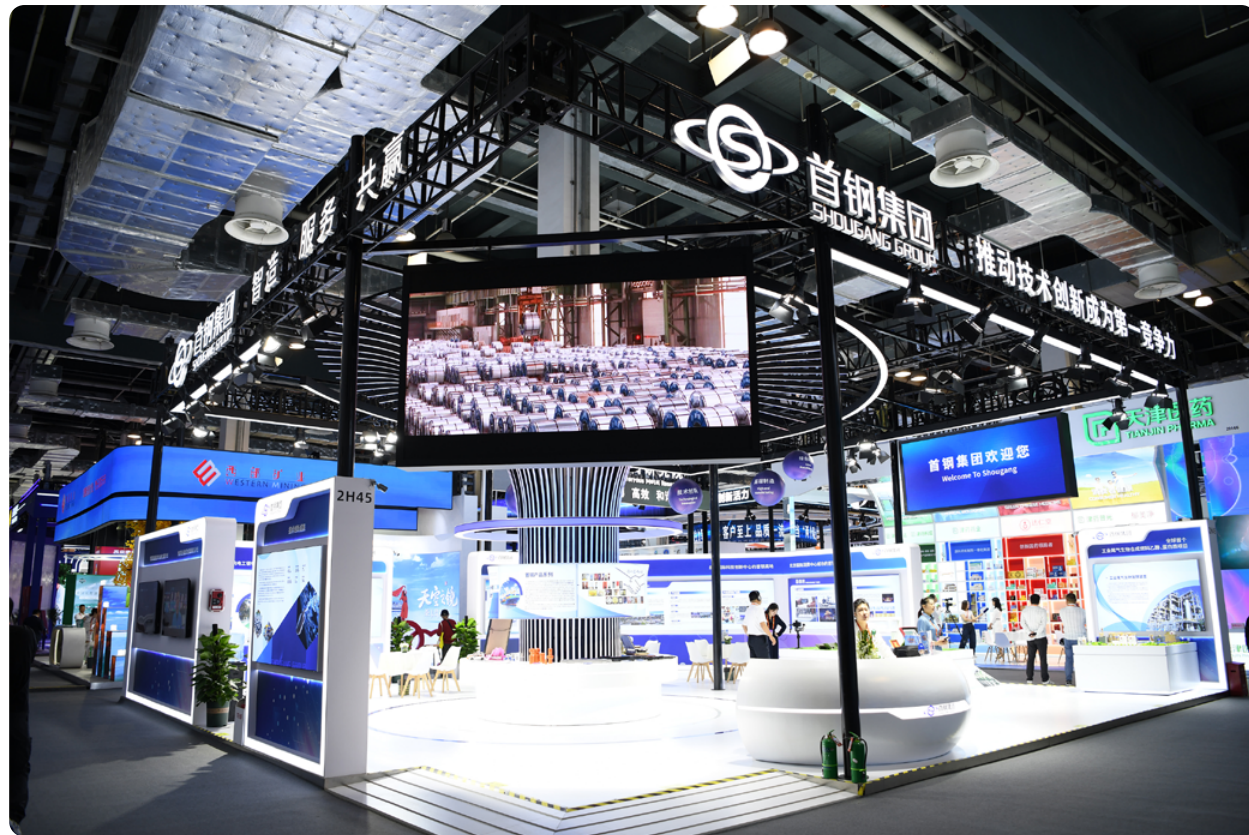


• 打造卓越品牌

Forging Extraordinary Brand

首钢集团以习近平总书记提出的“三个转变”为品牌建设的根本遵循和行动指南，以全局眼光和战略思维，成立首钢集团品牌工作领导小组，推动品牌工作组织体系建设，用“三定义、三体现”标准匠心打造卓越产品品牌，着力提升首钢品牌内在支撑能力，积极实施品牌战略，打造享誉世界的“首钢品牌”。

Guided by the "Three Transformations" principle proposed by General Secretary Xi Jinping, Shougang approaches brand building with a global perspective and strategic mindset. The Group has established the Shougang Brand Work Leadership Group to advance the organizational structure for brand management. With a commitment to craftsmanship defined by the standards of "Three Definitions and Three Embodiments", Shougang meticulously builds an exceptional product brand, focuses on strengthening its internal support capabilities, and actively implements a brand strategy to create a "Shougang Brand" with a world-class reputation.



▲ 首钢集团展台精彩亮相中国品牌博览会
Shougang's pavilion made a stunning appearance at the Exposition on China Brand

荣誉 | Honor



品牌价值首次突破千亿元大关

Brand value surpassed the RMB 100 billion mark for the first time



荣获“中国卓越钢铁企业国际影响力品牌”“品牌价值领跑者”荣誉

Honored as a "Leading Chinese Steel Enterprise Brand for International Influence" and a "Brand Value Leader"



蝉联专利创新优秀品牌、标准化工作优秀品牌、信息情报优秀品牌 3 项奖项

Awarded for excellence in patent innovation, standardization work, and information intelligence for the second consecutive year



连续上榜中国大企业创新 100 强、中国最具影响力创新企业排行榜

Consistently ranked among China's Top 100 Innovative Large Enterprises and on the list of China's Most Influential Innovative Companies



获评 2024 钢铁行业全球影响力品牌

Recognized as a 2024 Global Influence Brand in the Steel Industry



“2024 中国品牌价值评价信息”位居冶金有色品牌第五位

Ranked fifth among metallurgical and non-ferrous brands in the "2024 China Brand Value Evaluation Information" release



获评第一批全国“企业文化建设与管理 5A 级企业”最高奖项

Received the highest honor as one of the first "Grade 5A Enterprises in Corporate Culture Construction and Management" in China



服务提升 Service Enhancement

首钢集团以“制造+服务”为立足点，提升比较竞争优势，对传统的生产组织、营销、管理、服务模式进行融合创新，建立基于互联网思维和客户精确需求、精确制造、精确配送的定制模式，有效推进用户服务敏捷化。2024 年，集团获比亚迪“最佳合作伙伴”、中集集团“优秀供应商”、海尔“卓越合作伙伴奖”等 38 个奖项。

Shougang is strengthening its competitive edge by focusing on a "Manufacturing + Service" model. The Group is innovating and integrating its traditional models for production, marketing, management, and service. By establishing a customization framework based on an internet-centric mindset that prioritizes precise customer needs, precision manufacturing, and accurate delivery, Shougang is effectively making its customer service more agile. In 2024, the Group received 38 awards from its partners, including "Best Partner" from BYD, "Excellent Supplier" from CIMC Group, and the "Outstanding Partner Award" from Haier.

强化服务管理 Strengthening Service Management

首钢集团建设“首钢钢铁产销一体化经营管理平台”，构建“一贯到底、一体通管、全供应链、全生命周期”的管控体系，产销协同效率提升 60%；搭建面向客户服务的智慧平台，构建“开放共享、互联互通、共创价值”的“首钢—客户”生态圈服务体系，客户超 2000 家。

Shougang has developed an "integrated production and sales collaborative management platform", creating an end-to-end, fully integrated management and control system that spans the entire supply chain and product lifecycle. This has boosted production and sales coordination efficiency by 60%. The Group has also built a smart platform for customer service, fostering a "Shougang-Customer" ecosystem of "open sharing, interconnectedness, and co-created value", which serves over 2,000 clients.



从客户需求出发，引入精益供应链管理和最新客户体验理念；站在客户视角驱动流程优化，建立数字模型，构建 B2B 的一贯制精准服务平台。

Starting from the customer's needs, this service incorporates lean supply chain management and the latest customer experience concepts. It drives process optimization from the customer's perspective, using mathematical models to build a consistent and precise B2B service platform.



基于客户业务场景构建定制化预测分析体系与供应链风险预警机制，搭建社会化物流资源协同平台，整合百余家专业承运商资源，实现合同履约周期压缩 3.6 天（冷轧系统）、运费结算效率提升 23 小时、装车发运时效平均优化 3 小时 / 车次。

This system uses customized predictive analytics based on customer business scenarios and includes a supply chain risk alert mechanism. It features a collaborative platform for social logistics resources, integrating over 100 professional carriers. These improvements have reduced the contract fulfillment cycle by 3.6 days (for the cold rolling system), increased freight settlement efficiency by 23 hours, and optimized the average loading and shipping time by 3 hours per truck.

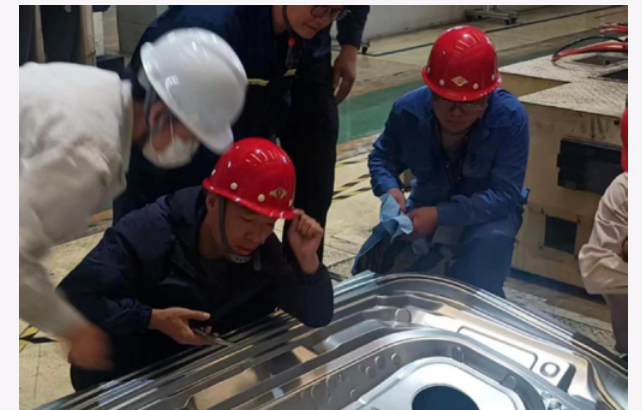
提升服务质量 Improving Service Quality

首钢集团创新营销服务体系，定期开展客户走访交流，举办产品技术论坛与交流活动，实现与客户共赢；构建信息安全管理体系框架，制定《信息安全策略管理制度》《信息安全组织管理制度》等，形成覆盖数据采集、传输、存储的全流程安全防护闭环，有效保障客户信息与隐私安全。

Shougang innovates its marketing and service system through regular customer visits and communication, hosting product technology forums and exchange events to achieve win-win outcomes with clients. The Group has also established a comprehensive information security management framework, implementing policies such as the Information Security Strategy Management System and the Information Security Organization Management System. This creates an end-to-end security loop covering data collection, transmission, and storage, effectively safeguarding customer information and privacy.

案例 Case 首钢集团以精诚服务赢得客户信赖 Shougang Earns Customer Trust Through Dedicated Service

2024 年，首钢集团某汽车用钢产品客户在试模阶段出现影响整车上市的冲压开裂问题。首钢技术服务团队立即响应，携带分析设备第一时间赶赴客户现场，通过试验和仿真分析，迅速锁定开裂原因，并提出“过拉延+整形”的优化方案，有效改善材料流动，解决零件开裂问题，保障客户该车型顺利上市，客户通过微信和邮件发来感谢信。



In 2024, a client using Shougang's automotive steel encountered a stamping-related cracking issue during the trial molding phase, which threatened to delay the launch of their new vehicle. Shougang's technical service team responded immediately, rushing to the client's site with analytical equipment. Through on-site experiments and simulation analysis, the team quickly identified the cause of the cracking. They proposed an optimized solution involving an "overdrawing and restriking" process, which effectively improved material flow and resolved the cracking problem. This ensured the customer's new vehicle model could be launched on schedule. The client later sent letters of appreciation via WeChat and email to express their gratitude.



▲ 2024 年首钢新能源汽车用软磁材料用户技术研讨会
The 2024 Shougang Technical Seminar on Soft Magnetic Materials for New Energy Vehicles

产业发展 Industrial Development

首钢集团全面落实产城融合发展理念，打造高能级产业集群；积极融入京津冀协同发展战略，以产业项目运营推动京津冀区域协同发展；深化全球产业布局，拓展海外履责项目，赋能产业健康高质量发展。

Adhering to the philosophy of "win-win development", Shougang continuously deepens its strategic cooperation with industry partners and actively expands its network of collaborators. By fostering mutual success with upstream and downstream enterprises in the industrial chain, the Group promotes the integration of industry and urban development. This approach invigorates its industrial park, aligns with regional growth strategies, strengthens the foundations of the local economy, advances Shougang's global footprint, and expands its corporate responsibility projects overseas, empowering healthy and high-quality industrial growth.

• 推进产城融合 Advancing Urban-Industry Integration

首钢集团在促进产业集聚、加快产业发展的同时，全面落实产城融合发展理念，切实发挥投资引领作用，优化空间发展布局，不断激发园区活力，打造高能级产业集群，充分发挥首钢园引领带动作用，努力打造首都西部地区新增长极，打造更高国际水准的城市复兴新地标。

While promoting industrial clustering and accelerating development, Shougang fully implements its urban-industry integration vision. The Group plays a leading role in investment, optimizes spatial development, and continuously stimulates the vitality of its industrial park. By cultivating high-level industrial clusters, Shougang Park serves as a key driver, striving to forge a new growth pole for the capital's western region and to create a new landmark of urban revitalization at a higher international standard.

案例 Case

首钢建投加快打造更高国际水准的城市复兴新地标

Shougang Construction Investment Accelerates the Creation of a Urban Revitalization Landmark at a Higher International Standard



着力推动高精尖产业集聚，加快打造北京国际科技创新中心的首钢高地。在园企业拥有国高新、专精特新、小巨人、金种子、独角兽等企业资质；园区科幻企业在算力、芯片、终端硬件等方面形成科幻完整产业链布局，不断推动科幻产业联合会会员扩容。

Driving the clustering of high-end, precision, and cutting-edge industries, Shougang aims to build a highland for Beijing's International Science and Technology Innovation Hub. An integrated information system for investment promotion has been established, facilitating joint investment attraction efforts with the district government. The Group collaborates with entities like Shougang Funds, VSTARTUP, Shougang Special Steel and Shougang Shouyi Kexin Real Estate on industry introduction and ecosystem building. By leveraging resources from the government, internal Group channels, and the market, the Group develops and maintains professional resource channels to increase the park's occupancy rate.



推动消费活力快速提升，加快打造北京国际消费中心城市的首钢支点。园区形成集产业、餐饮、酒店、零售、展览、体验等多元场景于一体的特色消费生态。做大做强体育产业，常态化举办首发首秀首展等活动，对园区资源聚集、产业发展、品牌打造等形成极大的“磁吸效应”。

Boost consumer vitality and accelerating the development of the Shougang pivot for Beijing's establishment as an international consumption center. The park has cultivated a unique consumption ecosystem that integrates diverse settings, including industrial spaces, dining, hotels, retail, exhibitions, and immersive experiences. By expanding and strengthening the sports industry and regularly hosting premier launches, inaugural shows, and debut exhibitions, the park has created a powerful magnetic effect, attracting resources, fostering industrial development, and enhancing its brand.



抓好园区开发建设，加快完善资产质量。高质量按期完成服贸会 4.0 版改造提升，国际人才社区南区 0033 地块基本完工，华夏银行 0036 地块完成主体结构施工，怡和项目稳步推进，二期已明确收储范围并开展收储评估工作，同步开展长安街沿线商业综合体城市设计和污染土地治理。

Managing the park's development and construction effectively, expediting the enhancement of asset quality. The 4.0 version upgrade and renovation for CIFTIS has been completed on schedule and to a high standard. Construction of Block 0033 in the south section of the International Talent Community is nearly finished, while the main structure of the Hua Xia Bank Block 0036 project has been completed. The Jardine Matheson project is progressing steadily. For the second phase, the scope for land acquisition and reservation has been defined, with assessment work now underway. Concurrently, urban design and land remediation for the commercial complexes along Chang'an Avenue are in progress.

案例

Case

首秦公司打造“秦皇岛首钢产城融合示范园”

Qinhuangdao Shouqin Metal Materials Develops the "Qinhuangdao Shougang Industry-City Integration Demonstration Park"



产业模式：坚持把产业招商作为推动转型发展的重要引擎，立足自身资源优势，找准主攻方向和突破口，持续优化产业布局。首次开展“走出去”招商，参加招商活动，加大宣传推介力度。坚持“请进来”招商，打造政企合作招商平台。全年累计吸引 47 家企业到园区考察，实现落地 4 家。

Industrial Model: The company strategically prioritizes industrial investment promotion as a key engine for transformation and development. By leveraging its unique resource advantages, it identifies primary focus areas and breakthroughs to continuously optimize its industrial layout. For the first time, the company conducted "go-global" initiatives, participating in investment promotion events to significantly increase publicity and outreach. The company also focused on an "invite-in" strategy, creating a collaborative platform between the government and enterprises to attract investment. Throughout the year, these efforts attracted 47 companies to visit and inspect the park, resulting in 4 successfully establishing operations.



精准招商：抢抓机遇，四个月高效率、快节奏导入环亚股份一、二期租赁项目，加工公司厂房满租并实现自 2007 年成立以来的首次盈利。宏成达光伏基地二期扩租签约，盘活原套筒窑厂房和周边土地。与秦皇岛新源奥丕汽车公司签订租赁合同，盘活厂前区土地房屋。截至 2024 年底，累计盘活房屋土地面积 35 万 m²，年化租金达到 2644 万元。

Precision Investment Promotion: Seizing a key opportunity, the company efficiently secured the Huanya Co., Ltd. Phase I and Phase II leasing projects within a fast-paced four-month period. This resulted in the full occupancy of the processing company's factory buildings, leading to its first-ever profit since its establishment in 2007. The contract for the Phase II expansion of the Hongchengda Photovoltaic Base was signed, successfully revitalizing the former sleeve kiln plant and surrounding land. A lease agreement was signed with Qinhuangdao Xinyuan Aopi Automotive, revitalizing land and buildings in the pre-factory area. As of the end of 2024, the company had revitalized a cumulative 350,000 square meters of building and land area, generating an annualized rental income of 26.44 million RMB.



产业培育：积极探索入驻企业产业链增值服务实现路径，加工公司采取委托加工、合作生产等轻资产运营模式，层压机加热板项目累计交付成品 980 吨，营业收入 711.5 万元。在加热板市场开发、加工工艺、设备维护、质量控制等环节积累经验，为后续拓展其他产业链增值服务提供实践样本。

Industry Incubation: The company is actively exploring pathways to provide value-added services across the industrial chain for its tenant enterprises. The processing subsidiary has adopted an asset-light operating model, including commissioned processing and cooperative production. Through these efforts, the laminating press heating plate project has delivered a cumulative 980 tons of finished products, generating RMB 7.115 million in operating revenue. This project has provided valuable experience in key areas such as heating plate market development, processing technologies, equipment maintenance, and quality control. It serves as a practical model for expanding into other value-added services for the industrial chain in the future.

助力区域发展

Facilitating regional development

首钢集团积极融入京津冀协同发展战略，发挥京津冀发展中的示范引领作用，推动北京研发、河北制造产业链协同发展。马城铁矿项目投产，高端硅钢热处理项目实现达产达效，近“零”碳排放冶炼高品质钢项目开工建设，京冀基金参投 5G 产业基金、静态交通、北京专网等项目。

We have actively integrated into the Beijing-Tianjin-Hebei coordinated development strategy, playing a leading and exemplary role. We have promoted synergistic industrial chains, with R&D in Beijing and manufacturing in Hebei. Macheng iron-ore project has become operational, and a high-end silicon-steel heat-treatment facility has reached full production and efficiency. Construction has begun on a project for smelting high-quality steel with near-zero carbon emissions. Additionally, the Beijing-Hebei Co-development Fund has attracted nearly RMB 100 billion in coordinated social capital.



首钢京唐：牵头联合长城汽车、燕山大学、北京科技大学、凌云工业股份有限公司等七家单位，共同成立“河北省高品质汽车用钢创新联合体”获河北省科技厅批复，促进区域内科技创新资源的共享和优化配置，为京津冀地区培养大量的科技创新人才。

Shougang Jingtang: Shougang Jingtang led the formation of the "Hebei High-Quality Automotive Steel Innovation Consortium" in partnership with six other organizations, including Great Wall Motors, Yanshan University, University of Science and Technology Beijing, and Lingyun Industrial Co., Ltd. The consortium, officially approved by the Hebei Provincial Department of Science and Technology, promotes the sharing and optimal allocation of regional scientific and technological innovation resources and has cultivated a significant pool of technological innovation talent for the Beijing-Tianjin-Hebei region.



京冀曹建投：围绕钢铁产业链上下游，重点聚焦“服务钢铁”和“消费钢铁”项目组织招商，成功带动多家中央企业、市属企业、上市及知名民企落地并投产运营，完成签约 129 个产业项目，签约投资额 485 亿元，为推动京津冀协同发展贡献力量。

Beijing-Hebei Caoheidian Collaborative Development Demonstration Zone Construction Investment: Focusing on the upstream and downstream sectors of the steel industry chain, the company has organized its investment promotion efforts around "steel-serving" and "steel-consuming" projects. It has successfully attracted numerous central SOEs, Beijing municipal-owned enterprises, and publicly listed and well-known private companies to establish and operate facilities in the area. To date, it has secured 129 industrial projects with a total signed investment value of RMB 48.5 billion, contributing significantly to the collaborative development of the Beijing-Tianjin-Hebei region.

• 响应“一带一路” Respond to the "Belt and Road"

首钢集团积极响应“一带一路”倡议，深化全球产业布局，秉承发展初心和公益使命，以海外项目为抓手，实现海外业务合规经营、稳健发展的同时促进跨国文化交流，为当地提供大量就业机会，提高当地工人生活水平，提升属地品牌影响力，彰显国企的责任与担当。

Actively responding to the "Belt and Road" Initiative, Shougang has deepened its global industrial layout. Adhering to its founding mission and commitment to public service, the Group uses its overseas projects as a vehicle to not only achieve compliant and stable business growth but also to foster cross-cultural exchange. These projects create substantial local employment, improve the living standards of local workers, and enhance the brand's influence in the host countries, demonstrating the responsibility and commitment of a major enterprise from China.

案例 Case 中首矿山海外履责 Overseas mine operated and managed by CSGI Fulfillment of Overseas Social Responsibility

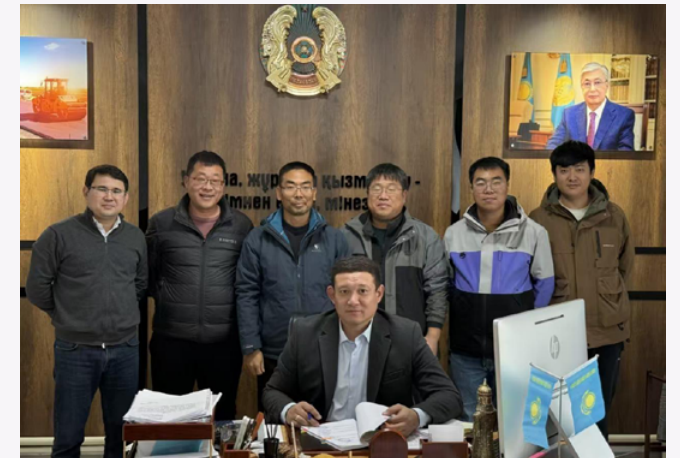
中首海外矿山项目在企业发展的同时积极履行社会责任，始终坚持“高标准、惠民生、可持续”的经营理念，通过发展带动当地经济繁荣，当地居民通过劳动改变生活，为当地创造 5000 多个就业岗位，所在地市民从当初靠天吃饭、收入微薄到目前人均收入是所在国全国平均收入的 1.7 倍，与当地市民经营的旅馆、饭店、超市等各种商业业态成为命运共同体，促进人文交流，树立负责任的企业形象。

While pursuing its own corporate development, Overseas mine operated and managed by CSGI actively fulfills its social responsibilities, consistently adhering to a business philosophy centered on high standards, improving local livelihoods, and ensuring sustainability. By driving local economic prosperity, the company has empowered residents to transform their lives through stable employment. It has created over 5,000 local jobs, elevating the community from a state of subsistence living and meager incomes to a point where the per capita income is now 1.7 times the host country's national average. As a result, a vibrant ecosystem of local businesses—including hotels, restaurants, and supermarkets—has emerged, forming a community with a shared destiny alongside Overseas mine operated and managed by CSGI. Furthermore, Overseas mine operated and managed by CSGI remains dedicated to promoting bilateral cultural and people-to-people exchanges, thereby building a positive external corporate image.

案例 Case

首钢建设哈萨克斯坦 TKU 国家级公路改造项目完成交付通车 Shougang Completed and Delivered the National Highway Renovation Project of Tku in Kazakhstan

2024 年 12 月，首钢建设哈萨克斯坦 TKU 国家级公路改造项目 TKU 路段 Km410-480 标段道路完成交付通车。项目管理团队坚持“比学赶帮超”的管理理念，充分发挥首钢“铁军”精神和“责任”担当，克服当地严寒施工环境等诸多困难。首钢建设成为 16 个标段中首批 2 个拿到投运证书标段之一的单位，获得“最佳完工单位”荣誉称号。



In December 2024, Shougang completed and opened the K410-480 section of the TKU National Highway Renovation Project in Kazakhstan. The project management team adhered to the principle of "learning from each other, catching up, helping, and surpassing", fully embodying Shougang's "Iron Army" spirit and a strong sense of responsibility. They overcame numerous challenges, including the harsh local construction conditions. Shougang Construction was one of the first two units among the 16 sections to receive the operation certificate, earning the title of "Best Completion Unit".

向绿而兴 绿色发展亮底色

Growing Through Green Development: Establishing a Foundation of Sustainability

我们的回应

Our Response

首钢集团贯彻落实习近平生态文明思想，坚决扛起生态文明建设和绿色发展担当，统筹谋划解决发展的低碳绿色生态性、产业链供应链安全性和产业竞争力的“协同三角”问题，坚持以绿色低碳为着力点拓展发展空间，强化环境管理，积极应对气候变化，实施绿色经营，加快构建资源节约型、环境友好型企业。

Shougang implements Xi Jinping Thought on Ecological Civilization, resolutely shouldering our responsibility for fostering ecological progress and green development. We holistically plan to solve the "synergistic triangle" of challenges, balancing the low-carbon and green nature of our development with supply chain security and industrial competitiveness. We are committed to expanding our development space with a focus on green and low-carbon initiatives, strengthening environmental management, actively addressing climate change, implementing green operations, and accelerating our transformation into a resource-conserving and environmentally friendly enterprise.

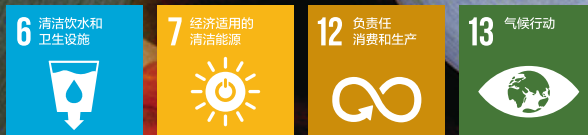
我们的成效

Our Performance

- 节能环保总投入 **11.15** 亿元
Total investment in energy conservation and environmental protection: RMB 1.115 billion
- 绿色电力消纳量 **15.7** 亿度
Clean energy consumption (green electricity procurement): 1.57 billion kWh
- 自有可再生能源利用量 **11074** 万千瓦时
Self-generated renewable energy utilization: 110.74 million kWh
- 吨钢综合能耗下降率 **0.90%**，吨钢耗新水下降率 **4.73%**，吨钢二氧化硫排放下降率 **12%**，吨钢氮氧化物排放下降率 **15.69%**，吨钢化学需氧量排放下降率 **25%**
Reductions per ton of steel: comprehensive energy consumption down 0.90%; fresh water consumption down 4.73%; SO₂ emissions down 12%; NO_x emissions down 15.69%; COD emissions down 25%
- 办公用电量 **2183387** 千瓦时，办公用水量 **3.5874** 万吨，办公用纸量 **1939** 包
Office consumption: electricity, 2,183,387 kWh; water, 35,874 tons; paper, 1,939 reams

积极回应 SDGs 议题

Actively Respond to SDGs Issues



环境治理 Environmental Governance

首钢集团秉持绿色发展理念，建立健全环境管理体系与环保应急机制，大力宣传低碳环保理念，将环境保护意识融入企业内外部运营管理，切实为环境保护贡献首钢力量。

Guided by the principle of green development, Shougang has established and strengthened a comprehensive environmental management system and environmental emergency response mechanism. The Group actively promotes the concept of low-carbon environmental protection and integrates environmental awareness into both internal and external operational management, making a tangible contribution to environmental protection efforts.

• 环境管理体系 Environmental Management System

首钢集团把生态环境保护工作列入高质量发展重要基础指标体系，设定“依法依规环境友好、降碳减污协同增效、践行绿色低碳发展、助力美丽中国建设”的环境管理目标，切实将环境目标分解到具体岗位和生产环节；持续完善环保管理组织架构，明确各单位环保职责和工作任务，强化环保专业人才队伍建设；形成以《首钢集团有限公司环境保护管理办法》为统领，以《首钢集团有限公司大气污染防治管理规范》《首钢集团有限公司水污染防治管理规范》等为支撑的“1+N”环保专业管理制度体系，重点单位全面实施 ISO 14001 环境管理体系。2024 年，集团未发生环保违法违规事件。

Shougang has incorporated ecological and environmental protection work into its high-quality development framework as a key foundational indicator. The Group has set clear environmental management goals: "to be compliant, environmentally friendly, and achieve synergy in carbon and pollution reduction, while practicing green, low-carbon development to help build a Beautiful China". These environmental objectives are systematically broken down and assigned to specific positions and production stages. The Group continuously refines its environmental management organizational structure, clarifying the responsibilities and tasks for each unit and strengthening its team of environmental professionals. It has implemented a "1+N" professional environmental management system, which is led by the Shougang Group Environmental Protection Management Measures and supported by specialized regulations such as the Air Pollution Prevention and Control Management Standards and Water Pollution Prevention and Control Management Standards. Key units across the Group have fully implemented the ISO 14001 environmental management system. In 2024, the Group successfully prevented violations of environmental laws.



• 环保应急机制 Environmental Emergency Response Mechanism

首钢集团严格遵循环保应急相关政策要求，制定《首钢集团有限公司环境污染事件应急预案》，成立应急指挥部，建立应急救援队伍，实施预案逐级备案制度，规范环保预警及应急管理工作；集团各单位将应急预案培训纳入年度环保工作计划，制定年度应急预案演练计划，增强突发环境应急处置能力和应对时效。2024 年，集团环保重点管控单位共开展应急预案演练 149 次。

In strict compliance with policies regarding environmental emergencies, Shougang has formulated the Shougang Group Environmental Pollution Incident Emergency Response Plan. The Group has established an emergency command headquarters, organized emergency response teams, and implemented a tiered system for plan registration to standardize environmental alert and emergency management procedures. All Group units incorporate emergency plan training into their annual environmental work agendas and formulate annual drill schedules to enhance their capacity for responding to sudden environmental incidents effectively and efficiently. In 2024, the Group's key environmental control units conducted a total of 149 emergency response drills.

2024 年

集团环保重点管控单位共开展
应急预案演练

149 次



In 2024, the Group's key environmental control units conducted a total of 149 emergency response drills.

• 环保文化宣教 Environmental Culture and Education

首钢集团编制印发《生态环境保护案例解析》，动态跟踪并解读国家及地方环保政策，组织环保人员进行专业的系统培训，通过视频会议、展板展示和张贴海报等方式宣传低碳环保知识和理念，为集团环保工作注入绿色动能。2024 年，集团各单位累计开展厂级以上环保培训 403 次，参训人员达 10794 人次。

Shougang has also compiled and distributed an Analysis of Environmental Protection Case Studies. The Group dynamically tracks and interprets national and local environmental policies, organizes systematic professional training for environmental staff, and promotes low-carbon knowledge and concepts through video conferences, display boards, and posters. These efforts inject green momentum into the Group's overall environmental work. In 2024, units across the Group conducted a cumulative total of 403 plant-level or higher environmental training sessions, with attendance reaching 10,794 participants.

2024 年

集团各单位累计开展厂级以上环保培训

403 次



In 2024, units across the Group conducted a cumulative total of 403 plant-level or higher environmental training sessions

参训人员达

10794 人次



With attendance reaching 10,794 participants



▲ 首钢京唐组织环境管理体系能力提升分享活动
Shougang Jingtang organized Environmental Management System capacity-building workshop

首钢集团各下属单位举办六五环境日“全面推进美丽中国建设”环保主题宣传活动
Shougang's Subsidiaries Hold "World Environment Day" Promotional Campaigns Themed
"Comprehensively Advancing the Construction of a Beautiful China"



◀ 《首钢日报》以“以更优环保绩效筑牢新质生产力发展的绿色根基”为主题设立专版，报道集团生态文明建设新成果

Shougang Daily publishes a special feature on the Group's latest achievements in ecological civilization construction, themed "Building a Green Foundation for the Development of New Quality Productive Forces with Superior Environmental Performance"

气候变化 Climatic Change

首钢集团贯彻落实国家“双碳”战略，积极应对气候变化风险，创新研发与应用节能降耗技术，深化资源循环与高效利用，加快推进绿色制造，坚定不移走绿色低碳发展道路。

Shougang implements the national "Dual Carbon" strategy and actively addresses climate change. The Group is committed to advancing green manufacturing, accelerating the development of green factories, and promoting a clean, low-carbon transformation of our energy structure. The Group also develops and applies carbon reduction processes, continuously enhances the circular use of resources, and improves its green and low-carbon technology innovation system, remaining unwaveringly committed to a path of green development.

应对气候风险 Responding to Climate Risk

首钢集团实施《关于推动首钢高质量发展扎实做好碳达峰碳中和工作方案》，分解制定年度低碳计划，建立集团统筹定期调度和主责单位牵头落实的推进机制，确保各项重点管控指标和重点任务全部落实；推动长短流程低碳工艺路线落地、重点节能降碳项目实施以及上游供应链降碳措施落实，形成常态化治理机制，开展气候风险识别与处置，强化碳资产管理和碳交易履约，积极应对气候变化带来的挑战与机遇。

Shougang focuses on the implementation of its Work Plan for Promoting Shougang's High-Quality Development and Solidly Advancing Carbon Peak and Carbon Neutrality Efforts. The Group breaks down this plan into annual low-carbon objectives and has established a promotion mechanism featuring regular, Group-level coordination and implementation led by designated responsible units. Comprehensive quarterly summaries and analyses are conducted to ensure all key control indicators and tasks are fully executed. The Group promotes the adoption of low-carbon process routes for both long and short production flows, implements key energy-saving and carbon-reduction projects, and advances carbon reduction measures in the upstream supply chain. This forms a regular governance mechanism that strengthens climate risk identification and management, enabling us to proactively address the challenges and opportunities presented by climate change.

温室气体减排目标及行动

Greenhouse Gas Reduction Goals and Actions



- **目标:** 到 2025 年, 建立健全节能降碳体系, 能源利用效率稳步提升, 满足政府“双碳”目标任务要求, 吨钢综合能耗降低 2% 以上; 绿色低碳技术推广应用取得积极进展, 技术创新方面取得 1—2 项突破性成果。

Goal: By 2025, Shougang will have established a comprehensive system for energy saving and carbon reduction, steadily improving energy efficiency to meet the government's "Dual Carbon" targets. This includes reducing comprehensive energy consumption per ton of steel by more than 2%. We also aim to make significant progress in the promotion and application of green, low-carbon technologies, achieving one to two breakthrough innovations.

- **行动:** 分解制定年度低碳工作计划, 明确能耗强度目标, 制定大力推动钢铁工艺流程绿色化升级、积极推进能源结构清洁化发展、持续提升能源利用高效化水平等十大任务的推进计划。

Actions: We develop and break down annual low-carbon work plans that specify energy consumption intensity targets. We have formulated an action plan to advance ten major tasks, including vigorously promoting the green upgrading of steel production processes, actively advancing the clean energy transition, and continuously improving energy utilization efficiency.

碳资产管理

Carbon Asset Management



- 制定《积极应对钢铁行业纳入全国碳市场 统筹强化碳资产管理工作方案》, 提前布局碳资产管理, 从政策研究、技术攻关、数智赋能等方面强化低碳转型。

We have formulated the Work Plan for Actively Responding to the Steel Industry's Inclusion in the National Carbon Market and Comprehensively Strengthening Carbon Asset Management. This plan proactively lays the groundwork for carbon asset management, reinforcing our low-carbon transition through policy research, technological breakthroughs, and digital and intelligent empowerment.

- 积极应对欧盟碳边界调节机制, 跟踪法案制定进程, 加强与先进同行及外部头部咨询机构交流, 研究出口欧盟市场钢铁产品应对策略。

We are actively responding to the EU's Carbon Border Adjustment Mechanism (CBAM) by tracking the legislative process, enhancing communication with advanced industry peers and leading external consulting firms, and researching response strategies for steel products exported to the EU market.

碳交易履约

Carbon Trading Compliance



- 各重点碳排放单位按照属地生态环境管理部门要求, 编制、报送年度温室气体排放报告, 积极配合第三方机构核查; 首钢八家北京市重点碳排放单位全面完成碳履约。

All key carbon-emitting units prepare and submit annual greenhouse gas emission reports in accordance with the requirements of local ecological and environmental management departments, while actively cooperating with third-party verification. Shougang's eight key carbon-emitting units in Beijing have all fully met their carbon compliance obligations.

研发绿色技术

Research and Development of Green Technologies

首钢集团坚持以技术创新为抓手, 不断完善绿色低碳技术创新体系, 深化工序节能降耗攻关, 加强绿色低碳技术创新, 实现“工艺 + 装备”集成创新, 推动钢铁工艺绿色化升级。

Shougang continues to use technological innovation as a key driver to improve its green and low-carbon technology innovation system. We are strengthening R&D for green technologies, deepening energy saving and consumption reduction in our production processes, and promoting the green upgrading of our steelmaking technology. By achieving integrated innovation in both process and equipment, we are striving to forge a unique green innovation path with Shougang characteristics, thereby leading the green development of the industry.

节能降耗攻关

Energy Conservation and Emission Reduction Breakthroughs



- 完成首钢京唐 100MW 煤气发电机组、首钢股份高压焦炉煤气系统优化等 9 项重点节能项目, 预计年节能 9.3 万吨标煤。

Completed nine key energy-saving projects, including the 100MW gas-fired power generation unit at Shougang Jingtang and the optimization of the high-pressure coke oven gas system at Shougang Co., Ltd., with an estimated annual energy saving of 93,000 tons of standard coal equivalent.

- 迁钢公司实现 1580 混合站供一、二热轧加热炉焦 + 混合煤气生产模式, 提高 150MW 燃气蒸汽联合循环发电机组发电量, 同时降低天然气消耗。

Shougang Qian'an Steel Company implemented a production model using a blend of coke oven gas and mixed gas for the heating furnaces of its first and second hot rolling mills at the 1580 Blending Station. This increases power generation from its 150MW combined cycle gas turbine unit while simultaneously reducing natural gas consumption.



- 通钢公司冬季利用高炉冲渣水余热供居民生活区采暖，年节能 1.55 万吨标煤。

During the winter, Shougang Tonghua Iron & Steel utilizes residual heat from its blast furnace slag flushing water to provide heating for a residential area, saving 15,500 standard coal equivalent annually.

绿色技术创新

Green Technology
Innovation



- 首钢京唐推进炼钢工艺降碳减排工作，开发转炉炼钢大废钢特色降碳工艺路线，深挖高炉工序、焦化工序、转炉工序节能潜力，三大重点工序能耗全面稳定达到标杆水平，高炉配加 55% 比例球团矿稳定运行，实现 50% 大废钢比 7 炉连浇。

Shougang Jingtang is advancing decarbonization and emission reduction in its steelmaking process. The company has developed a unique, low-carbon process route for converter steelmaking that utilizes a high proportion of steel scrap. It has also tapped into the energy-saving potential of its blast furnace, coking, and converter processes, with the energy consumption of these three key stages now consistently meeting benchmark levels. The blast furnace maintains stable operation with a 55% pellet ore charge, and the company has achieved seven consecutive heats of continuous casting with a high scrap charge ratio of 50%.

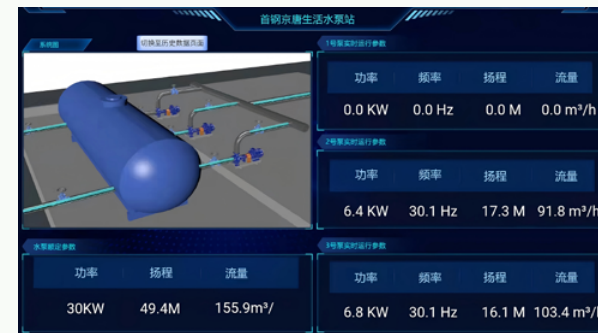
- 首钢长钢紧跟国家新污染物治理推进方向，进行新技术、新产品及新工艺的研发，强化产业链延伸，将 MFT8-DP 高强紧固件用非调质双相冷镦钢盘条作为 2024 年度重点研发产品，参与邯郸市永年区紧固件产业绿色转型升级。

Following the national directive on new pollutant control, Shougang Changzhi Steel is developing new technologies, products, and processes. By strengthening the extension of its industrial chain, the company has designated MFT8-DP, a non-quenched and tempered dual-phase cold heading steel wire rod for high-strength fasteners, as a key R&D product for 2024. This initiative supports the green transformation and upgrading of the fastener industry in Yongnian District, Handan City.



- ◀ 首钢朗泽自主研发的含二氧化碳工业尾气生物合成无水乙醇项目入选国家发展改革委《绿色低碳先进技术示范项目清单（第一批）》，是全球首套利用钢厂含二氧化碳工业尾气通过生物发酵技术合成无水乙醇的万吨级示范项目

The project of producing anhydrous ethanol from carbon dioxide-containing industrial waste gas independently developed by Shougang Langze has been selected into the List of Demonstration Projects of Green and Low-carbon Advanced Technologies (First Batch) of the National Development and Reform Commission. It is the world's first 10,000-ton demonstration project that uses carbon dioxide-containing industrial waste gas from steel mills to synthesize anhydrous ethanol through biological fermentation technology



- ◀ 首钢京唐生活水泵系统智慧节能改造项目入选京津冀绿色低碳技术典型案例，成为钢铁行业绿色节能改造的典范

The smart energy saving renovation project of Shougang Jingtang domestic water pump system has been selected as a typical case of green and low-carbon technology in Beijing, Tianjin and Hebei, and has become a model of green and energy-saving renovation in the steel industry



- ◀ 首钢京唐建成国内外首例“二氧化碳绿色洁净炼钢技术及应用”项目，该项目荣获国家科学技术进步奖二等奖，被列入河北省低碳技术推广目录，纳入河北省第一批二氧化碳捕集利用封存试点项目

Shougang Jingtang has built the first "green and clean steelmaking technology and application of carbon dioxide" project at home and abroad. The project has won the second prize of National Science and Technology Progress Awards, been included in the low-carbon technology promotion directory of Hebei Province, and included in the first batch of carbon dioxide capture, utilization and storage pilot projects of Hebei Province

荣誉 | Honor



首钢京唐被评为
2024 年度河北省第二届节能减排领域改进和创新活动优秀单位，
《降低冷轧部 1700 罩退机组氢气吨钢消耗》等 11 项成果
被评为**一等成果**

Shougang Jingtang Named an Outstanding Unit in the Second Hebei Energy Saving and Emission Reduction Improvement and Innovation Campaign for 2024. Eleven of its achievements, including Reducing Hydrogen Consumption per Ton of Steel in the 1,700 Hood-Type Annealing Furnace of the Cold Rolling Department, were awarded First Prize

资源高效利用 Efficient Use of Resources

首钢集团强化能源管理体系建设，推进能源结构清洁化发展，不断提高水资源利用效率，着力构建绿色循环经济发展新格局。

Shougang systematically promotes the development of its energy management system, focusing on enhancing the effectiveness of energy saving and emission reduction. The Group is driving the clean energy transition, investing in deep decarbonization technologies, continuously advancing the circular use of resources, and building a new paradigm for a green, circular economy.



能源管理

Energy Management



- 集团结合生产实际与精细化管理要求，不断完善能源管理体系；首钢股份、首钢京唐、首钢冷轧、首钢水钢、首钢贵钢、首钢气体等重点用能单位，均已建立符合国家标准 GB/T 23331 并通过第三方认证的能源管理体系，按计划开展年度审核，确保体系稳定高效运行；制定年度能源专项预算，明确节能指标、节能项目及重点工作，并进一步细化分解为月度计划，通过月度分析持续优化，提升能源绩效。2024 年，集团下属单位共修订节能降碳管理制度 14 项。

The Group continuously improves its energy management system based on production realities and refined management requirements. Key energy-consuming units—including Shougang Co., Ltd., Shougang Jingtang, Shougang Cold-Rolled Sheet, Shougang Shuicheng Steel, Shougang Guiyang Special Steel, and Shougang Gases—have all established energy management systems that comply with the national standard GB/T 23331 and are certified by a third party. Annual audits are conducted as scheduled to ensure the systems operate with stability and efficiency. The Group also formulates an annual dedicated energy budget that defines energy-saving targets, projects, and key initiatives. These are further broken down into monthly plans and are continuously optimized through monthly analysis to improve overall energy performance. In 2024, the Group's subsidiaries revised a total of 14 management policies related to energy saving and carbon reduction.

清洁能源

Clean Energy



- 集团积极推进能源结构清洁化发展，不断提升清洁能源使用量，推动下属单位因地制宜、科学布局，积极开发利用可再生能源，建成一系列屋顶分布式光伏发电设施。2024 年，集团主要单位实现光伏发电量同比提升 6 倍，下属单位积极开展市场化绿电交易，集团主要单位绿电交易量同比提升 35%，年减排二氧化碳约 84 万吨。

The Group actively promotes clean energy transition from its energy structure, continuously increasing the use of clean energy. It encourages its subsidiaries to develop and utilize renewable energy by implementing strategic layouts tailored to local conditions, leading to the construction of a series of rooftop distributed photovoltaic power generation facilities. In 2024, the photovoltaic power generation of the Group's main units increased seven-fold year-over-year. Subsidiaries actively participated in market-based green power trading, with the Group's main units increasing their green power transaction volume by 35% year-over-year. These efforts resulted in an annual reduction of approximately 840,000 metric tons of carbon dioxide emissions.

水资源管理

Water Resource
Management



- 首钢股份采用“三干”工艺和梯级使用，实现源头取水减量；通过凝结水回收利用、综合污水处理和深度处理技术、焦化废水深度处理技术、冷轧废水零排放技术、工序生产废水排放在线监测等技术的综合利用，实现工业废水近“零排放”。

Shougang Co., Ltd. employs the "three dries" process (dry quenching, dry dedusting, and dry gas purification) and cascade utilization to reduce water intake at the source. Through the comprehensive application of technologies such as condensate water recovery, integrated and advanced wastewater treatment, advanced treatment of coking wastewater, zero discharge of cold rolling wastewater, and online monitoring of process wastewater discharge, the company has achieved near-zero discharge of industrial wastewater.

- 首钢冷轧加大废水深度处理回用力度，实施分质用水，不断提高废水的重复利用率，获北京市“节水标杆企业”称号。

Shougang Cold-Rolled Sheet has intensified its advanced wastewater treatment and reuse efforts, implementing a quality-based water supply system and continuously increasing its wastewater reuse rate. For these achievements, it was awarded the title of "Water Conservation Benchmark Enterprise" by the Beijing municipality.

- 首钢京唐充分发挥低成本海水淡化优势，节约常规水资源，为海水淡化在沿海钢铁等行业大规模应用起到示范引领作用，同时抓好用水减量化、科学化，提高污水深度处理水平。

Shougang Jingtang leverages its advantage in low-cost seawater desalination to conserve conventional water resources, playing a demonstrative and leading role in the large-scale application of desalination in coastal industries like steel manufacturing. Simultaneously, the company focuses on reducing and optimizing water use and improving the level of advanced wastewater treatment.

- 首钢矿业通过引进先进节水设备、优化生产工艺流程和用水结构等多种措施，不断提高水资源利用效率，实现了经济效益与环境效益双赢。

Shougang Mining Corporation continuously improves its water resource utilization efficiency by introducing advanced water-saving equipment and optimizing production processes and water use structures. Through these comprehensive measures, the company has achieved a win-win outcome for both economic and environmental benefits.

案例 Case

首钢资源高效利用瓦斯发电

Shougang Fushan Resources Efficiently Utilizes Coal Mine Methane for Power Generation

面对井下瓦斯易燃易爆、温室效应强等双重隐患，首钢资源联合山西君柳新能源科技有限公司，建设3MW瓦斯发电站，采用国际先进低浓度瓦斯氧化技术，将1%—25%浓度瓦斯转化为清洁能源，年节约电费600余万元。

Facing the dual hazards of underground coal mine methane, which is flammable, explosive, and a potent greenhouse gas, Shougang Fushan Resources partnered with Shanxi Junliu New Energy Technology Co., Ltd. to construct a 3 MW methane-powered generation station. Employing advanced international low-concentration methane oxidation technology, the station converts methane with a concentration of 1% to 25% into clean energy, resulting in annual electricity cost savings of over RMB 6 million.



案例 Case

首钢环境建成厨余垃圾制乙醇试验线

Shougang Environment Industry Co., Ltd. constructed a pilot line for producing ethanol from food waste

首钢环境为提高厨余垃圾的资源化价值，联合高校申报国家重点研发计划“厨余垃圾和纤维类废物制乙醇关键技术及示范”，通过实验室小试试验，完成初步工艺路线设计，搭建中试试验线，经过数次参数优化试验、调试，顺利产出乙醇，为厨余垃圾处理行业有机渣高附加值利用提供了方向。

To increase the resource value of food waste, Shougang Environment partnered with universities to apply for the national key R&D program, "Key Technologies and Demonstration for Ethanol Production from Food Waste and Fibrous Waste". Following successful laboratory-scale trials and the design of a preliminary process route, a pilot production line was constructed. After numerous rounds of parameter optimization and debugging, the line successfully produced ethanol, providing a new direction for the high-value utilization of organic residue in the food waste treatment industry.



荣誉 | Honor

首钢京唐、迁钢公司争创行业标杆，成为钢铁行业“双碳最佳实践能效标杆示范企业”

Shougang Jingtang and Shougang Qian'an Steel, striving to set industry benchmarks, were named "Dual Carbon Best Practice Energy Efficiency Benchmarking Demonstration Plants" in the steel industry

迁钢公司入选 2024 年工业废水循环利用案例

Shougang Qian'an Steel was selected for a 2024 typical case on industrial wastewater recycling

首钢股份《打造绿色发展“金名片”塑造循环经济“新样板”》入选“ESG 中国·卓越实践”案例

Shougang Co., Ltd.'s initiative, Forging a Golden Reputation in Green Development and Shaping a New Model for the Circular Economy, was selected as a typical case for "ESG Excellence Practices in China"

首钢冷轧成为北京市第一家实现危险废物全过程信息化管理的企业

Shougang Cold-Rolled Sheet became the first enterprise in Beijing to implement comprehensive, information-based management for the entire hazardous waste process

首钢京唐荣获钢铁行业烧结工序能效“领跑者”称号、全国重点用水企业“水效领跑者”称号

Shougang Jingtang was awarded the titles of "Energy Efficiency Front-Runner" for the sintering process in the steel industry and "Water Efficiency Front-Runner" among national key water-consuming enterprises

Shougang effectively implements green manufacturing principles, integrating them throughout the entire process of production and service. The Group promotes synergistic efficiency in pollution and carbon reduction, earnestly fulfills its primary responsibility for environmental protection, and strengthens control over both the total volume and concentration of pollutant emissions to ensure all pollutants meet discharge standards. In 2024, the Group completed 39 environmental protection projects and obtained 28 environmental impact assessment approvals (including filings).



首钢股份危废六大减量措施

Six Major Measures for Hazardous Waste Reduction of Shougang Co., Ltd.



钢铁行业 EPD 平台发布首钢硼铁硼镁铁精粉环境产品声明，碳排放绩效在行业内已发布 11 个 EPD 中排名第二

In February 2024, the steel industry's EPD platform published the EPD for Shougang's boron-iron and boron-magnesium-iron concentrate. Its carbon emission performance ranked second among the 11 EPDs published in the industry at the time

推进绿色制造

Promoting Green Manufacturing

首钢集团将绿色制造贯彻落实在生产和服务全过程，开发高端绿色材料，深入开展钢铁产品生命周期评价 (LCA) 体系建设，取向电工钢、管线钢、汽车用冷轧高强度钢板及钢带、汽车用热轧高强度钢板及钢带四类产品入选工信部“绿色设计产品名单”，全力提升绿色低碳产品竞争力；创建“用地集约化、原料无害化、生产洁净化、废物资源化、能源低碳化”的绿色工厂，发挥绿色工厂在制造业绿色低碳转型中的基础性和导向性作用；构建绿色可持续供应链，推进下属单位开展碳足迹核算与发布环境产品声明 (EPD)，组织开展供应商环保培训，采购降碳物料，打造开放共享的绿色生态圈。



首钢京唐高端风电用钢板 4418 吨订单顺利发货，助力建设英国风电项目

Shougang Jingtang successfully shipped 4,418 tons of high-end wind power steel plates to help build wind power projects in the UK



首钢智新优质高磁取向电工钢重点应用项目——白鹤滩水电站，在行业内树立绿色发展新标杆

Shougang Zhixin high quality high magnetic induction oriented electrical steel key application project —Baihetan Hydropower Station, set a new benchmark for green development in the industry



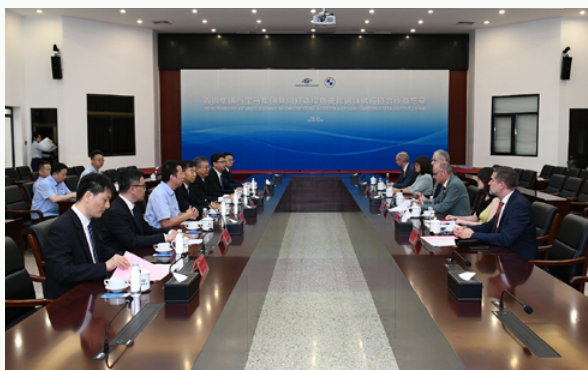
首钢京唐“坚持绿色发展 促进价值提升 奋力开创‘无废企业’新局面”经验做法，获评工信部“无废企业”典型案例

The experience and practice of Shougang Jingtang "adhering to green development, promoting value enhancement and striving to create a new situation of 'waste-free enterprise'" has been rated as a typical case of "waste-free enterprise" by the Ministry of Industry and Information Technology



迁钢公司积极对接属地生态环境主管部门，获得收集利用首钢集团所属 16 家企业危险废物经营许可证豁免管理

Qian Gang Company actively contacted the local ecological environment authorities and obtained the exemption from management of the hazardous waste operation permit of 16 enterprises affiliated to Shougang Group



首钢集团与宝马集团举行《打造绿色低碳钢铁供应链合作备忘录》签约仪式，共同打造绿色低碳钢铁供应链

Shougang Group and BMW Group held a signing ceremony of the Memorandum of Cooperation on Building a Green and Low-carbon Steel Supply Chain to jointly build a green and low-carbon steel supply chain

荣誉 | Honor

首钢京唐、首钢冷轧、迁钢公司、首钢贵钢、首钢长钢、首钢吉泰安、首钢智新
入选工业和信息化部国家级绿色工厂名单

Shougang Jingtang, Shougang Cold Rolling, Qiansteel, Shougang Guigang, Shougang Changgang, Shougang Jiatai and Shougang Zhixin have been selected as national green factories by the Ministry of Industry and Information Technology

北冶公司入选 2024 年北京市绿色制造名单

Beiyeh Company was selected into the 2024 Beijing Green Manufacturing list

首钢冷轧入选工业和信息化部绿色供应链管理企业名单

Shougang Cold Rolling was selected into the list of green supply chain management enterprises by the Ministry of Industry and Information Technology

迁钢公司、首钢京唐获评河北省“环保绩效 A 级企业”

Qian Gang Company and Shougang Jingtang were awarded "Environmental Performance A-level Enterprises" in Hebei Province

首钢长钢获评山西省“环保绩效 A 级企业”

Shougang Changzhi Steel Rated as a "Grade A Environmental Performance Enterprise" in Shanxi Province

首钢股份、首钢京唐、首钢长钢获评“绿色发展标杆企业”

Shougang Co., Ltd., Shougang Jingtang, and Shougang Changzhi Steel Named "Green Development Benchmark Enterprises"

绿色经营 Green Operations

首钢集团大力倡导绿色办公，使用绿色包装材料，在采购、生产及配送等环节中贯彻绿色环保理念，不断优化绿色物流运输方式，助力产业链实现碳中和目标。

Shougang Group vigorously promotes green office practices, using green packaging materials, and integrating environmental principles throughout all stages of procurement, production, and distribution. The Group continuously optimizes its green logistics and transportation methods, drives the green transformation and upgrading of its supply chain, and helps the entire industrial chain achieve its carbon neutrality goals.

绿色办公 Green Office

首钢集团全面推进绿色办公实践，通过优化照明系统、规范空调使用、推行“人走断电”制度、采购节能办公设备、实施无纸化办公及线上会议等措施，构建水、电、气一体化的能源信息系统，实现实时能耗监测、数据分析与精细管控，全面营造低碳、高效、环保的办公环境。2024 年，集团公文在线应用数量 97288 次，全年视频会议超 2000 场。

Shougang comprehensively advances its green office initiatives. By optimizing lighting systems, regulating air conditioner use, implementing a "Power Down When Unattended" policy, procuring energy-efficient office equipment, and transitioning to paperless office practices and online meetings, the Group has built an integrated energy information system for water, electricity, and gas. This system enables real-time energy consumption monitoring, data analysis, and refined control, fostering a low-carbon, efficient, and environmentally friendly office environment. In 2024, the Group processed 97,288 official documents online and held over 2,000 video conferences.

2024 年

集团公文在线应用数量

97288 次

In 2024, the Group processed 97,288 official documents online



全年视频会议超

2000 场

Held over 2,000 video conferences



绿色包材

Green Packaging Materials

首钢集团注重包装材料的环保属性与资源循环利用效率，通过优化包装环保设计、优先选用可降解及可回收包装材料、推广自动化包装设备等举措，持续减少资源消耗和包装废弃物排放；北冶公司增设自动包装机，包材替代为环境友好的纸质包装，全年减少 80% 至 90% 的泡沫箱使用；首钢吉泰安选择可降解或可回收的包装材料，坚持重复利用木制周转箱、托盘；首钢实业实施塑料板废边角料综合利用项目，2024 年回收利用废塑料板 1885.4 吨。

Shougang prioritizes the environmental attributes and resource recycling efficiency of its packaging materials. Through measures such as optimizing environmentally friendly packaging design, prioritizing the use of biodegradable and recyclable materials, and promoting automated packaging equipment, the Group continuously reduces resource consumption and packaging waste. Shougang Beijing Beiye Functional Materials installed an automatic packaging machine and replaced foam boxes with environmentally friendly paper packaging, reducing its annual foam box usage by 80% to 90%. Shougang Gitane selects biodegradable or recyclable packaging materials and consistently reuses its wooden crates and pallets. Shougang Real Estate implemented a project for the comprehensive utilization of waste scraps from plastic sheets, recycling 1,885.4 metric tons of waste plastic in 2024.

2024 年

首钢实业回收利用废塑料板

1885.4 吨



Shougang Real Estate recycling
1,885.4 tons of waste plastic in 2024.

绿色物流

Green Logistics

首钢集团坚持“绿色仓储、绿色运输”协同推进，打造低碳高效的现代物流体系，运用智能化管理手段和先进绿色技术，推广新能源车辆使用、“油改电”改造、优化装载与调度方案，提升物流全流程运转效率，显著降低物流领域碳排放。

Shougang is committed to the synergistic promotion of "green warehousing and green transportation" to build a low-carbon, high-efficiency modern logistics system. By leveraging intelligent management tools and advanced green technologies, the Group promotes the use of new energy vehicles, implements "oil-to-electric" conversions, and optimizes loading and dispatching plans. These efforts enhance the operational efficiency of the entire logistics process and significantly reduce carbon emissions in the logistics sector.



▲ 首钢集团携手世仓智能共建货架用钢应用技术联合实验室，助力仓储货架绿色发展

Shougang Group partners with WAP Intelligence to establish a joint laboratory for steel application technology in racking systems, a collaboration aimed at promoting the green development of storage racking



▲ 首钢京唐物流系统按照循环经济理念设计建设，从运输结构调整、新能源车辆置换、散货存卸管控三方面实现清洁运输

Shougang Jingtang's logistics system was designed and constructed based on the principles of a circular economy, achieving clean transportation through three key areas: adjusting the transportation structure, replacing vehicles with new energy models, and controlling the storage and unloading of bulk cargo

守护生态 Protecting the Ecology

首钢集团深入开展蓝天、碧水、净土保卫战，修复与治理生态环境，保护生物多样性，实现厂区环境与绿色生态的可持续发展。

Shougang is deeply engaged in the Blue Sky, Clear Water, and Clean Land defense campaigns, actively restoring and managing the ecological environment, protecting biodiversity, and achieving the sustainable development of its plant environments and green ecology.

生态修复治理 Ecological Restoration and Improvement

首钢集团严格遵守生态修复治理相关法律法规，持续加大生态修复治理力度，通过科学规划和专业技术，开展矿坑回填、废石清运、石笼拦挡墙修建、草木种植、地形重塑等生态治理项目，全面推动矿区生态恢复，避免水土流失和森林砍伐，保护当地土壤、水资源和植被。

In strict compliance with laws and regulations related to ecological restoration, Shougang continuously intensifies its restoration and governance efforts. Through scientific planning and professional techniques, the Group carries out ecological governance projects such as mine pit backfilling, waste rock removal, construction of gabion retaining walls, planting of grasses and trees, and landform reshaping. These measures comprehensively promote the ecological recovery of mining areas, prevent soil and water erosion and deforestation, and protect local soil, water resources, and vegetation.

首钢园：通过对老工业园区的全面治理和改造，实现工业遗存保护利用和生态恢复有机融合，实现园区与永定河绿色生态走廊完美结合的城市复兴绿色空间。

Through the comprehensive governance and transformation of its old industrial park, Shougang Park has achieved an organic integration of industrial heritage protection and utilization with ecological restoration. This has created a green space for urban revitalization that perfectly combines the park with the Yongding River Green Ecological Corridor.

首钢矿业杏山铁矿：积极打造绿色矿山，累计种植各类苗木 230 余万株，荣获唐山市“花园式单位”称号，入选河北省绿色矿山名录，被评为第八届冶金矿山地下采矿企业“十佳厂矿”。

Shougang Mining's Xingshan Iron Mine is actively developing a green mine. It has planted a cumulative total of over 2.3 million saplings of various types and has been awarded the "Garden-Style Unit" title by Tangshan City. The mine has been included in the Hebei Green Mine List and was named one of the "Top 10 Mines" among the 8th selection of metallurgical underground mining enterprises.

香港首控项下首钢资源：高度重视采空区治理与矸石资源化利用工作，携手合作伙伴探索采空区注浆充填矸石技术，稳步推进绿色矿山建设。

Shougang Fushan Resources, under Shougang Holding (Hong Kong), places great importance on the management of gob areas and the resource utilization of gangue. It works with partners to explore technologies for backfilling gob areas with gangue grout, steadily advancing the construction of green mines.

案例 Case 首钢矿业持续开展绿色矿山建设 Shougang Mining Continues its Green Mine Construction

2024 年，首钢矿业持续开展绿色矿山建设，投资 1146 万元，完成生态修复治理 95 万平方米，栽植刺槐、葛根、爬山虎、白皮松、法桐等 40 余个品种的苗木 950 余万株。

In 2024, Shougang Mining continued its green mine construction initiatives, investing RMB 11.46 million. The company completed ecological restoration and governance of 950,000 square meters, planted over 9.5 million saplings of more than 40 species—including locust, kudzu, Boston ivy, lacebark pine, and London plane tree.



荣誉 | Honor



首钢矿业所属的水厂铁矿入选**自然资源部国家级绿色矿山名录**
The iron mine of the water plant owned by Shougang Mining has been included in the national green mine list of the Ministry of Natural Resources



• 生物多样性保护 Biodiversity Protection

首钢集团高度重视厂区及周边生态环境的和谐发展，在项目设计阶段严格落实生物多样性保护和土地利用评估要求，在项目运营阶段加强对生物多样性的动态监测，最大限度降低生产经营活动对生态系统的干扰，开展绿地养护与植物培育，推进厂区成为喜鹊、麻雀、野鸡等野生动物栖息地，形成“三季有花、四季常青”“林在厂中、厂在林中”的绿色自然景观，展现出良好的生态承载力。

Shougang places great importance on the harmonious development of its plant areas and the surrounding ecological environment. During the project design phase, the Group strictly implements requirements for biodiversity protection and land use assessment. Throughout the operational phase, it strengthens the dynamic monitoring of biodiversity to minimize the impact of production and business activities on the ecosystem. The Group also carries out green space maintenance and plant cultivation, fostering habitats for wildlife such as magpies, sparrows, and pheasants. This has created a green, natural landscape where there are "flowers in three seasons and evergreen plants in all four", and where "the forest is in the factory, and the factory is in the forest", demonstrating excellent ecological carrying capacity.

截至 2024 年底，首钢厂区绿化情况

As of the end of 2024, the landscaping status of Shougang's plant areas is as follows

► 迁钢公司厂区绿化面积约 120.91 万平方米，绿化覆盖率达到 45.67%，可绿化率达到 100%

Shougang Qian'an Steel: The plant's green space area is approximately 1,209,100 m², with a green coverage rate of 45.67%. 100% of the available land has been landscaped

► 首钢京唐厂区绿化面积达 600 多万平方米，绿化覆盖率达到 42%，可绿化率达到 100%

Shougang Jingtang: The plant's green space area covers over 6,000,000 m², with a green coverage rate of 42%. 100% of the available land has been landscaped

► 首钢冷轧厂区绿化面积 32.7 万平方米，绿化覆盖率达到 47.8%，可绿化率达到 100%

Shougang Cold-Rolled Sheet: The plant's green space area is 327,000 m², with a green coverage rate of 47.8%. 100% of the available land has been landscaped



▲ 首钢京唐厂区草坪绿化实现全面覆盖，打造出生态景观与环境协调共生的绿色厂区
The lawn greening of Shougang Jingtang plant area has been fully covered, creating a green plant area in which ecological landscape and environment coexist harmoniously

04

向远而行 责任担当聚合力

Forging Ahead: The Collective Strength of Responsibility and Commitment

我们的回应

Our Response

首钢集团始终秉持“民生为本、安全为先”的理念，统筹推进安全与发展，构建和谐共赢的劳动关系，全方位保障职工合法权益，精准实施乡村振兴帮扶，积极践行社会责任，创新公益服务模式，构建长效公益生态链，助力社会民生福祉持续提升。

Shougang Group consistently upholds the core principles of "prioritizing public well-being and ensuring safety first". The Group coordinates the advancement of both safety and development, builds harmonious and win-win labor relations, and comprehensively protects the legal rights and interests of its employees. It implements targeted assistance for rural revitalization, actively fulfills its social responsibilities, innovates public service models, and builds a long-term public welfare ecosystem, thereby helping to continuously enhance social and public well-being.

我们的成效

Our Performance

- 组织开展安全培训 **9150** 次，参训人数 **27.2 万人次**
Organized 9,150 safety training sessions, with 272,000 participants
- 职工总数 **80222** 人
Total number of employees: 80,222
- 劳动合同签订率、社保覆盖率均为 **100%**
Labor contract signing rate and social security coverage rate: both 100%
- 采购帮扶产品 **822** 万元
Procured RMB 8.22 million worth of products through assistance programs
- 实名注册志愿者 **436** 名
Registered volunteers: 436

积极回应 SDGs 议题

Actively Respond to SDGs Issues



安全生产 Workplace Safety

首钢集团始终坚持以习近平总书记关于安全生产重要论述为根本遵循和行动指南，全面贯彻落实国家、属地政府关于安全生产的各项决策部署，牢固树立“人民至上、生命至上”理念，建立科学严密的安全生产管理体系，强化安全生产主体责任落实，深化安全风险分级管控和隐患排查治理双重预防机制，推进安全生产治本攻坚三年行动和本质化安全管理，开展安全培训教育活动，确保企业行稳致远。

Shougang consistently adheres to President Xi Jinping's important discourses on workplace safety as its fundamental principle and guide to action. The Group fully implements all workplace safety decisions and deployments from national and local governments, firmly establishing the "people first, life first" philosophy. It has built a scientific and rigorous workplace safety management system, strengthened the implementation of its primary safety responsibilities, and deepened the dual prevention mechanism of hierarchical safety risk control and hazard identification and governance. The Group is advancing its Three-Year Action Plan for addressing the root causes of safety issues and promoting intrinsically safe management to ensure the Group's stable and long-term development.

筑牢安全管理体系 Building Robust Security Management System

首钢集团坚持高位统筹安全生产工作，建立全员安全生产责任制，制定“1+N”模式的安全生产制度框架，以安全生产月度专题会制度和领导干部“四不两直”安全检查常态化机制为抓手，强化安全生产主体责任落实，系统推进安全生产治本攻坚三年行动，补齐安全生产管理短板弱项，持续提升安全管理水平。

Shougang maintains high-level coordination of its workplace safety efforts, has established a safety responsibility system for all employees, and has formulated and implemented safety management policies such as the Shougang Group Workplace Safety Management Measures and the Fire Safety Management Standards. Using its system of monthly special meetings on safety and a regular mechanism of "Four No's and Two Directs" (no prior notice, no advance arrangements, no formal briefings, and no escorted receptions; directly to the grassroots, directly to the site) safety inspections by leadership, the Group reinforces the implementation of its primary safety responsibilities. It is systematically promoting the Three-Year "Addressing the Root Causes" Action Plan for workplace safety, addressing shortcomings and weaknesses in its safety management, and continuously elevating its safety management standards.



首钢新词汇

New Words from Shougang

“1+N”模式的安全生产制度框架

Shougang "1+N" Workplace Safety Policy Framework

- ▶ “1”代表核心的《首钢集团有限公司安全生产管理办法》，是集团全面的安全生产指导文件。
"1" represents the core Shougang Group Workplace Safety Management Measures, which serves as the Group's comprehensive guiding document for workplace safety.
- ▶ “N”涵盖《消防安全管理规范》《职业卫生管理规范》《特种设备安全管理规范》等多个专项规范，是对核心安全生产制度的有力补充。
"N" encompasses multiple specialized standards that provide strong support for the core safety policy, including the Fire Safety Management Standards, Occupational Health Management Standards, and Special Equipment Safety Management Standards.



▲ 首钢集团召开 2024 年度安全环保大会
Shougang Holds its 2024 Annual Safety and Environmental Protection Conference



▲ 首钢集团召开安全生产委员会视频会
Shougang Holds a Video Conference with its Workplace Safety Committee

• 防范安全隐患 Preventing Security Risks

首钢集团坚持“辨识风险是前提、分级管控是手段、防范事故是目的”的理念，建立覆盖全集团的隐患排查治理体系，深入开展各类安全专项整治，实施双控体系周、月分析评价机制，强化隐患排查治理的闭环管理，不断提升隐患排查治理效能。

Shougang adheres to the principle that "risk identification is the premise, hierarchical control is the means, and accident prevention, the goal". It has established a Group-wide hazard identification and governance system and carries out various specialized safety campaigns. The Group implements a weekly and monthly analysis and evaluation mechanism for its dual-control system and strengthens the closed-loop management of hazard identification and governance, continuously improving the effectiveness of these efforts.



▲ 集团领导带队开展“四不两直”安全检查
Group Leadership Leads a "Four No's and Two-Directs" Safety Inspection

• 提升应急水平 Improving Emergency Response Capabilities

首钢集团坚持“统一领导、综合协调、分类管理、分级负责、属地管理为主”的安全应急管理原则，建立健全科学高效、系统完备、权责清晰的应急管理体系；积极推动下属各单位开展拉动式、常态化应急演练，强化效果评估，完善应急预案，切实提升安全突发事件处理与应对能力。

Shougang adheres to the emergency management principles of "unified leadership, comprehensive coordination, category-based management, hierarchical responsibility, and primarily local management". It has established a scientific, efficient, and comprehensive emergency management system with clear rights and responsibilities. The Group actively encourages its subsidiaries to conduct call-to-action and regular emergency drills, strengthen effectiveness evaluations, and refine emergency response plans to tangibly improve their ability to handle and respond to sudden safety incidents.



▲ 通钢公司组织吊水壶尾矿库极端天气应急疏散演练
Shougang Tonghua Iron & Steel Organizes an Emergency Evacuation Drill at the Diaoshuihu Tailings Dam for Extreme Weather Scenarios



▲ 迁钢公司开展 2024 辐射安全应急演练
Shougang Qian'an Steel Conducts its 2024 Radiation Safety Emergency Drill

• 强化培训实效 Enhancing the Effectiveness of Safety Training

首钢集团高度重视安全培训在事故预防中的基础性作用，大力培育“我要安全、我能安全”的安全文化，通过开展安全警示教育、安全小教员培育、安全专题培训等多种形式的培训教育活动，不断增强全员安全意识。2024 年，集团各单位组织开展安全培训 9150 次，参与培训 27.2 万人次，安全生产培训覆盖率达 100%。

Shougang places great importance on the foundational role of safety training in accident prevention. It vigorously cultivates a safety culture of "I Desire Safety, I Can Ensure Safety". Through various forms of training and educational activities, such as safety warning education, the cultivation of junior safety instructors, and specialized safety training sessions, the Group continuously strengthens the safety awareness of all its employees. In 2024, the Group's various units organized 9,150 safety training sessions with 272,000 participants, achieving a 100% coverage rate for workplace safety training.

2024 年

集团各单位组织开展
安全培训

9150 次



In 2024, the Group's various units organized 9,150 safety training sessions

参与培训

27.2 万人次



With 272,000 participants

安全生产培训覆盖率达

100%



Achieving a 100% coverage rate for workplace safety training



▲ 首钢集团开展安全生产月咨询日活动
Shougang Holds a "Consultation Day" Event for Workplace Safety Month



▲ 首钢集团开展北京地区生产经营单位主要负责人和安全生产管理人员培训结业考试
Shougang Conducts Final Certification Exams for its Training Program for Principal Leaders and Workplace Safety Managers of its Beijing-based Production and Operation Units

荣誉 | Honor

首钢集团 2 个集体荣获“全国青年安全生产示范岗”称号

Two Shougang Collectives Awarded the Title of "National Youth Safety Production Demonstration Post"

职工成长 Employee Growth

首钢集团牢固树立“以人为本”的理念，坚持公平公正的招聘原则，依法维护全体职工合法权益，多措并举稳岗扩岗促就业，提供具有竞争力的薪酬福利体系，拓宽多元民主沟通渠道，创造包容、开放的人才培养环境，关心关爱职工工作与生活，携手职工共同成长进步。

Shougang Group firmly upholds a "people-oriented" philosophy, adheres to fair and just recruitment principles, and legally protects the rights and interests of all its employees. The Group implements multiple measures to ensure job stability, expand employment opportunities, and promote job creation. It provides a competitive compensation and benefits system, broadens diverse and democratic channels for communication, and creates an inclusive and open environment for talent development, working hand-in-hand with its employees for mutual growth and progress.

保障职工权益

Ensuring Employee Rights and Interests

首钢集团严格遵循《中华人民共和国劳动法》《北京市劳动合同规定》等法律法规，构建全方位的职工权益保障体系，杜绝隐性歧视，提供平等就业机会；健全市场化薪酬机制，将工资总额与效益效率紧密挂钩，为职工按时足额缴纳社会保险、住房公积金、企业年金和补充医疗保险等；完善职工代表大会制度，推进厂务公开，充分听取职工意见，持续健全民主管理体系。2024 年，集团劳动合同签订率、社会保险覆盖率、工会入会参会率均为 100%。

Shougang strictly complies with laws and regulations such as the Labor Law of the People's Republic of China and the Beijing Municipal Labor Contract Regulations. The Group has built a comprehensive system to protect employee rights and interests, prohibits any form of hidden discrimination, and provides equal employment opportunities. It has improved its market-based compensation mechanism, closely linking total wages to performance and efficiency, and makes timely and full contributions for employees' social security, housing provident fund, enterprise annuity, and supplementary medical insurance. Furthermore, the Group improves its employee representative congress system, promotes the openness of company affairs, fully considers employee feedback, and continuously enhances its democratic management system. In 2024, the Group's labor contract signing rate, social security coverage rate, and union membership rate were all 100%.

2024 年

集团劳动合同签订率、社会保险覆盖率、工会入会参会率均为

100%



In 2024, the Group's labor contract signing rate, social security coverage rate, and union membership rate were all 100%.



▲ 首钢集团召开第二十届职工代表大会第五次会议
Shougang Group Holds the Fifth Session of its 20th Employee Representative Congress

案例
Case

首钢集团有效处理社会舆情事件
Shougang Effectively Manages a Public Relations Incident

2024 年 1 月，一则“北京首钢女高管违法开除员工”视频在部分自媒体账号及网络平台上流传，引发社会广泛关注。首钢集团、北京首钢篮球俱乐部针对这一社会舆情迅速认真核实信息，证实网传视频中女子并非首钢集团员工或高管，有关事件与首钢集团没有任何关系，通过官方网站发表声明，正面回应社会热点问题，避免谣言进一步传播扩散，维护和谐清朗的网络环境。

In January 2024, a video titled "Female Executive at Beijing Shougang Illegally Fires Employee" circulated on some social media accounts and online platforms, attracting widespread public attention. In response to this public relations issue, Shougang Group and the Beijing Shougang Basketball Club promptly and carefully verified the information. They confirmed that the woman in the viral video was not an employee or executive of Shougang Group and that the incident had no connection to the Group. By issuing an official statement on their website, they directly addressed the public concern, prevented the further spread of rumors, and helped maintain a harmonious and positive online environment.

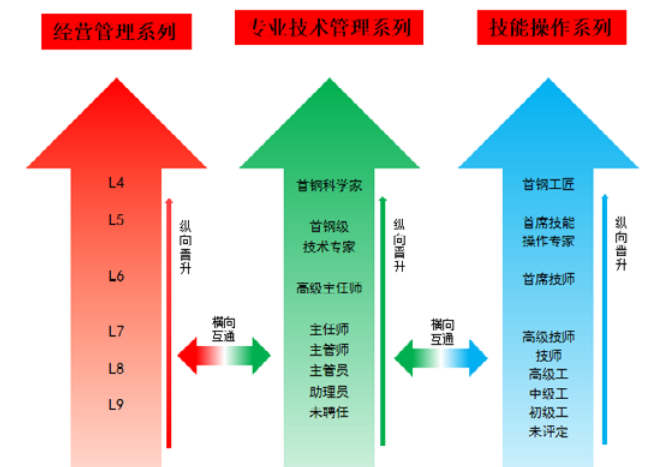


● 注重职工发展

Focusing on Employee Development

首钢集团认真学习贯彻《中共中央 国务院关于深化产业工人队伍建设改革的意见》，持续推进产业工人队伍建设改革；畅通职业晋升路径，建立健全与个人绩效和任职资格条件高度相关的三支人才队伍职业发展通道体系，形成纵向晋升、横向互通的管理机制，重构领导干部职务职级体系，树立能上能下的鲜明导向；组织职工创新工作室创新能力研修、首钢工匠大讲堂等人才培养，鼓励职工考取权威机构证书，参与技能竞赛、工匠评选等活动，加强领导人员、管理人才、新招应届高校毕业生等队伍建设；强化职工激励机制，实施领导人员薪酬制度和工资总额决定机制改革，开展上市公司、非上市科技型企业中长期激励机制试点，将工资总额与企业效益效率挂钩联动，以提高企业效益效率增加职工收入，将人才优势转化为创新优势、竞争优势和发展优势，夯实首钢高质量发展的组织和人才保障。

Shougang diligently studies and implements the Opinions of the CPC Central Committee and the State Council on Deepening the Reform of the Capacity Building of the Industrial Workers Team, continuously advancing reforms for our industrial workforce. Shougang provides clear career advancement paths by establishing a comprehensive career development track system for its three main talent streams, which is closely linked to individual performance and job qualifications. The Group has created a management mechanism that allows for both vertical promotion and horizontal mobility. It has also restructured the position and rank system for leadership, establishing a clear principle that promotions and demotions are both possible based on performance. The Group organizes talent training programs, such as Innovation Capability Workshops of Staff Innovation Studio and the Shougang Craftsmen Lecture Hall, and encourages employees to obtain certifications from authoritative institutions, participate in skills competitions, and take part in craftsman selection events. It also focuses on building up its teams of leaders, management talent, and newly recruited college graduates. Furthermore, the Group strengthens its employee incentive mechanisms by reforming the compensation system for leaders and the mechanism for determining the total wage bill. It is piloting medium- and long-term incentive mechanisms in its listed companies and unlisted technology-oriented enterprises. By linking the total wage bill to the Group's performance and efficiency, employee income increases as the Group's effectiveness improves. This approach transforms the Group's talent advantages into advantages in innovation, competition, and development, solidifying the organizational and talent foundation for Shougang's high-quality growth.



▲ 首钢集团三支人才队伍职业发展通道体系
Shougang's Career Development Track System for its Three Talent Streams



▲ 2024 年首钢集团新招应届高校毕业生入厂入职“第一课”
Shougang's Orientation for Newly Recruited College Graduates of 2024

• 关爱职工生活

Caring for Employees' Lives

首钢集团积极推进“幸福企业”建设试点工作，实施“幸福三部”建设计划，精准对接职工在健康管理、医疗服务方面的迫切需求，高度重视职工心理健康，组织开展丰富多彩的体育、文化活动，促进职工工作与生活平衡，组织开展职工慰问和帮扶活动，增强职工归属感和凝聚力。

Shougang Group is actively advancing its "Happy Enterprise" pilot program by implementing the "Happiness Trilogy" construction plan. This initiative precisely addresses the urgent needs of employees in health management and medical services, places great importance on their mental well-being, and organizes a rich variety of sports and cultural activities. These efforts promote a healthy work-life balance for employees and enhance their sense of belonging and team cohesion.

身心健康

Physical and Mental Health

首钢集团构建“职工健康卫士平台”，投入运行首钢会员专享的“暖心医院”，开设集健康管理、心理关爱为一体的“职工健康驿站”，开展健康义诊服务活动，举办健康知识讲座，提升广大职工健康管理意识和自我保健能力，加快创建幸福企业。

Shougang has built an "Employee Health Guardian Platform", launched the "Heartwarming Hospital" exclusively for Shougang members, and opened the "Employee Health Station", which integrates health management and psychological care. The Group also organizes free health consultation events and holds health knowledge lectures to improve employees' health management awareness and self-care abilities, accelerating the creation of a happy enterprise.



▲ 首钢集团“职工健康卫士平台”在首钢医院启动
The Launch Ceremony for Shougang's "Employee Health Guardian Platform"



▲ 首钢集团职工健康驿站
Shougang Group Staff Health Station

生活平衡

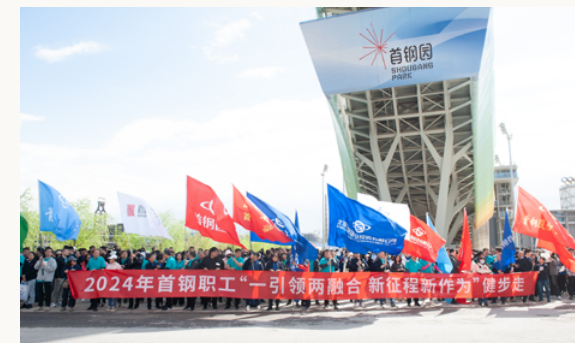
Work-Life Balance

首钢集团用心关爱职工工作与生活，举办职工体育文化节，开展健步走、乒乓球比赛、台球比赛、飞盘活动等体育活动，提升职工身体素质，展示职工风采和团队凝聚力；邀请老干部、退休职工、青年职工等职工群体举办读书活动、文艺汇演活动，展出职工创作的书法、绘画和摄影等文化作品，丰富职工业余生活，增强职工间的交流合作。

Shougang thoughtfully cares for the work and lives of its employees. The Group holds an Employee Sports and Culture Festival, organizing athletic activities such as brisk walks, table tennis competitions, and billiards tournaments to improve employees' physical fitness and showcase their spirit and team cohesion. It also invites various employee groups, including retired senior staff, recent retirees, and young employees, to participate in reading events and arts and culture performances. The Group exhibits cultural works created by employees, such as calligraphy, painting, and photography, to enrich their leisure time and enhance communication and cooperation among colleagues.

首钢集团职工体育活动

Shougang Group Staff Sports Activities



▲ 职工健步走活动
Employee Brisk Walk Event



▲ 职工春日骑行活动
Employee Spring Bike-Ride Event



▲ 职工气排球比赛
Employee Light Volleyball Event



▲ 单身青年飞盘活动
Frisbee Event for Single Young Employees

首钢集团职工文化活动 Shougang Group Staff Cultural Activities



▲ 天安门集体观看升国旗仪式
Group Viewing of the National Flag-Raising Ceremony at Tiananmen Square



▲ “爱阅读、书相伴”读书活动
"Love Reading, Accompanied by Books" Event



▲ 首钢迁安钢铁基地职工文化展演
Employee Cultural Performance at the Shougang Qian'an Iron and Steel Base



▲ 首钢老干部文艺盛宴
Arts and Culture Gala for Retired Shougang Senior Staff

荣誉 | Honor

首钢贵钢工会荣获“全国模范职工之家”称号
Shougang Guiyang Special Steel's Labor Union Awarded the Title of "National Model Employee Home"

首钢水钢钢轧事业部炼钢作业区乙班荣获全国工人先锋号
The steel rolling Division of Shougang Steel Rolling Division Class B won the national Workers' Vanguard Award

首钢股份职工荣获 2024 年全国五一劳动奖章
Employees of Shougang Co., Ltd. won the 2024 National May 1 Labor Medal

慰问帮扶

Condolence Visits and Assistance

首钢集团秉持以职工为本的理念，坚持为职工办实事、解难事、做好事，完善职工困难梯度帮扶机制，以困难职工、困难企业、主要钢铁生产基地为主体，深入开展现场慰问、岗位拜年双慰问活动，组织集团工会贴心服务队在节日期间深入困难职工家庭，发放米面粮油温暖包，为特殊职工群体送去温暖。2024 年，集团共发放帮困基金 123.45 万元、职工专项医疗救助金 123.40 万元、困难职工节日慰问金 139.51 万元，切实为职工解决急难愁盼问题。

Adhering to its employee-centric philosophy, Shougang is committed to performing practical services, solving difficult problems, and doing good deeds for its workforce. The Group has improved its tiered assistance mechanism for employees facing difficulties. Focusing on employees in need, struggling enterprises, and major steel production bases, the Group carries out dual condolence activities, including on-site visits and New Year visits to on-duty staff. During important holidays, the Group Labor Union's "Caring Service Team" visits the homes of employees in difficulty, distributing rice, flour, and cooking oil etc. to provide warmth and support to special employee groups. In 2024, the Group distributed a total of RMB 1.2345 million from its hardship assistance fund, RMB 1.234 million in special medical relief funds for employees, and RMB 1.3951 million in holiday assistance funds for employees in difficulty, effectively addressing their most urgent, difficult, and worrying problems.

2024 年

集团共发放帮困基金

123.45 万元

In 2024, the Group distributed a total of RMB 1.2345 million from its hardship assistance fund

职工专项医疗救助金

123.40 万元

RMB 1.234 million in special medical relief funds for employees

困难职工节日慰问金

139.51 万元

RMB 1.3951 million in holiday assistance funds for employees in difficulty



▲ 集团领导春节前夕看望慰问一线干部职工和离退休老同志
Group Leadership Visits and Extends Greetings to Frontline Staff, Cadres, and Retirees Before the Spring Festival



▲ 集团领导看望慰问奋战在高温一线干部职工
Group Leadership Visits and Extends Greetings to Staff and Cadres Working on the Frontlines in High-Temperature Conditions

乡村振兴 Rural Revitalization

首钢集团认真贯彻落实党的二十大精神和习近平总书记关于支援合作领域的重要讲话和指示批示精神，落实北京市委、市政府和市国资委工作部署，重点支持内蒙古自治区，新疆维吾尔自治区，青海省，西藏自治区，河北省张家口市、承德市，南水北调工程相关地区等支援合作地区，以及北京市延庆区集体经济薄弱村和原低收入村，强化帮扶机制，创新帮扶举措，为全面推进乡村振兴工作作出新的首钢贡献。

Shougang Group diligently implements the spirit of the 20th National Congress of the CCP and the important speeches and instructions from President Xi Jinping regarding support and cooperation. Following the work deployments of the Beijing Municipal Party Committee, Municipal Government, and SASAC, the Group provides key support to designated regions. These include the Inner Mongolia Autonomous Region, Xinjiang Uygur Autonomous Region, Qinghai Province, Tibet Autonomous Region, the cities of Zhangjiakou and Chengde in Hebei Province, and areas related to the South-to-North Water Diversion Project. The Group also supports villages with weak collective economies and formerly low-income villages in Beijing's Yanqing District, consolidating and enhancing the achievements in making new Shougang contributions to the comprehensive promotion of rural revitalization.

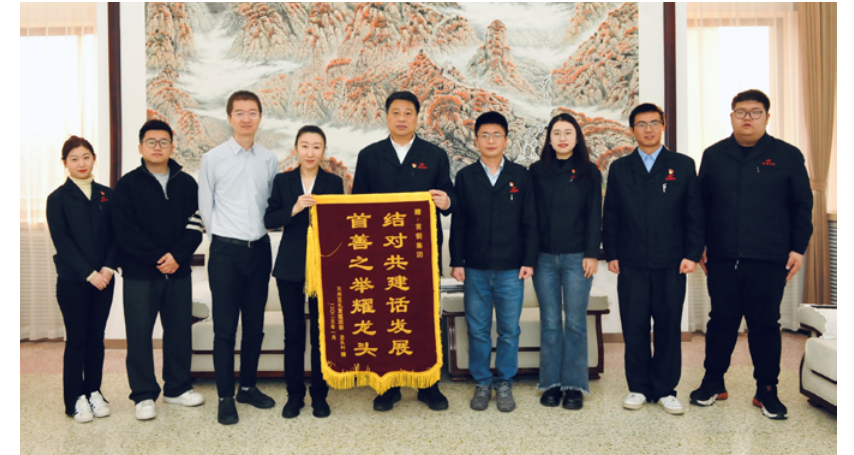
强化帮扶机制 Strengthening Assistance Mechanisms

首钢集团认真学习《中共中央 国务院关于学习运用“千村示范、万村整治”工程经验有力有效推进乡村全面振兴的意见》等文件精神，制定《首钢集团2024年助力全面推进乡村振兴工作实施方案及工作计划》，充分发挥自身优势创新帮扶举措，统筹推进定点帮扶区域产业、就业、消费、医疗等对口帮扶工作，加强产业合作、资源互补、劳务对接、人才交流等，助力乡村产业兴旺、生态宜居、乡风文明、治理有效、生活富裕。



▲ 集团领导到北京市延庆区香营乡八道河村现场调研
Group leaders conduct on-site research in Badaohe Village, Xiangying Township, Yanqing District, Beijing

Shougang diligently studies the policy documents such as the Opinions of the CPC Central Committee and the State Council on Learning from and Applying the Experience of the "1,000 Model Villages, 10,000 Upgraded Villages" Project to Effectively Advance Comprehensive Rural Revitalization. In accordance with this, the Group has formulated its Shougang Group Implementation Plan and Work Program for Assisting in the Comprehensive Promotion of Rural Revitalization in 2024. We leverage our unique strengths to innovate assistance measures, coordinating targeted support for designated regions in areas such as industry, employment, consumption, and healthcare. We strengthen industrial cooperation, resource complementarity, labor service coordination, and talent exchange to contribute to the revitalization of rural areas, promoting thriving industries, ecological livability, civilized social customs, effective governance, and prosperous livelihoods.



▲ 首钢共青团对口帮扶北京市大兴区龙头村，收到北京团市委感谢信和对口帮扶村锦旗
Shougang Communist Youth League Receives Letter of Appreciation and Silk Banner from Paired-Assistance Village, Longtou Village in Daxing District, Beijing

创新帮扶举措 Innovative Assistance Measures

首钢集团统筹多项帮扶措施支援对口帮扶地区发展，集团工会组织北京地区各单位优先从北京市消费帮扶产业双创中心采购工会福利用品，北京地区企业食堂严格落实预留 30% 额度要求采购帮扶地区产品；在大学生招聘中，优先录用北京市对口帮扶地区农村家庭毕业生，面向社会招聘城市服务业岗位时，优先招用对口帮扶地区农村人口及脱贫人口；深入开展革命老区对口合作帮扶，首钢长钢获评“驻村帮扶优秀单位”；首钢医院派出医师到对口帮扶地区医院开展临床诊疗、临床教学、手术示教、病例讨论、技术培训等医疗帮扶工作，开通绿色通道无条件接受支援医院人员进修；强化与帮扶地区的资源互补与产业合作，协助当地推进民宿运营管理、硫酸镁产品、煤矿等产业项目，促进帮扶工作取得实效，助力乡村全面振兴。2024 年，集团采购帮扶产品 822 万元，招录支援合作地区人员 209 人，其中农村大学毕业生 78 人。

Shougang coordinates multiple assistance measures to support the development of its paired assistance regions. The Group Labor Union organizes its Beijing-based units to prioritize procuring union welfare products from the Beijing Consumption Assistance Industrial Innovation and Entrepreneurship Center, while its Beijing-based company cafeterias strictly implement a policy to reserve 30% of their procurement budgets for products from the assisted regions. During university recruitment, the Group gives hiring preference to graduates from rural families in Beijing's paired assistance regions; when recruiting for urban service industry positions, it gives preference to the rural and poverty-alleviated populations from these same regions. Shougang conducts in-depth cooperative assistance for old revolutionary base areas, and Shougang Changzhi Steel was recognized as an "Outstanding Unit for Village-Stationed Assistance". Furthermore, Shougang Hospital dispatches physicians to hospitals in the paired assistance regions to carry out medical support work, including clinical diagnosis and treatment, clinical teaching, surgical demonstrations, case discussions, and technical training. It has also opened a "green channel" to unconditionally accept personnel from the recipient hospitals for advanced training. The Group strengthens resource sharing and industrial cooperation with the assisted regions, helping them advance industrial projects such as guesthouse operation and management, magnesium sulfate production, and coal mining. These efforts ensure the assistance work yields practical results and contributes to comprehensive rural revitalization. In 2024, the Group procured RMB 8.22 million worth of products through assistance programs. It recruited 209 individuals from the supported and cooperative regions, including 78 rural university graduates.



▲ 首钢长钢领导实地调研壶关县苇则水村水系统改造
Shougang Changzhi Steel Leaders Conduct an On-Site Investigation of the Water System Renovation of Weizeshui Village in Huguan County



▲ 首钢贵钢领导实地调研沿河土家族自治县驻村帮扶点
Shougang Guiyang Special Steel Leaders Conduct an On-Site Investigation at the Village-Stationed Assistance Point in Yanhe Tujia Autonomous County

公益事业 Public Welfare and Philanthropy

首钢集团始终心系社会，积极投身抢险救灾、志愿服务、文化体育事业、公益慈善等社会事业，认真履行国企社会责任，弘扬人道主义精神，强化公益品牌形象，为社会和谐进步贡献首钢力量。2024 年，首钢接诉即办“三率”综合考评月均 99.73 分，排名位于市属国企前列。

Shougang remains deeply committed to society and actively engages in public initiatives such as emergency rescue and disaster relief, volunteer services, cultural and sports programs, and public charities. The Group earnestly fulfills its social responsibilities as an SOE, upholds the humanitarian spirit, strengthens its brand image in public service, and contributes its strength to social harmony and progress. In 2024, Shougang's monthly average score in the comprehensive assessment of the Immediate Response to Public Complaints program's response, resolution, and satisfaction rates was 99.73, ranking among the top of city-owned SOEs.

安全应急响应

Safety emergency response

首钢集团勇担国企责任，充分发挥自身技术与资源优势，在抢险救灾中积极响应、挺身而出，参与重大突发事件的应急处置与治疗工作，全力守护人民群众生命安全。

Shougang bravely shoulders its responsibilities as an SOE. Leveraging its unique technological and resource advantages, the Group actively responds and steps forward without hesitation during emergency rescue and disaster relief efforts. It participates in the emergency response and treatment for major incidents, fully committed to protecting the lives and safety of the public.



▲ 贵钢职工医院积极救治贵州省重大突发事件中的烧烫伤患者
Staff Hospital of Guiyang Steel Actively Treats Burn Patients from a Major Incident in Guizhou Province

树立志愿标杆

Setting a Benchmark for Volunteerism

首钢集团秉承“奉献、友爱、互助、进步”的志愿服务理念，打造志愿服务金牌团队，积极参与各项志愿服务保障任务，弘扬雷锋精神，彰显国企责任担当。2024 年，集团累计组织青年志愿者 436 人次，志愿服务总时长 13785 小时。

Shougang upholds the volunteer service spirit of "dedication, friendship, mutual assistance, and progress". The Group builds gold-standard volunteer service teams, actively undertakes various volunteer service and support tasks, promotes the Lei Feng spirit, and demonstrates the responsibility and commitment of an SOE. In 2024, the Group organized a total of 436 youth volunteer participations, contributing a total of 13,785 volunteer service hours.

2024 年

集团累计组织青年志愿者

436 人次



In 2024, the Group organized a total of 436 youth volunteer participations

志愿服务总时长

13785 小时



Contributing a total of 13,785 volunteer service hours



▲ WTT 中国大满贯志愿服务
Volunteer Service at the WTT Champions China



▲ 首钢员工家庭亲子志愿服务
Family and Parent-Child Volunteer Service for Shougang Employees



▲ 中国国际服务贸易交易会志愿服务
Volunteer Service at CIFTIS



▲ 毛主席纪念堂志愿服务
Volunteer Service at the Chairman Mao Memorial Hall

荣誉 | Honor

首钢青年志愿服务总队当选中国青年志愿者协会单位理事

The Shougang Youth Volunteer Corps was elected as an Organizational Director of the China Young Volunteers Association

“首钢蓝”——北京重大活动志愿者项目”荣获 第七届中国青年志愿服务项目大赛金奖

The "Shougang Blue—Beijing Major Events Volunteer Project" won the Gold Medal at the 7th Chinese Youth Volunteer Service Project Competition

首钢两个典型入选首都学雷锋志愿服务“五个 100”先进典型

Two Shougang models were selected for Beijing's "Learn from Lei Feng" Volunteer Service "Five 100s" List of Advanced Models

助力文体事业

Supporting Cultural and Sports Initiatives

首钢集团持续建强首钢篮球俱乐部，助推北京篮球事业蓬勃发展，努力打造北京市的篮球名片；新编京剧《百年首钢》，积极融入北京全国文化中心建设，坚定不移赓续首钢文脉、弘扬首钢精神、锤炼首钢作风；以首钢悦跑团为平台，鼓励职工形成在运动中寻找快乐、在快乐中养成健康的生活习惯，推动全民健身事业高质量发展。

Shougang actively participates in public sports through its "Yuepao" (Happy Running) Club. It strengthens the Shougang Basketball Club, helping to drive the thriving development of basketball in Beijing and striving to create a signature calling card for the city's basketball scene. With the newly created Peking Opera, Centennial Shougang, the Group actively contributes to Beijing's development as a national cultural center, unswervingly continuing Shougang's cultural legacy, promoting the Shougang spirit, and honing the Shougang style.



▲ 2024-2025 赛季北京首钢篮球俱乐部誓师大会举行
The 2024-2025 Season Pep Rally for the Beijing Shougang Basketball Club is Held



▲ 百年首钢 · 锦绣华章——新编京剧《百年首钢》展演发布活动举行
Centennial Shougang · Magnificent Chapter — The Performance and Launch Event for the Newly Created Peking Opera Centennial Shougang is Held



▲ 首钢集团代表队勇夺 2024 彭博一英里接力赛北京站公开组冠军
Shougang Team Wins the Open Division Championship at the 2024 Bloomberg Square Mile Relay in Beijing



▲ 首钢集团第四届荧光夜跑活动激情开跑
The 4th Shougang Neon Night Run Kicks Off with Enthusiasm

参与公益活动

Participating in Public Welfare Activities

首钢集团积极参与社会公益事业，开展助学、助老、助残等社会救助公益活动，为社会弱势群体捐款捐物，积极打造首钢公益品牌，为社会和谐注入善心善行。

Shougang actively participates in public welfare initiatives, carrying out social assistance and charitable activities such as assisting students, the elderly, and people with disabilities. The Group donates funds and goods to vulnerable groups in society, actively builds its public service brand, and injects kindness and good deeds into social harmony.

案例 Case

首钢集团举办关爱孤独症儿童彩妆跑公益活动

Shougang Holds a "Color Run" Charity Event for Children with Autism

2024 年 3 月，首钢集团团委在首钢滑雪大跳台南广场举办关爱孤独症儿童彩妆跑公益活动，孤独症儿童家庭、首钢亲子家庭、专业老师、跑步爱好者、志愿者等共计 80 余人参加。活动邀请专业老师普及孤独症知识，提供咨询服务，鼓励孤独症儿童克服困难、勇敢追求梦想，提高孤独症儿童的社会康复融合能力。



In March 2024, the Shougang Group Communist Youth League Committee held a "Color Run" charity event for children with autism at the south plaza of the Shougang FIS Snowboard Big Air. Over 80 people participated, including families of children with autism, Shougang parent-child families, professional teachers, running enthusiasts, and volunteers. The event featured professional teachers who raised public awareness and knowledge about autism and provided consultation services. It encouraged children with autism to overcome challenges and bravely pursue their dreams, aiming to improve their ability to integrate and rehabilitate within society.

可持续发展管理

Sustainability Management

首钢集团注重将社会责任与可持续发展管理融入企业发展战略与日常经营，完善可持续发展治理体系建设，不断提升履责实践能力，关注并满足利益相关方的期望与诉求，促进集团与环境、社会的可持续发展。

Shougang focuses on integrating social responsibility and sustainable development management into its corporate strategy and daily operations. The Group continuously improves its sustainable development governance system, enhances its ability to fulfill its responsibilities in practice, and attends to and meets the expectations and needs of its stakeholders, thereby promoting the sustainable development of the Group, the environment, and society.

责任治理

Responsibility Governance

首钢集团充分认识到加强 ESG 管理是落实国资监管，践行新发展理念的必然要求；是落实资本市场监管，提升公司价值的迫切要求；是提升竞争力，加快建设世界一流企业的内在需求，不断完善责任管理架构，健全组织体系，强化治理效能，优化制度保障，为高效统筹推进社会责任工作提供坚实支撑和有力保障。

Shougang fully recognizes that strengthening ESG management is an essential requirement for complying with the supervision of state-owned assets and practicing the new development philosophy; an urgent requirement for adhering to capital market regulations and enhancing corporate value; and an intrinsic need for improving competitiveness and accelerating the development into a world-class enterprise. The Group continuously improves its responsibility management framework, enhances its organizational system, strengthens governance effectiveness, and optimizes its policy framework to provide a solid foundation and powerful guarantee for the efficient and coordinated advancement of its social responsibility work.

责任组织

Governance Structure

首钢集团构建由“决策层、组织层、实施层”构成的三级社会责任治理体系，形成“统筹有力、协同高效、执行到位”的工作格局，设立社会责任工作委员会，委员会主任由集团公司党委书记、董事长，党委副书记、总经理担任，委员会成员包括工作办公室和工作小组牵头部门负责人。工作办公室设在战略发展部，统筹协调科技创新组、治理运营组、低碳环保组、社会价值组、员工发展组、海外履责组六大社会责任工作小组，聚焦科技创新、运营管理、供应链管理、社会价值创造、员工关爱与海外履责等重点领域，强化各责任主体的协同联动，推动社会责任全面融入企业经营管理体系。平台公司和责任单位作为实施层，承担具体执行任务，确保战略目标有效落地，构建起覆盖广泛、运转顺畅的责任管理闭环。

Shougang Group has established a three-tiered social responsibility governance system composed of a "Decision-Making Level, Organizational Level, and Implementation Level". This creates a working structure that is powerfully coordinated, highly collaborative, and effectively executed. The Group has established a Social Responsibility Working Committee, chaired by the Party Secretary and Chairman of the Group, and the Deputy Party Secretary and General Manager. The committee's members include the heads of the work office and the leaders of the various working groups. The work office is situated within the Strategic Development Department and is responsible for coordinating six social responsibility working groups: the Science and Technology Innovation Group, Governance and Operations Group, Low-Carbon and Environmental Protection Group, Social Value Group, Employee Development Group, and Overseas Responsibility Group. These groups focus on key areas such as technological innovation, operational management, supply chain management, social value creation, employee care, and overseas responsibilities. This structure strengthens the synergistic collaboration among all responsible entities and promotes the comprehensive integration of social responsibility into the corporate management system. Platform companies and responsible units serve as the Implementation Level, undertaking specific execution tasks to ensure strategic goals are effectively achieved. This completes a wide-reaching and smoothly operating closed-loop system for responsibility management.



责任制度

Responsibility System

首钢集团制定并实施《首钢集团社会责任工作管理办法》，不断完善可持续发展责任制度体系，推动责任管理标准化、制度化、体系建设，全面规范 ESG 工作的组织架构、职责分工、指标体系与执行路径，提升可持续发展管理可操作性。

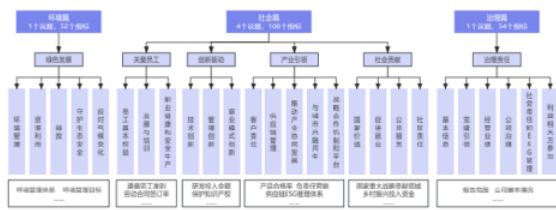
Shougang has formulated and implemented the Shougang Group Social Responsibility Work Management Measures. The Group continuously improves its sustainable development responsibility system and promotes the standardized, policy-based, and systematic development of its responsibility management. This comprehensively standardizes the organizational structure, division of responsibilities, indicator system, and implementation pathways for its ESG work, thereby enhancing the operational viability of its sustainable development management.

指标体系 Indicator System

首钢集团以“环境 (E)、社会 (S)、治理 (G)、价值 (V)” 国有企业 ESG 管理模型为基础，基于外部环境和议题识别，结合首钢集团主责主业及实际情况，构建兼具专业、规范、特色、可落地的首钢集团 ESG 指标体系；配套编制《首钢集团 ESG 指标及应用手册》，解读说明各指标的具体执行方法，明确指标在业务层面的履责主体划分，划分指标的执行力度和优先次序，推动 ESG 管理落地落实。

Shougang has based its approach on the "Environment (E), Social (S), Governance (G), and Value (V)" (ESGV) management model for SOEs. Based on an analysis of the external environment and identification of key issues, and combined with Shougang's primary responsibilities, core businesses, and actual conditions, the Group has built an ESG indicator system that is professional, standardized, distinctive, and actionable. It has also compiled the supporting Shougang ESG Indicators and Application Manual, which explains the specific implementation methods for each indicator, clarifies the responsible parties at the operational level, and defines the implementation intensity and priority for the indicators, ensuring the effective execution of its ESG management.

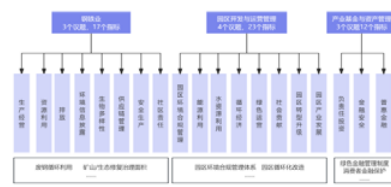
首钢集团 ESG 指标体系 Shougang's ESG Indicator System



通用指标体系 General Indicator System

通用指标体系分为环境篇、社会篇、治理篇，主要包括绿色发展、关爱员工、创新驱动、产业引领、社会贡献、治理责任共 6 个一级指标，下设 26 个二级指标、214 个三级指标。

The General Indicator System is divided into Environment, Social, and Governance sections. It primarily includes six primary indicators: Green Development, Employee Care, Innovation-Driven Growth, Industry Leadership, Social Contribution, and Governance Responsibility. These are further broken down into 26 secondary indicators and 214 tertiary indicators.



特色指标体系 Special Indicator System

特色指标体系包含钢铁业、园区开发与运营管理、产业基金与资产管理三大主业特征指标，从环境价值、产业价值、国家价值、民生价值四个维度形成 19 个二级指标、52 个三级指标，增强行业针对性和适用性。

The Specialized Indicator System includes characteristic indicators for the Group's three main business areas: the steel industry; park development and operational management; and industrial funds and asset management. It is structured around four value dimensions—Environmental Value, Industrial Value, National Value, and Public Welfare Value—which form 19 secondary indicators and 52 tertiary indicators, enhancing the system's industry specificity and applicability.

责任融合 Responsibility Integration

首钢集团将社会责任分解落实到企业的日常工作中，推动 ESG 责任与业务发展深度融合、协同共进，以责任议题识别为抓手，以责任能力建设为支撑，推动责任工作系统性、嵌入式开展，夯实可持续发展的基础保障。

Shougang breaks down and integrates social responsibility into the Group's daily work, promoting the deep integration and synergistic advancement of ESG responsibilities and business development. Using the identification of responsibility issues as a key driver and supported by responsibility capacity building, the Group drives the systematic and embedded implementation of its responsibility work, thereby solidifying the foundational support for sustainable development.

责任议题 Responsibility Issues

首钢集团基于国家宏观政策导向、国内外社会责任 /ESG 标准、集团发展规划、国内外行业 ESG 议题关注点、社会舆论热点等，识别出对企业和利益相关方有重大影响的实质性议题，形成实质性议题矩阵，并在报告中进行披露和回应。同时结合各部门、各所属企业的职能，将各议题的具体要求嵌入实际工作流程，从而最大化地创造经济、社会、环境和治理的综合价值。

Based on national macroeconomic policy directions, domestic and international social responsibility/ESG standards, the Group's development plans, ESG issues of concern in the domestic and international industry, and topics of public interest, Shougang identifies material issues that have a significant impact on the Group and its stakeholders. This process results in a materiality matrix, and the identified issues are then disclosed and responded to in its reports. Simultaneously, by aligning with the functions of each department and subsidiary, the Group embeds the specific requirements of each issue into its actual work processes to maximize the creation of comprehensive economic, social, environmental, and governance value.

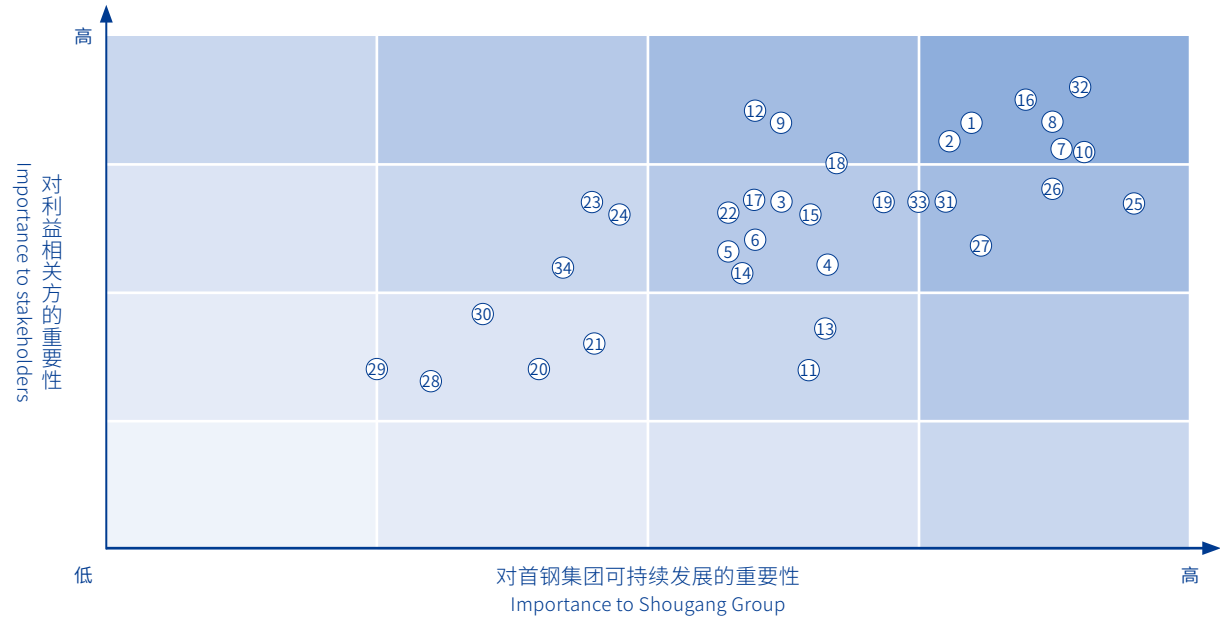
建立议题库 Establishing an Issue Library

在分析国内外可持续发展宏观环境，研究国内外可持续发展 / 社会责任报告编制指南，对标行业先进经验的基础上，结合首钢集团发展战略与规划，收集和筛选出社会责任议题。

On the basis of analyzing the macro environment of sustainable development both at home and abroad, studying the guidelines for the preparation of sustainable development/social responsibility reports both at home and abroad, and benchmarking with advanced experiences in the industry, we, in accordance with Shougang Group development strategy and planning, collected and screened out social responsibility issues.



实质性议题矩阵
Substantive Issues Matrix



1	党建引领发展 Leading development with Party building	10	核心技术攻关 Promoting technological research	19	打造绿色工厂 Establishing green factories	28	助力乡村振兴 Facilitating rural revitalization
2	健全公司治理 Improving corporate governance	11	建设卓著品牌 Building outstanding brand	20	推进绿色运营 Promoting green operations	29	响应抢险救援 Responding to emergency rescue and volunteer building
3	依法合规运营 Complying with operations in accordance with the law	12	优化客户服务 Optimizing customer service	21	共建绿色供应链 Jointly building green supply chain	30	打造志愿品牌 Forging volunteer brand
4	筑牢风险防线 Fortifying risk framework	13	深化产融结合 Deepening the integration of industry and finance	22	守护生态平衡 Protecting the ecological balance	31	ESG 管理体系建设 ESG management system construction
5	深化国企改革 Deepening the reform of state-owned enterprises	14	环境管理体系 Environmental management system	23	强化安全管理 Strengthening safety management	32	高水平 ESG 信息披露 High-level ESG information disclosure
6	推进产业发展 Promoting industrial development	15	应对气候变化 Tackling climate change	24	提升应急水平 Improving emergency response capabilities	33	有效 ESG 沟通 Effective ESG communication
7	深化管理创新 Deepening management innovation	16	坚持绿色制造 Adhering to green manufacturing	25	保障职工权益 Protecting employee rights and interests		
8	商业模式创新 Business model innovation	17	使用绿色能源 Using green energy	26	注重职工成长 Focusing on employee growth	34	ESG 品牌项目 ESG brand project
9	产品质量管理 Product quality management	18	研发绿色技术 R&D of green technologies	27	关爱职工生活 Caring for employees' lives		

责任能力
Responsibility Capacity

首钢集团持续夯实可持续发展能力建设，参与 ESG 课题研究及标准制定，推动首钢建投编制发布《中国企业可持续发展报告指南（CASS-ESG 6.0）之园区开发行业》，形成行业引领性 ESG 指标体系，展现首钢园在 ESG 建设方面的高站位考量，填补了园区开发行业可持续发展研究空白；参与国内外 ESG 相关组织和活动，不断汲取前沿理念与先进经验，全方位拓展企业可持续发展能力与社会价值创造能力；申报外部 ESG 优秀实践案例，推广首钢 ESG 优秀经验，树立首钢 ESG 实践典范。

Shougang continuously strengthens its capacity building for sustainable development responsibility. The Group participates in ESG research projects and standard-setting, which supported Shougang Construction Investment in compiling and releasing the Guidelines for Chinese Enterprise Sustainable Development Reports (CASS-ESG 6.0) for the Park Development Industry. This effort established an industry-leading ESG indicator system, showcased the high-level strategic considerations of Shougang Park in its ESG development, and filled a gap in sustainable development research for the park development industry. The Group also participates in domestic and international ESG-related organizations and events to absorb cutting-edge concepts and advanced experience, comprehensively expanding its capabilities in sustainable development and social value creation. By submitting its outstanding practices for external ESG case study selections, the Group promotes its excellent ESG experience and establishes a benchmark for its ESG practices.



▲ 首钢集团 ESG 管理启动暨培训工作会议召开
Shougang's ESG Management Launch and Training
Work Conference is Successfully Held



- ▲ 首钢园可持续发展研究成果在中国日报网、中国经济新闻网等十余家主流媒体权威发布
- The Research Findings on Shougang Park's Sustainable Development are Authoritatively Published by Over Ten Mainstream Media Outlets, Including China Daily and China Economic Net



- ▲ 中企研会长和首钢集团总经理共同为首钢园成为 ESG 中国 · 创新年会永久会址揭牌
- President of the China Enterprise Reform and Development Society (CERS), and General Manager of Shougang Group, jointly unveil a plaque designating Shougang Park as the permanent venue for the "ESG China · Innovation Annual Conference"

责任沟通

Responsibility Communication

首钢集团积极推进公司信息披露工作，拓展沟通广度与深度，创新沟通方式，构建多元、高效的互动平台，积极倾听并回应利益相关方诉求，与利益相关方携手共促经济、环境与社会可持续发展。

Shougang Group proactively advances its corporate information disclosure work, expanding the breadth and depth of its communication. The Group innovates its communication methods and builds diverse, efficient interactive platforms to actively listen and respond to the needs of its stakeholders, working together with them to jointly promote sustainable economic, environmental, and social development.

责任报告

Responsibility Report

首钢集团主动披露履责信息，连续 14 年发布社会责任报告，借助官方网站、官方微信以及权威 ESG 论坛等渠道加大 ESG 实践宣传力度，创新发布“一图读懂”版报告，向利益相关方传播首钢集团可持续发展理念、实践和成绩；积极推动首钢股份、首钢水钢、首钢贵钢等下属单位主动开展环境信息披露工作，向社会公众展示企业应对气候变化履责绩效，彰显国企担当；推动首钢建投编制发布首份《首钢园 2023 年绿色发展专项报告》，全面总结首钢园在绿色发展方面的实践经验和取得的阶段性成效，提升 ESG 品牌影响力。

Shougang takes the initiative to disclose its responsibility performance information and has published a social responsibility report for 14 consecutive years. It utilizes channels such as its official website, official WeChat account, and authoritative ESG forums to significantly increase its ESG publicity. The Group also innovatively releases an "at-a-glance" infographic version of the report to communicate its sustainable development philosophy, practices, and achievements to stakeholders. It actively encourages its subsidiaries, such as Shougang Co., Ltd., Shougang Shuicheng Steel, and Shougang Guiyang Special Steel, to proactively conduct environmental information disclosure, demonstrating their performance in addressing climate change to the public and highlighting their responsibility as SOEs. Furthermore, the Group supported Shougang Construction Investment in compiling and releasing the first Shougang Park Special Report on Green Development 2023, which comprehensively summarized the practical experience and phased achievements of Shougang Park in green development, thereby enhancing its ESG brand influence.



- ▲ 首钢集团党委副书记、总经理参加北京市国资委监管企业 2023 年社会责任 (ESG) 报告集中发布仪式
- Deputy Party Secretary and General Manager of Shougang Group, Attends the Centralized Release Ceremony for the 2023 ESG Reports of Enterprises Supervised by the Beijing Municipal SASAC



- ▲ 首钢集团报告在 ESG 中国 · 京津冀国有企业社会责任发布会现场集中展示
- Shougang Group's Report is Featured at the "ESG China · Beijing-Tianjin-Hebei State-Owned Enterprise Social Responsibility Release Conference"

利益相关方参与
Stakeholder Engagement

首钢集团识别并确定政府、投资者、客户、合作伙伴、非政府组织、员工、社区及公众等主要利益相关方，在日常工作中建立与 ESG 利益相关方沟通的常态机制，畅通沟通交流渠道，深入了解其对环境、社会及治理领域的期望和诉求，积极、主动向利益相关方传播公司可持续发展理念及 ESG 履责动态，提高披露透明度，打造负责任的品牌形象。

Shougang Group identifies and confirms its main stakeholders, including the government, investors, customers, partners, NGOs, employees, the community, and the public. The Group has established a regular mechanism for communicating with its ESG stakeholders in its daily work, ensuring open channels for communication and exchange. This allows the Group to deeply understand their expectations and needs regarding environmental, social, and governance issues. It proactively communicates its sustainable development philosophy and ESG performance updates to its stakeholders, increasing disclosure transparency and enhancing its image as a responsible brand.

利益相关方 Stakeholder	期望与要求 Expectations and Demands	沟通渠道与方式 Communication Channels and Methods
 政府和监管机构 Government and Regulators	遵纪守法 Compliance with Laws and Regulations 诚信经营 Operating with Integrity 风险管理 Risk Management 产品质量与安全 Product Quality and Safety	工作会议及汇报 Work Meetings and Reporting 公司调研 Group Visits and Inspections 座谈会 Symposiums
 股东及投资者 Shareholders and Investors	国有资产保值增值 Preservation and Appreciation of State-Owned Assets 经营业绩 Business Performance 市场竞争力 Market Competitiveness 重大项目投资收益 Returns on Major Project Investments	股东大会 Shareholder General Meetings 股东代表会 Shareholder Representative Meetings 财务报告 Financial Reports 年度报告 Annual Reports 临时公告 Interim Announcements
 客户 Customers	优质产品 High-Quality Products 贴心服务 Attentive Service 产品与服务创新 Product and Service Innovation 出行安全 Travel Safety 客户信息安全 Customer Information Security	官方网站 Official Website 满意度调查 Satisfaction Surveys 座谈会 Symposiums 品牌活动 Brand Events 开放日 Public Open Days 安全课堂 Safety Workshops

 合作伙伴及行业 Partners and Industry	合作共赢 Win-Win Cooperation 责任采购 Responsible Procurement 绿色供应链 Green Supply Chain	行业协会会议 Industry Association Meetings 行业研讨交流 Industry Seminars and Exchanges 供应商大会 Supplier Conferences 参与行业标准制定 Participation in Setting Industry Standards
 职工 Employees	保障职工权益 Protecting Employee Rights and Interests 职业培训与发展 Career Training and Development 职业健康安全 Occupational Health and Safety 工作与生活平衡 Work-Life Balance	职工代表大会 Employee Representative Congress 职工建议箱 Employee Suggestion Box 职工申诉与投诉 Employee Grievances and Complaints 职工活动 Employee Activities 满意度调查 Satisfaction Surveys
 环境 Environment	环保产品 Eco-Friendly Products 节能减排 Energy Conservation and Emission Reduction 绿色供应链 Green Supply Chain 减轻负面环境影响 Mitigating Negative Environmental Impacts 参与应对气候变化行动 Participating in Climate Change Action	绿色产品展示 Green Product Showcases 环保宣传活动 Environmental Protection Campaigns 绿色低碳讲堂 Green and Low-Carbon Lectures 能源环境保护公益 Energy and Environmental Protection Philanthropy 我们的环保公示 Our Environmental Disclosures
 社区 Community	本地化管理 Localized Management 公益慈善 Public Welfare and Charity 促进就业 Promoting Employment 关怀特殊人群 Caring for Vulnerable Groups	公益慈善活动 Charitable Activities 社区投资 Community Investment 组织及支持社区活动 Organizing and Supporting Community Activities

• 责任荣誉

Responsibility Honors



首钢集团优秀案例入选国务院国资委
《国资国企社会责任蓝皮书 (2024) 》

Shougang's outstanding case study was selected for the Blue Book on Social Responsibility of State-Owned Assets and State-Owned Enterprises (2024) by SASAC of the State Council



首钢集团优秀案例入选北京市国资委《北京市属国企环境、社会及治理 (ESG) 蓝皮书 (2023-2024) 》

Shougang's outstanding case was selected for the Blue Book on ESG of SOEs in Beijing (2023-2024) by the Beijing Municipal SASAC



《首钢集团有限公司 2023 年度可持续发展报告》
入选《中国企业可持续发展报告白皮书 (2024) 》
新秀 CSR 报告

Shougang Group Co., Ltd. 2023 Sustainability Report was selected as a 'Rising Star CSR Report' in the China Corporate Sustainability Report White Paper (2024)



首钢股份优秀案例入选北京市国资委
《北京市属国企环境、社会及治理 (ESG) 蓝皮书 (2023-2024) 》

Shougang Co., Ltd.'s outstanding case was selected for the Blue Book on ESG of SOEs in Beijing (2023-2024) by the Beijing Municipal SASAC



首钢集团优秀案例入选央视、中企研等共同发起的“2024 年度 ESG 卓越实践”

Shougang's outstanding case was selected for the "2024 ESG Excellence in Practice" list, jointly initiated by CCTV and CERS

“国有企业社会责任·先锋100指数”排名 (2024)					
排名	企业名称	所属行业	得分	得分	得分
1	中国东方航空集团 (集团) 有限责任公司	航空运输	98.5	★★★★★	领先
2	招商局集团有限公司	港口航运	95.7	★★★★★	领先
3	贵州茅台集团茅台股份有限公司	食品饮料	95.4	★★★★★	领先
4	广汽集团广汽乘用车股份有限公司	汽车制造	92.3	★★★★★	领先
5	海尔集团 (集团) 有限责任公司	家电制造	91.6	★★★★★	领先
6	北京首钢钢铁股份有限公司	钢铁制造	88.4	★★★★★	领先
7	北京首钢钢铁股份有限公司	钢铁制造	88.3	★★★★★	领先
8	中国能源建设集团有限公司	电力、热力、燃气及水生产和供应业	79.8	★★★★★	领先
9	中国能源建设集团有限公司	电力、热力、燃气及水生产和供应业	79.4	★★★★★	领先
10	广东粤海投资集团有限公司	水利、环境和公共设施管理业	78.9	★★★★★	领先
11	首钢集团	钢铁制造	78.4	★★★★★	领先
12	首钢集团	钢铁制造	78.3	★★★★★	领先

首钢集团“国有企业社会责任·先锋100指数”
排名上升46名，位列第10

Shougang climbed 46 places to rank 10th in the "SOEs ESG · Pioneer 100 Index"



首钢集团荣获
2024“责任鲸牛奖”——责任品牌奖

Shougang received the 2024 "ESG-Best Awards" — Responsible Brand Award

排名		企业名称
10 (前)	★★★★	北京首钢钢铁股份有限公司
11 (前)	★★★★	北京首钢钢铁股份有限公司
12 (前)	★★★★	北京首钢钢铁股份有限公司
13 (前)	★★★★	北京首钢钢铁股份有限公司
14 (前)	★★★★	北京首钢钢铁股份有限公司
15 (前)	★★★★	北京首钢钢铁股份有限公司
16 (前)	★★★★	北京首钢钢铁股份有限公司
17 (前)	★★★★	北京首钢钢铁股份有限公司
18 (前)	★★★★	北京首钢钢铁股份有限公司
19 (前)	★★★★	北京首钢钢铁股份有限公司
20 (前)	★★★★	北京首钢钢铁股份有限公司

首钢股份入选“北京市属国有控股上市公司
ESG·先锋30指数 (2024)”榜单，位列第17

Shougang Co., Ltd. ranked 17th on the "Beijing Municipal State-Owned Holding Listed Companies ESG · Pioneer 30 Index (2024)" list

首钢集团优秀案例入选中国钢铁工业协会、责任云研究院
共同发布的《钢铁行业社会责任蓝皮书 (2024) 》

Shougang's outstanding case was selected for the Blue Book on Social Responsibility of the Steel Industry (2024), jointly released by the China Iron and Steel Association (CISA) and the Responsibility Cloud Research Institute



首钢京唐荣获 2024 年度 EcoVadis 可持续发展认证
评级银牌勋章，在行业处于领先水平

Shougang Jingtang was awarded a Silver Medal in the 2024 EcoVadis Sustainability rating, placing it at a leading level in the industry



未来展望

Looking Ahead

奋楫争先立潮头，乘势扬帆开新局。2025 年，是“十四五”规划和国企改革深化提升行动收官之年，也是为“十五五”良好开局打牢基础的关键之年。首钢集团将以习近平新时代中国特色社会主义思想为指导，深入学习贯彻党的二十大和二十届二中、三中全会及中央经济工作会议精神，坚持“一引领两融合”，把技术创新作为发展新质生产力的核心驱动、把管理创新作为发展新质生产力的重要支撑、把商业模式创新作为发展新质生产力的关键输出、把一“高地”一“支点”建设作为发展新质生产力的重大任务、把全面深化改革作为发展新质生产力的强大动力，将 ESG 理念深度融入企业战略，在决战决胜“十四五”收官战中做表率，在进一步全面深化改革中站排头，在培育发展新质生产力中当先锋，加快打造中国式现代化首钢场景，用“上进”对冲“下行”，用“实干”为“转型”搭梯，久久为功、善作善成，奋力开创首钢高质量发展新局面。

Leading the charge and seizing the momentum, we set sail for a new chapter. The year 2025 marks the final year of the 14th Five-Year Plan and our state-owned enterprise reform enhancement initiatives. It is also a critical year for laying a solid foundation for a successful start to the 15th Five-Year Plan. Guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, Shougang will deeply implement the principles of the 20th National Congress of the Communist Party of China, the Second and Third Plenary Sessions of the 20th CPC Central Committee, and the Central Economic Work Conference. We remain committed to the "One Guiding Principle and Two Integrations," treating technological innovation as the core driver for developing new quality productive forces; treating management innovation as the vital support; treating business model innovation as the key output; treating the construction of "One Highland and One Fulcrum" as the major task; and treating the comprehensive deepening of reform as the powerful impetus. We will deeply integrate ESG philosophy into our corporate strategy, setting an example in the decisive final year of the "14th Five-Year Plan," standing at the forefront of further comprehensive reform, and acting as a pioneer in cultivating and developing new quality productive forces. We will accelerate the creation of the Shougang Scenario of Chinese modernization, using upward momentum to counteract downward pressures and building a foundation for transformation through solid execution. Through persistent effort and effective action, we will strive to open a new chapter of high-quality development for Shougang.

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关键绩效
Key Performance

经济绩效 Economic performance	单位 Unit	2022 年 Year 2022	2023 年 Year 2023	2024 年 Year 2024
营业总收入 Total Operating Revenue	亿元 RMB 100,000,000	2478.99	2380.13	2259.69
营业总成本 Total Operating Costs	亿元 RMB 100,000,000	2404.50	2360.09	2226.58
利润总额 Total profit	亿元 RMB 100,000,000	62.08	70.66	61.37
资产总额 Total assets	亿元 RMB 100,000,000	5188.42	5270.07	5185.63
资产总额（上市公司） Total Assets (Listed Company)	亿元 RMB 100,000,000	1662.23	1603.56	1551.40
资产负债率 Asset-Liability Ratio	%	68.96	67.84	66.63
纳税总额 Total tax	亿元 RMB 100,000,000	145.49	118.05	104.87
钢产量 Steel Production Volume	万吨 Ten thousand tons	3382	3358	3157
所有者权益 Owners Equity	亿元 RMB 100,000,000	1610.65	1694.79	1730.44
董事会召开会议次数 Number of meetings by the board of directors	次 Times	5	5	5
董事会讨论审议事项数 Number of Matters Discussed and Deliberated by the Board of Directors	项 Item	49	50	43
财务收支审计 Financial Audits of Revenue and Expenditures	项 Item	46	42	38
经济责任审计 Economic Responsibility Audits	项 Item	52	59	61
研发投入金额 R&D Investment Amount	亿元 RMB 100,000,000	78.58	75.66	73.22
研发投入强度 R&D Investment Intensity	%	3.17	3.18	3.24
申请受理专利数 Number of Patent Applications Accepted	件 Pc.	1510	1801	1865
专利授权数 Number of Patents Granted	件 Pc.	1182	1035	998
管理创新成果数 Number of Management Innovation Achievements	个 Pc.	81	70	73
管理创新荣誉数 Number of Management Innovation Honors	个 Pc.	45	41	41
守法合规培训参与人次 Number of participants in law-abiding and compliance training	人次 Person-time	12001	19200	7840

守法合规培训总时长 Total duration of law-abiding and compliance training	小时 Hours	62.3	75	92
守法合规培训次数 Number of law-abiding and compliance training	次 Times	18	17	12
经济合同履约率 Economic Contract Fulfillment Rate	%	99.97	99.81	99.36
反贪腐培训总时长 Total duration of anti-corruption training	小时 Hours	200	380	400
反贪腐培训次数 Number of anti-corruption training	次 Times	90	190	200
反贪腐培训参与人次 Number of participants in anti-corruption training	人次 Person-time	3000	6513	6900
社会绩效 Social performance	单位 Unit	2022 年 Year 2022	2023 年 Year 2023	2024 年 Year 2024
向中小企业采购设备资材金额 ¹ Amount of Equipment and Materials Procured from SMEs	亿元 RMB 100,000,000	21.9	27.85	22.47
向中小企业采购设备资材占比 ² Percentage of Equipment and Materials Procured from SMEs	%	32.59	37.22	31.86
总的本地设备资材采购占比 ³ Percentage of Total Local Procurement of Equipment and Materials	%	5.89	7.92	7.23
报告期内审查供应商数量 ⁴ Number of Suppliers Audited During the Reporting Period	个 Pc.	3207	3791	3641
报告期内开展供应商培训次数 ⁵ Number of Supplier Training Sessions Conducted During the Reporting Period	次 Times	323	575	529
社会捐赠总额 Total Social Donations	万元 RMB 10,000	1228	515	377
志愿者活动项目数量 Number of volunteer activities projects	个 Pc.	5	13	24
志愿者活动参与人次 Number of volunteer participations	人次 Person-time	368	287	436
志愿者活动总时长 Total Volunteer Service Hours	小时 Hours	7138	6932	13785
员工总数 Total Employees	人 Person	89409	83966	80222
女性员工占比 The proportion of female employees	%	17.2	16.2	15.9
新增员工人数 Number of New Hires	人 Person	3572	2679	2150
员工流失率 Employee turnover rate	%	1.8	2.0	1.3

管理团队中女性所占比例（部门主任级及以上） Percentage of Women in the Management Team (Department Head Level and Above)	%	9.9	9.9	10.52
人均带薪休假天数 Average paid leave days per employee	天 Day	11.28	11.32	11.42
海外公司当地职工比例 Percentage of Local Employees in Overseas Companies	%	97	97	97
劳动合同签订率 Signing rate of labor contracts	%	100	100	100
社会保险覆盖率 Coverage of social insurance	%	100	100	100
员工救助受益总人次 Total Number of Beneficiaries of Employee Assistance	人次 Person-time	1042	667	893
员工救助总投入金额 Total Amount Invested in Employee Assistance	万元 RMB 10,000	143.35	170.46	237.46
帮困慰问金受助人次 Number of Beneficiaries of Hardship Assistance Funds	人次 Person-time	63	61	77
帮困慰问金投入总额 Total Amount Invested in Hardship Assistance Funds	万元 RMB 10,000	126	122.48	123.45
员工助学金受助人次 Number of Beneficiaries of Employee Educational Grants	人次 Person-time	37	36	24
员工助学金投入总额 Total Amount Invested in Employee Educational Grants	万元 RMB 10,000	18.95	15.46	13.81
员工医疗救助受助人次 Number of Beneficiaries of Employee Medical Relief	人次 Person-time	1117	886	923
员工医疗救助投入总额 Total Amount Invested in Employee Medical Relief	万元 RMB 10,000	163.95	122.55	123.4
员工人均培训课时 Average training hours per employee	小时 Hours	60.57	63.08	82.07
乡村振兴投入资金 Investment in rural vitalisation	万元 RMB 10,000	65	178.29	50
采购帮扶产品 Purchase of products from assisted areas	万元 RMB 10,000	640	640	822
安全生产总投入 Total investment in safety production	亿元 RMB 100,000,000	4.9	7.3	8.1
安全生产培训人次 Number of safety training participations	万人次 10,000 person-times	26.3	31.3	27.2
安全生产培训覆盖比率 Coverage rate of employees who received safe production training	%	100	100	100
生产安全事故起数 Number of Workplace Safety Incidents	起 Occurrence	3	1	1

客户投诉解决率 Customer complaint resolution rate	%	100	100	100
国内用户满意度 Domestic Customer Satisfaction Score	分 Points	98.63	98.85	99.02
环境绩效 Environmental performance	单位 Unit	2022 年 Year 2022	2023 年 Year 2023	2024 年 Year 2024
节能环保总投入 Total Investment in Energy Conservation and Environmental Protection	亿元 RMB 100,000,000	28.90	17.45	11.15
吨钢综合能耗下降率 ⁶ Reduction Rate of Comprehensive Energy Consumption per Ton of Steel	%	0.55	1.85	0.90
吨钢耗新水量 Fresh Water Consumption per Ton of Steel	吨 Ton	2.62	2.75	2.62
吨钢耗新水量下降率 ⁷ Reduction Rate of Fresh Water Consumption per Ton of Steel	%	-1.50	-4.87	4.73
吨钢二氧化硫排放下降率 Reduction Rate of SO ₂ Emissions per Ton of Steel	%	3.70	3.85	12.00
吨钢氮氧化物排放下降率 Reduction Rate of NO _x Emissions per Ton of Steel	%	8.20	8.93	15.69
吨钢化学需氧量排放下降率 Reduction Rate of COD Emissions per Ton of Steel	%	6.67	14.29	25.00
副产资源利用率（工业固废综合利用率） By-product Resource Utilization Rate (Comprehensive Industrial Solid Waste Utilization Rate)	%	100	100	100
自有可再生能源利用量（仅包括钢铁企业） Self-Generated Renewable Energy Utilization (Steel Enterprises Only)	万千瓦时 10,000 kWh	1551	1528	11074
绿色电力消耗量 ⁸ Green Electricity Procurement	亿度 100 million kWh	8.00	10.80	15.70
资材备件绿色采购金额 ⁹ Amount of Green Procurement for Materials and Spare Parts	亿元 RMB 100,000,000	59.47	68.79	67.41
办公用电量 Office electricity consumption	千瓦时 KWH	2376458	2366150	2183387
办公用水量 Office water consumption	万吨 Ten thousand tons	5.1098	4.0203	3.5874
办公用纸量 Office paper usage	包 Reams	2135	2017	1939

1,2,3,4,5,6,7,8,9：因指标数据统计口径更新，同步修正 2022 年、2023 年数据。

1,2,3,4,5,6,7,8,9: Due to the update of the statistical caliber for indicator data, the data for 2022 and 2023 have been revised simultaneously.

报告评级 Report Rating

《首钢集团 2024 可持续发展 (ESG) 报告》评级报告 Rating Report on the *Shougang Group ESG Report 2024*

受首钢集团有限公司委托,“中国企业社会责任报告评级专家委员会”挑选专家组成评级小组,对《首钢集团 2024 可持续发展 (ESG) 报告》(以下简称《报告》)进行评级。

Commissioned by Shougang Group Co., Ltd., the Chinese Expert Committee on CSR Report Rating selected experts to form a rating team to assess the *Shougang Group ESG Report 2024 (hereinafter referred to as "the Report")*.

一、评级依据 I. Rating Basis

中国社会科学院《中国企业社会责任报告指南 (CASS-CSR 4.0)》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)》。

Social Responsibility Report Guidelines for Chinese Companies (CASS-ESG 4.0) by Chinese Academy of Social Sciences and *Chinese Enterprise ESG Reporting Rating Standard (2025)* by Chinese Expert Committee on CSR Report Rating.

二、评级过程 II. Rating process

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;

1. The rating team reviews and confirms the *Data Confirmation of Corporate Sustainability Report Process Assessment* submitted by Writing Team of *the Report* and relevant certification materials;

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;

2. The rating team evaluates the preparation process and content of *the Report* and formulates the rating report;

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署评级报告。

3. The Vice Chairman of the Chinese Expert Committee on CSR Report Rating, the leader of the Rating Team and the experts of the Rating Team jointly sign and review the Rating Report.

三、评级结论 III. Rating conclusion

过程性 (★★★★☆) Process (★★★★☆)

集团建立可持续发展报告工作组,由战略发展部统筹编制年度报告,各部门及下属单位提交报告素材并审核相应内容;将报告定位为满足合规披露要求、强化利益相关方沟通、提高责任管理水平、树立集团品牌形象的重要工具,功能价值定位明确;结合国家宏观政策、国内外社会责任标准、行业对标分析、公司发展战略规划等识别实质性议题;计划在首届“ESG 首钢日”活动中发



中国企业社会责任报告
评级专家委员会
Chinese Expert Committee on CSR Report Rating

布报告,并以电子版、印刷品的形式呈现报告,具有领先的过程性表现。

The Group established a sustainability report working group, with the Strategic Development Department coordinating the annual report's compilation. Various departments and subsidiary units submitted report materials and reviewed their respective content. The Report is clearly positioned as an important tool for meeting compliance disclosure requirements, strengthening stakeholder communication, improving responsibility management, and building the Group's brand image. Material issues were identified by referencing national macroeconomic policies, domestic and international social responsibility standards, industry benchmarking analysis, and the Group's strategic development plan. The Group plans to release the Report during its inaugural "ESG Shougang Day" event and present it in both electronic and print formats. All these efforts demonstrate leading process performance.

实质性 (★★★★★) Substantiality (★★★★★)

《报告》系统披露了贯彻宏观政策、产品质量管理、产品创新、责任采购、职业健康管理、安全生产、环保技术和设备的研发与应用、节约能源水资源、发展循环经济、厂区周边环境治理等所在行业关键性议题,叙述详细充分,实质性表现卓越。

The Report systematically discloses key industry issues, including the implementation of macroeconomic policies, product quality management, product innovation, responsible procurement, occupational health management, production safety, R&D and application of environmental protection technologies and equipment, conservation of energy and water resources, development of a circular economy, and environmental governance around its plant areas. The disclosures are detailed and sufficient, demonstrating exceptional performance in substantiality.

完整性 (★★★★☆) Integrity (★★★★☆)

《报告》主体内容从“向稳而进 经营质量显韧性”“向高而攀 创新引领锻长板”“向绿而兴 绿色发展亮底色”“向远而行 责任担当聚合力”等角度系统披露了所在行业核心指标的 84.32%,完整性表现领先。

The main body of *the Report* systematically discloses 84.32% of the core indicators for its industry from four perspectives: "Forging Ahead

with Stability: Demonstrating Operational Resilience", "Reaching New Heights: Forging Core Strengths Through Innovation", "Growing Through Green Development: Establishing a Foundation of Sustainability", and "Forging Ahead: The Collective Strength of Responsibility and Commitment". Therefore, the Report demonstrates leading performance in completeness.

平衡性 (★★★★☆) Balance (★★★★☆)

《报告》披露了“资产负债率”“员工流失率”“环保违法违规事件”“重大合规风险及重大违规事件”,并简述集团处理社会舆情事件的经过及结果,平衡性表现领先。

The Report discloses information on its "asset-liability ratio", "employee turnover rate", "environmental violation incidents", and "major compliance risks and significant violation incidents". It also briefly describes the process and results of the Group's handling of public opinion incidents on social media. Therefore, the Report demonstrates leading performance in balance.

可比性 (★★★★★) Comparability (★★★★★)

《报告》披露了“利润总额”“资产总额”“社会捐赠总额”“安全生产总投入”“节能环保总投入”“吨钢耗新水量”等 75 个关键指标连续 3 年的对比数据,并披露“首钢集团蝉联世界品牌实验室评选的中国品牌价值 500 强,排名逐步上升,2024 年 104 名”等横向可比数据,可比性表现卓越。

The Report discloses comparative data for 75 key indicators in the last three consecutive years, including "total profit", "total assets", "total social donations", "total investment in production safety", "total investment in energy conservation and environmental protection", and "fresh water consumption per ton of steel". It also discloses horizontal comparability data, such as "Shougang Group has been listed among the Top 500 Most Valuable Chinese Brands by World Brand Lab for many consecutive years, with its ranking rising to 104th in 2024". The Report, therefore, demonstrates exceptional performance in comparability.

可读性 (★★★★★) Readability (★★★★★)

《报告》采用议题型框架结构,聚焦经营、创新、环境、社会四大方面,系统披露履责行动及成效,回应利益相关方诉求;封面采用蜿蜒的蓝色流体线条,融入首钢国际会展中心、首钢大跳台等标志性元素,具有企业辨识度;章节跨页采用体现企业业务特点的实景大图,呈现关键议题及履责绩效,凸显行业特色;设置“首钢新词汇”板块对集团特色及专业词汇予以解释,便于读者阅读,具有卓越的可读性表现。

The Report uses an issue-based framework, focusing on four major areas - operation, innovation, environment, and society - to systematically disclose responsibility actions and outcomes in response to stakeholder concerns. The cover design features winding blue fluid lines and incorporates iconic elements like the Shougang International Convention and Exhibition Center and the Shougang FIS Snowboard Big Air, giving it a distinct corporate identity. Chapter spreads use large, full-bleed photos that reflect the Group's business characteristics to present key issues and performance, highlighting industry features. The inclusion of a "Shougang Lexicon" section to explain the Group's unique and professional terminology facilitates reader understanding. Therefore,

the Report demonstrates exceptional performance in readability.

创新性 (★★★★☆) Innovation (★★★★☆)

《报告》设置责任专题,聚焦“一引领两融合”及首钢园建设方面的履责重点实践,彰显企业履责的引领性;开篇以“年度事件”的形式,集中梳理年度重点履责行动,彰显报告内容的时代感;编制《首钢集团 ESG 指标及应用手册》,推动 ESG 管理落地落实,具有领先的创新性表现。

The Report includes a dedicated feature section focusing on key responsibility practices related to the "One Guiding Principle and Two Integrations" and the development of Shougang Park, showcasing the Group's leadership in fulfilling its responsibilities. The opening chapter, structured as "Key Events", centrally organizes the year's main responsibility actions, giving the Report a contemporary feel. Furthermore, the Group compiled the *Shougang ESG Indicators and Application Manual* to promote the practical implementation of ESG management. The Report, therefore, demonstrates leading performance in innovation.

综合评级 (★★★★★) Comprehensive rating (★★★★★)

经评级小组评价,《首钢集团 2024 可持续发展 (ESG) 报告》为五星级,是一份卓越的可持续发展报告。

Upon assessment by the Rating Team, the *Shougang Group ESG Report 2024* is rated as Five-Star. It is an exceptional sustainability report.



中国企业社会责任报告
评级专家委员会
Chinese Expert Committee on CSR Report Rating

首钢集团可持续发展报告首次获得五星级评价
Shougang Group's ESG report receives a five-star rating for the first time.

四、改进建议 IV . Recommendations for Improvement

增加行业核心指标的披露,进一步提高报告的完整性。

Increasing the disclosure of the industry's core indicators to further improve the integrity of the report.

黄群慧

评级专家委员会副主席
Vice-chairman of the Chinese Expert Committee on CSR Report Rating

钟宏武

评级小组组长
Leader of the Rating Team

魏香丽

评级小组专家
Experts of the Rating Team



扫码查看企业评级档案

Scan the QR code to view the corporate rating file

出具时间: 2025 年 7 月 11 日
Date of Issue: July 11, 2025

意见反馈

Suggestions and Feedback

尊敬的读者：
Dear Reader

您好！
Hello!

非常感谢您阅读本报告，本报告是首钢集团向社会公开发布的第 2 份可持续发展（ESG）报告。为加强与您沟通交流，持续改进公司社会责任管理、实践及报告编制工作，我们真诚地邀请您对本报告作出客观评价，希望能收到您宝贵的意见和建议，我们会虚心听取，持续改进。您可以通过以下方式，将您的想法反馈给我们。

Thank you for reading this report, which is also the 2nd sustainability (ESG) report released publicly by Shougang Group. In order to strengthen the communication with you and continuously improve the company's social responsibility management, practice and report preparation, we sincerely invite you to make an objective evaluation of this report, and hope to receive your valuable comments and suggestions, which we will listen to with an open mind and continue to improve. Please feel free to give us your feedback via the following ways.

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-  联系人：首钢集团战略发展部
Contact: Strategic Development Department of Shougang Group
-  联系电话：010-88293573
Tel: 010-88293573
-  邮箱：chenmj4855@shougang.com.cn
Email: chenmj4855@shougang.com.cn

选择题（请在相应位置打√） Multiple Choice Questions (Please tick √ the most appropriate option)

1. 本报告全面、准确地反映了公司对经济、社会、环境的重大影响。 1. Accurate and comprehensive disclosure of the impacts of the Company on economy, society, and environment in this report.
<div><input type="checkbox"/> 很好 <input type="checkbox"/> 好 <input type="checkbox"/> 一般 <input type="checkbox"/> 差 <input type="checkbox"/> 很差</div> <div><input type="checkbox"/> Very Good <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor <input type="checkbox"/> Very Poor</div>
2. 本报告对利益相关方所关心问题的回应和披露。 2. Repose and disclosure of the issues concerned by stakeholders in this report.
<div><input type="checkbox"/> 很好 <input type="checkbox"/> 好 <input type="checkbox"/> 一般 <input type="checkbox"/> 差 <input type="checkbox"/> 很差</div> <div><input type="checkbox"/> Very Good <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor <input type="checkbox"/> Very Poor</div>
3. 本报告披露的信息、指标、数据清晰、准确、完整。 3. Clear, accurate and complete disclosure of the information, indicators, and data in this report.
<div><input type="checkbox"/> 很好 <input type="checkbox"/> 好 <input type="checkbox"/> 一般 <input type="checkbox"/> 差 <input type="checkbox"/> 很差</div> <div><input type="checkbox"/> Very Good <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor <input type="checkbox"/> Very Poor</div>
4. 本报告的可读性，即报告的逻辑主线、内容设计、语言文字和版式设计。 4. The readability of this report, that is, the logics, contents, wording and layout design of this report.
<div><input type="checkbox"/> 很好 <input type="checkbox"/> 好 <input type="checkbox"/> 一般 <input type="checkbox"/> 差 <input type="checkbox"/> 很差</div> <div><input type="checkbox"/> Very Good <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor <input type="checkbox"/> Very Poor</div>

开放性问题 Open-Ended Questions

1. 您认为本报告最让您满意的方面是什么？
1. What do you think is the most satisfying aspect of this report?
2. 您认为还有哪些您需要了解的信息在本报告中没有反映？
2. What other information do you think you are concerned about is not disclosed in this report?
3. 您对我们今后发布可持续发展（ESG）报告有何建议？
3. Do you have any suggestions for our future sustainability ESG reports?



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2024 可持续发展（ESG）报告

