



2022

河钢集团可持续发展报告

HBIS GROUP SUSTAINABILITY REPORT 2022

引领钢铁工业绿色低碳可持续发展

LEADING THE GREEN, LOW-CARBON AND SUSTAINABLE DEVELOPMENT OF THE STEEL INDUSTRY

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董事长致辞



钢铁是国民经济的中流砥柱，是国家的命脉。当前，世界钢铁工业进入“中国时代”，河钢集团作为世界最大的钢铁材料制造和综合服务商之一，始终坚持“高端化、绿色化、智能化”发展，紧紧把握新一轮科技革命和产业变革机遇，在引领绿色低碳上实现新跨越，在推动智能制造上谋求新突破，在探索材料创新上取得新成效，用绚丽的河钢色彩描绘“绿色低碳钢铁让世界更美好”的壮阔画卷，为世界钢铁工业可持续发展烙下“河钢印记”。

更高端，产品结构持续优化。高质量发展是全面建设社会主义现代化国家的首要任务，我们聚焦时代议题，站在服务国家重大战略和引领行业高质量发展的高度，聚焦航空航天、海工装备等高端制造细分领

域，以技术升级为总牵引，破解高端钢铁材料“卡脖子”难题，构建更加自主、安全、刚性的产业链；我们充分发挥河钢材料技术研究院等技术升级“排头兵”作用，提升创新技术源头供给能力，培育更多“世界首创”“国内首发”和“单项冠军”产品，在国家进入创新型国家行列的进程中刻下“河钢印记”。

更绿色，低碳转型加速推进。绿色低碳发展是推动中国钢铁工业高质量发展的终极目标，我们立足钢铁，面向全产业链，在率先实施氢能技术研发和产业化应用基础上，不断拓展氢能应用的内涵和外延；持续引领行业绿色低碳发展，在污染物治理、水资源利用、固废资源化等领域厚植领先优势，积极为钢铁行业低碳转型贡献“河钢方案”；着力开发更高强度、更优性能、更长寿命的高效绿色产品，深层次构建低碳节能绿色产品生产体系，引领“钢铁让世界更美好”的全新实践。

更智能，数字化转型不断深入。在新一轮工业革命席卷全球之际，我们深刻把握数字经济发展的趋势，将数字技术贯穿于产品、制造、服务等全生命周期各个环节，持续推动效率变革；牢牢抓住数字化转型有利时机，扎实推进技术升级，打造全球领先的智能制造示范标杆，塑造数字时代新竞争优势，全面深化质量变革；充分发挥数字领域高端技术资源优势，实现智能制造前沿技术在钢铁制造领域的创新突破，全面赋能“中国智造”。

行远自迩，笃行不怠。我们将继续致力于建设最具竞争力钢铁企业，加快推进“钢铁向材料、制造向服务”转变，不断塑造高端、智能、绿色的发展新动能新优势，为铸就制造强国的“钢铁脊梁”，打造中国式现代化，积极贡献河钢力量！

河钢集团有限公司董事长

Letter from the President

Steel is the cornerstone of the national economy and the lifeline of the country. At present, the world steel industry has entered the "China era". As one of the largest manufacturers of steel materials and comprehensive service providers in the world, HBIS Group has always been committed to "high-end, green and intelligent" development. By firmly seizing the opportunities of a new round of scientific and technological revolution and industrial transformation, we have made new leapfrogs in leading green and low-carbon development, sought new breakthroughs in promoting intelligent manufacturing, and achieved new achievements in exploring material innovation. HBIS Group has depicted a magnificent picture of "green and low-carbon steel making the world better", branding the "HBIS mark" for the sustainable development of the world's steel industry.

We continuously optimize the product structure for higher-end development. High-quality development is the top priority in the all-around construction of a socialist modern country. We focus on addressing the issues of the times and stand at the height of serving major national strategies and leading the high-quality industrial development. We concentrate on aerospace, marine engineering equipment and other high-end manufacturing segments, and solve the "bottleneck" problem of high-end steel materials through technological upgrading. We aim to build a more autonomous, safer, and more robust industrial chain. We fully leverage the role of HBIS Material Technology Research Institute as a "vanguard" in technological upgrading, enhance the supply capacity of innovative technologies at the source, and develop more "world's first", "China's first" and "single champion" products, making HBIS's contribution to China's progress towards becoming an innovative country.

We accelerate the low-carbon transformation for greener development. Green and low-carbon development is the ultimate goal in promoting the high-quality development of China's steel industry. Rooted in the steel industry and oriented to the whole industrial chain, we continuously expand the connotation and extension of hydrogen energy application by taking the lead in implementing R&D and industrial application of hydrogen energy technologies. We continue to lead the green and low-carbon development of the industry by strengthening our leading advantages in pollutant treatment, water resource utilization, solid waste recycling and other

fields, and actively contribute "HBIS Solutions" to the low-carbon transformation of the steel industry. We energetically develop high-efficiency and eco-friendly products with greater strength, superior performance and longer lifespan. Our goal is to establish a comprehensive production system for low-carbon, energy-saving and green products and lead the new movement of "Steel Making the World Better".

We constantly deepen the digital transformation for more intelligent development. Amidst a new wave of the global industrial revolution, we follow the trend and direction of digital economy development and apply digital technologies in the full life cycle of products from design, production and sale to service, consistently advancing the efficiency reform. We firmly grasp the advantageous opportunity of digital transformation to steadily promote technological upgrading, create a globally leading benchmark for intelligent manufacturing, build new competitive advantages in the digital era, and deepen quality reform in an all-around manner. We give full play to the advantages of high-end technical resources in the digital field, make innovative breakthroughs in cutting-edge intelligent manufacturing technologies in the steel manufacturing field, and fully empower "Intelligent Manufacture in China".

We will diligently fulfill what we have learned, and constantly improve our own quality and ability. We will continue to be dedicated to building ourselves into the most competitive steel enterprise, accelerate the transformation from "steel to materials and manufacturing to services", and develop new drivers and advantages for high-end, intelligent and green development, create a Chinese-style modernization, and actively contribute to HBIS' strength in order to create the "steel backbone" of a manufacturing power!

Yu Yong

President of HBIS Group Co., Ltd.



走进河钢 About Us

河钢集团有限公司（简称河钢）坚持“高端化、绿色化、智能化”发展，纵向推进钢铁产业链条向高端制造延伸，横向推进同类业务结构性重组，加快实现“钢铁向材料、制造向服务”转型，致力于建设最具竞争力钢铁企业，成为具有世界品牌影响力，钢铁材料、新兴产业、海外事业与金融服务协同发展的跨国工业集团。截至 2022 年底，河钢资产总额达 5,396 亿元，营业收入 4,007 亿元，在 2022 年世界 500 强排名第 189 位。

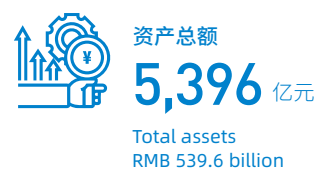
HBIS Group Co., Ltd. (referred to as "HBIS") is committed to "high-end, green and intelligent" development, extending the steel industry chain to high-end manufacturing and promoting structural reorganization of similar businesses. HBIS is accelerating the transformation from "steel to materials and manufacturing to services", striving to build itself into a steel enterprise with the most competitiveness and world brand influence and a multinational industrial group with synergistic development among steel materials, emerging industries, overseas businesses and financial services. As of the end of 2022, HBIS's total assets and operating revenues were RMB 539.6 billion and RMB 400.7 billion respectively, making it rank 189th among the 2022 Fortune Global 500.

河钢依托世界一流的技术装备人才优势，努力建设高档汽车板、精品中厚板、高品质特殊钢和钒钛新材料等生产基地，为客户提供绿色低碳钢铁及钒钛材料技术解决方案。目前，河钢已经成为中国第一大家电用钢、第二大汽车用钢制造商，世界第二大钒钛材料制造商，海洋工程、建筑桥梁用钢领军企业，在钢铁行业综合竞争力评估中获“竞争力极强”最高评级。

Leveraging on world-class technology, equipment, and professionals, HBIS is dedicated to building manufacturing bases for high-end automobile sheets, fine medium-thick plates, high-quality special steel, and vanadium-titanium new materials. HBIS provides customers with solutions of green, low-carbon steel and vanadium-titanium material technology. HBIS is China's largest home appliance steelmaker and the second-largest manufacturer of automobile steel. We are also the world's second-largest manufacturer of vanadium-titanium materials and a pioneer enterprise in ocean engineering and steel for building bridges. HBIS has received a top rating regarding "extremely strong competitiveness" in the comprehensive competitiveness evaluation of steel industry.

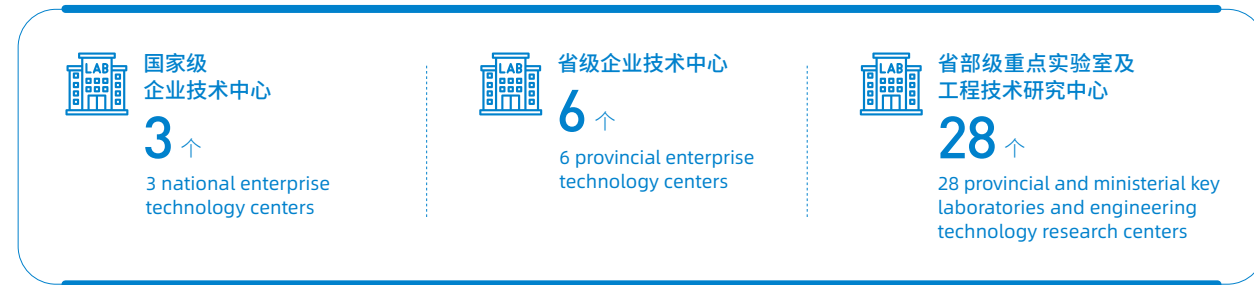
河钢以钢铁产业链为基础，持续推进同类业务归集和结构性重组，把服务钢铁流程的工序变成市场单元和创效单元，先后培育出金融服务、工业技术、数字技术、节能环保、贸易物流、装备制造、新能源、精细化工等新兴产业集群，成为新的效益增长极。

HBIS continues to promote the merging of similar businesses and structural reorganization based on the industrial chain, turning work processes into market units and efficiency units, hence the incubation of emerging industry clusters, including financial services, industrial technology, digital technology, energy conservation and environmental protection, trade and logistics, equipment manufacturing, new energy, and fine chemicals, becoming a new growth pole for the group's profit.



河钢以市场需求为导向，聚焦新材料、新能源、新工艺和绿色低碳、智能制造，深度链接全球科技创新资源，以技术升级推动高质量发展。截至 2022 年，拥有 3 个国家级企业技术中心，6 个省级企业技术中心，28 个省部级重点实验室及工程技术研究中心，42 家高新技术企业，研发投入强度保持在 3% 以上，努力打造原创技术策源地和自主创新高地。

Following market demand, centering on new materials, new energy, new processes, green and low-carbon, and intelligent manufacturing, HBIS is engaged in deeply connecting global scientific and technological innovation resources to promote high-quality development driven by technological upgrades. As of the end of 2022, HBIS had 3 national enterprise technology centers, 6 provincial enterprise technology centers, 28 provincial and ministerial key laboratories and engineering technology research centers, and 42 high-tech enterprises. Its R&D investment intensity is maintained at above 3%, aiming to create a cradle of original technology and a highland of independent innovation.



河钢始终秉承“人、钢铁、环境和谐共生”的绿色发展理念，锚定“双碳”目标，在国内率先发布低碳发展技术路线图，通过实施六大技术路径和建设两大管理平台，力争 2050 年实现碳中和，持续引领行业绿色低碳发展，为国家碳达峰碳中和目标的实现贡献“河钢方案”。

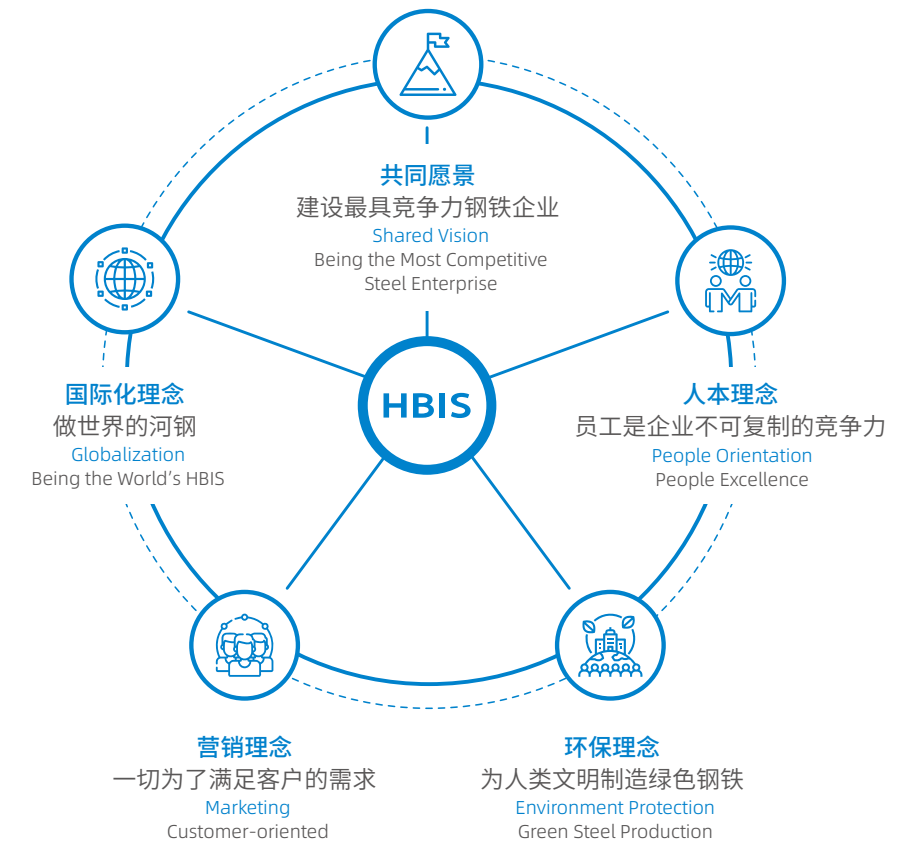
Adhering to the green development philosophy of “harmonious coexistence of people, steel, and the environment,” aiming at “Dual Carbon”, HBIS is the first to release a low-carbon development technology roadmap in China. By applying six technology pathways and building two management platforms, HBIS strives to achieve carbon neutrality by 2050 and continuously usher in the green and low-carbon development of the steel industry so as to play our parts in realizing the national goal of carbon peak and carbon neutrality.

奋进新时代，展望新征程。河钢集团在习近平新时代中国特色社会主义思想的指引下，奋力开创高质量发展新局面，在推进中国式现代化中担当“河钢角色”。

A new era always comes together with new impetus and new hope. Guided by Xi Jinping’s socialist ideology with Chinese characteristics for a new era, HBIS endeavors to bring high-quality development to a new height, earnestly live up to our duty and contribute our efforts in promoting Chinese-style modernization.



企业理念 Corporate Culture



企业荣誉 Honors

世界钢铁协会执行委员会成员单位、中国钢铁工业协会轮值会长单位
Member of the Executive Committee of the World Steel Association and Rotating Chairman Unit of the China Iron and Steel Association

MPI 中国钢铁企业竞争力排名中获“竞争力极强”最高评级
Won the highest rating of “MPI Comprehensive Competitiveness of Chinese Steel Enterprises”

连续 14 年位列世界企业 500 强，2022 年居第 189 位
Ranked among the Fortune Global 500 list for 14 consecutive years, and ranked 189th in the 2022 Fortune Global 500 list

2022 年“中国企业 500 强”第 62 位
Ranked 62nd in the 2022 “Top 500 Chinese Enterprises” list

2022 年“中国制造业企业 500 强”第 17 位
Ranked 17th in the 2022 “Top 500 Chinese Manufacturing Enterprises” list

连续 6 年成为中国国际化程度最高的钢铁企业
The most internationalized steel enterprise in China for six consecutive years

2023 年以 1,435.86 亿元的品牌价值位列“中国 500 最具价值品牌”第 54 位，钢铁行业第二名
Ranked 54th in 2023 “China’s 500 Most Valuable Brands” list with a brand value of RMB 143.586 billion, and second in the steel industry



领导团队 Leadership Team



于勇 Yu Yong
党委书记、董事长
President & Secretary of CPC Committee

王兰玉 Wang Lanyu
总经理、副董事长、党委副书记
General Manager, Vice President & Deputy Secretary of CPC Committee

李炳军 Li Bingjun
党委副书记、董事
Deputy Secretary of CPC Committee, Director

王耀彬 Wang Yaobin
副总经理
Deputy General Manager

胡志刚 Hu Zhigang
总会计师
Chief Accountant

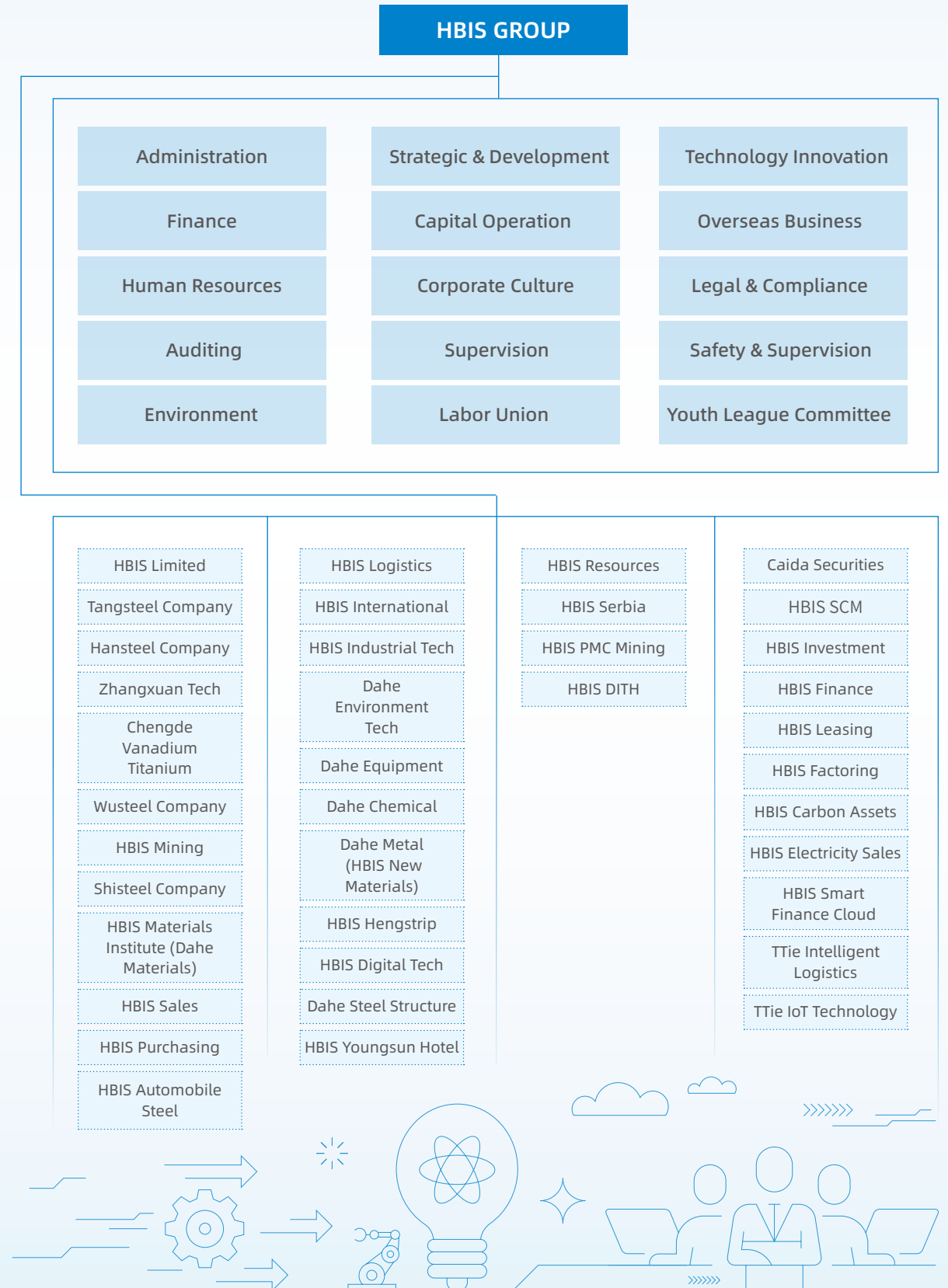
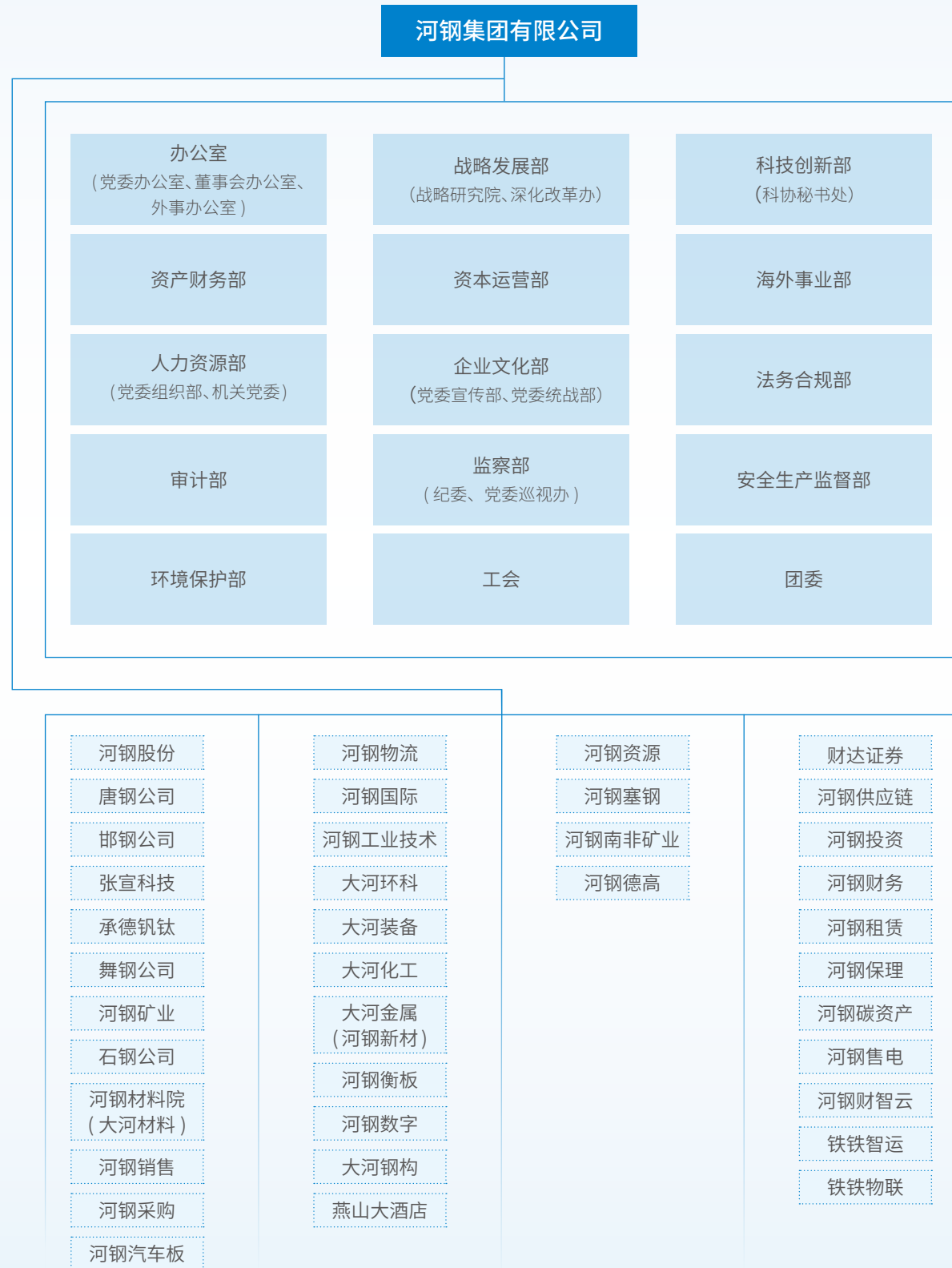
李毅仁 Li Yiren
副总经理
Deputy General Manager

董士党 Dong Shidang
纪委书记、党委常委
Secretary of the Committee for Discipline Inspection, Member of the Standing Committee of the CPC Committee

黄永建 Huang Yongjian
副总经理、党委常委
Deputy General Manager, Member of the Standing Committee of the CPC Committee



组织架构 Organization Structure



2022 河钢年度焦点

2022 HBIS Annual Focus

2022 年是河钢发展史上极具挑战性、极其不容易的一年，也是河钢人创新突破取得巨大进步的一年。面对严峻的国内外形势和异常艰巨的改革任务，河钢集团以知难不畏难、迎难能克难的身姿奋进，取得了一系列具有重大现实意义和深远历史意义的丰硕成果。

The year 2022 was an extremely challenging and difficult year in the development history of HBIS, and it was also a year in which HBIS people have made great progress in innovation and breakthroughs. Facing the harsh situation at home and abroad and the extremely arduous task of reform and development, HBIS Group has forged ahead with a fearless attitude towards difficulties and the ability to overcome them, achieving a series of fruitful results with significant practical and historical significance.



于勇荣膺中国企业管理最高奖项第十二届“袁宝华企业管理金奖”
Yu Yong Wins the Top Award of Chinese Enterprise Management 12th "Yuan Baohua Enterprise Management Gold Award"



河钢主办首届世界氢冶金技术交流大会

HBIS Holds the First World Hydrogen Metallurgy Technology Exchange Conference



河钢与宝马集团签署备忘录，携手打造绿色低碳钢铁供应链

HBIS Group and BMW Group Signed a Memorandum to Jointly Build a Green Low Carbon Steel Supply Chain



12月16日，河钢全球首例120万吨氢冶金示范工程一期全线贯通

On December 16th, the World's First 1.2 Million ton of Hydrogen Metallurgy Demonstration Project of HBIS (Phase I) Successfully Completed



大河生态环境科技集团有限公司揭牌仪式

Unveiling Ceremony of Dahe Eco-environmental Environment Technology Group Co., Ltd.



河钢世界 500 强排名第 189 位创历史新高

HBIS Ranks 189th among the Fortune Global 500, Reaching a New High



河钢浦项汽车板合资项目荣获标准普尔全球金属行业“年度最佳交易奖”

HBIS & POSCO JV Wins GMA Deal of the Year in S&P Global Metallurgical Industry



河钢光大“国家队角色”品牌形象进一步彰显示范性和引领性

HBIS Enhances Brand Image of the “National Team Role” Further Demonstrates its Exemplary and Leading Role



河钢集团深度推进供给侧结构性改革下营销模式转变

HBIS Group Deeply Promotes the Transformation of Marketing Model under Supply-side Structural Reform



河钢加速推进“钢铁向材料、制造向服务”转变

HBIS Accelerates the Transformation of “Steel to Materials, Manufacturing to Services”

责任聚焦一

Responsibility Focus 1

贯彻二十大，奋力建功新时代

2022 年是党的二十大胜利召开之年。河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，广泛兴起学习宣传贯彻党的二十大精神热潮，切实把学习成效转化为指导实践、推动工作的强大力量，在推进中国式现代化河北场景中明确“河钢定位”、担当“河钢角色”、贡献“河钢力量”。

In 2022, China successfully held the 20th National Congress of the Communist Party of China. HBIS Group adheres to the guidance of Xi Jinping's socialist ideology with Chinese characteristics for a new era, extensively promotes and implements the spirit of the 20th National Congress of the Communist Party of China, effectively transforming learning achievements into a powerful force that guides practice and promotes work, and clearly defines its position, role, and contribution in advancing China's style of modernization in Hebei.

Implementing the spirit of the 20th National Congress of the Communist Party of China and Striving to Build a New Era of Meritorious Service

喜迎二十大，氛围浓厚

Welcoming the 20th National Congress of the Communist Party of China with a strong atmosphere

河钢集团依托报纸、微信、抖音、电视、网站、电子屏、宣传栏等载体，多渠道全面展示河钢奋进新征程、建功新时代的新形象、新担当，立体化、全景式宣传贯彻党的二十大精神；开展“喜迎二十大”系列主题活动，面向生产一线、贴近普通员工，通过技能比武、实地观摩、朗诵咏读、书画摄影展等党员群众喜闻乐见的方式全方位展开，营造出宣传贯彻二十大精神的浓厚氛围。

HBIS Group has utilized various platforms such as newspapers, WeChat, TikTok, TV, websites, electronic screens, and bulletin boards to comprehensively exhibit its new image and responsibilities as it moves forward on a new journey and makes contributions in the new era. The Company has also promoted and implemented the spirit of the 20th National Congress of the Communist Party of China in a multidimensional and panoramic manner. HBIS Group has carried out a series of themed activities on "Welcoming the 20th National Congress", which focus on frontline production and involve ordinary employees. Through skill competitions, field observation, recitation, calligraphy, painting and photography exhibitions, and other popular methods among Party members and the masses, the Company has created a strong atmosphere for promoting and implementing the spirit of the 20th National Congress of the Communist Party of China.



“喜迎二十大，建功新时代”图片展

Photo Exhibition of "Welcoming the 20th National Congress of the Communist Party of China and Making Contributions to the New Era"



“喜迎二十大”员工书画摄影展

Employee Calligraphy, Painting, and Photography Exhibition in "Welcoming the 20th National Congress of the Communist Party of China"



“青工献礼二十大 立足转型建新功”剪纸活动

Paper-cutting Activity of "Young Workers Contributing to the 20th National Congress of the Communist Party of China and Make New Achievements Based on Transformation"

践行二十大，落地生根

Practicing the spirit of the 20th National Congress of the Communist Party of China and taking root on the ground

河钢集团把学习党的二十大精神作为创新理论武装的重中之重，严格落实“第一议题”制度，发挥党委理论学习中心组示范课堂作用；精心组织干部教育培训，通过“三会一课”“主题党日”等形式，推动党的二十大精神进厂矿、进车间、进班组；持续打造“百千万”宣讲品牌，百名党员干部、先进典型带头宣讲，组织上千次党的二十大精神宣讲，把党的二十大精神传达给每一名员工。

HBIS Group regards studying the spirit of the 20th National Congress of the Communist Party of China as the top priority of armed forces of innovative theory, strictly implements the “first topic” system, and plays the role of demonstration classroom of the theoretical study center group of the Party Committee; carefully organizes cadre education and training, and promotes the spirit of the 20th National Congress of the Communist Party of China to enter factories, mines, workshops and teams through the forms of “three sessions and one lesson” and “theme party days”; continues to build a “Millions” propaganda brand, with 100 party members and cadres and advanced models taking the lead in preaching, organizing thousands of times to preach the spirit of the Party’s 20th National Congress, and conveying the spirit of the 20th National Congress of the Communist Party of China to every employee.



河钢集团收听收看二十大开幕
Employees of HBIS Group are Watching the Opening Ceremony of the 20th National Congress of the Communist Party of China



开展“解放思想大讨论”青年创新创业活动，以青春之名，献礼党的二十大
“Mind Emancipation Discussion” Youth Innovation and Benefit Creation Activity to present gifts to the 20th National Congress of the Communist Party of China in the name of the youth



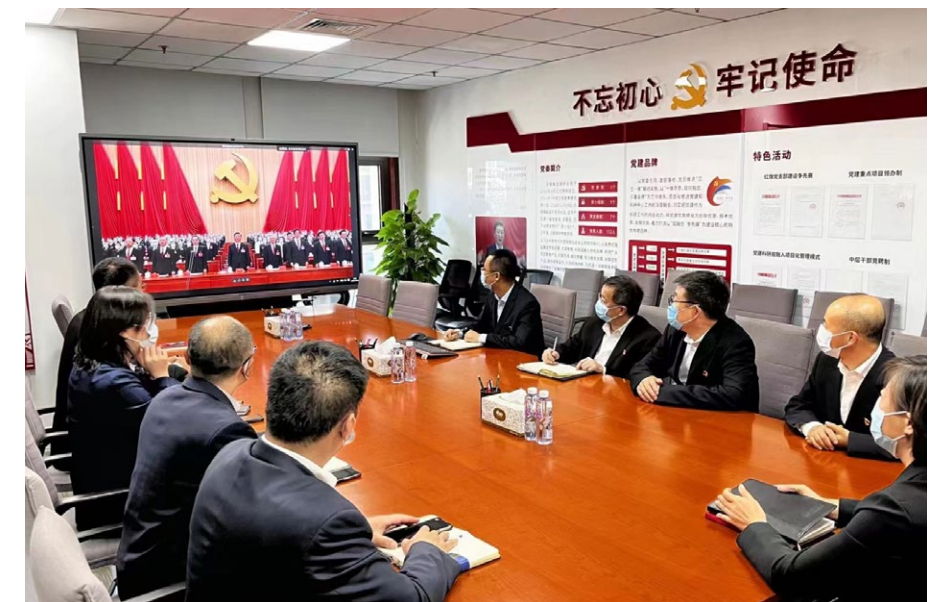
创新工作室成员积极进行创新课题研讨，践行二十大精神
Members of the Innovation Studio actively engage in discussions on innovation topics and embody the spirit of the 20th National Congress of the Communist Party of China



河钢集团党委书记、董事长于勇宣讲党的二十大精神
Yu Yong, Secretary of the CPC Committee and President, Explains and Publicizes the Spirit of the 20th National Congress of the Communist Party of China

10月22日，中国共产党第二十次全国代表大会胜利闭幕。党的二十大代表，河钢集团唐笑宇深入贯彻落实党的二十大精神，坚守炼钢一线，以科技创新提升核心竞争力，让冶炼新工艺成为破解钢铁关键共性技术、高端材料等方面难题的重要抓手，炼出更多精品钢、高端钢，推动钢铁行业实现高水平科技自立自强，为建设制造强国铸就钢铁脊梁。

On October 22, the 20th National Congress of the Communist Party of China concluded successfully. Tang Xiaoyu, the representative of the 20th National Congress of the Communist Party of China and HBIS Group, thoroughly implemented the spirit of the 20th National Congress of the Communist Party of China, adhered to the front line of steelmaking, promoted the core competitiveness with scientific and technological innovation, made the new smelting process an important starting point for solving the key common technologies and high-end materials of steel, refined more high-quality steel and high-end steel, promoted the steel industry to achieve high-level scientific and technological self-reliance, and cast a steel backbone for building a manufacturing power.



河钢集团学习二十大精神
HBIS Group studies the spirit of the 20th National Congress of the Communist Party of China

责任聚焦二

Responsibility Focus 2

创新变革，不断塑造发展新动能

惟改革者进，惟创新者强。河钢集团深入贯彻创新驱动发展与高质量发展战略，深入践行推进高水平科技自立自强的企业使命，瞄准产线技术瓶颈、行业前沿、高端产品等方向，加强科技管理，推进技术升级，积极培育“硬核”竞争力，推动河钢创新发展不断迈上新台阶。

Reform makes progress, and innovation provides strength. HBIS Group thoroughly implements the strategy of innovation-driven development and high-quality development, deeply practices the corporate mission of promoting high-level science and technology self-reliance, aims at the technical bottleneck of the production line, industry frontier and high-end products, strengthens scientific and technological management, promotes technological upgrading, actively cultivates "hardcore" competitiveness, and pushes HBIS's innovation and development to a new height.

“对企业而言，科技研发既直接决定当前生产经营的质量和水平，更孕育着未来发展的空间。”
“For enterprises, scientific and technological research and development not only directly determines the quality and level of current production and operation, but also creates opportunities for future development.”

——河钢集团党委书记、董事长 于勇
- Yu Yong, Secretary of CPC Committee and Chairman of HBIS Group

以体制机制创新加快形成科技创新新优势

Accelerating the Formation of New Advantages in Scientific and Technological Innovation with Institutional Innovation

河钢集团建立健全科技创新管理制度体系；借助各方力量，不断建设高水平研发平台，多措并举规范企业技术创新工作，打造原创技术策源地和应用创新高地。

HBIS Group establishes and improves the management system of scientific and technological innovation. With the help of all parties, HBIS continues to build a high-level R&D platform, takes multiple measures to standardize the technological innovation of enterprises, and creates the original technology source and application innovation highland.

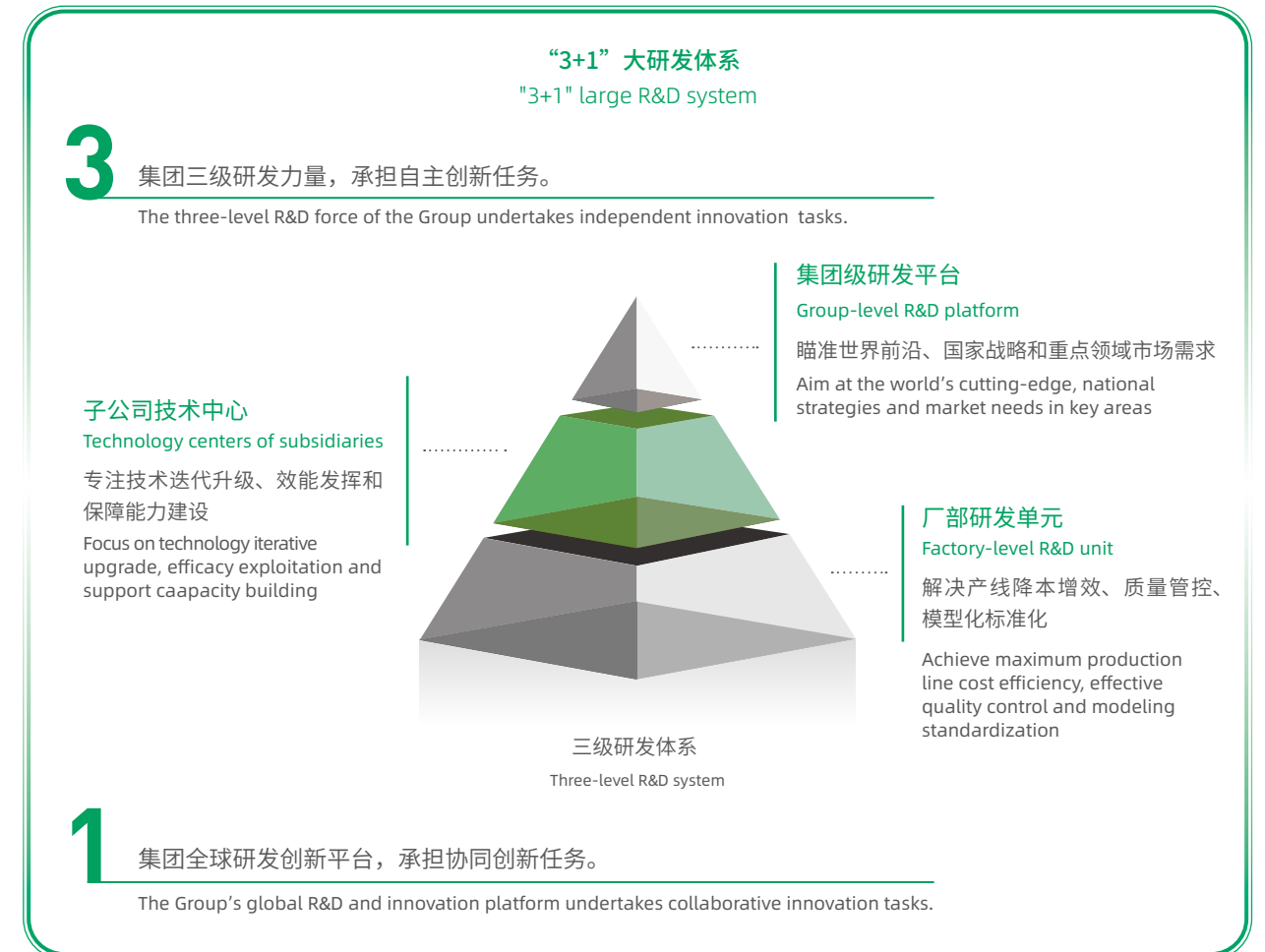
Making Innovations and Changes and Constantly Creating New Driving Force for Development

构建大研发体系

Building a large R&D system

河钢集团坚决落实河北省省委、省政府、省国资委关于国有企业研发投入“三年上、五年强”专项行动要求，研究制定了实施方案与配套措施，明确了研发投入的路径，确保研发投入稳步增长；深入实施技术升级发展战略，按照“以我为主、自主可控、开放集成”的原则，打造集团“3+1”大研发体系。2022年，集团研发投入达到78.95亿元，占主营收入比3.88%。

HBIS Group has resolutely implemented the special action requirements of the Hebei Provincial Party Committee, People's Government and the SASAC of Hebei Province on "stepping up in three years and strengthening strength in five years" of R&D investment by state-owned enterprises, studied and formulated implementation plans and supporting measures, clarified the path of R&D investment, and ensured the steady growth of R&D investment; deeply implemented the technology upgrading and development strategy, and built a "3+1" large R&D system of the Group in accordance with the principle of "self-centered, independent and controllable, open integration". In 2022, the Group's R&D investment reached RMB 7.895 billion, accounting for 3.88% of its operating revenue.



搭建研发平台

Building R&D platforms



新建省级创新平台

4 个

Built 4 provincial
 innovation platforms

河钢集团面向国家、省重大关键共性技术研发与先进技术集成的需求，积极构建工程技术研究中心、重点实验室、创新中心等科技创新平台。2022年，集团新建“河北省氢冶金低碳技术重点实验室”等4个省级创新平台；河钢数字、石钢公司入选国家第三批专精特新重点“小巨人”企业和全国首批“数字领航”企业，石钢公司入选工信部第七批绿色制造工厂名单，高纯钒材料入选工信部第七批制造业单项冠军产品，青岛河钢新材料科技股份有限公司入选工信部第七批制造业单项冠军企业，唐钢公司被评为国家智能制造试点示范工厂，能耗数据检测等3个场景被评为国家智能制造优秀场景；新认定高新技术企业6家，集团有效高新技术企业总数达到42家。

HBIS Group actively builds scientific and technological innovation platforms such as engineering technology research centers, key laboratories and innovation centers to meet the needs of national and provincial key common technology research and development and advanced technology integration. In 2022, the Group built 4 provincial innovation platforms including "Hebei Key Laboratory of Hydrogen Metallurgy Low Carbon Technology". HBIS Digital Tech and Shisteel Company have been included in the third list of specialized, sophisticated, distinctive and innovative key "Little Giant" enterprises and the first list of "Digital Pilot" enterprises in China. Shisteel Company was selected as the seventh batch of green manufacturing factories by the Ministry of Industry and Information Technology of the People's Republic of China; high-purity vanadium materials were selected as the seventh batch of single champion products in the manufacturing industry by the Ministry of Industry and Information Technology of the People's Republic of China; Qingdao HBIS Composite New Material Technology Co., Ltd. was selected as the seventh batch of single champion enterprises in the manufacturing industry by the Ministry of Industry and Information Technology of the People's Republic of China; Tangsteel Company was rated as the national intelligent manufacturing pilot demonstration factory. Three scenarios including energy consumption data detection were rated as nationally excellent intelligent manufacturing scenarios. There are 6 newly identified high-tech enterprises, and the total number of effective high-tech enterprises in the Group has reached 42.

汇聚智源，协同创新

Gathering Wisdom Source and Collaborative Innovation

案例 Case

河钢集团以“产学研”“顶层设计”为理论基础，搭建“全球技术研发平台”，与全球院校、科研机构、下游企业开展协同创新。2022年，在“河钢—哈工大”新兴产业研究院基础上，建设太行人工智能研究中心（深圳），截至目前，集团全球技术研发平台总数达到33家。

Based on the theoretical basis of "Industry-University-Research" and "top-level design", HBIS Group has built a "global technology research and development platform" to carry out collaborative innovation with global universities, scientific research institutions and downstream enterprises. In 2022, the Taihang Artificial Intelligence Research Center (Shenzhen) was built on the basis of "The HBIS-Harbin Institute of Technology" Emerging Industry Research Institute. Up to now, the total number of global technology research and development platforms of the Group has reached 33.



太行人工智能研究中心
 Taihang Artificial Intelligence Research Center

加大攻关推动落地

Strengthening research efforts and promoting the implementation

河钢集团着力于前沿、共性、关键、重大技术研究，持续攻关关键技术，推动科技成果转化；科技软实力持续攀升，为高质量发展带来强劲动能。

HBIS Group prioritizes research in cutting-edge, fundamental, critical, and major technologies, continuously striving to tackle key technologies and promote the conversion of scientific and technological achievements. The continuous enhancement of its technological strength brings robust impetus to high-quality development.

实施创新性、引领性技术研发

Implementing innovative
 and leading technology
 research and development

河钢集团多渠道积极参与省和国家重点研发项目指南的编写工作，成功申报“钒铬富氧高效碱浸与危废源头减量技术及装备”等3项“十四五”国家重点专项和23个省级专项；围绕产线瓶颈、工艺降本、效率提高等技术问题，组织实施100余项新工艺新技术研发、推广和应用。

HBIS Group has actively participated in the compilation of provincial and national key R&D project guidelines through multiple channels, successfully applied for 3 national key projects during the "14th Five-Year Plan" period and 23 provincial special projects such as "Vanadium Chromium Enriched Oxygen Efficient Alkali Leaching and Hazardous Waste Source Reduction Technology and Equipment", and organized the research and development, promotion and application of more than 100 new processes and technologies around technical problems such as production line bottlenecks, process cost reduction and efficiency improvement.



河钢全球首创的“焦炉煤气零重整竖炉直接还原”工艺技术

The world's first "direct reduction of coke oven gas by zero reforming shaft furnace" process technology in HBIS

科技软实力持续攀升

Continuing to enhance
 scientific and technological
 strength

2022年，河钢集团获得省部级科技奖22项，其中一等奖8项；全年受理专利1,113项。

In 2022, HBIS Group won 22 provincial and ministerial science and technology awards, including 8 first prizes, and 1,113 patents throughout the year.

获得省部级科技奖

22 项

Won 22 provincial and ministerial science and technology awards

其中一等奖

8 项

Including 8 first prizes

全年受理专利

1,113 项

1,113 patents throughout the year

责任聚焦三

Responsibility Focus 3

加强资源整合，优化产业布局

新征程是充满光荣和梦想的远征。当前，新一轮科技革命与产业变革深入发展，河钢集团锚定高端化、智能化、绿色化，对生产经营模式进行新的变革——纵向推进产业链条由钢铁向材料延伸，横向推进同类业务归集和结构性重组，全要素全链条优化产业生态，由增量效率型向存量效益型转变，推动实现高质量发展新的飞跃。

China is embarking on a long journey, one filled with glories and dreams. At present, a new round of scientific and technological revolution and industrial transformation is developing in depth. HBIS Group is committed to high-end, intelligent and green development, and makes new changes in production and operation mode-vertically promoting the extension of the industrial chain from steel to materials, horizontally promoting the collection and structural reorganization of similar businesses, optimizing industrial ecology with all factors and whole chain, and transforming from incremental efficiency to stock benefit, thus promoting a new leap in high-quality development.

纵向推进产业链条由钢铁向材料延伸

Vertically promoting the industrial chain to extend from steel to materials

纵向推进产业链条由钢铁向材料延伸，是河钢管理变革和科技创新的“主攻方向”之一。河钢集团坚持科技是第一生产力，持续开辟发展新领域新赛道，不断塑造发展新动能新优势；深度推进营销模式转变，在“四个更加关注”¹上下功夫，不断更新河钢材料目录和市场目录，在新一轮发展和全新市场布局中构建形成新的比较优势和竞争优势。通过深度对接市场，着力提高钢铁材料有效供给、高质量供给，加快向产业链、技术链、价值链高端迈进。

Promoting the industrial chain from steel to materials vertically is one of the “main directions” of management reform and scientific and technological innovation in HBIS. HBIS Group insists that science and technology are the primary productive forces, continues to open up new tracks in new fields, and constantly shapes new kinetic energy and new advantages; deepens the transformation of marketing mode, works hard on “Four more concerns”, constantly updates the material catalog and market catalog of HBIS, and builds new comparative advantages and competitive advantages in the new round of development and brand-new market layout. Through deep docking with the market, efforts will be made to improve the effective supply and high-quality supply of steel materials and accelerate the progress towards the high end of the industrial chain, technology chain and value chain.

¹ “四个更加关注”是指更加关注本地市场、更加关注细分市场、更加关注新产业和新业态市场，更加关注个性化和小众化市场

¹ “Four more concerns” refers to concerns about the local market, market segments, new industries and new format markets, and personalized and niche markets

Strengthening resource integration and optimizing industrial layout



为客户定制生产的 34 吨德标模具材料顺利下线
34 tons of German standard mold materials customized for customers were successfully rolled off the production line

横向推进同类业务归集和结构性重组

Horizontally promoting the collection and structural restructuring of similar businesses

加快建设现代化产业体系，产业焕新是关键路径。河钢集团“优化存量、发展增量”，通过体制机制变革，加大力度推进同类业务归集和结构性重组，实现资源的再配置和工序的再协同，培育新的效益增长点，壮大新的战略支撑，构筑全新产业矩阵，把服务钢铁流程的工序变成市场单元和创效单元。

To speed up the construction of a modern industrial system, industrial rejuvenation is the key path. HBIS Group adheres to the concept of “optimizing the stock and developing the stock”. Through the reform of system and mechanism, HBIS Group intensifies efforts to promote the collection and structural reorganization of similar businesses, realizes the reallocation of resources and the re-coordination of processes, cultivates new benefit growth points, expands new strategic support, builds a brand-new industrial matrix, and turns the processes serving the steel process into market units and efficiency-creating units.



环保领域：以大河环科为平台，加快推进涉及水、气、固等环保资产和业务整合，实现相关环保业务的统一运营、统一管理，努力建设成为全省领先、全国一流的科技型、服务型环保领军企业，打造生态环境领域创新创效链。

Environmental protection: With Dahe Eco-environmental Tech as the platform, the Company accelerates the integration of environmental protection assets and businesses involving water, gas and solids, realizes the unified operation and management of related environmental protection businesses, and strives to build a province-leading, national first-class technology-based, service-oriented environmental protection leading enterprise, aiming to build an innovation and efficiency chain in the eco-environment field.



装备制造领域：以大河装备为平台，实施装备制造业务板块整合，打造“行业领先、国内先进”的装备制造企业集团。

Equipment manufacturing: With Dahe equipment as the platform, the Company implements the integration of equipment manufacturing business segments, aiming to build an "industry-leading and domestically advanced" equipment manufacturing enterprise.



化工领域：以大河化工为平台，系统归集内部煤化工产业，延伸焦化副产品深加工产业链，发展新材料、新能源，提升化工产品附加值，建设国内领先、国际一流的化工企业集团。

Chemical industry: With Dahe Chemical as the platform, the Company systematically gathers the internal coal chemical industry, extends the processing of byproducts from coking, develops new materials and new energy sources, enhances the added value of its chemical products, aiming to build a domestic leading and international advanced chemical enterprise.



汽车板领域：以河钢汽车板为平台，面向汽车行业终端客户，发挥客户资源整合以及营销、技术服务专业化优势，努力打造最具竞争力的冷轧汽车板材料服务商。

Automobile sheet: With HBIS Automobile Sheet as the platform, the Company strives to become the most competitive cold-rolled automobile sheet material service provider by targeting end customers in the automobile industry and taking advantage of customer resource integration as well as marketing and technical service specialization.



物流领域：以河钢物流为基础架构，以铁铁智运平台为信息化支撑，组建集团综合物流服务主体，构建平台化运行与业务组织统一的“天网+地网”综合物流管控运行体系。

Logistics: With HBIS Logistics as the foundation and TTie Intelligent Logistics as the information support, the Company establishes an integrated logistics service entity and builds a "Skynet + Ground network" integrated logistics control and operation system with platform operation and unified business organization.



河钢将持续推动专业化整合，加快形成新的创效主体，培育新的效益增长点，壮大新的战略支撑，构筑全新产业矩阵，“优化存量、发展增量”蓝图初现、未来可期。

HBIS Group will continue to promote professional integration to accelerate the formation of new efficiency-creating subjects, cultivate new benefit growth points, strengthen new strategic support, and build a brand-new industrial matrix. The blueprint of "optimizing stock and developing stock" has begun to appear and can be expected in the future.



河钢集团产业布局
 Industrial layout of HBIS Group



更高端， 品质求精行稳致远

HIGHER-END - PURSUING HIGH QUALITY AND CONTINUOUS IMPROVEMENT

品质精益，成就客户价值。河钢集团深入挖掘客户需求，潜心钻研，不断服务国家战略、实现产品提档升级；坚持以客户为中心，为客户提供周到服务，以优质的产品、全方位的服务赢得客户青睐，让精益品质筑强企业高质量发展“内核”。

Enhance quality and deliver value to customers through lean techniques. HBIS Group deeply explores customer needs, concentrates on research, continuously serves national strategies and realizes product upgrading; adheres to the principle of being customer-oriented, provides thoughtful services for customers, wins customers' favor with high-quality products and all-around services, and builds the "core" of high-quality development of the enterprise with lean quality.

打造匠心品质 / 32
Creating ingenuity and quality

提供卓越服务 / 34
Providing excellent services for the customers



打造匠心品质

Creating ingenuity and quality



河钢围绕市场和客户持续发力，深入推进“两个结构”优化，培育出大量行业第一、唯一和替代进口产品，以“钢铁报国”的使命担当，在国家制造业高质量发展新征程上刻下“河钢印记”。

HBIS has continued to exert its strength around the market and customers, further promoted the optimization of "two structures", cultivated a large number of first, unique and alternative imported products in the industry, and took the mission of "serving the country with steel" to carve the "HBIS Seal" on the new journey of high-quality development of national manufacturing industry.

服务国家战略

Serving the national strategies

积极服务国家战略是国有企业的重要使命。河钢集团始终将国家利益和发展放在首位，全力服务京津冀协同发展、雄安新区建设等国家战略，不断追求卓越，提高产品质量，为国家工业发展和基础设施建设提供有力支持和保障。2022年，集团一大批高端和特色产品应用于华龙一号核电站、雄安新区等重大项目建设，河钢品牌持续闪耀冬奥赛场和大飞机项目、白鹤滩水电站等“国家工程”。

Actively serving the national strategies is an important mission of state-owned enterprises. HBIS Group always puts national interests and development first, fully serves national strategies such as coordinated development of Beijing-Tianjin-Hebei Region and Xiongan New Area construction, constantly pursues Excellence, improves product quality, and provides strong support and guarantee for national industrial development and infrastructure construction. In 2022, a large number of high-end and featured products of the Group were applied to the construction of major projects such as the Hualong No.1 Nuclear Power Plant and Xiongan New Area, and the HBIS brand continued to shine in "national projects" such as Winter Olympics Stadium, large aircraft project and Baihetan Hydropower Station.

河钢压雪机在国家“十三五”科技创新成就展上圈粉

HBIS Snow Groomer wins popularity at the National "13thFive Year Plan" Scientific and Technological Innovation Achievement Exhibition

案例
Case

10月，SG400压雪机作为冰雪装备领域中的核心装备，与蛟龙号、空间站核心舱、磁悬浮列车等“国之重器”一起，在国家“十三五”科技创新成就展上展出。SG400压雪机由河钢自主研发，填补了国内同类产品空白，达到国际先进水平，推动了冰雪装备国产化。

In October, the SG400 snow groomer, as the core equipment in the field of ice and snow equipment, was exhibited at the National "13thFive Year Plan" Scientific and Technological Innovation Achievement Exhibition together with the "advanced equipment for the Country" such as Jiaolong, the core module of the space station and maglev train. The SG400 snow groomer is independently developed by HBIS, which fills the gap in similar products in China and has reached internationally advanced levels, thereby promoting the localization of ice and snow equipment.



SG400压雪机在雪场进行坡度作业
SG400 snow groomer carries out slope operations in the snow field

推出优质产品

Launching quality products

河钢以科技创新为引领，致力于为各行各业提供最佳材料解决方案，瞄准下游用钢行业高端需求，以资本合作、共建研发平台、EVI先期介入等多种形式，实现与高端客户的无缝衔接，产品档次持续迈向高端。

Guided by scientific and technological innovation, HBIS is committed to providing the best material solutions for all walks of life, aiming at the high-end demand of the downstream steel industry, and realizing seamless connection with high-end customers in various forms such as capital cooperation, co-construction of R&D platform and EVI intervention in advance, and the product grade continues to move towards high-end.

2022年，Φ63.5mm超大规格550MPa级高强度钢筋、吉帕级气冷马氏体钢等19个新产品填补国内空白，纯锌热成形1,500MPa钢、100级D级圆环链用钢等13项产品替代进口，获得两项国家级制造业单项冠军。其中，河钢新材凭借家电用涂覆板入选单项冠军示范企业，承德钒钛高纯钒材料入选单项冠军产品。

In 2022, 19 new products, such as Φ63.5mm super-large 550MPa high-strength steel bars and Jipa air-cooled martensitic steel, filled the domestic gap, and 13 products, such as pure zinc hot-formed 1,500MPa steel and 100-grade D-grade circular chain steel, replaced imports and won two national manufacturing individual championships. Among them, HBIS New Materials was selected as a single champion demonstration enterprise by virtue of the coating board for household appliances, and Chengde Vanadium Titanium High Purity Vanadium Material was selected as a single champion product.



为全球最大汽车技术供应商——博世集团生产的高强镀锌板 HCT980XG+Z、锌铝镁产品成功替代进口材料

High-strength galvanized sheet HCT980XG+Z and zinc, aluminum and magnesium products produced for Bosch Group, the world's largest automotive technology supplier, have successfully replaced imported materials



星石蓝彩板引领家电产品外观新潮流

Star Blue Color Sheet Leads the New Trend in the Appearance of House Appliance Products

提供卓越服务

Providing excellent services for the customers



向顾客提供优质服务是企业与顾客沟通的根本所在。河钢集团在积极为客户创造价值的同时，不断优化客户体验，深化客户端研发中心建设，主动完善客户服务体系，以卓越服务提升“河钢”品牌价值。

Providing high-quality service to customers is the root of communication between enterprises and customers. While actively creating value for customers, HBIS Group constantly optimizes customer experience, deepens the construction of a customer R&D center, actively improves customer service systems, and enhances the brand value of HBIS with excellent service.

客户研发中心

Customer R&D Center

河钢集团围绕客户需求，积极推动上电、海尔、中集等 9 个高端客户研发中心运行，联合研发的耐磨钢通过河北省成果认证，实现国内最大料径 $\phi 100\text{mm}$ 卷簧机的安装和调试，开展焊接、仿真等 6 个用户实验室建设，极大支撑用户应用技术研究；板材成形领域利用专业软件，形成基于材料数据卡片的零件成形仿真分析方法；建立汽车轻量化设计和仿真分析流程，为更多高端汽车用户提供解决方案。

Focusing on customer needs, HBIS Group has actively promoted the operation of 9 high-end customer R&D centers such as Shanghai Electric, Haier and CIMC. The wear-resistant steel jointly developed passed the achievement certification of Hebei Province, realized the installation and commissioning of the spring coiling machine with the largest material diameter of $\phi 100\text{ mm}$ in China, and carried out the construction of 6 user laboratories such as welding and simulation, which greatly supported the research of user application technology. In the field of sheet metal forming, professional software is used to form the simulation analysis method of the part forming based on the material data cards. HBIS Group has established an automobile lightweight design and simulation analysis process to provide solutions for more high-end automobile users.

保障客户权益

Protecting customers' rights and interests

河钢集团充分保障客户基本权益，强化客户粘度。2022 年客户满意度 99.2%，投诉及时办结率 100%。

HBIS Group fully protects the basic rights and interests of customers and strengthens its connections with customers. In 2022, customer satisfaction was 99.2%, and the timely settlement rate of complaints was 100%.



客户满意度
99.2 %
Customer satisfaction was 99.2%

投诉及时办结率

100 %
The timely settlement rate of complaints was 100%



销售前期 Pre-sales

建设客户端研发中心，准确及时了解客户需求。

HBIS Group builds a customer R&D center to accurately and timely understand customer needs.



产品销售环节 Product sales

主动为客户普及产品知识，协助客户解决疑难问题，避免虚假或引起误会的宣传；针对客户供应紧缺、物流受限等困难，协助客户解除停产风险，提供 24 小时驻场服务。

HBIS Group actively popularizes product knowledge for customers, assists customers to solve difficult problems, and avoids false or misunderstanding propaganda. In view of the difficulties such as shortage of supply and limited logistics, HBIS Group will assist customers to lift the risk of production suspension and provide 24-hour on-site services.



售后环节 After-sales

主动完善售后服务体系，积极回应客户投诉，提升客户满意度。

HBIS Group actively improves the after-sales service system, actively responds to customer complaints, and improves customer satisfaction.

河钢实现供宝马低合金高强钢强度级别全覆盖

HBIS realizes full coverage of strength level of low alloy high-strength steel for BMW

案例
Case

12 月，河钢集团唐钢公司首次为宝马定制研发的主要用于制作汽车的结构件、加强件的 CR460LA 低合金高强钢顺利送达客户，该产品具有高强度和良好的延展性、成形性，产品性能、表面质量完全满足客户需求。该产品的成功开发，标志着唐钢供宝马低合金高强钢实现 210-460MPa 强度级别产品系列全覆盖。

In December, the CR460LA low-alloy high-strength steel, which was customized and developed by Tangsteel Company of HBIS Group for BMW for the first time and mainly used for making structural parts and reinforcing parts of automobiles, was successfully delivered to customers. The product boasts high strength, excellent ductility, and formability, and its performance and surface quality fully meet customer requirements. The successful development of this product marked the full coverage of BMW low-alloy high-strength steel supplied by Tangsteel Company with a strength grade of 210-460MPa.



河钢集团唐钢公司为宝马定制研发的 CR460LA 低合金高强钢

CR460LA Low-alloy High-strength Steel Customized by Tangsteel Company of HBIS Group for BMW

更绿色， 携手共护绿水青山

GREENER - WORKING TOGETHER TO PROTECT THE LUCID WATERS AND LUSH MOUNTAINS

尊重自然、顺应自然、保护自然，是全面建设社会主义现代化国家的内在要求。河钢集团作为全球最大的钢铁材料制造和综合服务商之一，深入践行习近平生态文明思想，始终秉持“人、钢铁、环境和谐共生”理念，锚定“碳达峰、碳中和”目标，构建绿色制造、绿色产业、绿色产品、绿色采购、绿色物流和绿色矿山“六位一体”的绿色发展总体布局，持续引领钢铁行业绿色发展、可持续发展、高质量发展。

Respecting, adapting to, and protecting nature is essential for building China into a modern socialist country in all respects. As one of the largest steel material manufacturers and comprehensive service providers in the world, HBIS Group has thoroughly implemented Xi Jinping's thoughts on ecological civilization, always adhered to the concept of "harmonious coexistence of people, steel, and the environment", anchored the goal of "carbon peak and carbon neutrality", built a green development overall layout of "six in one" of green manufacturing, green industry, green products, green procurement, green logistics and green mines, and continuously led the green, sustainable and high-quality development of the steel industry.

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Thoroughly develop green operation



响应双碳目标

Responding to the "Dual Carbon" goal



碳减排是钢铁工业应对气候变化最重要的举措，也是可持续发展面临的巨大挑战。河钢集团积极探索实现“碳达峰、碳中和”的有效路径，促进氢能产业发展、技术赋能绿色低碳、绿色钢铁供应链建设，坚持做行业绿色低碳转型的推动者、引领者和示范者。

Carbon emission reduction is the most important measure for the steel industry to cope with climate change, and it is also the biggest challenge for sustainable development. HBIS Group actively explores the effective path to achieve "carbon peak and carbon neutrality", promotes the development of the hydrogen energy industry, empowers green and low-carbon steel supply chain with technology, and insists on being the promoter, leader and demonstrator of low-carbon life transformation of the industry.



河钢集团荣获世界钢铁工业可持续发展领域的最高荣誉“可持续发展优胜者企业”称号
HBIS Group won the title of "Sustainability CHAMPION", the highest honor in the field of sustainable development of the world's steel industry

布局“氢能”新赛道

Laying out a new track for "hydrogen energy"

作为钢铁行业率先实践“绿色转型”的样板，河钢一直是氢能产业的倡导者和领跑者，加快推进氢能开发，以“一中心、一平台、十基地、三十站、万台车、绿色低碳发展”为目标，全面发力制氢、储运、加氢及氢能应用等领域。

As a model for the steel industry to take the lead in practicing "green transformation", HBIS has always been an advocate and leader of the hydrogen energy industry, accelerating the development of hydrogen energy. With the goal of "one center, one platform, ten bases, thirty stations, 10,000 vehicles, green and low-carbon development," it has comprehensively focused on fields such as hydrogen production, storage and transportation, hydrogen refueling and hydrogen energy application.



12月16日，河钢全球首例120万吨氢冶金示范工程一期全线贯通，后续实现安全顺利连续生产绿色DRI产品，成为世界钢铁史上由传统“碳冶金”向新型“氢冶金”转变的一个重要里程碑，标志着冶金工艺绿色变革进入成熟期。

On December 16th, the world's first 1.2 million t/a hydrogen metallurgy demonstration project of HBIS (Phase I) was completed to start the safe and smooth continuous production of green DRI products. This marks an important milestone in the shift from traditional "carbon metallurgy" to new "hydrogen metallurgy" in world's steel history and implies the maturity of green shift in metallurgical techniques.

首届世界氢冶金技术交流大会召开

HBIS Holds the First World Hydrogen Metallurgy Technology Exchange Conference

案例
Case

9月，由河钢主办的首届世界氢冶金技术交流大会在崇礼召开，来自国家有关部委、行业协会、科研院所、高校及钢铁企业200余名代表参加了此次会议，推动钢铁行业绿色低碳发展，引导和规范钢铁行业氢冶金领域标准化工作。

In September, the inaugural session of the first World Hydrogen Metallurgy Technology Exchange Conference sponsored by HBIS was convened in Chongli. More than 200 representatives from relevant state ministries and commissions, industry associations, research institutes, universities and iron and steel enterprises participated in the conference. The conference facilitated the green and low-carbon development of the iron and steel industry while also guiding and standardizing the efforts toward standardization in the field of hydrogen metallurgy.



首届世界氢冶金技术交流大会
The First World Hydrogen Metallurgy Technology Exchange Conference

绿色运输，启动氢能重卡新路线

Green Transportation, Starting a New Route of Hydrogen Heavy Truck

案例
Case

2022 年，河钢工业技术与河钢供应链铁智运平台、河钢矿业研山铁矿共同携手打造了新的氢能重卡运输线路，完美解决了电动重卡续航里程焦虑和运输效率不高的问题。该氢能专线运营以来，在环保应急响应期间，尤其是北京冬奥会期间，为保障铁矿石运输发挥了重要作用。

In 2022, HBIS Industrial Tech, HBIS SCM Ttie Intelligent Logistics Platform and HBIS Mining Yanshan Iron Mine jointly built a new hydrogen energy heavy truck transportation line, which perfectly solved the problems of anxious cruising range and low transportation efficiency of electric heavy-duty trucks. It has played an important role in ensuring iron ore transportation during the environmental emergency response period, especially during the Beijing Winter Olympics since the operation of the hydrogen energy special line.



氢能重卡新线路加氢站

New Line Hydrogen Refueling Station of Hydrogen Energy Heavy-duty Truck



数字赋能精准降碳

Empowering with digital technology to accurately reduce carbon emissions

河钢集团以数字技术赋能低碳绿色发展，率先发布并不断完善 WisCarbon 碳中和数字化平台，致力于为钢铁及上下游行业、企业精准降碳提供产品碳足迹核查、产品碳标签评价、全流程数字化解决方案服务。

HBIS Group empowers the development of low-carbon life with digital technology, takes the lead in releasing and constantly improving the WisCarbon carbon neutrality digital platform, and is committed to providing product carbon footprint verification, product carbon label evaluation and full-process digital solution services for accurate carbon reduction of steel, upstream and downstream industries and enterprises.



全生命周期碳减排

Whole lifecycle carbon emission reduction

河钢集团积极探索开展钢铁产品全生命周期评价，从原材料开采、钢铁生产的全生命周期过程进行全面、数字化环境评价，开发了基于钢铁产品的 CTrace 平台；和宝马以“全透明”的方式，对碳排放数据进行周期评价，包括河钢股份从铁矿石开采到钢铁产品、华晨宝马从汽车用钢到汽车报废，所有阶段的碳排放数据逐一记录，合作打造“绿钢”供应链。

HBIS Group has actively explored the whole lifecycle assessment of steel products, conducted a comprehensive and digital environmental assessment from the lifecycle process of raw material mining and steel production, and developed a CTrace platform based on steel products. HBIS Group and BMW conducted periodic evaluations of carbon emission data in a “fully transparent” manner, which included the carbon emission data of HBIS Limited at every stage from iron ore mining to steel products, and the carbon emission data of BMW Brilliance from automobile steel to automobile scrapping, so as to cooperate with each other to build a “green steel” supply chain.

LCA 碳足迹体系

LCA carbon footprint system

河钢集团建设产品 LCA 碳足迹评价体系；连续三年参与世界钢铁协会生命周期清单数据 (LCI) 收集项目，集团 60% 以上产品产量完成了世界钢协 LCI 工作，并启动了 2023 年数据收集工作，完成邯钢、舞钢生命周期清单数据的收集、质量校验；首次通过 WisCarbon 碳中和数字化平台启动产品碳足迹核算。截至 2022 年底，河钢集团共完成邯钢热轧酸洗、冷轧连退、冷轧镀锌及石钢轴承钢等五款产品的碳足迹核算，并通过了中国质量认证中心和 TUV 南德的产品核算审核和认证，出具碳标签。

HBIS Group built the LCA carbon footprint assessment system of products; participated in the collection of life cycle inventory (LCI) data of the World Steel Association for three consecutive years. As more than 60% of the Group's products went through the LCI of the World Steel Association, it started the data collection work in 2023, and completed the collection and quality verification of LCI data of Hansteel Company and Wusteel; started the carbon footprint accounting of products through WisCarbon carbon neutrality digital platform for the first time. By the end of 2022, HBIS Group completed the carbon footprint accounting of five products of Hansteel Company, including hot rolling pickling, cold rolling continuous withdrawal, cold rolling galvanizing and bearing steel of Shigang, and passed the product accounting audit and certification of China Quality Certification Center and TUV SUD, and issued carbon labels.

CCUS 工业示范

CCUS industrial demonstration

2023 年 3 月 26 日，河钢集团与必和必拓在北京签署钢铁行业 CCUS（二氧化碳捕集利用与封存）工业示范项目合作协议。根据协议，示范项目系统布局覆盖钢铁行业 CO₂ 内循环与跨行业利用的研究技术与路径，将建成千吨级钢渣碳化与资源化、高炉煤气 / 热风炉碳捕集等多个示范工程项目，实现钢渣与烟气 CO₂ 协同资源化，高炉煤气 CO₂ 高效、高纯回收，产出满足工业级或食品级要求的 CO₂ 精制产品，打通 CO₂ 制备菌体蛋白的高价值利用路线，为钢铁行业探索出一条科学、经济和变革性的技术发展新路径。项目形成规模化推广能力，引领和推动钢铁行业 CCUS 产业发展壮大，支撑到 2030 年形成百万吨级工程应用。

On March 26, 2023, HBIS Group and BHP Billiton signed a cooperation agreement on CCUS (Carbon Capture, Utilization and Storage) industrial demonstration project in Beijing. According to the agreement, the system layout of the demonstration project covers the research technology and path of CO₂ internal circulation and cross-industry utilization in the steel industry, and a number of demonstration projects such as carbonization and resource utilization of 1,000-ton steel slag and carbon capture of blast furnace gas/hot blast stove will be built to realize the coordinated resource utilization of steel slag and flue gas CO₂, high-efficiency and high-purity recovery of blast furnace gas CO₂, produce CO₂ refined products meeting industrial or food-grade requirements, open up a high-value utilization route for preparing bacterial protein from CO₂, and explore a scientific, economic and revolutionary technology for the steel industry. The project has formed large-scale promotion capability, led and promoted the development and growth of the CCUS industry in the steel industry, and supported the formation of a million-ton grade scale by 2030.



钢铁行业 CCUS 工业示范项目合作签约仪式
Signing Ceremony of Collaboration on Steel Industrial CCUS Demonstration Projects

践行绿色生产

Implementing green production

河钢集团将绿色低碳融入生产经营全过程，从环保技术研发、落实节能减排、建设绿色供应链等多个方面，点燃绿色生产动能。2022 年，环保总投入 310,017.34 万元。

HBIS Group integrates green and low carbon into the whole process of production and operation and ignites green production kinetic energy from many aspects such as research and development of environmental protection technology, implementation of energy conservation and emission reduction, and construction of a green supply chain. In 2022, the total investment in environmental protection was RMB 3,100,173,400.

河钢集团完善环境管理体系，推行环保三级标准化，强化环保“红线”“底线”“企业生命线”意识；建立环境因素识别评价、污染源管理指导意见等工作清单；利用环保智能管控平台，实现环保管理工作程序化、标准化、规范化；制定公司级《突发环境事件应急预案》，严格落实应急演练；全面开展重点行业环保创 A 工作，唐钢新区、邯宝、石钢新区获评 A 级。2022 年，集团 5 个一级子公司全部通过环境管理体系认证，未发生突发环境事件和重大环境违法事件。

HBIS Group has improved the environmental management system, promoted three-level standardization of environmental protection, and strengthened the awareness of environmental protection "red line", "bottom line" and "enterprise lifeline"; established a work list of environmental factor identification and evaluation, guiding opinions on pollution source management, etc.; used the environmental protection intelligent management and control platform to realize the proceduralization, normalization and standardization of environmental protection management; and formulated company-level Emergency Response Plans for Environmental Emergencies and strictly implemented emergency drills. The Company has carried out the work of creating A in environmental protection in key industries in an all-around way, and Tangsteel new plant, Hanbao new plant and Shisteel new plant were awarded Grade A. In 2022, all the five tier-one subsidiaries of the Group passed the environmental management system certification, and no environmental emergencies and major environmental violations occurred.

科技助力绿色

Technology promotes green development

河钢集团积极组织实施绿色技术的研究与推广，聚焦钢铁行业共性、关键环保技术，为企业转型升级提供新型解决方案。

HBIS Group actively organizes the research and promotion of green technologies, focuses on common and key environmental protection technologies in the steel industry, and provides new solutions for enterprise transformation and upgrading.



自主研发全流程、自动化、智能化的 AI 废钢验质系统，实现从人工现场判级到远程智能判级的跨越，加强废钢综合利用

Independent research and development of full-process, automatic and intelligent AI steel scrap quality inspection system, realizing the leap from manual on-site grading to remote intelligent grading, and strengthening the comprehensive utilization of steel scrap



环保总投入
310,017.34 万元
The total investment in environmental protection was RMB 3,100,173,400

技术赋能低碳转型

Technology-enabled Low Carbon Transformation

案例
Case

11 月，张宣科技与特诺恩公司共同研发具有国际领先水平的“CO₂ 捕集 + CO₂ 精制”技术，成功应用后可明显减少工艺过程中的 CO₂ 排放量，实现 CO₂ 变废为宝、增值创效，为钢铁行业降碳提供一个可实施的解决方案，具有引领与示范作用。

In November, Zhangxuan Tech and Tenova jointly developed the internationally leading technology of “CO₂ capture + CO₂ refining”. After successful application, it can significantly reduce CO₂ emissions in the process, realize CO₂ turning waste into wealth, add value and create efficiency, and provide an implementable solution for carbon reduction in the steel industry, which has a leading and exemplary role.



减少 CO₂ 排放
Reduction of CO₂ emissions

河钢应用“新三步法”，推动高端钒产品绿色生产

HBIS Applies “New Three-step Method” to Promote Green Production of High-end Vanadium Products

案例
Case

承德钒钛在国内首创“三步法”生产片剂钒的基础上，持续推动科技创新和技术升级，打造“新三步法”产线。“新三步法”产线具有收率高、节能环保、自动化程度高、生产成本低等优势，社会、经济、环保效益显著。

Based on the pioneering “three-step method” for producing vanadium tablets in China, Chengde Vanadium Titanium has continuously promoted scientific and technological innovation and upgraded to build a “new three-step method” production line. The “new three-step method” production line has advantages such as high yield, energy conservation and environmental protection, high level of automation, and low production costs, bringing about significant social, economic and environmental benefits.



片剂钒
vanadium tablet

聚力节能 减排

Concentrating
on energy
conservation and
emission reduction

河钢集团从使用清洁能源、节约水资源、减少“三废”排放、提高资源综合利用效率等方面入手，显著降低产品单耗和能源总耗。2022 年，集团固体废弃物利用率达 100%，实现吨钢二氧化硫、吨钢烟粉尘、吨钢氮氧化物排放量较去年同期分别减少 35.7%、29%、27.8%。

HBIS Group has significantly reduced product unit consumption and total energy consumption by using clean energy, saving water resources, reducing the discharge of “three wastes” and improving the comprehensive utilization efficiency of resources. In 2022, the utilization rate of solid waste of the Group reached 100%, and the emissions of sulfur dioxide, smoke dust and nitrogen oxides per ton of steel decreased by 35.7%, 29% and 27.8% respectively compared with the same period of last year.

河钢绿色低碳成效

Green and Low Carbon Achievements of HBIS

案例
Case

2022 年，河钢申报的“基于冶金流程集成理论打造绿色、智能、品牌化国际钢铁工厂”“打造绿色低碳先进特钢短流程生产企业”“氢能综合利用助力钢铁企业绿色发展”三个低碳案例入选中国企业联合会与中国企业家协会联合发布“2022 企业绿色低碳发展优秀实践案例”；12 月，唐钢新区、石钢公司通过先进环保技术，大幅提升能源综合利用效率，达到同行业先进水平，被授予“双碳最佳实践能效标杆示范厂培育企业”称号。

In 2022, three low-carbon cases declared by HBIS, namely, “Building a Green, Intelligent and Branding International Iron and Steel Plant Based on Metallurgical Process Integration Theory”, “Building a Green and Low-carbon Advanced Special Steel Short-process Production Enterprise” and “Comprehensive Utilization of Hydrogen Energy Helps the Green Development of Iron and Steel Enterprises”, were selected into the “Excellent Practice Case of Green and Low-carbon Development of Enterprises in 2022” jointly issued by China Enterprise Confederation and China Enterprise Directors Association. In December, Tangsteel new plant and Shisteel Company were awarded the “Dual Carbon Best Practice Energy Efficiency Benchmarking Demonstration Plant” through their advanced environmental protection technology, which significantly improved the comprehensive energy utilization efficiency and reached the advanced level in the same industry.



唐钢公司打造绿色、智能、品牌化国际钢铁工厂
Tangsteel Company Builds a Green, Intelligent and Branded International Steel Factory



石钢公司打造绿色低碳先进特钢短流程生产企业
Shisteel Company Builds a Green and Low-carbon Advanced Special Steel Short Process Production Enterprise



氢能综合利用助力钢铁企业绿色发展项目
Comprehensive Utilization of Hydrogen Energy to Facilitate Green Development of Steel Enterprises

建设绿色供应链

Building a green supply chain

河钢集团践行绿色采购理念，不断深化钢铁全产业链、全过程的绿色低碳协同发展，通过对每一个环节加强管控，让“绿色”成为采购链条中的亮色。

HBIS Group practices the concept of green procurement, continuously deepens the green and low-carbon coordinated development of the whole steel industry chain and the whole process, and makes “green” a bright color in the procurement chain by strengthening control over every link.

河钢集团加强绿色供应链管理举措

Measures of HBIS Group to strengthen green supply chain management

贯彻绿色低碳发展理念，打造绿色原材料采购链条。以废钢为重点，拓展可再生利用物料采购业务，不断优化可再生利用物料采购模式，服务产线绿色生产。

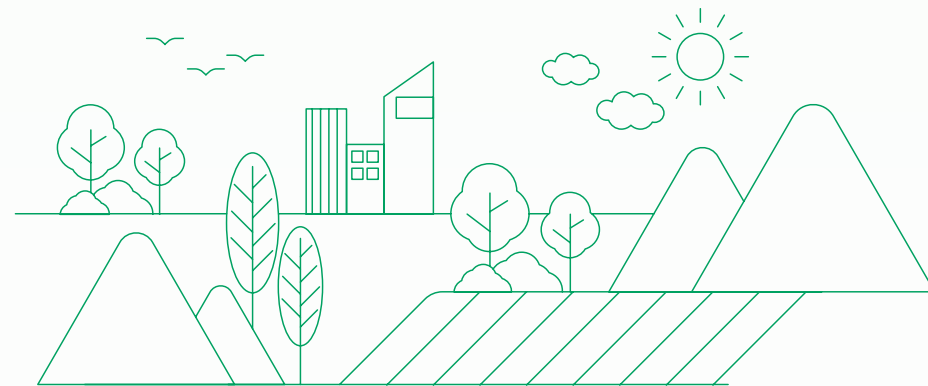
Implement the concept of green and low-carbon development and build a green raw material procurement chain. Focusing on steel scrap, the Company expands the procurement business of renewable materials and continuously optimizes the procurement mode of renewable materials to serve green production in the production line.

将绿色采购理念融入“源头”管理，严格供应商环保准入标准，做好供应商评级，培育低碳环保、环境友好型战略供应商集群。坚守绿色渠道“门槛”，新增供应商准入标准中，明确列入环保标准。供应商评价体系中专门设定环保要求，清洁生产能力、ISO14001 环境体系认证成为供应商评级的关键。

Integrate the concept of green procurement into the “source” management, strictly enforce the environmental protection access standards of suppliers, do a good job in supplier rating, and cultivate a low-carbon, environmentally friendly and environment-friendly strategic supplier cluster. Adhere to the “threshold” of green channels, and explicitly include environmental protection standards in the new supplier access standards. Environmental protection requirements are specially set in the supplier evaluation system, and clean production capacity and ISO14001 environmental system certification become the key to supplier rating.

加快绿色物流体系建设，要求供应商使用符合国六排放标准的车辆或新能源车车辆，减少汽车尾气排放量，针对散装物料特性，选择使用灌装车封闭运输，避免扬尘。

Accelerate the construction of a green logistics system, require suppliers to use vehicles or new energy vehicles that meet China VI emission standards to reduce vehicle exhaust emissions, and select filling vehicles for closed transportation according to the characteristics of bulk materials to avoid dust.



宝马将成为河钢“绿钢”的第一家客户

BMW Becomes the First Customer of HBIS “Green Steel”

案例
Case

8月4日，河钢集团与宝马集团签署《打造绿色低碳钢铁供应链合作备忘录》，双方共同打造绿色低碳钢铁供应链。

On August 4, HBIS Group and BMW Group signed Memorandum of Cooperation on Building Green Low Carbon Steel Supply Chain (“MOU”) to jointly build a green low carbon steel supply chain.



河钢集团与宝马集团签署《打造绿色低碳钢铁供应链合作备忘录》，共同打造绿色低碳钢铁供应链

HBIS Group and BMW Group signed the Memorandum of Cooperation on Building Green Low-Carbon Steel Supply Chain (“MOU”) to jointly build a green low-carbon steel and iron supply chain

深耕绿色运营

Thoroughly develop green operation



共建生态文明，共享绿色未来。河钢集团坚持自内而外的绿色发展，倡导员工全面落实绿色办公举措，持续开展绿色宣教活动，在矿山开发的同时注重生态保护，用心守护绿色家园。

Build ecological civilization together and share a green future. HBIS Group adheres to green development from the inside out, advocates employees to fully implement green office measures, continuously carries out green education activities, pays attention to ecological protection while developing mines, and carefully guards green homes.

绿色办公

Green Office

河钢集团积极践行绿色办公理念，优化升级智慧办公平台，坚持推进无纸化办公，加强对办公耗材采购、领取、使用进行管理；督促员工身体力行，通过选用节水型用水器具、随手关灯等集团内部管控举措节水节能，打造绿色办公室。

HBIS Group actively practices the concept of green office, optimizes and upgrades the smart office platform, insists on promoting paperless office, and strengthen the management of the procurement, collection and use of office consumables; urges employees to practice, save water and save energy by selecting water-saving appliances, turning off lights at hand and other internal control measures of the Group, so as to create a green office.

环保宣教

Propaganda and education on environmental protection

河钢集团重视环保宣教，及时宣贯最新环保政策，积极发布宣传视频，开展环保培训，提高员工环保意识。2022 年，河钢集团发布宣传视频“绿动未来”和《“生态颜值”与“低碳价值”交响》，营造节约环保的良好氛围。

HBIS Group attaches great importance to environmental protection education, publicizes the latest environmental protection policies in a timely manner, actively releases publicity videos, conducts environmental protection training, and raises employees' awareness of environmental protection. In 2022, HBIS Group released promotional videos "Green Driving the Future" and Symphony of "Ecological Beauty" and "Low-carbon Value" to create a good atmosphere of saving and protecting the environment.



扫一扫，观看“绿动未来”宣传片
Scan the QR code and watch the promotional video of "Green Driving the Future"

举办摄影征集活动，定格河钢“绿色低碳之美”

Photography Solicitation Activity to Feature the "Green and Low-carbon Beauty" of HBIS

案例
Case

2022 年，河钢开展了“大美钢城”主题摄影征集活动，共收到摄影作品 1,116 件，从不同角度展示了河钢的“绿色低碳之美”。

In 2022, HBIS launched a photography solicitation activity on the theme of "Beautiful Steel City", and received 1,116 photographs, showing HBIS's "green and low-carbon beauty" from different angles.



“大美钢城”主题摄影作品
"Beautiful Steel City" Theme Photography

生态保护

Ecological protection

河钢集团以“生态优先、绿色发展”为导向，在开发过程中融入生物多样性保护理念，降低业务经营对生物多样性及生态的影响，实现与环境融合、与生物共荣；积极参与生态修复项目，改善生态环境质量，为共同构建地球生命共同体贡献力量。截至 2022 年底，河钢矿业柏泉铁矿完成生态修复治理面积 58.36 万平方米，庙沟铁矿累计完成生态修复治理面积约 120 万平方米。

Guided by "ecological priority and green development", HBIS Group has integrated the concept of biodiversity conservation in its development process, reduced the impact of business operations on biodiversity and ecology, and realized integration with the environment and common prosperity with organisms. It has actively participated in ecological restoration projects to improve the quality of the ecological environment and contribute to jointly building a community of life on earth. By the end of 2022, HBIS Mining Baiquan Iron Mine had completed an ecological restoration and management area of 583,600 square meters, and Miaogou Iron Mine had completed a cumulative ecological restoration and management area of about 1.2 million square meters.

河钢实现绿色矿山建设水平行业领先

HBIS Achieves the Industry Leading Level of Green Mine Construction

案例
Case

河钢秉承打造“智能+绿色”新时代现代化矿山理念，打造绿色矿山。截至 2022 年，河钢矿业黑山铁矿和柏泉铁矿先后被列入国家级绿色矿山名录，中关铁矿被评为全国绿色高质量发展二十佳矿山，河钢矿业绿色矿山建设达到行业领先水平。

Adhering to the concept of building a modern mine in the new era of "intelligent + green", HBIS has built a green mine. As of 2022, Heishan Iron Mine and Baiquan Iron Mine of HBIS Mining have been listed in the national green mine list, Zhongguan Iron Mine has been rated as the top 20 green and high-quality mines in China, and the green mine construction of HBIS Mining has reached the leading level in the industry.



河钢绿色矿山
HBIS Green Mines

更智能， 科技引擎智享未来

MORE INTELLIGENT - DRIVING AN INTELLIGENT FUTURE WITH TECHNOLOGIES

智能化是钢铁工业未来发展的主要方向、大势所趋。河钢集团聚焦数智化发展战略任务，统筹推进集团信息化建设、智能化发展、数字化转型，将信息技术与钢铁制造全流程、全要素、全价值链深度融合，深度挖掘数据要素的潜在价值，推动智能装备、机器视觉、人工智能等新兴技术应用，打造智慧企业“硬核”竞争力。

Intelligentization is the main direction of the future development of the steel industry and the general trend. HBIS Group has focused on the strategic task of digital intelligence development, promoted the information construction, intelligent development and digital transformation of the Group as a whole, deeply integrated information technology with the whole process, all factors and all value chains of steel manufacturing, deeply excavated the potential value of data elements, and promoted the innovative application of emerging technologies such as intelligent equipment, machine vision and artificial intelligence, creating a "hard core" of smart enterprises.

建设智慧企业
Building intelligence enterprises

/ 52

打造智能工厂
Building intelligent plants

/ 55



建设智慧企业

Building intelligence enterprises

河钢集团依托企业内部信息化力量，不断夯实数字化平台建设基石，推动业务流程再造，形成面向智慧企业全业务链条的综合管理平台，塑造发展新优势。

Leveraging on the internal informatization power of enterprises, HBIS Group has constantly consolidated the cornerstone of digital platform construction, promoted business process reengineering, formed an integrated management platform for the whole business chain of smart enterprises, and shaped new development advantages.

数字平台搭建

Digital platform construction

河钢集团利用云计算、大数据、人工智能等新一代信息技术，建设了中央数字中心数字化平台，按照“统一规划、分步实施、以我为主、自主可控”的原则，建设公共服务、业务服务、数据服务等子平台和云计算中心，打造智慧企业、数字河钢。

HBIS Group has constructed a digital platform for its central digital center utilizing new-generation information technologies, such as cloud computing, big data, artificial intelligence. Adhering to the principle of “unified planning, step-by-step implementation, self-centered, independent and controllable”, it has established sub-platforms for public service, business service, and data service, in addition to the Cloud Computing Center, facilitating the institution of an intelligent and digital HBIS.

公共服务平台 Public service platform

涵盖统一用户中心、统一门户中心、统一流程中心、统一应用中心等功能，满足新形势下集团员工在不同工作环境中移动化办公的需要。

It covers the functions of a unified user center, unified portal center, unified process center, unified application center, etc., and meets the needs of the mobile office of Group employees in different working environments under the new situation.

业务服务平台 Business service platform

通过实施营销业务管理、采购业务管理、物流业务管控等信息化项目，实现业务管控一体化，全面支撑钢铁主业平台化运营。

By implementing information projects such as marketing business management, procurement business management and logistics business control, it realizes business control integration and fully supports the platform-based operation of the main steel industry.

数据服务平台 Data service platform

涵盖海外板块、产业金融、新兴产业等跨部门跨领域数据分析体系，支撑集团各级业务部门的经营决策与数字化管理需求。

It covers cross-departmental and cross-disciplinary data analysis systems, including overseas sectors, industrial finance and emerging industries, and supports the business decisions and digital management needs of the business departments of the Group at all levels.



WeShyper 工业互联网平台智慧产线
Intelligent Production Line of WeShyper Industrial Internet Platform



河钢 WisCarbon 碳中和平台荣获 2022 中国国际数字经济博览会创新成果奖
HBIS WisCarbon Carbon Neutrality Platform won the Innovation Achievement Award of 2022 China International Digital Economy Expo

业务流程再造

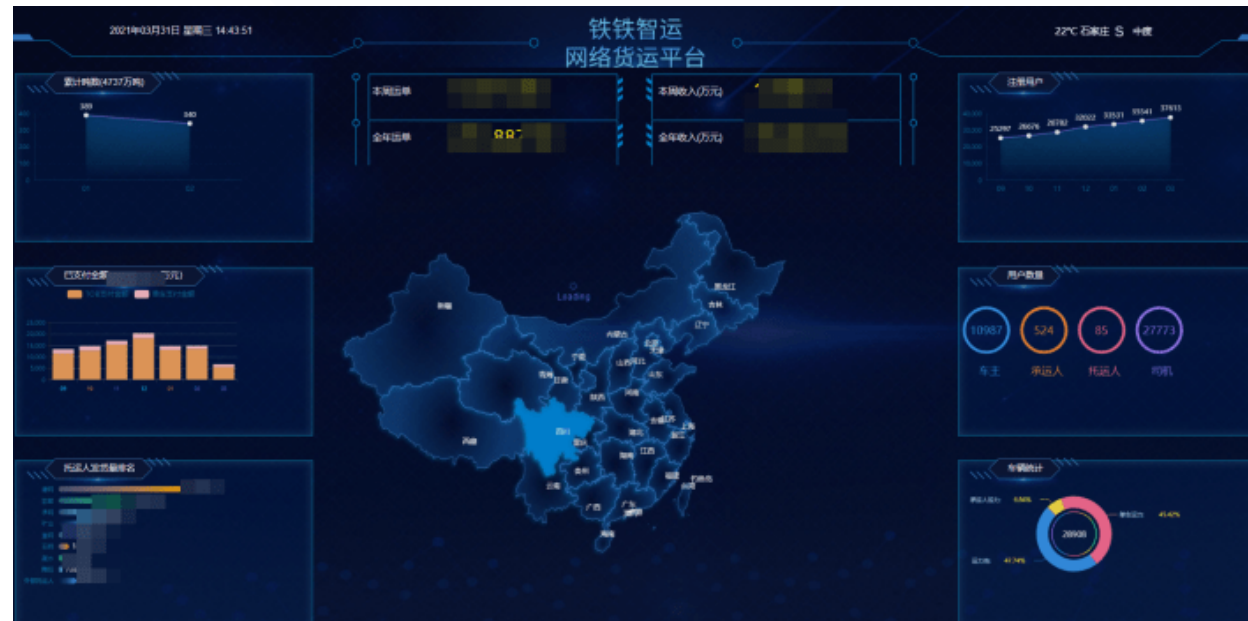
Business process re-engineering

河钢集团以“智慧营销管控”“智慧物流管控”等信息化项目建设为抓手，完善系统功能，优化运维体系，重点支撑营销、物流等业务，深挖市场潜力与优化客户服务体系，建立贯通生产、管理、服务、供应链等企业生产运营各层级的数据链路。

Focusing on the construction of information projects such as “Intelligent marketing control” and “Intelligent logistics control”, HBIS Group has improved system functions, optimized operation and maintenance systems, focused on supporting marketing, logistics and other businesses, deeply tapped market potential and optimized customer service systems, and established data links connecting all levels of enterprise production and operation such as production, management, service and supply chain.



基础信息化业务协同平台
Basic Information Service Collaboration Platform



国内首批全资质运营网络货运平台——铁铁智运网络货运平台
The first fully qualified operational network freight platform in China - Ttie Intelligent Logistics Network Freight Platform

打造智能工厂

Building intelligent plants



河钢集团积极把握智能化发展新趋势，通过完善智能制造组织体系、聚焦智能技术研发、打造智能制造示范工厂，不断推进智能制造矩阵的建设，赋能钢铁行业不断实现智能化新提升、绿色化新发展。

HBIS Group actively grasps the new trend of intelligent development, continuously promotes the construction of an intelligent manufacturing matrix by improving the intelligent manufacturing organization system, focusing on intelligent technology research and development, and building intelligent manufacturing demonstration factories, so as to empower the steel industry to continuously achieve new improvement in intelligence and green development.



全球首个全流程数字化无人料场
The world's first full-process digital unmanned stockyard

顶层设计、系统规划

Top-level design and system planning

河钢集团制定《河钢集团产线智能化提升行动方案（2021-2023年）》，描绘智慧企业建设路线图，不断完善智能制造各层级组织架构，修订智能制造领域有关规章制度与管理流程，保障智能制造工作顺利开展。

HBIS Group formulated the *Action Plan for Intelligent Improvement of Production Line of HBIS Group (2021-2023)* to describe the road map for intelligent enterprise construction. Improved organizational structure of intelligent manufacturing at all levels continuously, revised relevant rules and regulations and management processes in the field of intelligent manufacturing, and ensured the smooth development of intelligent manufacturing.

智能技术研发

Intelligent technology research and development

河钢集团紧密围绕钢铁制造重点领域和关键环节，通过对大数据、人工智能、工业互联网等数字技术与钢铁制造流程相融合的智能制造技术进行创新研究，并在制造流程各个典型场景得到应用与推广，为冶金行业智能制造提供全流程、全业务、全场景的解决方案。2022年，河钢数字“5G+智慧钢铁工业园区”“工业数字孪生管理系统”等6项技术成果入选“科创中国”智能制造技术应用案例库，以实力树立行业标杆。

HBIS Group closely focuses on the key areas and key links of steel manufacturing and carries out innovative research on intelligent manufacturing technologies integrating steel manufacturing processes and digital technologies, such as big data, artificial intelligence, and industrial Internet, and develops the application and promotion of intelligent technologies in various typical industrial scenarios of the manufacturing process, providing full-process, full-service and full-scenario solutions for intelligent manufacturing in metallurgical industry. In 2022, six technical achievements such as the “5G + Intelligent Steel Industrial Park” and “Industrial Digital Twin Management System” of HBIS Digital Tech were selected into the “Innovation China” intelligent manufacturing technology application case library, setting an industry benchmark with strength.



5G 智慧工厂
5G Smart Factory

唐钢智能炼钢技术研发与应用

R&D and Application of Intelligent Steelmaking Technology in Tangsteel Company

案例
Case

唐钢公司自主实施了转炉全智能炼钢技术的集成开发，该项技术融合炼钢工艺专家知识，结合视觉图像分析技术和多项智能控制技术，深度解析生产数据与工艺过程的内在关系，集成开发无人兑铁、无人上料、自动出钢、无人出渣、机器人测温取样和一键自动炼钢等核心技术，形成转炉全智能炼钢技术。

Tangsteel Company has independently developed a fully-intelligent converter steelmaking technology, which integrates the knowledge of steelmaking process experts and combines visual image analysis technology and multiple intelligent control technologies. The technology deeply analyzes the internal relationship between production data and technological processes and integrates core technologies such as unmanned iron mixing, unmanned feeding, automatic tapping, unmanned slagging, robot temperature measurement sampling and one-button automatic steelmaking to form the fully-intelligent converter steelmaking technology.



转炉全智能炼钢技术
Fully-intelligent Converter Steelmaking Technology



示范工厂建设

Demonstration factory construction

河钢集团积极构建面向钢铁工艺全流程智能制造示范工厂，树立钢铁行业智能制造新典范。目前，唐钢、石钢、河钢矿业、承德钒钛等 4 个工厂、5 个场景入选工信部智能制造示范工厂和优秀场景，石钢入选工信部“数字领航”企业名单。

HBIS Group actively builds an intelligent manufacturing demonstration factory for the whole process of steel process and sets a new model of intelligent manufacturing in the steel industry. At present, four factories and five scenes including Tangsteel Company, Shisteel Company, HBIS Mining and Chengde Vanadium Titanium have been selected as intelligent manufacturing demonstration factories and excellent scenes by the Ministry of Industry and Information Technology, and Shisteel Company has been selected as "Digital Pilot" enterprise list of the Ministry of Industry and Information Technology.

智能制造示范工厂——唐钢

Intelligent Manufacturing Demonstration Plant - Tangsteel

案例
Case

唐钢公司智能工厂建设以冶金流程学为理论基础，以实现整体制造生产流程—工序—装置的功能—结构—效率最优为目标，以物联网、云计算、大数据、人工智能等新技术与先进钢铁制造流程的深度融合为基本路径，全面提升制造过程、全供应链管控、分析决策过程的智能化水平，构建集智能装备、智能工厂、智能互联于一体的智能制造体系，技术水平达到行业领先。2022 年，唐钢公司入选国家工信部智能制造示范工厂。

The construction of the intelligent factory in Tangsteel Company is based on metallurgical process theory, aiming at realizing the optimal function-structure-efficiency of the overall manufacturing production process-process-device, taking the deep integration of new technologies such as the Internet of Things, cloud computing, big data and artificial intelligence with an advanced steel manufacturing process as the basic path, comprehensively improving the intelligent level of the manufacturing process, whole supply chain management and control, analysis and decision-making process, and building an intelligent manufacturing system integrating intelligent equipment, intelligent factory and intelligent interconnection. In 2022, Tangsteel Company was selected as the intelligent manufacturing demonstration factory of the Ministry of Industry and Information Technology.



▲ 高端钢材智能制造示范工厂

High-end Steel Intelligent Manufacturing Demonstration Factory



▶ 智能无人天车

Intelligent unmanned crane



智能制造示范工厂——石钢

Intelligent Manufacturing Demonstration Plant - Shisteel

案例
Case

石钢公司依托河钢自主研发的 WeShyper 工业互联网平台，构建了涵盖销售、生产、质量、物流、采购、设备、能源、环保、安全等“全流程、全业务、全层级、全联通、全天候”绿色短流程特钢智能制造示范工厂，在全面支撑石钢公司各项技经指标大幅提升的同时，借助工业互联网平台强大能力，全面提升示范工厂能力复用与持续迭代能力。2021 年，石钢公司入选国家工信部智能制造示范工厂，2022 年，入选国家工信部“数字领航”企业名单。

Leveraging on the WeShyper industrial Internet platform independently researched and developed by HBIS, Shisteel Company has built a green short-process special steel intelligent manufacturing demonstration factory covering sales, production, quality, logistics, procurement, equipment, energy, environmental protection, safety and other aspects of "full process, full business, all levels, full connectivity and all-weather". While comprehensively supporting the significant improvement of various technical and economic indicators of Shisteel Company, Comprehensively improve the capability reuse and continuous iteration capabilities of demonstration factories. In 2021, Shisteel Company was selected as an intelligent manufacturing demonstration factory by the Ministry of Industry and Information Technology. In 2022, it was included in the list of "Digital Navigation" enterprises by the Ministry of Industry and Information Technology.



▲ 绿色短流程特钢智能制造示范工厂

Green Short-Process Special Steel Intelligent Manufacturing Demonstration Factory



▲ 石钢全景图

Panorama of Shisteel Company

更信赖， 并肩前行成就共赢

MORE RELIABLE - WORKING TOGETHER FOR WIN-WIN RESULTS

心合意同，谋无不成。河钢集团立足国内面向国际，巩固扩大国际化发展领先优势；始终坚定践行开放包容、协力共赢的发展战略，携手上下游行业伙伴鼎力合作；秉承公平诚信原则，构建责任供应链；加强员工基本权益保障，呵护员工成长，与各利益相关方一同建设、一同奋斗、一同享有发展成果，推动企业可持续发展。

As long as we share the same intentions, everything we plan can be achieved. HBIS Group is consolidating and expanding its leading advantage in international development by focusing on the domestic market while facing the world. The Company always firmly implements an open, inclusive, and win-win cooperation strategy, cooperating with upstream and downstream industry partners. It adheres to the principles of fairness and good faith and builds a responsible supply chain. It strengthens the protection of employees' basic rights and interests, fosters their growth, works together with all stakeholders to build, strive, and enjoy development achievements, and promotes the sustainable development of the enterprise.

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Realizing employee value



共建“一带一路”



Cooperating in building the Belt and Road

共建“一带一路”是建设通向共同繁荣的机遇之路。河钢集团始终坚持与国家战略同向同行，持续为沿线国家和地区建设提供更高质量的“河钢制造”；始终坚持“用人本地化、利益本地化、文化本地化”，为当地增加就业、提供税收、促进经济发挥积极作用，成为活跃于世界钢铁舞台的一张金色名片。

Cooperating in building the Belt and Road provides us with an opportunity for common prosperity. HBIS Group always adheres to the same direction as the national strategy and continues to provide higher quality "HBIS Manufacturing" for the construction of countries and regions along the route. It always adheres to the principle of "localization of employment, interests and culture", plays an active role in increasing employment, providing tax revenue and promoting the economy, and becomes a golden business card active on the world steel stage.

深耕海外业务

Deeply operating overseas business

河钢集团按照“全球拥有资源、全球拥有市场、全球拥有客户”战略定位，在“一带一路”沿线国家重点实施了河钢南非矿业、河钢塞钢、河钢德高三大战略性支撑项目。巩固海外资源保障，深耕境外企业发展，发挥战略协同价值，推进产业链、供应链优化升级与绿色低碳转型，蝉联我国国际化程度最高的钢铁企业和国际产能合作的先锋力量。

In accordance with the strategic positioning of "global resources, global markets and global customers", HBIS Group has focused on implementing three major strategic support projects in countries along the Belt and Road: HBIS PMC Mining, HBIS Serbia and HBIS DITH. HBIS Group has consolidated overseas resource guarantee, deepened the development of overseas enterprises, given full play to strategic synergy value, promoted the optimization and upgrading of the industrial chain and supply chain and green and low-carbon transformation, and continued to be the vanguard force of China's most international steel enterprises and international capacity cooperation.



截至 2022 年底，河钢集团拥有境外参、控股企业 70 多家，控制运营海外资产超过 100 亿美元，海外员工约 1.3 万人，本地化雇佣比例 99.8%，继续保持中国钢铁行业国际化发展领军者地位。

By the end of 2022, HBIS Group had more than 70 overseas participating and holding enterprises, controlled and operated more than USD 10 billion of overseas assets, about 13,000 overseas employees, and 99.8% of localized employment, and continued to maintain its position as a leader in the international development of China's steel industry.



河钢塞钢 HBIS Serbia

围绕建设“欧洲领先的绿色节能现代化工厂”目标，持续加大环保投入，绿色升级取得良好成效。2022 年重点环保提升项目投入使用，获得塞尔维亚 IPPC 环保证书。

Focusing on the goal of building a "leading green and energy-saving modern factory in Europe", HBIS Serbia has continuously increased investment in environmental protection, and achieved good results in green upgrading. In 2022, key environmental protection improvement projects were put into use and obtained the Environmental Protection Certificate of IPPC in Serbia.

河钢南非矿业 HBIS PMC Mining

持续巩固经营优势，生产攻关提升效率、改善物流提量发运，优化措施降低成本，继续保持良好发展势头。2022 年再次获得南非“最佳雇主”荣誉。

The Company has continuously consolidated its business advantages, tackled key production problems to improve efficiency, improved logistics capacity and shipment, optimized measures to reduce costs, and continued to maintain a good development momentum. In 2022, it won the honor of "Best Employer" in South Africa again.

河钢德高 HBIS DITH

稳步推进经营产品多元化，抢抓全球供应链重塑机遇，经营业绩持续保持在较高水平。2022 年获得可持续发展国际评级铜牌认证，德高 Makstil 中板厂再次获得北马其顿“最佳职业健康与安全”奖。

The Company steadily promoted the diversification of its business products, seized the opportunity of reshaping the global supply chain, and maintained a high level of operating performance. In 2022, HBIS DITH won the bronze medal certification of its EcoVadis sustainability rating, and the DITH Makstil Plant won the "Best Occupational Health and Safety" Award in North Macedonia again.



河钢德高荣获可持续发展国际评级铜牌认证

Dufercon International Trading Holding SA (HBIS DITH) has been awarded a Bronze medal as a recognition of their EcoVadis sustainability rating

贡献当地 社会

Contribute to the local community

河钢集团秉持互惠互利、同创共享的理念，在支持当地经济增长的同时，关心本地员工，助力社区发展，与伙伴共享发展成果，建立起负责任的中国企业形象。

HBIS Group adheres to the concept of mutual benefits, co-creation and sharing. While supporting local economic growth, it cares for local employees, helps community development, shares development achievements with partners, and establishes a responsible Chinese corporate image.

河钢塞钢 HBIS Serbia

- 为 1,740 名 0 岁至 10 岁员工子女发放新年礼包，通过公司员工帮扶基金帮助有需要的员工，以及向员工子女发放奖学金。

Distributed New Year's gift packs to 1,740 children of employees aged from 0 to 10, helped employees in need through the Company's Employees Assistance Fund, and awarded scholarships to employees' children.

- 出资支持贝尔格莱德大学大学生参加国际竞赛，向斯梅代雷沃应急管理部门捐赠计算机，向斯梅代雷沃健康中心捐赠物资。

Financed the participation of university students from the University of Belgrade in international competitions, donated computers to the emergency management department in Smederevo and supplies to the Smederevo Health Center.



河钢德高 HBIS DITH

- 德高 Makstil 中板厂出资支持当地大学儿童诊所肿瘤科改造，2022 年 4 月由北马其顿总理见证投入使用。

DITH Makstil Plant financed the renovation of the oncology department of the local university's children's clinic, which was put into operation in April 2022, witnessed by the Prime Minister of North Macedonia.

- 德高中东公司出资支持阿拉伯联合酋长国非营利性海洋保护组织，开展珊瑚礁再生活动，为保护海洋做出贡献。

DITH Middle East provided funding and support to a non-profit marine conservation organization in the United Arab Emirates to conduct coral reef regeneration activities and contribute to ocean protection.

河钢南非矿业 HBIS PMC Mining

- 开展车间技能培训等提升项目，支持企业员工职业发展。

Conducted workshop skills training and other enhancement projects to support the career development of employees in enterprises.

- 举办社区足球赛，支持社区健康事业；投资建设南非 Selwane 村庄农场、果油榨油厂等农业项目，每年可为当地提供 100 多个就业岗位。

Organized community soccer tournaments to support community health; Invested in the construction of agricultural projects such as the Selwane village farm and fruit and oil extraction plant in South Africa, which could provide more than 100 local jobs every year.



河钢南非矿业员工风采
Employees of HBIS PMC Mining



河钢塞钢获欧盟和联合国开发计划署表彰
HBIS Serbia Winning EU and UNDP Award

案例
Case

2023 年初，河钢塞钢绿色环保项目“用现代技术减少粉尘污染”荣获欧盟和联合国开发计划署等联合颁发的奖励证书，河钢塞钢是唯一获此殊荣的中资企业。此次获奖充分肯定了河钢塞钢在塞尔维亚绿色发展中贡献的智慧与创造力，以及为塞尔维亚人民的健康和福祉做出的积极努力。

At the beginning of 2023, HBIS Serbia won the Award of EU & UNDP with its green environmental protection project “Modern Technology for Dust Reduction Project” and the Company has become the only Chinese enterprise winning this award. This Award fully affirmed the wisdom and creativity contributed by HBIS Serbia in Serbia’s green development and its active efforts for the health and well-being of the Serbian people.



河钢塞钢荣获欧盟和联合国开发计划署等联合颁发的奖励证书
HBIS Serbia won the Award of EU & UNDP

广结战略伙伴

Strengthening strategic partnerships



扩大合作朋友圈，注入发展新动能。河钢集团不断加强与国内国外、行业内外部伙伴的合作交流，通过标准制定、参与行业组织等方式，推动钢铁行业持续健康发展；加强与政府、优秀企业、高校等各方伙伴的战略合作，开辟合作共赢“新局面”。

HBIS Group expands the network of cooperative friends and injects new impetus into development. HBIS Group has continuously strengthened cooperation and exchanges with partners at home and abroad, inside and outside the industry, and promoted the sustainable and healthy development of the steel industry through standard formulation and participation in industry organizations. It has strengthened strategic cooperation with the government, excellent enterprises, universities and other partners to open up a "new dimension" of win-win cooperation.

助力世界钢铁

Driving the global steel industry forward

河钢集团与时代同频共振，与强者并肩同行，不断提升品牌影响力，为推进钢铁行业可持续发展践行责任与担当。

HBIS Group resonates with the times, strides alongside the strong, continuously enhances its brand influence and fulfills its responsibility and commitment to promote sustainable development in the steel industry.

2022 年，河钢集团助力钢铁行业发展举措

Measures of HBIS to support the development of the steel industry in 2022



加入世界钢协技术委员会（TECO）和 LCA 专家组，提高世界钢协对河钢集团低碳工作认知度；

Join the Technical Committee of the World Steel Association (TECO) and the LCA Experts Group in 2022 to enhance the global understanding of HBIS Group’s low-carbon efforts;

以环境、社会、管理和经济领域的优异表现，获权签署世界钢铁协会《可持续发展宪章》；

Be authorized to sign world steel’s Sustainability Charter due to its exceptional performance in the environmental, social, management, and economic fields;

“LCA 推动氢基 DRI 项目在全产业链碳价值实现”和“高技能人才培训基地项目”两项成果入围世界钢协第 13 届“Steelie”奖；

HBIS’s Promote the Carbon Emission Reduction of Whole Value Chain of Hydrogen-based DRI by LCA Project and High Skilled Talents Training Centre Project entered the shortlist of Worldsteel 13th “Steelie” Award;

积极参与标准编制工作，主持、参与制定国际标准 1 项、国家标准 7 项、行业标准 4 项、地方标准 4 项、团体标准 4 项。

Actively participated in the preparation of standards, presided over and participated in the formulation of 1 international standard, 7 national standards, 4 industry standards, 4 local standards and 4 group standards.



河钢集团签署世界钢铁协会《可持续发展宪章》

HBIS Signs the World steel’s Sustainability Charter

与强者为伍 Striding alongside the strong

河钢集团积极与政府、国内外优秀企业、高校等各方伙伴开展战略合作，打造高质量共享合作平台，携手谱写互惠共赢合作新篇章。

HBIS Group has been actively engaging in strategic cooperation with governments, exceptional domestic and foreign companies, universities, and other partners to establish a high-quality platform for sharing and cooperation and co-write a mutually beneficial and win-win cooperation new chapter.

与政府 Cooperating with the government



与河北省生态环境厅签署共同推进低碳高质量发展战略合作协议

HBIS Signing a Strategic Cooperation Agreement with the Department of Ecology and Environment of Hebei Province to Jointly Promote Low-carbon and High-quality Development



国家开发银行、中国进出口银行支持河钢集团转型升级项目签约仪式

Signing Ceremony for Supporting HBIS Group's Transformation and Upgrading Project by China Development Bank and Export-Import Bank of China

与高校 Cooperating with universities



与哈工大打造校企合作典范

Create a model of university-enterprise cooperation with Harbin Institute of Technology

与企业 Cooperating with enterprises



与美的集团签署进一步深化多领域全面合作备忘录，在钢铁材料研究应用、数字化经营等领域扩大合作

HBIS Signing a Memorandum Of Understanding with Midea Group To Further Deepen Comprehensive Cooperation in Various Fields and Expand Cooperation in The Fields of Research and Application of Steel Materials and Digital Operations



与西门子签署合作备忘录，全面深化数字化低碳化合作

HBIS Signing a Memorandum of Cooperation with Siemens to Comprehensively Deepen Digital and Low-Carbon Cooperation

负责任供应链

Responsible supply chain



河钢集团秉承诚信经营、公平竞争和公平贸易原则，不断完善供应链制度建设，加强供应链管理，深度挖掘供应链价值，打造阳光采购，着力建设负责任供应链。

Adhering to the principles of honest management, fair competition and fair trade, HBIS Group constantly improves the construction of the supply chain system, strengthens supply chain management, deeply excavates the value of the supply chain, creates sunshine procurement, and strives to build a responsible supply chain.

河钢集团通过加强对所属成员企业招投标管理、宣贯招投标法规及制度稳定供应渠道等工作，加强采购管理：

HBIS Group has strengthened procurement management by strengthening bidding management for its member enterprises, publicizing bidding laws and regulations and stabilizing supply channels:



规范招标采购流程，选取原燃料重点品种，在招标后第一时间将物料品种、质量指标、价格及环比降幅等关键信息上传股份公司，强化短流程阳光管控。

Standardize the bidding and purchasing process, select key varieties of raw fuel, upload key information such as material varieties, quality indicators, prices and month-on-month decline to the joint-stock company as soon as possible after bidding, and strengthen short-process sunshine control.



与集团供应链平台和各子公司合作，将分公司分采物料品种合同上线，实现线上审批，打造便捷高效供应链管理平台。

Cooperate with the Group's supply chain platform and subsidiaries to launch the contracts for separate materials collected by branches, realize online approval, and build a convenient and efficient supply chain management platform.



夯实和集团规模、地位相匹配的优势客户群，稳定供应渠道，确保刚性保供。

Consolidate the advantageous customer base that matches the size and status of the Group, stabilize the supply channels, and ensure a rigid supply guarantee.



河钢与邢台市合作成立邢台钢铁供应链管理有限公司

HBIS Cooperated with Xingtai City to Establish Xingtai TIENTIE Supply Chain Management Co., Ltd.

案例
Case

8月9日，邢台钢铁供应链管理有限公司揭牌仪式在邢台举行，标志着双方开启了战略合作新阶段。该公司充分依托河钢品牌、产品、技术、人才等优势 and 邢台市特色产业优势，搭建符合邢台市产业集群需求、开放共享的社会公共服务平台，为企业提供产品线上销售、智慧物流等服务，打造以“企业集团+地方政府+产业集群”推动地方经济高质量发展的样板工程。

On August 9th, the unveiling ceremony of Xingtai TIENTIE Supply Chain Management Co., Ltd. was held in Xingtai, marking the beginning of a new stage of strategic cooperation between the two parties. The company has fully relied on the advantages of the HBIS brand, products, technology and talents and Xingtai characteristic industrial cluster, built an open and shared social public service platform that met the needs of the Xingtai industrial cluster, provided enterprises with online product sales, intelligent logistics and other services, and built a model project of "Conglomerate + local government + industrial cluster" to promote the high-quality development of the local economy.



▲ 邢台钢铁供应链管理有限公司揭牌仪式
Unveiling Ceremony of Xingtai TIENTIE Supply Chain Management Co., Ltd.

成就员工价值

Realizing employee value



员工是企业不可复制的竞争力。河钢集团重视并不断加强员工基本权益维护；通过畅通员工发展通道、完善员工培训体系等方式，助力员工成长成才；关心关爱员工生活，为员工打造轻松和谐的工作氛围；重视员工安全生产，让每个人安心工作、快乐生活，保障人才资源的可持续发展。

Employees are the unrepeatable competitiveness of enterprises. HBIS Group attaches importance to and continuously strengthens the maintenance of employees' basic rights and interests; helps employees grow into talents by smoothing employee development channels and improving employee training systems; cares for employees' lives and creates a relaxed and harmonious working atmosphere for employees; pays attention to the safety of employees in production, lets everyone work with peace of mind and live happily, and ensures the sustainable development of human resources.

保障员工权益

Protecting the rights and interests of employees

河钢集团严格遵守《劳动法》《劳动合同法》《女职工劳动保护特别规定》等法律法规，坚决反对任何形式的童工与强制劳工等非法用工，在工作时长、休假、个人隐私保护等多方面保障员工权益，致力于为员工打造和谐健康、稳定共赢的劳动关系。2022年，员工总数为99,807人，其中，女性员工占比14%。

HBIS Group strictly abides by the *Labor Law*, *Labor Contract Law*, *Special Rules for Protection of Female Employees and other laws and regulations*, resolutely opposes any form of illegal employment such as child labor and forced labor, protects employees' rights and interests in many aspects such as working hours, vacations and personal privacy protection, and is committed to creating harmonious, healthy, stable and win-win labor relations for employees. In 2022, the total number of employees was 99,807, of which 14% were female employees.



平等雇佣
Fair employment

坚持性别、民族、信仰、年龄无差别的雇佣原则，保证招聘过程程序合规、流程规范，确保所有员工依法享有各项权益和公平公正的待遇，为员工打造多元包容、公平透明的职场环境。

The Group adheres to the employment principle of no difference in gender, ethnicity, belief and age, ensures that the recruitment process is compliant and standardized, ensures that all employees enjoy various rights and interests and fair and just treatment according to law, and creates a diversified, inclusive, fair and transparent workplace environment for employees.



薪酬福利
Remuneration and benefits

河钢集团聚焦技术升级战略，构建以价值贡献为导向的薪酬激励体系。深化薪酬分配制度改革，采取差异化薪酬水平策略，建立具有市场竞争优势的核心人才薪酬制度。实施全员绩效考核和超额效益分享，与员工共享企业发展成果。

HBIS Group focuses on the technology upgrading strategy and constructs a salary incentive system oriented by value contribution. The Company deepens the reform of the remuneration distribution system, adopts the strategy of the differentiated salary level, and establishes the salary system of core talents with a market competitive advantage. It implements performance appraisal and excess benefit sharing for all employees and shares enterprise development achievements with employees.

实行国家标准工时制度，员工享有国家法律法规和集团制度规定的休息日、节假日、带薪休假和其他各类假期，员工加班和假期工资待遇按照国家政策规定和集团制度执行。

The Group has implemented the national standard working hour system, and its employees are entitled to rest days, holidays, paid vacations, and other types of leave stipulated by national laws, regulations, and the Group's policies. Overtime and holiday wages for employees are paid in accordance with national policies and the Group's regulations.

严格执行《劳动法》，按时足额为员工支付薪酬；按照国家社会保障法律法规有关规定，按时足额为员工缴纳各项社会保险和住房公积金，在部分子公司建立企业年金制度，进一步提高员工社会保障水平，增进员工的信任感和归属感。

The Group strictly adheres to the *Labor Law* and pays employees their full remunerations on time. It also complies with relevant national social security laws and regulations by fully and punctually paying various social insurance and housing provident fund fees for employees. Moreover, in some subsidiaries, the Group has established an enterprise pension system to further enhance the social security level of employees, thus fostering their trust and sense of belonging.





民主管理
Democratic management

切实完善民主管理体系建设，严格遵守《河钢集团民主管理实施办法》，健全以职工代表大会为基本形式的民主管理制度；认真落实董事长总经理联络员制度、公司领导接待日制度、总经理邮箱、工会主席邮箱等多项民主管理举措，保障员工的知情权、参与权、表达权、监督权。2022 年，河钢集团工会在岗正式员工入会率 100%。

HBIS Group has earnestly improved the construction of a democratic management system, strictly abided by the *Implementation Measures for Democratic Management of HBIS Group*, and improved the democratic management system with the Congress of Workers and Staff as the basic form. It has conscientiously implemented a number of democratic management measures such as the Chairman and General Manager Liaison System, Company Leader Reception Day System, General Manager E-mail, Labor Union President E-mail, etc. to protect employees' rights to know, participate, express and supervise. In 2022, the membership rate of on-the-job regular employees of HBIS Group's labor union reached 100%.



河钢集团三届一次职工代表大会
The First Session of the Third Congress of Workers and Staff of HBIS Group

搭建成长平台

Building a growth platform

河钢集团通过持续打造多元化的培训体系和科学畅通的晋升机制，进一步激发广大员工立足岗位建功立业的积极性、主动性和创造性，在集团转型升级和高质量发展的新征程中更好发挥主力军作用。

By continuously building a diversified training system and a scientific and smooth promotion mechanism, HBIS Group further stimulates the enthusiasm, initiative and creativity of employees to make contributions based on their posts, and better plays the role of the main force in the new journey of transformation, upgrading and high-quality development of the Group.

开展员工培训

Conducting employee training

河钢集团分层分类开展人才培养工作，促进干部人才成长，赋予科技人才走在前列的实力和自信，构建高技能人才形成与提升体系，为建设最具竞争力钢铁企业提供了强有力的人才支撑。截至 2022 年，河钢集团先后培养了 17 名全国技术能手，35 名全国钢铁行业技术能手，81 名河北省技术能手，674 名河钢集团金牌工人、技术标兵和技术能手。

HBIS Group carries out personnel training at different levels, promotes the growth of cadres and talents, endows scientific and technological talents with the strength and confidence to walk in the forefront, and constructs a system for the formation and promotion of high-skilled talents, which provides strong talent support for building the most competitive iron and steel enterprises. By 2022, HBIS Group has trained 17 national technical experts, 35 national steel industry technical experts, 81 Hebei technical experts, and 674 gold medal workers, technical pacesetters and technical experts of HBIS Group.



河钢集团加强人才培养举措：
Measures of HBIS Group to Strengthen Talent Training:

管理人才：选拔优秀年轻干部，到清华大学、浙江大学、上海交通大学等高校培训“深造”；借力河钢东大产业技术研究院等创新平台，对各类年轻专业人才开展精准化、定制化培训。

Management talents: HBIS Group has selected outstanding young cadres to further their education through training at universities such as Tsinghua University, Zhejiang University, and Shanghai Jiaotong University. It carried out targeted and customized training for various young professionals with the help of innovative platforms such as HBIS Dongda Industrial & Technological Research Institute.

技术人才：搭建“全球协同创新平台”，与国内外专业科研机构成立实体研发中心，以项目合作为载体，大力培养专业技术人才。

Technical talents: HBIS Group has built a “global collaborative innovation platform”, set up entity R&D centers with professional scientific research institutions at home and abroad, and vigorously trained professional and technical talents with project cooperation as the carrier.

技能人才：搭建技能人才培养平台，以“河钢杯”职业技能大赛为依托加快技能人才培养与锻炼。

Skilled talents: HBIS Group has built a training platform for skilled talents, and sped up the training and training of skilled talents based on the “HBIS Cup” vocational skills competitions.

国际化人才：紧跟集团全球化进程，选派业务骨干赴河钢德高等集团境外企业学习锻炼；选派年轻人才通过河钢—昆士兰可持续钢铁创新中心、世界钢协等国际平台参与世界性交流。

International talents: HBIS Group has closely followed the globalization process, and selected business backbones to study and practice in overseas enterprises of HBIS Group; sent young talents to participate in worldwide exchanges through international platforms such as HBIS & UQ Innovation Center for Sustainable Steel and World Steel Association.



“河钢杯”第十届全国钢铁行业职业技能竞赛开幕式
Opening Ceremony of the Tenth National steel industry Vocational Skills Competition of “HBIS Cup”

畅通发展通道

Smoothing development channels

河钢集团拓宽用人渠道，建立“管理、技术、技能”三通道人才发展机制，为员工提供平等的发展机会，实现企业发展、团队进步和个人成长的共赢。

HBIS Group has broadened the employment channels, established a three-channel talent development mechanism of “management, technology and skills”, provided employees with equal development opportunities, and achieved a win-win situation of enterprise development, team progress and personal growth.

制定《关于加快推进干部队伍年轻化的意见》，实施年轻干部“四个一批”培养计划，推进集团干部队伍年轻化。

Having formulated the *Opinions on Accelerating the Younger Cadres*, accompanied with implementation of the “four batches” training plan for young cadres, and promotion of the younger cadres of the Group.

实施“末等调整，不胜任退出”，形成“能者上、优者奖、庸者下、劣者汰”的用人导向。

Having implemented the principle of “last-class adjustment and resignation for incompetence”, with establishment of an employment orientation of “promoting the capable, rewarding the superior, demoting the mediocre, and eliminating the inferior”.

健全考评体系，推行“技能提升行动”和“技能强企行动”，积极开展技能等级认定工作，畅通技术人员成长通道。

Having improved the evaluation system, carried out the “skills upgrading action” and “skills strengthening enterprise action”, actively carried out the skill level identification work, and smoothed the growth channel of technical personnel.



集团举办青年“五小”创新创效活动
Group Holding Youth “Five Small” Innovation and Efficiency Creation Activities

河钢员工韩鹏龙战胜欧洲、美洲、西亚、东亚等赛区选手，荣获世界钢铁协会第17届模拟炼钢挑战赛职业组世界冠军

Han Penglong, an employee of HBIS, defeated the contestants from Europe, America, West Asia and East Asia and won the world championship of the professional group of the 17th Steelchallenge of the World Steel Association



“明日之星”数字化开发者大赛
“Star of Tomorrow” Digital Developer Competition



“使命与梦想”英语大赛
“Mission and Dream” English Contest

关爱员工生活

Caring for employees' life

河钢集团悉心关怀员工工作与生活，高度重视员工身心健康问题，加强职业健康管理，定期组织员工体检，加强心理疏导工作；持续推进“我为群众办实事”实践活动，帮扶困难员工，关心女性员工、离退休人员生活；组织丰富多彩的文体活动，致力于为员工打造有温度、人性化的职场环境。2022年，河钢集团各级工会投入资金2,000多万元用于开展关心关爱员工活动，为338名职工子女提供资助。

HBIS Group pays close attention to the work and life of employees, attaches great importance to the physical and mental health of employees, strengthens occupational health management, regularly organizes physical examinations of employees, and strengthens psychological counseling; continues to promote the practical activities of "I do practical things for the masses", helps employees in difficulty, and cares for the lives of female employees and retirees; organizes colorful cultural and sports activities, and strives to create a warm and humanized workplace environment for employees. In 2022, trade unions at all levels of HBIS Group invested more than RMB 20 million to carry out activities of caring for employees and provided financial assistance to 338 employees' children.



青年关爱关怀工程—包饺子活动
Youth Care Project - Dumpling-Making Activities



青年关爱关怀工程—篮球比赛
Youth Care Project - Basketball Competition



员工拔河比赛
Employee Tug-of-war Contest



员工长跑比赛
Employee Long-distance Running Competition



员工组建乐队
Employees-formed Band



青年交友联谊活动
Youth Friendship Activities

确保安全生产

Ensuring work safety

河钢集团树牢安全发展理念，健全安全生产管理体系、加强排查安全隐患、弘扬安全生产文化，以坚实的安全防线为集团高质量发展保驾护航。2022 年，共青团中央、应急管理部联合公布了“2022 年度全国青年安全生产示范岗”名单，唐钢公司热轧事业部 2050 线轧钢车间、邯钢公司邯宝能源中心供水车间、承德钒钛物流有限公司检修作业区、河钢矿业石人沟铁矿采矿作业区并采爆破岗被认定为“2022 年度全国青年安全生产示范岗”。

HBIS Group firmly adheres to the concept of safe development, improves the work safety management system, strengthens the investigation of potential safety hazards, promotes the work safety culture, and escorts the high-quality development of the Group with a solid safety defense line. In 2022, the Central Committee of the Communist Youth League and the Emergency Management Department jointly announced the list of "2022 National Youth Work Safety Demonstration Posts", and the rolling workshop of Line 2050 of the Hot Rolling Division of Tangsteel Company, the water supply workshop of Hanbao Energy Center of Hansteel Company, the maintenance operation area of Chengde Vanadium Titanium Logistics Co., Ltd., and the well mining blasting post of Shirengou Iron Mine Mining Operation Area of HBIS Mining were recognized as "2022 National Youth Work Safety Demonstration Posts".

通过下发年度安全工作要点，组织同各子分公司签订年度安全生产目标责任书，召开安委会、安全生产调度会、督导检查等举措，层层压实安全生产责任；对安全生产重点单位进行帮扶，作业长安全管理能力提升研习，推进智慧安全信息化平台建设等举措，提高安全管理效率；完善优化应急管理机制，推进安全标准化企业建设。

By issuing the key points of annual safety work, HBIS Group has organized to sign the responsibility statement of annual production safety objectives with subsidiaries and branches, convenes measures such as safety committee, production safety dispatching meeting, supervision and inspection, etc., and compacted the production safety responsibilities layer by layer; assisted key units of work safety, improved the safety management ability of operation heads, promotes the construction of intelligent safety informatization platform and other measures to improve safety management efficiency; improved and optimized the emergency management mechanism, and promoted the construction of safety standardization enterprises.



安全管理
Safety management

通过开展“安全生产专项整治三年行动”“百日清零”“大排查大整治”等活动，紧盯危化品管理、重大风险部位、危险作业等事故易发、多发环节，仔细全面排查安全隐患，结合智慧安全信息化平台双重预防信息化系统数据，强化隐患排查治理监管工作，从根本上消除事故隐患，确保安全生产形势持续稳定。

By carrying out activities such as "Three-year Action for Special Rectification of Work Safety", "Clearance in 100 Days" and "Major Investigation and Major Rectification", HBIS Group pays close attention to accident-prone and frequent links such as hazardous chemicals management, major risk parts, and dangerous operations, carefully and comprehensively investigates potential safety hazards, strengthens the investigation, governance and supervision of potential safety hazards in combination with the data of dual prevention informatization system of intelligent safety information platform, fundamentally eliminates potential accidents, and ensures the continuous stability of work safety situations.



隐患排查
Potential risk identification

以“安全活动月”“消防活动月”为契机，组织开展员工安全培训、安全应急演练、安全知识竞赛等活动，不断提高和规范员工的安全生产素质与安全意识。2022 年，安全生产培训覆盖率、员工体检及健康档案覆盖率、特种作业人员持证上岗率、新员工三级安全教育率均确保了 100%。

Taking the opportunity of "Safety Activity Month" and "Firefighting Activity Month", HBIS Group has organized safety training, emergency drills, safety knowledge competitions and other activities for employees to continuously improve and standardize their work safety quality and safety awareness. In 2022, the coverage rate of work safety training, employee physical examination and health records, special operation personnel with certificates, and three-level safety education for new employees were all ensured to be 100%.



安全文化
Safety Culture



河钢安全主题漫画秀
HBIS Safety Theme Comic Show



消防宣传活动
Fire Protection Publicity Activities



“全国青年安全生产示范岗”
"National Youth Work Safety Demonstration Post"



生产安全事故应急演练
Emergency Drill for Production Safety Accidents

更暖心， 惠及民生筑梦未来

WARMER - BENEFITING PEOPLE'S LIVELIHOOD AND BUILDING A DREAM FUTURE

中国式现代化是全体人民共同富裕的现代化。河钢集团时刻铭记服务社会经济发展大局的初心使命，重视良好的社企关系建设，大力开展乡村振兴、志愿服务等活动，为社区、为人民注入源源不断的温暖力量，致力于打造共建共治共享的和谐社会新格局。

It is the modernization of common prosperity for all. HBIS Group always remembers the initial mission of serving the overall situation of social and economic development, attaches importance to the construction of good social-enterprise relations, vigorously carries out rural vitalization, voluntary service and other activities, injects a steady stream of warm power into the community and the people, and is committed to creating a new pattern of the harmonious society of co-construction, governance and sharing.

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Practicing the initial intention of public welfare



“河钢浦项桥”竣工仪式

中共杏坛镇罗水社区委员会 河钢浦项(广东)汽车板有限公司

2023年1月



助力乡村振兴

Supporting rural vitalization



乡村振兴是共同富裕的必由之路。河钢集团认真学习贯彻习近平总书记关于“三农”工作的重要论述，提高政治站位，加强组织领导，聚焦“两业一消”，加大科技创新帮扶和建设美丽乡村力度，全面助力乡村振兴走深走实。2022年，河钢集团及相关子公司投入乡村振兴帮扶资金达 257 万元，农副产品帮销 3,350 余万元。

Rural vitalization is the only way to common prosperity. HBIS Group has earnestly studied and implemented the important statements of General Secretary Xi Jinping on "agriculture, rural areas and farmers", improved its political stance, strengthened organizational leadership, focused on "two industries and one consumption", stepped up scientific and technological innovation assistance and construction of beautiful countryside, and comprehensively helped deepen and solidify rural vitalization. In 2022, HBIS Group and its subsidiaries invested RMB 2.57 million in rural vitalization assistance and more than RMB 33.5 million in the sales of agricultural and sideline products.

投入乡村振兴帮扶资金达
257 万元
Invested RMB 2.57 million in rural vitalization assistance

农副产品帮销
3,350 余万元
More than RMB 33.5 million in the sales of agricultural and sideline products



河钢集团乡村振兴重点成效 Key rural vitalization achievements of HBIS Group



选派 **13** 个驻村工作队 **39** 名队员对口帮扶保定、张家口、承德、石家庄的 **13** 个村；

39 members of 13 resident teams were selected to 13 villages in Baoding, Zhangjiakou, Chengde and Shijiazhuang;



2018—2022 年度共计捐赠帮扶资金 **1.068** 亿元，其中 2018—2020 年“五包一”涞源县 **9,000** 万元，2022 年对 **13** 个帮扶村捐赠帮扶资金 **257** 万元，其中捐赠涞源县 **3** 个帮扶村 **90** 万元；

In 2018 - 2022, a total of RMB 106.8 million of assistance funds were donated, including RMB 90 million in Laiyuan County from 2018 to 2020, and RMB 2.57 million was donated to 13 assistance villages in 2022, including RMB 900,000 donated to 3 assistance villages in Laiyuan County;



通过举办职业技能培训班和就业输出，已安排、引导 **13** 个帮扶村就业、外出务工 **1,100** 余人次，就业人口年人均收入 **3** 万元以上，**13** 个帮扶村脱贫人口年人均收入与 **2021** 年相比平均增长 **10%** 以上。

Through vocational skills training courses and employment output, HBIS Group has arranged and guided more than 1,100 people in 13 assistance villages to get employed or go out for work. The annual per capita income of the employed population was over RMB 30,000, with an average increase of more than 10% compared with 2021.

加强组织保障

Strengthening organizational security

河钢集团把乡村振兴工作作为集团首要政治任务，制定《河钢集团 2022 年“五包一”包联帮扶涞源县工作计划》《河钢集团驻黑山村、北铺村、留家庄村“三包一”驻村帮扶工作计划》；配合涞源县制定下发《涞源县防止返贫动态监测和帮扶工作实施方案》等文件，巩固拓展脱贫攻坚成果；建立完善分管领导、职能部门、实施单位和驻村干部上下联动、高效协同的帮扶工作机制；拨专款为驻村干部解决冬季取暖问题，购买投影、音响等办公设备；在标准补助的基础上考虑驻村工作队实际需求，适当提高驻村补助标准，改善驻村干部工作生活条件。

HBIS Group regards rural vitalization as the primary political task of the Group, The Group formulated the 2022 Work Plan of HBIS Group for "Five Guarantees and One Package" Assistance to Yuanxian County and the Work Plan of HBIS Group for "Three Guarantees and One Assistance" in Heishan Village, Beipu Village and Liujiashuang Village; cooperated with Laiyuan County to formulate and issue a series of documents such as the Implementation Plan for Dynamic Monitoring and Assistance to Prevent Returning to Poverty in Laiyuan County to consolidate and expand the achievements of poverty alleviation; established and improved the assistance mechanism of leaders, functional departments, implementation units and resident cadres in charge of linkage and efficient coordination; allocated special funds to solve the problem of heating in winter for resident cadres and purchase office equipment such as projection and audio; appropriately raised the resident subsidy standards, and improved the working and living conditions of resident cadres according to the standard subsidies and considering the actual needs of resident teams.

推进产业帮扶

Promoting industrial assistance

河钢集团充分发挥在管理、资金、项目等方面的优势，以两业帮扶为重点，以产业带就业，提高帮扶地区村民收入。河钢集团捐资建成涞源县黑木耳项目、北铺村蜂蜜净化灌装厂包括配套设施和留家庄村合作新建“香港小母牛”养殖基地建设项目，在此主导产业的基础上还建成了光伏、种养殖业、特色农业、杂粮加工等多方面产业项目。

HBIS Group gives full play to its advantages in management, capital, projects, etc., focusing on the assistance of the two industries, bringing employment with industry, and increasing the income of villagers in the assistance areas. HBIS Group donated funds to complete the Auricularia Auricula Project in Laiyuan County, the Honey Purification and Bottling Plant in Beipu Village (including supporting facilities), as well as the construction project of the "Hong Kong Heifer" Breeding Base jointly built with Liujiashuang Village. On the basis of this leading industry, it has also completed various industrial projects such as PV, planting and breeding industry, characteristic agriculture and coarse cereal processing.



涞源黑木耳种植基地
Auricularia Auricula Planting Base in Laiyuan County



涞源县北铺村蜂蜜
Honey produced in Beipu Village, Laiyuan County

开展消费帮扶

Performing consumer assistance

河钢集团抓住消费帮扶这一乡村振兴工作的关键环节，形成“党支部+合作社+脱贫户+消费帮扶”和“龙头企业+扶贫车间+脱贫户+消费帮扶”等模式，拓展以买代捐、集中采购、订单消费等途径，促进帮扶地区脱贫人口增收。2022年，河钢开展产销对接活动12次，直购13个帮扶村的农副产品30余个品种，共计400余万元，其中，小米45,000斤，蜂蜜30,000斤。

HBIS Group has seized the key link of rural vitalization work, and formed the modes of "Party branch + cooperatives + poverty-stricken households + consumption assistance" and "leading enterprises + poverty alleviation workshops + poverty-stricken households + consumption assistance", and expanded the ways of buying instead of donating, centralized procurement, order consumption, etc., so as to increase the income of poverty-stricken people in helping areas. In 2022, HBIS carried out 12 times of production and marketing docking activities, and directly purchased more than 30 varieties of agricultural and sideline products from 13 assistance villages, totaling more than RMB 4 million, including 22,500kg of millet and 15,000kg of honey.



河钢集团多措并举开展消费帮扶

HBIS Group Takes Many Measures to Perform Consumer Assistance

案例 Case

河钢集团建立稳定的长效机制，开展多点的消费帮扶：通过职工食堂优先采购脱贫地区农副产品；各级工会在同等条件下优先采购，作为工会福利、奖品、慰问品；在河钢集团“铁亿”平台中铁工业品超市设置农副产品专区，供职工网上下单消费等方式，走出了消费帮扶新路子。

HBIS Group has established a stable long-term mechanism and carried out multi-point consumption assistance: giving priority to purchasing agricultural and sideline products in poverty-stricken areas through staff canteens; Trade unions at all levels give priority to purchasing under the same conditions as trade union welfare, prizes and condolences; In the "TieTie Mall" platform of HBIS Group, a special page for agricultural and sideline products was set up in China Railway Industrial Products Supermarket for employees to place orders online for consumption, which created a new way of consumption assistance.



河钢集团“铁亿”平台农产品专区
Special Page of Agricultural Products on "TieTie Mall" Platform of HBIS Group

创新科技帮扶

Innovation and technology assistance

以新兴技术推动现代化新农村建设正成为助力乡村振兴的重要手段。河钢集团充分发挥自身科技优势，积极探索数字乡村发展新模式，利用 WeShare 大数据平台，已搭建可复制推广的数字乡村综合管理平台。

Promoting the construction of modern new countryside with emerging technologies is becoming an important means to help rural vitalization. HBIS Group gives full play to its scientific and technological advantages, actively explores a new model of digital rural development, and has built a digital rural integrated management platform that can be replicated and promoted by using WeShare big data platform.



数字乡村综合管理平台

Digital Rural Integrated Management Platform

建设美丽乡村

Building beautiful countryside

河钢集团积极推进美丽乡村建设，投资助力农村环境治理，以美化绿化环境为主，通过路面硬化、植树绿化、改造房屋等举措，改善村容村貌，打造绿色生态宜居美丽乡村。2022年，河钢集团对帮扶村已经完成主路硬化4,050平方米，巷道硬化1,050平方米。

HBIS Group actively promotes the construction of beautiful countryside, invests in rural environmental governance, focuses on beautifying and greening the environment, and improves the village appearance and creates a green and ecologically livable beautiful countryside through road hardening, tree planting and housing renovation. In 2022, HBIS Group hardened 4,050 square meters of main roads and 1,050 square meters of roadways in the assistance villages.



践行公益初心

Practicing the initial intention of public welfare



河钢集团心系和谐社会，致力于建设有责任担当的钢铁企业，坚持“奉献、友爱、互助、进步”的志愿精神，积极开展丰富多彩的青年志愿者服务活动，倾力打造有活力、有特色的青年志愿服务品牌，为弱势群体提供力所能及的帮助，营造文明温暖的社区氛围。

HBIS Group is concerned with a harmonious society, committed to building a responsible iron and steel enterprise, adhered to the volunteer spirit of "dedication, friendship, mutual assistance and progress", actively carried out colorful youth volunteer service activities, and made every effort to build a dynamic and distinctive youth volunteer service brand, providing assistance to vulnerable groups within its ability and creating a civilized and warm community atmosphere.



组织成立无偿献血大队
Establishing a Voluntary Blood Donation Brigade



河钢员工鲍守坤获评 2021 年度全国学雷锋志愿服务“最美志愿者”
Bao Shoukun, an employee of HBIS, was awarded the "Most Beautiful Volunteer" of the National Learning Lei Feng Volunteer Service in 2021



员工全力以赴投身张家口赛区崇礼赛场服务保障工作中
Employees go all out to participate in the service guarantee of Chongli Stadium in the Zhangjiakou Division



爱心助学公益活动
Charity Activities for Helping Students with Love



公司治理

Corporate Governance

河钢集团坚持不断完善公司治理机制，持续加强董事会建设；不断健全合规管理，提升河钢管理水平，增强风险防控能力；不断加强党风廉政建设，筑牢反腐倡廉防线，向高质量发展迈出更加铿锵有力的步伐。

HBIS Group insists on constantly improving the corporate governance mechanism and continuously strengthening the construction of the Board of Directors; continuously improves compliance management, improves the management level of HBIS, and enhances risk prevention and control capabilities; constantly strengthens the building of a clean and honest government, builds a strong anti-corruption defense line, and takes more forceful steps toward high-quality development.

完善公司治理

Improving corporate governance

河钢集团坚持加强党的领导和完善公司治理相统一，围绕建设规范高效的董事会，优化运行机制，夯实制度基础，持续提升管理效能。

HBIS Group adheres to the unity of strengthening the leadership of the Party and improving corporate governance, focusing on building a standardized and efficient Board of Directors, optimizing the operation mechanism, consolidating the institutional foundation and continuously improving management efficiency.

完善治理机制 Improving the governance mechanism

河钢集团全面落实“两个一以贯之”要求，明确和落实党组织在公司法人治理结构中的法定地位，厘清了党组织和董事会、经理层等其他治理主体的权责，进一步健全完善权责法定、权责透明、协调运转、有效制衡的公司治理机制。

HBIS Group has fully implemented the “two consistent” requirements, clarified and implemented the legal status of the party organization in the corporate governance structure, clarified the powers and responsibilities of the party organization, the Board of Directors, the Management and other governance subjects, and further improved the corporate governance mechanism with statutory powers and responsibilities, transparent powers and responsibilities, coordinated operation and effective checks and balances.

董事会建设 Construction of the Board of Directors

河钢集团董事会由9名董事组成，其中外部董事5名；董事会成员专业结构合理多元，运行规范，具有较强的战略研究和经营决策能力。2022年，集团董事会调整充实战略与投资委员会、风险管理委员会、薪酬与考核委员会、审计委员会等四个专门委员会，为董事会运行、决策提供咨询意见和建议；集团及各子公司实现董事会应建尽建、外部董事占多数等目标。

The Board of Directors of HBIS Group consists of 9 directors, including 5 external directors. The members of the Board of Directors have reasonable and diversified professional structure, standardized operation and strong strategic research and business decision-making ability. In 2022, the Board of Directors of the Group adjusted and enriched four special committees, including the Strategy and Investment Committee, the Risk Management Committee, the Remuneration and Assessment Committee and the Audit Committee, to provide advice and suggestions for the operation and decision-making of the Board of Directors. The Group and its subsidiaries have achieved the goal of establishing a complete Board of Directors with a majority of external directors.

强化合规管理

Strengthening compliance management

合规经营是企业基业长青的治理之道，是促进企业加快实现高质量发展的有力举措。2022年，河钢集团以“123”²工作目标为导向，确保重大风险管控端口前移下沉，基本形成面向业务、基于流程、根植岗位的合规运行模式，切实推动企业实现了更高质量、更有效率、更可持续的健康发展。

Compliance management is the governance way for enterprises to last forever, and it is also a powerful measure to accelerate the realization of high-quality development of enterprises. In 2022, HBIS Group, guided by the “123” work objectives, ensured that the major risk management and control ports moved forward and sank, basically formed a business-oriented, process-based and post-rooted compliance operation mode, and effectively promoted the enterprise to achieve higher quality, more efficient and more sustainable healthy development.

合规组织更加健全 Improved compliance organization



公司治理层、经营管理层和工作执行层等分级分层落实合规职责，严控合规风险，形成了自上而下、协同运转的合规管理组织体系。

The Company has implemented a hierarchical system of compliance responsibilities across its corporate governance, operational management, and work execution levels in order to strictly control compliance risks. This has resulted in the establishment of a top-down, collaborative compliance management organization system.

合规机制运行更加顺畅 Smoother operation of compliance mechanism



深化以合规审查、风险排查、合规举报、评价考核、协同联动等为主要手段的合规管理工作机制建设，突出合规管理工作的有效性。2022年，合规审查和合规评审机制执行有力，以《合规审查清单》作为审查工具箱，实现基本制度、重大合同、重要决策“三项审核”100%；建立长效机制，常态化开展全级次、全领域、全方位的业务合规评审，促进业务合法合规。

The Group deepens the construction of a compliance management working mechanism with compliance review, risk investigation, compliance reporting, evaluation and assessment, collaborative linkage and other main means to highlight the effectiveness of compliance management. In 2022, the compliance review and compliance evaluation mechanism was effectively implemented. The *Compliance Review List* was used as a review toolbox to achieve 100% “three reviews” of basic systems, major contracts and important decisions; A long-term mechanism was established to carry out all-level, all-field and all-round business compliance reviews on a regular basis to promote legal compliance of businesses.



² “123”工作目标：即突出“一个中心”，坚持“两个导向”，做到“三个强化”，以服务集团发展为中心，以深化“法治河钢”建设和防范重大风险为导向，强化合规管理工作的支撑能力、与业务融合能力和三道防线履职能力。

² “123” work objectives: Highlight “one center”, adhere to “two orientations”, achieve “three strengthens”, focus on serving the development of the Group, take deepening the construction of “rule of law in HBIS” and prevent major risks as the orientation, and strengthen the supporting ability, business integration ability and three lines of defense performance ability of compliance management.

合规意识更加牢固 Stronger compliance awareness



发布《诚信合规手册》，开展合规承诺签署活动，关键岗位及重要管理人员签署100%；开展形式多样的守法合规培训，不断增强全员合规意识。2022年，集团组织守法合规培训235次，覆盖培训人员63,838万人次。

The Group has issued the *Integrity and Compliance Manual*, carried out compliance commitment signing activities, and signed 100% of key posts and important management personnel; conducted various forms of law-abiding and compliance training to continuously enhance the compliance awareness of all employees. In 2022, the Group organized 235 legal compliance training sessions covering 638.38 million trainees.



风险防控更加有效 More effective risk prevention and control

充分发挥“三道防线”协同联动防范风险的工作机制，以风险信息管理系统为支撑，通过动态监控和持续评估，推动风险防控工作从“应急处置”向“主动防范”转变，从“专项整改”向“系统应对”转变，从“重点突破”向“全面提升”转变，实现重大风险可防可控。

The Group has given full play to the working mechanism of “three lines of defense” collaborative linkage risk prevention, supported by the risk information management system and through dynamic monitoring and continuous assessment, promoted the transformation of risk prevention and control from “emergency response” to “proactive prevention”, from “special rectification” to “systematic response”, and from “key breakthroughs” to “comprehensive improvement”, so as to achieve preventable and controllable major risks.



开展合规风险识别专题培训
Conduct Special Training on Compliance Risk Identification

全面从严治党
Strictly administering the Party in an all-round way

河钢党委始终以习近平新时代中国特色社会主义思想为指导，忠诚捍卫“两个确立”，坚决做到“两个维护”。坚持全面从严治党战略方针，持续提升党风廉政建设和反腐败工作成效，为集团高质量发展提供了坚强保障。

The Party Committee of HBIS has always been guided by Xi Jinping's socialist ideology with Chinese characteristics for a new era, loyally defended the “two establishments” and resolutely achieved the “Two Upholds”. The Party Committee of HBIS has adhered to the strategic policy of comprehensively strengthening Party discipline, and continuously improved the effectiveness of party conduct construction and anti-corruption work, providing a strong guarantee for the high-quality development of the Group.

完善大监督格局，着力提升监督质效。严格落实纪委与党委定期会商制度，推动“两个责任”贯通协同、形成合力。制定特约监督员管理办法，聘任首届特约监督员，推动监督上下联动、贯通融合。创新使用“三书一函”，发挥促改、促建、促治功能。定期开展信访数据分析，推动相关问题靶向治理。与省委巡视上下联动开展巡察，强化巡察整改成果运用，发挥党内监督利剑和密切联系群众纽带作用。

The Party Committee of HBIS has improved the overall supervision pattern and focused on improving the quality and efficiency of supervision; strictly implemented the regular consultation system between the Discipline Inspection Commission and the Party Committee, and promoted the coordination of “two responsibilities” to form a joint force; formulated administrative measures for special supervisors, appointed the first session of special supervisors, and promoted the linkage and integration of supervision from top to bottom; and innovated the use of “three books and one letter” to promote reform, construction and governance. It has regularly carried out petition data analysis to promote targeted governance of relevant problems; carried out inspections in conjunction with the provincial party committee, strengthened the application of inspection and rectification achievements, and given full play to the role of intra-party supervision and close ties with the masses.

深化纠树并举，拓展作风建设成果。深化纠治“四风”和作风纪律专项整治，倡导真抓实干作风，查摆各类问题170项，制定整改措施302项。开展“以案为鉴，查问题、防风险、促整改”专项整治，防范化解廉洁和经营管理风险。紧盯节假日时间节点，组织开展廉政警示教育和明察暗访，持续营造风清气正环境。

The Party Committee of HBIS has deepened the simultaneous improvement and expanded the achievements in style construction, and has deepened the rectification of “four conducts” and special rectification for work style and discipline, and advocated a work style of taking real actions. The Company identified 170 different issues and formulated 302 rectification measures. Carried out special rectification of “taking cases as a reference, investigating problems, preventing risks and promoting rectification” to prevent and resolve integrity and operation management risks; kept an eye on the time nodes of holidays, organized anti-corruption warning education and opened investigations to continuously create a positive environment.

坚持系统施治，一体推进“三不腐”。深化运用“四种形态”，保持反腐高压态势。全年处置问题线索110件，党纪政务处分30人，诫勉谈话23人，采取批评教育、谈话提醒等措施88人。对查处的典型案例实行“五步工作法”，以案为鉴、以案促改、以案促治。坚持在新提职干部中开展“七个一”活动，不断强化党员干部廉洁意识。制定《关于加强新时代廉洁文化建设的责任清单》，开展“清廉河钢”主题家风家教作品征集、廉洁文化示范园地申评、“书记话作风”“作风纪律大家谈”等活动，让干部职工不断受到廉洁文化熏陶。

The Party Committee of HBIS adheres to systematic governance and promotes the “three non-corruptions”. Throughout the year, the Company has handled 110 cases of problem clues, disciplined 30 people for party misconduct and governmental affairs, issued oral or written warnings to 23 individuals, and implemented measures such as criticism, education and reminders through conversations to 88 individuals. It has deepened the application of “four forms” to maintain a high-pressure anti-corruption situation; implemented the “five-step work method” for typical cases investigated and dealt with, and use the case as a reference to promote improvement and governance. It has adhered to the “seven ones” activities among newly promoted cadres, and continuously strengthen the integrity awareness of Party members and cadres. It has formulated the *List of Responsibilities for Strengthening the Construction of Integrity Culture in the New Era*, and carried out activities such as the collection of the family tutorial works with the theme of “Integrity HBIS”, the application and evaluation of integrity culture demonstration centers, “Secretary's Style” and “Discussion on Work Style and Discipline”, so that cadres and employees can be continuously influenced by integrity culture.

责任管理

Responsibility Management

河钢集团牢记“国之大者”，通过共创共享的责任理念引领，健全社会责任组织架构，将可持续发展贯穿到河钢企业发展战略与日常经营活动中，以责任融合推动负责任运营，以责任沟通拓宽交流渠道。河钢集团连续发布责任报告，充分回应利益相关方诉求，与伙伴同行共进，与时代同频共振。

With the mind “the top priorities of the Country”, HBIS Group has improved the organizational structure of social responsibility through co-creation and sharing, implemented sustainability throughout its development strategy and daily business activities, promoted responsible operation with responsibility integration, and broadened communication channels with responsibility communication. HBIS Group has continuously issued social responsibility reports, fully responded to the demands of stakeholders, and kept pace with its partners and times.

责任组织

Responsible organization

责任治理

Responsibility governance

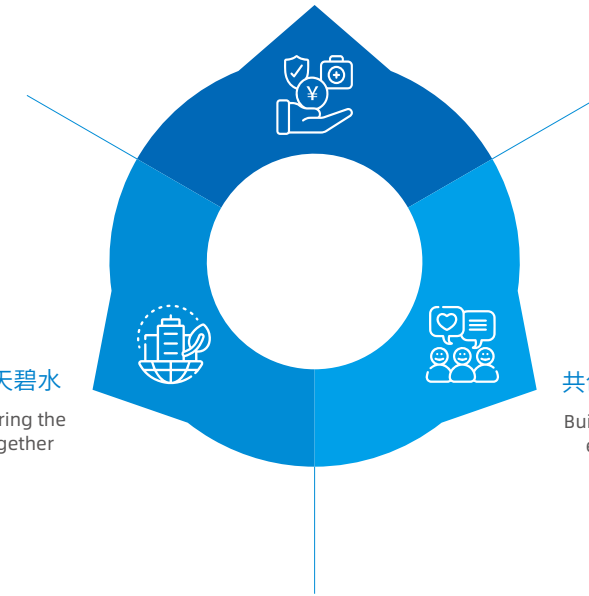
河钢集团不断健全社会责任治理体系，在集团战略研究院下设社会责任研究机构，负责集团社会责任战略规划及具体事务的统筹、协调与推进，报告编制与发布，以及责任沟通、传播与研究等事项，确保各项工作有效落实。集团下属上市公司积极筹备成立 ESG 委员会，编制发布 ESG 报告。截至 2022 年，共有 3 家上市公司发布 ESG 报告。

HBIS Group has continuously improved its social responsibility governance system, and set up a social responsibility research institution under the Group Strategic Research Institute, which is responsible for the overall planning, coordination and promotion of the Group's social responsibility strategic planning and specific affairs, the preparation and release of reports, and the communication, dissemination and research of responsibilities, so as to ensure the effective implementation. Listed companies under the Group are actively preparing to set up ESG committees to prepare and issue ESG reports. As of 2022, a total of 3 listed companies have released ESG reports.

责任理念

Responsibility Concept

共创经济财富，共享发展成果
Creating economic wealth and sharing development achievements together



共创绿色钢铁，共享蓝天碧水
Creating green steel and sharing the blue sky and clear water together

共创和谐社会，共享美好生活
Building a harmonious society and enjoying a better life together



责任愿景
Responsibility Vision

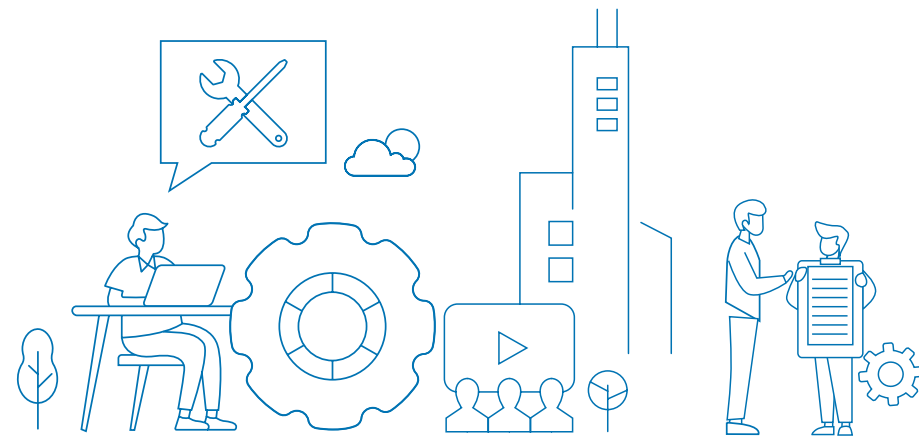
| | | |
|--|---|--|
|  |  |  |
| <p>生态优先，绿色发展 Ecological priority and green development</p> | <p>关爱员工 Care for the employees</p> | <p>回馈社会 Giving back to the society</p> |
| <p>构建六位一体的绿色发展总体布局，始终成为中国钢铁工业绿色低碳发展的引领者。</p> <p>Constructing a six-in-one overall layout of green development and always being the leader in green and low-carbon development of China's steel industry.</p> | <p>员工是企业不可复制的竞争力，让员工成为“本地区最受尊敬的企业员工”。</p> <p>Employees are an unrepeatable competitiveness of enterprises, so it is a must to make employees “the most respected employees in this region”.</p> | <p>作为企业公民，积极回馈社会，热心公益事业。</p> <p>As a corporate citizen, HBIS actively gives back to society and is enthusiastic about public welfare undertakings.</p> |

实质性议题
识别

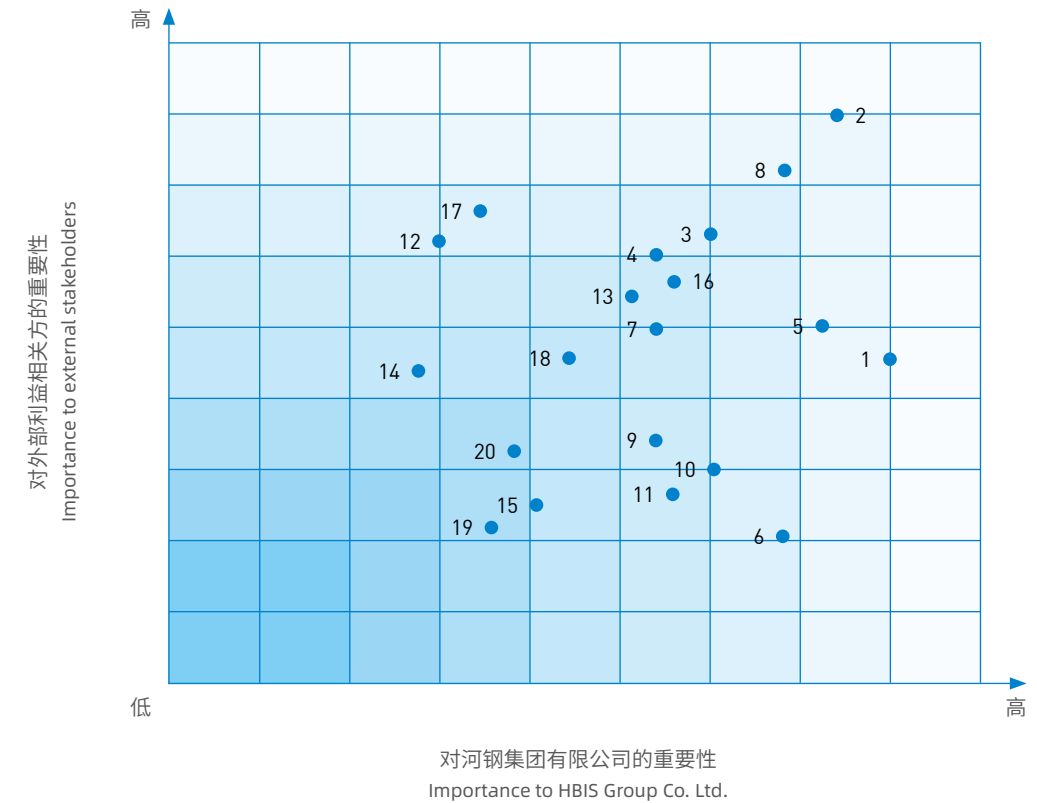
Identification of Substantive Issues

为保证社会责任理念有效融入企业管理和业务运营，河钢集团基于国家宏观政策导向、国内外社会责任标准、战略规划、国内外能源行业与钢铁行业社会责任议题关注点、社会舆论关注焦点等多种渠道，梳理出集团 20 项可持续发展关键议题，并结合各部门、各所属企业（单位）职能，将可持续发展议题的具体要求嵌入到工作流程中，有效推动责任议题工作落实落地，最大化创造经济、社会和环境价值，实现可持续发展。

In order to ensure the effective integration of the concept of social responsibility into enterprise management and business operation, HBIS Group has sorted out 20 key sustainability issues of the Group based on various channels such as national macro-policy orientation, domestic and foreign social responsibility standards, strategic planning, the domestic and foreign energy industry and steel industry social responsibility issues, and public opinion concerns, and combined with the functions of various departments and affiliated enterprises (units), embedded the specific requirements of sustainability issues into the workflow, effectively promoted the implementation of responsibility issues, and maximized the creation of economic, social and environmental values.



河钢集团 2022 年可持续发展报告实质性议题分析
Analysis of Substantive Issues of HBIS Group Sustainability Report 2022



- | | | | |
|--|--|--|---|
| 1. 安全生产 1. Work safety | 6. 坚持党建引领 6. Adhering to the leadership of the Party building | 11. 员工职业发展 11. Employee career development | 16. 抗击疫情 16. Fighting COVID-19 |
| 2. 保证产品质量 2. Ensuring product quality | 7. 反腐败 7. Anti-corruption | 12. 开展公益服务 12. Implementing public welfare services | 17. 助力乡村振兴 17. Supporting rural vitalization |
| 3. 减少废弃物排放 3. Reducing waste emissions | 8. 提升服务质量 8. Further enhancing service quality | 13. 合规运营 13. Compliance operation in compliance with laws | 18. 战略共享机制和平台 18. Strategic sharing mechanism and platform |
| 4. 节约能源资源 4. Saving energy and resources | 9. 推动行业发展 9. Promoting industry development | 14. 助力社区发展 14. Promoting community development | 19. 供应链责任 19. Supply chain responsibilities |
| 5. 坚持创新驱动 5. Insisting on innovation-driven development | 10. 员工权益保护 10. Protecting employee rights and interests | 15. 可持续发展管理 15. Sustainability management | 20. 知识产权管理 20. Intellectual property management |

责任实践 Responsibility performance

2022 年，河钢集团积极践行社会责任理念，通过编发报告、开展培训等举措，将社会责任理念融入管理的全过程，推动河钢可持续发展。

In 2022, HBIS Group actively practiced the concept of social responsibility, and integrated the concept of social responsibility into the whole process of management by compiling and issuing reports and carrying out training, so as to promote the sustainable development of HBIS.

河钢集团自 2008 年编制发布第一份社会责任报告，已连续十五年编制发布责任报告。

HBIS Group has been compiling and publishing its annual responsibility report for fifteen consecutive years since the first report was issued in 2008.

河钢集团召开 2022 年度可持续发展报告编制项目启动培训会，邀请社会责任领域专家对社会责任及 ESG 方面进行细致讲解，集团相关部门及下属企业社会责任负责人参加培训，社会责任能力及意识得到提升。

HBIS Group held a start-up training meeting for the preparation of sustainability report in 2022 and invited experts in the field of social responsibility to give detailed explanations on social responsibility and ESG. The responsible persons of social responsibility of relevant departments and subordinate enterprises of the Group participated in the training, and their social responsibility ability and awareness were improved.



河钢集团成功入选《钢铁行业社会责任蓝皮书（2022）》优秀案例。
HBIS Group was successfully chosen as an outstanding case in the *Blue Book on Social Responsibility of the steel industry (2022)*.



河钢集团成功入选《国资国企社会责任蓝皮书（2022）》优秀案例。
HBIS Group was successfully selected as an excellent case in the *Blue Book on Social Responsibility of State-owned Assets and Enterprises (2022)*.



河钢集团荣获 2022 责任金牛奖
HBIS Group wins the "2022 Golden Bull Award for Responsibility"

利益相关方沟通

Stakeholders communication

河钢集团不断完善信息披露相关管理制度体系，保护中小投资者知情权，加大信息公开度和透明度，有效回应利益相关方的期望与关切。通过在官网、官方公众号和主流媒体披露集团可持续发展相关工作信息，积极传播集团责任理念及履责动态，增进利益相关方对集团的理解和支持。

HBIS Group has continuously improved the relevant management system of information disclosure, protected the right to know of small and medium investors, increased the openness and transparency of information, and effectively responded to the expectations and concerns of stakeholders. By disclosing the work information related to the Group's sustainability on the official website, official WeChat official account and mainstream media, HBIS Group has actively disseminated the concept of the Group's responsibility and the performance of its responsibilities and enhanced the understanding and support of stakeholders for the Group.

| 利益相关方 Stakeholders |  政府 Government |  投资者 Investors |  员工 Employees | |  客户 Customers |  合作伙伴 Partners |  社区 Communities |  环境 Environment |
|-----------------------------------|--|---|--|--|--|--|--|--|
| 对河钢集团的诉求 Appeal to HBIS Group | 合规运营 Compliance operation 依法纳税 Tax payment according to law 带动地区发展 Driving regional development | 完善公司治理 Improvement of corporate governance 及时的信息披露 Timely information disclosure 公司持续盈利 Sustained profitability | 搭建职业发展通道 Building a career development channel 丰富的薪酬福利 Abundant remuneration and benefits 完善健康安全保障体系 Improving the health and safety guarantee system | | 产品与服务创新 Product and service innovation 保障客户权益 Protecting customers' rights and interests 提升客户满意度 Improving customer satisfaction | 公开、公平的采购 Open and fair procurement 互利共赢 Mutual benefit and win-win 共同发展 Common development | 积极融入社区 Actively integrating into communities 开展志愿活动 Conducting volunteer activities | 节能减排 Energy conservation and emission reduction 保护生态 Protecting the ecology |
| 河钢集团的回应 Response of HBIS Group | 遵守法律法规 Compliance with laws and regulations 主动纳税 Active tax payment 提供就业岗位 Providing employment posts 配合政府监察工作，完善内部合规监察制度 Cooperating with the government supervision work and improving the internal compliance supervision system | 提升内控水平 Improvement of the level of internal control 定期信息披露 Regular information disclosure 保障股东权益 Protecting shareholders' rights and interests | 完善员工招聘、晋升等内部管理制度 Improving the internal management system such as employee recruitment and promotion 为员工提供工作生活保障 Providing employees with work and life security 丰富员工生活 Enriching the life of employees | | 加强科技与管理创新 Strengthening innovation in science and technology and management 坚持诚信经营 Adhering to honest management 积极回应客户需求 Actively responding to customer needs | 打造责任供应链 Creating a responsible supply chain 坚守商业道德 Adhering to business ethics 合作与交流 Cooperation and exchange | 开展公益项目 Implementing public welfare services 助力乡村振兴 Supporting rural vitalization | 践行绿色管理 Implementing green management 推进绿色制造 Promoting green manufacturing 开发环保产品 Developing environmentally friendly products |

责任荣誉

Responsibilities
and Honors

河钢集团首次获得“可持续发展优胜者企业”³ 称号
HBIS Group won the title of “Sustainability CHAMPION” for the first time



河钢集团位列 2022 年《亚洲品牌 500 强》榜单第 142 位
HBIS Group ranked 142nd in the list of “Top 500 Asian Brands” in 2022

河钢集团荣获“2022 责任金牛奖—绿色环保奖”
HBIS Group won the “2022 Responsibility Golden Bull Award-Green Environmental Protection Award”



河钢集团位列 2022 年中国 500 最具价值品牌总榜单第 54 位，钢铁行业第二名
Ranked 54th in 2022 “China’s 500 Most Valuable Brands” list and second in the steel industry



河钢集团荣膺“2022 钢铁行业全球影响力品牌”
HBIS Group won the “2022 Global Influence Brand of Steel Industry”



河钢集团唐钢公司和石钢公司入选“2022 中国卓越钢铁企业品牌”
HBIS Group Tangsteel Company and Shisteel Company were selected as “2022 China Excellent Iron and Steel Enterprise Brand”



承德钒钛入选“2022 中国优秀钢铁企业品牌”
Chengde Vanadium Titanium was selected as the “2022 China Excellent Iron and Steel Enterprise Brand”



河钢入选中国工业碳达峰“领跑者”企业
HBIS was selected as the “Pacemaker” of China’s industrial carbon peak

河钢集团荣获 MPI 中国钢铁企业竞争力排名
“竞争力极强”最高评级



HBIS Group won the highest rating of “MPI Comprehensive Competitiveness Of Chinese Steel Enterprises”



³ “可持续发展优胜者企业”奖项评选 2018 年启动，旨在表彰履行可持续发展方面表现最突出的企业，是世界钢铁工业在可持续发展领域的最高荣誉。

³ The “Sustainability CHAMPION” Award was launched in 2018 to commend the enterprises that have performed most outstandingly in fulfilling sustainable development and is the highest honor for the world’s steel industry in the field of sustainable development.

未来展望 Outlook for the Future

2023年是全面贯彻落实党的二十大精神开局之年，是河钢集团转型升级高质量发展极为关键、极其重要的一年，是河钢集团迈进全面技术升级重点发力、提质增效的关键阶段，是充满光荣和梦想的新征程。

The year 2023 is the first year to fully implement the spirit of the 20th National Congress of the Communist Party of China, a crucial and important year for the transformation, upgrading and high-quality development of HBIS Group, a key stage for HBIS Group to step into comprehensive technological upgrading, quality and efficiency improvement, and a new journey full of glory and dreams.

我们将继续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，坚定落实河北省省委省政府和省国资委各项决策部署，以高质量发展为主题，以技术升级为主线，突出“四个更加关注”，持续推进“两个结构”优化，纵向推进产业链条由钢铁向材料延伸，横向推进同类业务归集和结构性重组，不断实现河钢高端化、智能化、绿色化发展的新跨越。

We will continue to uphold Xi Jinping's socialist ideology with Chinese characteristics for a new era as our guide, conscientiously study and implement the spirit of the 20th National Congress of the Communist Party of China, firmly implement the decisions and arrangements of the Hebei Provincial Committee, the People's Government of Hebei Province, and the SASAC of Hebei Province. With high-quality development as the theme and technological upgrading as the main line, we will emphasize the "four more concerns", continuously promote the optimization of the "two structures", vertically extend the industrial chain from steel to materials, and horizontally promote the collection and structural reorganization of similar businesses, continuously achieving a new leap forward in the high-end, intelligent, and green development of HBIS.

征程万里云鹏举，笃力奋楫开新篇。让我们重新再出发，在建设最具竞争力钢铁企业的道路上，坚定信心，迎难而上，久久为功，砥砺前行，不断开创更加美好的未来，在推进中国式现代化伟大进程中找准“河钢定位”、担当“河钢角色”、贡献“河钢力量”。

Let us collaborate and fight together, boldly pursuing all tasks and striving to succeed to the best of our abilities. Let's strengthen our conviction, tackle the difficulties head-on, persevere with persistent efforts and continuously create a better future. Let's orient the "positioning of HBIS", play the "role of HBIS" and contribute "the strength of HBIS" on the path of building the most competitive iron and steel enterprise in the great process of promoting China-style modernization.

附录

Appendix

报告说明

Information about the Report

本报告是河钢集团有限公司（以下简称“河钢集团”“河钢”“集团”“我们”）发布的第15份责任报告，披露了河钢集团及所属单位在可持续发展方面的履责绩效。

The Report is the 15th social responsibility report issued by HBIS Group Co., Ltd. (hereinafter referred to as "HBIS Group," "HBIS," "Group" and "We"), which discloses the performance of HBIS Group and its subsidiaries in sustainability.

报告主体 Report Subject

河钢集团有限公司及其所属单位
HBIS Group Co. Ltd. and its subsidiaries

编制流程 Compilation Process

实施报告全生命周期管理，从河钢集团及所属单位在可持续发展方面的履责绩效分析、报告框架构建、素材收集、报告编制、报告设计、意见征求、报告修订、领导审定等步骤，确保报告信息客观、规范、诚信、透明。

We have implemented the full life cycle management of the Report and ensured that the Report information is objective, standardized, honest and transparent from such steps as performance analysis of HBIS Group and its subsidiaries in terms of sustainability, construction of reporting framework, material collection, preparation, design, solicitation of opinions, revision and approval by leaders.

时间范围 Reporting Period

2022年1月1日—2022年12月31日。考虑到披露信息的连续性或可比性，部分信息内容在披露时间上向前或向后适当延伸。

From January 1, 2022 to December 31, 2022. Considering the continuity and comparability of the disclosed information, some information disclosed in the Report occurred before or after the time range.

质量保证 Quality Assurance

本报告发布前所有数据和内容已通过集团管理层审核，并承诺本报告内容不存在任何虚假记载、误导性陈述和重大遗漏，对本报告中相关数据的客观性和真实性负责。

Before the release of the Report, all data and content have been reviewed by the management of the Group, and we promise that there are no false records, misleading statements, or major omissions in the content of the Report. We take responsibility for the objectivity and authenticity of the relevant data in the Report.

信息来源 Information Sources

本报告所使用的信息及数据均来自集团的正式文件和统计报告。报告的财务数据以人民币为单位，特别说明除外。

The information and data used in the Report come from the official documents and statistical reports of the Group. Unless otherwise specified, all the financial data herein is stated in RMB.

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编写标准 Basis of Compilation

本报告参照国际标准化组织《ISO26000：社会责任指南(2010)》、联合国可持续发展目标SDGs、中国社会科学院《中国企业社会责任报告指南(CASS-CSR4.0)》、全球报告倡议组织(GRI)可持续发展报告标准、《中国工业企业及工业协会社会责任指南》(GSRI-CHINA 2.0)及《实施手册》编写。

The Report was prepared with reference to the various guidelines and standards, including ISO26000: Guidance on Social Responsibility (2010) issued by the International Organization for Standardization, the Sustainable Development Goals (SDGs) set by the United Nations, the Guidelines on Corporate Social Responsibility Reporting for Chinese Enterprises (CASS-CSR 4.0) issued by the Chinese Academy of Social Sciences, the sustainable development reporting standards of the Global Reporting Initiative (GRI), the Guidelines on the Social Responsibility for Industries of China 2.0 (GSRI-CHINA 2.0) and the Implementation Manual.

报告获取 Report Access

您可以通过以下方式获取河钢集团有限公司更多社会责任资讯，或下载本报告电子文本。河钢集团官网：www.hbisco.com

You can access more information about the social responsibilities of HBIS Group Co., Ltd. through the following methods or download the electronic version of the Report. Website of HBIS Group: www.hbisco.com

关键绩效

Key Performance

| 指标名称 The Report was prepared | 单位 Unit | 2020 | 2021 | 2022 |
|--|-----------------------|------------|------------|------------|
| 粗钢产量 Crude steel output | 万吨 10,000 tons | 4,375 | 4,164 | 4,100 |
| 生铁产量 Annual output of pig iron | 万吨 10,000 tons | 4,062 | 3,340 | 3,480 |
| 总资产 Total assets | 亿元 RMB 100 million | 4,855 | 5,086 | 5,396 |
| 营业收入 Operating revenue | 亿元 RMB 100 million | 3,640 | 4,267 | 4,007 |
| 利税 Profit and tax | 亿元 RMB 100 million | 160 | 243 | 176 |
| 社会贡献总额 Total amount of social contribution | 亿元 RMB 100 million | 446.79 | 549.32 | 494.73 |
| 社会贡献率 Social contribution rate | % | 9.43 | 11.05 | 9.44 |
| 产品出厂合格率 Product ex-factory pass rate | % | 100 | 100 | 100 |
| 科技人员总数 Total number of scientific and technical personnel | 人 People | 15,128 | 15,363 | 15,550 |
| 技术开发费用支出 Expenditure on technology development | 万元 RMB 10,000 | 592,583.00 | 637,522.27 | 789,530.03 |
| 研发投入占主营业务的比重 Proportion of R&D investment in main business | % | - | 3.26 | 3.88 |
| 新增专利申请 New patent applications | 件 No. | 1,370 | 1,282 | 1,113 |
| 客户满意度 Customer satisfaction | % | 99.6 | 98.9 | 99.2 |
| 客户投诉解决率 Customer complaint resolution rate | % | 100 | 100 | 100 |
| 产品止损事件发生次数 Number of occurrences of product stop loss events | 次 Time | 0 | 0 | 0 |
| 产品止损赔付总额 Total compensation for product stop loss | 万元 RMB 10,000 | 0 | 0 | 0 |
| 供应商通过质量、环境和职业健康安全管理体系认证的比率 Rate of suppliers passing the certification of quality, environment and occupational health and safety management system | % | 12 | 10 | 11 |
| 报告期内审查的供应商个数 Number of suppliers reviewed during the reporting period | 个 No. | 124 | 118 | 121 |
| 供应商培训投入 Supplier training investment | 万元 RMB 10,000 | 20 | 21 | 23 |
| 供应商培训人次 Number of suppliers receiving training | 人次 Person-time | 88 | 85 | 90 |
| 供应商培训时长 Supplier training hours | 小时 Hour | 35 | 38 | 40 |

| 指标名称 The Report was prepared | 单位 Unit | 2020 | 2021 | 2022 |
|---|-----------------------|-----------|----------|----------|
| 纳税总额 Total amount of taxes payable | 亿元 RMB 100 million | 136.38 | 131.39 | 142.95 |
| 报告期内吸纳就业人数 Number of people employed during the reporting period | 人 People | 483 | 384 | 422 |
| 员工总数 Total number of employees | 人 People | 108,132 | 103,637 | 99,807 |
| 女性员工数 Female employees | 人 People | 17,391 | 15,683 | 14,411 |
| 职工人工成本 Labor cost of employees | 亿元 RMB 100 million | 159.84 | 171.87 | 169.81 |
| 劳动合同签订率 Employment contract signing rate | % | 100 | 100 | 100 |
| 社会保险覆盖率 Social insurance coverage rate | % | 100 | 100 | 100 |
| 本地化雇用比例 Local employment rate | % | 99.78 | 99.81 | 99.8 |
| 员工培训投入 Employee training investment | 万元 RMB 10,000 | 26,500.00 | 4,378.00 | 3,137.55 |
| 员工培训人次 Number of employees receiving training | 人次 Person-time | 438,538 | 286,661 | 253,390 |
| 守法合规培训人次 Number of people receiving training on legal compliance | 人次 Person-time | 57,850 | 130,000 | 63,838 |
| 守法合规培训次数 Number of compliance training | 次 Time | 225 | 328 | 235 |
| 职业安全健康培训投入 Investment in occupational safety and health training | 万元 RMB 10,000 | 97.81 | 83.81 | 247.65 |
| 员工体检及健康档案覆盖率 Coverage of employee physical examination and health record | % | 100 | 100 | 100 |
| 特种作业人员持证上岗率 Rate of special operations personnel with certificate for work | % | 100 | 100 | 100 |
| 新员工三级安全教育率 Three-level safety education rate for new employees | % | 100 | 100 | 100 |

| 社会指标 Social indicators | 指标名称 The Report was prepared | 单位 Unit | 2020 | 2021 | 2022 |
|----------------------------------|---|--------------------------------------|-----------|------------|------------|
| | 百万工时伤害率 Injury rate per million man-hours | % | 0.04 | 0.03 | 0.01 |
| | 参加工会的员工比例 Proportion of employees participating in the labor union | % | 100 | 100 | 100 |
| | 应急演练次数 Number of emergency drills | 次 Time | 63 | 70 | 55 |
| | 安全生产投入 Investment in work safety | 万元 RMB 10,000 | 50,790.60 | 52,180.90 | 54,490.85 |
| | 安全生产培训覆盖率 Coverage rate of work safety training | % | 100 | 100 | 100 |
| | 员工工伤事故次数 Number of employee work-related accidents | 次 Time | 7 | 6 | 2 |
| | 员工工伤事故伤害人数 Number of employees injured by work-related accidents | 人 People | 7 | 6 | 2 |
| | 员工死亡人数 Number of employee fatalities | 人 People | 1 | 0 | 0 |
| | 乡村振兴投入总额 Total investment in rural vitalization | 万元 RMB 10,000 | 3,257.50 | 270.00 | 257.00 |
| 环境指标 Environmental indicators | 环保总投资 Total investment in environmental protection | 万元 RMB 10,000 | 80,000.00 | 548,253.00 | 310,017.34 |
| | 环保技术研发投入 Investment in environmental protection technology R&D | 万元 RMB 10,000 | 9,930.70 | 2,484.87 | 12,810.00 |
| | 环保培训投入 Investment in environmental protection training | 万元 RMB 10,000 | 26.00 | 34.61 | 28.00 |
| | 环保培训人次 Number of people receiving training on environmental protection | 人次 Person-time | 2,295 | 11,566 | 9,373 |
| | 环保培训时长 Environmental protection training hours | 小时 Hour | 176 | 1,044 | 687 |
| | 环保培训次数 Number of environmental protection training | 次 Time | 15 | 169 | 203 |
| | 新建项目环评通过率 EIA pass rate for new projects | % | 100 | 100 | 100 |
| | 全年能源消耗总量 Total annual energy consumption | 万吨标煤 10,000 tons of standard coal | 2,340 | 1,976 | 1,908 |

| 环境指标 Environmental indicators | 指标名称 The Report was prepared | 单位 Unit | 2020 | 2021 | 2022 |
|----------------------------------|---|--------------------------------------|---------------|---------------|---------------|
| | 全年能源消耗减少量 Annual energy consumption reduction | 万吨标煤 10,000 tons of standard coal | -161 | 364 | 69 |
| | 产值 Production value | 万元 RMB 10,000 | 17,695,718.00 | 21,395,882.00 | 35,416,512.84 |
| | 万元产值综合能耗 Comprehensive energy consumption per RMB 10,000 of output value | 吨标煤 Tons of standard coal | 1.32 | 0.92 | 0.54 |
| | 万元增加值能耗 Energy consumption per RMB 10,000 added value | 吨标煤 Tons of standard coal | 9.22 | 7.59 | 4.14 |
| | 工业增加值 Industrial value added | 万元 RMB 10,000 | 2,539,400.00 | 2,603,335.00 | 4,604,293.28 |
| | 年度新鲜水用水量 Annual freshwater consumption | 万吨 10,000 tons | 9,708 | 8,930 | 8,740 |
| | 单位工业增加值新鲜水耗 Fresh water consumption per unit industrial added value | 万吨 10,000 tons | 0.0038 | 0.0034 | 0.0019 |
| | 氨氮排放量 Ammonia nitrogen emissions | 吨 Ton | 26.347 | 42.93 | 4.56 |
| | COD 排放量 COD emissions | 吨 Ton | 252.9061 | 179.842 | 113.12 |
| | 氮氧化物排放量 Nitrogen oxide emissions | 吨 Ton | 16,394.90 | 14,399.00 | 10,547.67 |
| | 废气排放量 Exhaust emissions | 吨 Ton | 107,145,189 | 116,135,749 | 191,975,861 |
| | 废水排放量 Sewage discharge | 吨 Ton | 10,529,897 | 7,777,561 | 8,731,405 |
| | 中水使用量 Reclaimed water consumption | 万吨 10,000 tons | 21,520 | 148,658 | 145,136 |
| | 非化石能源量 Non-fossil energy | 万吨标煤 10,000 tons of standard coal | 0.30 | 0.29 | 0.30 |
| | 非化石能源比重 Proportion of non-fossil energy | % | 0.01 | 0.01 | 0.02 |

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评级报告

《河钢集团 2022 可持续发展报告》评级报告

受河钢集团委托，“中国企业社会责任报告评级专家委员会”抽选专家组成评级小组，对《河钢集团 2022 可持续发展报告》（以下简称《报告》）进行评级。

一、评级依据

中国社会科学院《中国企业社会责任报告指南（CASS-CSR4.0）》暨“中国企业社会责任报告评级专家委员会”《中国企业社会责任报告评级标准（2020）》。

二、评级过程

1. 评级小组审核确认《报告》编写组提交的《企业社会责任报告过程性资料确认书》及相关证明材料；
2. 评级小组对报告编写过程及内容进行评价，拟定评级报告；
3. 评级专家委员会副主席、评级小组组长、评级小组专家共同签署评级报告。

三、评级结论

过程性 (★★★★☆)

集团战略研究院牵头组建报告编制工作组，统筹具体编制工作，关键部门提供基础材料并审核相关内容，党委会负责报告终审；将报告定位为提高可持续发展管理水平、合规信息披露、强化利益相关方沟通的重要工具，功能价值定位明确；通过国家宏观政策、国内外社会责任标准、行业对标分析、集团战略规划等识别实质性议题；计划通过官方网站发布报告，并将以电子版、印刷品、H5 版的形式呈现报告，过程性表现领先。

实质性 (★★★★★)

《报告》披露了产品质量管理、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、减少“三废”排放等所在行业关键性议题，叙述详细充分，实质性表现卓越。

完整性 (★★★★☆)

《报告》主体内容从“更高端，品质求精行稳致远”“更绿色，携手共护绿水青山”“更智能，科技引擎智享未来”“更信赖，并肩前行成就共赢”“更暖心，惠及民生筑梦未来”等角度系统披露了所在行业核心指标的 80.99%，具有领先的完整性表现。

平衡性 (★★★★★)

《报告》披露了“员工工伤事故次数”“员工工伤事故伤害人数”“员工死亡人数”“百万工时伤害率”等负面数据信息，并阐述党风廉政建设和反腐败问题处置及整改情况，平衡性表现卓越。

可比性 (★★★★★)

《报告》披露了“营业收入”“安全生产投入”“全年能源消耗总量”等 68 个关键指标连续 3 年的对比数据，并通过“河钢集团位列 2022 年《亚洲品牌 500 强》榜单第 142 位”“河钢集团位列 2022 年中国 500 最具价值品牌总榜单第 54 位，钢铁行业第二名”等进行横向比较，可比性表现卓越。

可读性 (★★★★☆)

《报告》采用议题型框架结构，从五大篇章系统展示企业对政府、客户、环境、员工、伙伴、社区等利益相关方的履责行动与成效，详细回应利益相关方的期望与诉求；封面以一个正圆为主体，上下两部分插画分别突出了企业特点和绿色生活；章节页选用契合主题的实景大图，凸显行业特色，增强了报告的辨识度，可读性表现领先。

创新性 (★★★★☆)

《报告》开篇设置“贯彻二十大，奋力建功新时代”“创新变革，不断塑造发展新动能”“加强资源整合，优化产业布局”三个责任专题，突出企业高度的政治自觉和务实的工作举措，彰显了国企的责任担当；推动下属企业河钢股份编发首份 ESG 报告，强化了可持续发展工作的纵向管理；各章开篇设置响应联合国可持续发展目标版块，积极回应国际社会关注的重点议题，具有领先的创新性表现。

综合评级 (★★★★★)

经评级小组评价，《河钢集团 2022 可持续发展报告》为五星级，是一份卓越的企业社会责任报告。



河钢集团可持续发展报告首次获得五星级评价

四、改进建议

1. 进一步加强可持续发展管理体系和机制建设，提高报告过程性；
2. 增加行业核心指标的披露，提升报告的完整性。

黄群慧

评级专家委员会副主席

钟宏武 魏香丽

评级小组组长 评级小组专家

出具时间：2023 年 6 月 25 日



扫码查看企业评级档案

Rating Report

Rating Report of 2022 Sustainability Report of HBIS Group

Upon the request of HBIS Group, the Chinese Expert Committee on CSR Report Rating invited experts to form a rating panel to rate the 2022 Sustainability Report of HBIS Group (hereinafter referred to as "the Report").

I. Rating Criteria

Guidelines on Corporate Social Responsibility Reporting for Chinese Enterprises (CASS-CSR 4.0) by the Chinese Academy of Social Sciences, and Rating Standards for Corporate Social Responsibility Reporting in China (2020) by the Chinese Expert Committee on CSR Report Rating.

II. Rating Process

1. The rating panel reviews and confirms the Confirmation Letter on Process Materials of Corporate Social Responsibility Reporting and associated materials submitted by the preparation team of the Report;
2. The rating panel conducts rating on the preparation process and the contents disclosed by the Report, drafting the rating report;
3. The vice chairman of the Chinese Expert Committee on CSR Report Rating, the leader of the rating panel, and the expert of the rating panel jointly review and sign the rating report.

III. Rating Results

Process (★★★★☆)

The Strategic Research Institute of the Group takes the lead in setting up a report preparation working group to coordinate the specific preparation work. Key departments provide basic materials and review relevant content, and the Party Leadership Group Meeting is responsible for the final review of the report. The Report was positioned as an important tool to improve the sustainable development management level, compliance information disclosure, strengthen social responsibility management, enhance communication with stakeholders, showing clear functional value. The Report identified substantive issues through national macro policies, domestic and foreign social responsibility standards, industry benchmarking analysis, strategic planning of the Group, etc. The Group planned to release the Report through the official website and present the Report in electronic, print and H5 versions, achieving a leading performance in the aspect of the process.

Materiality (★★★★★)

The Report disclosed key industrial issues such as project quality management, innovation in products, responsible procurement, occupational health management, work safety, R&D and application of environmental protection technologies and equipment, and reduction of "three wastes" emissions. The information was adequate and detailed, achieving an excellent performance in the aspect of materiality.

Completeness (★★★★☆)

The main contents of the Report systematically disclosed 80.99 percent of the core indicators relating to the industry from the perspectives of, among others, "higher-end - pursuing high quality and continuous improvement", "greener - working together to protect the lucid waters and lush mountains", "more intelligent - driving an intelligent future with technologies", "more reliable - working together for win-win results" and "warmer - benefiting people's livelihood and building a dream future", achieving a leading performance in the aspect of completeness.

Balance (★★★★★)

The Report disclosed negative information including "number of employee work-related accidents", "number of employees injured by work-related accidents", "number of employee fatalities" and "injury rate per million man-hours," and information on Party integrity promotion as well as anti-corruption problem handling and rectification, achieving an excellent performance in the aspect of balance.

Comparability (★★★★★)

The Report disclosed 68 key indicators including "operating revenue", "investment in work safety" and "total annual energy consumption" for three consecutive years; and, conducted a horizontal comparison on "HBIS Group ranked 142nd in the list of 'Top 500 Asian Brands' in 2022", "HBIS Group ranked 54th in 2022 'China's 500 Most Valuable Brands' list and second in the iron and steel industry", and other rankings and lists, achieving an excellent performance in the aspect of comparability.

Readability (★★★★☆)

The Report adopted an issue-based framework and systematically disclosed the actions and achievements of social responsibility performance to stakeholders such as the government, customers, environment, employees, partners and the community in five chapters, responding to the expectations and demands of stakeholders in detail. The cover was dominated by a perfect circle, and the upper and lower illustrations highlighted the characteristics of the enterprise and green life respectively. The chapter pages were made of large real-world images suitable for the topic, highlighting the characteristics of the industry, enhancing the recognition of the report, and achieving a leading performance in the aspect of readability.

Innovation (★★★★☆)

The Report opened with three responsibility topics, namely, "Implementing the spirit of the 20th National Congress of the Communist Party of China and Striving to Build a New Era of Meritorious Service", "Making Innovations and Changes and Constantly Creating New Driving Force for Development" and "Strengthening Resource Integration and Optimizing Business Structure", highlighting the high political consciousness and pragmatic work measures of enterprises and demonstrating the sense of responsibility of state-owned enterprises. The Group promoted the preparation and issuance of the first ESG report by its subsidiary, HBIS Limited, and strengthened the vertical management of sustainable development. At the beginning of each chapter, there was a section that responded to the United Nations Sustainable Development Goals and actively responded to key issues concerned by the international community. All in all, it achieved a leading performance in the aspect of innovation.

Overall Rating (★★★★★)

According to the assessment of the rating panel, the 2022 Sustainability Report of HBIS Group is awarded a five-star rating. It is an excellent CSR report.



The Sustainability Report of HBIS Group wins a five-star rating for the first time

IV. Improvement Suggestions

1. The construction of the sustainable development management system and mechanism shall be further strengthened, so as to improve the reporting process;
2. The disclosure of core indicators relating to the industry shall be enhanced, so as to further improve the completeness of the Report. treatment measures.

黄群慧

Huang Qunhui,
Vice Chairman of the Chinese Expert
Committee on CSR Report Rating

钟宏武 魏香丽

Zhong Hongwu,
Leader of the Rating
Panel Wei Xiuli,
Expert of the
Rating Panel

June 25, 2023



Scan the QR code to learn more about corporate rating rep

意见反馈 Feedback

尊敬的读者：

Dear readers,

您好！

Greeting!

非常感谢您阅读本报告，本报告是河钢集团有限公司发布的第 15 份责任报告。为不断改进报告编制工作，提高可持续发展管理的能力和水平，我们真诚希望您能够对报告进行客观评价，提出宝贵意见和建议。请您扫码填写意见反馈表，或选择以下方式反馈给我们。

Thank you very much for reading the Report. The Report is the 15th social responsibility report issued by HBIS Group Co., Ltd. We sincerely hope that you can make an objective evaluation of the Report and put forward valuable comments and suggestions in order to continuously improve the preparation of the Report and enhance the ability and level of sustainability management. Please scan the QR code to fill in the feedback form, or choose the following methods to submit feedback.

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1、您对河钢集团有限公司 2022 年可持续发展报告的总体评价是：

很好 较好 一般 较差 很差

1. Your overall assessment of the sustainability Report 2022 of HBIS Group Co., Ltd. is:

Very good Good Fair Poor Very poor

2. 您认为本报告是否能反映河钢集团有限公司对经济、社会和环境的重大影响：

能 一般 不了解

2. Do you think the Report can reflect the significant influence of HBIS Group on the economy, society and environment:

Yes Fair Not sure

3. 您认为本报告所披露信息、数据、指标的清晰、准确、完整度如何：

好 较好 一般 差 不了解

3. How do you rate the clarity, accuracy and completeness of the information, data and indicators disclosed herein in the Report:

Very high High Fair Low Very low

4. 您对河钢集团有限公司可持续发展工作有何建议？

4. What are your suggestions on HBIS Group's sustainable development work?



扫一扫，反馈意见
Scan and give feedback

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