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*(A joint stock limited company incorporated in the People's Republic of China)*

**(Stock Code: 00323)**

## **BOARD DIVERSITY POLICY**

### **1. PURPOSE**

This policy aims to set out the approach adopted by the board of directors (the “**Board**”) of Maanshan Iron & Steel Company Limited (the “**Company**”) to achieve diversity among its members, with a view to ensuring that the Board maintains appropriate balance and thereby enhances the Company’s corporate governance standards.

### **2. POLICY STATEMENT**

The Company firmly believes that achieving diversity on the Board is conducive to improving the Board’s effectiveness and decision-making quality.

To achieve sustainable and balanced development, the Company regards Board diversity as a key element in supporting the realisation of its strategic objectives and maintaining sustainable development.

All Board appointments are made on the principle of combining integrity and competence. When selecting director candidates, the nomination committee of the Board (the “**Nomination Committee**”) gives due consideration to the benefits of skills, experience, and diverse perspectives and viewpoints on the Board, based on appropriate criteria.

### **3. MEASURABLE TARGETS**

The selection of director candidates will be based on a range of diversity criteria, taking into account the Company's need to achieve high-quality development, including but not limited to skills, knowledge, gender, age, race and cultural background, educational background, industry experience, and professional experience. The final decision will be made based on the director candidates' strengths and the contributions they may bring to the Board, while achieving an appropriate balance in diversity.

The Company avoids having a Board or a Nomination Committee that is single-gender.

### **4. ASSESSMENT AND MONITORING**

The Nomination Committee assesses this policy annually or as appropriate, evaluates and updates the targets set by the Board for implementing this policy, and monitors progress towards achieving the measurable targets to ensure the effective implementation of this policy. The Nomination Committee will discuss any revisions to this policy and propose amendments to the Board for approval.

The Nomination Committee assesses the structure, size, and composition (including skills, knowledge, and experience) of the Board at least once a year, assists the Board in preparing a Board skills matrix, and makes recommendations on any proposed changes to the Board that may be necessary to align with the Company's corporate strategy.

### **5. DISCLOSURE OF THIS POLICY**

A summary of this policy, together with the measurable targets set for implementing this policy and the progress achieved, will be disclosed in the Company's annual report, or otherwise as required by the Shanghai Stock Exchange and The Stock Exchange of Hong Kong Limited.

By order of the Board  
**Maanshan Iron & Steel Company Limited**  
**Jiang Yuxiang**  
*Chairman*

24 April 2026  
Maanshan City, Anhui Province, the PRC

*As at the date of this announcement, the directors of the Company include executive director Jiang Yuxiang; employee director Tang Qiming; and independent non-executive directors Guan Bingchun, He Anrui, Qiu Shengtao and Zeng Xiangfei.*