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## **Chongqing Iron & Steel Company Limited** **重慶鋼鐵股份有限公司**

*(a joint stock limited company incorporated in the People's Republic of China with limited liability)*  
(在中華人民共和國註冊成立的股份有限公司)

(Stock Code: 1053)

### **ANNOUNCEMENT ON TERMINATION OF THE FOURTH PHASE OF EMPLOYEE SHARE OWNERSHIP PLAN OF THE COMPANY**

Chongqing Iron & Steel Company Limited (the “**Company**”) convened the 15<sup>th</sup> meeting of the seventh session of the board of directors and the 18<sup>th</sup> meeting of the seventh session of the supervisory committee on 20 March 2018 and the 2017 annual general meeting on 15 May 2018, at which the Proposal for the Employee Share Ownership Plan from 2018 to 2020 (Draft) of Chongqing Iron & Steel Company Limited and its Summary (《關於〈重慶鋼鐵股份有限公司2018年至2020年員工持股計劃(草案)〉及其摘要的議案》) and other relevant proposals were considered and approved; The Company convened the 31<sup>st</sup> meeting of the eighth session of the board of directors and the 20<sup>th</sup> meeting of the eighth session of the supervisory committee on 30 December 2020, at which the Proposal in relation to the Fourth Phase of Employee Share Ownership Plan and Adjustment to the Way of Distribution of Rights and Interests under the First, Second and Third Phases of Employee Share Ownership Plan (《關於公司第四期員工持股計劃及調整第一、二、三期員工持股計劃權益分配方式的議案》) was considered and approved; The Company convened the first holders’ meeting of the fourth phase of employee share ownership plan of the Company on 15 January 2021, at which the Proposal in relation to the Establishment of the Management Committee of the Fourth Phase of Employee Share Ownership Plan and Authorisation to the Management Committee to be Responsible for the Management of the Employee Share Ownership Plan (《關於設立第四期員工持股計劃管理委員會並授權管理委員會負責員工持股計劃管理事宜的議案》) and other relevant proposals were considered and approved. For details, please refer to the relevant announcements of the Company published on the China Securities Journal, Shanghai Securities News, Securities Times and Securities Daily, the website of the Shanghai Stock Exchange (<http://www.sse.com.cn>) and the website of Hong Kong Stock Exchange (<http://www.hkex.com.hk>) on 22 March 2018, 16 May 2018, 31 December 2020 and 16 January 2021, respectively.

The Company convened the 41<sup>st</sup> meeting of the eighth session of the board of directors on 20 July 2021, at which the Proposal in relation to the Adjustment to the Scale of the Fourth Phase of Employee Share Ownership Plan (《關於調整第四期員工持股計劃規模的議案》) was considered and approved. In accordance with the authorisation by the general meeting of the Company and the requirements of the Employee Share Ownership Plan from 2018 to 2020 and relevant management documents, to facilitate the completion of the purchase of shares under the fourth phase of employee share ownership plan of the Company, it is agreed that the original size of the fourth phase of employee share ownership plan of the Company, being 45,724,009 shares, shall be adjusted down to 45,724,000 shares. For details, please refer to the relevant announcements of the Company published on the China Securities Journal, Shanghai Securities News, Securities Times and Securities Daily, the website of the Shanghai Stock Exchange (<http://www.sse.com.cn>) and the website of Hong Kong Stock Exchange (<http://www.hkex.com.hk>) on 21 July 2021.

Pursuant to the requirements under the Guiding Opinion on the Implementation of the Pilot Program on Employee Share Ownership Plans by Listed Companies (《關於上市公司實施員工持股計劃試點的指導意見》) and the Work Procedures for the Information Disclosure about Employee Share Ownership Plans of Listed Companies on Shanghai Stock Exchange (《上海證券交易所上市公司員工持股計劃信息披露工作指引》), the information on the fourth phase of employee share ownership plan of the Company is hereby disclosed as follows:

As at 28 September 2022, the Company has completed the shares realization and distribution of interests under the fourth phase of employee share ownership plan by means of non-transaction transfers and transactions in the secondary market, and this phase of employee share ownership plan is terminated. At this point, the implementation of the employee share ownership plans from 2018 to 2020 of the Company has been fully completed and terminated.

By order of the Board  
**Chongqing Iron & Steel Company Limited**  
**Zou An**  
*Secretary to the Board*

Chongqing, the PRC, 29 September 2022

*As at the date of this announcement, the Directors of the Company are: Mr. Zhang Wenxue (Executive Director), Mr. Xie Zhixiong (Executive Director), Mr. Zou An (Executive Director), Mr. Song De An (Non-executive Director), Mr. Lai Xiaomin (Non-executive Director), Mr. Zhou Ping (Non-executive Director), Mr. Sheng Xuejun (Independent Non-executive Director), Mr. Zhang Jinruo (Independent Non-executive Director) and Mr. Guo Jiebin (Independent Non-executive Director).*