CSR Strategic Plan for 2026–2027

Nippon Steel Slovakia (NSSK) stakeholder engagement activities are governed by internal ethics and human rights requiring that all engagement is conducted free from manipulation, interference, coercion, intimidation, negative retaliation, or undue influence.

The stakeholder engagement process related to planning and implementation of support activities is conducted in accordance with the principles of open, transparent, and respectful communication. No stakeholder is purposefully influenced in expressing opinions, concerns, comments, or feedback. NSSK ensures that stakeholders are able to communicate their views freely through appropriate and accessible communication channels.

This approach is supported by top management and applied not only during stakeholder engagement activities themselves, but also during the development, implementation, and regular review of the Stakeholder Engagement Plan.

Community and Employees Engagement & Regional Development

Goals:

We have been interested in the needs of the region in which we live and work since we have been operating in Slovakia, We are actively involved in solving problems and development challenges in the area of our influence - in the Košice and Prešov regions of eastern Slovakia. In line with the company's values, we provide support directly or through our Foundation NIPPON STEEL SLOVAKIA. Our intention is:

1. Deepen partnerships with local municipalities and NGOs.
2. Engage our employees in community initiatives.

Actions:

- Continue with organizing *Volunteer Days – Steelmakers for Košice*, when our employees help the local organizations and communities. Continue with ambassadors program for each location to empower employees to join local initiatives.
- Prioritize projects in education, environmental protection, cultural heritage, and youth sports.
- Continue with existing *Together for the Region* grant program to support 10+ projects annually to fund grassroots ideas from employees and local residents.
- Continue support for marginalized Roma communities through employment and firewood donations.

1. Education, Schools and Science

Goals:

- Strengthen technical literacy, creativity and career readiness among youth.
- Increase scholarship awareness and the need for technical talents.

Actions:

- Launch of Steelpark update and increase the involvement of elementary schools.
- Expand cooperation with technical high schools and universities.
- Continue with the *Scholarship Program* and *Internship program*.
- Continue with yearly donation of sheet metal to the High School of Industrial Technologies in Košice – Šaca, which is used for practical vocational training of students for one school year.

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2. Humanity, Social Care, Health Care, Safety and Inclusion

Goals:

- Support all eligible vulnerable families among employees.
- Help with the integration of kids from foster homes in society.
- Enhance inclusion of employees with disabilities.
- Promote preventive health care and mental well-being.

Actions:

- Continue with and expand program *We Are With You at the Right Time* in order to support our employees' families in difficult life situations.
- Continue with and expand program *Donate Lunch*, delivering donated meals to people in need in shelters
- Continuous support of foster homes
- Continuous support of seniors
- Continue with projects *Wishing Tree* and *Christmas Charity Hut*.
- Continue to cooperate with social enterprise *Gombida*. Gombida was founded by the municipality of Velka Ida in 2021 and is the follow-up of our project *Equality of opportunities* in the field of employment of Roma living in the village of Velka Ida.
- Partner with hospitals for accelerated screenings (e.g., mammography, vision).
- Keep on engaging our employees in blood donation through organizing event Steelmakers´ Drop Of Blood in cooperation with local hospital.
- Continue with company's iniciative of collection of material aid for people in need as a part of *Volunteer Days*.
- Organize health-themed events via WIN and NextGen networks (employees interest groups).

- Continue with waste firewood donations to socially disadvantaged communities in surrounding municipalities and to the non-profit organization Oasis – Hope for New Life.
- Continue with grant program *Together for the region* which supports projects in four categories: safety, environmental protection, preservation of cultural heritage and development activities for children and youth.

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3. Culture

Goals:

- Our focus is support of local, national or international cultural events organized in Eastern Slovakia.
- Preserve regional identity.
- Build on long-term cooperation with proven institutions.

Actions:

- Sponsor cultural events such as Visegrad Days and Art Film Fest.
- Continue in long-term partnership with National Theater Košice and Košice State Philharmonic, consider partnership with The East Slovakian Museum.
- Continue in supporting updates of Steelpark, a creative and entertainment center for children, which was created as our contribution to the Košice - European Capital of Culture 2013.
- Continue with grant program *Together for the region* as it supports, among other categories, projects in the field of cultural heritage.

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4. Sports and Youth Support

Goals:

- Promote healthy lifestyles.

Actions:

- Continue support for Košice Peace Marathon, HC Košice.
- Continue with our grant program *Your Chance to Play*, supporting young athletes.
- Continue in egagement of our employees in company's summer and winter sports games.

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5. Environment, Animals Protection

Goals:

- Reduce environmental footprint through community projects.
- Increase visibility and community engagement through Volunteer days.

Actions:

- Fund local clean-ups and reforestation efforts.
- Continue in supporting education on environmental topics in schools via grant program *Together for region*.
- Continue supporting local organisations such as animal shelter, zoo and botanical garden through our Volunteer Days – Steelmakers for Košice event.