Yancheng Port International Co., Limited

鹽城港國際股份有限公司

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立的有限公司)

Stock Code 股份代號 : 8310

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2025 環境、社會及管治報告



CONTENTS
目錄

ABOUT THE REPORT	**關於本報告**	2
Reporting Period and Scope	報告期間及範圍	2
Reporting Basis	編寫依據	2
Reporting Principles	匯報原則	3
Report Language and Access	報告語言與獲取方式	3
Response to this Report	回應本報告	3
BOARD STATEMENT	**董事會聲明**	4
CHAPTER 1 OPTIMIZED GOVERNANCE	**第一章 精益管治**	6
Compliance Management	合規管理	6
Stakeholder Communication	持份者溝通	9
Materiality Analysis	重要性分析	10
CHAPTER 2 LOW-CARBON DEVELOPMENT	**第二章 低碳發展**	13
Environmental Emergency Management	環保應急管理	14
Management of Environmental Objectives	環境目標管理	15
Reduced Emissions	減少排放	17
Exhaust Gas Emission Management	廢氣排放管理	17
Effluent Discharge Management	污水排放管理	19
Solid Waste Management	固體廢棄物管理	20
Resources Conservation	節約資源	23
Energy Management	能源管理	23
Water Management	水資源管理	24
Tackling Climate Change	應對氣候變化	25
CHAPTER 3 WORK SAFETY	**第三章 安全生產**	26
Safety Risk Management and Control	安全風險管控	26
Safe Operations Management	安全運營管理	31
The Company's Security Management Structure	公司安全管理架構	32
Employee Health Protection	員工健康保障	36
Safety Training	安全培訓	38
CHAPTER 4 GATHERING TALENTS	**第四章 匯聚人才**	42
Employment Compliance	合規僱傭	42
Employment Equity	平等僱傭	42
Labour Conditions	勞工條件	43
Remuneration and Benefits	薪酬及福利	43
Employee Development and Training	員工發展與培訓	47
CHAPTER 5: WIN-WIN COOPERATION	**第五章 攜手共贏**	51
Supply Chain Management	供應鏈管理	51
Supplier Safety and Environmental Management	供應商安全環保管理	52
Customer Service	客戶服務	53
Customer Communication	客戶溝通	53
Customer Privacy	客戶私隱	53
Community Input	社區投入	54
Appendix I: Key Performance Indicators	**附錄一 關鍵績效指標**	55
Environmental Aspect	環境範疇	55
Social Aspect	社會範疇	56
Appendix 2 Content Index to Appendix C2 "Environmental, Social and Governance Reporting Code"	**附錄二 聯交所上市規定附錄C2《環境、社會及管治報告守則》索引**	59

ABOUT THE REPORT
關於本報告

This report is the ninth annual Environmental, Social and Governance ("**ESG**") report (the "**Report**") of Yancheng Port International Co., Limited ("**Yancheng Port International**", "**We**" or "**the Company**"), which focuses on the ESG issues of concern to our stakeholders.

本報告是鹽城港國際股份有限公司(以下簡稱「**我們**」或「**本公司**」)的第九份年度環境、社會及管治(以下簡稱「**ESG**」)報告,當中集中討論了持份者關注的事宜。

REPORTING PERIOD AND SCOPE

The scope of the Report differs from that of the previous year. The policies, statements, and data contained herein cover the Group's trading business and petrochemical product storage business. This Report covers the Company and certain subsidiaries, including Jiangsu Yancheng Port Port Storage Petrochemical Company Limited ("**Port Storage Petrochemical**"), Jiangsu Yancheng Port Port Shipping International Trade Company Limited ("**Port Shipping International**"), and Zhuhai Yangang Petrochemical Company Limited ("**Zhuhai Yangang Petrochemical**") (collectively known as the "**Group**" or "**We**"), presenting the sustainability approach and performance for the period from 1 January 2025 to 31 December 2025 (the "**Reporting Period**"). As Qianhai Mingtian Supply Chain (Shenzhen) Company Limited ("**Qianhai Mingtian**") was not engaged in any business operations during the Reporting Period, it is excluded from the scope of the Report.

報告期間及範圍

本報告內容涵蓋範圍與去年有所不同,本報告所載政策文件、聲明及數據涵蓋本集團的貿易業務及石化產品倉儲業務。涵蓋本公司及部分附屬公司,包括江蘇鹽城港港儲石化有限公司(「**港儲石化**」)、江蘇鹽城港港航國際貿易有限公司(「**港航國際**」)、珠海鹽港石化有限公司(「**珠海鹽港石化**」)(統稱為「**本集團**」,「**集團**」或「**我們**」),於二零二五年一月一日至十二月三十一日期間(「**報告期間**」)的可持續發展方針及表現。由於前海明天供應鏈(深圳)有限公司(「前海明天」)於報告期間已不再涉及任何業務,故不會包括在本報告範圍內。

REPORTING BASIS

This has been prepared in compliance with Appendix C2 Environmental, Social and Governance Reporting Code (the "**Code**") to the GEM Listing Rules of The Stock Exchange of Hong Kong Limited ("**HKEX**"). Material aspects and general disclosures as defined in the Code and deemed to be relevant to the Company's business and operations will be presented in four key areas, namely Environment, Employment, Business Practices and Community. The Report has been prepared in accordance with a systematic set of procedures, including:

編寫依據

本報告乃根據香港聯合交易所有限公司(「**聯交所**」)創業板上市規則下的附錄C2《環境、社會及管治報告守則》(「**守則**」)編制。守則中所界定且被視為與本公司業務及營運有關的重大層面及一般披露內容將按四個主要範疇呈列,即環境、僱傭、營運慣例以及社區。本報告按照一套有系統的程序擬定,包括:



REPORTING PRINCIPLES

This report has been prepared in accordance with the mandatory disclosure requirements and "comply or explain" set out in Appendix C2 in the Code.

匯報原則

本報告乃依照守則附錄C2所載的強制性披露要求及「遵守或解釋」原則編製。

Reporting principles 匯報原則	The Group's response 集團回應
Materiality 重要性	The Group collects the views of stakeholders through a variety of means and conducts internal materiality assessments to identify material ESG issues. These key issues will be disclosed as a priority in this report. 本集團通過多種方式蒐集持分者的觀點，並執行內部的重要性評估，以辨識重要的環境、社會及管治議題。這些關鍵議題將在本報告中優先披露。
Quantitative 量化	The Group collects data on environmental and social key performance indicators and makes quantitative disclosures with reference to Appendix 2: "Reporting Guidance on Environmental KPIs" and Appendix 3 "Reporting Guidance on Social KPIs" in HKEX's "How to prepare an ESG Report" to monitor and evaluate the progress of the Group's implementation of its environmental and social responsibility initiatives. 本集團收集環境及社會關鍵績效指標數據，並參照聯交所《如何編備環境、社會及管治報告》中的附錄二《環境關鍵績效指標匯報指引》及附錄三《社會關鍵績效指標匯報指引》作量化披露，以監察及評估本集團於履行環境及社會責任措施的進度。
Consistency 一致性	This report uses consistent statistical methods to enable effective and meaningful comparisons of data in the future. If there is any change in the methodology used and the scope of reporting, we will explain it in the notes for reference. 本報告使用一致的統計方法，令數據日後可作有效及有意義的比較。倘所用的方式及匯報範圍有變，我們將在附註中解釋以供參考。
Balance 平衡	This report is required to present the Group's environmental, social and governance performance in an impartial manner in order to achieve a comprehensive and fair report. 本報告須不偏不倚地呈報本集團在環境、社會及管治方面的表現，以達到全面且公允的匯報。

REPORT LANGUAGE AND ACCESS

This report has been prepared in both English and Chinese and will be available on the HKEX news e-website (www.hkexnews.hk) or the Company's official website (https://www.ycport.com.hk). If there is any inconsistency or ambiguity between the English and Chinese versions, the Chinese version shall prevail.

報告語言與獲取方式

本報告以中、英文編寫，並將可在聯交所披露易網站(www.hkexnews.hk)或本公司官方網(https://www.ycport.com.hk)獲取。如中英文版本有任何互相抵觸或不相符的地方，概以中文版本為準。

RESPONSE TO THIS REPORT

If you have any comments about this report or the Company's sustainability strategy and performance, you are welcome to contact us via the Company's official website (https://www.ycport.com.hk).

回應本報告

如　閣下對本報告或本公司的可持續發展策略及表現有任何意見，歡迎透過本公司的官方網站(https://www.ycport.com.hk)聯絡我們。

BOARD STATEMENT
董事會聲明

To deeply integrate sustainability principles into the corporate governance framework, the Company has established an ESG Working Group under the direct leadership of the Board of Directors to coordinate and oversee all sustainability-related matters. The core responsibilities of this group include formulating sustainability strategies, objectives, and management mechanisms, as well as appropriately allocating the resources required to achieve such objectives. Concurrently, this group monitors the implementation of strategies and objectives on an ongoing basis, assesses progress towards their achievement, supervises relevant actions, and rigorously executes the Board approval and publication procedures for the annual sustainability report.

為將可持續發展理念深度嵌入公司治理框架，本公司設立由董事會直接領航之ESG專責小組，統籌並全面統籌及監督可持續發展相關事務。該小組之核心職責包括擬訂可持續發展策略、目標與管理機制，並適切配置達標所需資源。同時，持續關注策略與目標之落實情況，評估達成進度並對相關行動加以監督，並嚴謹執行年度可持續發展報告之董事會審批與發布程序。

The relevant units of the Company's departments and subsidiaries will collaborate with the ESG Working Group to implement specific execution plans, including formulating relevant policies and standards, establishing management systems, and regularly reporting progress and effectiveness to the ESG Working Group. The ESG Working Group will integrate the information and submit an annual report to the Board of Directors to form a bottom-up communication mechanism. In addition, the Board of Directors, as the top-level decision-making body, evaluates and authorizes the strategies and guidelines proposed by the ESG Working Group. The ESG Working Group guides, supervises and evaluates each department. The Company has engaged Riskory Consultancy Limited as a professional ESG consultant to provide sustainability consulting services, assist in managing ESG risks and advance sustainability work, while continuously tracking international sustainability trends and improving performance through industry standard benchmarking. Hence, the Board reviews ESG-related matters at least annually and receives regular updates from the ESG Working Group. Material ESG risks and performance indicators are incorporated into the Group's overall risk management framework and business strategy planning process.

本公司各部門及附屬公司相關單位將與ESG工作小組協作，落實具體執行方案，包括制定相關政策、標準，建立管理體系，並定期向ESG工作小組匯報進度及成效。ESG工作小組將資訊整合後向董事會提出年度報告，形成自下而上的溝通機制。此外，董事會作為頂層決策機構，對ESG工作小組提出的策略和方針進行評估和授權。ESG小組則對各部門實施指導、監督和評估。本公司亦委任Riskory Consultancy Limited為專業ESG顧問，提供可持續發展諮詢服務，協助管理ESG風險及推進可持續發展工作，並持續追蹤國際可持續發展趨勢，透過對標行業標準以提升績效表現。因此，董事會每年至少檢討一次與ESG相關的事宜，並定期接收由ESG工作小組提供的最新匯報。重大ESG風險及績效指標亦已納入本集團的整體風險管理框架及業務策略規劃流程中。

The Group understands stakeholder expectations and demands through regularly held diverse communication activities to identify and evaluate key ESG issues and submit them for board discussion. The Board of Directors identifies environmental, social and corporate governance risks and opportunities based on the external environment and corporate strategy, and makes decisions on annual ESG priorities and projects. During the Reporting Period, we have identified the risks and opportunities of climate change for the Company's future operations, assessed their relevance and impact, and developed strategies to address them. In addition, we have set environmental targets and actively promoted various green and low-carbon initiatives to support the country's "dual carbon" strategy. We will continuously monitor the progress of achieving our goals and adjust and strengthen related work in accordance with global sustainability trends.

本集團透過定期舉辦多元溝通活動了解持份者的期望與訴求，從而識別及評估ESG重要議題，並提呈董事會討論。董事會會根據外部環境和公司戰略來識別環境、社會和公司治理方面的風險和機會，並對年度ESG重點工作和項目做出決策。在報告期間，我們已經辨認出氣候變化對公司未來運營的風險和機會，評估了它們的相關性和影響程度，並針對性地制定了應對策略。此外，我們設定了環境目標，積極推動各項綠色低碳舉措，以支援國家的「雙碳」戰略。我們將持續監察目標實現進度，並因應全球可持續發展趨勢適時調整及強化相關工作。

The Company's sustainable development governance structure
本公司可持續發展治理架構

Board
董事會

ESG decision-making
ESG決策層

Chief decision-making body
最高決策組織

Reviews risks and materiality associated with sustainability matters
審議可持續發展相關風險及重要性

Reviews and approves the strategies, goals and management guidelines of sustainable development
審議、批准可持續發展戰略、目標、管理方針

Monitors and reviews the sustainability performance and progress towards related targets
監督、檢討可持續發展表現及相關目標進度

Reviews and approves the public disclosures related to sustainability matters
審議、批准可持續發展適宜相關的公開披露

Annually report 年報匯報

Review 審議
Supervise 監督
Authorise 授權
Approve 批准

ESG Working Group
ESG工作小組

ESG management
ESG管理層

Supervises sustainable development-related work
監督可持續發展相關工作

Develops the goals, strategies and management guidelines of sustainable development
制定可持續發展目標、戰略及管理方針

Regularly report 定期匯報

Guide 指導
Supervise 監督
Assess 考核

All departments and related divisions of subsidiaries
各部門及附屬公司相關部門

ESG execution
ESG執行層

Implement sustainable development-related work
落實可持續發展相關工作

Develop sustainable development-related system
制定可持續發展相關體係

Prepare the sustainability report
編寫可持續發展報告

The Group prioritizes sustainability, continuously drives transformation and innovation, and aspires to become an industry benchmark. Our core business encompasses the trading of petrochemical products and commodities such as soybeans, as well as petrochemical products storage. In order to effectively identify and manage ESG risks across diverse business areas, we have established an ESG Working Group led by the General Manager, which collaborates with the Safety Committee and other key departments to strengthen the overall management of ESG. In addition, the team is responsible for communicating with stakeholders, identifying and evaluating ESG risks related to business operations, integrating and analyzing relevant information, and regularly submitting reports to the Board of Directors on material ESG matters.

本集團以可持續發展為核心議題，持續推動轉型創新，並立志成為行業標竿。我們的核心業務涉及買賣石化產品及大豆等產品的貿易業務，同時也包括石化產品的倉儲。為了有效識別和掌管跨多元營業範疇的ESG風險，我們已建立了一個由總經理領導的ESG工作小組，該小組與公司安全委員會及其他關鍵部門協作，加強ESG的整體管理。此外，小組還負責與利益相關者進行溝通，識別與評估與業務運作相關的ESG風險，整合和分析相關資訊，並定期就ESG重大事項向董事會提交報告。

COMPLIANCE MANAGEMENT

合規管理

The Group firmly believes that a sound corporate governance structure is an important cornerstone for the Company's long-term and steady development. We strictly implement laws and regulations such as the Company Law of the People's Republic of China, the Law on Anti-Corruption and Anti-Bribery of the People's Republic of China, the Law on State-Owned Assets in Enterprises of the People's Republic of China, and the Anti-Unfair Competition Law of the People's Republic of China, and are committed to internal risk management and control. In order to regulate the behavior of employees, the Company has formulated internal management regulations such as the "Anti-malpractice Management System", the "Internal Control System" and continuously optimized the "Staff Code" and other guidelines to ensure employees follow the highest professional ethical standards and strictly adhere to ethical and legal boundaries. The Group is committed to building an integrity culture and creating an honest and upright corporate environment.

本集團堅信，完善的企業管治架構是公司長期穩健發展的重要基石。我們嚴格執行《中華人民共和國公司法》、《中華人民共和國反貪污賄賂法》、《中華人民共和國企業國有資產法》以及《中華人民共和國反不正當競爭法》等法律法規，並致力於內部風險管理與控制。為規範員工的行為，公司內部制定了《反舞弊管理制度》、《內控制度》等內部規章制度，並持續優化《員工守則》等指南，確保員工遵循最高職業道德標準，嚴守道德及法律底線。本集團致力建設廉潔文化，營造誠信正直的企業環境。

To strengthen the robustness and orderliness of internal operations, the Group has established a rigorous and comprehensive "Internal Control System"as the foundation of our governance. We conduct internal audits on an annual basis: in addition to performing necessary audit procedures, we also carry out compliance reviews and effectiveness assessments of internal control mechanisms, and propose corrective and optimization measures for identified risk areas to ensure that our operations continuously comply with regulatory and contractual requirements. Furthermore, to embed business ethics at the core of governance and throughout corporate management, we actively conduct business ethics training and anti-fraud awareness programs, instilling anti-corruption values into employee codes of conduct and corporate culture.

為強化內部營運之穩健度與秩序性，本集團以嚴謹完善的《內控制度》融入我們按年持續推動內部審計：除執行必要之稽核作業外，亦對內控機制進行合規審視與效能評估，並針對識別之風險環節提出修正與優化方案，以確保集團營運持續符合法規與合約要求。同時，為使商業道德內化為治理核心並滲透企業管理，我們積極開展商業道德培訓與反詐騙宣傳，將反貪腐之價值觀融入員工行為準則與企業文化。

The Group treats every reported case seriously and continues to improve its reporting mechanisms. In order to achieve this goal, we have developed a set of rules and regulations for reporting disciplinary violations and the protection of whistleblowers. By providing a variety of reporting channels such as letters, telephone and e-mail, we follow the core principles of "combining punishment with prevention and giving priority to precaution (懲防並舉、重在預防)" and "whistleblower protection and avoidance for investigation (舉報保護、調查回避)", and promptly investigate and deal with employees' corruption. To ensure safety and rights of whistleblowers, we have established a whistleblower protection mechanism to ensure that the identity of whistleblowers is kept confidential and that retaliation, including dismissal, suspension, threats, harassment, or any form of unfair treatment, is prohibited. In the event of a violation of the above commitments, we will take disciplinary actions in accordance with the Company's policy, and may even refer the incident to the judicial authorities. The Group attaches great importance to anti-corruption education. We have provided professional materials compiled by the Hong Kong Independent Commission Against Corruption (ICAC) to the Board of Directors, and plan to expand relevant training to management and all employees to strengthen the corporate integrity culture.

本集團嚴肅處理每宗舉報個案，並持續完善舉報機制。為了達到這個目標，我們制定了一套違紀舉報和舉報者保護規章制度。通過提供書信、電話和電子郵件等多種舉報途徑，遵循「懲防並舉、重在預防」和「舉報保護、調查迴避」的核心原則，及時調查與處置員工的貪污行為。為確保舉報者的安全與權利，我們建立舉報者保護機制，保證保密舉報者身份，並禁止報復，包括解僱、停職、威脅、騷擾或任何形式的不公平對待。若有違反上述承諾的行為發生，我們將按照公司政策作出處分，甚至可能移交司法機關處理。本集團重視反貪污教育工作，已向董事會提供香港廉政公署編製的專業教材，並計劃將相關培訓擴展至管理層及全體員工，以強化企業廉潔文化。

During the Reporting Period, there were no concluded or pending corruption legal cases against the Company and our employees, nor were we aware of any violations of national or local anti-corruption laws.

在報告期間，集團並不知悉任何已結案或正在審理的員工貪污法律訴訟，也未發現任何違反國家或地方反貪污法律的行為。

Case Study: Specialized Rule-of-Law Seminar
案例：專題法治講座





Yancheng Port Group organizes compliance and rule-of-law promotion activities from time to time, using diversified training and legal education to continuously deepen the concept of governing the enterprise in accordance with the law and to strengthen its compliance culture, thereby enhancing employees' legal awareness and risk prevention capabilities. As a specific measure to safeguard employees' rights and interests, during the Reporting Period the Group Women's Federation, focusing on female employees' rule-of-law needs, organized a specialized seminar titled" Law Protects Women, Love Walks Alongside," with the aim of strengthening publicity on the legal protection of women's rights and improving female employees' ability to safeguard their rights in accordance with the law.

The seminar was held via video conference, with headquarters staff attending at the main venue and subsidiaries participating through (including controlled companies) parallel sub-venues, where more than 400 female employees joined the session. The Group specially invited the deputy director of the management committee of Beijing Yingke (Yancheng) Law Firm, to deliver the lecture, adopting a three-dimensional legal education model that combined thematic teaching, case-based explanation of laws, and interactive consultation. Taking common issues such as family disputes and marital property distribution as examples, she provided case analysis and offered a focused interpretation of the newly issued judicial interpretations on the Marriage and Family Book of the Civil Code, helping female employees grasp key practical points and essentials for protecting their rights.

The seminar enhanced employees' awareness and strengthened compliance culture within the Group. Participating female employees generally reported that it not only enhanced their knowledge of relevant laws, but also strengthened their awareness and capability to use legal means to safeguard their legitimate rights and interests, while further allowing them to feel the Group's care and concern for female staff. Going forward, the Yancheng Port Group will continue to focus on the actual needs of our employees, further intensify legal publicity efforts, and deepen the protection of employees' rights and interests through various forms, so as to enhance legal literacy and rights-protection capacity, and inject momentum into the Group's high-quality development.

鹽城港集團不定期舉辦合規與法治宣傳活動，透過多元培訓與普法教育，持續深化依法治企理念與合規文化建設，提升員工法律意識與風險防範能力。作為其中一項面向員工權益保障的具體舉措，報告期間，集團婦聯聚焦女職工法治需求，組織開展「法護巾幗愛心相伴」專題法治講座，旨在加強婦女權益保障法治宣傳，提升女職工依法維權能力。

活動以視訊會議形式舉行，總部員工於主會場出席，各附屬公司（包括控股公司）於分會場同步參與，共有逾400名女職員參加。講座特邀北京市盈科（鹽城）律師事務所管委會副主任授課，採取「專題講授＋以案釋法＋互動諮詢」的立體化普法模式，結合家庭糾紛、婚姻財產分配等常見議題進行案例解析，並就最新出臺的婚姻家庭編司法解釋作重點解讀，協助女職工掌握實務重點與權益保障要領。

此次講座提高了員工的法律意識，並進一步強化了本集團的合規文化。參與女職工普遍反映不僅增進相關法律知識，更強化了運用法律維護自身合法權益的意識與能力，同時也進一步感受到集團對女職工的關心關愛。未來，鹽城港集團將持續聚焦職工實際需求，進一步加大普法宣傳力度，以多元化推進職工權益保障，提升法律素養與維權能力，為集團高品質發展注入動能。

STAKEHOLDER COMMUNICATION

To enhance our overall sustainability strategy, the Group proactively strengthens two-way communication mechanisms with stakeholders. By establishing diverse and stable communication channels, we ensure that stakeholders can stay informed of our operational developments promptly and understand the potential direct or indirect impacts thereof. The scope of communication extends beyond corporate governance to encompass service quality, community engagement, and various other areas. Through continuous and in-depth engagement, we are able to more accurately understand stakeholder expectations and consistently create and enhance sustainable value throughout our operations.

持份者溝通

為精進可持續發展之整體策略，本集團主動強化與持份者之雙向溝通機制。藉由建立多元且穩定之溝通渠道，我們確保持份者可及時掌握公司營運動向，並理解其所可能帶來之直接或間接影響。溝通範疇除公司治理外，亦涵蓋服務品質、社區參與等多個面向。透過持續而深入之交流，我們得以更精準把握持份者之期望，並在集團營運歷程中不斷創造與提升可持續價值。

Stakeholders 持份者	Expectations for the Group 對本集團的期望	Ways of Communication 溝通方式
Customers **客戶**	• Safeguarding the quality of products and services 保障產品及服務質量	• Official website 官方網站 • Customer interviews 客戶訪談 • Customer service hotline 客戶服務熱線
Staff **員工**	• Protecting the legitimate rights and interests of employees 保障員工合法權益 • Providing occupational training and development 提供職業培訓發展 • Creating a safe and healthy environment 創造安全健康環境	• Company's intranet 公司內部聯絡網 • Staff suggestion box 員工信箱 • Staff training 員工培訓 • Staff meetings 員工會議 • Staff engagement activities 員工互動活動
Government and Regulatory Authorities **政府及監管機構**	• Compliance operation 合法合規運營 • Tax compliance 依法納稅	• Symposium with government departments 與政府部門之座談會 • Working report and research 工作報告及調研 • Supervision and inspection 監督檢查
Shareholders and Investors **股東與投資者**	• Generating return on capital 創造資本回報 • Information openness and transparency 資訊公開透明 • Standardized corporate governance 公司規範治理	• Shareholders' meetings 股東會議 • Official website 官方網站 • Online interactive platform 線上互動平台 • Periodic report 定期報告 • Investor research 投資者調研

Stakeholders 持份者	Expectations for the Group 對本集團的期望	Ways of Communication 溝通方式
Suppliers **供應商**	• Maintaining sound cooperation 保持良好合作 • Jointly supporting industrial upgrading 共助產業升級	• Direct communication and visit 直接溝通訪問 • Supplier's meeting 供貨商會議 • Online opinion surveys 網上意見調查 • Regular review and assessments 定期審核及評估 • Tendering activities 招投標活動
Media **媒體**	• Information openness and transparency 資訊公開透明	• Telephone interviews 電話訪談 • Special interviews 專題採訪
Community **社區**	• Promoting community development 促進社區發展	• Regular communication 常規交流 • Community communication 社區溝通 • Email 電子郵件

MATERIALITY ANALYSIS

To effectively identify the Group's material ESG issues, we conducted a comprehensive assessment of the issues identified in 2024, taking into account stakeholder opinions and operational conditions. The Group considers various aspects, including the key business and operating environment, the influence of stakeholders, and the influence of the Group on stakeholders, to determine whether there are material changes in key stakeholders. With reference to the industry materiality issues of the Sustainability Accounting Standards Board (SASB), the ESG industry materiality map of MSCI, and peer disclosure highlights, and combining the expectations of key stakeholders and the impact of ESG issues on the Group, we conducted a systematic review of the 2024 materiality issues. After detailed review, the Group believes there have been no significant changes in the materiality issues during the Reporting Period, and the relevant issues and their details are listed below:

重要性分析

為有效識別本集團的重大ESG議題，我們綜合持份者意見及營運狀況，對2024年度已識別的議題展開全面評估。我們從多方面考慮，包括主要業務及營運環境、持份者的影響力、我們對持份者的影響力，以判斷重要持份者是否存在重大改變。我們參照永續會計準則委員會(SASB)的行業重要性議題、MSCI的ESG行業重要性地圖及同業披露重點，並結合主要持份者期望與ESG議題對本集團的影響程度，對2024年度的重要性議題進行系統性檢視。經過詳細審視後，本集團認為報告期間的重要性議題並無重大變化，相關議題及其詳細內容列述如下：

List of material ESG issues in 2025 本公司二零二五年ESG重要議題列表		
Type of issues 議題類型	No. 序號	Issues 議題
Highly Important **高度重要**	01	Waste treatment and disposal 廢棄物處理與處置
	02	Investing resources to reduce pollution emissions 投入資源減少污染排放量
	03	Discharging pollutants according to relevant standards 污染排放達到相關標準
	04	Potential environmental risks in controlling storage operations (such as chemical leakage and explosion) 管控倉儲運營可能存在的環境風險 (如化學物洩漏、爆炸等事故)
	05	Climate change 氣候變化
	11	Occupational health and safety 職業健康與安全
	16	Establishment of a production safety system 安全生產體系建設
	17	Risk management 風險管理
	20	Anti-corruption 反貪污
	22	Compliance management 合規經營
Important **重要**	06	Rational use of water resources 合理使用水資源
	07	Energy conservation 節約能源
	08	Exhaust gas and greenhouse gas emissions 廢氣及溫室氣體排放
	10	Employee training and development 員工培訓與發展
	12	Legitimate recruitment and use of the workforce 合法合規用工
	13	Employee compensation and benefits 僱員薪酬與福利
	18	Business ethics 商業道德
	19	Quality of products and services 產品及服務質量
	21	Supply chain management 供應鏈管理
	23	Information security and privacy protection 資訊安全和隱私保護
	28	Community relations 社區關係
	29	Corporate governance 企業管治

List of material ESG issues in 2025 本公司二零二五年ESG重要議題列表		
Type of issues 議題類型	No. 序號	Issues 議題
Relevant **相關**	09	Environmental and natural resources 環境及天然資源
	14	Protection of the rights and interests of employees 保障員工權益
	15	Talent recruitment 人才招募
	24	Emergency risk response capabilities 應急風險應對能力
	25	Competitive behavior 競爭行為
	26	Material procurement and efficiency 材料採購與效率
	27	Community investment and charity 社區投資與公益

The Group adheres to the principles of green and low-carbon development, proactively aligns with national environmental policies, comprehensively implements environmental management and protection initiatives, and strictly complies with all applicable environmental protection laws and standards, including but not limited to:

本集團堅持綠色低碳之發展宗旨，主動響應國家環保方針，全面落實環境管理與保護行動，並嚴謹遵循一切適用之環境保護法規與標準，包括但不限於：

- Environmental Protection Law of the People's Republic of China;
- 《中華人民共和國環境保護法》；
- Water Pollution Prevention and Control Law of the People's Republic of China;
- 《中華人民共和國水污染防治法》；
- Atmospheric Pollution Prevention and Control Law of the People's Republic of China;
- 《中華人民共和大氣污染防治法》；
- Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Wastes;
- 《中華人民共和國固體廢物污染環境防治法》；
- Law of the People's Republic of China on Noise Pollution Prevention and Control;
- 《中華人民共和國噪聲污染防治法》；
- Law of the People's Republic of China on Environmental Impact Assessment;
- 《中華人民共和國環境影響評價法》；
- Directory of National Hazardous Wastes;
- 《國家危險廢物名錄》；
- Standard for Pollution Control on Hazardous Waste Storage;
- 《危險廢物貯存污染控制標準》；
- Law of the People's Republic of China on the Safety of Hazardous Chemicals; and
- 《中華人民共和國危險化學品安全法》；及
- Measures for the Prevention and Control of Environmental Pollution by Discarded Dangerous Chemicals.
- 《廢棄危險化學品污染環境防治辦法》。

The Group has established a comprehensive environmental management system and implementation mechanism, implements a responsibility system for environmental protection goals, and ensures that operational activities align with green development principles.

本集團建立完善的環境管理體系及執行機制，貫徹環境保護目標的責任制度，確保營運活動符合綠色發展原則。

To this end, the Company has prepared the "Environmental Impact Assessment Report", and on the basis of the existing "Environmental Management System and Measures" and "Environmental Protection Responsibility System", has further strengthened the documentation mechanisms for environmental operations and hazardous waste management, and strictly implements relevant compliance management in the Regulations on the Administration of Pollutant Discharge Permits. Under the professional guidance of the Environmental Protection Group, all production units across the Group actively adopt advanced pollution prevention and control technologies to reduce the discharge of various pollutants, while proactively identifying and monitoring environmental risks associated with our operations to promote green, low-impact sustainable development.

為此，本公司編製《環境影響評價報告》，並在既有《環境管理制度及措施》與《環境保護責任制》之框架上，進一步強化環保運行與危險廢棄物管理之紀錄機制，且依《排污許可管理條例》嚴格辦理相關合規管理。在環保小組之專業指導下，集團各生產單位積極導入先進之污染防治技術，降低各類污染物排放，同時主動辨識與監測營運相關之環境風險，以推動綠色、低影響的可持續發展。

This year, we continued to improve our environmental management system by implementing technical specifications, including the "Technical Specifications for Identification Mark Setting of Hazardous Wastes", the "Pollution Control Standards for Hazardous Waste Storage", and the "Technical Specifications for Quality Inspection of Pollutant Discharge Permits". Meanwhile, we continued to optimize the operation of the "Dafeng Port's Online Monitoring System for Oil Vapour Recovery" to strengthen the protection of the ecological environment around the port.

本年，我們持續完善環保管理制度，執行《危險廢物識別標誌設置技術規範》、《危險廢物貯存污染控制標準》及《排污許可證質量核查技術規範》等技術規範。同時，持續優化《大豐港油氣回收在線監測系統》的運作，加強港口周邊生態環境保護。

ENVIRONMENTAL EMERGENCY MANAGEMENT

環保應急管理

The Group places high importance on environmental incident emergency management, and has established a comprehensive environmental risk prevention and control system by improving organizational structure, monitoring and early warning systems, and information reporting mechanisms. Specific measures include:

本集團高度重視環境事故應急管理，通過完善組織結構、監測預警系統及資訊報告機制等方面，建立全面的環境風險防控體系。具體措施包括：

- Formulation and regular review of "Environmental Emergency Plan";
- 制定和定期回顧《環境應急預案》；
- Conduct regular emergency drills to improve the ability to respond to environmental emergencies;
- 定期舉行應急演練，提升應對環境緊急情況的能力；
- For major accidents or emergencies, the Company formulates management measures from the aspects of systems, post settings and handling processes;
- 對重大事故或突發事件，公司從制度、崗位設置以及處理流程等方面制定管理措施；
- Set up a dedicated emergency management post to ensure that there is a dedicated person responsible for emergency preparedness and response; and
- 設立專責的應急管理崗位，確保有專人負責應急準備和響應；及
- Strengthen the reporting mechanism after an accident.
- 強化事故發生後的報告機制。

Through the above measures, we are committed to protecting the environmental ecology, preventing environmental incidents from occurring, and minimizing their potential impacts.

通過上述措施，我們致力保護環境生態，預防環境事故發生，並減少可能帶來的影響。

During the Reporting Period, the Group was not aware of any material non-compliance with relevant environmental laws and regulations that have a significant impact on the Group.

報告期間，本集團並不知悉任何對本集團造成重大影響的環境相關法律及法規重大不合規情況。

MANAGEMENT OF ENVIRONMENTAL OBJECTIVES

環境目標管理

In accordance with ecological environmental protection policies and industry standards, the Group has established a clearly defined environmental and ecological protection target framework within the designated planning period. This framework focuses on four key areas: emission reduction, energy saving, water conservation, and waste reduction. To ensure effective implementation, the Group cascades the overall targets and assigns them to various functional departments and subsidiaries, accompanied by corresponding governance and execution measures. Through periodic performance reviews and process optimization, we continuously improve our environmental performance and management outcomes.

本集團依據生態保護政策與行業規範，於既定規劃期內明確制定環境與生態守護之目標體系。該體系聚焦四大面向：減排、節能、節水與減廢。為確保落地成效，集團將總體指標下達至各職能部門與子公司，並配合實施推出相應之治理與執行措施。藉由績效評估與流程優化，我們持續提升環境績效與管理表現。

Emissions 排放量	Objective: Gradually establishing a carbon emission management mechanism 目標：逐步建立碳排放管理體系

- Using secondary seals for floating roof tanks
  對浮頂罐採用二次密封措施
- Installing breather valve baffles on the top of oil tanks
  在油罐頂安裝呼吸閥擋板
- Strengthening the inspection on tank accessories, and regularly inspecting flame arrester, hydraulic oil seal and dip hatch to ensure that air tightness meets the requirements
  加強對儲罐附件的檢查，對阻火器、液油封、量油孔等定期檢查做到氣密性符合要求
- Filling the oil tank to the permissible level to reduce losses
  將油罐裝滿至允許程度，以減少損失
- Carrying out low carbon-related education and training for employees
  對員工開展低碳相關的教育及培訓

Energy efficiency 能源使用效益

Objective: Strengthening the management of energy consumption in the production process to increase energy use efficiency
目標：加強生產過程能耗管理，提升能源使用效率

- Gradually phasing out equipment and facilities with high energy consumption, and strengthen energy-saving technological transformation
  逐步淘汰高能耗的設備設施，加強節能技術
- Reasonably adjusting nitrogen valve pressure to reduce nitrogen waste
  調節氮氣閥壓力，減少浪費氮氣
- Raising energy conservation awareness of employees to reduce waste caused by leaving lights on, keeping air conditioners running when no one is around, etc.
  加強對員工的節能意識教育，減少長明燈、無人空調等情況

Water efficiency 用水效益

Objective: Increasing the investment in water-saving process and technology to improve water use efficiency
目標：增加節水技術的投入，提高用水效益

- Standardizing the cleaning of oil tanks, reasonably prolonging the cleaning cycle, and using clean and efficient dispersants to reduce the water discharged
  規範油罐清洗程序，合理延長油罐清洗週期，採用清潔高效的化油劑，減少清洗排水量
- Improving the secondary utilization rate of clean water
  提高清潔用水的二次利用率
- Reasonably controlling cooling water consumption of equipment
  合理控制設備冷卻水用量
- Raising water conservation awareness of employees to prevent the waste caused by leaving a hose on for a long period
  加強對員工的節水意識教育，從源頭杜絕長流水現象

Waste reduction 減廢

Objective: Optimizing waste management level and reducing waste discharge
目標：優化廢棄物管理水平，降低廢棄物排放

- Strengthening equipment management to reduce the phenomenon of leaking, and reduce the quantity and probability of hazardous waste generation
  加大設備管理力量，減少跑、冒、滴、漏現象，降低危險廢物產生的數量和機率
- Strengthening the publicity of waste reduction internally and externally
  加強對內對外的減廢宣傳
- Actively exploring upgrading of waste reduction technologies and improving waste disposal management
  積極探索發展減廢技術，完善廢棄物處置管理

EMISSIONS REDUCTION

The Company has comprehensively reviewed and optimized its operational processes to identify major sources of environmental emissions, including wastewater generated from tank cleaning at storage facilities, volatile organic compounds (VOCs[1]), and solid waste. At the same time, we strictly comply with the environmental protection laws and regulations of the People's Republic of China, such as the Environmental Protection Law of the People's Republic of China and the Law of the People's Republic of China on Environmental Impact Assessment.

To minimize the environmental impact, the Company has formulated and implemented internal management systems such as "Environmental Management System and Measures" and "Environmental Protection Responsibility System". We have also established comprehensive emission management regulations, including the "Hazardous Waste Management Rules" and the "Responsibility System", ensuring strict compliance with relevant emission monitoring requirements.

In accordance with the management requirements of the pollutant discharge permit, the Group conducts regular self-monitoring and submits pollutant discharge reports to relevant departments on a quarterly and annual basis. During the Reporting Period, the Group was not aware of any significant non-compliance with emissions.

Exhaust Gas Emission Management

We continuously advance innovation in production and logistics technologies, combining source control with process improvements to mitigate the environmental impact of exhaust emissions. In accordance with the requirements of the "Technical Policy for Prevention and Control of VOCs Pollution", we strengthen VOCs leakage prevention and control during storage through technical measures such as closed collection systems and anti-leakage facilities. During the year, we continued to optimize and implement management systems, including the "Oil Vapour Recovery", comprehensively improving storage operation standards to strive to reduce our operational environmental impacts, such as VOCs leakage.

[1] VOCs is the abbreviation of volatile organic compounds

減少排放

本公司全面審視並優化生產與營運流程，從中識別主要環境排放來源，包括倉儲洗罐所產生之廢水、揮發性有機物(VOCs[1])及固體廢棄物等。同時，我們嚴格遵循中華人民共和國環境保護相關法律法規，例如《中華人民共和國環境保護法》及《中華人民共和國環境影響評價法》等。

為將對環境的影響降至最低，本公司制定並執行《環境管理制度及措施》和《環境保護責任制》等內部管理制度。同時建立完善的排放物管理規範，包括《危險廢棄物管理章程》和《危險廢物污染防治工作責任制》等，確保嚴格遵循相關排放物監管要求。

根據排污許可證的管理規定，集團進行定期的自行監測，並按季度和年度向相關部門上報排污報告。在報告期間，集團並不知悉有任何重大的違規排放情況。

廢氣排放管理

我們持續推進生產與物流技術創新，結合源頭管控與工藝改良等措施，減輕廢氣排放對環境的影響。依據《揮發性有機物(VOCs)污染防治技術政策》要求，我們通過密閉收集系統和防滲漏設施等技術措施，加強倉儲過程中VOCs的洩漏防控。本年度我們持續優化並執行《油氣回收操作規程》等管理制度，全面提升倉儲作業標準，致力減少企業運營對環境的影響，例如VOCs的洩露情況。

[1] VOCs是揮發性有機化合物 (volatile organic compounds)的英文縮寫

To strengthen the management and control of exhaust emissions, during the Reporting Period, the Group commissioned a professional third-party organization to conduct comprehensive unorganized waste gas testing in accordance with the "Standard Operating Procedures and Technical Specifications for VOCs Leak Detection", obtaining detailed inspection reports. The inspection results show that the Group's storage facilities' unorganized waste gas emissions comply with national and local standards requirements.

為加強廢氣排放的管理與控制，報告期間本集團委託專業第三方機構按《VOCs無洩漏檢測標準操作流程及技術規範》開展無組織廢氣全面檢測，並得出詳細檢驗報告。檢查結果顯示，集團儲存設施的無組織廢氣排放符合國家及地方標準要求。

We also engaged another third-party professional organization to conduct exhaust leak detection and maintenance, performing comprehensive inspections of sealing points to effectively identify and control potential environmental risks during the storage process. The test results demonstrate that the Group's petrochemical storage and transportation system has excellent seal performance, and the management of VOCs leakage risks has been remarkably effective.

我們亦另聘第三方專業機構執行廢氣洩漏檢測及維修工作，對密封點進行全面檢查，有效識別及控制倉儲過程中的潛在環境風險。檢測結果表明，本集團石化儲運系統密封性能優良，VOCs洩漏風險管理成效顯著。

In order to further control VOC emissions during oil loading and unloading, we have implemented the following measures:

為進一步控制油品裝卸過程中的VOCs排放情況，我們實施了以下舉措：

- Strengthen the maintenance of equipment and facilities, and conduct high-frequency inspections of equipment, such as entrusting a third party to conduct leak detection and repair (LDAR) testing of equipment, so as to prevent the case of leakage;
- 加強設備設施的維護保養，並對設備進行高頻次的巡查，如委託第三方對設備進行洩漏檢測與修復(LDAR)檢測，以杜絕「跑冒滴漏」的現象發生；
- The oil and gas recovery device is put into use to recover the volatilized oil and gas from the storage tank, and the recovery efficiency reaches 95%;
- 投用油氣回收裝置，對儲罐揮發的油氣進行回收，回收效率達到95%；
- The loading platform tank truck is changed from the original top loading to a safer and more environmentally friendly bottom loading method, and the gas generated in the loading process is collected and connected to the oil and gas recovery device;
- 裝車台槽罐車由原頂部裝車改為更安全、更環保的底部裝車方式，同時對裝車過程中產生的氣體進行收集，並接入油氣回收裝置中；
- Nitrogen sequestration facilities in storage tanks were used to reduce the fugitive volatilization of VOCs in pipelines;
- 啟用儲罐的氮氣封存設施，減少管線中VOCs的無組織揮發；
- In summer, the tank body is cooled by water spray, and the volatility of the storage medium in the tank is reduced, so as to reduce the exhaust gas generated by the volatilization of the medium;
- 夏季時通過水噴淋的方式對罐體進行降溫，降低罐體內儲存介質的揮發性，從而減少介質揮發產生的廢氣；
- The nitrogen valves have been recalibrated to reduce oil and gas emissions through nitrogen sealing;
- 重新標定氮氣閥門，通過氮封減少油氣排放；

- Dust nets are added to the surrounding bulk cargo yards, and spray dust reduction measures are carried out regularly, which greatly reduces dust pollution; and
- Regular pressure tests are carried out on the hose to prevent leakage incidents.

The Group is equipped with the "Dafeng Port's Online Monitoring System for Oil Vapour Recovery" to continuously monitor the 24-hour emission data of VOCs. At the same time, according to the requirements of the environmental protection authorities, the air pollution control has been strengthened. According to the air pollution situation, measures such as stopping production and reducing production will be taken to further ensure that the inhalable suspended particulate (PM2.5) index meets the standard. Through online VOCs monitoring and emission monitoring, we can reduce the impact of emissions on the surrounding environment more effectively, and also make the Company's production and operation more in line with the requirements of national air pollution prevention and control policies. Looking ahead, the Group will continuously optimize environmental monitoring technologies and pollution control facilities, striving to promote the development of a green and low-carbon industry.

Effluent Discharge Management

The Group strictly complies with the Water Pollution Prevention and Control Law of the People's Republic of China and the Integrated Wastewater Discharge Standard of the People's Republic of China, ensuring proper treatment of water pollutants and preventing pollutants such as oils, acidic substances, and alkaline solutions from being discharged directly into water bodies, thereby effectively protecting the aquatic ecological environment. In addition, we have established a comprehensive wastewater collection system to collect wastewater from ground cleaning, tank washing, oily water, and rainwater. The collected wastewater first undergoes preliminary treatment at our self-operated wastewater treatment facilities before being transferred to the industrial park's wastewater treatment station for advanced purification until it meets the statutory discharge standards. As for wastewater from office areas, it is discharged directly into the municipal sewage network for treatment at the local municipal wastewater treatment plant. During the Reporting Period, the Group continued to conduct water quality monitoring in adjacent sea areas, carefully assessed the environmental impact on surrounding water bodies, and implemented timely and appropriate response measures for any emergency situations.

- 對周邊散貨堆場增設防塵網，定期進行噴淋降塵措施，大大降低了揚塵污染；及
- 對軟管定期進行試壓杜絕洩漏事件的發生。

本集團配備《大豐港油氣回收在線監測系統》，持續監控VOCs的24小時排放數據。同時根據環保主管部門要求，加強了大氣污染管控力度。根據大氣污染情況，採取停產、減負荷生產等措施，進一步保證可吸入懸浮粒子(PM2.5)指標符合標準。通過VOCs在線監測和排放監控，我們能更有效地減低排放物對周邊環境造成的影響，也使本公司的生產運營更符合國家大氣污染防治政策要求。展望未來，本集團將不斷優化環境監測技術及污染治理設施，致力推動綠色低碳產業發展。

污水排放管理

集團嚴格遵循《中華人民共和國水污染防治法》及《中華人民共和國污水綜合排放標準》之規範，確保污水獲得適當處置，杜絕油類、酸性物質及鹼性溶液等污染源直接注入水域，從而有效維護水生態環境。此外，我們設立了完善的污水收集系統，收集地面清洗、儲罐洗滌與油污水以及雨水。經收集之污水先於集團自營污水處理設施進行預處理程序，隨後輸送至園區污水處理站實施深度淨化，直至符合法定排放基準。至於辦公區的污水，則直接排入市政管網，交由當地市政污水處理廠負責處理。報告期間，集團持續開展鄰近海域水質監測工作，審慎評估對周邊水體之環境影響，並針對任何緊急狀況實施即時且妥善之應對措施。

Solid Waste Management

The Group comprehensively implements all national laws and regulations concerning solid waste and hazardous chemical management, including the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, the Law of the People's Republic of China on the Safety of Hazardous Chemicals, the National Hazardous Waste Directory, the Standard for Pollution Control on Hazardous Waste Storage and the Measures for the Prevention and Control of Environment Pollution by Discarded Dangerous Chemicals. We also formulated the "Hazardous Waste Management System" in accordance with these laws and regulations to ensure that all hazardous waste is treated correctly and safely from the perspective of norms and processes to reduce the impact of solid waste on the environment and the surrounding ecology.

The hazardous waste generated during the Company's operations mainly includes waste oil from grease traps, oily waste, and liquid waste. For these wastes, the Company has established a comprehensive "Hazardous Waste Management System" with strict disposal procedures:

固體廢棄物管理

集團全面執行國家有關固體廢物及危險化學品管理的各項法律法規，包括《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國危險化學品安全法》、《國家危險廢物名錄》、《危險廢物貯存污染控制標準》及《廢棄危險化學品污染環境防治辦法》。並根據這些法規要求，制定《危險廢棄物管理制度》，從規範和流程上確保所有危險廢棄物得到正確和安全的處理，以減少固體廢棄物對環境及周邊生態的影響。

公司營運過程中產生的危險廢棄物主要包括隔油池廢油、沾油廢物及廢液。針對這些廢棄物，公司制定了完善的《危險廢棄物管理制度》，建立了嚴格的處置規程：

Effluent from cleaning production equipment is transferred to the wastewater treatment station through pipelines. 清洗生產設備的污水須通過管道輸送至污水處理站。	The production equipment departments should be notified in time for repair when the wastewater treatment station fails to operate due to malfunction. 污水處理站不能運營時應及時通知生產設備科進行維修。	Waste oil should be collected in time for centralized storage, and oil on the ground must be cleaned up immediately. 廢油須及時回收，集中儲存，油料對地面的污染須進行清理。
Untreated production effluent should not be directly discharged to the sewer. 生產污水未經處理不得直接排入下水道。	Production and domestic waste should be stored separately in the designated location. 生產、生活垃圾必須分開存放至指定地點。	Paint, rock wool and dust-prone materials generated in the repair process should be stored in the designated location. 維修過程產生的油漆、巖棉及易產生粉塵的材料應定點存放。
Production and domestic sewage is discharged to a designated collection pool and transferred to the wastewater treatment plant after going through wastewater treatment facilities and reaching discharge standards. 生產、生活污水應排放到指定收集池，經污水處理設施達到排放標準後排放至污水處理廠。	The central control department collects and stores samples and cleaning effluent into special containers and dispose of them in accordance with the requirements of relevant policies. 總控科採樣及清洗廢液須存放至專用桶，按照相關管理制度的要求處理。	All hazardous waste should be stored in designated containers and be placed in hazardous waste warehouse in an orderly manner. 所有危險廢棄物應儲於合規容器，有序存放於危險廢棄物倉庫。

To strengthen the preliminary disposal and classified storage management of hazardous waste, the Group follows the requirements of the "Hazardous Waste Management System". The production equipment department carries out the preliminary classification and data recording of hazardous waste, which is subsequently transferred in batches by the safety and environment department to dedicated hazardous waste storage facilities. All hazardous waste generated during operations will be stored according to regulations in the specially designated hazardous waste warehouse, which is equipped with an around-the-clock video monitoring system for real-time supervision. The requirements for hazardous waste containers and storage are as follows:

為強化危險廢棄物之前期處置及分類儲存管理，集團依循《危險廢棄物管理制度》之要求，由生產設備科執行危險廢棄物之初步歸類與數據統計作業，其後由安全環保科分批次轉運至專屬危廢存放設施。所有運營產生的危險廢物均按規範存放於特設的危廢倉庫內，並配備全天候視頻監控系統進行實時監管。危險廢棄物的容器及儲存規範如下：

Provide containers or bins for storing hazardous waste
設置危險廢棄物存放桶或箱

- Containers should be stored in a safe and secure way and kept away from fire and water
  保證容器安全、牢固、遠離火源、水源

Containers for direct storage of hazardous waste
直接存放危險廢棄物的容器

- Materials of containers should be compatible with (does not react with) the hazardous waste
  容器材質必須與危險廢棄物相容(不發生反應)
- Containers should satisfy relevant strength and protection requirements
  容器須滿足相應的強度和防護要求
- Containers must be intact and tightly sealed to prevent leakage during transfer and transportation
  容器必須完好無損,封口嚴緊,防止在搬動和運輸過程中洩漏
- Each container holding hazardous waste must be affixed with a clear label or a new label, indicating the Chinese name and nature of the substance contained. The labels cannot be altered
  每個盛裝危險廢棄物的容器上都必須粘貼明顯的標簽,或貼上新的標簽,註明所盛物質的中文名稱及危險性質,標簽不能有塗改痕跡
- All containers containing liquid hazardous waste should have appropriate space
  凡盛裝液體危險廢棄物的容器必須留有適量空間

Temporary storage of hazardous waste
臨時儲存危險廢棄物

- Hazardous waste should be stored separately in kinds. Incompatible materials should be stored separately to prevent danger
  按類分別存放,不相容的物質應分開存放,以防發生危險
- Direct packaging materials for fragile package should, according to their nature, be fixed in wooden case or firm cartons, and fillers should be added to prevent collision and extrusion to ensure safe storage
  易碎包裝物按性質固定在木箱或牢固的紙箱中,並加裝填充物,防止碰撞及擠壓,保證安全存放
- Containers directly containing hazardous waste should not be tilted and tipped to avoid leakage during storage
  直接盛裝危險廢棄物的容器在儲存過程中應避免傾斜、傾置而洩漏

General solid waste and domestic waste generated from the daily operations of our storage and trading businesses are handed over to professional recycling organizations for resource recovery or recycling. For hazardous waste, the Group utilizes the Dynamic Management Information System for full-process digital supervision, enabling real-time monitoring of key information, including transfer quantities, factory exit registration data, receipt verification, and order progress, ensuring that hazardous waste treatment processes and order execution status are clear and traceable. The safety and environment department is responsible for coordinating the allocation and monitoring of all hazardous waste, and entrusts its disposal to professionally qualified organizations, strictly adhering to all requirements of the "Manifest System for Transfer of Hazardous Wastes".

倉儲和貿易業務的日常運營產生的一般固體廢物及生活垃圾，會交由專業回收單位進行資源化處理或循環利用。對於危險廢物，集團運用「危險廢物動態管理信息系統」進行全程數位化監管，即時掌握包括轉移數量、出廠登記資料、接收驗證及訂單推進情況等重要資訊，確保危廢處理作業流程與訂單執行狀態清晰可追溯。安全環保科統籌執行所有危險廢棄物之調配及監控職責，並將其委由擁有合格資質之專業機構進行處置，嚴謹遵循《危險廢物轉移五聯單制度》之各項規範。

Regarding non-hazardous waste, our daily operations mainly generate office household waste and waste paper. During the Reporting Period, we actively promoted double-sided paper usage in office areas, striving to reduce resource consumption and non-hazardous waste in our operations.

在無害廢棄物方面，公司日常營運過程中主要產生辦公生活垃圾和廢棄紙張。報告期間，我們在辦公區大力推行紙張雙面使用，致力降低營運過程中的資源耗用與無害廢物。

RESOURCES CONSERVATION

節約資源

Energy Management

能源管理

To realize the sustainable development philosophy of "green and low-carbon, energy saving and consumption reduction," the Group regards enhancing energy efficiency and optimizing energy structure as key strategic objectives, and has incorporated energy efficiency into the core indicator system for production management performance assessment. Through establishing clear annual and monthly production target planning, we regularly collect and conduct in-depth analysis of energy consumption data per unit of product to identify factors that may potentially affect energy efficiency. For identified issues, the Group promptly formulates corresponding improvement plans, striving to achieve an optimal balance between environmental protection and business development. Based on the above management framework, we have implemented the following key measures:

為實現「綠色低碳、節能降耗」的可持續發展理念，集團將能源使用效能提升及能源結構優化視為重要戰略目標，並將能源效率納入生產管理績效考核的核心指標體系。透過建立清晰的年度與月度生產目標規劃，我們定期蒐集並深入分析單位產品能源消耗數據，藉此辨識潛在影響能源效率之因素。針對已識別之問題，集團隨即擬定相應改善方案，務求在環境保護與企業業務發展之間取得最佳平衡。基於上述管理框架，我們實施以下關鍵措施：

- Continuously standardizing the use and management of company cars;
- 持續規範公司車輛的使用管理；
- Using more energy-efficient LED bulbs for street lamps, and setting the time to switch on the lamps according to seasonal changes;
- 對路燈採用更為節能的LED燈泡，並根據季節特點設置開啟時間；

- Strengthening the electricity and water conservation management in the office area to eliminate waste of electricity and water;
- Setting energy saver mode on air conditioners;
- Adopting spraying to cool down tanks in the tank farm in hot summer to reduce material loss;
- Setting frequency regulation mode for pumps to reduce power consumption; and
- Using double-sided printing in the office area as much as possible, and advocating paperless office.

To achieve our energy efficiency targets, amid the conclusion of the 14th Five-Year Plan and the planning for the 15th Five-Year Plan, we actively respond to "Comprehensive Work Plan for Energy Conservation and Emission Reduction during the 14th Five-Year Plan Period" (《「十四五」節能減排綜合工作方案》) and the "2024-2025 Energy Conservation and Carbon Reduction Action Plan" (《2024-2025年節能降碳行動方案》) issued by the State Council. By optimizing the energy structure, applying low-carbon energy, saving energy use, and improving energy efficiency, we are continuously reducing greenhouse gas emissions from our operations. We are committed to building a highly energy-efficient and sustainable enterprise.

Water Management

The Company's operational water needs are primarily met through the municipal water supply network in the port area, and there is no material issue in water sourcing. In the process of operation, water consumption mainly comes from petrochemical storage, tank washing, firefighting, etc. The Company strictly abides by the Water Law of the People's Republic of China and other relevant laws and regulations. From the perspective of our own water usage, to ensure water sustainability, we have formulated the following specific management measures:

- 辦公區域強化節點節水管理，防止辦公區出現常亮燈與持續漏水現象；
- 對空調進行節能設置；
- 罐區夏季高溫採用噴淋降溫，以此降低物料損耗；
- 對現場機泵採用變頻調節，降低電耗；
- 辦公打印用紙盡量採用雙面打印，倡導無紙化辦公。

為達成能源使用效率目標，在「十四五」規劃收官及「十五五」規劃佈局的背景下，我們積極響應國務院發布的《「十四五」節能減排綜合工作方案》及《2024-2025年節能降碳行動方案》，通過優化能源結構、應用低碳能源、節約能源使用、提高能耗效率等手段，不斷降低公司運營過程的溫室氣體排放，致力打造高能效的可持續發展企業。

水資源管理

公司營運所需用水主要由港區市政供水管網提供，且水源供應穩定充足，在取水方面亦沒有重大問題。運營過程中水資源消耗主要來自石化倉儲、洗罐、消防等。公司嚴格遵守《中華人民共和國水法》等相關法律法規，從自身涉及的水資源使用角度出發，為確保水資源的可持續性，我們制定了以下具體管理措施：

Petrochemical storage 石化倉儲	Tank washing 洗罐	Fire fighting 消防
• The Company measured water consumption and wastewater discharge during the storage process and improved the statistics of water consumption and discharge data, so as to comprehensively monitor the water resource utilisation in the operation process. 通過對倉儲用水節點及廢水排放的計量，完善用水及排水數據統計，以全面監測運營過程中的水資源使用情況。 • It strengthened the control over cooling water in a canned pump, and controlled the opening angle of the cooling water valve as much as possible on the premise that cooling is achieved, in a bid to reduce water consumption. 對屏蔽泵冷卻水加強管控，在能滿足冷卻條件下，盡量控制冷卻水閥開度，減少用水。 • According to seasonal temperature changes, it adjusted the water usage for tank body cooling through spraying and anti-freezing insulation. 根據季節溫度變化，調整罐體降溫噴淋及防凍保溫時的用水情況。	• Through reasonable planning of material classification and storage area, the Company reduced the length of the pipe in the tank washing process, in order to increase the efficiency of water resource utilization. 通過規劃物料分類儲存區域，精簡洗罐的管線長度，提升水資源利用效率。	• The Company regularly organized emergency fire drills and gave priority to the use of emergency equipment such as fire extinguishers to reduce spraying time of water guns and reduce water resource consumption. 定期開展應急消防演練，要求優先使用滅火器等應急裝備，減少水槍噴淋時間，減少水資源損耗。 • It conducted comprehensive inspections on all fire hoses in plants and promoted the repair of all leakage points to prevent water resources waste caused by leakage. 對廠區內所有消防水管進行全面大檢查，修復所有洩漏點，防止洩漏造成水資源浪費。 • Before winter came, all pipes were checked to prevent freezing damage. 冬季來臨前，對所有管線進行排凝，以防凍壞。

TACKLING CLIMATE CHANGE

The Group deeply recognizes the severe challenges posed by global climate change and its profound impact on the ecological environment and human society. In light of this, we continuously explore innovative energy-saving technological solutions and actively adopt low-carbon energy sources to reduce greenhouse gas emissions from our operations. To address the environmental risks we face, the Group has developed a comprehensive "Emergency Response Plan for Severe Weather", which not only covers immediate response measures for various extreme weather events but also establishes corresponding prevention and control mechanisms for long-term climate risks arising from rising temperatures.

應對氣候變化

本集團深刻體會全球氣候變遷所帶來之嚴峻挑戰，以及其對生態環境與人類社會造成的深遠影響。有鑑於此，我們持續探索節能創新技術方案，並積極採用低碳能源以降低營運活動中之溫室氣體排放水平。為應對所面臨之環境風險，集團制定了一套完善的《惡劣天氣應急處置預案》，該預案不僅涵蓋針對各類極端天氣事件之即時應變措施，更針對氣溫上升所衍生之長期氣候風險建立相應之防控機制。

SAFETY RISK MANAGEMENT AND CONTROL

The Group consistently upholds the core management philosophy of "Safety first based on prevention" (安全第一、預防為主), treating employee occupational health and safety as our foremost priority. We strictly abide by the safety production rules and regulations related to oil and petrochemical warehousing business, such as the Safety Inspection Management System, the Risk Identification and Assessment Management System, the Safety Devices Contents and Requirements for the Petrochemical Wharf and Warehouse Area, the Law of the People's Republic of China on the Safety of Hazardous Chemicals and the Provisions on the Safety Management of Hazardous Goods at Port, etc. Through comprehensive safety management systems and risk prevention measures, we ensure all-around protection of employee occupational health and safety.

Furthermore, the Group has established a comprehensive safety inspection and accident prevention management framework. The core systems include the "Safety Check and Accidental Hidden Risk Management System" and the "Risk Assessment and Control System". These are coordinated and promoted by the safety and environment department, encouraging active participation from all employees to comprehensively strengthen our capability to identify potential hazards. To ensure that various safety risks are promptly identified and effectively controlled, we have established the following standardized management processes:

安全風險管控

本集團始終秉持「安全第一、預防為主」之核心管理理念，將員工職業健康與安全視為首要優先事項。我們嚴格遵守《安全檢查管理制度》、《風險識別與評價管理制度》、《石油化工碼頭及庫區安全設施配備目錄及技術要求》、《中華人民共和國危險化學品安全法》及《港口危險貨物安全管理規定》等油品石化倉儲業務相關的安全生產規章制度，重視運營過程中的安全風險管理，通過完善的安全管理體系及風險防控措施，全方位保障員工職業健康與安全。

此外，集團已建構完備之安全檢查及事故預防管理架構，核心制度涵蓋《安全檢查和事故隱患排查治理管理制度》與《風險評價和控制制度》，由安環科統籌推動，促進全體員工積極參與，從而全面強化對潛在危害因素之識別能力。為保障各類安全風險獲得即時辨識與有效管控，我們訂定以下標準化管理流程：

1. Establish the working group for the "dual" prevention system of corporate security risk hierarchical management and control and hidden danger investigation and governance.
成立公司安全風險分級管控和隱患排查治理「雙重」預防體系工作小組。

2. Carry out the identification of hazardous (harmful) factors according to the dangerous characteristics of each unit of the Company, and determine the risk level under the safety evaluation method.
根據公司各單元的危險特性開展危險（有害）因素辨識，通過安全評價方法確定風險等級。

3. Establish safety supervision files, and assign risk management and control responsibilities to specific responsible persons at each level of the enterprise (company, workshop, team) according to the risk level.
建立安全監管檔案，按照風險等級將風險管控責任逐一落實至企業的各層級（公司、車間、班組）具體的責任人。

4. Develop warning signs for safety risk announcement, draw and post the four-color safety spatial distribution map of "red, orange, yellow and blue" in the workshop and the whole plant.
制定安全風險公告警示標牌，繪製並張貼公示車間及全廠「紅、橙、黃、藍」四色安全空間分佈圖。

5. Carry out safety risk management and control business knowledge training to promote all employees to understand the basic situation of risk points and those risks involved in the work and operating environment and the prevention and control measures that should be taken.
開展安全風險管控業務知識培訓，促進全員瞭解風險點的基本情況，熟悉工作崗位和作業環境中的風險及所應採取的防範、控制措施。

6. Formulate a unified list of risk prevention and control inspections and hidden dangers investigation and governance based on the actual situation of the enterprise, and clarify and detail the items, contents, responsible persons and frequency of hidden danger investigation.
制定符合企業實際的風險防控檢查與隱患排查治理相統一的清單，明確和細化隱患排查的事項、內容、責任人及頻次。

7. Establish a working mechanism for continuous improvement, regularly organize the evaluation of the operation of the dual prevention mechanism, and promptly correct the problems and deviations identified to achieve continuous improvement.
建立持續改進工作機制，定期組織對雙重預防機制運行情況進行評估，及時修正發現的問題和偏差，做到持續改進。

8. Build environmental protection facilities and formulate hazardous waste disposal mechanism to prevent and deal with safety accidents related to environmental protection facilities.
建立環保設施與制定危廢處置機制，以預防和應對環保設施相關安全事故。

In the process of risk identification, we adopt scientific quantitative assessment methods and have established a systematic risk assessment system based on the probability of an event and its possible consequences. The standard classifies risk into four levels: significant, large, average, and low, and sets appropriate control strategies and timeframes for each level.

在進行風險識別的過程中，我們採用科學的量化評估方法，基於事件發生概率及潛在影響程度，建立了系統性的風險評估體系。該評估體系將風險劃分為四個等級：重大風險、較大風險、一般風險及低風險，並針對各級風險制定適當的控制策略及明確的處置時限。

In accordance with the Opinions on Deepening Efforts to Prevent and Defuse Major Risks in Production Safety of the Ministry of Transport, the Group conducted a comprehensive revision of the "Hierarchical Risk Control System for Production Safety" during the Reporting Period, clearly establishing the "Five Lists" framework for identifying major safety risks, which specifically covers control elements including basic information, responsibility allocation, preventive measures, supervision and inspection, and emergency response.

集團依循《交通運輸部關於深化化解安全生產重大風險工作的指導意見》之指引，於報告期間對《安全生產風險分級管控制度》進行全面修訂，明確訂定重大安全風險辨識之「五個清單」框架，具體涵蓋基礎資訊、責任分工、預防措施、監督檢查及緊急應對等管控要素。

The Company strictly implements the provisions of the Law of the People's Republic of China on Work Safety, established and improved a complete set of dual prevention systems for safety risk classification management and hidden hazard investigation and management, and continuously optimizes the risk prevention and resolution mechanism, so as to comprehensively enhance the efficiency of safety production management and effectively ensure safe production. During the Reporting Period, we carried out the following work in accordance with the internal system document "Safety Inspection Management System":

公司嚴格執行《中華人民共和國安全生產法》規定，建立並完善安全風險分級管理和隱患排查治理的雙重防範系統，持續優化風險防範化解機制，全面提升安全生產管理效能，切實保障安全生產。報告期間，我們依據內部制度文件《安全檢查管理制度》開展了如下工作：

Identify the risks of operating activities and equipment, and publicly disclose the risks in the tank farm that are at or above the "major" level
作業活動和設備的風險辨識，並對庫區內較大以上風險進行公示。

The Company conducted comprehensive safety inspections on production and operating activities on a regular basis, ensuring that each production and operation unit shall achieve safety targets and carry out work plans, follow safety management rules and operating procedures, and effectively identify safety hazards and offer rectification advices.
對生產經營活動開展定期的綜合安全檢查，確保各生產經營單元落實安全目標及工作計劃，遵循安全管理規定及操作規程，有效識別安全隱患並提供整改意見。

In respect of the important high-risk areas such as nitrogen room, fire-pump room and wastewater treatment station, the Company also conducted specific safety inspections, and promptly checked and eliminated faults in equipment and facilities or unstandardized operations.
針對重要的高風險區域如氮氣房、消防泵房、污水處理站還會開展專項安全檢查，及時排查設備設施運行故障或不規範操作行為。

The safety leading group conducted routine and irregular spot checks, gave targeted rectification suggestions on major problems discovered, and required corresponding positions to complete the rectification as soon as possible as required and undergo re-inspection.
安全領導小組開展日常及不定期的抽查對所發現的主要問題提出針對性整改建議，並要求對應崗位盡快按要求完成整改並復查。

Case Study: Regular Safety Meetings and Hidden Hazard Investigation
案例：安全例會及隱患排查工作



During the Reporting Period, the safety leading group convened monthly cross-checking meetings to promptly communicate and implement documents and notices issued by higher-level safety supervisory authorities, while coordinating the Company's overall safety management efforts. At these meetings, each department reviewed key tasks for the month and discussed unresolved matters.

Following the meetings, we assigned dedicated personnel to conduct monthly self-inspections for potential hazards and formulated clear and actionable corrective measures for identified issues.

在報告期間，安全領導小組按月召開「三位一體」安全例會，及時傳達並落實上級安全主管部門發布之文件與通知，同步統籌公司安全管理工作。各部門於會中回顧當月重點任務，並就未解決事項進行研議。

會後，我們安排專人開展月度隱患自查，對識別之問題擬定明確且可執行之整改措施。

Case Study: Award-winning Quiz in Safety Production Month
案例：安全生產月有獎問答活動



During the Reporting Period, we regularly held safety production quizzes, covering key safety management topics including rules and regulations, operational standards, execution procedures, and emergency prevention. These activities effectively motivated employees to engage in safety learning, reinforced the concept of safe development, enhanced safety management effectiveness, and ensured a consistently stable work safety environment.

報告期間，我們定期舉辦安全生產有獎知識測驗活動，涵蓋規章制度、操作規範、執行流程與應急防範等安全管理要點，有效激勵員工投入安全學習，強化安全發展理念，提升安全管理成效，並確保安全生產態勢持續穩健。

The Group has established a comprehensive safety management system, strictly controlling safety risks at every stage of business operations. In accordance with standardized requirements, we provide production safety education and training to all foreign personnel entering the production area, ensuring that they understand the safety instructions and distribute the necessary personal protective equipment. Through an all-encompassing safety management mechanism, we create a co-constructed and shared safe production environment.

集團建立全方位安全管理體系，嚴格把控經營流程各環節的安全風險，按照規範要求對所有進入生產區域的外來人員進行安全生產的教育培訓，確保他們了解安全須知，並配發必要的個人防護設備。通過全面覆蓋的安全管理機制，打造共建共享的安全生產環境。

SAFE OPERATIONS MANAGEMENT

安全運營管理

We place paramount importance on operational safety, and strictly abide by the Law of the People's Republic of China on Work Safety, Fire Control Law of the People's Republic of China, Regulations of the Jiangsu Province on Workplace Safety, and other laws and regulations. We continuously strengthen the safety management system of the warehousing business based on "Safety first based on prevention and comprehensive control (安全第一、預防為主、綜合治理)". At the same time, a production safety leading group has been set up to fully implement the production safety accountability system.

我們高度重視安全生產工作，嚴格遵循《中華人民共和國安全生產法》、《中華人民共和國消防法》以及《江蘇省安全生產條例》等法律法規，秉持「安全第一、預防為主、綜合治理」方針，持續完善倉儲業務安全管理體系。同時，公司成立安全生產領導小組，全面落實安全生產責任制。

The safety production committee provides oversight of the safety system, while the safety production leading group develops and implements comprehensive safety regulations, procedures, and emergency protocols. These include:

我們的安全管理體系由安全生產委員會監督，安全生產領導小組負責制定並執行各項安全生產規章、操作流程和應急預案，包括：

- "Production Safety Responsibility System";
- 《安全生產責任制》；
- "Production Safety Management Network";
- 《生產安全管理網絡》；
- "Leadership and Duty System";
- 《領導帶班和值班制度》；
- "Administrative Measures for Production Safety Deposits";
- 《安全生產保證金管理辦法》；
- "Production Safety Meeting System";
- 《安全生產會議制度》；
- "Production Safety Inspection System";
- 《安全生產檢查制度》；
- "Production Safety Accident Reporting and Investigation System";
- 《生產安全事故報告和調查制度》；
- "Inspection and Rectification System for Hidden Hazards in Production";
- 《安全生產隱患排查與整改制度》；
- "Production Safety Education and Training System";
- 《安全生產教育培訓制度》；

- "Production Safety Rewards and Punishment System";
- the "Safety Production Expenses Accrual and Investment Guarantee System"; and
- "Special Operation Management System".

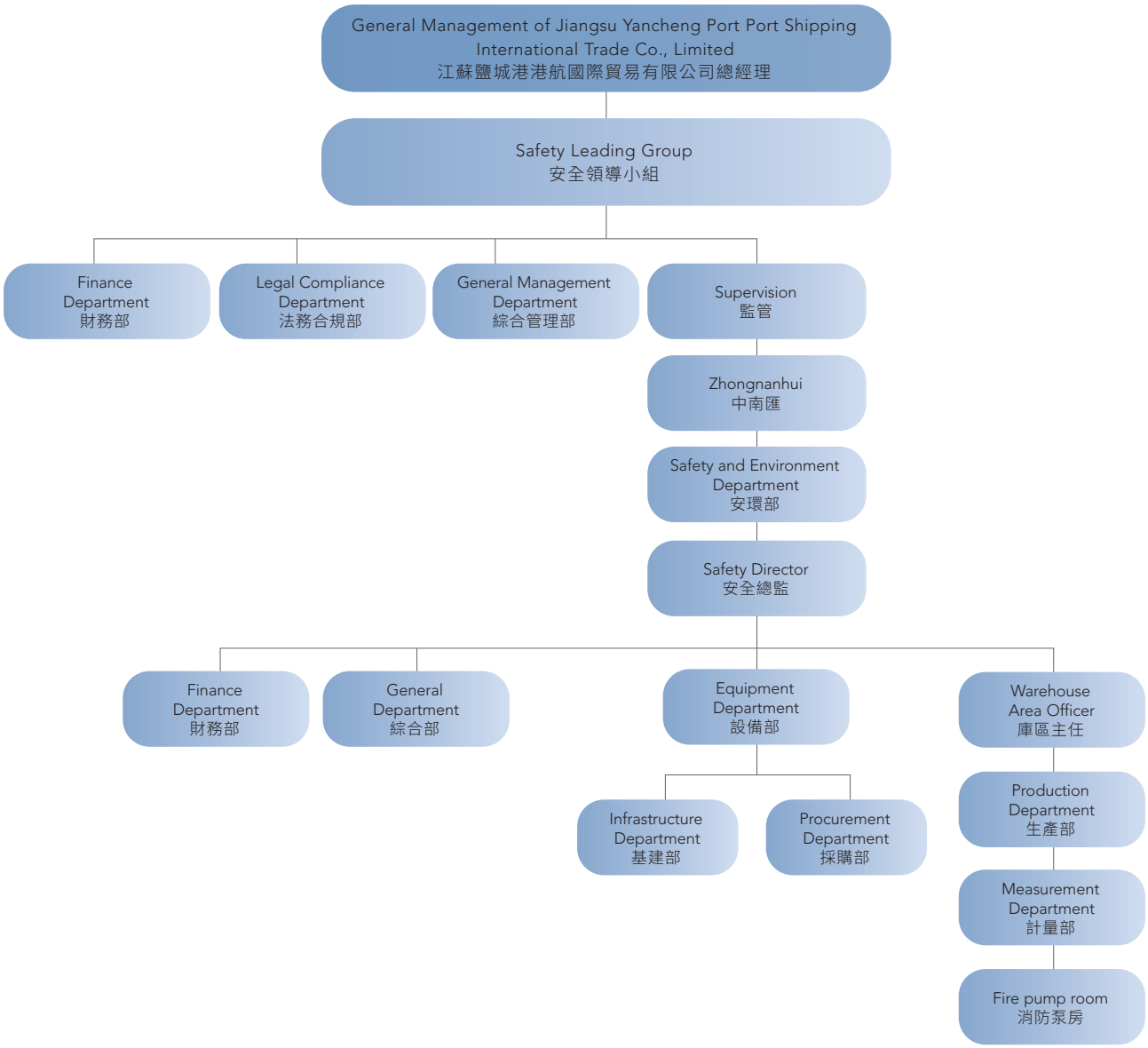
Each production and business operation unit has further improved the safety management structure according to the characteristics of its business, and the person in charge of each department is responsible for the corresponding safety management responsibilities according to their position.

- 《安全生產獎懲制度》;
- 《安全生產費用計提和投入保障制度》;及
- 《特殊作業管理制度》。

各生產經營單位根據所屬業務特點,進一步完善安全管理架構,而各個部門的負責人則根據職位負責相應的安全管理職責。

THE COMPANY'S SAFETY MANAGEMENT STRUCTURE

公司安全管理架構



Safety inspection responsibilities and work plan 安全檢查職責及工作計劃		
Person-in-charge 相關責任人	Safety inspection duties 安全檢查職責	Work plan 工作計劃
General Manager **總經理**	Responsible for supervising the organization of the Company's quarterly safety inspections and hidden hazard investigations, as well as company-level safety inspections and rectification of major safety hazards. 負責監督公司季度安全檢查與隱患排查的組織及公司級安全檢查、重大安全隱患的整改。	Implement production safety approaches and policies, and incorporate production safety into development strategy and long-term plan. 落實安全生產方針及政策，將安全生產納入企業發展戰略與長遠規劃。
Safety Director **安全總監**	Responsible for the organization of monthly safety inspections and hidden hazard investigations, seasonal safety inspections and hidden hazard investigations, pre-holiday safety inspections and hidden hazard investigations, special safety inspections and hidden hazard investigations, entrusted third-party safety inspections and hidden hazard investigations, and responsible for the implementation and follow-up supervision of safety hazard rectification measures. 負責公司級每月安全檢查與隱患排查、季節性安全檢查與隱患排查、節前安全檢查與隱患排查、專項安全檢查與隱患排查及委託第三方安全檢查與隱患排查的組織；及負責安全隱患整改措施的落實與跟蹤督辦。	Assist in the implementation of the safety responsibility system, organize and carry out quarterly safety leadership group meetings, and summarize and deploy safety management work. The production section organizes the formulation of annual production work objectives, and organizes the formulation or revision of operating procedures according to the actual production situation. 協助落實安全責任制，組織開展季度安全領導小組會議，總結及部署安全管理工作。生產科組織制定年度生產工作目標，根據生產實際情況組織制定或修訂操作規程。

Safety inspection responsibilities and work plan 安全檢查職責及工作計劃		
Person-in-charge 相關責任人	Safety inspection duties 安全檢查職責	Work plan 工作計劃
Area Director **庫區主任**	Responsible for organizing routine safety inspections and hidden hazard investigations, and implementing corrective measures within the scope of their responsibilities. 負責組織其職責範圍內例行安全檢查與隱患排查工作、落實整改措施。	Organize the formulation of annual production work objectives, and organize the formulation or revision of operating procedures according to the actual production situation; and 組織制定年度生產工作目標，根據生產實際情況組織制定或修訂操作規程；及 For the safety management of equipment, power, devices, and industrial buildings and structures, prepare equipment management systems and operating procedures, organize and implement training to ensure that special types of work obtain professional qualification training and certification. 對設備動力、裝置及工業建築物、構築物的安全管理，編製設備管理制度及操作規程，並組織並實施培訓，保障特殊工種獲取專業資質的培訓與認證。
Safety and Environment Department **安環部**	Responsible for organizing department-level safety inspections and hidden hazard investigations, preparing and implementing hidden hazard rectification measures, and organizing the organization of safety inspections and hidden hazard investigation of subordinate teams, and supervising and managing the preparation and implementation of hidden hazard rectification measures. 負責組織部門級安全檢查與隱患排查工作、編製與落實隱患整改措施，負責組織所屬班組安全檢查與隱患排查組織、編製與落實隱患整改措施的監督管理工作。	Responsible for the safety and security management of oil and petrochemical storage facilities, identify national and local safety-related laws and regulations, carry out hazard identification and hidden hazard investigation of safety production accidents, evaluate the current situation of safety management, and organize emergency rescue plans for accidents. 負責對油品石化倉儲設施的安全保障管理工作，識別國家與地方安全相關法律法規，開展危險源辨識及安全生產事故隱患排查，評估安全管理現狀，組織演練事故應急救援預案。

During the Reporting Period, based on the results of hazard investigations, the Group actively carried out remediation efforts, including appropriately increasing investment in human resources, materials, and funding to reduce the risk of safety hazards caused by insufficient resources. At the same time, we strengthened the assessment of the work safety responsibility system and established a sound safety production management system to further reinforce the safety accountability assessment mechanism.

報告期間，集團依據隱患排查結果，積極開展整改工作，包括適當增加人力、物力及資金投入，以減少因資源不足而引發安全隱患之風險。同時，我們加大安全生產責任制之考核力度，並建立健全安全生產管理制度，進一步強化安全責任考核機制。

Additionally, the Group employs HAZOP[2] methodology to systematically identify and evaluate potential hazards in production system facilities, thoroughly investigate issues in the design, operation, and maintenance of production equipment, and develop corresponding improvement plans and suggestions to enhance facility safety and operational convenience, providing a scientific basis for improving basic disaster prevention measures and emergency plans. Meanwhile, we conduct SIL assessments to verify the compliance of various safety instrumentation system functions through the following assessment items:

另外，集團採用HAZOP[2]的分析方法，系統識別生產系統設施的潛在隱患並進行評估，深入排查生產設備在設計、操作及維護過程中的問題，制定相應改善方案和建議，以提升設施安全性和操作便利性，為完善基本防災措施和應急預案提供科學依據。同時，我們開展SIL[3]評估，通過以下項目驗證各安全儀器系統功能的達標情況：

- Risk of casualties;
- Risk of environmental damage;
- The potential economic risk of equipment damage and the loss of production time caused by it; and
- Corporate reputational risk.

- 人員傷亡的風險；
- 環境破壞的風險；
- 設備損壞及其引起停產損失而造成的潛在經濟風險；及
- 企業聲譽風險。

During the Reporting Period, the Group had 0 safety incidents.

報告期間，集團有發生0宗安全事故。

2 HAZOP is the abbreviation of Hazard and Operability Studies

3 Safety Integrity Level SIL

2 Hazard and Operability (HAZOP)是指危險與可操作性分析

3 安全完整性等級(Safety Integrity Level SIL)

EMPLOYEE HEALTH PROTECTION

The Group fully complies with applicable laws and regulations, including the Law of the People's Republic of China on Work Safety, the Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases, the Labour Law of the People's Republic of China, the Provisions on the Administration of Occupational Health at Workplaces, and the Regulations on Labor Protection of Jiangsu Province (江蘇省勞動保護條例), and consistently prioritizes employee safety and health. In line with our operating characteristics, we have formulated and implemented management regulations, including the "Occupational Health Management System", the "Protective Labor Equipment Management System", and the "Safety Protection Equipment and Facilities Management System" to continuously enhance our occupational safety protection framework.

In accordance with the "Management System for Special Operations," we have established comprehensive management regulations for employees engaged in special types of work, which include determining the specific application scope, responsibility allocation and related safety requirements of special operations such as temporary electricity, lifting and hoisting, and aerial work. The safety and environment department is responsible for strict safety supervision and management at special operation sites.

Under the "Occupational Health Management System," the general manager assumes primary responsibility for occupational disease prevention and control, overseeing the identification of occupational hazards and the implementation of occupational health safeguards. The safety and environment department is responsible for supervising the implementation of occupational health management, and at the same time supervising, coordinating and implementing the "three simultaneousness" system of occupational hazard prevention and control. In accordance with the "Protective Labor Equipment Management System", the labor protection equipment issuance standards are formulated to ensure that employees obtain suitable labor protection equipment, and the monitoring of occupational hazard factors and the assessment of the current situation of occupational hazards are carried out on a regular basis. The production and equipment departments cooperate to improve job operating procedures, and undertake the responsibility of providing regular occupational health training for employees.

員工健康保障

集團全面遵循《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》、《中華人民共和國勞動者權益保護法》、《工作場所職業衛生監督管理規定》以及《江蘇省勞動保護條例》等相關法律法規，始終將員工安全與健康視為最優先事項。結合公司營運特性，制定並實施《職業衛生管理制度》、《勞動防護用品管理制度》及《安全防護設備設施管理制度》等管理規章，持續完善職業安全保護體系。

依據《特殊作業管理制度》的規範要求，我們對特殊工種員工實施全面管控，這包含確定了臨時用電、起重吊裝、高空作業等特殊作業的具體應用範圍、責任分配以及相關安全要求，並由安環部負責對特殊作業現場執行嚴格的安全監督與管理。

根據《職業衛生管理制度》，總經理肩負職業病防控的主體責任，統籌推進職業危害識別和職業衛生保障工作，由安環部負責對職業衛生管理的實施進行監管，同時監督、統籌並實施職業危害防治的「三同時」制度。依照《勞動防護用品管理制度》制定勞保用品發放標準，確保員工獲取適合的勞動防護用品，並定期展開職業危害因素監測及職業危害現狀評估。生產及設備部門配合完善崗位操作規程，並承擔員工職業衛生定期培訓職責。

We comprehensively assess operational processes to identify occupational hazard factors and related occupational disease categories. Employees in key positions undergo staged occupational health examinations, with frontline employees receiving at least one examination annually. To safeguard employee health, we provide medical assistance to suspected occupational disease cases and properly arrange job reassignments in accordance with regulations to prevent further harm. During the Reporting Period, the Company did not discover any occupational disease or suspected cases.

我們全面評估營運流程，識別職業危害因素及相關職業病類別，並對重點崗位員工實施分階段職業健康體檢，其中一線員工每年至少進行一次體檢。為保障員工健康，我們對疑似職業病患者提供醫療協助，並依據制度妥善安排崗位調整，預防二次傷害。報告期間，公司未發現職業病或疑似職業病案例。

Scope of occupational disease monitoring
職業病監測範圍

Hazard factors 危害因素	Detection sites 檢測地點
"Benzene, toluene, xylene" 「苯、甲苯、二甲苯」	Loading platform, 3rd area and 4th area 裝車台、三區、四區
"Methyl tert-butyl ether" 「甲基叔丁基醚」	Loading platform, 3rd area 裝車台、三區
"Solvent naphtha" 「溶劑汽油」	Loading platform, 1st area 裝車台、一區
"Physical noise" 「物理噪聲音」	Loading platform, pump room in 1st area, 3rd area and 4th area, fire pump room and central control room 裝車台、一區泵房、三區泵房、四區泵房、消防泵房、中控室
"Power frequency electric field" 「工頻電場」	Power distribution room 配電房

During the year, the Group arranged regular occupational health examinations for frontline employees and provided in-depth professional training to elaborate on various occupational hazard risks and corresponding countermeasures. The Company continues to take action to address the impact on employee safety and health, implementing practical measures to effectively safeguard normal production operations and employees' daily lives.

本集團年內為前線員工進行定期職業健康體檢，並透過專業培訓深入講解各類職業危害風險及其應對措施。公司持續採取行動關注其對員工安全和健康的影響，並採取實際措施保證生產和員工的正常生活得到有效保障。

SAFETY TRAINING

The Group recognizes that safety training is fundamental to sustainable development and has therefore institutionalized and systematized it within daily operations and management processes as part of routine management. We have formulated internal management documents such as the "Safety Training and Education Management System", the "Goals and Requirements for Safety Education and Training", and the "Safety and Health Training Programme" to ensure that safety education and training are carried out in an orderly manner throughout the year. In addition, six dimensions of safety education requirements are proposed: safety needs identification, safety awareness improvement, safety knowledge learning, safety skills mastery, compliance with rules and regulations, and emergency response capabilities, so as to improve the safety awareness of all employees and implement safety management measures. To ensure the effectiveness of training efforts, the Group has formulated the following annual key safety training objectives in accordance with established policies:

安全培訓

本集團深知安全培訓為可持續發展之基礎，遂將其以制度化與系統化方式融入日常營運與管理流程，作為常態化管理的一環。我們制定了《安全培訓教育管理制度》、《安全教育培訓目標和要求》，以及《安全健康培訓計劃》等內部管理文件，確保全年安全教育培訓有序地進行。此外提出了六大維度的安全教育工作要求：安全需求識別、安全意識提升、安全知識學習、安全技能掌握、遵守規章制度以及應急處理能力，以提高全體員工的安全意識，落實安全管理措施。為確保培訓工作切實有效，本集團按照既定方針制定了以下年度安全培訓重點目標：

1. The implementation rate of the annual safety training programme will be 100%
   年度安全培訓計劃執行率為100%
2. 100% of principals-in-charge, persons-in-charge and safety managers get certified
   主要負責人、分管負責人、安全管理人員持證上崗率為100%
3. 100% of special equipment operators and special operators have required certification
   特殊設備操作人員，特種作業人員上崗率為100%
4. 100% of new hires participate in the three level safety training and 100% of employees receiving job-transfer training are qualified
   新員工參加三級安全培訓，轉崗換崗員工培訓合格上崗率為員工每年安全再培訓參與率為100%
5. The annual safety retraining participation rate of employees will be 100%
   員工每年安全再培訓參與率為100%
6. Employees are proficient in (post operating procedures, basics of dual systems, post risk factors and control measures, emergency response procedure, occupational health hazards and prevention, etc.)
   員工熟練掌握崗位操作流程、雙體系基礎知識、崗位危險因素及管控措施、應急處理程序、職業健康危害與預防等知識

We have established a safety training system centered on hierarchical and graded levels, aligned with job attributes and rank thresholds, with corresponding assessment and evaluation arrangements to ensure training effectiveness. New hires and employees reassigned due to position changes must complete and pass a three-level safety training certification before assuming their duties. For safety management roles, in addition to the above requirements, relevant professional qualifications or statutory occupational certificates are required for appointment.

我們建立以分層、分級為核心的安全訓練體系，並據以匹配各職務屬性與職級門檻，設計對應之評核與評鑑安排，以確保培訓成效。對於新入職者及因崗位變動而調整之人員，必須先完成並通過三級安全培訓認證，方能正式履職。至於安全管理類職位，除上述要求外，尚需具備相關之專業資質或法定職業資格證書，始得任用。

To continuously enhance our safety management standards, we conducted diverse training activities during the Reporting Period, including safety production month initiatives, production safety knowledge contest and safety knowledge lecture. According to the business of each company and different personnel needs, each unit conducts safety production training for front-line employees once a month, and designs different training types and themes for different training units, such as drivers and team leaders, including safety operation procedures, hazardous chemical safety knowledge, typical accident analysis, first aid methods, traffic safety training, etc. All participants must pass both theoretical and practical assessments to verify training effectiveness.

為持續提升安全管理水平，我們於報告期內開展多元化培訓活動，包括安全生產月系列活動、知識競賽及專題講座等。根據各公司的業務及不同的人員需求，各單位每月對一線崗位員工進行一次安全生產培訓，針對性地對駕駛員、班組長等不同培訓對象設計不同培訓類型和主題，內容包括安全操作規程、危險化學品安全知識、典型事故分析、急救方法、交通安全培訓等。所有受訓人員均需通過理論及實操考核，確保培訓效果。

We have deepened our comprehensive safety training system, conducting systematic training for frontline personnel, administrative staff, safety specialists, and special operations personnel, with training outcomes integrated into annual performance evaluations. To strengthen safety awareness and accountability, the Company has implemented an annual zero-accident incentive program for both units and individuals, while departments failing to complete planned training sessions are subject to penalties and warning measures.

我們深化全員安全培訓體系，對一線人員、行政管理、安全專責及特種作業等各類崗位開展系統性培訓，並將培訓成效納入年度績效評估。為強化安全意識及責任落實，公司設立零事故單位和個人年度專項獎勵機制，同時對未按計劃完成培訓的部門實施罰款和警示。

Case Study: On-Site Meeting of Safety Production Standardization Construction
案例：安全生產標準化建設現場會



To consolidate the results of our standardization efforts and enhance the quality and efficiency of work safety, the Group held an on-site standardization exchange meeting during the year, inviting members of the Group Party Committee, the Deputy General Manager, and leaders responsible for work safety and department heads of the safety and environment from subsidiaries (including controlled entities). Participants studied practical experience in management measures and risk control to validate the effectiveness of emergency response plans.

Following the exchange, attendees conducted in-depth discussions on advancing standardization and managing outsourced personnel, sharing experiences, clarifying priorities and challenges, and further strengthening standardization capabilities.

The meeting reiterated the need to fully recognize the importance of standardization, strengthen education, training, and emergency response, improve preventive mechanisms, increase technological investment, refine overall planning, and promote the work safety standardization process to open a new chapter in the Group's work safety standardization.

為鞏固標準化建設成果並提升安全生產之質效，集團於本年度召開標準化現場交流會，邀請集團黨委委員、副總經理，以及各子（控）公司分管安全生產之領導與安環部負責人出席。與會者研習管理措施與風險管控等實務經驗，以檢驗應急預案之有效性。

交流會後，與會人員就標準化推進與外包人員管理展開深入研討，分享經驗、明確重點與難點，進一步強化標準化建設能力。

會議重申須深刻認識標準化建設之重要性，強化教育培訓與應急救援，健全預防機制，增加技術投入，完善統籌規劃，推動安全標準化進程，開創集團安全生產標準化新局面。

To minimize potential losses from safety incidents, we focus on strengthening frontline personnel's organizational response and on-site handling capabilities to ensure swift and composed action when incidents occur. Following the "On-site Emergency Measures" guidelines, we conducted regular safety drills throughout the Reporting Period to familiarize employees with safety equipment operating procedures and deepen their understanding of emergency plans, thereby enhancing overall emergency response capabilities. At the same time, the Company uses institutionalized drills to strengthen safety risk control, raise employee safety awareness, and foster a healthy and safe work environment.

為將安全事故可能造成之損害降至最低，我們聚焦於強化第一線人員之組織應對與現場處置能力，確保事故發生時得以迅速且沉著地應對。依循《現場應急處置措施》指引，我們於報告期間持續辦理定期安全演練，藉由演練使員工熟稔安全設備操作流程，並深化對應急預案之理解，進一步提升整體應急處置能力。同時，本公司透過制度化演練強化安全風險管控，提升員工安全意識，並營造健康與安全之工作氛圍。

Case Study: Safety Emergency Drill
案例：安全應急演練





During the Reporting Period, Port Storage Petrochemical organized fire emergency drills to test the scientific rigor and effectiveness of various emergency plans, strengthen employees' self-rescue capabilities and safety awareness, minimize incident losses, and enhance the overall emergency response level of the safety management department. To ensure the effectiveness of the drills, Port Storage Petrochemical integrated real-case scenarios, simulating alarms triggered in the central control room and covering plan activation, casualty rescue, emergency handling, and pollution control. The drills concluded successfully, achieving the predefined objectives.

報告期間，港儲石化組織開展消防應急演練，旨在檢驗各項預案之科學性與有效性，強化全體員工之自救能力與安全意識，力求最大限度降低事故損失，並提升安全管理部門整體應急響應水平。為確保演練成效，港儲石化將演練與真實案例相結合，模擬中控室報警系統觸發情境，涵蓋啟動預案、傷員救護、應急處置與污染處理等環節。此次演練順利收官，達成既定目標。

EMPLOYMENT COMPLIANCE

The Group regards talent as the core capital driving corporate growth and long-term development, and continually refines fair, friendly, and inclusive workplace policies to foster a diverse and inclusive organizational culture. In recruitment and selection, we follow the principle of "placing equal stress on ethics and competence, prioritizing ethics" (德才兼備，以德為先), prioritizing candidates who are enterprising and uphold professional ethics.

In terms of talent deployment, the Group is role-driven and follows the logic of "adopting job-based and talent-oriented strategy and maintaining dynamic balance" (因事擇人，因才施用), while maintaining balanced workforce planning. Assessment criteria are established by job requirements and used to rigorously select suitable candidates. At the same time, we make precise appointments based on individual capabilities and expertise, and build a flexible, efficient talent mobility mechanism to fully unlock employee potential, further improving operational efficiency and team performance, and achieving the goal of enabling people to fully apply their talents.

Equal Employment

Our organization rigorously adheres to the Labour Law of the People's Republic of China, the Regulation on Labour Security Supervision, Labour Contract Law of the People's Republic of China, and other relevant labour laws and regulations to ensure that labour practices are consistent with national regulations. In addition, we also strictly follow the specific policies of Jiangsu Yancheng Port, such as the Implementation Rules for Collective Welfare and Consolation Expenditure for Employees of Jiangsu Yancheng Port Holding Group Co., Ltd., Administrative Measures for Employees' Holidays of Jiangsu Yancheng Port Holding Group Co., Ltd. (Trial), and Interim Administrative Measures for Selection and Employment of Jiangsu Yancheng Port Holding Group Co., Ltd.

In terms of internal management, the Group has formulated the "Measures for the Administration of Labour and Personnel", which carry out careful planning and management from personnel recruitment, promotion, dismissal, training, performance evaluation, salary management to employee equality and diversity, so as to establish a comprehensive and systematic management framework, protect the legitimate rights and interests of employees, and promote the long-term development of the Company. At the same time, we are committed to creating a diverse workplace environment and ensuring a healthy working atmosphere. This means that employees of all races, religions, ages, genders, marital statuses, disabilities, and political views will be treated equally, and any form of discrimination, bullying, or unequal treatment is strictly prohibited.

合規僱傭

集團將人才視為推動企業成長與長期發展的核心資本，持續完善公平、友善且具包容性的職場制度，以形塑多元共融的組織氛圍；在招募與遴選上，依「德才兼備，以德為先」之準則辦理，優先延攬具進取精神並嚴守職業操守之人選。

就用才機制而言，集團以職務需求為導向，採取「因事擇人，因才施用」的配置邏輯，兼顧人力安排之平衡。各項評估標準係依崗位要求建立，並據以嚴謹甄選適任者；同時，依個人能力與專長進行精準任用，並建構彈性且高效的人才流動機制，使員工潛能得以充分發揮，進一步帶動作業效率與團隊績效的持續精進，達成人盡其才、才盡其用之目標。

平等僱傭

集團嚴格遵守並執行《中華人民共和國勞動法》、《勞動保障監察條例》、《中華人民共和國勞動合同法》以及其他相關勞動法律法規，確保勞動實踐與國家規定保持一致。此外，我們也嚴格依照江蘇鹽城港地區的具體政策，如《江蘇鹽城港股份集團有限公司職工集體福利和慰問支出實施細則》、《江蘇鹽城港控股集團有限公司員工假期管理辦法 (試行)》以及《江蘇鹽城港控股集團有限公司選人用人暫行管理辦法》等，進行管理。

在內部管理方面，集團制定《勞動人事管理辦法》，從人員招聘、晉升、解僱、培訓、績效評估、薪資管理到員工平等及多元化等各個環節，都進行周密的規劃和管理，以建立全面和系統化的管理框架，保障員工的合法權益，並促進公司的長期發展。同時，我們致力於創建一個多元化的職場環境，確保一個健康的工作氛圍。這意味著對於來自不同種族、宗教信仰、年齡層、性別、婚姻狀態、殘疾狀況以及政治觀點的員工，都將給予平等的待遇，嚴禁任何形式的歧視、霸凌或不平等待遇。

Labour Conditions

The Group regards lawful and compliant employment as a fundamental requirement and strictly prohibits the use of child labor and any form of forced labor. We strictly comply with the laws and regulations promulgated by the country and each production area, including but not limited to the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Social Insurance Law of the People's Republic of China, and the Provisions on the Prohibition of Using Child Labour. To avoid child labour and forced labour, we continuously review our recruitment practices to ensure strict compliance with labour laws and regulations. We require all workers to provide proof of age and identity at the time of recruitment to ensure that they are of legal working age. We also regularly review the recruitment and employment practices of our contractors and suppliers to ensure that workers are treated fairly and without any form of coercion. We believe that through these measures, we can effectively prevent and reduce the occurrence of child labour and forced labour issues in the Company's operations. For violations, we will impose strict penalties. If child labour is discovered, we will immediately return the relevant child workers to their parents or other guardians in their places of residence.

勞工條件

集團將合法合規用工作視為基本要求，並一律禁止僱用童工及任何形式的強制勞工。我們嚴格遵守國家及各生產地所頒佈的法律法規，包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國社會保險法》及《禁止使用童工規定》。為避免童工及強制勞工，我們持續檢討招聘慣例，確保招聘過程中嚴格遵守勞動法規。我們要求所有工作者在招聘時提供年齡及身份證明，以確保其工作年齡合法。我們也會定期審查承包商及供應商的招聘與僱傭慣例，確保工作者獲得公平對待，不受任何形式的強迫。我們相信透過這些措施，能有效預防並減少本公司營運中出現的童工及強制勞工問題。對於違規行為，我們將嚴厲懲處，若發現童工情況，將立即將相關童工送返其原居住地的父母或其他監護人。

Remuneration and Benefits

We strictly adhere to national and regional labour regulations, including the Labour Law of the People's Republic of China, ensuring equal pay for equal work and fair compensation for all employees. In addition, we also strictly implement local rules and regulations, such as the Implementation Rules for Collective Welfare and Consolation Expenditure for Employees of Jiangsu Yancheng Port Holding Group Co., Ltd., and the Administrative Measures for Employees' Holidays of Jiangsu Yancheng Port Holding Group Co., Ltd. (Trial), to ensure comprehensive implementation of all employee welfare entitlements.

Within the Group, we have implemented a series of policies such as the "Measures for the Administration of Labour and Personnel", "Measures for the Administration of Compensation and Benefits", and the "Measures for the Implementation of Performance Appraisal Management" to ensure that employees are compensated according to their positions and performance. An employee's gross income includes not only basic salary, but may also include bonuses, commissions, and other forms of subsidies as stipulated in the Measures for the Administration of Compensation and Benefits. These measures aim to ensure employees receive fair treatment.

薪酬及福利

我們嚴格遵循《中華人民共和國勞動法》及相關國家和地區的法律法規，堅持同工同酬原則，確保全體員工獲得公平合理的薪酬福利待遇。同時，我們嚴格執行《江蘇鹽城港股份集團有限公司職工集體福利和慰問支出實施細則》和《江蘇鹽城港控股集團有限公司員工假期管理辦法（試行）》等地方性規章制度，以保障員工各項福利權益的全面落實。

在集團內部，我們實施了《勞動人事管理辦法》、《薪酬福利管理辦法》和《績效考核管理實施辦法》等一系列政策，確保員工能夠根據其職位和表現獲得相應的報酬。員工的總收入不僅包括基本薪酬，還可能包括根據《薪酬福利管理辦法》規定的獎金、傭金和其他形式的補貼。這些措施旨在確保員工獲得公平的待遇。

We also provide employees with benefit plans, including social insurance (the five insurances and one fund, namely pension insurance, medical insurance, unemployment insurance, work-related injury insurance, maternity insurance, and housing provident fund), as well as benefits such as overtime allowances and hospitalization allowances. In addition, in addition to statutory holidays, employees can enjoy additional paid holiday benefits, which are all measures to strengthen employee satisfaction and loyalty at work, and to create a positive and dynamic workplace atmosphere. For example, the "Measures for the Administration of Employee Consolation" have been introduced, which provide employees with benefits for birthdays, marriages, childbirth and various traditional festivals. When an employee suffers an injury or illness, we arrange condolences through the general department to show our concern. In addition, the "Star of the Month" award was established to motivate employees. The Group also organizes various employee activities to alleviate work-related fatigue, strengthen team unity, and ensure employees remain energetic.

我們還為員工提供了包括社會保險(五險一金,即養老保險、醫療保險、失業保險、工傷保險、生育保險和住房公積金)在內的福利計劃,以及加班津貼、住院津貼等福利。此外,除了法定節假日外,員工還能享受公司額外帶薪假期福利,這些措施都是為加強員工對工作的滿意與忠誠度,並營造一個正面且充滿活力的職場氛圍,集團採取了多項措施。例如推出《員工慰問管理辦法》,提供了包括生日、結婚、生育和各種傳統節慶在內的福利。在員工遭遇傷病時,我們透過綜合部門安排慰問,以表達關懷。除此之外,「月之星」這一獎項的設立旨在激勵員工的表現。集團還組織了多種員工活動,以舒緩工作帶來的疲勞,強化團隊的團結,確保員工充滿活力。

Case Study: Culture and Art Festival and Staff Sports Day
案例：文化藝術節暨職工運動會





This employee sports meet coincided with the Group's thorough implementation of the guiding principles of the 20th CPC Central Committee's Third Plenary Session, and came at a critical moment for making a final push toward concluding the 14th Five-Year Plan and embarking on the new journey of the 15th Five-Year Plan. During the event, in addition to launching diverse cultural activities such as "Red Education in the Port Area" and themed speeches, competitive events including basketball, football and the 4×100m relay were held, attracting the enthusiastic participation of more than one thousand management-level employees. On the field, athletes strove bravely and competed tenaciously; Off the field, all units made meticulous arrangements and worked in close coordination, creating a positive atmosphere of unity, progress and harmony that fully showcased the enterprising spirit of Yancheng Port's people.

Before the closing ceremony, the basketball final of the employee sports meet was held, in which the "Logistics & Bonded" team and the "Port & Shipping United" team delivered a tight, intense, and dramatic contest for the championship, winning warm cheers and applause from the audience.

Members of the Group's leadership team, principal persons in charge of all secondary units, heads of Group headquarters departments, team leaders of each participating team, as well as some athletes and employee representatives, attended the event.

本屆職工運動會恰逢集團上下深入貫徹黨的二十屆三中全會精神之際，亦是全力衝刺「十四五」收官、開啟「十五五」新征程的關鍵時點。活動期間除推出「紅色教育進港區」、主題演講等多元文娛項目外，亦舉辦籃球、足球、4×100米接力等競技賽事，吸引逾千名幹部職工踴躍參與。賽場上，運動員奮勇爭先、頑強拚搏；賽場外，各單位周密組織、協同配合，營造出團結、奮進、和諧的良好氛圍，充分展現鹽城港人昂揚進取的精神風貌。

閉幕式前，舉行職工運動會籃球項目決賽，「物流保稅」與「港航聯隊」兩支隊伍奉上緊湊激烈、高潮迭起的對決，爭奪項目桂冠，收穫現場觀眾熱烈喝彩與掌聲。

集團領導班子成員；各二級單位主要負責人、集團機關部門負責人、各參賽隊伍領隊、部分選手及職工代表出席參加。

Case Study: Symposium with Senior and Retired Employees
案例：資深員工和退休員工座談會





During the Reporting Period, as the Lunar New Year approached, the Group held a symposium with senior and retired employees. The Party Committee Secretary and Chairman of the Group attended and delivered a speech, joining the senior colleagues and retired staff in a warm gathering to discuss the Group's development and extend sincere festive greetings.

On behalf of the Party Committee, the Chairman expressed heartfelt gratitude to the senior colleagues for their long-standing contributions to Yancheng Port. He noted that in the past year, under the leadership of the Municipal Party Committee and the Municipal Government, the Group thoroughly implemented the spirit of the 20th Party Congress and actively promoted the "Seize Opportunities, Create Distinction, Highlight Strengths, Contribute More, Strive for Excellence, and Open a New Chapter" initiative, achieving hard-won progress through the concerted efforts of all employees and retired comrades.

He emphasized that 2025 marks both the conclusion of the 14th Five-Year Plan and the planning stage for the 15th Five-Year Plan. Facing the "four turning points" – macroeconomic conditions, port throughput capacity, new quality productive forces, and emerging regulatory requirements – the Group will continue to align with the green and low-carbon transition, accelerate port and shipping infrastructure development, enhance the integrated "road-rail-river-sea" logistics network, and pursue efficiency and cost reduction. He encouraged senior colleagues to "remain true to their original aspirations after retirement" and continue to contribute their insights, while younger employees should carry forward their spirit and dedication. All departments were urged to value and adopt retired colleagues' suggestions, while the labor union was encouraged to provide thoughtful support to enhance retirees' sense of security and well-being.

During the meeting, commemorative "Honorable Retirement" plaques were presented to 14 retiring employees. Participants exchanged views on daily life, Group development, and the mentorship mechanism ("passing on experience, guiding and supporting successors"). The Group's leadership team, senior and retired employees, and heads of relevant departments attended the event.

報告期間，集團於新春將至之際舉行資深與退休員工座談會。集團黨委書記、董事長出席並致辭，與資深同仁及退休員工歡聚一堂、共話發展並致以誠摯祝福。

董事長代表集團黨委對各位資深同仁長年為鹽城港作出的貢獻致謝。他表示，過去一年在市委、市政府領導下，集團深入貫徹黨的二十屆三中全會精神，持續開展「抓機遇、創特色、展亮點、多貢獻、爭一流、譜新篇」活動，取得來之不易的成績，凝聚全體員工與老同志的共同努力。

他指出，2025年是「十四五」收官與「十五五」謀劃之年。面對宏觀形勢、吞吐能級、新質生產力、法規新要求等「四大拐點」，集團將順應綠色低碳趨勢，加快港航基礎設施建設，完善「公鐵河海」集疏運體系，降本增效。希望各位資深同仁「退休不褪色、離崗不離心」，持續建言獻策；年輕同事接好「接力棒」，傳承精神、接續奮鬥。各部門要重視並採納老同志意見，工會用心用情做好服務，增進安全感與幸福感。

會上，為14名退休員工代表頒授「光榮退休」紀念牌。與會人員就生活情況、集團發展與「傳幫帶」機制交流。集團領導班子、資深與退休員工及相關部門負責人出席。

EMPLOYEE DEVELOPMENT AND TRAINING

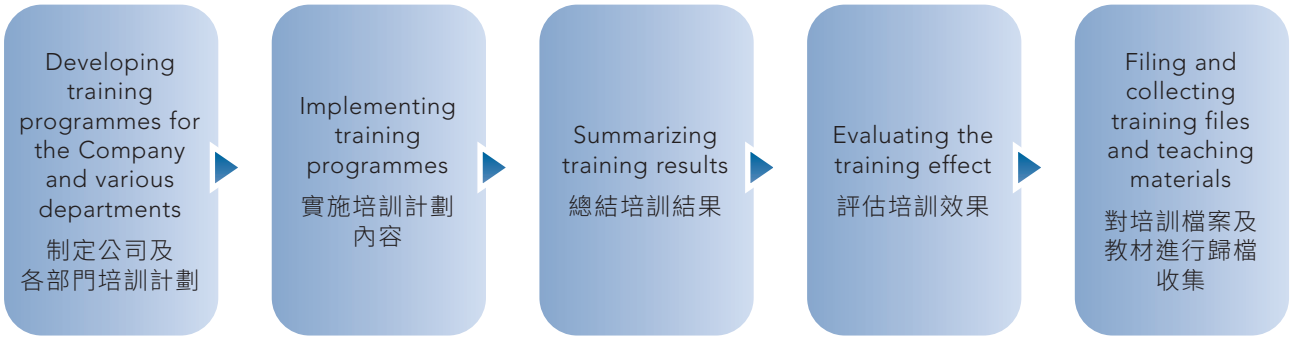
The Group regards employee growth and career development as the core of human capital management and continues to invest resources in cultivating high-caliber talent. We establish development channels for employees in various positions that are in line with their career growth, and provide clear career promotion paths and opportunities for employees in different departments and levels. At the same time, we actively promote professional employee training programs, which not only enhance employees' personal skills but also help them adapt to the ever-changing technical and social environment, satisfying their personal development aspirations. These initiatives help employees achieve their career goals and promote the Company's long-term development.

To meet employees' ongoing development needs, we design diversified training programs to ensure their competencies align with the Company's business direction. The Company's employee training program is led by the general management department, which is responsible for planning and implementing education and training programs to provide comprehensive development support to employees. The specific initiatives are as follows:

員工發展與培訓

集團將員工之成長與職涯發展視為人力資本管理之核心，並持續投入資源以培育高素質人才。針對各類崗位的員工建立符合其職業成長的發展通道，並為不同部門與階層的員工提供清晰的職業晉升路徑和機會。同時積極推行專業的員工培訓課程，不僅提升員工的個人技能，也幫助他們適應不斷變化的技術和社會環境，滿足個人發展追求。這些舉措有助於員工實現職業目標並促進公司的長期發展。

因應員工持續精進之需求，我們規劃多元化教育訓練課程，以確保其能力配置與公司業務發展方向一致。公司的員工培訓計劃由綜合管理部門主導，該部門負責規劃和實施教育與培訓方案，從而為員工提供全面的發展支持。具體推動項目如下：



The Group provides diverse career development paths across management, technical, and financial tracks, supported by targeted training programs. The training content is divided into various types, such as onboarding, job transfer training, and on-the-job training, according to the needs of employees. At the same time, various types of employees can also obtain corresponding skills training according to their personal future development plans and company needs. Details are shown in the table below:

集團為員工提供多元化的發展渠道，包括管理類、技術類和財務類，並輔以相應的培訓內容。培訓內容根據員工需求分為新員工入職培訓、員工轉崗培訓、在職專業培訓等多種類型。同時，各類型員工亦可根據個人未來發展規劃和公司需求獲得相應技能培訓。詳情如下表：

Managerial employees 管理類員工	Technical employees 技術類員工	Financial employees 財務類員工
• Training on labour regulations, secretarial practical skills, and preparation of management reports 提供勞動法規、秘書實務技能及撰寫管理報告等培訓內容	• Technical training corresponding to each position 提供各崗位對應技術培訓 • Continuously improving the technical skills that a job requires 持續提升崗位所需技術水平 • Training on occupational health and safety education, and standardized operating procedures 提供職業健康與安全教育、規範化操作流程培訓 • Communicating new developments and business information about the trade logistics industry to enhance employees' sensitivity to changes in industry information 傳達有關商貿物流產業的新發展和商業資訊，提升員工的針對行業資訊變化的敏銳度	• Training on the latest financial report preparation and accounting standards 提供最新財務報告編寫及會計準則培訓

To help new employees integrate quickly and build a common understanding, we implement standardized onboarding training covering core foundational information, including corporate culture and management philosophy, development history and current status, industry overview, organizational structure, departmental roles and business scope, company policies and regulations, and employee codes of conduct. At the same time, the Group places great emphasis on corporate culture training, assisting employees in gaining an in-depth understanding of and fulfilling their respective job responsibilities. New employees must pass a standardized assessment before they can officially take up their positions.

為協助新進員工快速融入並建立一致認知，我們推動標準化入職訓練，涵蓋企業文化與經營理念、發展沿革與現況、產業概況、組織架構、各部門職掌與業務範疇、公司制度規範及員工行為準則等核心基礎資訊。同時，集團重視企業文化培訓，協助員工深入認識並履行各自工作職責。新員工需通過統一考核後，才能正式上崗。

To ensure continuous improvement in training effectiveness, we utilize a 'Training Evaluation Form' to comprehensively collect employee feedback and suggestions. The training evaluation covers multiple dimensions, including environment, content, format, and practical effects, with the aim of continually enhancing the training system. Additionally, the Company strongly encourages and supports employees in participating in external training courses to enhance their professional skills and career development. Upon approval from supervisory leaders and the human resources department, employees can receive necessary funding and time allocation for such training opportunities.

為確保培訓效果持續提升，我們採用《培訓評估表》全面收集員工意見和建議。培訓評估涵蓋環境、內容、形式及實際效果等多個維度，致力於持續改進培訓體系。此外，公司大力支持員工參與外部培訓課程以提升專業技能和職業發展，經主管領導和人力資源部門審批後，可獲得必要的培訓經費及時間支持。

During the Reporting Period, Board members and senior management completed training on HKEX GEM Listing Rules and professional development programs. This ensures they maintain a professional perspective in adapting to market dynamics and fulfilling their governance responsibilities.

During the Reporting Period, we provided training courses for 78 employees for a total of 1,248 hours.

報告期間，公司的董事會成員和高級管理人員已完成有關聯交所GEM證券上市規則和持續專業發展的相關培訓，以確保他們能以更為專業的視角持續適應市場變化，並切實履行其相應職責。

報告期內，我們為78位員工提供了培訓課程，培訓總時長達1,248小時。

Case Study: Training Program for Young and Middle-Aged Employee Development
案例：中青年員工素質與能力提升培訓活動





The Group successfully conducted a new round of quality and capability enhancement training for middle-aged and young employees. The training aimed to strengthen discipline, execution, teamwork, and emergency response capabilities.

The curriculum was diverse, covering modules such as military-style management, team building, safety emergency drills, and red education. It also included special courses on the "Six Senses" connotations and "Four Rules" requirements, the General's Lecture Hall sessions, and the youth discussion forums, and organized visits to relevant memorial venues to deepen patriotic education. Through closed-off training, participants achieved tangible improvements in physical fitness and skills, and made notable progress in mindset and team spirit.

The successful completion of this training underscores the Group's strong emphasis on cultivating young talent, builds a pipeline of high-caliber personnel for future development, and further enhances organizational cohesion and competitiveness.

集團成功舉辦新一期中青年員工素質與能力提升培訓活動。培訓旨在強化員工的紀律性、執行力、團隊協作能力及應急處置水平。

課程內容豐富多樣，涵蓋軍事化管理、團隊建設、安全應急演練、紅色教育等模組；並設置了「六感」內涵與「四規」要求學習、將軍大講堂、青年大討論等專題課程，同時組織參訓學員參觀相關紀念場館，深入開展愛國主義教育。通過封閉式培訓，學員在體能與技能方面獲得實質提升，並在思想認識與團隊精神上取得顯著進步。

此次培訓的成功舉辦，體現了集團對青年人才培養的高度重視，為企業未來發展儲備了優秀人才隊伍，進一步增強了組織凝聚力與競爭力。

Case Study: Port Storage Petrochemical launches training on hazardous waste disposal knowledge
案例：港儲石化開展危廢處置知識培訓



During the Reporting Period, Port Storage Petrochemical organized employees to participate in hazardous waste disposal knowledge training, so that employees could further improve their hazardous waste disposal skills and strengthen their awareness of environmental protection.

報告期間，港儲石化組織員工參加危廢處置知識培訓，通過培訓使員工進一步提升危廢處置技能，加強員工環境保護意識。

Case Study: Annual Safety Committee Working Meeting and Hidden Hazard Investigation Work
案例：年度安委會工作會議，培訓及隱患排查工作





We continue to prioritize work safety, convene regular meetings of the Safety Production Committee, and organize systematic training for relevant managers. The courses cover safety concepts and management procedures, viewing of warning education videos, and potential risk alerts, thereby enhancing overall safety awareness and management standards. Meanwhile, we disseminate safety knowledge and incident case videos via the Company's WeChat groups to embed safety protection into daily operations on a routine basis.

我們持續將安全生產置於首要位置，定期召開安全生產委員會會議，並組織相關主管參與系統化培訓。課程涵蓋安全理念與管理規程、預警教育影片觀摩及潛在風險提示，整體提升安全意識與管理水準。同時，藉由企業微信群推送安全知識與事故案例視頻，促使安全防護常態化嵌入日常運營。

SUPPLY CHAIN MANAGEMENT

To promote sustainable supply chains, we manage suppliers based on principles of fairness and impartiality and have established rigorous mechanisms to ensure the legal compliance of supplier relationships. We strictly adhere to relevant laws and regulations, including but not limited to the Company Law of the People's Republic of China and the Contract Law of the People's Republic of China.

In routine procurement operations, we first submit applications for approval by the parent company to maintain the overall security and stability of the Group's supply chain and to ensure the legitimacy and transparency of the procurement process.

The Company's"Management Measures for Procurement" clearly defines departmental roles and authority within the supplier management system. In addition, we have set up a Procurement and Tendering Management Committee to supervise procurement projects, guide procurement implementation and management, supervise the performance of winning suppliers, and make centralized decision-making on projects that require investment attraction.

Prior to establishing partnerships, suppliers must submit qualification documents, including business licenses and fire safety inspection certificates, to verify compliance with labour and environmental regulations. At the same time, the products provided by the supplier must meet the certification requirements of the corresponding product quality and environmental standards to ensure that the quality and environmental impact of their products meet the standards of the Company and the law. Although we did not conduct an evaluation of existing suppliers during the Reporting Period, we have established a framework to assess supplier capabilities across four key dimensions:

供應鏈管理

為推動供應鏈可持續發展，我們秉持公平公正的治理原則管理供應商，並建立嚴謹機制加以確保與供應商關係的法律合規性，我們嚴格遵循《中華人民共和國公司法》、《中華人民共和國合同法》等相關法律法規。

在日常採購作業中，我們需先完成申報並提請上級公司審批核准，藉此維持集團整體供應鏈的安全與穩定，同時確保採購流程的正當性與透明度。

公司制定之《採購管理辦法》明確規範各相關部門在供應商管理體系中的職責範疇及權限劃分。此外，我們更設立採購與招標管理委員會負責監督採購項目，指導採購實施和管理工作，監督中標供應商履約情況，並對需要招商引資的項目進行集中決策。

我們要求供應商於建立合作關係前，必須提供營業執照、消防檢測合同等資質證明文件，以確保其營運管理符合勞動及環保等相關法規要求。同時，供應商提供的產品必須符合相應的產品質量和環境標準的認證要求，以確保其產品的質量和環境影響符合公司和法律的標準。儘管報告期內未對現有供應商進行評估，本集團已制定供應商能力評定框架，從以下四個維度進行定期審視：

Product quality assessment 產品質量水平評定	• To engage a third-party agency for the assessment of product quality based on the product indicators agreed in the contracts between the parties; and to determine the quality level according to the assessment result 依據雙方合同約定產品指標為準，聘請第三方檢測機構檢測產品質量，以檢測結果評定質量水平
Deliverability assessment 交貨能力評定	• To learn about the Company profile from various channels, such as telephone, the Internet, and business registration, etc. 從電話、網絡、工商登記等渠道了解企業基本情況 • According to the terms of the contracts, the upstream companies are generally required to pay after delivery, while the downstream companies are required to pay before delivery 根據合同條款約束，一般要求上游先交貨後付款，下游先付款後交貨
Assessment of the status of cooperation 合作狀況評定	• To undertake assessment from three angles: whether customers carry out the contracts on schedule; whether customers who apply for postponement due to exceptional cases have carried out their contracts during extension; the fact that customers have not carried out the contracts for more than three months 根據客戶是否按期履約、因特殊情況申請延期並在延期內履約、超三個月未履約三種情況評定
Product price assessment 產品價格評定	• To undertake assessment according to market prices, product indicators, methods of delivery and payment, etc. 根據客戶是否按期履約、因特殊情況申請延期並在延期內履約、超三個月未履約三種情況評定

Supplier safety and environmental management

We strengthen the sustainability of our supply chain by implementing strict supplier auditing mechanisms, and we actively guide and encourage suppliers to enhance their environmental and safety performance and management standards, thereby fostering coordinated development across the broader industry chain. In order to promote the coordinated development of the entire industrial chain. We have formulated the "Safety and Environmental Protection Management System" and require all suppliers to sign the "Safety and Environmental Protection Agreement" before cooperation, hoping to improve the environmental management capabilities of suppliers. For suppliers with outstanding performance, we will actively consider working with them first. For suppliers who have established a long-term and stable cooperative relationship with the Group, we provide regular environmental, health, and safety (EHS) training, including safety and environmental protection-related regulations, special operating procedures, hazardous chemicals management practices, and other special content. We strive to ensure that our key suppliers maintain high standards of environmental safety management and sustainable development performance while providing quality products and services.

供應商安全環保管理

我們透過對供應商推行嚴格的審核機制，強化供應鏈的可持續發展能力，並主動引導與鼓勵供應商提升其環境及安全表現和管理水平，以帶動整體產業鏈的協同發展。我們制定了《承包商安全環保管理制度》，並要求所有供應商在合作之前簽署《安全環保協議》，希望能夠提高供應商的環境管理能力。對於具有突出表現的供應商，我們會積極考慮優先與他們合作。對於和集團建立了長期穩定合作關係的供應商，我們提供定期的環境、健康及安全(EHS)培訓，內容包括安全環保相關法規、特殊作業規程、危險化學品管理規範等專項內容。我們致力確保關鍵供應商在提供優質產品與服務的同時，持續維持高水準的環境安全管理及可持續發展表現。

CUSTOMER SERVICE

Customer Communication

The Group's primary customers are manufacturers and traders. To meet customer expectations and enhance overall competitiveness, we pursue continuous improvement, advancing product quality, service standards, and management capabilities to deliver outstanding value to our customers. We proactively communicate with our customers and continue to explore ways to improve communication efficiency, so as to ensure that we can quickly collect customer feedback, analyze it in depth, and make improvements based on the results.

To reinforce customer service, we have established a comprehensive complaint handling mechanism and provide diversified communication channels, including telephone, email, fax, and physical addresses. After receiving customer complaints, we will quickly identify the relevant units, clarify the specific reasons for the complaints, and track the processing progress in real time, and strive to give customers satisfactory answers. If customers suffer losses due to our mistakes, we will provide reasonable compensation in accordance with company policies to ensure that their rights and interests are properly protected.

During the Reporting Period, the Group did not receive any complaints related to products and services.

Customer Privacy

The Group places the protection of customer privacy first and is committed to safeguarding customers' privacy rights and personal information security. In every business operation, we strictly abide by laws and regulations, industry standards and strict internal guidelines on the protection of customer privacy, including but not limited to the Personal Information Protection Law of the People's Republic of China. All employees must strictly adhere to the principle of confidentiality, strictly prohibiting the disclosure of customers' personal information and transaction details. They are also not allowed to inquire or collect customers' private information without proper justification.

客戶服務

客戶溝通

本集團以生產商及貿易商為主要客戶基礎。為回應客戶期望並提升整體競爭力，我們以精益求精為導向，持續推進產品質量、服務水平及管理能力的升級，致力為客戶帶來卓越價值。我們建立了主動溝通機制，不斷優化客戶反饋渠道，確保能及時收集、深入分析客戶意見，並據此制定針對性的改進方案。

為強化客戶服務，我們建立了完善的投訴處理機制，提供多元化的溝通渠道，包括電話、電子郵件、傳真及實體地址等。收到客戶投訴後，我們迅速識別責任單位，釐清具體問題，即時跟進處理進度，致力提供令客戶滿意的解決方案。如客戶因我方失誤而蒙受損失，我們將依據公司政策給予合理賠償，確保客戶權益得到妥善保障。

報告期間，本集團並不知悉有任何有關產品及服務的投訴。

客戶私隱

本集團將客戶私隱保障置於首要位置，竭力捍衛客戶私隱權益及個人資訊安全。我們在所有業務環節均嚴格遵守相關法律法規、行業標準和內部指引，包括《中華人民共和國個人信息保護法》等。全體員工必須恪守保密原則，嚴禁洩露客戶個人資料及交易資訊，亦不得以任何理由擅自查詢或收集客戶私隱資訊。

COMMUNITY ENGAGEMENT

We have always valued symbiosis and shared prosperity with the community, recognizing that sustained, stable community support is an indispensable pillar of corporate sustainability. Accordingly, we continue to expand our business footprint, actively increase local employment, and enhance tax contributions to help improve residents' living standards and provide long-term positive momentum for social development.

During the Reporting Period, the Group did not incur direct monetary contributions to community projects. Although we did not launch new community investment or public welfare projects this year, our commitment to community investment has not changed. The Group will continue to monitor local needs, proactively identify and assess suitable opportunities for collaboration and investment, and take timely action when resources and timing permit, continuously creating substantive and long-term positive impact for society.

社區投入

我們一貫重視與社區共生共榮的價值，並認為社群長期而穩固的支持，是企業可持續發展不可或缺的支柱。基於此，我們持續擴展業務佈局，積極增加本地就業崗位並提升稅收貢獻，以帶動居民生活水準改善，長期為社會發展提供正向推力。

報告期間，本集團並無直接向社區項目作出金錢捐助。縱使我們本年度未開展新的社區投資或公益專案，但我們對社區投資的重視從未改變。本集團將持續關注在地需求，主動尋找並評估合適的合作與投入機會，在資源與時機允許時及時行動，持續為社會創造實質而長遠的正向影響。

ENVIRONMENTAL ASPECT 環境範疇

Key Performance Indicators 關鍵績效指標	Unit 單位	2025 2025年
Nitrogen oxides (NOx) 氮氧化物(NOx)	Kilogram 千克	2.35
Sulfur oxides (SOx) 硫氧化物(SOx)	Kilogram 千克	0.06
Particulate matter (PM) 顆粒物(PM)	Kilogram 千克	0.17
Direct greenhouse gas ("GHG") emissions (Scope 1) 直接溫室氣體排放(範圍1)	Tonnes CO_2e 公噸二氧化碳當量	10.90
Energy indirect GHG emissions (Scope 2) 能源間接溫室氣體排放(範圍2)	Tonnes CO_2e 公噸二氧化碳當量	149.73
Total GHG emissions 溫室氣體排放總量	Tonnes CO_2e 公噸二氧化碳當量	160.63
GHG emission intensity 溫室氣體排放密度	Tonnes CO_2e/Revenue in million HK$ 公噸二氧化碳當量／千港元收益	0.0002
Total amount of non-hazardous waste 無害廢棄物總量	Tonnes 公噸	8.57
• Office domestic waste and food waste 辦公生活垃圾及廚餘	Tonnes 公噸	7.66
• Office paper consumption 辦公紙張	Tonnes 公噸	0.91
Density of non-hazardous waste 無害廢棄物密度	Tonnes/Revenue in million HK$ 公噸／百萬港元收益	0.01
Total amount of hazardous waste 有害廢棄物總量	Tonnes 公噸	1.10
Hazardous waste density 有害廢棄物密度	Tonnes/Revenue in million HK$ 公噸／百萬港元收益	0.001
Direct energy consumption (Fuel) 直接能源耗量(燃料)	kWh 千瓦時	36,960.70
• Petrol 汽油	kWh 千瓦時	36,960.70
• Diesel oil 柴油	kWh 千瓦時	0
• Town gas 煤氣	kWh 千瓦時	0
Indirect energy consumption (purchased electricity) 間接能源耗量(外購電力)	kWh 千瓦時	260,785.98
Total energy consumption 能源消耗總量	kWh 千瓦時	297,746.68

APPENDIX I KEY PERFORMANCE INDICATORS
附錄一 關鍵績效指標

Key Performance Indicators 關鍵績效指標	Unit 單位	2025 2025年
Energy consumption intensity 能源耗量密度	kWh/Revenue in HK$'000 千瓦時／千港元收益	0.28
Total water consumption 總耗水量	m^3 立方米	25,814.3
Water consumption intensity 總耗水密度	m^3/Revenue in HK$'000 立方米／千港元收益	0.02

SOCIAL ASPECT 社會範疇

Key Performance Indicators 關鍵績效指標	Unit 單位	2025 2025年
Total workforce 僱傭情況		
By gender 按性別劃分		
Male 男性員工	Person 人	57
Female 女性員工	Person 人	23
By age 按年齡劃分		
Aged under 30 30歲以下	Person 人	9
Aged 30 to 50 30-50歲	Person 人	53
Aged over 50 50歲以上	Person 人	18
By geographical region 按地區劃分		
Chinese Mainland 中國內地	Person 人	80
Hong Kong, Macao and Taiwan 港澳台	Person 人	0
Overseas 海外	Person 人	0
By employment type 按僱傭類型劃分		
Full time 全職	Person 人	80
Part time 兼職	Person 人	0
Total number of employees 員工總數	Person 人	80

Key Performance Indicators 關鍵績效指標	Unit 單位	2025 2025年
Employee turnover rate 員工流失比率		
By gender 按性別劃分		
Male 男性員工	%	4
Female 女性員工	%	0
By age 按年齡劃分		
Aged under 30 30歲以下	%	0
Aged 30 to 50 30-50歲	%	2
Aged over 50 50歲以上	%	6
By geographical region 按地區劃分		
Chinese Mainland 中國內地	%	3
Hong Kong, Macao and Taiwan 港澳台	%	0
Others 海外	%	0
Total turnover rate 總流失率	%	3
Suppliers by geographical region 供應商數目		
Chinese Mainland 中國內地	No. 間	39
Others 中國內地以外地區	No. 間	0

**Health and Safety
健康與安全**

Key Performance Indicator 關鍵績效指標	Unit 單位	2025 2025年	2024 2024年	2023 2023年
Work-related fatalities 因工死亡人數	Person 人	0	0	1
Work-related fatality rate 因工死亡比率	%	0	0	1.08
Number of days lost due to work injuries 因工傷損失工作日數	Day 天	0	0	0

APPENDIX I KEY PERFORMANCE INDICATORS
附錄一 關鍵績效指標

Training and Development 發展及培訓		
	2025 2025年	
	Percentage of employees trained (%) 員工受訓百分比(%)	Average training hours completed per employee (hours) 每位員工完成培訓的平均小時數
By gender **按性別分類**		
Male 男性	100	19.09
Female 女性	91	6.87
By employee category **按員工類別分類**		
Management 管理層	100	16.35
Grass-roots employees 基層員工	96	15.26

APPENDIX II CONTENT INDEX TO APPENDIX C2 "ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE"
附錄二 聯交所上市規定附錄C2《環境、社會及管治報告守則》索引

Main areas 主要範疇	Content 內容	Corresponding report section 對應報告章節
Mandatory Disclosure Requirements *強制披露規定*		
Governance Structure 管治架構	A Statement from the board containing the following elements: (I) disclosure of the board's oversight of ESG issues. (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritize and manage material ESG-related issues (including risks to the issuer's business); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's business 由董事會發出的聲明，當中載有下列內容： (i) 披露董事會對環境、社會及管治事宜的監管； (ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及 (iii) 董事會如何按環境、社會及管治相關目標檢討進度、並解釋它們如何與發行人業務有關連。	Board Statement 董事會聲明
Reporting Principles 匯報原則	A description of, or an explanation on, the application of the Reporting Principles (materiality, quantitative, and consistency) in the preparation of the ESG Report 描述或解釋在編備環境、社會及管治報告時如何應用匯報原則（重要性、量化和一致性）。	Reporting principles 匯報原則
Reporting Boundary 匯報範圍	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. 解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。	Reporting Period and scope 報告期間及範圍
A. Environment *A.環境*		
Aspect A1: Emissions **A1排放物**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	Chapter 2 Low-carbon Development 第二章 低碳發展
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Appendix I Key Performance Indicators – Environmental aspect 附錄一 關鍵績效指標－環境範疇
KPI A1.2 關鍵績效指標A1.2	Repealed 1 January 2025 於二零二五年一月一日刪除	
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (Tonnes) and where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度。	
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in Tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度。	

APPENDIX II CONTENT INDEX TO APPENDIX C2 "ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE"
附錄二 聯交所上市規定附錄C2《環境、社會及管治報告守則》索引

Main areas 主要範疇	Content 內容	Corresponding report section 對應報告章節
KPI A1.5 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Chapter 2 Low-carbon Development – Management of environmental objectives 第二章 低碳發展– 環境目標管理
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	
Aspect A2: Use of Resources **A2資源使用**		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water, and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	Chapter 2 Low-carbon Development – Resources conservation 第二章 低碳發展– 節約資源
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total (Kwh in '000s) and intensity. 按類型劃分的直接及或間接能源總耗量（以千個千瓦時計算）及密度。	Appendix I Key Performance Indicators – Environmental aspect 附錄一 關鍵績效指標– 環境範疇
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Chapter 2 Low-carbon Development – Management of environmental objectives 第二章 低碳發展– 環境目標管理
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s), and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Chapter 2 Low-carbon Development – Management of environmental objectives ; Resources conservation – Water management 第二章低碳發展– 環境目標管理；節約資源–水資源管理
KPI A2.5 關鍵績效指標A2.5	Total packing material used for finished products (in Tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	Not applicable: The Company's business does not involve the use of packaging materials 本公司的業務性質不涉及重大包裝材料的使用。
Aspect A3: The Environment and Natural Resources **A3環境及天然資源**		
General Disclosure 一般披露	Policies on minimizing the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Chapter 2 Low-carbon Development 第二章 低碳發展
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	

APPENDIX II CONTENT INDEX TO APPENDIX C2 "ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE"
附錄二 聯交所上市規定附錄C2《環境、社會及管治報告守則》索引

Main areas 主要範疇	Content 內容	Corresponding report section 對應報告章節
Aspect A4: Climate Change **A4氣候變化**		
General Disclosure 一般披露	Repealed 1 January 2025 於二零二五年一月一日刪除	
KPI A4.1 關鍵績效指標A4.1	Repealed 1 January 2025 於二零二五年一月一日刪除	
B. Social ***B.社會***		
Aspect B1: Employment **B1僱傭**		
General Disclosure 一般披露	Information on; (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Chapter 4 Gathering Talents 第四章 匯聚人才
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Appendix I Key Performance Indicators – Social aspect 附錄一 關鍵績效指標－社會範疇
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	
Aspect B2: Health and Safety **B2健康與安全**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Chapter 3 Work Safety 第三章 安全生產
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年 (包括匯報年度) 每年因工亡故的人數及比率。	Appendix I Key Performance Indicators – Social aspect 附錄一關鍵績效指標－社會範疇
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury 因工傷損失工作日數。	
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Chapter 3 Work Safety 第三章 安全生產

APPENDIX II CONTENT INDEX TO APPENDIX C2 "ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE"
附錄二 聯交所上市規定附錄C2《環境、社會及管治報告守則》索引

Main areas 主要範疇	Content 內容	Corresponding report section 對應報告章節
Aspect B3: Development and Training **B3發展及培訓**		
General Disclosure 一般披露	Policy on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Chapter 4 Gathering Talents – Employee development and training 第四章 匯聚人才 – 員工發展與培訓
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Appendix I Key Performance Indicators – Social aspect 附錄一 關鍵績效指標 – 社會範疇
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	
Aspect B4: Labour Standards **B4勞工準則**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Appendix I Key Performance Indicators – Total workforce 附錄一 關鍵績效指標 – 勞工條件
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	
Aspect B5: Supply Chain Management **B5供應鏈管理**		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Chapter 5 Win-win Cooperation – Supply chain management 第五章 攜手共贏 – 供應鏈管理
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Appendix I Key Performance Indicators – Social aspect 附錄一 關鍵績效指標 – 社會範疇
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及有關慣例的執行及監察方法。	Chapter 5 Win-win Cooperation – Supply chain management 第五章 攜手共贏 – 供應鏈管理
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	

Main areas 主要範疇	Content 內容	Corresponding report section 對應報告章節
Aspect B6: Product Responsibility B6產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Chapter 5: Win-win Cooperation 第五章 攜手共贏
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Not applicable: The Company's business does not involve product recalls 不適用：本公司的業務不涉及產品回收
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Chapter 5 Win-win Cooperation – Customer service; Customer communication 第五章 攜手共贏－客戶服務；客戶溝通
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	The Company's business does not involve intellectual property rights 本公司的業務性質不涉及重大知識產權。
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Our business does not involve quality verification and product recall 本公司的業務不涉及重大的產品製造過程。
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Chapter 5 Win-win Cooperation – Customer service; Customer Privacy 第五章 攜手共贏－客戶服務；客戶私隱

APPENDIX II CONTENT INDEX TO APPENDIX C2 "ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE"
附錄二 聯交所上市規定附錄C2《環境、社會及管治報告守則》索引

Main areas 主要範疇	Content 內容	Corresponding report section 對應報告章節
Aspect B7: Anti-corruption **B7反貪污**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Chapter 1 Optimized Governance – Compliance management 第一章 精益管治－合規管理
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	
Aspect B8: Community Investment **B8社區投資**		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Chapter 5 Win-win Cooperation – Community Engagement 第五章 攜手共贏－社區投入
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution. 專注貢獻範疇。	
KPI B8.2 關鍵績效指標B8.2	Resources contributed. 在專注範疇所動用資源。	
D. Climate-related Disclosures ***D.氣候相關披露***		
Metrics and Targets－Greenhouse gas emissions **指標及目標－溫室氣體排放**		
28(a)-(b) and 29 28(a)-(b)及29	Scope 1 greenhouse gas emissions and Scope 2 greenhouse gas emissions 範圍一溫室氣體排放及範圍二溫室氣體排放	Appendix I Key Performance Indicators – Environmental aspect 附錄一關鍵績效指標－環境範疇

Yancheng Port International Co., Limited

鹽城港國際股份有限公司