



**天津港發展控股有限公司**  
Tianjin Port Development Holdings Limited

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 03382



**2023**

**Environmental, Social  
and Governance Report**

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## ABOUT THIS REPORT

This is the eighth Environmental, Social and Governance Report of Tianjin Port Development Holdings Limited (together with its subsidiaries, the “Group” or “we”). The purpose of this report is to present a clear view of the Group’s management approach and performance in environmental, social and governance (ESG) aspects over the past year, to further enhance stakeholders’ understanding of the Group’s sustainable development strategies, actions and effectiveness.





## ABOUT THIS REPORT

### REPORTING GUIDELINES AND PRINCIPLES

This report is prepared in compliance with the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) set out in Appendix C2 to the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “HKEX”) and appropriately presents how the Group contributes to achieving the United Nations Sustainable Development Goals (“UNSDGs”).

### REPORTING PERIOD AND SCOPE

This report discloses the Group’s management approach, measures and performance on environmental and social issues for the period from 1 January 2023 to 31 December 2023. Unless otherwise stated, the scope of this report covers group’s subsidiaries. For corporate governance section, please refer to pages 25 to 40 of the Annual Report.

### FEEDBACK

Your comments on this Report will help the Group to continue its sustainability efforts. If you have any comments or suggestions, please contact the Group.

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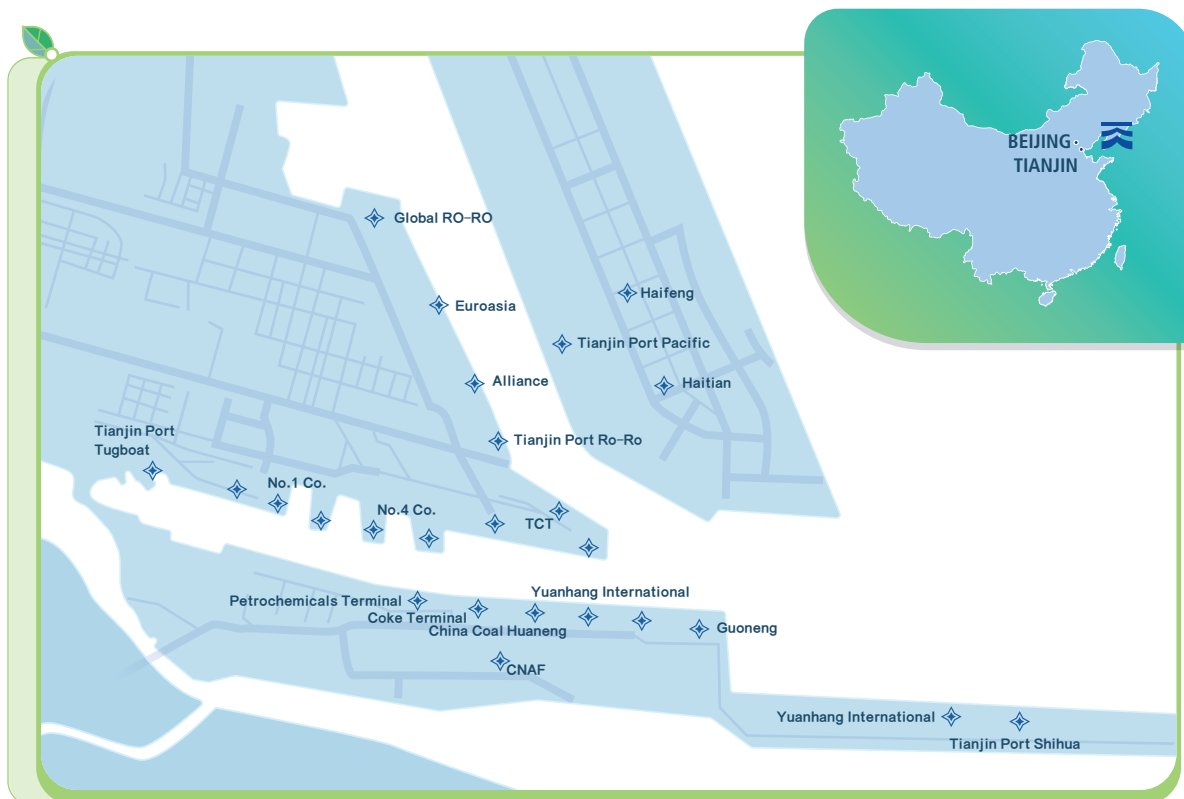
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## ABOUT THE GROUP

The port of Tianjin, located at the juncture of the Beijing-Tianjin city belt and the economic circle of the Bohai Rim Region, is a core strategic resource for the country, a maritime gateway for the Beijing-Tianjin-Hebei and “Three North” region<sup>1</sup> and an international hub serving the country’s all-round opening up, an important fulcrum of the Belt and Road Initiative. Port of Tianjin has been ranked among the Top 10 ports in the world for many consecutive years.



### THE GROUP IS THE PRIMARY PORT OPERATOR AT THE PORT OF TIANJIN

The Group’s scope of operations includes container and non-containerised cargo handling businesses, sales business and port ancillary services business. The Group has advanced container terminals as well as specialised terminals capable of handling coke, coal, ore, Ro-Ro, and a 300,000-tonne crude oil terminal. The Group first operated as a non-containerised cargo terminal at the port of Tianjin in 1968 and expanded into container handling business in 1980. In early 2010, the Group completed the acquisition of 56.81% equity interest in Tianjin Port Holdings Co., Ltd (“Tianjin Port Co.”).

<sup>1</sup> “Three North” region includes the western part of northeastern China, northern China and most of the northwestern region.



ABOUT THE GROUP

SUMMARY OF KEY KPIs OF 2023



**ENVIRONMENT**

- Total carbon emissions reduce by 25%
- Total energy consumption reduce by 19%
- Scope 2 emissions reduce by 36%
- Waste cable generation reduce by 58%
- Sewage generated in the area is treated  
by the sewage treatment plant 100%
- Shore power supply coverage of the self-owned  
vessels owned by major subordinate units 100%



**EMPLOYEE**

- Training coverage percentage 71%
- Average training hours per employee increased by 42%
- Total attendance of safety training 42,264
- Total number of safety training hours 5,778
- Number of safety inspections 10,461
- Percentage of female employees 24%



**OPERATIONS**

- Attained sustainability-related awards 18 awards
- Container throughput 20.02 million TEUs
- Number of container berths 13
- Revenue HKD13,484 million





## AWARDS AND HONORS

Awards and Honors	Issuing Authority
<p><b>Tianjin Port Development Holdings Limited</b></p> <ul style="list-style-type: none"> <li>✧ “Best Green and Smart Port” in 2023</li> <li>✧ “Best Smart and Green Port Operating Company” in 2023</li> <li>✧ “Best Green and Smart Port” in 2023</li> <li>✧ “Best ESG Report”</li> <li>✧ “Outstanding ESG Improvement Award”</li> <li>✧ 2023/2024 “Caring Company” Logo</li> </ul>	<p>Global Business Outlook Finance Derivative International Business Hong Kong ESG Reporting Awards Hong Kong ESG Reporting Awards Hong Kong Council of Social Service</p>
<p><b>Tianjin Port Co.</b></p> <ul style="list-style-type: none"> <li>✧ 2023 ESG Best Practices for Listed Companies and Examples of Outstanding Practices</li> <li>✧ 2023 Financial Sector “Golden Intelligence Award” for Excellence in ESG Practices</li> <li>✧ 2023 Outstanding Cases in Environmental Dimension (E) of “White Paper on ESG Practice Observation of Chinese Enterprises and Report on Analysis of ESG Status and Trends of Listed Companies”</li> </ul>	<p>China Association for Public Companies Rejuvenation · Financial Forum 2023 China ESG Observers Consortium</p>
<p><b>Tianjin Port Yuan Hang International Ore Terminal Co., Ltd.</b></p> <ul style="list-style-type: none"> <li>✧ First-Class Award for Science and Technology Progress Award in 2023 (Award winning project: Research and Application of Key Technology of Ore Terminal Automatic Collaborative Operations and Smart Decision-making)</li> </ul>	<p>China Port &amp; Harbors Association</p>
<p><b>Tianjin Port Pacific International Container Terminal Co., Ltd.</b></p> <ul style="list-style-type: none"> <li>✧ Five-star “China Green Port”</li> <li>✧ First-Class Award for Science and Technology Progress Award in 2023 (Award winning project: R&amp;D and Application of Key Technology of Automatic Four-rope Rubber-tyred crane)</li> <li>✧ Second-Class Award for Science and Technology Progress Award in 2023 (Award winning project: R&amp;D and Application of Smart Energy Management Platform)</li> <li>✧ Third-Class Award for Science and Technology Progress Award in 2023 (Award winning project: Research and Application of Key Technology of High-power Shore-based Power System)</li> <li>✧ Third-Class Award for Science and Technology Progress Award in 2023 (Award winning project: Innovative Applications of Terminal Wireless Networks Based on Wi-Fi6 Technology)</li> </ul>	<p>China Port &amp; Harbors Association China Port &amp; Harbors Association China Port &amp; Harbors Association China Port &amp; Harbors Association China Port &amp; Harbors Association</p>
<p><b>Tianjin Port China Coal Hua'neng Coal Terminal Co., Ltd.</b></p> <ul style="list-style-type: none"> <li>✧ Second-Class Award for Science and Technology Progress Award in 2023 (Award winning project: Research and Application of Smart Coal Sampling System)</li> <li>✧ Third-Class Award for Science and Technology Progress Award in 2023 (Award winning project: Research and Application of Key Technology of Coal Terminal Digitalized Yard Construction)</li> </ul>	<p>China Port &amp; Harbors Association China Port &amp; Harbors Association</p>
<p><b>Tianjin Port Logistics Development Co., Ltd.</b></p> <ul style="list-style-type: none"> <li>✧ “Win-Win Cooperation Award”</li> </ul>	<p>Foton Motor</p>





# LETTER TO STAKEHOLDERS

Piloting with excellence and Improving with Diligence. 2023 was a year of challenges and transformations for the Group. While the global economy staged a recovery from the gloom, multiple challenges such as rising interest rates, supply chain disruptions due to the Russia-Ukraine war and geopolitical tensions remain. With this background, the Group has always believed that sustainable development is an important component in leading the way for future progress. As one of the most important maritime transportation hubs in North China, Tianjin Port is the land-sea interface of the “Belt and Road”, and also a key node of the New Asia-Europe Continental Bridge Economic Corridor. Over the years, the Group has been taking “Build a World-Class Smart and Green Hub Port” as our mission, actively promoting the Group’s high-quality development and realizing the green transformation of Tianjin Port.

## Responding to the National Dual Carbon Policy with Green Port Construction

The Group has taken the lead in grasping the global trend towards low-carbon development, actively responding to the national policy on “Carbon Peak and Carbon Neutrality”, pursuing the development principle of “Environmental Commitment”, and establishing a scientific and comprehensive environmental management system to create a green port model. In 2023, we continued to adjust the energy structure of the port, promote railway transportation, build a “Road-to-Rail” and “Bulk-to-Container” dual demonstration project, upgrade and transform the shore-based power, fleet and port machinery and equipment, so as to gradually shift from using traditional oil energy to electricity, and to protect the blue sea and clear sky of Beijing-Tianjin-Hebei region. During the year, Tianjin Port Holdings Co., Ltd., a subsidiary of the Group, was the first in China’s port industry to obtain the carbon management system certification; Tianjin Port Pacific International Container Terminal Co., Ltd. was rated as a five-star “Green Port”. Both are the recognition of our continuous efforts in environmental protection and green transformation.

## Building a Team of Highly-skilled Talents to Promote Digital Transformation

Under the wave of digitalization and automation in the port industry, we have always regarded innovation as the development engine, actively promoted the construction of “Smart Ports”, and pushed forward the comprehensive digital transformation of the operation of the Group. We focus on guiding and encouraging highly-skilled talents and technical professionals to participate in the Group’s smart upgrading and digital transformation, with the aim of the in-depth integration of highly-skilled personnel’s experience and technical skills with high-tech artificial intelligence equipment, and building an operation team that is “Savvy in Business, Technology, and Onsite Operations”, so as to promote the intelligence level of the port.

## Ensuring Safety Production in Port

We continue to promote the construction of a safety culture. Fourteen subsidiaries have been successfully certified with the GB/T 45001 Occupational Health and Safety Management Systems. Thirteen subsidiaries have committed to complying with the International Convention for Safety of Life at Sea (SOLAS) to achieve stricter safety production standardization processes and ship safety management. We combine the application of smart technology with security management by utilizing UAV to conduct safety inspections, video monitoring the operating areas of our subsidiaries business units, and supervising the office space. The Group has always adopted the policy of “Safety First, Prevention-Oriented, Comprehensive Management” to ensure safety production in the port.

Looking ahead, we will actively embrace the challenges and opportunities brought by sustainable development and continue to promote the smart and green voyage of the port. I would like to take this opportunity to express my sincere gratitude to our employees, customers, shareholders, investors and partners for your steadfast dedication and active participation in the sustainable development of the Group over the past few years. We will adhere to high-quality development, create more value for the society and the country, and work hard for a new journey.

*Chairman*

**CHU Bin**

Hong Kong, March 26, 2024







# SUSTAINABLE DEVELOPMENT GOVERNANCE

## BOARD STATEMENT

As a major port operator at the port of Tianjin, the Group adheres to the core values of “People Focused, Quality First and Customer-Oriented”, continuously strives for improvement in daily management and operations, and puts the concept of sustainable development into daily practice. Based on the six sustainable development principles of “Environmental Commitment”, “People Focus”, “Quality First”, “Customer-Oriented”, “Upholding Business Ethics” and “Practicing Public Welfare”, the Group actively promotes the construction of a green port, creates a diverse working environment, strengthens talents nurturing and team development, and is committed to creating long-term value for the Group, the society and the environment.

The Board attaches great importance to sustainable development, monitors the progress of ESG-related targets within the year, as well as, the process of identifying material ESG issues, and oversees environmental, social and governance-related risks through the Audit Committee. The Board has authorized the ESG Working Committee to assist in managing ESG matters and supervising the implementation of ESG-related strategies, including policies, systems, measures and target effectiveness, by various functional departments. The Group has also formulated ESG management measures that have clearly defined the authority and responsibilities of the Board, the Audit Committee and the ESG Working Committee. The ESG Working Committee holds regular meeting to review and summarize the ESG work throughout the year and reports to the Board.

The Board acknowledges its responsibility to ensure the integrity of this report. To the best of its knowledge, this report has objectively disclosed the Group’s actions and performance on material topics. The Board has reviewed and approved this report, verifying its accuracy, truthfulness and completeness.







The Group has established a comprehensive and mature ESG management system and risk management and control system, with clear multi-level management systems covering the Group’s port services, operational energy use and emissions, and employee occupational health and safety. The Group has also formulated corresponding management policies and targets and metrics. The Group and its subsidiaries have obtained certifications for quality management, environmental management, energy management, and occupational health and safety management systems, including GB/T 19001, GB/T 24001, GB/T 23331, GB/T 45001, and the International Convention for the Safety of Life at Sea (SOLAS).

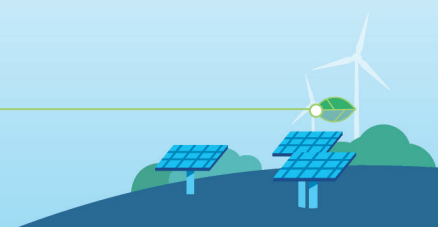


SUSTAINABLE DEVELOPMENT GOVERNANCE

**MATERIAL TOPICS**

The Group strives to understand the impact significant of it’s operations on stakeholders’ decision-making process. We have been continuously gathering their expectations and concerns through the following communication channels, aiming to address challenges in social, environmental, governance aspects by comprehensively considering and balancing the interests of all parties.

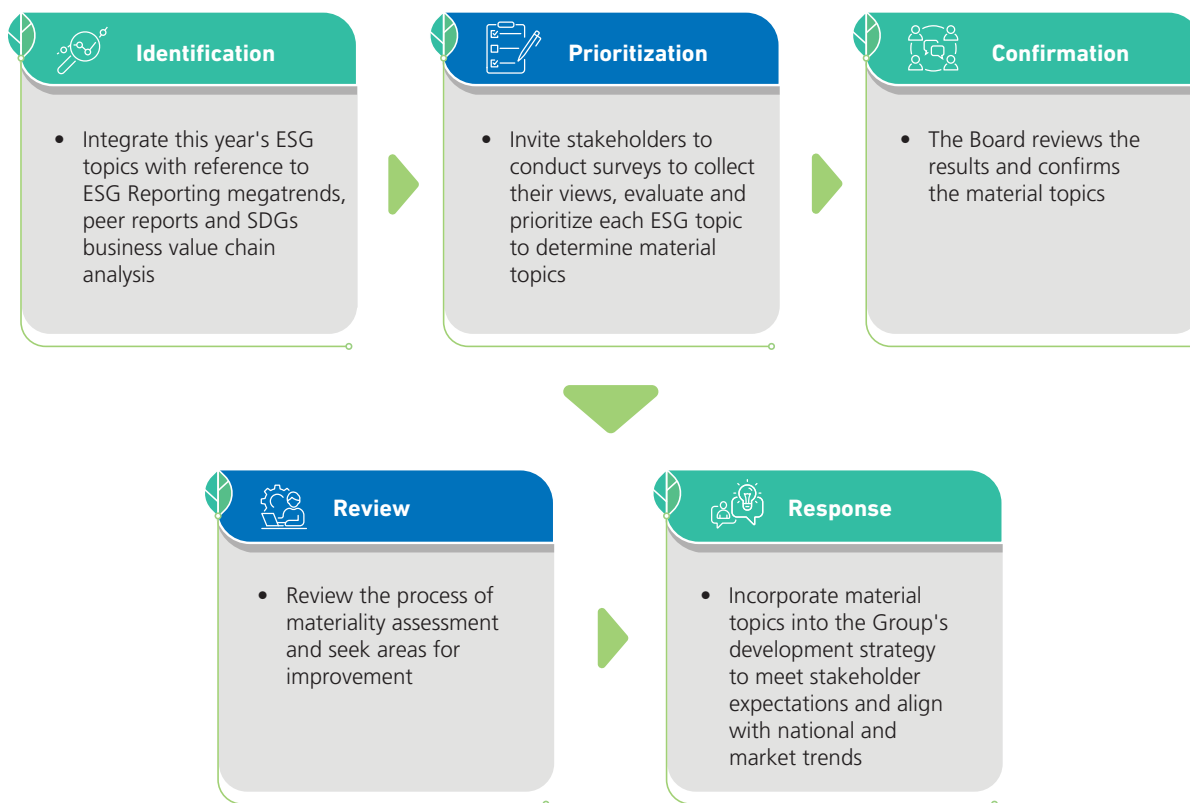
Stakeholder	Issues of Concern	Communication Channels	Expectations and Concerns
 Management	<ul style="list-style-type: none"> <li>• Energy Consumption Management</li> <li>• Clean Energy</li> <li>• Oil Spill</li> <li>• Environmental Regulations Compliance</li> <li>• Labor Standards</li> <li>• Dangerous Goods Management</li> <li>• Anti-Corruption</li> <li>• Smart Port</li> <li>• Economic Benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Regular meetings</li> <li>• Internal communication</li> </ul>	<ul style="list-style-type: none"> <li>✓ Understand the expectations and needs of various parties and formulate corresponding development strategies</li> <li>✓ Build trust and transparency with management and internal teams to better respond to challenges and opportunities</li> <li>✓ Enhance internal communication and teamwork to improve efficiency</li> </ul>
 Employees	<ul style="list-style-type: none"> <li>• Talent Management</li> <li>• Occupational Health and Safety</li> <li>• Training and Development</li> <li>• Diversity and Equal Opportunities</li> <li>• Employee Communication</li> <li>• Labor Standards</li> </ul>	<ul style="list-style-type: none"> <li>• Internal communication</li> <li>• Employee professional skills trainings</li> <li>• Safety Trainings</li> <li>• Seminars and surveys</li> <li>• Labor union</li> <li>• Employee activities</li> </ul>	<ul style="list-style-type: none"> <li>✓ Meet the learning and development needs of employees’ careers</li> <li>✓ Employees’ feedback and insights could help the Group develop more effective solutions</li> <li>✓ Open communication to build a positive corporate culture</li> </ul>
 Customers	<ul style="list-style-type: none"> <li>• Product Health and Safety</li> <li>• Dangerous Goods Management</li> <li>• Customer Satisfaction</li> <li>• Customer Privacy and Cybersecurity</li> <li>• Economic Benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Annual reports</li> <li>• Group’s official website</li> <li>• Satisfaction surveys</li> <li>• Complaint handling mechanism</li> </ul>	<ul style="list-style-type: none"> <li>✓ Regular two-way communication helps the Group to enhance the quality of its services and products as well as to build strong relationships</li> <li>✓ Help customers understand the latest sustainable development activities of the Group</li> </ul>
 Shareholders/Investors	<ul style="list-style-type: none"> <li>• Corporate Governance</li> <li>• Compliance Operation</li> <li>• Business Ethics</li> <li>• Environmental Regulations Compliance</li> <li>• Anti-corruption</li> <li>• Economic Benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Annual reports</li> <li>• ESG reports</li> <li>• Shareholder meetings</li> <li>• Investor meetings</li> </ul>	<ul style="list-style-type: none"> <li>✓ Establish trust and confidence in the Group’s business and corporate governance</li> <li>✓ Better understand the Group’s strategic direction and commitment to sustainable development</li> </ul>
 Suppliers/Contractors	<ul style="list-style-type: none"> <li>• Supplier Management</li> <li>• Contractor Management</li> <li>• Green Procurement</li> </ul>	<ul style="list-style-type: none"> <li>• Supplier assessment</li> <li>• Procurement platform</li> <li>• Materials trading platform</li> <li>• Supplier meetings</li> </ul>	<ul style="list-style-type: none"> <li>✓ Regular two-way communication to resolve operational and business issues and build stable relationship and supply chain</li> <li>✓ Better understand of the Group’s policies and procedures to align with the Group’s sustainable development</li> </ul>
 Communities	<ul style="list-style-type: none"> <li>• Community Engagement</li> <li>• Community Opinion</li> </ul>	<ul style="list-style-type: none"> <li>• Volunteering activities</li> <li>• Donations</li> </ul>	<ul style="list-style-type: none"> <li>✓ Close communicate with local community to set up a role model for responsible business</li> </ul>





## SUSTAINABLE DEVELOPMENT GOVERNANCE

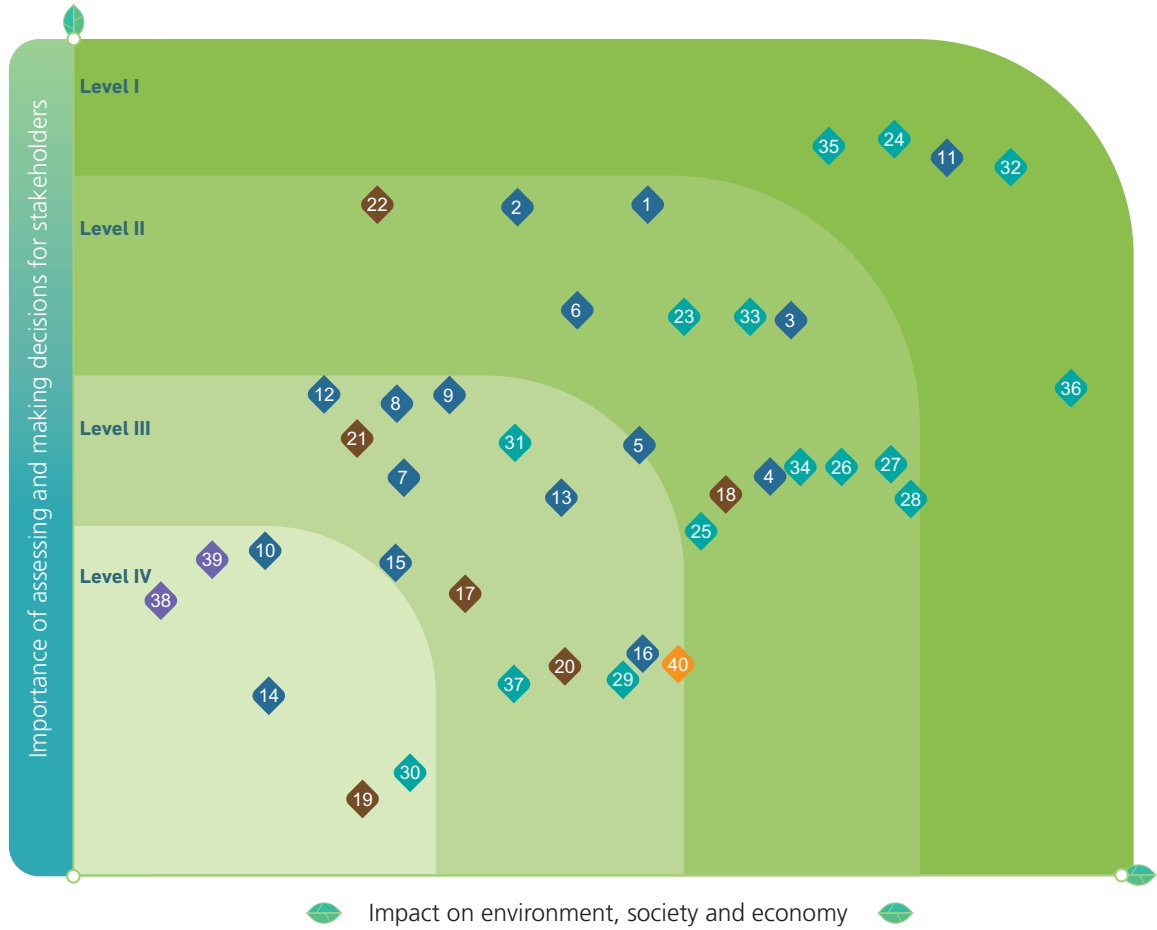
During the year, the Group assessed the materiality of ESG topics to ensure that we identified emerging ESG-related trends and their associated risks and opportunities, so to manage their impacts in a timely manner. We conducted materiality assessment by engaging stakeholders such as employees, investors, customers, suppliers, contractors through online surveys.



Through the five steps of identification, prioritization, confirmation, review and response, we have prioritized the outcome of stakeholder communication in two dimensions, namely "impact on environment, society and economy" and "importance of assessing and making decisions for stakeholders" and determined the following materiality matrix. The Board has reviewed the outcomes of this materiality assessment.



## SUSTAINABLE DEVELOPMENT GOVERNANCE



Level I	Level II	Level III	Level IV
11 Environmental Regulations Compliance	1 Energy Consumption Management	7 Waste (Marine Plastics) Management	10 Noise Pollution
24 Dangerous Goods Management	2 Clean Energy	8 Oil Spill	14 Climate Action
32 Anti-corruption	3 Water	9 Greenhouse Gas Emission	19 Training and Development
35 Smart Port	4 Ecological Conservation	12 Environmental Investment	30 Green Procurement
36 Emergency Response	5 Air Emission	13 Port Area Greening	38 Community Engagement
	6 Waste water	15 Marine Biodiversity and Land Utilization Management	39 Community Opinion
	18 Occupational Health and Safety	16 Circular Economy	
	22 Labor Standards	17 Talent Management	
	23 Product Health and Safety	20 Diversity and Equal Opportunity	
	25 Management of Contraband and Anti-smuggling of Marine Cargo	21 Employee Communication	
	26 Customer Satisfaction	29 Contractor Management	
	27 Customer Privacy and Cybersecurity	31 Business Ethics	
	28 Supplier Management	37 Diversified Cooperation	
	33 Compliance Operation	40 Economic Benefits	
	34 Innovation and Intellectual Property Rights		





## SUSTAINABLE DEVELOPMENT GOVERNANCE

The ESG topics in the matrix are classified into four levels, of which topics in first level are the material topics for the Group during the year, including **(1) Environmental Regulations Compliance, (2) Dangerous Goods Management, (3) Anti-corruption, (4) Smart Port, and (5) Emergency Response.** Dangerous goods management has been upgraded from a second level last year to a material this year, while occupational health and safety, labor standards, management of contraband and anti-smuggling of marine cargo and compliance operation have been downgraded from first level last year to second level topic this year. The following are measures taken by the Group during the year in response to material topics.

Material Topics	ESG Key Risks and Opportunities		Management Measures Taken in 2023
	Risks	Opportunities	
(1) <b>Environmental Regulations Compliance</b>	<ul style="list-style-type: none"> <li>• <b>Legal liabilities</b></li> <li>• <b>Damage to public image</b></li> <li>• <b>Environmental management risks</b> Unclear delineation of responsibilities, inadequate training or daily inspections may lead to a lack of environmental awareness. Lack of clear performance indicators in the implementation of environmental protection tasks, leading to deviations from the targets</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Technological innovations</b> Investing in environmental protection technology to create new market opportunities</li> <li>• <b>Marketing advantage</b> Enhancing the Group's reputation and attracting customers and investors</li> </ul>	<ul style="list-style-type: none"> <li>• Tianjin Port Co. has become a pioneer in carbon management in the national port industry in 2023 by obtaining the carbon management system assessment certificate.</li> <li>• Implemented a carbon management system that covers a number of key aspects, including carbon source identification, carbon data collection, monitoring and accounting, establishing a complete closed-loop management mechanism.</li> <li>• Promoted various energy-saving and carbon reduction projects, such as rooftop photovoltaic projects, green fleets and low-emission port operation machinery.</li> </ul>
(2) <b>Dangerous Goods Management</b>	<ul style="list-style-type: none"> <li>• <b>Safety incidents</b></li> <li>• <b>Legal liabilities</b> Non-compliance with the dangerous goods transportation regulations may result in legal liabilities and fines.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Safety innovations</b> Investing in dangerous goods safety technologies and processes to enhance corporate safety and reduce risks.</li> <li>• <b>Industry Leadership</b> Following the best practices and build a good reputation in the industry.</li> </ul>	<ul style="list-style-type: none"> <li>• The Group has updated its internal policies and guidelines accordingly in accordance with the revised national laws and regulations. At the same time, a series of measures have been implemented to ensure that employees understood and were familiar with the content of new regulations in a timely manner.</li> <li>• Continued to strengthen safety precautions in dangerous goods storage areas and loading and unloading operations, thereby enhancing the proper management of dangerous goods.</li> </ul>



SUSTAINABLE DEVELOPMENT GOVERNANCE

Material Topics	ESG Key Risks and Opportunities		Management Measures Taken in 2023
	Risks	Opportunities	
(3) <b>Anti-corruption</b>	<ul style="list-style-type: none"> <li>• <b>Fraud risks</b> Inadequate anti-fraud publicity and training can lead to failure in timely and resolute handling of fraudulent activities, resulting in damage to the Group's interest.</li> <li>• <b>Legal consequences</b></li> <li>• <b>Employee turnovers</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Transparency and integrity</b> Building a culture of integrity to enhance stakeholders' trust in the Group</li> <li>• <b>Legal compliance</b></li> </ul>	<ul style="list-style-type: none"> <li>• Units of subsidiaries regularly conducted integrity education to enhance internal integrity awareness.</li> <li>• Assessed the effectiveness of internal control design, conducted internal audits and submitted self-assessment reports to the management.</li> <li>• Evaluated the execution of internal control activities and conducted regular audits and unscheduled spot checks on areas susceptible to fraud risks.</li> <li>• Established a continuous and effective supervision and reporting mechanism emphasizing the confidentiality of whistleblower information.</li> </ul>
(4) <b>Smart Port</b>	<ul style="list-style-type: none"> <li>• <b>Technical vulnerabilities</b> Data leakage and system paralysis may occur on the network</li> <li>• <b>Investment risks</b> The introduction of new technologies and systems may require significant investment, with uncertain future returns</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Efficiency improvements</b></li> <li>• <b>Leading innovations</b> Bringing new business opportunities and enhancing reputation</li> </ul>	<ul style="list-style-type: none"> <li>• Promoted the application of unmanned container trucks, intelligent loading and unloading machinery, intelligent logistics systems, etc., to achieve the intelligence and automation of port production and operation.</li> <li>• Established intelligent cargo management and intelligent logistics management systems to achieve the digitalization of port operation and management.</li> <li>• Completed the automation of quay crane and rubber-tired gantry cranes to improve transportation efficiency.</li> </ul>





## SUSTAINABLE DEVELOPMENT GOVERNANCE

Material Topics	ESG Key Risks and Opportunities		Management Measures Taken in 2023
	Risks	Opportunities	
(5) <b>Emergency Response</b>	<ul style="list-style-type: none"> <li>• <b>Impact of incidents</b> Lack of an effective treatment program may cause damage to the environment and lives</li> <li>• <b>Restoration costs</b> Failure to respond promptly and effectively may result in high restoration costs</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Crisis management</b> Effective handling enhances the Group's reputation and provides confidence to future partners</li> <li>• <b>Policy improvements</b> Learning from emergency events to improve policy and preventive measures and reduce future risks</li> </ul>	<ul style="list-style-type: none"> <li>• Established emergency response teams, formulated emergency management systems, and regularly revised the emergency response plans.</li> <li>• Established an early warning mechanism for employees to receive real-time warnings.</li> <li>• Conducted 941 emergency drills with 11,967 attendance.</li> <li>• Actively organized a series of publicity activities to build a safety culture, and organized emergency response training and fire drills regularly to strengthen our emergency response capabilities.</li> <li>• Conducted flood preparations and emergency drills to raise employee awareness of extreme weather and preventive consciousness regarding extreme weather, mitigating the impacts of heavy rainfall and storm surges.</li> <li>• Purchased annual production safety liability insurance, port liability insurance and property insurance to minimize the impact of force majeure risks on the subsidiaries.</li> </ul>



SUSTAINABLE DEVELOPMENT GOVERNANCE

CONTRIBUTING TO THE UNSDGs

We actively seek to achieve sustainable development goals in our business operations, not only to promote corporate growth, but also to positively contribute to society and environmental sustainability.

UNSDGs	THE GROUP'S SIX SUSTAINABILITY PILLARS
    	<p><b>Environmental Commitment</b></p> <p>Building a green port, promoting the use of clean energy, continuously reducing the impact of operations on the environment, and moving towards a zero-carbon port</p>
   	<p><b>People Focus</b></p> <p>Creating a positive work environment, optimizing talent policies, attracting and retaining talents, and promoting the development of the Group</p>
 	<p><b>Quality First</b></p> <p>Continuously improving the operation process and service quality by selecting high-quality suppliers and improving the product management system</p>
	<p><b>Customer-Oriented</b></p> <p>Regularly communicating with customers to maintain customer satisfaction and provide professional and reliable services to meet their needs</p>
 	<p><b>Upholding Business Ethics</b></p> <p>Adhering to business ethics, we undertake to operate the business in a fair, honest and legal manner, and adopt a zero-tolerance attitude towards corruption</p>
	<p><b>Practicing Public Welfare</b></p> <p>Driving sustainable development in the economy and society of areas where our operations take place, bringing about positive impacts on local communities through the Group's public influence</p>







## SUSTAINABLE DEVELOPMENT FEATURE: GREEN PORT

In line with China's dual-carbon goal, the Group responds to Tianjin Port's objective of "striving to build a world-class green port", takes green, beautiful and business-friendly as the development path and adheres to the two principles of green port construction on land and at sea. We have uplifted the green standards, responded to the new requirements on carbon peaks, carbon neutrality and others flexibly, strived to achieve both pollution carbon reduction so as to build a solid foundation for the establishment of an intrinsic green development model.

During the year, the Group has been promoting the use of the energy saving and carbon reduction management systems. Through the full implementation of the carbon management system, Tianjin Port Co has become a pioneer in the national port China's in 2023 by successfully obtaining the carbon management system assessment certificate. This management system covers various key aspects such as carbon source identification, carbon data collection, monitoring and accounting, which form a complete closed-loop carbon management mechanism for planning, implementing, monitoring and continuous improvement.

We have actively promoted the informatization construction of energy management, enhanced the digitization of energy management and control with the help of IoT, big data and other technologies, and tapped into the potential of technology through refined energy consumption analysis. The Group's subsidiaries actively launched a number of energy-saving and carbon reduction projects such as electric forklift trucks, photovoltaic lamps, heating and cooling controls, and low-emission port operation machinery, which contributed positively to our carbon emission reduction targets. Through the process, we organized energy saving and carbon reduction projects and managerial performance evaluation to further strengthen the organization and management of energy saving and carbon reduction work.

### GREEN ENERGY

The Group has been actively promoting the utilization of green energy in operations to reduce the impact on the environment. We believe that green energy is the key to achieving a low-carbon transformation. During the year, the Group's subsidiaries were committed to investing in resources and technologies to promote the use of renewable energy. By adopting clean energy, the Group will gradually reduce carbon emissions and dependence on fossil fuels, promote environmental protection and ecological balance, and create a Tianjin Port along the green, beautiful and business-friendly path.

#### Building the Largest Renewable Energy Power Generation Project in the Industry

Tianjin Port Pacific International Container Terminal Co., Ltd. invested RMB120 million to vigorously promote the construction of wind power and distribute photovoltaic at port terminals, successfully completing the world's largest renewable energy power generation project at a traditional container terminal. With a total installed capacity of 15.51 MW, the project was expected to generate electricity of 35.55 million kWh annually. Through this initiative, we aimed to reach the target of 100% green electricity for shore-based power supply to vessels, 100% green electricity for the terminal self-owned large-scale mechanical equipment and auxiliary vehicles, and 100% green electricity for office and living areas, achieving "Zero Carbon in Production + Zero Carbon in Life" and setting a benchmark for promoting green development in ports.



## SUSTAINABLE DEVELOPMENT FEATURE: GREEN PORT



## Roof Photovoltaic Power Generation Project

While photovoltaic projects might be subject to different infrastructural requirements in terms of construction, the Group actively sought for opportunities and potential for utilizing various renewable energy sources. Tianjin Port Euroasia International Container Terminal Co., Ltd. and Tianjin Port Alliance International Container Terminal Co., Ltd. have completed the roof photovoltaic power generation projects, which have generated a cumulative total electricity of 590,000 kWh and 177,260 kWh in 2023, respectively. The roof photovoltaic power generation project of Tianjin Port Petrochemical Terminal Co. was expected to be completed in 2024.



**Tianjin Port Euroasia International Container Terminal Co., Ltd. Inspection Center Roof Photovoltaic Power Generation Project**



**Tianjin Port Alliance International Container Terminal Co., Ltd. Distributed Photovoltaic Power Generation Project**

## GREEN TRANSPORTATION

During the year, the Group focused on optimizing its transportation structure by taking the lead in discontinuing coal transportation by car at ports and actively building a "Road-to-Rail"<sup>1</sup> and "Bulk-to-Container"<sup>2</sup> dual demonstration port. The railway transportation of ore reached 65%, which is at the forefront of coastal ports in the country.

## Port Machinery Upgrade

Tianjin Port No. 4 Stevedoring Co., Ltd. cooperated with professional manufacturers to develop special equipment, using "Grab - Hopper" mode to directly load bulk ore to the containers. This mode allows bulk cargo to be stored and transported in a fully enclosed area, significantly reducing spillage and dust emission as well as improving production efficiency. According to estimates, this equipment can save 96.32 tons of diesel consumption per year, equivalent to a reduction of 140.35 tons of standard coal. As of this year, the company's dual demonstration clean transportation ratio has been maintained at more than 90%, which speeded up the transformation of logistics and transportation into a more environmentally friendly "green channel".



1 More efficient goods transportation by changing roads into railways

2 Convert bulk cargo transportation into container transportation





## SUSTAINABLE DEVELOPMENT FEATURE: GREEN PORT

### Automatic Energy-saving Transformation

With the construction of the terminal automation and automated driving demonstration area, Tianjin Port Pacific International Container Terminal Co., Ltd. has converted 58 rubber-tyred gantry cranes from fuel to electricity, and completed the automation of 10 quay cranes and 18 rubber-tyred gantry cranes. These measures not only improved transportation efficiency, but also significantly reduced electricity consumption, maximizing energy saving and emission reduction effect.



### Cleaner Bulk Cargo Operations

Tianjin Port No. 4 Stevedoring Co., Ltd. used all the existing 9 LNG loaders as the main vehicle for bulk cargo operations for train loading purpose. The company has aggressively promoted the electrification of production equipment and accelerated the process of "fuel to electricity" conversion for No. 21 berth and gantry cranes, further transforming the company's energy structure to be more low-carbon and efficient.



## SUSTAINABLE DEVELOPMENT FEATURE: GREEN PORT



## Green Fleets

We have discontinued high energy consumption and high emissions old vehicles and port mobile machinery, formed the world's largest fleet of electric container trucks, and built corresponding intelligent charging equipment. Tianjin Port Pacific International Container Terminal Co., Ltd. has successfully achieved transportation electrification putting 120 electric motor trucks into service, thereby reducing emissions by more than 6,000 tons per year. The container terminal has adopted green power for shore-based power supplies and the connection rate of shore-based power has reached 100%.



To promote the clean energy transformation of port transportation, Tianjin Port Logistics Development Co., Ltd. has leased 70 electric motor trucks and purchased 50 electric container trucks. Tianjin Port Coke Terminals Co., Ltd. purchased a 32-ton electric forklift and introduced more than 60 electric container trucks. During the year, the company also installed fast charging stations for electric container trucks, which are specially provided for external vehicles for cargo reconfiguration, solving the charging problem of electric container trucks and providing a convenient range supplement for the electric fleet.

In response to the pollution prevention and control requirements of Tianjin and the Binhai New Area, the Group has prohibited the use of vehicles below the fourth stage of the national motor vehicle emission standards in the port by the end of 2023. We have issued notices to our customers and fleet to inform and motivate them in advance to prepare for the renewal and replacement of their vehicles and machinery. To ensure compliance with the latest local government requirements, we have updated and replaced our old vehicles with 15 low-emission loading and unloading equipment, including 3 electric forklift trucks and 12 electric port machinery, such as bulk and cargo head gates. We will continue the phased procurement and introduction of new energy vehicles.



## Use of Shore Power

The use of shore-based power helps reduce air pollution and noise when vessels are docked, improve energy efficiency, lower operating costs and effectively reduce carbon emissions. In 2023, 31 berths of the Group have been covered by shore-based power supply, which is used by all of the Group's subsidiaries self-owned vessels. There were 41,332 shore power-to-ship in 2023, with shore-based power usage of 1,319,300 kWh.



With the construction and commissioning of a series of pilot projects, such as "Terminal Shore Power 2.0 System Comprehensive Upgrade", "Zero Carbon Cabin" and "Zero Carbon Inspection Warehouse", we have successfully constructed a green energy system for traditional container terminals, fully achieving "Zero Emission" and "Zero Pollution" throughout production and operation. The new measures not only promoted the application of environmental protection concept in the port industry, but also provided a powerful demonstration for future development.



# 環境承擔

# ENVIRONMENTAL COMMITMENT



## ENVIRONMENTAL COMMITMENT

The Group adheres to the development concept of “people-oriented, safety and health and environmental friendliness” and continues to build a green port at sea with the goal of “building a world-class green and smart port”. We actively adopt technologies such as clean energy and smart monitoring to minimize the impact on the environment, and actively identify environmental risks related to the Group’s services and operations, so as to fulfill our environmental protection responsibilities while coping with operational challenges.

UNSDGs	INDICATOR	CONTRIBUTIONS MADE BY THE GROUP DURING THE YEAR
 6 CLEAN WATER AND SANITATION	6.3	<ul style="list-style-type: none"> <li>The Group had a sewage treatment plant in port area, with 100% of sewage discharge being purified and treated before reuse.</li> <li>A smart water service platform and remote water resources monitoring system were introduced to optimize water use.</li> </ul>
	6.4	
 7 AFFORDABLE AND CLEAN ENERGY	7.2	<ul style="list-style-type: none"> <li>The Group optimized the transportation structure and decommissions coal transportation by trucks at the port, striving to build the “Road-to-Rail + Bulk-to-Container” dual demonstration port.</li> <li>The Group replaced old vehicles and mobile machinery with high energy consumption and emissions at the port, and formed the world’s largest electric container truck fleet.</li> <li>The Group promoted shore-based power construction with a coverage of 31 berths in 2023, and the subsidiaries achieved a 100% shore-based power coverage at their own ports.</li> <li>The Group accelerated the wind power and photovoltaic construction at the port, and the subsidiaries successfully established the world’s largest renewable energy generation project in traditional container terminals.</li> <li>The comprehensive energy management and control platform of Tianjin Port was established and covered more than 1,400 energy monitoring points to monitor energy use and improve efficiency.</li> <li>The Group updated the dangerous waste treatment procedures in response to the latest national requirements to ensure the compliance of waste management.</li> <li>The waste sorting rate of all subsidiaries reached 100%.</li> <li>The Group formulated the emergency plans for extreme weather and established the early warning mechanism to ensure that prompt and effective measures would be taken in case of extreme weather events, in order to minimize potential losses.</li> <li>The subsidiaries checked the mechanical equipment, windproof instruments and other facilities one by one to effectively deal with instantaneous natural disasters.</li> <li>The Group invested in equipment for dealing with extreme weather, such as snow blowers, to improve its capabilities to fend off extreme weather and adapt to the climate.</li> <li>The Group conducted flood preparedness and emergency drills to enhance staff awareness and prevention of extreme weather to mitigate the impact of heavy rainfall and storm surge.</li> <li>The Group established an emergency leadership team for offshore oil spills to minimize the impact on the marine environment in the event of accidents.</li> <li>The Group carried out a total of 16 oil spill and pollution prevention drills and had no major pollution caused by vessels or leakage incidents in 2023.</li> </ul>
	7.3	
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.5	
 13 CLIMATE ACTION	13.1	
	13.3	
 14 LIFE BELOW WATER	14.1	



## ENVIRONMENTAL COMMITMENT

### TACKLING CLIMATE CHANGE

The Group places great importance on the risks and opportunities posed by climate change. We have conducted a matrix analysis of climate-related risks and opportunities by governance, strategy, risk management and metrics and targets. Through the assessment of the risk matrix, we identified the Group's priorities in the short, medium and long term. Our goal is to enhance our capabilities to tackle climate change and manage climate-related risks and seize related opportunities by progressively implementing industry best practices.

#### Governance

The Board is fully responsible for the work related to climate change, and reviews and determines the risk monitoring and management matters related to climate change through the Audit Committee. The ESG Working Committee is responsible for developing and advancing the implementation of the climate-related work plan, reporting to the Board at least once a year. For the Group's climate change governance structure, please refer to the Group's Official Website.

#### Strategy

The Group adopts scenario analysis to assess physical and transition risks. We selected RCP 8.5 – the baseline scenario of the highest greenhouse gas emissions as a conservative forecast for the physical risk assessment, and assessed the transition risks related to climate with IEA 2DS – the International Energy Agency Sustainable Development Scenario.

##### RCP 8.5 scenario

The "baseline" scenario that does not include any specific climate mitigation targets. Under this scenario, there is no new climate change policy intervention and emission limitations in the world. It is estimated that by 2050, the global average temperature will increase by 2.3 degrees Celsius compared to the early stage of industrialization, and by 2100, the sea level will increase by approximately 0.43 meters.

##### IEA 2DS scenario

It is a low-emission scenario. The scenario assumes a high level of global sustainable development by 2050. Through various new policy requirements and measures, the global warming is controlled within 2.0 degrees Celsius and the climate change and air pollution issues are effectively addressed.



## ENVIRONMENTAL COMMITMENT

## Physical risks

- Physical risks caused by climate change may be driven by acute events or long-term shifts in climate patterns. The Group may be exposed to the risk of extreme weather events, which can lead to production disruption, infrastructure damage and supply chain disruption challenges, causing a direct and significant impact on the Company's daily operations. Second, climate change can lead to volatility in resource prices, especially those related to energy, water and agricultural products, which can increase the Company's production costs and pose a threat to its financial position.

## Transition risks

- During the transition to a low-carbon economy, there will be significant changes in technology, markets, investment and financing environment, policies and laws, bringing about potential financial risks, including intensified work efforts, increased operating and financing costs, and loss of customers resulting in reduced revenue. At the same time, subject to stricter environmental regulations, the Group has to adopt clean and low-carbon technology to conduct technology upgrade and transformation, further resulting in higher operating costs.

## Opportunities related to climate change

- Climate change may expose the Group to various climate-related risks and negative financial impacts, but it may also create climate-related opportunities and produce positive or favorable results during the transition to net zero. It is feasible for the Group to actively participate in the renewable energy market, develop climate adaptation technologies, provide climate data analysis, build a sustainable brand image and participate in the green finance sector, which can not only create new revenue sources, but also improve corporate competitiveness, promoting climate-friendly economic development.



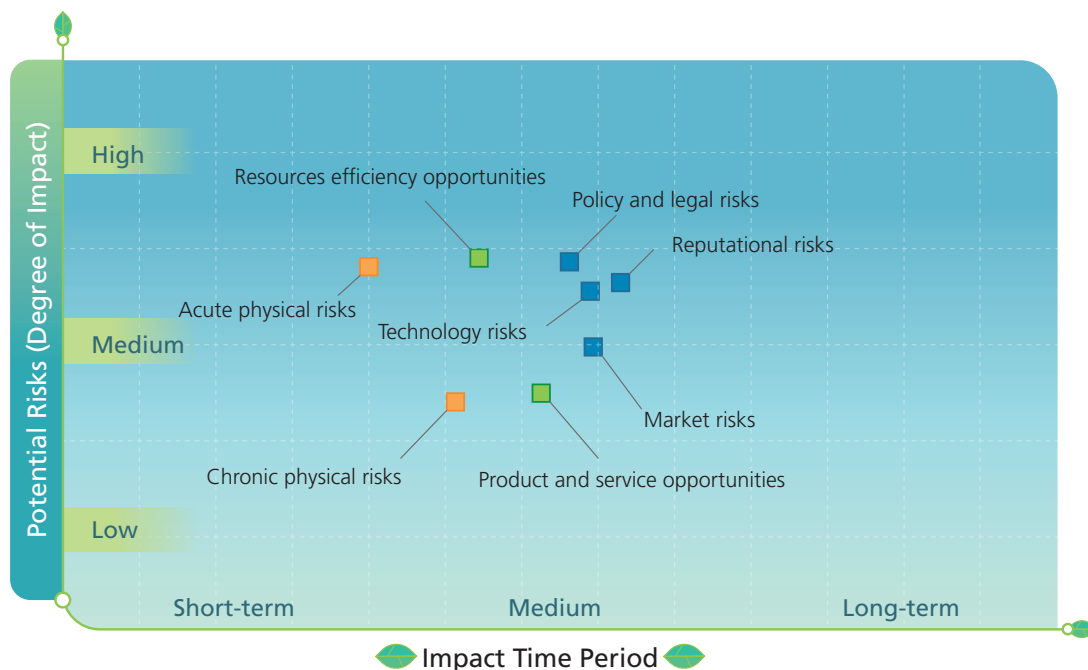




## ENVIRONMENTAL COMMITMENT

### ASSESSMENT OF CLIMATE-RELATED RISKS AND OPPORTUNITIES

Through the assessment of climate-related risks and opportunities, the Group determined the final results in accordance with the two dimensions of “Potential Risks (Degree of Impact)” and “Impact Time Period”, which are visualized as the following matrix.



**■ Transition risks**

**Policy and legal risks**

- Increase in industry environmental disclosure requirements
- Implementation of carbon pricing mechanism
- More policies to mitigate climate change
- Stricter environmental regulations

**Technology risks**

- Global low-carbon transition
- The wide application of new energy-saving facilities

**Market risks**

- Rising resource prices

**Reputational risks**

- Unable to meet climate change compliance requirements
- Negative environmental performance
- Intentionally green wash

**■ Physical risks**

**Acute physical risk**

- Extreme weather events: tropical cyclone/-typhoons, floods, winter storms, droughts, hail, etc.

**Chronic physical risks**

- Rise in sea level
- Changes in rainfall
- Continuous high temperature

**■ Climate-related opportunities**

**Resources efficiency opportunities**

- Develop green ports

**Product and service opportunities**

- Change in customer preference
- Change in investor preference



ENVIRONMENTAL COMMITMENT

Impact analysis

Risk	Scope	Potential financial impact	Impact boundary	Actions undertaken
<p><b>Physical risks</b></p>	<p><b>Acute risks</b>                      The Group may be exposed to acute risks from extreme weather events, including typhoons, heavy rains, floods, tsunamis, storms and thunderstorms. These natural disasters can lead to damage to facilities and cargoes at the port, pose threats to ship safety, and seriously affect port operations.</p>	<ul style="list-style-type: none"> <li>Decrease in revenue: business operations affected</li> <li>Decrease in assets: impairment of assets</li> <li>Increase in expenditure: maintenance of damaged port infrastructure and equipment, maintenance of dredging work, construction of port breakwater to resist wind and wave</li> </ul>	<p>Short-medium term</p>	<ul style="list-style-type: none"> <li>Conducted pre-flood preparation and emergency drills to enhance the capability to cope with extreme weather</li> <li>Established a storm and flood prevention emergency management team and set up moisture-proof baffles to seal up quickly when water level rises</li> <li>Checked mechanical equipment, windproof devices, anemometer and other facilities one by one, and well prepared for in large machinery-based windproof work, so as to effectively deal with the attack of instantaneous strong winds</li> <li>Purchased equipment such as snow blowers to reduce the impact of storm surges</li> <li>The subsidiaries listed "force majeure" as the main risk and established an emergency organization mechanism, in which the general manager served as the group leader to lead the emergency response leading group, responsible for emergency response and on-site command work</li> <li>Revised the emergency plan for work safety accidents</li> </ul>





## ENVIRONMENTAL COMMITMENT

Risk	Scope	Potential financial impact	Impact boundary	Actions undertaken
	<p><b>Chronic risks</b></p> <p>The Group may be exposed to chronic physical risks including sea level rise, increased extreme weather events, rising temperatures and biodiversity decline. These risks may have a long-term impact on port infrastructure, transport efficiency and the ecological environment.</p>	<ul style="list-style-type: none"> <li>Decrease in revenue: decrease in market demand for services</li> </ul>	Medium	<ul style="list-style-type: none"> <li>✓ Accelerated the development of smart ports and promoted the automation of services and production</li> </ul>
<b>Transition risks</b>	<p><b>Policy and legal risks</b></p> <p>The Group may face issues regarding policy change and legal and regulatory compliance for limiting the impact of climate change and/or improving climate change adaptation, as well as land use and property rights issues, which may increase the corporate compliance work.</p>	<ul style="list-style-type: none"> <li>Increase in cost: increase in emission cost</li> <li>Increase in cost: increase in renovation costs</li> </ul>	Medium	<ul style="list-style-type: none"> <li>✓ Promptly identified updates on applicable external policies and regulations, and took action to meet new compliance requirements</li> <li>✓ Invited government departments to provide explanations and training courses on new laws and regulations for internal employees to ensure the Group's operation compliance</li> </ul>



ENVIRONMENTAL COMMITMENT

Risk	Scope	Potential financial impact	Impact boundary	Actions undertaken
	<p><b>Technology risks</b> The Group may be directly or indirectly affected by technological change. In particular, the industry shall support the global low-carbon transition, which means increasing R&amp;D and investment in renewable energy technologies to reduce dependence on fossil fuels. At the same time, the wide application of new energy-saving facilities promotes purchasing new facilities and replacing used equipment at the port, which may lead to challenges from technology upgrades and transformation.</p>	<ul style="list-style-type: none"> <li>Increase in costs: Increase R&amp;D and investment in green energy technologies and purchase of new equipment</li> <li>Decrease in assets: decommissioning of original equipment</li> </ul>	<p>Medium</p>	<p>✓ Actively promoted the construction of smart ports and fully automated large equipment as planned to achieve more efficient port operations</p>
	<p><b>Reputational risks</b> Climate change may pose a risk to the Group's reputation. If the Group fails to effectively address the challenges posed by climate change, such as failing to adopt appropriate environmental protection measures or not actively participating in the low-carbon transition, it may be criticized and blamed by the public, governments and stakeholders, thereby damaging its corporate image and reputation.</p>	<ul style="list-style-type: none"> <li>Increase in costs: legal cases of non-compliance claims</li> </ul>	<p>Medium-long term</p>	<p>✓ For the assessment of environmental management, the subsidiaries were required to submit self-inspection reports and incorporated environmental management work into performance evaluation criteria.</p> <p>✓ Monitored the policy landscape and took timely action to ensure compliance</p>





## ENVIRONMENTAL COMMITMENT

Opportunity	Scope	Potential financial impact	Impact boundary	Actions undertaken
	<p><b>Market risks</b></p> <p>The Group may be exposed to the risk of market demand and change in consumers' preferences as climate change intensifies, which may affect the Group's products or services. In addition, climate change may lead to regulatory and policy changes that affect the market environment and competitive landscape.</p>	<ul style="list-style-type: none"> <li>Increase in costs: increase in raw material prices</li> </ul>	Medium	<ul style="list-style-type: none"> <li>Established internal management policies, accessed standards, and required safety and environmental agreements to be signed in conjunction with service contracts</li> <li>Prioritized suppliers with environmental and social certifications</li> <li>Carried out daily assessment and evaluation of suppliers, and gave different system support or restrictions according to the evaluation results</li> </ul>
Resources efficiency opportunities	<p>In the medium-long term, the use of new energy-saving and environmentally friendly equipment and solutions can improve energy efficiency, save costs, and contribute to limiting global carbon emissions, enhancing the corporate competitiveness and sustainability.</p>	<ul style="list-style-type: none"> <li>Cost reduction: reducing operating costs</li> </ul>	Medium	<ul style="list-style-type: none"> <li>Improved energy transportation structure</li> <li>Actively sought for renewable energy application opportunities</li> <li>Promoted the construction of energy management systems to effectively manage and optimize energy use</li> <li>Promoted digital energy management and control, and refined energy consumption analysis</li> </ul>



## ENVIRONMENTAL COMMITMENT

Opportunity	Scope	Potential financial impact	Impact boundary	Actions undertaken
<p><b>Product and service opportunities</b></p>	<p>With the improvement of social awareness of environmental protection, customers are more inclined to choose environmentally friendly service providers or products, such as choosing ship transport services featuring the use of low-carbon marine fuel. In addition, investors may prefer to focus on green port operators, which appreciate environmental protection and sustainable development, in line with investors' social responsibility and sustainable investment needs.</p>	<ul style="list-style-type: none"> <li>• Cost reduction: lower financing cost</li> <li>• Increase in revenue: increase in sales volume of low-carbon fuel</li> </ul>	<p>Medium</p>	<ul style="list-style-type: none"> <li>✓ Increased investment in innovative environmental technology projects, using technology to drive the upgrading and replacement of environmental work.</li> <li>✓ Actively promoted the construction of smart green ports, requiring subsidiaries to implement corresponding green port projects in accordance with the "Tianjin Port Green Port Construction Plan".</li> </ul>





## ENVIRONMENTAL COMMITMENT

## METRICS AND TARGETS

## Energy management

The Group has expanded the requirements of energy management system certification to our subsidiaries with an annual comprehensive energy consumption of 3,000 tons of standard coal equivalent and above. As of the end of 2023, 10 subsidiaries have obtained GB/T 23331 energy management systems certification.

The Group's energy consumption is attributed to cargo handling equipment, freight vehicles and port operation vessels, which mainly involves the use of electricity, diesel, gasoline, liquefied natural gas, natural gas and heat. In 2023, the Group consumed a total of 1,887,430 GJ of energy, a decrease of 19% compared to 2022. The energy consumption intensity was 0.140 GJ per HK\$'000 turnover. Electricity and diesel accounting for 99% of the total energy consumption decreased by 36% and 2%, respectively.

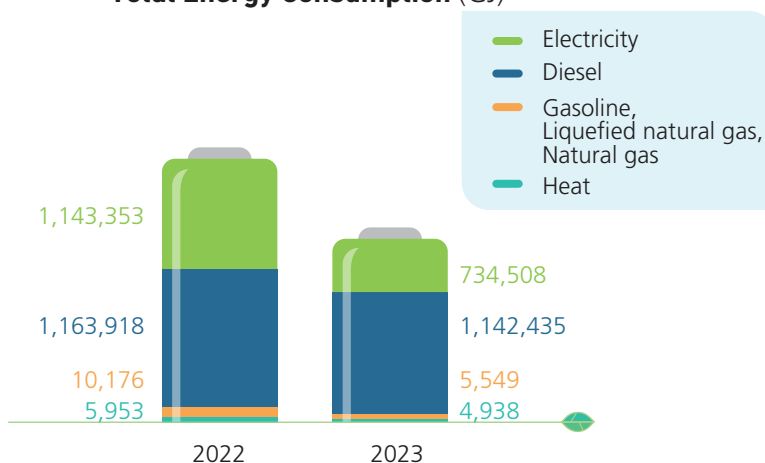
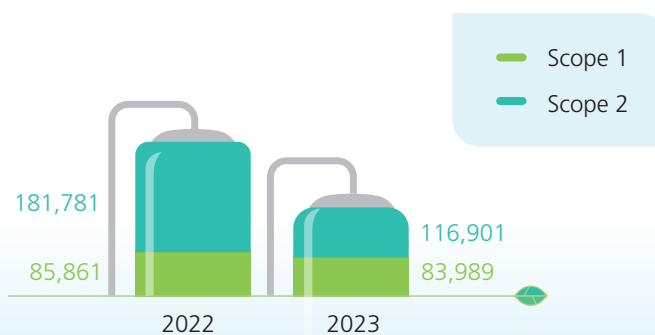
During the year, we continued to utilize the comprehensive energy management and control platform of Tianjin Port. The platform covers more than 1,400 energy monitoring points, connects with the "water, electricity, oil and gas" energy factor platform, integrates six functional modules including "energy, operations, and carbon emissions", and applies a number of advanced management and control technologies such as "Digital Twins", which further improves the energy consumption monitoring, management and control level of Tianjin Port. The platform enables more accurate and efficient energy monitoring and management, improves energy utilization and contributes to the sustainable development of energy at the port.

## Greenhouse gas emissions

In 2023, the major source of greenhouse gas emissions was indirect emissions from the use of purchased electricity and heat (Scope 2), which amounted to 116,901 tCO<sub>2</sub>e, and direct emissions from the use of fuel (Scope 1) were 83,989 tCO<sub>2</sub>e. During the year, the Group's total GHG emissions amounted to 200,890 tCO<sub>2</sub>e, representing a decrease of 25% as compared to 2022. The emission intensity was 0.015 tCO<sub>2</sub>e per HK\$'000 turnover.

The Group aims to continuously promote green, low-carbon and sustainable development and establish an intrinsically green development model. We will put more emphasis on the full use of clean energy, focus on the development of green and low-carbon transportation modes, strengthen the reliable supply of green energy, and strive to build Tianjin Port into a model of "Dual Carbon" in China's port industry, and contribute "The Strength of Tianjin Port" to the construction of a beautiful China.

Total Energy Consumption (GJ)

GHG Emissions (tCO<sub>2</sub>e)

## ENVIRONMENTAL COMMITMENT

**Coping with extreme weather - preparation and emergency drills before flood season**

During the year, all units of the Group's subsidiaries vigorously launched safety publicity on flood control and storm prevention, deepened employees' understanding of extreme heavy rainfall and storm surge, and carried out large-scale training and drills on transfer and emergency rescue plans, so that employees were familiar with early warning signals, transfer routes, placement locations, and contact personnel, which enable themselves to self-rescue in case of emergency, and take precautions to minimize the damage caused by heavy rainfall and storm surge.

**Tianjin Port No. 1 Stevedoring Co. Ltd.**

Before flood season, the company's stationary non-mobile team fastened large-scale machinery and equipment such as gantry cranes and quay cranes to prevent mechanical equipment damage and personnel electric shock accidents.

**Tianjin Port Tugboat Lighter Co., Ltd.**

The tugboat operators of the company reinforced the movable items in all areas of the deck and cabin as soon as possible, tied up and packed up the objects easily damaged by rough sea, strengthened the investigation and judgment of the input of wind and tide on the mooring cables, and prepared well for the inspection of main and auxiliary engines, closing watertight doors, personnel anti-slip measures, emergency wind shelter and other precautions, so as to protect the safety of the ship and personnel.





## ENVIRONMENTAL COMMITMENT

**Tianjin Port Pacific International Container Terminal Co., Ltd.**

The company focused on the full coverage investigation, checked the mechanical equipment, windproof device and anemometer and other facilities one by one, and implemented wind protection measures for large machinery to effectively deal with the attack of instantaneous strong winds.

**Tianjin Port No. 4 Stevedoring Co., Ltd.**

The company organized personnel in advance to conduct a comprehensive inspection of the storage, covering and reinforcement of each warehouse in time. For those goods that shall keep dry in low-lying areas, measures such as stack transferring and raising the cushion layer were taken in time.

**ECOLOGICAL PROTECTION**

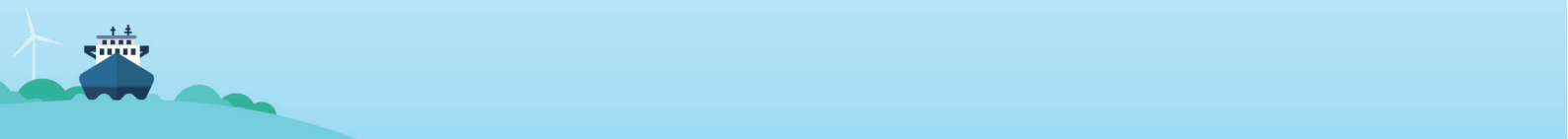
The Group understands the importance of ecological protection. During the year, we have strictly complied with the Law of the People's Republic of China on Environmental Impact Assessment and actively adopted environmental protection measures in the design, construction and operation of the projects to avoid damage or interference to the ecological environment during our daily business activities. In order to further strengthen the ecological protection work, the Group engaged third-party institutions with professional qualifications to conduct environmental impact assessment and strictly followed the requirements stated in the Environmental Impact Assessment during the construction and operation period. Based on the characteristics of the industry, the Group developed appropriate environmental management systems in improving the quality of the air and water environment, marine ecology, port greening, etc., and actively urged each subsidiaries and departments to ensure the implementation of relevant ecological restoration projects.

Collect and process waste water, exhaust fumes and solid waste from ships in a unified way and prevent the wastes being discharged onshore, thus reducing pollution and spread of contaminants at the port

Carry out tests for each stormwater outfall of coastal terminals and logistics companies, and each outfall is registered in the file and centrally managed

Maintain the marine ecological safety and environmental health within 500 meters of the coastline

Rules for ecological environment protection



## ENVIRONMENTAL COMMITMENT

## Environment Emergency Responses

In order to respond to environmental emergencies such as natural disasters, heavily polluted weather and offshore oil spills, the Group has formulated internal emergency response plans in accordance with relevant national and Tianjin laws and regulations<sup>1</sup>, and clarified the responsibilities and action plans of each department of the subsidiaries to ensure that emergency actions could be carried out in a timely and efficient manner in case of emergencies.

## Management of Oil Spills and Dangerous Goods Release

In order to reduce oil spills and dangerous goods release, all subsidiaries of the Group have developed environmental emergency response plans applicable to their own operations, customized corresponding control measures for identified risk points, and conducted targeted training and drills regularly in accordance with the requirements of such plans to provide practical experience for relevant personnel, so as to ensure prompt and effective response in the event of oil and dangerous goods release during production operations and other operations. In addition, all units regularly prepare a certain amount of emergency supplies and remedial materials to cope with the risk of resource shortage caused by emergencies. Thanks to the continuous improvement of the port control system, all subsidiaries of the Group adopt an effective management model. In 2023, the Group had no major pollution caused by vessels or leakage incidents.

## Noise Management

In accordance with the provisions of the Technical Guidelines for Self-Monitoring of Pollutant Discharging Units, subsidiaries of the Group carry out the monitoring of factory noise at boundary every quarter to ensure that the results meet the requirements of the Emission Standard for Industrial Enterprises Noise at Boundary (《工業企業廠界噪聲排放標準》). The operation units of the storage yard at terminals continue to strengthen the daily maintenance and repair of port machinery and transport vehicles to ensure that those facilities, equipment and vehicles are in good condition, further effectively reducing noise emissions. The Group will continue to strengthen the supervision and guidance of all units to ensure the effective implementation of noise control, and make positive contributions to the construction of a green, low-carbon and environmentally friendly production environment.

## Conservation of Biodiversity

The Group attaches great importance to biodiversity conservation, and in terms of terrestrial ecosystems, the Group continues to carry out afforestation and other activities to restore damaged forests, adding green vitality to the city. During the year, the Group has a green area of 840,433 square meters, with total green coverage of 699,549 square meters. The investment in greening during the year was RMB6.4 million with a total of 20,613 arbors and 184,251 shrubs planted.

In terms of marine ecosystems, Tianjin Port Pacific International Container Terminal Co., Ltd. builds shore-based automatic monitoring stations, underwater cameras and other intelligent monitoring equipment at the No. 1 trestle within the operation area, and conducts real-time water quality monitoring, environmental quality analysis, historical data retrieval, environmental early warning, marine biodiversity monitoring and display through the marine water environment intelligent monitoring system.



Marine water environment intelligent monitoring system

<sup>1</sup> For laws and regulations related to environmental law and environmental emergency management, please refer to the **Laws and Regulations** section of this report.





## ENVIRONMENTAL COMMITMENT

In addition, Tianjin Port Haijia Automobile Terminal Co., Ltd. (天津港海嘉汽車碼頭有限公司) carried out breeding and release activities in the surrounding waters, and protects the marine biodiversity by releasing stichopus, shellfish and other baby fishes. Our subsidiaries signed a contract with Tianjin HBH Sea Service Co., Ltd. for the removal of floating garbage at sea water area within the scope of our subsidiaries.

The Group insists on the daily inspection of sea outfalls, urges all units to do a good job in the file management of sea outfalls, and fulfills the responsibility of protecting and managing the ecological environment of the bay. At the same time, we regularly carry out inspections on sewage outfalls and the sea area of the terminal to ensure the Group's clean and pollution-free sea areas and sea outfalls, in line with the environmental protection requirements. The Group also constantly strengthens the disposal of floating garbage at sea along the terminals and at harbors, and urges the terminal and each unit of ships to dispose of ship waste according to legal requirements.

## ENVIRONMENTAL MANAGEMENT SYSTEM

We are committed to achieving collaborative economic and environmental development, and have been complying with relevant national laws and regulations. We have developed environmental management system and procedural documents with reference to ISO 14001 and the Ports Environmental Management Standard (PERS) by the European Sea Ports Organization (ESPO). In 2023, 14 subsidiaries of the Group obtained GB/T 24001 environmental management systems certification.

We have established a complete environmental management system, which includes the reporting of environmental protection information, data and facts, the implementation of measures for the prevention and control of dust in bulk cargo operations, the orderly development of environmental impact assessment of infrastructure projects, and the orderly progress of information reporting such as environmental impact assessment documents, environmental impact assessment documents approval and environmental protection acceptance checks.

In addition, for assessment of environmental management, we require all subsidiaries and their relevant departments to submit self-inspection reports, and conduct scoring assessment on each department through regular inspections and spot checks. The assessment results become one of the important bases of the performance of each subsidiary and their departments. In 2023, all subsidiaries of the Group passed the environmental protection assessment.

## EMISSION CONTROL

The Group fully understands the importance of sustainable development and has been actively assessing the impact of its corporate operations on the environment. The Group's subsidiaries conduct regular inspections on pollution sources to ensure strict compliance with national and local laws, regulations and emission standards. During the year, the Group did not violate any laws and regulations that have a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

### Air Emission Management

The Group continuously monitors air quality and takes various measures to improve the effectiveness of air pollution control. The Group's main air pollutants arise from fuel consumption of vessels, vehicles and loading and unloading equipment. In 2023, the Group's emissions of sulphur oxides (SO<sub>x</sub>) and nitrogen oxides (NO<sub>x</sub>) were 126 tonnes and 829 tonnes respectively, with SO<sub>x</sub> emissions keeping flat and NO<sub>x</sub> emissions increasing by 0.24% as compared to last year.



## ENVIRONMENTAL COMMITMENT

***Vessel discharge at port***

All self-owned vessels of the Group use fuel with sulphur content of 0.0003%–0.0009%, which is far below the requirement of the Maritime Safety Administration of the Ministry of Transport of the PRC. In addition, the Group strictly follows requirements of government departments to ensure that all its vessels and vessels in the control area use low sulphur oil. We designate special personnel to conduct spot checks on vessel fuel from time to time, and require batch inspection of oil products to ensure the quality of oil products. The Company strengthens regular inspections of fuel supply units to ensure the quality of oil products. The above measures aim to ensure the low sulphur content of vessel fuel, in line with relevant regulatory standards, thereby further reducing the adverse impact on the environment.

***Treatment of heavily polluted weather and prevention of dust pollution***

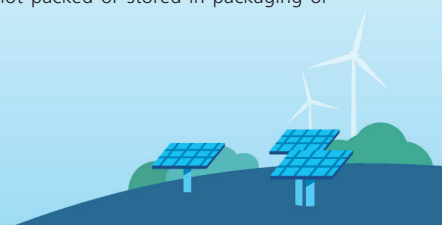
To reduce peak pollution level during the heavily polluted days in Tianjin, the Group sets up an emergency command center for heavy pollution weather and includes this in the emergency response system. The Group revised the implementation plan for emergency response to heavy pollution weather in accordance with the “Emergency Plan for Heavy Pollution Weather in Tianjin (《天津市重污染天氣應變計畫》)”. When the government issues a heavy pollution weather warning, all subsidiaries of the Group launch different levels of response plans according to different warning levels. Measures taken in such cases include ceasing outdoor works such as building dismantling, spraying, painting, cutting, slope spraying operations and traffic restrictions in and out of the port areas based on odd-or even-numbered license plates to immediately reduce air pollutant emissions.

In 2023, the Group kept on strictly implementing the “Six 100%”<sup>4</sup> measure to curb the dust generated by bulk cargo<sup>5</sup> during loading and unloading, storage and transportation, as well as during construction of infrastructure facilities, thus ensuring that the normal operations of various environmental protection facilities and equipment and the average dustfall level in the port area was effectively controlled below the average level of Tianjin Binhai New Area.

During the year, the Group enhanced its innovation efforts and developed a loader dynamic dust suppression facility, which achieved significant results in the immediate suppression of dust during operations. Also, through innovation in production operations, we have optimized the bulk operation process by using a closed belt corridor transportation mode instead of grab mode optimize the bulk operation process and control the dust from the source. Meanwhile, we carried out maintenance on road surfaces and isolation facilities, and updated environmental protection facilities and equipment to improve dust control. These innovations and maintenance measures aim to reduce the generation and spread of dust, improve the overall environmental protection level, and promote cleaner production processes.

<sup>4</sup> 100% construction of wind proof net in stacking yard, 100% ground hardening of stacking yard, 100% stack covering, 100% wet process operation, 100% tyre washing and 100% enclosed transportation of bulk cargos

<sup>5</sup> Bulk cargo refers to all kinds of bulk materials, such as coal, ore, grain, wood, sand, etc., that are not packed or stored in packaging or containers during transportation, loading and unloading or storage

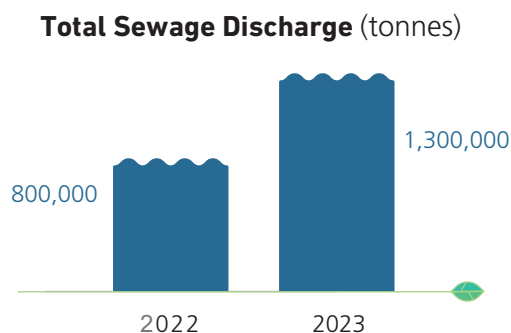




## ENVIRONMENTAL COMMITMENT

### Sewage Management

The Group's sewage discharge includes sewage from daily use (such as office buildings and canteen), rainfall and operations (such as loading and unloading operation, vessel cabin washing, etc.). In 2023, the Group's total sewage discharge was 1,300,000 tonnes, which was reused or discharged after being treated through its own sewage disposal facilities. Sewage discharge increased by 63% compared to last year, mainly due to an increase in equipment and vessels cleaning sewage discharge as the Group's production operations during the year increased compared to last year.



For the treatment of oily sewage, vessel washing water and domestic sewage in the port area, the Group adopts two treatment methods. For daily office and domestic sewage, the Group transmits it through the sewage pipe network to the sewage treatment plant for centralized treatment to ensure up-to-standard treated water discharge. The sewage generated from bulk cargo operations and some domestic sewage without centralized disposal, the Group has domestic sewage treatment facilities within the port area. These are then reused for dust prevention in the freight yard, road spray and other purposes to achieve recycling and resource management, with less reliance on natural waters.

In 2023, the Group and its subsidiaries were equipped with a total of 25 sets of sewage treatment facilities and the equipment operating costs were approximately RMB6.92 million. The daily handling capacity was approximately 19,000 tonnes, with all sewage discharge treated and recycled during the year.

The Group aims to strengthen the management of drainage pipe network, by requiring all rainwater pipe network (well) cleanup as planned before the flood season and prohibiting dumping road garbage into rainwater well. We also fulfill the responsibility at all levels under the Bay Chief System, step up inspections by the bay chief, strictly implement Exploitation and Discharge Standard for Water Pollutants from Ships, establish and improve the planning system, and strengthen the removal of floating garbage at sea along the terminals and at harbors.



ENVIRONMENTAL COMMITMENT

**Waste Management**

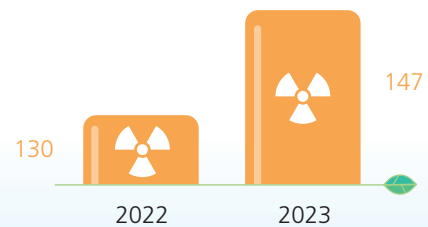
In response to the revision of the Marine Environment Protection Law of the PRC, the Group recently issued the Standards on Storage and Pollution Control of Hazardous Wastes (《危險廢棄物貯存污染控制標準》) and the Technical Specification for Setting Identification Signs of Hazardous Waste (《危險廢棄物辨識標誌設定技術規範》), and implemented a series of measures to ensure employees understand and familiarize themselves with the content of the new regulations in a timely manner. Aligning with the revisions in national regulations, the Group complies with the relevant waste management regulations, protect our precious environment and ecosystem.

Hazardous wastes generated by the Group’s operations include waste engine oil, waste mineral oil, waste paint buckets, waste lamps, waste batteries, waste filters, waste filter cartridges, waste batteries and waste ink cartridges, all of which are handled by firms with hazardous waste disposal qualifications to ensure legal compliance. In order to ensure the safety of hazardous wastes in storage, in 2023, the Group together with third-party safety experts, carried out three rounds of special inspections on fire management, key period management and hazardous goods management, and urged the rectification of more than 600 risks.

Management system upgrade	Training and interpretation	Update of identification signs	Renewal of facilities
The management system related to solid waste management has been adjusted and improved to adapt to the latest regulatory requirements	Relevant government departments and third parties are invited to conduct regular interpretation and training for the subsidiaries of the Group to ensure that the requirements of phased policies are communicated to all units	According to the new solid waste management standards, each unit has updated the identification signs of hazardous wastes to ensure that waste classification, storage and management are in line with the latest requirements	For the hazardous waste temporary storage, the Company carried out a re-repair and improvement to meet the facility renewal requirement under the new regulations

In 2023, the Group generated a total of 147 tonnes of hazardous wastes, representing an increase of 13% compared to 2022, due to the increase in hazardous wastes such as waste oil and waste mineral oil generated during the maintenance of equipment as the Group’s production activities increased during the year. Hazardous waste discharge density is 0.011 kg per HK\$’000 turnover.

**Total Hazardous Wastes (tonnes)**





## ENVIRONMENTAL COMMITMENT

During the year, non-hazardous wastes generated included 1,347 tonnes of scrap steel wire ropes, 1.31 tonnes of scrap cables and 2,187 pieces of scrap tires. Compared to last year, the number of scrap steel wire ropes generated increased by 12%, while the scrap cables and scrap tires decreased by 58% and 47%. The Group actively engages in waste sorting, and the waste sorting rate of all subsidiaries of the Group has reached 100%.

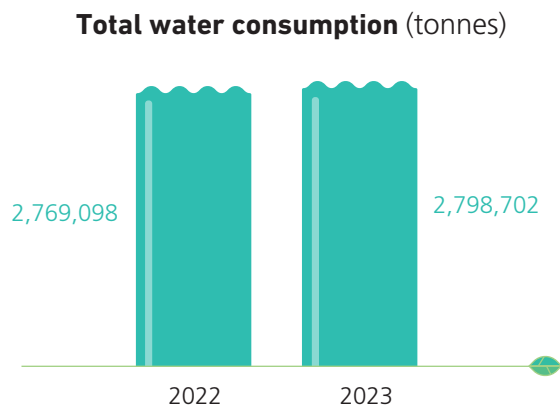
Non-hazardous Waste	Unit	2023	2022
Waste wire rope	tonnes	1,347	1,202
Waste cable	tonnes	1.31	3.13
Waste tires	pieces	2,187	4,144

## RESOURCE CONSERVATION

The Group actively adheres to national and Tianjin city resource management policies and continuously improves the internal resource management system. During the year, the Group carried out various energy conservation and carbon reduction projects, conducted management personnel evaluation, and organized related training and exchange activities. We aim to use these initiatives to enhance employees' awareness of energy conservation and create a positive atmosphere for energy saving, thereby enhancing the overall energy saving effect.

### Water Resources Management

In response to national and Tianjin water-saving policies<sup>6</sup>, the Group manages its water resources in accordance with the four major principles of "Total Volume Control, Strengthened Management, Scientific Utilization and Energy Conservation" so as to reduce operating costs while saving water resources. The Group mainly consumes water for operation, living, greening, spraying and firefighting purposes. In 2023, the total water consumption of the Group was 2,798,702 tonnes, a slight increase of 1% from the previous year, which was due to an increase in water demand from production equipment and operating sites as the Group's production operations increased during the year. The water consumption intensity was 0.208 tonnes per HK\$'000 turnover, reduced by 2.56%. The Group has no issue in sourcing water that is fit for the purpose.



<sup>6</sup> For laws and regulations, please refer to the **Laws and Regulations** section of this report.



## ENVIRONMENTAL COMMITMENT

**Tianjin Port No. 4 Stevedoring Co., Ltd**

The company conducted tire flushing, sewage collection and purification, and sludge compression, one setting to achieve a comprehensive water treatment solution. Since the implementation of this solution, the company has put into use 3 rainwater collection and treatment equipment and 1 sewage recycling and treatment equipment, which not only solved the problem of the discharge of drain stagnant water in the freight yard, but also generated more than 200,000 tonnes of water for the company through the recycling and reuse of rainwater.

**Water Conservation**

During the year, in accordance with the national and Tianjin water-saving policies, the Group required its subsidiaries to implement various water resources management systems and water-saving plans, and introduced smart water service platforms and remote water resources monitoring systems. The Group completed real-time adjustment of pump operating power while ensuring the water supply pressure by using zone metering system in smart water platform and self-regulating water pump, and adjusted water yield in real time subject to the pipe network pressure. Such system not only improves the efficiency of water supply, but also dramatically reduces energy consumption. Through zone metering, the system is able to timely monitor and find suspected leakage points to ensure timely maintenance of the pipe network, further effectively reducing the water leakage rate of the pipe network. The smart monitoring and regulation mechanism not only improves the operational efficiency of the water supply system, but also saves resources and reduces costs, providing strong support for the sustainable development of the Group.









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## PEOPLE FOCUS



# PEOPLE FOCUS

The talent, creativity and dedication of our employees are key factors driving the Group’s sustainable development. We care about the well-being and development, health and safety of our employees and create a positive, inclusive and equitable work environment for them.

UNSDGs	INDICATOR	CONTRIBUTIONS MADE BY THE GROUP DURING THE YEAR
	3.8	<ul style="list-style-type: none"> <li>• Employees and their families are provided with subsidies, including but not limited to critical illness subsidies and hospitalization visits.</li> <li>• The Group cares for employees’ mental health through EAP (Employee Assistance Program).</li> </ul>
	5.1	<ul style="list-style-type: none"> <li>• Policies regarding employee diversity and protection of female rights are formulated to protect the rights and interests of female and disabled employees.</li> <li>• Policies regarding employee diversity and protection of female rights are formulated to protect the rights and interests of female and disabled employees.</li> </ul>
	8.6 8.8	<ul style="list-style-type: none"> <li>• The Group carries out college recruitment activities, produces related campus recruitment videos, providing a platform for the youth to show their strengths.</li> <li>• 14 subsidiaries of the Group have obtained the GB/T 45001 occupational health and safety management systems certification, among which 13 subsidiaries have committed to comply with the International Convention for Safety of Life at Sea (SOLAS).</li> <li>• The Group regularly carries out production safety risk assessment, identifies potential vulnerabilities, and provides a safe working environment for employees.</li> <li>• 18.8% of employees receive health checks.</li> <li>• The attendance of safety training reached 42,264 with a total of 5,778 hours.</li> <li>• During the year, 941 safety emergency drills were conducted with 11,967 attendance.</li> </ul>
	10.4	<ul style="list-style-type: none"> <li>• The Group strictly complies with relevant laws and regulations, establishes a sound legal right and interest protection system for employees, and provides attractive remuneration and benefits based on ensuring the minimum salary.</li> </ul>

## OCCUPATIONAL HEALTH AND SAFETY

The Group is committed to ensuring a healthy and safe working environment by strengthening its organizational leadership and conscientiously implementing various measures. We strictly follow the requirements of relevant national and local laws and regulations<sup>7</sup>. In addition, the Group’s subsidiaries actively develop a series of internal policy, such as the Safety Production Inspection Policy (《安全生產檢查制度》), to establish a sound occupational health management system, thus ensuring the implementation of basic protection measures.

<sup>7</sup> For laws and regulations, please refer to the **Laws and Regulations** section of this report.





## PEOPLE FOCUS

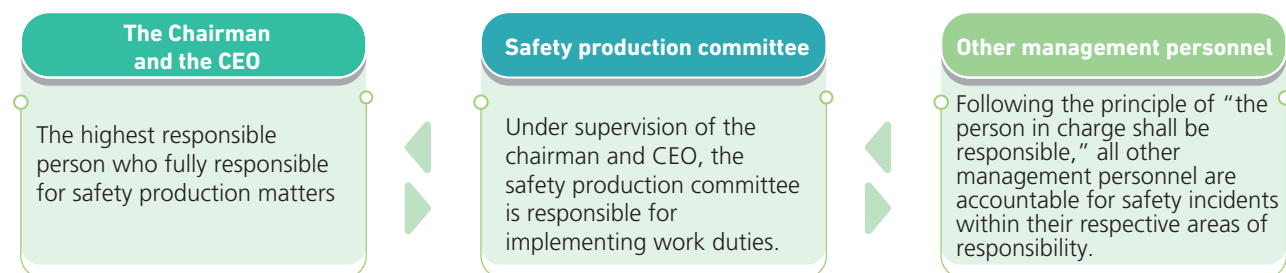
### Safety management indicators

- 1 No major work-related injury accidents and work-related fatalities
- 2 100% completion rate of risk investigation plan, 100% risk rectification rate
- 3 Full coverage of inspection on key parts of production safety
- 4 Full coverage of fire safety key unit inspection
- 5 Fulfill the entity responsibility, strengthen fire safety control, timely address and eliminate fire hazards, and ensure zero fire accidents
- 6 Control the number of (non-) road traffic violations and road traffic accidents, and the number of road traffic fatalities with equal or above responsibilities is 0

During the year, the Group had no major incidents relating to occupational safety and health management, including work-related fatalities or material production safety accidents.

### Management Structure

Adhering to the principle of “safety first, prevention-oriented and comprehensive management”, the Group implements “hierarchical responsibility” management for safety in production. The Chairman and the President, as the top safety responsibility bearers of the Group, are fully responsible for the Group’s production safety. The safety production committee as the leading body aims to strengthen the organizational leadership of production safety, in which the principal of the subsidiary of the Group serves as the director, with its members including the principal person in charge of each department. Within the system, other management personnel adhere to the principle of “the person in charge shall be responsible”, and the management shall fully deploy and be responsible for production safety within their scope. The remuneration of the management will link the safety assessment performance. In the event of major risk accidents, the “one-vote veto system” will be implemented to ensure the effective implementation of safety management.



### Health and Safety Management

In 2023, 14 subsidiaries of the Group successfully obtained GB/T 45001 occupational health and safety management systems certification, of which 13 subsidiaries have committed to comply with the International Convention for Safety of Life at Sea (SOLAS). Through “1661 Safety management system<sup>8</sup>”, the Group achieved stricter safety production standardization processes and ship safety management, reflecting the Group’s continuous efforts in security sector.

Investment in production safety in 2023 was approximately **RMB90 million**

<sup>8</sup> 1 objective: building an intrinsically safe port

6 elements: standardization, refinement, informationization, legalization, humanization and culturalization

6 modules: basic safety management, safety production management, safety supervision management, safety emergency management, safety culture construction, safety team construction

1 platform: security information platform

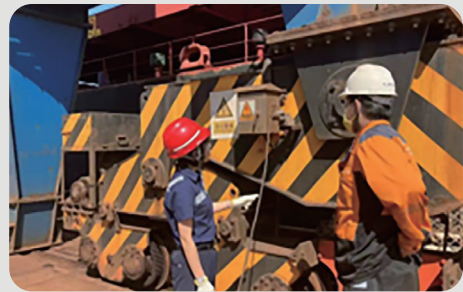


## Production Safety Inspection

The Group regularly conducts production safety risk assessment, combines manual investigation with high-tech means to identify possible risks in production in a timely manner, and quickly develops rectification plans to prevent accidents. In 2023, the Group carried out 498 safety production inspections and rectified 1,135 items.

### Tianjin Port Yuanhang International Ore Terminal Co., Ltd.

The company took solid steps in conducting risks Inspection, and established a mixed inspection mode, namely “account checking at the department” combined with “risks inspection on operating sites” and “violation inspection through video”. This multi-faceted inspection approach progresses from bottom to top, further enhancing the level of safety management. The company strengthened the application of safety technology, broadened inspection methods, applied drones to carry out safety inspection, achieving full coverage of video surveillance in the operating area, and 24-hour supervision and inspection within the company. The company carried out more than 400 different inspections in 2023.



### Tianjin Port Coke Terminal Co., Ltd.

Based on the actual on-site operations at Coke Terminal, the company conducted systematic inspections, focusing on the implementation of safety operating procedures at key positions and risks management including fire prevention in winter, to improve the on-site safety production of company. At the same time, industry experts were invited to the port to conduct trainings to employees through in-depth analysis of accident cases to raise safety awareness and to provide solid safety assurance for the company to achieve its annual production goals.





## PEOPLE FOCUS

### Tianjin Port Petrochemicals Terminal Company Limited

The company set up a special task force to conduct a comprehensive inspection, covering loading and unloading operations, loading and unloading equipment and emergency preparedness, etc., strengthened the closed-loop management of risks rectification, and practically enhanced the ability to accurately and effectively identify and scientifically manage risks of major accidents.



### Improving Safety Management Level

The Group continues to enhance safety management level across multiple aspects. We have integrated smart security management technology into our daily operations and consistently refined emergency response protocols. Additionally, the Group has developed comprehensive contingency plans for production safety incidents and implemented rigorous investigation and rectification measures for major risks. Specialized inspections were also conducted on facilities and equipment, including water supply systems, sewage facilities, ship locks, railways, fire-fighting facilities, and construction sites.

### Tianjin Port Coke Terminal Co., Ltd.

Faced with days of heavy rainfall, the company launched an emergency response plan for flood prevention, moisture prevention and typhoon prevention, and quickly organized personnel to inspect key points. They mobilized more than 1,200 flood prevention sandbags to block key areas for flood prevention and moisture prevention. At the same time, a number of pumps, loaders, forklifts and other machinery were deployed to carry out water drainage in freight yards, arterial roads and other places. Additional on-site security personnel were added to strengthen the frequency of inspections, and emergency rescue personnel were on standby around the clock.



### Tianjin Port Pacific International Container Terminal Co., Ltd.

Based on the current production performance, the company conducted backward scheduling between operations and systematically carried out seasonal mechanical maintenance. The relevant technicians focused on the key links, especially the key inspection on spreaders, electrical circuits and other parts with higher fault frequency, in order to eliminate the potential risks of equipment malfunctions at source status monitoring platform. They also used the situational awareness platform of the automation equipment to predict the equipment status in advance, and applied the flexible maintenance approach to accurately maintain the automated quay cranes and gantry cranes, in order to ensure the stable operation of the equipment in efficient production.



### Tianjin Port Alliance International Container Terminal Co., Ltd.

The company paid close attention to weather changes and actively prepared for emergencies. They strengthened emergency duty and prepared sandbags, waterproof flashlights, life-saving ropes, shovels and other emergency materials and equipment. At the same time, they completed the inspection and maintenance of weak parts such as wind protection measures for outdoor equipment and facilities, and sign stand to reduce risks of falling objects from heights. The company also rigorously conducted lightning, rain, and moisture prevention measures in key areas such as substations and fire pump rooms to prevent production safety accidents caused by flooding, strengthened power equipment inspections, and promptly investigated power failures to ensure the safety and stability of the port.



## Upgrading Security Facilities and Equipment

During the year, the Group focused on improving and upgrading safety facilities and equipment. The Group purchased, installed and utilized vehicle satellite positioning devices with travel record function, ship communication and navigation positioning and automatic identification systems, electronic charts, the application of which enabled real-time monitoring of the operation of vehicles and vessels, providing accurate positioning and navigation information, thereby effectively reducing the risk of accidents and ensuring the safety of people and property. The Group also strengthened the construction of disaster prevention monitoring and early warning systems for railway, including the railway perimeter intruder alarm system and transport safety monitoring equipment for dangerous goods. Through the application of these systems, the potential safety hazards were monitored in time and early warning measures were taken to ensure the safe operation of railway.





## PEOPLE FOCUS

The Group actively promoted and applied new technologies, new standards, new processes and new equipment applicable to safe production. The introduction of these new technologies and equipment will provide strong support for the upgrading of security facilities, improving the efficiency and reliability of facilities. We also strengthened the inspection, verification and calibration of security facilities and special equipment, and increased the spending on the safety inspection of railway. Through such inspection we could identify the problems and risks on the equipment in time to ensure the stability and security of the equipment operation. Through these measures, the Group continued to enhance the level of safety facilities and equipment and implemented safety production.

### Safety Culture Nurturing and Safety Training

The Group attached great importance to safety education and training, and made full use of themed seminars, regular safety meetings and pre-shift meetings for employees to learn safety production knowledge, improve their safety production skills as well as safety responsibility awareness. Employees who discover and report potential accident dangers will also be rewarded accordingly. In 2023, the subsidiaries of the Group carried out regular fire emergency drills, strengthened their fire emergency handling capabilities, comprehensively improved the level of enterprise safety management and regularly conducted equipment maintenance and repair to ensure efficient operation of machinery and safeguard safety production.



Total number of safety production trainings

**104**



Total attendance of safety trainings

**42,264**



Total hours of safety trainings

**5,778**



**Tianjin Port Yuanhang International Ore Terminal Co., Ltd.**

The company organized various training sessions to improve the competency of principal person-in-charge, safety management personnel, and special operation personnel, with a total of 110 attendance. Additionally, they conducted 20 sessions of safety, environmental protection, and fire safety awareness training for all employees, involving over 2,100 attendance. These training initiatives have significantly elevated the safety production skills and awareness among the employees.



**Tianjin Port Coke Terminal Co., Ltd.**

The company combined theoretical learning with practices, jointed with its peers and relevant units to carry out port skills competition and fire drills, effectively improving the emergency response ability of the employees.



**Tianjin Port Pacific International Container Terminal Co., Ltd.**

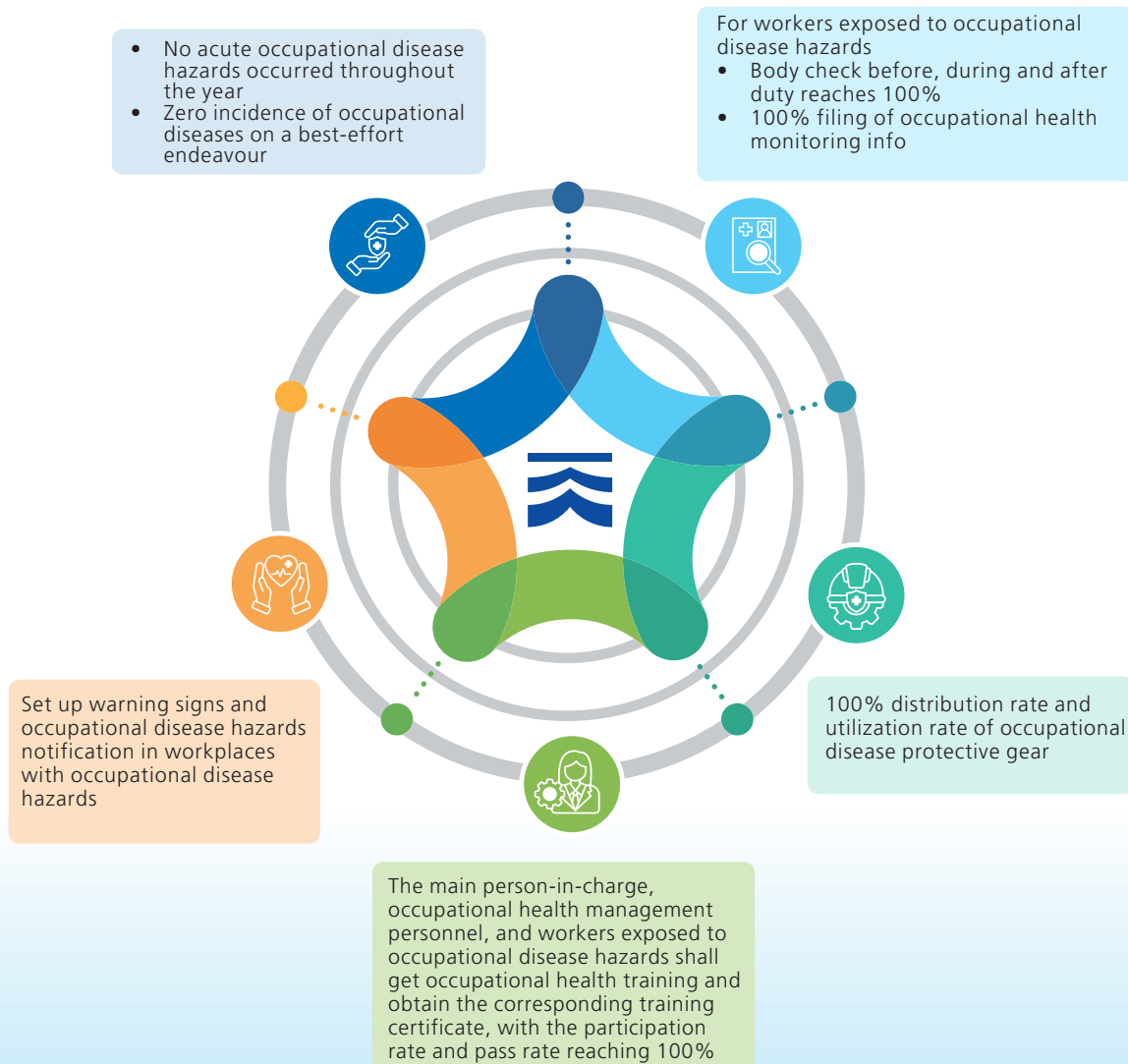
The company has carried out special actions to improve maintenance and repair quality. It reorganized four maintenance teams according to each member's technical skills and expertise to take actions in the shortest time in case of equipment malfunction, in order to ensure the stable operation of mechanical equipment in daily production.



### Occupational Disease Prevention

The Group strictly complies with relevant national laws and regulations<sup>9</sup>, standardizes the occupational health management of employees, strengthens the prevention and control of occupational hazards in workplaces, provides employees with annual body check, and distributes labor protection gears that meet environmental protection standards. During the year, the Group improved the relevant occupational safety and health management policy, formulated the “Key Points of Occupational Disease Prevention and Control (2023) (《2023年職業病防治工作要點》)”, and comprehensively promoted the occupational disease prevention and control. During the publicity week of the Law on the Prevention and Control of Occupational Diseases in 2023, we publicized the Law on the Prevention and Control of Occupational Diseases to all employees through printing and distributing occupational health education materials, posting public service advertisements, broadcasting on LED screens, knowledge questionnaires and WeChat to raise the awareness to strengthen the sense of responsibility of each unit as the main body for the implementation of occupational disease prevention and control, and enhance the employees’ awareness of occupational hazard prevention, therefore further preventing, controlling and eliminating occupational hazards and protecting the health of employees.

In order to better protect employees’ rights and interests in occupational safety, the Group has set the following targets:



<sup>9</sup> For laws and regulations, please refer to the **Laws and Regulations** section of this report.







## PEOPLE FOCUS

### Safety Emergency Management

In order to effectively respond to various potential safety accidents, the Group revised the emergency plan for production safety accidents during the year and added the On-site Disposal Measures for Renewable Vehicle Fire Accidents (《新能源車火災事故現場處置措施》). The emergency plan is fully revised every three years to include new cargos and new processes. The subsidiaries of the Group establishes an emergency command platform to collaborate effectively, ensuring timely response to and efficient handling of emergencies. In 2023, the Group conducted 941 safety emergency drills with 11,967 attendance.

#### Search and rescue emergency drill carried out by Tianjin Port Tugboat Lighter Co., Ltd.

The company carried out emergency drills for searching and rescuing crew overboard with the pilot center. The drill enabled further the emergency response level to maritime incidents under the improved collaborative mechanism under further tests, and strengthened the rescue ability of maritime rescue teams. Taking this drill as an opportunity, both parties further consolidated the responsibility of production safety, continued to strengthen the coordinated emergency response mechanism, improved the emergency response capabilities and collaborative engagement capabilities to handle maritime emergencies, and jointly and effectively ensured the maritime safety at Tianjin Port.



#### Fire emergency drill organized by Tianjin Port Co.

Tianjin Port Holdings Co. successfully completed the comprehensive emergency drill for fire accidents caused by leakage from dangerous goods containers on 3 August 2023. The drill exercise aimed to improve the comprehensive emergency response ability of the company to deal with fire accidents caused by dangerous goods leakage and ensure the safety of employees and property.



## DANGEROUS GOODS MANAGEMENT

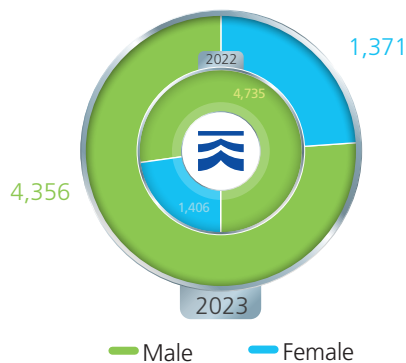
The Group strictly complies with relevant national laws and regulations<sup>10</sup>, handles daily business according to the Regulations on the Administration of Dangerous Goods Business, and implements technical measures for the safety management of dangerous goods. The Group conducts regular inspections and daily inspections of the safety conditions of the source of major hazards, and takes timely measures to eliminate potential risks found in inspections. In addition, the Group actively cooperates with the supervision of the local administrative departments to improve the internal management standards and fully ensure port safety.

The Group equips and updates corresponding safety protection equipment for relevant employees handling dangerous goods, and regularly conducts safe operation skills trainings, and has requested relevant employees and subsidiaries to obtain relevant work permits. Currently, 100% of dangerous goods operators have obtained safety management certification. Through a series of trainings and requirements, the Group ensures that operators have necessary skills and qualifications to effectively reduce the risks that may arise from dangerous goods operations and improve the safety level of operations.

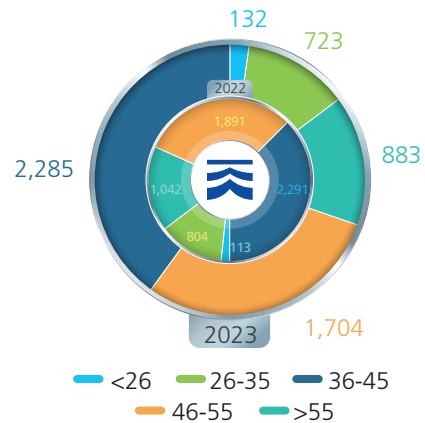
## LABOR MANAGEMENT

The Group strictly complies with laws and regulations related to employment and labor standards, signs labor contracts with employees in accordance with the law, adheres to the principle of equal employment, and treats employees of different nationalities, races, genders, ages, religious beliefs and cultural backgrounds fairly and justly. We create an equal, diversified and inclusive working environment by formulating and improving a series of internal human resources management policies. During the year, the Group had a total of 5,727 employees, all of whom were full-time employees, including 4,356 male and 1,371 female.

Employee Profile by Gender



Employee Profile by Age



Employee Profile by Position Level



<sup>10</sup> For relevant laws and regulations, please refer to the **Laws and Regulations** section of this report.





## PEOPLE FOCUS

The total employee turnover rate was 9%, representing a decrease of 1% as compared with 2022. Among them, the turnover rate due to retirement is the highest, accounting for 82%, followed by resigning from the Group and transferring to non-listed companies under the Group, accounting for 10% and 8% respectively. During the reporting year, the Group was not aware of any non-compliance with relevant laws and regulations that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, leave, equal opportunity, anti-discrimination, and other benefits and welfare.

### DIVERSITY AND INCLUSION

The Group is committed to building a diverse team with different cultural backgrounds, skills and knowledge. We firmly believe that the background and experience of our team members, as well as our equal and inclusive company culture, are one of our competitive advantages. The Group has formulated policies on employee diversity and inclusion, and protection of female rights. Please refer to the Group's official website for details of the specific policies.

We continue to focus and improve the working environment of female employees, and take all necessary measures to protect the rights and interests of female employees. The Group's labor union and female workers department are responsible for managing and assisting in matters related to protection of female employees' rights and interests, and ensuring the effective implementation of welfare policies such as breastfeeding leave, gynecological examination and maternity insurance. In addition, we have specified the protection of female employees' rights and interests in the Collective Employment Contracts, and regularly conducted control inspections on female rights and interests, and support female employees to report non-compliance in a timely manner according to the "Protection of Female Employees' Rights and Interests". The female employees committee will supervise the implementation of rectification measures and safeguard the legitimate rights and interests of female employees in accordance with the law.

- |   |  |
|---|--|
| <b>Equal Pay for Equal Work</b>         | <ul style="list-style-type: none"> <li>• Enjoy the same wages and benefits as male employees</li> <li>• Enjoy equal rights with male employees in promotion, professional and technical positions assessment</li> </ul>  |
| <b>Labor Protection</b>                 | <ul style="list-style-type: none"> <li>• Actively carry out "Special Provisions of the Labor Protection Law for Female Employees", implement the labor protection of female employees, and improve female employees labor safety and health conditions</li> <li>• Annual gynecological examination and maternity insurance coverage</li> </ul> |
| <b>Cultural Promotion and Education</b> | <ul style="list-style-type: none"> <li>• Advocate the laws and regulations related to gender equality, and protection of female employees' rights and interests</li> <li>• Organize activities such as micro-classroom cultural salon for female employees in order to create a friendly working atmosphere for female employees</li> </ul>    |

<sup>11</sup> For relevant laws and regulations, please refer to the **Laws and Regulations** section of this report.



### Mental health activities

Tianjin Port Petrochemicals Terminal Company Limited hired psychological lecturers to carry out two mental health interactive activities with the themes of “Stress Management” and “Parent-Child Education”. Through activities with high participation such as “one person, one piece of paper”, “left to grab and right to escape” and “sand table creation”, our female employees’ has improved their physical and mental health levels established a rational and peaceful mentality, and nurtured a healthy lifestyle.



### A series of caring activities for female physical and mental health

Tianjin Port Coke Terminal Co., Ltd. cares about and supports the physical and mental health of female employees by sending them festival wishes for the holidays. At the same time, it invited experts and doctors such as professors from Beijing University of Chinese Medicine and inheritors of acupuncture intangible heritage to the company to conduct health lectures for female employees, popularize the health care knowledge of professional women and provide body conditioning suggestions to them through “observation, listening, questioning, and pulse analysis(望聞問切)”, the four diagnostic methods of traditional Chinese medicine.





## PEOPLE FOCUS

### TALENT RECRUITMENT

The Group strictly complies relevant laws and regulations and adheres to the principle of “Fairness, Openness and Equality” in talent recruitment and selection. Through diversified recruitment channels, the Group extensively attracts excellent talents and provides employees with smooth promotion channels to achieve the goal of “maximizing talent potential and capabilities”, and forms a long-term and excellent talent reserve for the construction and development of smart ports.

During the year, we produced relevant campus recruitment promotional videos and conducted recruitment activities at several universities located in Shanghai, Wuhan, Changsha, Shijiazhuang, Beijing. This initiative aims to actively fulfill corporate social responsibilities, establish talent flow channels, and provide stable talent support for the development of the Group.

The Group strictly prohibits the employment of children who have not reached the legal age for employment. During the recruitment process, we require applicants to provide age certification documents. We conducted special inspections during the year, and extended these requirements to suppliers, effectively preventing the employment of child labor and forced labor. During the reporting year, the Group did not discover any violations of relevant laws and regulations regarding the prevention of child labor and forced labor that had a significant impact on the Group.

### EMPLOYEE BENEFITS

By establishing a complete system to protect employees’ legitimate rights and interests, the Group provides employees with attractive remuneration and benefits, motivates employees to develop their personal capabilities, and enhances their sense of belonging to the working environment. During the year, the Group has revised relevant management measures to update the types and duration of leave for employees, as well as the performance appraisal cycle. In addition to providing employees with basic salary and performance bonus, we also contribute to enterprise annuities and supplementary housing provident funds for employees.

In case of extreme hot weather, the Group grants allowances for work in high temperature and cooling fees to employees of specific types of work, which are adjusted annually according to the payment standards of the Tianjin Municipal Government. On the basis of ensuring that the relevant compensation, benefits and working hours comply with the laws and regulations of the region where we operate, we continuously optimize and improve the welfare protection such as remuneration, insurance, subsidies, holidays, so as to create a good working environment and welfare experience for employees.

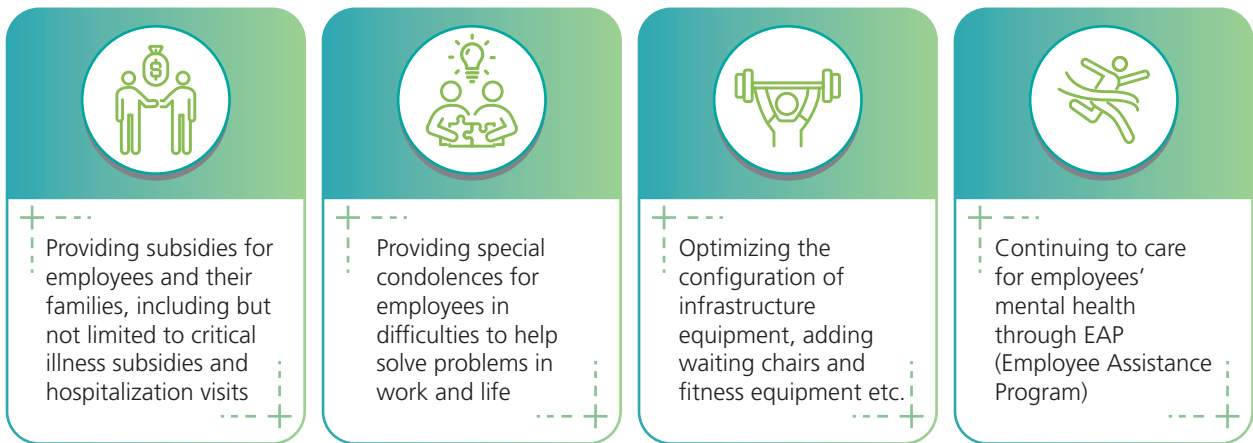
The Group has established the Labor Law Supervision Committee to publicize and supervise labor laws and regulations, protect the legitimate rights and interests of employees in accordance with the law, and build a harmonious and stable labor relationship. In case of labor disputes, the Group will deal with it in a timely manner according to the specific circumstances.



## EMPLOYEE CARE

The Group is committed to improving employees' job satisfaction and happiness by establishing a comprehensive care system for employees. The Group's labor union is responsible for organizing workers congress every year and formulating or renewing collective contracts for employees every three years. Employees can communicate with the Group through channels such as workers congress, collective consultation meetings, employee symposiums, leadership mailboxes, grass roots research, telephone calls, etc., to give feedback on relevant opinions, and promote democratic management and communication efficiency within the Group. The Group has also established employee complaint channels and interview mechanism. The Group will conduct an in-depth investigation on the problems reported by employees and prepare special investigation report.

We will provide support for employees by:



The Group continues to focus on employee's mental health, including employing a professional psychological counseling team, carrying out themed activities, and providing stress relief through interviews, games, etc. The human resources department will include mental health testing in the annual list of physical examination items, and take measures to protect employees' mental health when necessary. The Group provides employees with disabilities with positions suitable for their physical conditions and abilities or implements internal retirement policies in line with our capabilities and resources, and pays salaries on time to ensure the working income of employees with disabilities and promote the social integration of employees with disabilities.

During the year, the Group's subsidiaries paid visits and showed appreciation to various employees during the Chinese New Year. Through this initiative, we sent blessings to our employees, expressed gratitude for their hard work and cared for their lives.





## PEOPLE FOCUS



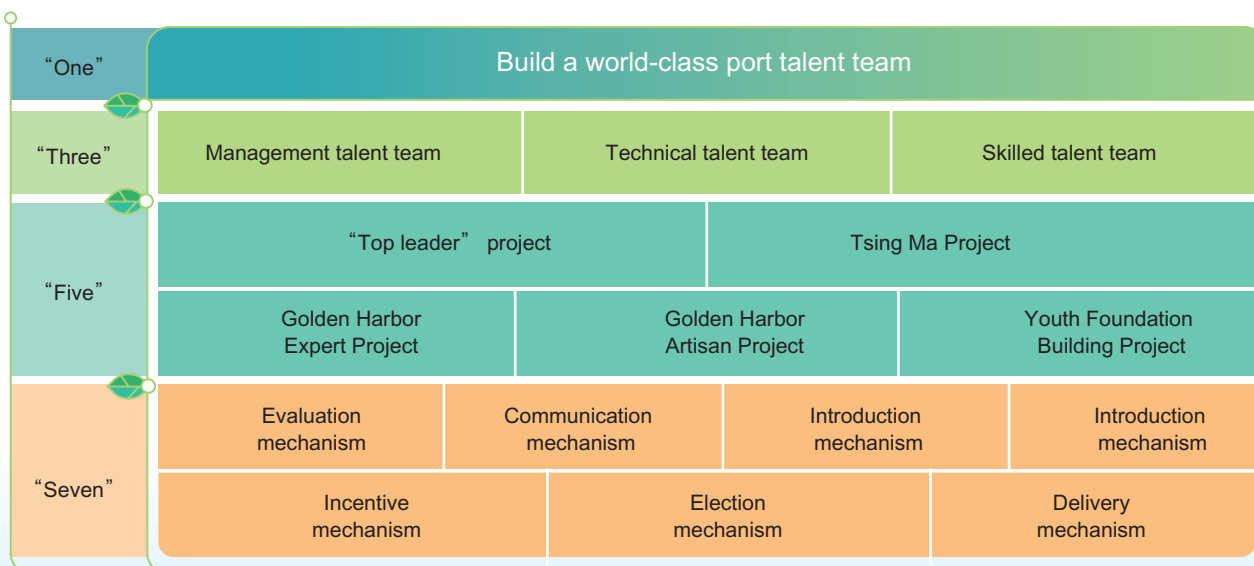
Senior management of Tianjin Port Pacific International Container Terminal Co., Ltd. led teams to visit the front-line employees during the Chinese New Year and send New Year blessings and appreciation.



With a strong New Year blessing, members of Tianjin Port Tugboat Lighter Co., Ltd. went to Dongying Port, Shandong Province to visit all the crew members of the "Jin Gang Boat No.25 (津港輪25)" who were operating in the outer port.

## STAFF TRAINING AND DEVELOPMENT

The development of talents is the cornerstone of the Group. During the year, the Group further strengthened the construction of its talent team, focusing on the construction of a talent training system and building a high-quality talent team. Tianjin Port Co., a subsidiary of the Group, put forward the "One, Three, Five and Seven" Talent Work Strategy to broaden the Company's job sequence, increase the sequence of post levels, and open up circulation channels. We have revised the relevant bonus distribution system to strengthen the incentive role of bonus distribution and better mobilize the enthusiasm and creativity of the Company's personnel. In order to further standardize the management of employee turnover, we have adjusted the length of employee exchanges and secondments, strictly enforced work procedures, and improved the standardization of the company's personnel management.



"One, Three, Five and Seven" Talent Work Strategy



## PEOPLE FOCUS

The Group divides the talent pool into three major categories: management, technical, and skilled. Training programs are tailored according to the different categories of talent. During the year, the Group focused its training efforts on production schedulers and technical engineers at the frontline of production. We cooperated with Wuhan University of Technology to organize training courses for key equipment personnel and equipment management, including modern port production management, port layout and loading and unloading technology, modern port handling machinery technology, port dangerous goods operation management, refined management of container terminals, bulk cargo ship freight technology and port English, etc., with a total of 86 employees participating in the training. At the same time, we cooperated with Shanghai Maritime University to hold a training course for outstanding engineers, and carried out training for the backbone of the equipment management system of the joint-stock company's affiliated units, and invited university professors, industry experts, and enterprise representatives to give lessons and a total of 39 employees participated in the training.

At the beginning of each year, the Group formulates the training plan based on the training needs collected by the Human Resources Department from each department and unit. After the completion of the training, the trainees evaluate the quality of the training program, the training teacher and the course content, then we use the evaluation results as the basis for the evaluation of the training program and the grading of the later course.

Tianjin Port Co has formulated the Internal Training Management Measures to regulate the management, course evaluation, expenses of internal trainers and other processes. The internal trainer team teaches practical experience through a variety of courses to improve the skills of the employees. During the year, the company organized internal training sessions with relevant managers giving lectures to department heads and staff on topics such as container handling, equipment management, safety production, and listing rules.

### Tianjin Port Co Young "Eagle Pilot" Training (雛鷹領航)

The Young Eagle Pilot Training was carried out in the form of two training camps: speech and communication and official document writing. The training included general skills such as team building, thinking, official document writing, speech and presentation, and communication skills. The training format focused on classroom interaction and situational training, combining the basic knowledge of speech communication and official document writing with real work scenarios, and to create "immersive" teaching by simulating the real office work.







## PEOPLE FOCUS

**Tianjin Ocean Shipping Tally Co., Ltd. carried out training to improve the quality and ability of tally personnel**

The company conducted its first-ever training program aimed at enhancing the quality and ability of tally personnel, and a total of 230 tally personnel from various offices participated. The training focused on general cargo tally business and container tally business and took the form of lectures, subject research, on-site teaching and paper exams, etc., through a self-management system that combines concept, vision and behavioral recognition for the trainees to quickly adapt themselves to improve their capabilities.

**Nurturing of technology R&D and digital transformation talent nurturing**

In 2023, the Group continued to optimize our R&D team to push forward the construction of smart ports and focused on automation of cargo handling business, facilitation of logistics business, digitalization of operation and management and the creation of a whole eco-system of innovation, with the digital transformation planning as the propelling force on the basis of digital foundation and releasing digital value as the core.

During the year, the Group invested a total of RMB280 million in the construction of smart ports to build a pool of highly skilled talents for digital transformation. The technical R&D personnel accounted for 10.3% of the Group's total headcount. We encourage high-skilled personnel to participate in the Group's intelligent upgrading and digital transformation, so as to give full play to their technological advantages and leading role, and motivate more base-line staff to participate in digital transformation. Meanwhile, we have carried out advanced training on "Embracing Thinking Ability in Digital Transformation" for all employees, and set up 6 online livestreaming courses on "architecture, process, and data governance", to deepen employees' understanding and awareness of the value and application of digital transformation.



# 質量為先



## QUALITY FIRST





## QUALITY FIRST

The Group adheres to the principle of “Quality First” throughout the entire production, operation and all business processes. We continuously improve the quality control system by formulating and strictly abiding by standardized management processes, and use technology upgrades and innovation to achieve efficient production and provide customers with higher quality services.

UNSDGs	INDICATOR	CONTRIBUTIONS MADE BY THE GROUP DURING THE YEAR
	8.2	<ul style="list-style-type: none"> <li>• Guide front-line highly skilled and professional technical talents were guided to participate in intelligent upgrading and digital transformation, and creating a team of front-line think-tanks who “know business, know the site, and know technology” were set up.</li> </ul>
	9.4	<ul style="list-style-type: none"> <li>• The use of unmanned container trucks, automated quay crane and gantry cranes and intelligent logistics systems, etc. was promoted, so as to realize the intelligence and automation of port production operations.</li> <li>• During the year, our subsidiaries have invested in resources and technology to upgrade port infrastructure and promote the use of clean energy.</li> </ul>

## SERVICE RESPONSIBILITY

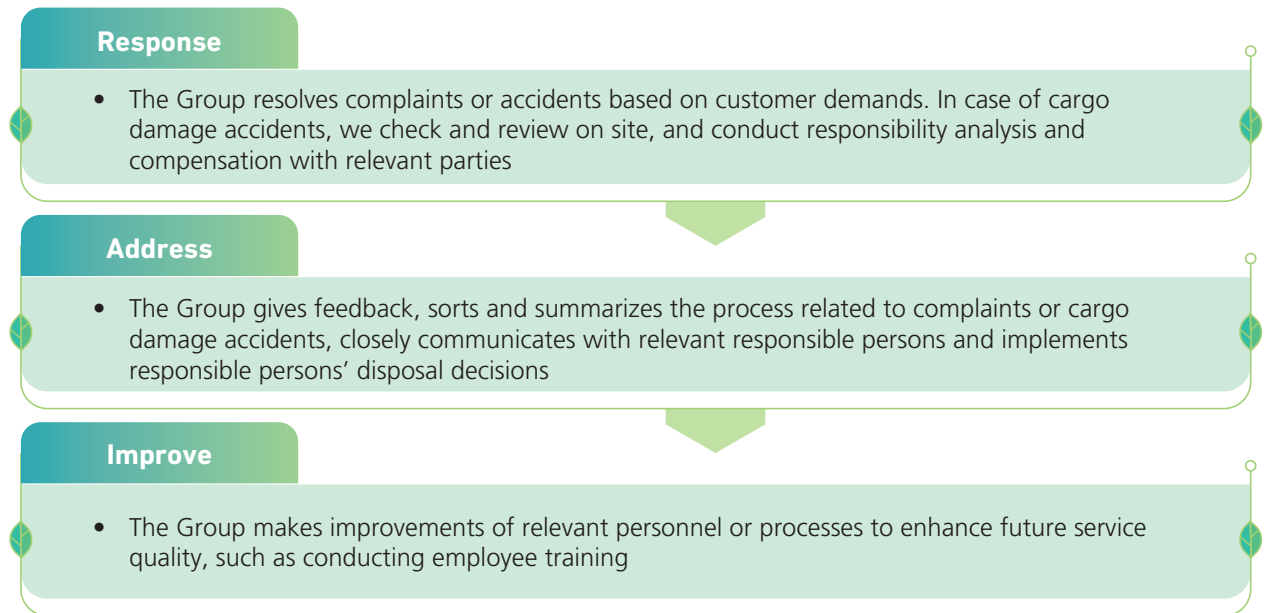
The Company strictly complies with relevant laws and regulations as well as industrial standards, exercises stringent control over the management of cargo handling and transportation, and implements various processes including dangerous goods operation, to ensure the provision of reliable cargo handling and transportation services to customers.

In order to achieve effective control of freight on-site operations, we conducted overall monitoring of cargo arrival, loading and unloading and storage during the whole process with all locations and time period covered and established the Group-wide management standards and procedures on production safety and on-site operation. In addition, the Group’s operating systems which cover quality, production and business organizations, and can be adjusted in response to the climate and the operating status of equipment and facilities to handle temporary problems caused by the climate disasters and production imbalance, which provides a strong basis for the implementation of service responsibility and high-quality management. In 2023, the Group did not have any products that were subject to recall for safety and health reasons.



## QUALITY FIRST

In 2023, 14 subsidiaries of the Group obtained GB/T 19001 quality management systems certification. In order to continuously improve our service responsibility, the Group follows the following procedures to handle potential cargo damage accidents:



In 2023, in response to the evolving situation and needs of the port handling industry and the development of the international logistics industry in recent years, the Group actively adapted to the new requirements and standards for the construction of smart, green and hub ports, continuously explored and innovated passenger and freight transportation service quality control methods and management standards, and further improved and enhanced the operation quality of the passenger and freight transportation service quality system. During the year, we have achieved the following results:

**1. New progress in institutionalization**

Tianjin Port Co has improved the compilation of passenger and freight transportation service quality management standards with 70 management standards revised, and won the five-star enterprise standard system certification. It has also revised the regulations on the management of customer satisfaction statistics, and added an inspection and assessment mechanism to form a closed loop of management.

**2. Enhanced cargo quality control capability**

The Group organized technical competitions, "Quality Lectures", loss prevention essays and business knowledge competitions to broaden the horizons of each unit on cargo quality control and loss prevention and compensation work of each unit.

**3. Further enhancement of service standards**

We have established a customer satisfaction rating system, with an average customer satisfaction rate of more than 96% by 2023. We collected feedback on the quality of our land transportation services from our drivers on a regular basis, with a marketing-leading satisfaction rate of 99%.





## QUALITY FIRST

### INTELLECTUAL PROPERTY RIGHTS PROTECTION

The Group attaches great importance to the protection of intellectual property rights. In addition to complying with laws and regulations relating on intellectual property rights<sup>11</sup>, we have formulated the Management Measures for Patent internally to strengthen the management of the patent work of the Group. In addition, our subsidiaries have set up patent departments with patent personnel to continuously track and timely deal with relevant issues. The number of patent applications and patent authorizations obtained has become a key performance indicator at the Group's assessment system.

The Group encourages our employees to actively apply for patents and software copyrights to ensure respect and protection of intellectual property rights. The Group believes that this is an effective way to protect itself from infringement through patent and software copyrights.

The Group has been adhering to the principle of independent innovation and categorizing its innovation projects including some major projects and technological transformation projects into different types. We have formulated the "Innovation Management Measures" and the "Innovation Incentive Measures" to motivate employees to innovate. Based on these measures, we assess innovative projects and provide corresponding incentives after assessment to encourage our employees to actively participate in innovative activities. This incentive system not only helps to promote the implementation of innovative projects, but also provides employees with the motivation to actively participate in innovative activities, and creates a top-down atmosphere of all-staff innovation and even all-fields innovation. The innovation leading group is composed of leaders in charge of each field and key persons in charge to coordinate and implement the Group's innovation work.

During the year, major technological innovation projects were awarded the First-Class Award for Science and Technology Progress Award in 2023 by the China Port & Harbors Association. These projects included the research and development of key technologies and applications of fully automated four-rope tire cranes, the innovative application of WIFI 6-based wireless network in the terminal yard, and the research on key technologies for automated collaboration and intelligent decision-making in the ore terminal, were all awarded the First-Class Award for Science and Technology Progress Award in 2023 by the China Port & Harbors Association.

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<sup>11</sup> For relevant laws and regulations, please refer to the **Laws and Regulations** section of this report.




# 以客為尊

## CUSTOMER-ORIENTED



# CUSTOMER-ORIENTED

The Group adheres to the principle of “customer-oriented” with the ultimate goal of improving customer satisfaction. Through various channels, we understand and respond to the needs of its customers and endeavor to provide customers with more comprehensive, reliable and quality services, so as to realize the vision of service-oriented and win-win cooperation.

UNSDGs	INDICATOR	CONTRIBUTIONS MADE BY THE GROUP DURING THE YEAR
	16.3 & 16.10	<ul style="list-style-type: none"> <li>The internet security management system and measures were established with regular security checks and risk assessment.</li> <li>No major incidents related to network information security occurred in 2023, and customers’ privacy and security were safeguarded.</li> <li>An annual cyber security exercise was launched to enhance the ability to respond to emergencies.</li> </ul>

## CUSTOMER SATISFACTION

The Group is committed to continuously improving customer satisfaction with its services and has established a number of communication channels, including video conferencing and emails to keep in close contact with customers on market conditions, vessel arrangements and feedback. A 24-hour service hotline has been set up at the customer service center to provide customers with standardized and high-quality complaint handling services. Once the complaint was handled, we would call the customer concerned to get feedback.

To create a “golden brand” for customer service and focus on demonstrating the concept of “customer-oriented”, the Group carried out the following measures during the year:

<p><b>Stay close to the site and collect customer demands ahead of time</b></p> <ul style="list-style-type: none"> <li>For front-line customers such as drivers and fleets, the Group has held four Symposiums at the Tianjin Port Pacific International Container Terminal Co., Ltd., Tianjin Port Euroasia International Container Terminal Co., Ltd. and other terminals to collect customer demands and formulate a list for follow-up actions, achieving 100% customer satisfaction and settlement rate.</li> </ul>	<p><b>Rectify effectively and highlight the effectiveness of customer service promotion</b></p> <ul style="list-style-type: none"> <li>Focusing on issues such as long waiting time for land transportation, the Group reviewed data and tracked its accounts for 1,420 times throughout the year, and understood customer demands through interviews and on-site visits to ensure practical and effective rectification</li> </ul>	<p><b>Combine management with control and revise service management measures</b></p> <ul style="list-style-type: none"> <li>Based on the current management and control situation, the Group revised the Regulations on Customer Satisfaction Statistics Management (《客戶滿意度統計管理規定》), added an inspection and assessment mechanism to form a closed-loop management, and conducted intelligent data collection on evaluation results through the network system to further consolidate system support</li> </ul>
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CUSTOMER-ORIENTED



Tianjin Port Euroasia International Container Terminal Co., Ltd. held a symposium with front-line customers

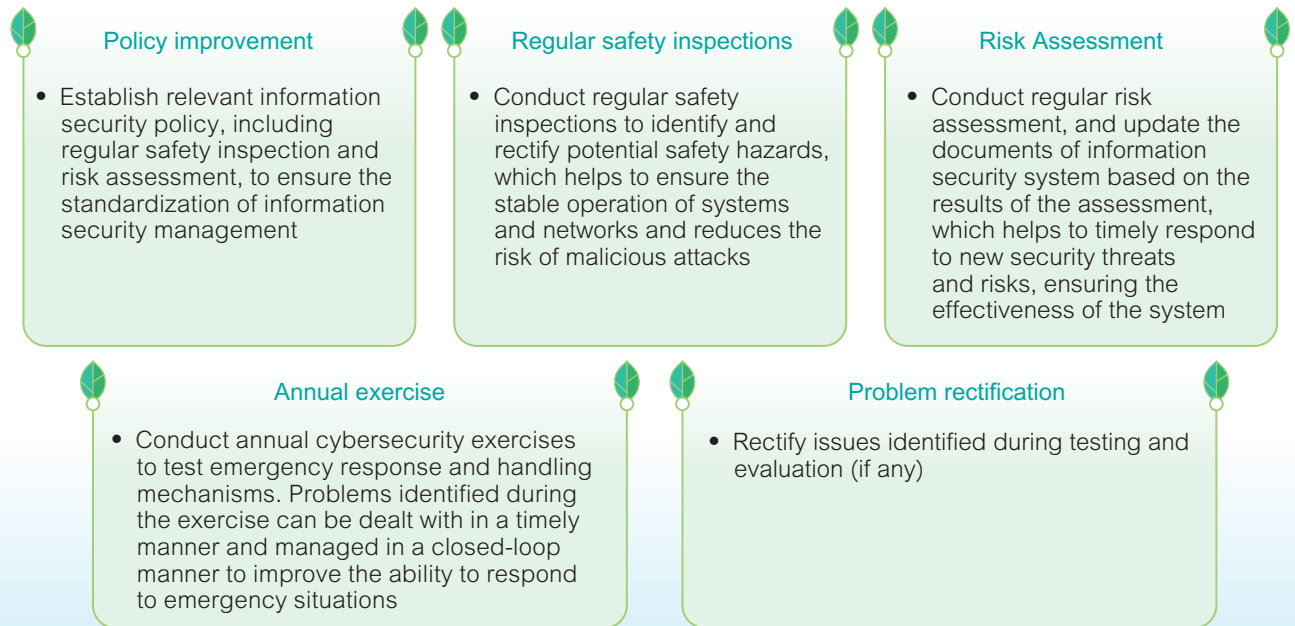


Tianjin Port Pacific International Container Terminal Co., Ltd. has comprehensively improved customer service efficiency and achieved 100% customer satisfaction.

**ENSURING INFORMATION SECURITY**

The Group attaches great importance to the security of customer information and privacy. In addition to abiding by relevant national laws and regulations, the Group has strictly implemented the Policy on Customer Information and Personal Data Privacy Management, and standardized the basic principles of customer information management, personal data privacy protection and handling of violations to prevent customer privacy from being leaked.

To prevent the privacy of customer information and personal data from being leaked, we continue to strengthen network security management and are committed to building a safe and stable network environment. Tianjin Port Tugboat Lighter Co., Ltd. updated its e-commerce platform during the year and formulated corresponding measures for customer privacy protection. These measures have made clear provisions from four aspects: user information collection, information use, information sharing and transfer, and information storage and protection, so as to fully protect user information security. During the year, the Company's network security management mainly included the following:



The Group strictly abides by relevant laws and regulations<sup>12</sup> and continuously improves network information security management rules and systems. During the year, the Group did not have any customer information leakage due to network security incidents.

<sup>12</sup> For relevant laws and regulations, please refer to the **Laws and Regulations** section of this report.







# 商業道德

## UPHOLDING BUSINESS ETHICS



## UPHOLDING BUSINESS ETHICS

The Group adheres to the operating principles of fairness and honesty, establishes a culture of integrity within the Group, and formulates a series of internal anti-corruption policies, including the establishment of a multi-channel reporting mechanism that strictly prohibits all unethical behavior such as bribery or corruption. We regularly conduct supplier assessments to ensure compliance with relevant ethical standards.

UNSDGs	INDICATOR	CONTRIBUTIONS MADE BY THE GROUP DURING THE YEAR
	12.7	<ul style="list-style-type: none"> <li>Require suppliers to sign safety and environmental protection agreements, and give priority to suppliers with environmental protection system certification and quality certification.</li> <li>Regularly conduct comprehensive assessments and compliance inspections on suppliers to ensure product and service quality.</li> </ul>
	16.5	<ul style="list-style-type: none"> <li>Strictly abide by relevant laws and regulations and adopt a zero-tolerance attitude towards bribery and corruption. We are not aware of any violations of laws and regulations during the year.</li> <li>Launch a series of anti-corruption training and lectures, with a total training time of 39,500 hours and 8,144 attendance.</li> </ul>

### COMPLIANT OPERATION

We integrate concepts such as anti-corruption, integrity management, antidiscrimination, anti-harassment, equal opportunities and fair competition into every aspect of the Company's daily governance and business operations. The Group has formulated a sound compliance management mechanism and provided employee training guidelines to standardize the management principles and basic ethics for employees in case of conflict of interest. Through the establishment of a sound employee assessment and incentive system, the Group continuously strengthens the integrity of employees and enhances corporate integrity to strive to maintain the sustainable development of multilateral relations with customers, suppliers, contractors, partners, investors, government agencies and communities.

### SUPPLY CHAIN MANAGEMENT

Supply chain management plays a key and fundamental role in the Group's operational excellence. Through effective supply chain management, the Group is able to identify and carefully select suppliers to partner with that adhere to business ethics standards, perform well and have high reliability, lead and control various risks associated with suppliers, ensuring that we provide customers with the highest quality products and services.

The Group has formulated a series of internal management policies such as the Supplier Evaluation Plan, the Quality Occupational Health and Safety Management and the Implementation Rules for Qualification Review Management and Evaluation Management of Contracting Companies to provide standards and specifications for the supplier selection and evaluation process. In 2023, the Group has signed contracts with a total of 634 suppliers, all are from China.





## UPHOLDING BUSINESS ETHICS

**Supplier Selection and Evaluation**

The Group insists on implementing strict access standards for suppliers and requires that safety and environmental protection agreements be signed when signing service contracts. During the selection process, the Group conducts a comprehensive assessment of all suppliers to ensure compliance with all relevant safety and environmental regulations. The Group will give priority to suppliers with environmental protection system certification, quality certification and employee-related certification. For different categories of suppliers, the Group develops corresponding assessment methods and manages their environmental and social risks in a targeted manner to ensure the quality of the products and services they provide. In this way, we can comprehensively evaluate the performance of suppliers and take corresponding measures to manage their possible environmental and social risks, thereby ensuring that our sourcing and collaboration meet the requirements of sustainable development.

	Supply chain of port production and construction materials		
	Sales supply chain	Labor supply chain	Supply chain of port production and construction materials
Products and Services	Provision of fuel oil to inbound vessels	Contract workers and outsourced workers	Supply of port production and construction materials
Supplier Evaluation Approaches	<ul style="list-style-type: none"> <li>The procurement team formulates the supplier evaluation mechanism and conducts regular evaluation and annual review and annual summary</li> <li>The leadership group conducts a comprehensive review of the summary to prepare the supplier database for the next year</li> </ul>	<ul style="list-style-type: none"> <li>The labor service center of the port of Tianjin is responsible for screening labor tender suppliers to ensure basic guarantees, while regularly checking the performance of contractors, such as quality, efficiency, safety and environmental protection</li> <li>The labor service center of the port of Tianjin assesses the legality and compliance of labor service companies to check the employee contract signing, social insurance, salary arrears and tax payment</li> </ul>	<ul style="list-style-type: none"> <li>Conduct monthly evaluation and annual comprehensive evaluation on suppliers</li> <li>The Supplier Management Committee determines the annual rating of each supplier based on the monthly evaluation and other relevant evaluation conditions, and takes appropriate management measures for suppliers rated in the next agreement year</li> </ul>



UPHOLDING BUSINESS ETHICS

	Supply chain of port production and construction materials		
	Sales supply chain	Labor supply chain	
Products and Services	Provision of fuel oil to inbound vessels	Contract workers and outsourced workers	Supply of port production and construction materials
Environmental and Social Risk Management	<ul style="list-style-type: none"> <li>Formulate supplier contract standards with safety and environmental protection agreements, and clearly define requirements on quality, safety, environmental protection, corporate social responsibility, compliance, anti-corruption, etc</li> <li>Suppliers who violate the "Anti-commercial Bribery Commitment" are disqualified from entering the supplier database</li> </ul>	<ul style="list-style-type: none"> <li>We conduct a comprehensive assessment of the contractor, including registered capital, management scale, social reputation and any possible criminal history, so as to ensure its compliance</li> <li>We have also set up an inspection team to supervise the contractors, protect the basic rights of employees and assess the environmental protection and labor compliance of suppliers</li> </ul>	<ul style="list-style-type: none"> <li>Make comprehensive assessment on suppliers, including employment standards, production safety, environmental safety, service satisfaction, community responsibilities and ethics, etc</li> <li>Suppliers who meet the requirements are required to submit quality certification for the supplied materials, which are reviewed by a special evaluation team</li> </ul>





## UPHOLDING BUSINESS ETHICS

### Green procurement

To comply with the country's increasingly stringent environmental protection requirements, the Group focuses on selecting equipment that meets higher environmental standards during the procurement process to support sustainable consumption and production. During the year, the Group took the following measures to achieve green procurement:

Pay attention to future policy trends	Life cycle management	Promote new energy equipment
<ul style="list-style-type: none"> <li>The Company is increasingly focusing on purchasing energy-efficient and environmentally friendly equipment during the procurement process to meet the increased requirements of future policies, recognizing that national policies may have stricter environmental protection requirements in the future.</li> </ul>	<ul style="list-style-type: none"> <li>The Company aims to improve the sustainability and environmental protection performance of equipment, starting with the life cycle management of equipment. Purchasing equipment that meets higher environmental protection standards will help extend the service life of equipment, make it better adapt to future standards improvement and improve resource utilization efficiency.</li> </ul>	<ul style="list-style-type: none"> <li>The Company actively promotes the application of new energy equipment, such as electric trucks and electric forklifts, and gradually realizes the transition from traditional fuel equipment to electric equipment, which helps reduce carbon emissions and reduce reliance on fossil fuels to support sustainable development.</li> </ul>

### Labor outsourcing

During the year, the Group released the updated Qualification and Assessment Management Measures for Labor Outsourcing Service Providers based on its existing structure to ensure the compliance of suppliers when providing labors for Tianjin Port. Communications between the subsidiaries of the Group and suppliers are mainly maintained through the labor center of Tianjin Port. According to the Qualification Standards of Tianjin Port for Service Providers in Labor Outsourcing Market, each labor supplier has been evaluated for legality and compliance in terms of employment contract, social insurance, salary payment and tax payment. We have also established an inspection team to supervise labor suppliers to protect employees' basic rights, and evaluate suppliers' environmental and labor compliance.

## ANTI-CORRUPTION

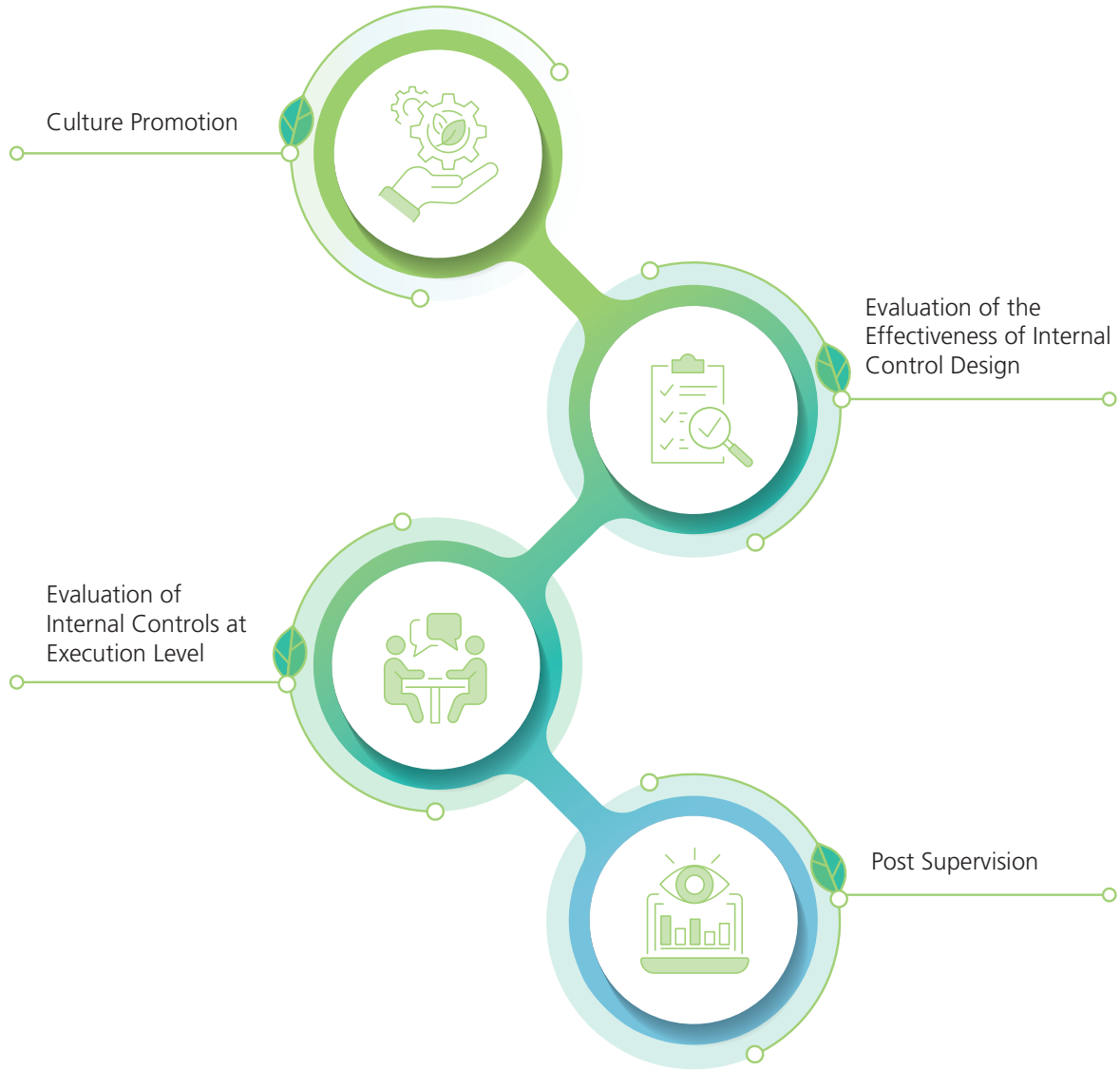
The Group adheres to the operating principles of fairness and integrity, adopts a "zero tolerance" attitude towards bribery and corruption, and abides by relevant laws and regulations. The Group is committed to maintaining the highest ethical standards and further promoting the creation of a clean enterprise. The Group has formulated the Administrative Measures for Employee Reward and Punishment to prevent employees from improper behaviour, which cover the management regulations related to bribery, extortion, fraud and money laundering. The Office of the Commissioner for Discipline Inspection has been designated to oversee the implementation of such measures. The Discipline Inspection Committee of the Group is responsible for improving Party conduct, upholding integrity and fighting against corruption. The Discipline Inspection and Supervision Commissioner of the Group supervises and enforces accountability of the Group's personnel at all levels on the lawful performance of duties, ethical compliance, honest practice and adherence to ethics. The Group continues to promote the implementation of integrity responsibilities and conduct systematic management on integrity issues to facilitate the Company's stable operations.



UPHOLDING BUSINESS ETHICS

**PREVENTION AND CONTROL MECHANISM FOR THE RISK OF BRIBERY**

During the year, the Group has implemented anti-corruption and integrity actions from four dimensions: Cultural Promotion, Evaluation of the Effectiveness of Internal Control Design, Evaluation of Internal Controls at Execution Level, and Post Supervision. The Group will continue to strengthen internal control and promote integrity for a strict prevention and supervision mechanism.



## UPHOLDING BUSINESS ETHICS



## Culture Promotion



Organize integrity training and established a top-down anti-bribery system to strengthen anti-bribery awareness

- The subsidiaries of the Group conducted regular anti-corruption education and legal trainings to strengthen employees' compliance awareness. In particular, targeted legal trainings were provided to employees involved in recruitment and procurement to improve their risk awareness and compliance levels.
- Tianjin Port Alliance International Container Terminal Co., Ltd. and Tianjin Port Euroasia International Container Terminal Co., Ltd. organized all middle-level managers and employees to sign a letter of commitment to integrity to ensure that every employee can deeply understand and commit to abide by the Company's integrity requirements.



## Evaluation of the Effectiveness of Internal Control Design



Regularly evaluate the completeness and effectiveness of internal control design



Issue assessment reports

- The subsidiaries of the Group regularly formulated internal audit plans and conducted internal audits according to the plans upon completing approval procedures.
- Tianjin Port Global RO-RO Terminal Co., Ltd. and Tianjin Port Euroasia International Container Terminal Co., Ltd. organized various departments and offices to perform internal control self-evaluation in 13 aspects including business management, fund management, asset management, equipment management, and contract management. The completeness and effectiveness of internal control design have been evaluated and report was provided accordingly.



## Evaluation of Internal Controls at Execution Level



Internal audit departments or external consulting agencies to conduct regular audits or irregular spot checks

- Tianjin Port Euroasia International Container Terminal Co., Ltd. formulated an internal audit plan and completed approval procedures. In 2023, the internal control audit project for bidding and procurement, the special self-examination of business outsourcing, and the special self-inspection of debt financing were all completed.
- Tianjin Port Alliance International Container Terminal Co., Ltd. carried out special internal control audits and special self-examinations on business outsourcing. In addition, the company has cooperated with the controlling shareholders in conducting revenue and expenditure audits, special revenue audits, and continuing connected transaction reviews.



## Post Supervision



Enhance the independence of internal audit

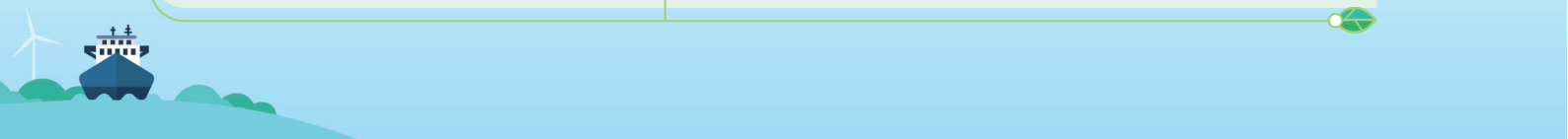


Establish multiple reporting channels



Keep confidential the information of whistleblowers

- The subsidiaries of the Group have set up and completed the selection and recruitment for its internal audit function in 2023, and have then conducted formal internal audit.
- A supervisory reporting hotline was posted in the conference room of the office building of the Group's subsidiaries. Employees can report the situation to the companies and put forward opinions, suggestions or complaints in the form of letters, emails, faxes, phone calls, interviews, etc.
- The information of whistleblowers was kept highly confidential.



## UPHOLDING BUSINESS ETHICS

### WHISTLE-BLOWING REPORTING MECHANISM

The Group attaches great importance to the declaration of interests, which is an important measure to ensure the stable development of enterprises, maintain corporate reputation and avoid legal risks. The Group has established a sound mechanism for the declaration of interests to standardize the basic behavior of directors and employees. Directors and employees are required to avoid conflicts of interest as much as possible and disclose conflicts of interest in expected transactions or relationships. If there is a conflict of interest, it must be declared to the relevant departments of the Group in advance.

The Group earnestly fulfills its supervision responsibilities, has established the Implementation Measures of Public Complaints Reporting and carries out relevant work of public complaints reporting as required. It publishes standardized and open reporting channels in the form of system documents, office systems and branch activity positions, and clarifies the scope of receipt and handling procedures. The Group encourages employees and all stakeholders to report by mail, email, telephone, fax, website, etc. We have an anonymous corruption reporting mechanism, in which the Group stipulates in the Implementation Measures of Public Complaints Reporting that in all aspects of handling public complaint work, we shall keep it in confidentiality and storage. Upon receiving reports, the Group will establish a working group to review the report case. During the investigation period, personal information of the whistleblower shall be treated confidentially and followed up in accordance with relevant policies and procedures.

### INTEGRITY EDUCATION

The Group organized anti-corruption trainings with contents tailored to characteristics of each subsidiaries and in various forms, including group learning and specialised training for junior discipline inspection and supervision personnel. For middle level management, the Group focused on case study sharing of corrupt behavior. We helped employees to understand corruption behaviors to eliminate corruption from mind and prevent management risks arising from corruption in practice through trainings. In addition to trainings, we conducted regular inspection on violation of laws and discipline within the Group, and updated anti corruption related knowledge system to improve the awareness of all employees.

In 2023, the Group completed a total of 78 anti-corruption training sessions, with a total of 39,500 hours and 8,144 attendance. During the year, the Group was not aware of any noncompliance with relevant laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering.






# 踐行公益

# PRACTICING PUBLIC WELFARE



## PRACTICING PUBLIC WELFARE

Tianjin Port actively assumes its due social responsibility and applies its own advantages to public welfare undertakings. The Company encourages employees and volunteer teams to actively participate in community volunteer service activities to popularize the concept of volunteer service and transmit “Tianjin Port Energy” in the community.

UNSDGs	INDICATOR	CONTRIBUTIONS MADE BY THE GROUP DURING THE YEAR
	1.1&1.2	<ul style="list-style-type: none"> <li>Actively undertaking the social responsibility of state-owned enterprises, the Group engages in various charitable activities to give back to society.</li> </ul>

### CARING AND LOVE

As a responsible enterprise, the Group has always regarded community responsibility as one of its important missions. By supporting local education, environmental protection, public welfare and other projects, we are committed to promoting the development and progress of the community, and strive to create a better and harmonious social environment.

The Xianchuang Caring Team of Tianjin Port Tugboat Lighter Co., Ltd. and Qingning Volunteer Service Team of Tianjin Port Pacific International Container Terminal Co., Ltd. visited Xiangyu Autism Rehabilitation Center in Binhai New Area and Jingsi Yulu Special Children’s Rehabilitation Center respectively to care for children with ASD. Volunteers helped teachers guide children in rehabilitation training, got along with children in games and course interactions, and called on more people to pay attention to children with ASD.



The Youth League branch of Tianjin Port Petrochemicals Terminal Company Limited organized members to visit the Huiling Community Service Center for the Intellectually Disabled in Nankai District, Tianjin, and drew “Lei Feng in my mind” with disabled friends, cleaned house for them, made dumplings, and sent materials and warmth.



## PRACTICING PUBLIC WELFARE

Tianjin Port Tugboat Lighter Co., Ltd. organized Xianchuang Caring Team to visit Xiangyu Autism Rehabilitation Center for carrying out volunteer service activity. The Team accompanied the children in class, interacted with them, and brought them happiness, fully promoting the volunteer spirit of “dedication, friendship, mutual assistance, and progress”. They assisted in the clean recycling and classification of waste rubber and environmental protection education activities in the area, and promoted carbon reduction in daily life.



## ENVIRONMENTAL PROTECTION

The Hong Kong staff of Tianjin Port Development Holdings Limited participated in the “Green Community” volunteer scheme organized by the Environmental Protection Department of Hong Kong to assist in waste recycling and classification and environmental education activities in the area and to promote carbon reduction in daily life.



Tianjin Port China Coal Hua’neng Coal Terminal Co., Ltd. and Tianjin Port Logistics Development Co., Ltd. participated in the volunteer service of environmental cleaning in the port area. The young people carried forward the spirit of volunteer service, purified the environment of the port area with their hands, cleaned up sundries and locomotives, and wiped publicity columns. They contributed their strength to the construction of a beautiful Tianjin Port with practical actions.



## PRACTICING PUBLIC WELFARE

On the occasion of the Arbor Day, the Youth League branch of Tianjin Port Yuanhang International Ore Terminal Co., Ltd. carried out voluntary tree planting activities, shoveling soil, planting seedlings, packing the dirt firmly round it, and watering with a bucket. The seedlings were rooted in the soil, and the green was deeply rooted in the heart, making the path of striving for a new era vibrant with greenery and unlimited vitality.





# APPENDIX

## LAWS AND REGULATIONS

For each ESG aspect, the Group and its subsidiaries implement relevant internal policies to ensure that their business operations comply with all applicable laws and regulations. The applicable laws and regulations are as follows (including but not limited to):

Aspects	Applicable Laws and Regulations	Corresponding Section
<b>Emission</b>	Environmental Protection Law of the PRC	Environmental Commitment
	Marine Environment Protection Law of the PRC	– Emission Control
	Water Pollution Prevention and Control Law of the PRC	Environmental Commitment
	Law of the PRC on the Prevention and Control of Atmospheric Pollution	– Environmental Management System
	Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste	
	Law of the PRC on the Prevention and Control of Pollution from Environmental Noise	
	Regulations of the People’s Republic of China on the Safety Operation of Ships and for Pollution Prevention	
	Tianjin Air Pollution Control Regulations	
	Emission Pollution of Motor Vehicles and Non-road Mobile Machinery in Tianjin	
	Emergency Plan for Heavy Pollution Weather in Tianjin	
<b>Use of Resources</b>	Energy Conservation Law of the PRC	Environmental Commitment
	Measurement Law of the PRC	– Resource Conservation
	Water Law of the PRC	Environmental Commitment
	Regulations of Tianjin Municipality on Energy Conservation	– Environmental Management System
	Regulations of Tianjin on Water Conservation	
	Water Consumption Quota for Industrial Products in Tianjin	
	Water Consumption Quota for Urban Domestic Water in Tianjin Tianjin Agricultural Water Quota	



Aspects	Applicable Laws and Regulations	Corresponding Section
<b>The Environment and Natural Resources</b>	Cleaner Production Promotion Law of the PRC Emergency Response Law of the People’s Republic of China Environmental Impact Assessment Law of the PRC Regulation of the People’s Republic of China on Flood Control Tianjin Clean Production Promotion Regulations Regulations of Tianjin Municipality on Ecological Environmental Protection Measures for Tianjin Municipality to Implement the Emergency Response Law of the People’s Republic of China General Contingency Plan for Emergencies in Tianjin	Environmental Commitment – Tackling Climate Change Environmental Commitment – Ecological Protection Environmental Commitment – Environmental Management System
<b>Employment</b>	Labor Law of the PRC Labor Contract Law of the PRC Law of the PRC on the Protection of Disabled Persons Law of the PRC on the Protection of Women’s Rights and Interests Trade Union Law of the PRC Special Provisions on the Labor Protection of Female Employees Regulations on the Implementation of Labor Contract System in Tianjin Provisions on Employment of Disabled Persons in Tianjin Management Methods for Collection and Use of Employment Security Funds for the Disabled in Tianjin Tianjin Regulations on the Protection of Women’s Rights and Interests Employment Ordinance of Hong Kong Employees’ Compensation Ordinance of Hong Kong Sex Discrimination Ordinance of Hong Kong Race Discrimination Ordinance of Hong Kong Disability Discrimination Ordinance of Hong Kong	People Focus –Diversity and Inclusion People Focus –Talent Recruitment People Focus –Employee Benefit





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Aspects	Applicable Laws and Regulations	Corresponding Section
<b>Health and Safety</b>	Production Safety Law of the PRC Law of the PRC on the Prevention and Control of Occupational Diseases Provisions on the Supervision and Administration of Occupational Health in the Workplace National Plan for Prevention and Control of Occupational Diseases (2021-2025) Tianjin Safety Production Regulations Regulations of Tianjin Municipality on the Responsibility System for Safety in Production Regulations on Safety Management of Hazardous Chemical Enterprises in Tianjin Tianjin Special Equipment Safety Regulations Measures for the Investigation and Treatment of Hidden Dangers in Work Safety Occupational Safety and Health Ordinance of Hong Kong Employees' Compensation Ordinance of Hong Kong	People Focus – Occupational Health and Safety
<b>Labor Standards</b>	Law of the PRC on the Protection of Minors Provisions on Special Protection for Juvenile Workers Provisions on the Prohibition of Using Child Labor Employment of Children Regulations of Hong Kong Employment Ordinance of Hong Kong Employees' Compensation Ordinance of Hong Kong Occupational Safety and Health Ordinance of Hong Kong Personal Data (Privacy) Ordinance of Hong Kong Minimum Wage Ordinance of Hong Kong Sex Discrimination Ordinance of Hong Kong Race Discrimination Ordinance of Hong Kong Disability Discrimination Ordinance of Hong Kong	People Focus – Talent Recruitment People Focus – Employee Benefit



## APPENDIX

Aspects	Applicable Laws and Regulations	Corresponding Section
<b>Product Responsibility</b>	Port Law of the PRC Product Quality Law of the PRC Production Safety Law of the PRC Law of the PRC on the Protection of Consumer Rights and Interests Regulations on the Safety Management of Hazardous Goods at Ports International Maritime Dangerous Goods Regulations Intellectual Property Law of the PRC Cybersecurity Law of the People’s Republic of China Regulations of the People’s Republic of China on the Security Protection of Computer Information System Patent Law of the PRC Personal Data (Privacy) Ordinance of Hong Kong	People Focus – Dangerous Goods Management Quality First – Service Responsibility Quality First – Intellectual Property Rights Protection Customer-Oriented – Ensuring Network Information Security Customer-Oriented – Ensuring Information Security
<b>Anti-corruption</b>	Criminal Law of the PRC Anti-Unfair Competition Law of the People’s Republic of China Supervision Law of the PRC Prevention of Bribery Ordinance of Hong Kong Competition Ordinance of Hong Kong	Upholding Business Ethics







## APPENDIX

## PERFORMANCE DATA SUMMARY

## Environmental Management

	2023	2022	2021
<b>Resource Consumption</b>			
Electricity (kWh)	<b>204,030,000</b>	317,598,000	327,360,000
Diesel (tonnes)	<b>26,802</b>	27,306	31,012
Gasoline (ton)	<b>101</b>	191	250
LNG (tonnes)	<b>1,244</b>	2,942	3,520
Natural gas (m <sup>3</sup> )	<b>28,000</b>	43,463	59,000
Heat (GJ)	<b>4,938</b>	5,953	5,953
Water resources (tonnes)	<b>2,798,702</b>	2,769,098	2,931,323
<b>Greenhouse Gas Emissions<sup>13</sup></b>			
Total GHG Emissions (tCO <sub>2</sub> e)	<b>200,890</b>	267,642	417,484
Scope 1: Direct emissions (tCO <sub>2</sub> e)	<b>83,989</b>	85,861	108,489
Scope 2: Indirect emissions (tCO <sub>2</sub> e)	<b>116,901</b>	181,781	308,995
<b>Air Emissions</b>			
Sulphur oxides (tonnes)	<b>126</b>	126	141
Nitrogen oxides (tonnes)	<b>829</b>	827	902
<b>Waste water</b>			
Wastewater discharge (tonnes)	<b>1,300,000</b>	800,000	431,542
<b>Waste</b>			
Hazardous waste (tonnes)	<b>147</b>	130	282
Non-hazardous waste			
Waste wire rope (tonnes)	<b>1,347</b>	1,202	1,478
Waste cable (tonnes)	<b>1.31</b>	3.13	4.44
Waste tires (pieces)	<b>2,187</b>	4,144	4,770

<sup>13</sup> Description of greenhouse gas emission calculation methods:

The calculation methods and emission factors of greenhouse gas emissions are based on the "How to prepare an ESG Report— Appendix 2: Reporting Guidance on Environmental KPIs" issued by HKEX and the "Guidelines for Accounting and Reporting Greenhouse Gas Emissions from Enterprises in Other Industries (Trial)" issued by the National Strategy Research on Climate Change and the International Cooperation Center. Global warming potential is referenced from the Fifth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC).



## Staff Management

	2023	2022	2021
<b>Workforce Distribution</b>			
<b>Total number of full-time employees</b>	<b>5,727</b>	6,141	7,545
<b>Geographical distribution</b>			
Local	<b>5,725</b>	6,140	7,545
Non-local	<b>2</b>	1	0
<b>Employment Type</b>			
Full-time	<b>5,727</b>	6,141	7,545
Part-time	<b>0</b>	0	0
<b>Age Distribution</b>			
≤25	<b>132</b>	113	42
26-35	<b>723</b>	804	852
36-45	<b>2,285</b>	2,291	2,478
46-55	<b>1,704</b>	1,891	2,801
≥56	<b>883</b>	1,042	1,372
<b>Gender Distribution</b>			
Male	<b>4,356</b>	4,735	6,084
Female	<b>1,371</b>	1,406	1,461
<b>Position Level Distribution</b>			
Senior Management	<b>130</b>	127	152
Middle Management	<b>860</b>	878	906
General Employee	<b>4,737</b>	5,136	6,487





## APPENDIX

	2023	2022	2021
<b>Employee turnover rate<sup>14</sup></b>	<b>9%</b>	10%	6%
<b>Geographical distribution</b>			
Local	<b>9%</b>	10%	6%
Non-local	<b>0%</b>	100%	0%
<b>Age Distribution</b>			
≤25	<b>8%</b>	2%	10%
26-35	<b>4%</b>	7%	7%
36-45	<b>2%</b>	3%	2%
46-55	<b>8%</b>	8%	6%
≥56	<b>37%</b>	30%	11%
<b>Gender Distribution</b>			
Male	<b>10%</b>	10%	6%
Female	<b>6%</b>	7%	6%
<b>Position Level Distribution</b>			
Senior Management	<b>20%</b>	18%	13%
Middle Management	<b>3%</b>	3%	4%
General Employee	<b>10%</b>	11%	6%
<b>Distribution of resignation reasons<sup>15</sup></b>			
Resigning from the Group	<b>10%</b>	12%	7%
Dismissal	<b>0%</b>	2%	1%
Retirement	<b>82%</b>	72%	66%
Transfer to non-listed companies under the Group	<b>8%</b>	11%	26%
Others	<b>0%</b>	3%	1%

<sup>14</sup> Turnover rate of each category = number of resigned employees of the category during the year/total number of employees of the category as at the end of the year.

<sup>15</sup> The proportion of the reasons for resignation refers to the proportion of the number of employees who resigned due to a certain reason in the total number of employees who resigned during the year.



## APPENDIX

	2023	2022	2021
<b>Staff training</b> <sup>16</sup>			
<b>Total training hours of employees</b>	<b>197,466</b>	149,382	163,564
<b>Average training hours per employee</b>	<b>34</b>	24	22
<b>By gender</b>			
Male	<b>35</b>	25	21
Female	<b>33</b>	22	23
<b>By Position Level</b>			
Senior Management	<b>95</b>	107	143
Middle Management	<b>39</b>	43	50
General Employee	<b>32</b>	19	15
<b>Percentage of employees trained</b>			
<b>By gender</b>			
Male	<b>75%</b>	100%	100%
Female	<b>56%</b>	100%	100%
<b>By Position Level</b>			
Senior Management	<b>98%</b>	100%	100%
Middle Management	<b>95%</b>	100%	100%
General Employee	<b>65%</b>	100%	100%
<b>Total hours of occupational safety and health training</b>	<b>5,778</b>	9,212	13,037
<b>Total attendance of occupational safety and health training</b>	<b>42,264</b>	147,763	108,162
<b>Total hours of anti-corruption training</b>	<b>39,500</b>	9,010	6,758
<b>Total attendance of anti-corruption training</b>	<b>8,144</b>	6,128	2,360
<b>Attendance of anti-corruption training by position level</b>			
Senior Management	<b>481</b>	125	143
Middle Management	<b>2,188</b>	881	972
General Employee	<b>5,475</b>	5,122	1,245
<b>Health and Safety</b>			
<b>Occupational Safety and Health Performance</b>			
Number of work-related injuries	<b>0</b>	0	1
Lost days due to work-related injury	<b>0</b>	0	22
Number of work-related fatalities	<b>0</b>	0	0

<sup>16</sup> Employee training data include professional knowledge and skills training, occupational safety and health training and anti-corruption training.





## APPENDIX

THE HKEX'S ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE  
CONTENT INDEX

Mandatory Disclosure Requirements	HKEX ESG Reporting Guide Requirements	Section/Remarks
Governance Structure	<p>A statement from the board containing the following elements:</p> <ul style="list-style-type: none"> <li>(i) a disclosure of the board's oversight of ESG issues;</li> <li>(ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise, and manage material ESG-related issues (including risks to the issuer's businesses); and</li> <li>(iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.</li> </ul>	<p>Sustainability Governance – Board Statement</p> <p>Sustainability Governance – Material topic</p>
Reporting Principles	<p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report</p> <ul style="list-style-type: none"> <li>(i) <b>Materiality:</b> Identify issues that different stakeholder groups consider important for sustainable development through necessary interactions</li> <li>(ii) <b>Quantitative:</b> Data are presented in a manner that facilitates comparison of year-on-year changes in performance. A summary of performance data sets out the criteria used to calculate environmental performance indicators</li> <li>(iii) <b>Balance:</b> Transparency is an important consideration, and the report provides information on both positive and negative impacts</li> <li>(iv) <b>Consistency:</b> Ensuring data consistency and comparability through the use of appropriate statistical methods</li> </ul>	<p>About This Report – Reporting Guide and Principles</p> <p><b>Materiality:</b> Conduct substantive issue assessments to identify ESG issues that have a significant impact on the Group and their risks</p> <p><b>Quantitative:</b> For the standards, methods, assumptions and calculation methods used in the data presented in this report, please refer to the “ Performance Data Summary ” in this report</p> <p><b>Balance:</b> The Group clearly describes its performance in all aspects of sustainable development in a fair and transparent manner</p> <p><b>Consistency:</b> This report uses the same statistical methods and categories as in previous years. Quantitative data are presented in a consistent manner for comparison and analysis by stakeholders</p>
Reporting Boundary	<p>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. If the scope of reporting changes, the issuer should explain the differences and the reasons for the changes.</p>	<p>About this Report – Reporting Period and Scope</p>



General Disclosures and KPIs	HKEX ESG Reporting Guide Requirements	Section/Remarks
<b>A. ENVIRONMENTAL</b>		
<b>Aspect A1: Emissions</b>		
<b>General Disclosure</b>	Relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste: (a) the Policy; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer information.	SUSTAINABLE DEVELOPMENT FEATURE: GREEN PORT Environmental Commitment – Environment Management System
KPI A1.1	The types of emissions and respective emissions data.	Environmental Commitment – Tackling Climate Change – Metrics and Targets Environmental Commitment – Emission Control
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity.	Environmental Commitment – Tackling Climate Change – Metrics and Targets
KPI A1.3	Total hazardous waste produced and intensity.	Environmental Commitment – Emission Control
KPI A1.4	Total non-hazardous waste produced and intensity.	Environmental Commitment – Emission Control
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	SUSTAINABLE DEVELOPMENT FEATURE: GREEN PORT Environmental Commitment – Metrics and Targets Environmental Commitment – Emission Control
KPI 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.	Environmental Commitment – Emission Control
<b>Aspect A2: Use of Resource</b>		
<b>General Disclosure</b>	Policies on the efficient use of resources, including energy, water and other raw materials.	Environmental Commitment – Environmental Management System Environmental Commitment – Resource Conservation
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Environmental Commitment – Metrics and Targets
KPI A2.2	Water consumption in total and intensity.	Environmental Commitment – Resource Conservation
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	SUSTAINABLE DEVELOPMENT FEATURE: GREEN PORT Environmental Commitment – Metrics and Targets
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Environmental Commitment – Resource Conservation
KPI A2.5	Total packaging material used for finished products and with reference to per unit produced.	The Group's business operation does not consume material packaging materials.





## APPENDIX

General Disclosures and KPIs		HKEX ESG Reporting Guide Requirements	Section/Remarks
<b>A. ENVIRONMENTAL</b>			
<b>Aspect A3: The Environment and Natural Resources</b>			
<b>General Disclosure</b>	Policies on minimizing the issuers' significant impact on the environment and natural resources.		Environmental Commitment – Environmental Management System Environmental Commitment – Tackling Climate Change Environmental Commitment – Ecological Protection
	KPI A3.1	Description of significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Commitment – Ecological Protection
<b>Aspect A4: Climate Change</b>			
<b>General Disclosure</b>	Policies on identification and mitigation of significant climate-related issues which have impacted and may impact the issuer.		Environmental Commitment – Tackling Climate Change
	KPI A4.1	Description of the significant climate-related issues which have impacted and may impact the issuer, and the actions taken to manage them.	Environmental Commitment – Tackling Climate Change
<b>B. SOCIAL</b>			
<b>Aspect B1: Employment</b>			
<b>General Disclosure</b>	Relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare: (a) the policies; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer information.		People Focus – Labor Management People Focus – Talent Recruitment People Focus – Employee Benefit People Focus – Employee Care
	KPI B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.	People Focus – Labor Management Performance Data Summary
	KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Performance Data Summary



General Disclosures and KPIs		HKEX ESG Reporting Guide Requirements	Section/Remarks
<b>B. SOCIAL</b>			
<b>Aspect B2: Health and Safety</b>			
<b>General Disclosure</b>	Relating to providing a safe working environment and protecting employees from occupational hazards:		People Focus – Occupational Health and Safety
	(a) the policies; and		
	(b) Compliance with relevant laws and regulations that have a significant impact on the issuer information.		
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.		Performance Data Summary
KPI B2.2	Lost days due to work injury.		Performance Data Summary
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.		People Focus – Occupational Health and Safety
<b>Aspect B3: Development and Training</b>			
<b>General Disclosure</b>	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.		People Focus – Staff Training and Development
KPI B3.1	By gender and employee category (e.g. senior management and middle management), percentage of employees trained.		Performance Data Summary
KPI B3.2	By gender and employee category, each employee's average training hours completed.		Performance Data Summary
<b>Aspect B4: Labor Standards</b>			
<b>General Disclosure</b>	Relating to preventing child and forced Labor:		People Focus – Talent Recruitment
	(a) the policies; and		
	(b) Compliance with relevant laws and regulations that have a significant impact on the issuer information.		
KPI B4.1	Description of measures to review employment practices to avoid child and forced Labor.		People Focus – Talent Recruitment
KPI B4.2	Description of steps taken to eliminate such practices when discovered.		People Focus – Talent Recruitment During the year, no noncompliance was reported.

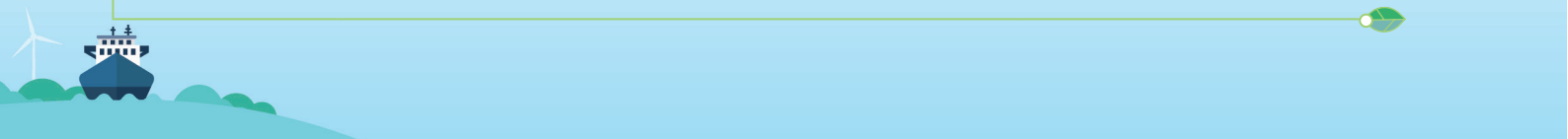






## APPENDIX

General Disclosures and KPIs		HKEX ESG Reporting Guide Requirements	Section/Remarks
<b>B. SOCIAL</b>			
<b>Aspect B5: Supply Chain Management</b>			
<b>General Disclosure</b>	Policies on managing environmental and social risks of the supply chain.		Upholding Business Ethics - Compliant Operation Upholding Business Ethics - Supply Chain Management
	KPI B5.1	Number of suppliers by geographical region.	Upholding Business Ethics – Supply Chain Management Performance Data Summary
	KPI B5.2	Description of practices relating to engaging suppliers. Number of suppliers where the practices are being implemented, and How practices are implemented and monitored.	Upholding Business Ethics - Supply Chain Management - Supplier Selection and Evaluation
	KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Upholding Business Ethics - Supply Chain Management - Supplier Selection and Evaluation
	KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Upholding Business Ethics - Supply Chain Management - Supplier Selection and Evaluation Upholding Business Ethics - Supply Chain Management - Green procurement
<b>Aspect B6: Product Responsibility</b>			
<b>General Disclosure</b>	Relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress: (a) the policies; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer information.		Quality First – Service Responsibility Customer-Oriented -Customer Satisfaction
	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Quality First – Service Responsibility
	KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Customer-Oriented – Customer Satisfaction
	KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Quality First – Intellectual Property Rights Protection
	KPI B6.4	Description of quality assurance process and recall procedures.	Quality First – Service Responsibility
	KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Customer Oriented – Ensuring Information Security



General Disclosures and KPIs	HKEX ESG Reporting Guide Requirements	Section/Remarks
<b>B. SOCIAL</b>		
<b>Aspect B7: Anti-corruption</b>		
<b>General Disclosure</b>	Relating to bribery, extortion, fraud and money laundering: (a) the policies; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer information.	Upholding Business Ethics – Anti-corruption Upholding Business Ethics – Prevention and Control Mechanism For The Risk of Bribery
KPI B7.1	During the reporting period, number of concluded legal cases regarding corrupt practices initiated against the issuer and its employees and litigation results.	Upholding Business Ethics – Anti-corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Upholding Business Ethics – Anti-corruption Upholding Business Ethics – Whistle-Blowing Reporting Mechanism
KPI B7.3	Description of anti-corruption training provided to directors and employees.	Upholding Business Ethics – Integrity Education
<b>Aspect B8: Community Investment</b>		
<b>General Disclosure</b>	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.	Practicing Public Welfare
KPI B8.1	Focus areas of contribution.	Practicing Public Welfare
KPI B8.2	Resources contributed to the focus area.	Practicing Public Welfare

