



2023

环境、社会及 公司治理报告

天津港股份有限公司



关于本报告

报告说明

本报告是天津港股份有限公司（以下简称：“天津港”“津港”或“公司”）发布的第二份环境、社会及公司治理（ESG）报告。此前，公司已连续发布十四份年度社会责任报告。本报告本着客观、规范、透明和全面的原则，旨在总结公司 2023 年度 ESG 工作进展，呈现公司在实际经营中践行 ESG 管理理念、推进可持续发展的探索实践，增进利益相关方沟通交流，回应各方对公司 ESG 领域实质性议题的关切，督促公司在履行 ESG 责任上不断改进。

报告周期

本报告详细披露了公司在 2023 年 01 月 01 日至 12 月 31 日期间，在经济、环境、社会和治理等领域的实践和绩效。为增强报告可比性和完整性，本报告部分内容适当溯及以往年份。

报告范围

本报告披露范围涵盖天津港股份有限公司全资及控股子公司，为保证报告的延展性和可读性，部分案例涉及参股公司。关于全资、控股及部分参股公司称谓，详见“全资及控股子公司、主要参股公司一览表”。

数据来源与可靠性保证

本报告披露的信息和数据来自公司内部收集、统计报告及公开资料，报告中涉及到的经济数据与天津港股份有限公司 2023 年年度报告中数据范围保持一致，所涉及货币金额均以人民币作为计量货币。如无特殊说明，本报告所披露的经济、环境、社会数据覆盖公司合并范围内的企业，部分公司治理类信息和数据仅覆盖公司本部。本公司承诺本报告披露的信息和数据不存在任何虚假记载、误导性陈述，并对其内容真实性、准确性和完整性负责。

报告语言

本报告以简体中文版和英文版发布。如有歧义，请以简体中文版为准。

编制依据

- 《可持续发展报告标准》（GRI Standards）
- 《可持续发展目标（SDGs）企业行动指南》
- 《社会责任报告编写指南》（GB/T36001-2015）
- 《中国企业社会责任报告指南》（CASS-ESG 5.0）
- 上海证券交易所《上市公司自律监管指引第 1 号——规范运作》
- 上海证券交易所《公司履行社会责任的报告编制指引》

获取本报告

本报告通过 PDF 电子文件形式向社会发布。读者可以登录上海证券交易所网站（<http://www.sse.com.cn>）了解详细信息并下载本报告电子版。如需获取印刷品或对报告内容有疑问和建议，欢迎来电或来函。联系方式如下：

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董事长致辞



2023年，地缘政治摩擦升级，环境风险加剧，利率及汇率持续波动，经济流通壁垒不断增加，全球经济贸易面临着前所未有的挑战，全球经济复苏的步伐呈现不稳定、不平衡态势。面对严峻的外部环境，天津港始终牢记总书记的殷殷嘱托，始终保持着坚定的信念和决心，以“志在万里，努力打造世界一流的智慧港口、绿色港口，更好服务京津冀协同发展和共建‘一带一路’”为奋斗目标，在新时代新征程上努力塑造可持续发展新优势。

深度服务国家重大战略，构建可持续发展能力。立足于京津冀这一经济腹地，天津港凭借其得天独厚的资源条件，肩负起服务国家战略的重要使命。我们聚力高水平开发开放，推进京津冀协同发展，深度参与“一带一路”倡议的共建进程，致力于推动区域经济的互联互通和协调发展，不断提升对周边地区的经济影响力和服务能力。2023年，天津港营业收入达117.04亿元，同比增长8.15%；实现归属于上市公司股东的净利润9.82亿元，同比增长32.60%；完成货物吞吐量4.45亿吨，完成集装箱吞吐量2,002万标准箱。我们紧密围绕新发展格局，优化企业运营，提升服务品质，确保港口的高效运转和顺畅通达。2023

年，我们深刻领悟“十四五”时期经济社会发展的基本原则，构建自身ESG治理体系，ESG政策制度得到有效完善。在港口可持续发展水平积极稳步提升的同时，我们入选中国上市公司协会2023年上市公司ESG最佳实践以及优秀实践案例，荣获2023金融界“金智奖”，入选华夏时报2023《中国企业ESG实践观察白皮书暨上市公司ESG现状与趋势分析报告》环境维度（E）优秀案例。

深入构建创新发展能力，加快智慧绿色港口建设。2023年，我们围绕数字化、自动化转型，统筹实施智慧港口建设重点项目24个，完成资产投资2.8亿元，公司研发人员数量持续增长；我们坚持以科技赋能安全管理，持续提升“科技兴安”效能，安全风险得到有效控制；我们在保证环境合规治理的同时，加大清洁技术的应用，绿色港口建设蹄疾步稳。2023年，公司所属三个滚装码头同时获得中国船级社颁发的《碳中和评价证书》，成为全球港口首批实现全部“零碳”运营的滚装码头；太平洋国际公司获颁五星级“中国绿色港口”，成为全国港口首个通过评审的传统集装箱码头。与此同时，公司完成新能源设备及配套建设、节能技术应用、能源在线监测等绿色港口建设相关项目13项，大力推进光伏、风力发电设施建设，继续履行岸电设施“应接尽接”工作，在实现自身绿色发展的同时鼓励和支持客户践行绿色行动。

深化人本津港建设，扩大幸福港口影响力。我们积极履行企业社会责任，致力于实现经济效益与社会效益的双赢。我们坚守以人为本，高度重视企业员工的安全、健

康和成长。我们为员工提供全面的薪酬福利保障，确保他们享有公平、合理的待遇。同时，我们注重员工的职业发展规划，通过内训师培训计划等人才培养实践，不断提升员工的专业技能和综合素质，使他们在为企业创造价值的同时，也能与企业共同成长。我们始终秉持诚信、合作、共赢的原则，不断完善供应商管理体系，优化供应链管理流程，确保与供应商建立长期稳定的合作关系。同时，我们高度重视客户满意度，通过定期开展客户满意度调研，不断提升服务质量。我们积极响应国家乡村振兴的号召，多种方式为贫困地区的发展贡献力量。同时，我们还持续开展爱心捐赠、社区帮扶等慈善公益活动，深入走进当地社区，为居民提供实实在在的帮助。

东方风来满眼春，潮起正是扬帆时。面向未来，我们将继续沿着总书记指引的方向，接续奋斗，始终致力于建设世界一流的绿色港口、智慧港口和枢纽港口，全面推动天津北方国际航运枢纽的建设，构建深化服务“大循环”“双循环”新发展格局的战略支点，为客户提供更好的服务，为股东创造更大的价值，为天津港的蓬勃发展展开创新篇章。

天津港股份有限公司董事长



关于天津港

天津港股份有限公司的前身是天津港储运股份有限公司，是1992年由天津港务局独家发起以定向募集方式设立的股份有限公司。1996年6月14日，公司在上海证券交易所挂牌上市，2005年12月27日完成股权分置改革方案的实施。公司业务主要包括装卸、销售、物流和港口综合配套服务等。公司主要货类包括散杂货、集装箱等。公司实际控制人为天津港（集团）有限公司，最终控制人为天津市人民政府国有资产监督管理委员会。



2023 年度履责成果



社会类

安全生产	未发生特别重大事故、重大事故、一般事故 无员工伤亡 安全生产总投入达 0.9 亿元 开展安全生产培训 754 场 组织安全生产应急事件演练 941 次 安全生产检查发现问题整改率达 100%	民主管理	职工代表大会召开次数 40 次，共计 2,668 人次参与 拥有女性员工 1,328 人占比 24.62% 中级管理人员中女性员工占比 3.23% 高级管理人员中女性员工占比 0.11% 拥有少数民族员工 176 人占比 3.26% 全额缴纳残疾人保障金达 672.8 万元
科技创新与技术研发	智慧港口建设方面完成资产投资 2.8 亿元 研发人员总数达 547 人，研发人员占比达 10.14%	多元化与包容性	接受培训的员工总人次达 8,978 人次 员工培训总时长达 182,458 小时 员工接受培训的平均时长达 20.32 小时 培训考核总通过率达 97.80%
客户服务	客户平均满意度达 96% 以上 集装箱线上办单率超 97%	员工培训	员工志愿活动参与总人数达 316 人 员工志愿活动人均时长达 117.63 小时
员工雇佣	劳动合同制员工占比 100% 新入职员工总数达 121 人 员工薪酬总投入达 94,788.54 万元	社会公益	



治理类

公司治理	召开股东大会 2 次 召开董事会 13 次 召开监事会 6 次
董事会独立性与多元化	独立董事 4 名，占比 44.44% 女性董事 1 名，占比 11.11%
内部控制与风险管理	公司本部新增制度 12 项、修订制度 15 项、共有内部制度 237 项 公司本部共开展各类合同审核 90 项、制度审核 45 项、经营管理材料审核 58 项、议案材料审核 78 项，提出意见建议 198 条 公司本部对 28 项经营决策、 28 项规章制度、 83 份合同以及 24 项所属子公司三会议案进行法律审核
反腐败与廉洁管理	公司本部开展日常廉洁教育、警示教育共计 108 次，共 1,584 人次参与 子公司开展反腐败、反贿赂培训共计 164 场，共 13,229 人次参与，培训总时长达 115.7 小时
投资者关系管理	披露定期报告 4 则、临时公告 44 则 开展投资者交流活动 9 场，收到并回答投资者提问数量达 86 个，接待投资者达 48 人次

天津，海上丝绸之路的战略支点，跨越千年的丝绸之路在此海陆交汇、历久弥新。2013年，中国国家主席习近平在出访中亚和东南亚国家期间，先后提出共建“丝绸之路经济带”和“21世纪海上丝绸之路”（以下简称“一带一路”）的重大倡议，得到国际社会高度关注。天津港牢记习近平总书记的厚望嘱托，围绕新使命、新目标、新任务，真抓实干，善作善成，全力打造绿色智慧枢纽港口，促进港产城深度融合和港口经济高质量发展，奋力谱写中国式现代化港口建设、服务共建“一带一路”的新篇章。

踔厉奋发 坚定不移打造陆海双向高水平开放平台

港口雄开万里流，向海而兴创未来。天津港地处渤海湾核心区域，“河港”与“海港”在此交融，作为国家重要的战略资源，是京津冀及“三北”地区的海上门户，具有独特的区位、政策、产业及市场优势，是北方国际航运枢纽功能的核心载体。近年来，天津港在服务“一带一路”和京津冀协同发展等方面不断聚焦发力，特别是在远洋航线方面的优势正逐步显现，为我国构建海陆内外联通、东西双向互济的开放格局做出了积极贡献，海上丝绸之路支点作用越发凸显。

织密海向服务网络，为畅通国内国际双循环贡献津港力量

自“一带一路”倡议提出以来，公司积极响应、主动谋划，着力拓宽海向通道，织密“21世纪海上丝绸之路”航线网络。2023年，公司持续深化“四千行动”“春雨行动”，广泛走访重点船公司、重点客户、交叉客户，新增多条直航欧洲、南美洲、东南亚等地区的集装箱航线，集装箱航线数量达到145条，其中“一带一路”航线55条，覆盖100多个国家和地区，同RCEP等相关国家的集装箱量同比增长10%以上，不仅进一步加密了天津港现有航线网络，更填补了近年来天津港南美航路直航航线的空白；公司坚持合作共赢理念，与口岸单位、港航企业签订世界一流港口全面战略合作协议，发起组建中国内贸集装箱港航服务联盟，打造“海上高速FAST”、“两港一航”、环渤海“天天班”等品牌，更好服务南北大循环。与日本神户港、澳大利亚墨尔本港、比利时安特卫普-布鲁日港、韩国仁川港、柬埔寨西哈努克港等港口建立友好关系，持续做大港口国际“朋友圈”。



案例 | 新增南美西新航线，织密海上货运网络

2023年12月，在太平洋国际公司作业现场，数十台电动集卡往来穿梭，加紧完成“罗安达轮”集装箱船的作业任务，当天下午这艘货轮将带着京津冀区域的集装箱货物出海远航，驶向哥伦比亚、厄瓜多尔、秘鲁、智利等南美洲国家。以此为标志，天津港成功开通天津—南美西新航线，进一步拓展天津港海向通达度，织密覆盖全球的集装箱航运网络，提升北方国际航运枢纽功能，增强天津港作为京津冀“海上门户”和“一带一路”海陆交汇点的辐射带动作用，促进中国和南美新兴经济体的贸易增长多样化，为畅通国内国际双循环贡献港口力量。



拓展陆向服务网络，海铁联运打造高质量物流功能

公司充分发挥中蒙俄经济走廊东端桥头堡和三条大陆桥过境通道优势，以做强海铁联运为纽带，强化东西贯通。目前，公司已与俄罗斯、蒙古、德国、白俄罗斯、土耳其、哈萨克斯坦等多个国家开行中欧班列，并且构建起“两桥三通道四口岸”丝路陆桥通道，完善“三线十区”内陆营销网络，全国覆盖网点达120家，以开通运行“津海晋门”绿色运输新通道、“长春—天津港”班列等为支撑，进一步强化北方腹地资源流通配置，更好服务优势产业和新兴产业。一直以来，公司不断加强与铁路部门配合，优化作业组织，确保海铁换装服务的紧密性，保障中欧（中亚）班列运行顺畅。与此同时，公司持续做好重要物资疏运工作，针对蒙古国方面关于对易冻货物紧急发运的需求，协调铁路北京局优先安排相关货物疏运并做好场站作业配合，实现易冻货物全部疏运完毕，受到蒙方客户一致认可。2023年，公司拥有海铁联运班列40余条，其中陆桥国际班列4条；完成陆桥国际班列量8.5万标箱，进一步巩固了天津港陆桥国际班列运量居全国沿海港口的领先地位。



案例 | 依托区位优势，打造中欧班列海铁联运特色品牌

2023年11月，一列装载着食品、日用百货、机械配件等货品的中欧（中亚）班列，从天津新港站物捷三专用线开出，驶向蒙古国。这是天津港与中国铁路北京局在2023年共同组织发运的第600列中欧（中亚）班列，为推动共建“一带一路”高质量发展，畅通国内国际市场“双循环”提供了重要助力。



凝心聚力

推进海上丝绸之路绿色智慧枢纽港口建设

天津港始终以服务国家战略为己任，在致力于成为世界一流港口的同时，着力推进绿色、智慧、枢纽等各领域实现突破，持续提升港口效率、完善港口服务、增强港口功能，不断提高服务高水平对外开放和共建“一带一路”的能级。

实现碳达峰碳中和是贯彻新发展理念、构建新发展格局、推动高质量发展的内在要求。近年来，天津港大力推进港区绿色转型升级，全力打造“以人为本、安全健康、环境友好”的世界一流绿色港口。公司高标准谋划实施推进港口绿色新能源布局，以落实国家“双碳”战略为主线，加快推进港口能源结构转型，努力实现绿色低碳发展，为持续建设海上丝绸之路贡献绿色力量。



案例 | “双碳”落实，滚装码头实现“零碳”运营

2023年伊始，天津港所属三个滚装码头公司同时获得中国船级社颁发的《碳中和评价证书》，成为全球首批实现全部“零碳”运营的滚装码头。作为北方最大的汽车进出口口岸，本次通过同时在三个滚装码头协同构建新能源发电系统、全部采用LED节能照明、研发应用智慧化能源监控系统、推广岸电高比例覆盖等手段，成功实现三个滚装码头“零碳”运营，在持续引领世界港口低碳发展上树立天津港样板。

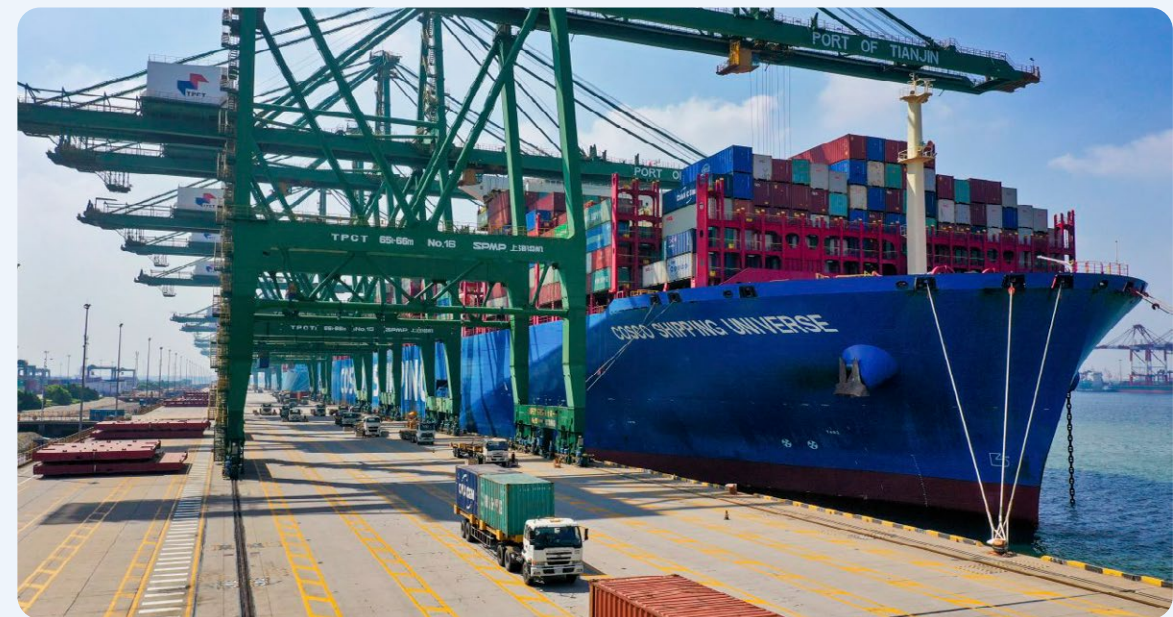


智慧港口作为现代港口运输的新业态，已成为全球港口创新转型的理念共识。天津港不断加大自动化、少人化、绿色化、数字化升级改造工程，通过创新技术应用进一步提升港区运输自动化水平，率先开启传统集装箱码头全流程自动化升级改造，加速启动港口无人驾驶示范区建设，着力提升集装箱大型装卸设备自动化水平，以更高水平更高要求打造海上丝绸之路的智慧一环。公司实施“效率年”攻坚行动，以“五保五即”为抓手，深化口岸合作，落地“三零服务”“速审直推”“零待时”等创新举措，外贸集装箱船舶直靠率99%，M效率达32.5自然箱/小时，马士基欧洲线、马士基地中海线、地中海西非线、中远海运美西线、中远海运欧洲线、韩新海运欧洲线等6条航线作业效率排名全球港口首位，打响“津港效率、全球领先”品牌。



案例 | 智慧引领，打造服务一带一路质效名片

太平洋国际公司勇担智慧港口建设使命，深入推进自动化升级改造项目，积极攻坚克难，突破20余项关键技术，开展5G-A技术港口场景首次应用测试，加快ART应用，系统推进岸桥、场桥、堆场的自动化改造，《全自动四绳轮胎吊关键技术研发与应用》项目荣获中国港口协会科技进步一等奖；以智慧赋能，擦亮“津港效率”名片，探索创建“M效率”品牌，先后12次打破世界在泊船时效率纪录，先后3次刷新内贸航线作业效率，精品航线船时效率保持全球领先；建成集生产调度指挥、安全综合治理、能源数字化管控、环境大气智能监测等系统平台于一体的“智慧太平洋”一体化管控中心，为精细化生产经营管理插上科技“翅膀”。



殷殷嘱托犹在耳，踔厉奋发正当时。建设“21世纪海上丝绸之路”的新征程号角已经吹响，天津港将不断一体推进智慧绿色枢纽港口建设和适港产业发展，全力打造智慧绿色枢纽港口升级版，全力实施港产城融合发展行动，加快北方国际航运核心区建设，实施更高水平对外开放，持续提升国际枢纽港功能、推动港航产业发展，为海洋强国建设、服务京津冀协同发展、共建“一带一路”提供有力支撑，奋力书写中国式现代化港口建设、共建与服务“一带一路”津港篇章。

夯基固本

完善责任治理体系

公司恪守高水准的企业治理标准，不断完善治理结构、提升可持续发展治理能力、优化内部风险控制体系，坚持依法合规经营，强化投资者保护和信息披露质量，以优质的治理能力护航公司高质量发展。

- 公司治理
- 投资者关系管理
- 内部控制与风险管理
- 知识产权保护
- 商业道德
- 信息安全与隐私保护

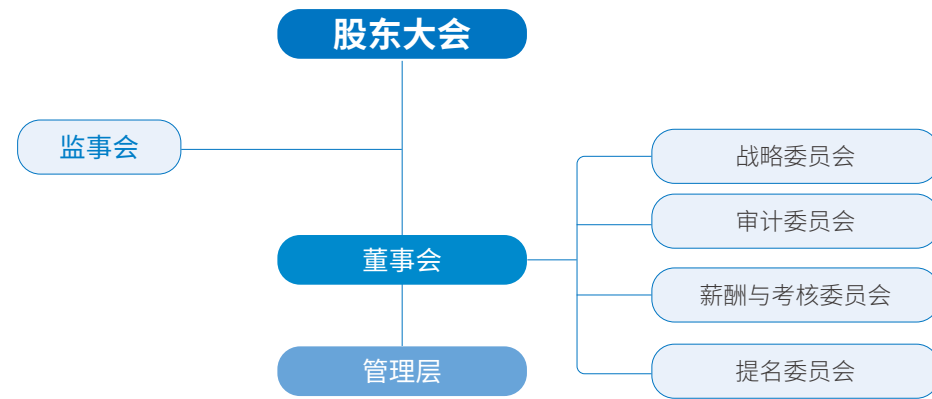
贡献联合国可持续发展目标 (SDGs)



公司治理

三会治理

公司股东大会、监事会、董事会及高级管理层严格按照相关法律法规及政策规定，认真履行职责，充分发挥董事会专门委员会和独立董事的作用，维护股东和公司利益，保障公司稳健经营。



↑ 公司治理架构图

股东大会

股东大会是公司的最高权力机构，依法行使职权。公司按照《公司章程》的规定召开股东大会，保障股东享有平等地位，有效行使其知情权、参与权、质询权、表决权等股东权利。2023年，公司共召开股东大会2次，审议通过议案数达15项。

董事会

公司按照《中华人民共和国公司法》《公司章程》的规定选聘董事，董事会成员构成科学多元、权责清晰。公司董事会下设战略委员会、审计委员会、薪酬与考核委员会、提名委员会。2023年，公司进一步完善独立董事履职机制，修订《独立董事制度》，明晰独立董事职责。

2023年



董事会独立性与多元化

公司认为董事会的独立性和多元化是保障股东利益、维持公司行稳致远的关键因素。公司执行董事会成员多元化和独立性政策。提名委员会在审查和评估合适的候选人担任本公司董事时，将董事会成员的专业经验、技能、知识、服务任期、地区、文化、教育背景、性别及年龄等因素纳入考量之中。现任董事会成员来自不同行业，具有丰富的工作经验，专业领域覆盖法律、经济学、会计及金融等，有利于董事会科学决策。提名委员会负责评估董事会独立性，确保公司董事会人数和人员构成符合法律、法规的规定，独立董事的人数超过董事会总人数的三分之一。与此同时，公司邀请独立董事担任董事会专业委员会主席或成员，以发挥独立董事专业能力，为公司发展建言献策。

2023年



董事会成员履职有效性评价



公司通过《董事履职评价表》对公司董事会成员在行为操守、履职业绩、专业素养、参会表现和咨询服务等方面进行评价，以促进董事会运作效能的提升。



案例 | 入选《2023 上市公司董事会最佳实践》优秀实践案例

2023 年 11 月，公司在中国上市公司协会举办的“2023 中国上市公司企业家年会暨 2023 上市公司董事会最佳实践发布活动”中，入选《2023 上市公司董事会最佳实践》优秀实践案例，进一步提升了公司在资本市场的影响力。



《2023 上市公司董事会最佳实践》奖项 →

监事会

公司监事会由 5 名监事组成，人数和人员构成符合法律法规的要求。公司监事会认真履责，对公司财务状况和经营情况、关联交易以及董事和高级管理人员履职情况的合法合规性进行监督，维护公司及股东的合法权益。

2023 年

监事会成员
5 名

职工监事
2 名

共召开监事会
6 次

听取汇报
2 项

审议通过议案
16 项

高级管理人员

公司高级管理人员履职尽责，充分发挥自身专业优势和管理能力。2023 年，公司组织新任高级管理人员进行上市公司治理专题培训，确保公司高管团队依规开展上市公司管理和规范运作。

职业经理人机制履行

为深入推进世界一流绿色智慧枢纽港口建设，创新企业领导人员管理方式，公司于 2020 年开展职业经理人选聘工作，搭建职业经理人团队。2023 年，公司严格履行职业经理人任期制度，重新选聘总裁、副总裁共 5 人。

ESG 治理

近年来，公司坚持以实现可持续发展为价值导向，将 ESG 管理理念融入企业经营和改革发展全过程，发布《环境、社会及公司治理（ESG）管理制度》，形成上下贯通、行之有效的 ESG 治理架构。公司依据国内外 ESG 主流指引，结合行业发展和公司实际建立 ESG 指标体系，明确各部门 ESG 管理具体事项，并由董事会及 ESG 工作领导小组定期审阅指标执行和更新情况。公司 ESG 管理有关部门负责人薪酬绩效考核覆盖 ESG 实质性议题，以更好激励和监督公司 ESG 管理重点事宜的落实。

ESG 治理架构

公司设立由公司总裁担任组长，董事会秘书担任副组长，各部门负责人及子公司负责人担任成员的 ESG 工作领导小组，保障 ESG 相关事宜的有效执行。



↑ 公司 ESG 管理组织架构图

ESG 发展战略

低碳环保 科技推动港口绿色发展

公司坚持贯彻习近平生态文明思想，积极践行“绿水青山就是金山银山”的绿色发展理念，牢记习近平总书记“努力打造世界一流的绿色港口”的殷切嘱托，落实“双碳”目标，将“绿色港口建设”贯穿企业高质量发展的各领域、全过程，努力打造“以人为本、安全健康、环境友好”的世界一流绿色港口。

以人为本 责任驱动港口安全发展

公司始终将安全作为企业生产经营第一要务，秉持“人民至上、生命至上、安全健康、环境友好”的安全核心价值观，搭建以 1 个安全文化引领、6 大管理体系支撑、6 大考核体系保障、1 个激励体系为导向的天津港“1661”¹安全环保管理体系，统筹企业发展和安全责任，扎实推进安全环保管理体系和管理能力现代化。

完善治理 合规稳健高效运作模式

公司按照监管要求，结合自身定位，建立依法合规、符合企业实际的治理模式。与此同时，公司不断建立健全制度体系，加强顶层设计，将党的建设纳入公司章程；搭建完善的治理体系，充分发挥党委的领导作用、股东大会与董事会专项决策作用与经理层执行作用；运用智慧管控手段，用数据和智能技术驱动管理变革、智慧运营、业务融通，助力经营管理不断增效。

¹“1661”安全环保管理体系：以“人民至上、生命至上、安全健康、环境友好”一个安全文化为引领，以安全环保责任体系、“三基”管理体系、风险分级管控和隐患排查治理体系、科技创新保障体系、重点管控体系、应急管理体系六大管理支撑体系为基础，以安全环保一票否决考核制度、企业负责人责任事故事件追究考核制度、安全环保管理工作标准考核制度、安全环保隐患排查考核奖励制度、安全环保违章处罚制度、基层单位和部室负责人月度绩效考核制度六大考核体系为依托，以安全环保考核奖励机制一个激励机制为导向。

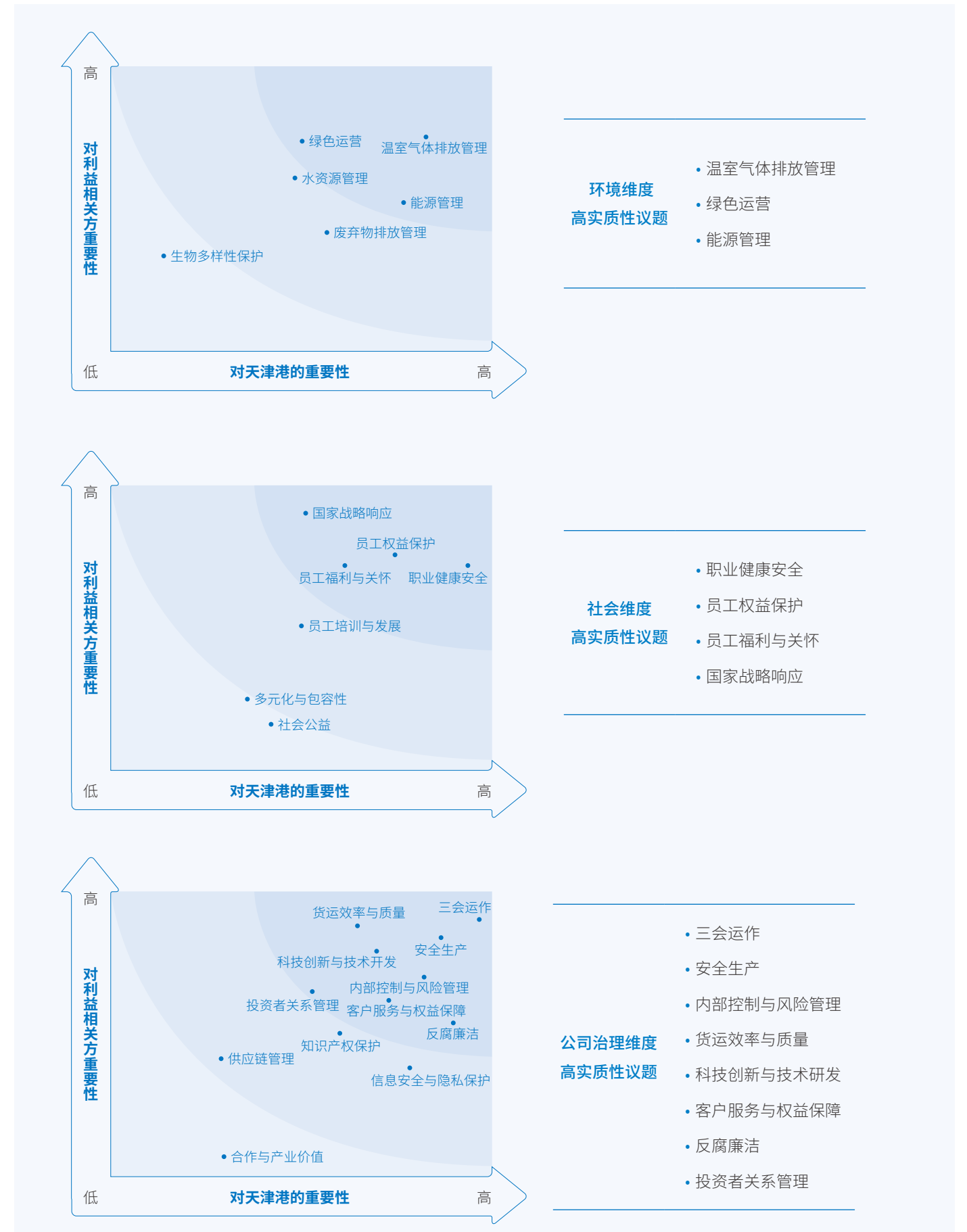
实质性议题识别与分析

本公司将利益相关方的期望和要求作为 ESG 战略制定重要考量因素，建立 ESG 管理实质性议题库，公司董事会和 ESG 工作领导小组每年评估各项可持续发展议题的重大性，并依据实质性议题库建立本公司的 ESG 指标体系。2023 年，公司向各利益相关方发放实质性议题调研问卷，通过多种渠道与利益相关方建立广泛深入的沟通，再度分析与公司发展最相关和利益相关方最关注的议题。

利益相关方调研主要渠道



实质性议题识别流程



利益相关方	重点关注议题	沟通渠道
政府及监管机构	<ul style="list-style-type: none"> 国家战略响应 三会运作 内部控制与风险管理 反腐败廉洁 投资者关系管理 	<ul style="list-style-type: none"> 政策研讨会 各级政府及主管部门汇报 政府事务接待 监管机构检查
股东与投资者	<ul style="list-style-type: none"> 三会运作 内部控制与风险管理 投资者关系管理 	<ul style="list-style-type: none"> 股东大会 公司公告 公司官网 路演及其他投资者活动 新闻发布
管理层	<ul style="list-style-type: none"> 三会运作 内部控制与风险管理 安全生产 员工权益保护 绿色运营 国家战略响应 	<ul style="list-style-type: none"> 内部会议 外部活动参与 文件传达 董监高培训
客户	<ul style="list-style-type: none"> 客户服务与权益保障 货运效率与质量 	<ul style="list-style-type: none"> 客户服务平台 客服热线 客户活动 客户满意度调查
员工	<ul style="list-style-type: none"> 员工权益保护 职业健康安全 员工培训与发展 多元化与包容性 员工福利与关怀 	<ul style="list-style-type: none"> 员工活动 员工培训 职代会 企业内网与刊物 OA 平台
供应商及合作伙伴	<ul style="list-style-type: none"> 科技创新与技术研发 供应链管理 合作与产业价值 	<ul style="list-style-type: none"> 供应商管理平台 供应商活动 邮件及电话沟通 供应商现场审核 投诉热线
媒体与社会公众	<ul style="list-style-type: none"> 绿色运营 温室气体排放管理 生物多样性保护 社会公益 	<ul style="list-style-type: none"> 新闻发布 公司官网 路演及其他投资者活动



案例 | 召开首次 ESG 工作领导小组会暨 2023 年度 ESG 报告编制工作启动会

2023 年 12 月，公司召开首次环境、社会及公司治理（ESG）工作领导小组会暨 2023 年度 ESG 报告编制工作启动培训会，总结分析公司 2023 年 ESG 工作的总体情况，安排部署 2024 年 ESG 重点工作，并邀请外部专业咨询机构普及 ESG 知识与前沿趋势分享。公司 ESG 工作领导小组成员及各部门、所属子公司 ESG 联络人等共计 60 余人参加。



案例 | 入选中国上市公司协会 2023 年上市公司 ESG 最佳实践以及优秀实践案例

公司以“传统集装箱码头零碳转型的创新实践”案例，入选上市公司 ESG 环境维度最佳实践案例，成为交通运输行业唯一入选的港口行业上市公司；同时以“科技赋能助力打造世界一流智慧绿色枢纽港口”案例入选上市公司 ESG 综合实践优秀案例。



案例 | 获颁 2023 金融界“金智奖”ESG 践行卓越案例奖项

2023 年 12 月，公司获得“启航·2023 金融强国论坛”颁发的 2023 金融界“金智奖”ESG 践行卓越案例奖项。



案例 | 入选 2023《中国企业 ESG 实践观察白皮书》优秀实践案例

2023 年，在华夏 ESG 观察联盟发起的首届上市公司 ESG 管理体系大会上，公司入选 2023《中国企业 ESG 实践观察白皮书暨上市公司 ESG 现状与趋势分析报告》环境维度（E）优秀案例。



↑ 入选上市公司 ESG 综合实践优秀案例



↑ 获颁 2023 金融界“金智奖”ESG 践行卓越案例



↑ 入选 2023《中国企业 ESG 实践观察白皮书》优秀实践案例

内部控制与风险管理

公司遵照相关法律法规及内部管理文件的要求，在 2020 年至 2022 年全面合规风险防控管理体系建设的基础上，持续深化体系建设，全力保障公司在“十四五”期间实现高质量发展。

内控管理

2023 年，公司以风险控制为导向，将合规要求覆盖至各项经营业务及全体员工，将合规管理进一步贯穿至决策、执行、监督全过程，强化对重点领域、重点环节和重点人员的合规管理和风险防范，确保合规管理体系运行通畅，各级风险得以有效防范。



2023 年

新增制度
12 项

修订制度
15 项

共有内部制度
237 项



案例 | 发布《装卸工艺要求汇编》，引领行业发展

公司修订并发布《装卸工艺要求汇编》。该修订过程历时 9 个月，历经专业审查 116 项次、修改 2,100 余处、照片更新 210 余张、电子绘图 155 张，形成港口现场管理人员的“案边书”，一线操作人员的“工具书”。



内控管理措施

内部评价与外部审计

- 组织开展 2022 年度内控自我评价工作；
- 编制完成公司 2022 年度内控评价报告，并提交董事会审议披露；
- 组织开展 2022 年度内控外部审计工作，并开展 2023 年度内控外部审计的预审工作。

合规审查

- 共开展各类合同审核 90 项；
- 制度审核 45 项；
- 经营管理材料审核 58 项；
- 议案材料审核 78 项；
- 提出意见建议 198 条。

法律风险防控

- 开展三项法律审核工作，在报告期内共对 28 项经营决策、28 项规章制度、83 份合同以及 24 项所属子公司三会议案进行法律审核，有效防范法律风险。

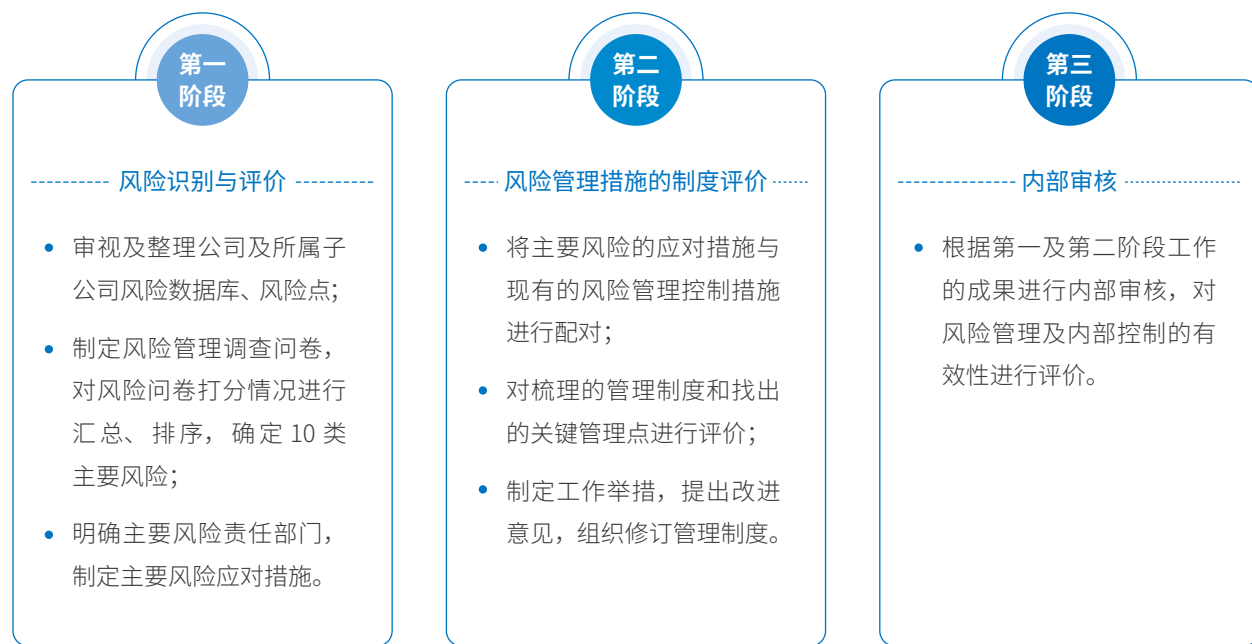
培训与宣导

- 组织 30 家公司所属子公司（包括重点三级公司）的 60 名内控合规工作人员开展了以刑事合规为主题的专项合规培训，提升了合规工作人员的合规意识及工作水平。
- 利用网络信息平台等手段，通过组织召开合规文化宣贯会、合规专员联席会、警示案例学习交流会、基层调研等形式，每季度开展合规宣贯工作。

风险管理

2023 年，公司开展系统性风险分类梳理及识别相关工作，形成年度总风险库；对《2022 年度主要风险识别评价报告》进行审核，并组织相关所属子公司完成 2023 年度主要风险识别评价第二阶段工作。

公司开展 2023 年度风险排查工作，实施投资企业 2022 年度财务收支及经营情况审计，发现审计问题 18 项，提示关注事项 2 项，揭示规范财务管理，防范债务、投资风险，健全内部控制、权力规范运行等方面缺陷，重大风险隐患防控能力进一步提升。



↑ 主要风险识别流程

商业道德

公司严格遵守《中华人民共和国反不正当竞争法》《关于禁止商业贿赂行为的暂行规定》《中华人民共和国反洗钱法》等各项法律法规，在公司内部形成管理体系，防止贿赂、洗钱和不正当竞争行为的发生。

2023年，公司

未发生腐败与贿赂违规事件；未发生重大违反反洗钱法律法规的情形；未接到垄断问题或不正当竞争行为的举报。

反腐败

腐败风险监督

公司设立纪律检查委员会，共设纪委委员5人，其中纪委书记1人，负责协助公司党委监督、处理腐败和贿赂行为相关问题，一体推进“不敢腐、不能腐、不想腐”建设。

反腐败文化建设

公司对腐败和商业贿赂行为持“零容忍”态度，深入开展反腐败、反贿赂相关培训，通过签署廉洁承诺书的方式明确反腐败原则要求，进一步营造崇廉倡廉良好氛围。

2023年，公司本部

组织本年度新任职中层管理人员签署廉洁承诺书，廉洁承诺书签署率达到 **100%**

开展日常廉洁教育、警示教育共计 **108** 次，共 **1,584** 人次参与

开展公司警示教育大会、廉洁党课、党风廉政谈话、红色阵地参观等 **8** 次，共 **548** 人次参与

围绕家风建设开展活动 **6** 次

制作公司廉洁教育视频 **2** 个

2023年，子公司

开展反腐败、反贿赂培训共计 **164** 场，共 **13,229** 人次参与，培训总时长达 **115.7** 小时

反腐败举报机制

公司切实履行监督责任，建立《信访举报工作实施办法》并按照要求开展信访举报相关工作，以制度文件、办公系统及支部活动阵地等形式公布规范、公开的举报渠道，明确受理范围及处理程序，鼓励举报人以邮寄、电话、网站等方式进行举报。针对举报人保护机制，公司在《信访举报工作实施办法》中规定：“在办理信访举报件工作各环节，应当严格做好保密、保管工作”，并严格落实《中国共产党纪律检查机关监督执纪工作规则》及《纪检监察机关处理检举控告工作规则》规定。

反洗钱

公司依据金融监管要求，结合公司实际，建立反洗钱工作机制，履行反洗钱管理职责。在反洗钱培训宣传方面，不断加大反洗钱工作的培训宣传力度，相关关键岗位人员全员参与金融业反洗钱培训并全部通过考核。

反垄断

为落实反垄断合规管理要求，公司通过《反垄断合规手册》和《反垄断合规案例汇编》强化员工商业责任意识。2023年，公司参加《反垄断法》和典型执法案例培训，并由专业律师团队作为授课老师予以讲解。

投资者关系管理

公司致力于建立持久、稳定的投资者沟通机制，设有《投资者关系管理制度》，加强投资者保护能力，尤其是对中小投资者的保护，并通过信息披露和投资者活动，促进投资者关系的良性发展。

合规披露

公司建立了健全的信息披露制度，把信息披露视为维持良好企业管治的重要内容，坚持真实、准确、完整、及时、公平地披露公司信息，持续提升信息披露质量。报告期内，公司严格遵守《上市公司信息披露管理办法》等相关法律法规的要求，按照监管部门的规定和公司的实际情况，定期发布财务报告、业绩预告、重大事项公告等各类信息。



畅通投关渠道

公司充分发挥业绩说明会的沟通作用，通过投资者咨询热线、上证 e 互动平台等多种渠道与投资者保持密切沟通，了解投资者的需求和意见，向投资者传递公司的经营状况等信息，为投资者提供更好的服务和支

案例 | 参加协会活动，加强与投资者的交流

2023年9月，为进一步加强与投资者的互动交流，公司参加了由天津证监局、天津上市公司协会与深圳市全景网络有限公司联合举办的“2023年度天津辖区上市公司半年报业绩说明会暨投资者网上集体接待日活动”。



↑ 2023年度天津辖区上市公司半年报业绩说明会暨投资者网上集体接待日活动现场



↑ 公司总裁陈涛先生受邀参加活动中的圆桌论坛

投资者权益保护




公司为所有股东提供查询原始股份、现金红利及股票股利等服务，协助股东方上级单位办理承接股份事宜，并在现金分红政策层面明确给予中小股东充分表达自身意见和诉求的机会，使其合法权益得到保护。

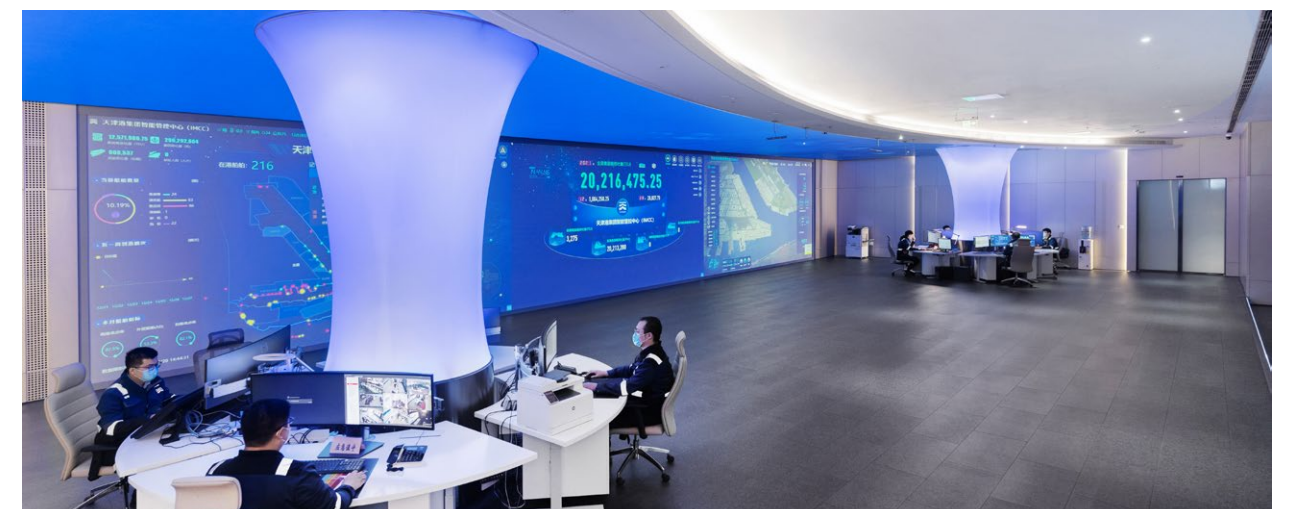
知识产权保护

公司严格遵守《中华人民共和国商标法》《中华人民共和国专利法》《中华人民共和国著作权法》等法律法规并制定《专利工作管理办法》，依法合规开展知识产权的申请与保护工作。2023年4月，公司组织“企业知识产权获权策略与实务”培训，知识产权相关主管人员20余人参加培训。

信息安全与隐私保护

公司注重信息安全建设，制定《网络安全管理办法》，编制《工控网络安全技术管理标准》，进一步细化网络安全检查及自动化设备工控网络标准，加强网络安全管理能力。

 数据安全 公司完成数据安全保障体系设计，制定《数据安全管理制度和技术规范》。	 常态化检查 公司常态化对各部门及所属子公司进行网络安全工作检查，记录检查问题项，跟踪整改情况。	 信息系统应急演练 公司定期对本部信息系统开展应急演练，不断更新完善信息系统安全应急预案，督促公司各部门熟悉应急预案流程，提高应急响应时间和效率。
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智慧赋能

打造一流港口服务

公司围绕《关于加快天津北方国际航运枢纽建设的意见》，全力服务“一二三四”强港兴企战略，深入落实“四高服务年”工作部署，聚力智慧创新和数字转型，着力构建“数字孪生天津港”，为加快实现“双一流”战略目标提供新动能。

- 安全生产
- 科技创新与技术研发
- 客户服务与权益保障
- 货运效率与质量
- 供应链管理

贡献联合国可持续发展目标 (SDGs)



安全生产

公司坚持“人民至上、生命至上、安全健康、环境友好”的核心理念，致力于打造世界一流平安港口；严格依据相关法律法规加强安全管理体系建设，持续改进安全管理制度与流程，引导各级管理人员强化红线意识，筑牢底线思维，坚决守住安全生产红线、底线，全力保障港口生产运行安全稳定。

2023年，公司

未发生特别重大事故、重大事故、一般事故，无员工伤亡。

完善安全管理制度

公司严格落实《中华人民共和国安全生产法》《天津市安全生产条例》《天津市生产经营单位安全生产主体责任规定》等法律法规，制定并实施《安全生产责任制规定》《安全生产管理办法》等20项安全生产规章制度。公司成立安全生产委员会统筹安排和组织协调安全生产工作，设立安全环保部作为安全生产管理的专职机构。公司制定《生产安全事故现场警示教育管理办法》，并编制重点岗位安全生产履职要点清单，建立“一岗一清单”，推动全员“照单领责、照单履职”，搭建起“层层负责、人人有责、各负其责”的安全管理工作体系，全面夯实基层主体责任。

强化安全管理实践

公司制定实施了《安全生产检查制度》，从源头抓起，定期对安全生产主体责任落实情况、安全管理体系的有效性开展检查，督促并及时消除生产安全事故隐患，提升风险防治能力。2023年，公司推广件杂货装卸船作业“12345”工作法，开展油气化工码头安全管理专项对标提升，借鉴同业港口纸浆作业管理经验，推进逐步实现纸浆码垛作业“人货分离”，现场安全管控能力显著提升。

2023年，公司

开展“四不两直”现场检查、互查等各类检查

400 余次

督促整改隐患问题近

500 项

联合第三方安全专家围绕消防管理、重点时期管理、危险货物管理等开展

3 轮次专项督查

督促整改隐患问题

600 余项

安全生产检查次数

10,461 次

安全生产检查问题整改率

100 %



“防范风险，加强交流”

2023年3月，公司与人保财险开发区公司在石化码头公司实训基地联合举办“天津港油品板块企业防损技能比武大赛”，围绕管道工艺流程、泄漏应急处置2个项目进行比试。通过本次比赛，对油品板块一线员工的防损操作技能和基层队伍应对突发情况的处置能力进行检验，以赛代训，全面强化风险防控。



↑ 竞赛过程展示



↑ 竞赛获奖人员合照

深化安全生产意识

公司坚持“以人强安”，不断健全安全生产教育培训工作机制，创新教育培训形式，丰富教育培训载体，着力提升各级人员安全生产意识和安全技能水平。2023年，公司多层次开展针对性安全生产教育培训，包括开展“安全文化大家谈”、《我的安全》主题微电影活动、举办企业负责人“安全大讲堂”、安全生产普法宣传专题讲座等安全生产月宣传活动，开展5期装卸板块安管人员能力提升培训班，并针对船舶起货机、装载机、牵引车等非特种设备操作人员开展专项安全技能培训，全面推进各级管理人员提高防范化解风险能力。

	单位	2023年	2022年	2021年
安全生产投入	亿元	0.90	0.86	1.06
安全生产装备维护投入	亿元	0.23	0.26	0.26
安全生产培训场次	次	754	1,233	1,778
安全生产培训参与人次	人次	86,040	147,763	115,584
安全应急事件演练数	次	941	678	597
安全应急事件演练参与人次	人	11,967	10,380	8,250

案例 | 应急演练，预防为主

公司统筹举办危险货物集装箱泄漏火灾事故综合应急演练活动，组织承办单位、参演单位完成演练脚本、活动方案、会务准备等前期工作，于2023年8月3日顺利举办演练活动。



持续发挥“科技兴安”赋能作用

2023年，公司坚持以科技驱动建设安全港口的基本理念，通过多项举措提升港口安全过程化管控能力，持续提升“科技兴安”效能。

焦炭码头公司为示范，推进本质安全综合管控平台逐级、逐岗位、全流程应用。

开展自动化集装箱码头安全风险研究。

推广智慧安全监管模式。

推动视频AI等先进技术手段应用于石化码头公司公共管廊安全管控。

科技创新与技术研发

公司围绕国家提出的“四个面向”，致力于世界一流智慧港口建设，结合实际、聚焦主业，明确方向、找准重心，坚持创新核心地位，全力推进以科技创新为核心的全面创新，在各领域取得了丰硕成果，形成了良好的创新氛围，助力中国式现代化港口建设。2023年，公司健全制度与评价标准建设，打造一流研发团队，提升自动化、数字化水平，统筹实施24个重点项目，推动“智慧港口”建设。

2023年，公司

在智慧港口建设方面完成资产投资

2.8 亿元

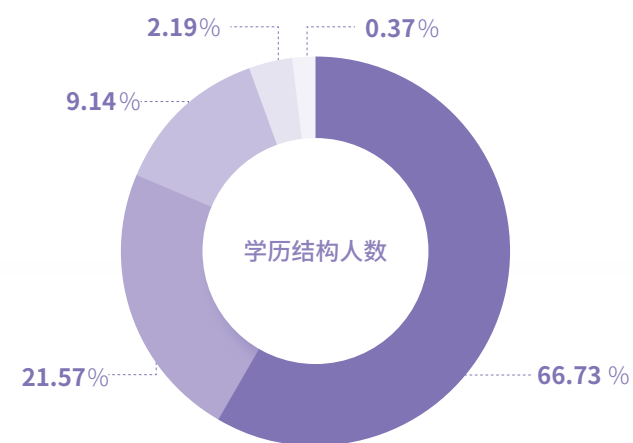
公司研发人员的数量

547 人

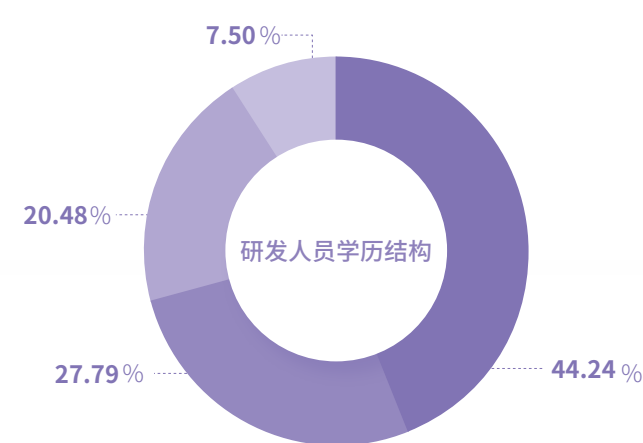
研发人员数量占公司总人数的比例 (%)

10.14 %

研发人员学历结构



研发人员年龄结构



- 本科
- 硕士研究生
- 专科
- 高中及以下
- 博士研究生

- 40至50岁 (含40岁, 不含50岁)
- 30至40岁 (含30岁, 不含40岁)
- 50至60岁 (含50岁, 不含60岁)
- 30岁以下 (不含30岁)



强化管理效能

2023年，公司科技信息工程要素标准扎实落地，推动各单位及子公司遵照标准完善自身制度文件、规范管理流程。公司开展设备管理星级评价，制定多维度设备管理水平评价指标体系，全年共有4家子公司被评为设备管理四星级水平。公司统一协调推动子公司加速设备管理信息化升级，建立设备管理数字孪生系统和领导驾驶舱系统，进一步拓展预算、工属具、物资、项目、科技等领域管理功能，升级打造科技信息工程一体化管理平台。

加快自动化升级

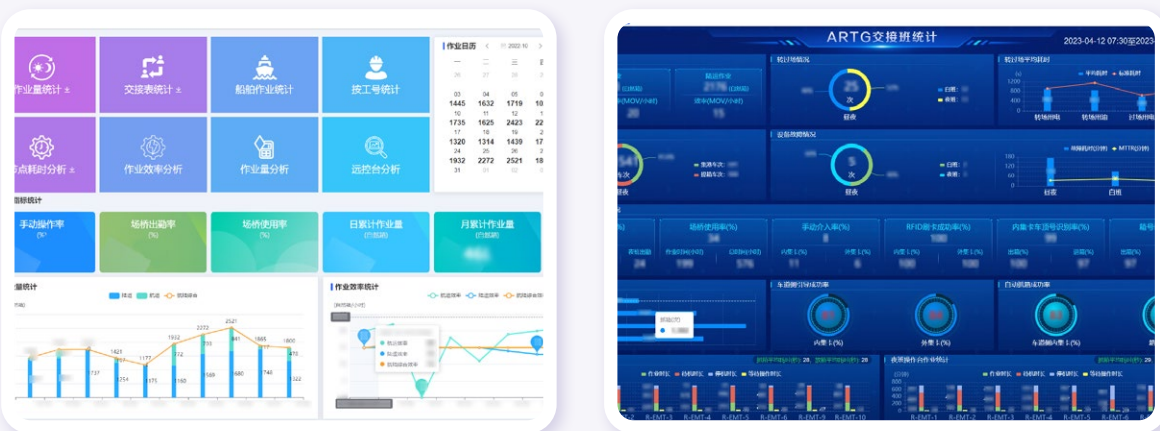
推动传统集装箱码头全流程自动化作业升级

公司组织召开全流程自动化改造推动会，就ART设备情况、车辆管理FMS系统、配套设施、交通组织等技术难点问题展开研讨，推进欧亚国际公司N9泊位、太平洋国际公司E6泊位形成全流程商业化运行方案，建成“ASTS+ART+ARTG”全流程自动化作业示范线，实现两个传统码头泊位全流程作业自动化升级改造，在行业内发挥示范带动作用。另外，公司成立传统码头自动化升级领导小组统筹推动项目改造工作，大型集装箱设备自动化“应改尽改”占比达到66%；自动化设备控制系统（ECS）在太平洋国际公司累计开展真机测试1.3万余箱；自动化集装箱码头操作系统（JTOS）初步具备试运行条件；启动研究AI与传统自动化方案相结合的技术路线并进行测试。



案例 | 打造集装箱码头自动化核心系统

公司聚焦集装箱堆场自动化设备控制系统（ECS）接口系统建设，推动传统集装箱码头全流程自动化作业升级。ECS接口系统是天津港自主研发拥有自主知识产权的自动化场桥控制系统，具备支持天津港所有集装箱码头自动化轮胎吊的改造能力，实现了分布式部署、指令调度和KPI分析等功能，为港口自动化码头的改造升级提供行业支持。



推动散杂货板块自动化改造

公司持续推进散货码头设备自动化提升，助力传统设备革新升级。公司组织散货板块相关单位召开散货自动化改造技术交流会，就门机抓斗防摇、全流程自动化等技术难点进行深入交流研讨，推进远航国际公司、焦炭码头公司、煤码头公司的门机自动化改造实施，其中远航国际公司码头以多门机协同作业为重点方向，推动S12泊位9台门机自动化改造工作，建成“装船机+皮带机+堆取料机+装车楼”全流程自动化作业示范线，初步实现整泊位自动化联合作业功能；煤码头公司和焦炭码头公司以单机自动化为重点方向，分别完成1台门机自动化改造并进入测试阶段，取得了门机单机自动化关键技术的突破，助力散货矿石生产作业自动化水平全面提升。

完善信息化建设

2023年，公司本部共计实施信息化建设项目12个，其中新启动项目5项，续建项目7项，4个项目完成验收工作。

建设港口智能管控平台（TCA）

公司成立TCA项目领导小组和实施小组，开展项目试运行，赋能装卸板块市场经营、生产管控、服务运营的数字化经营管控，实现指标数据汇聚组合和呈现，打造实时监控、自动分析、追根溯源的“察打一体”管控新模式。

完善设备一体化管理系统

公司通过设备一体化系统的二期建设进一步扩大系统的覆盖范围，提升管理精度，优化操作方式，将供配电台账、供热制冷设备、船舶台账、计量设备纳入管理范畴，新增项目管理、科技管理、信息化管理、工属具管理、安全管理、知识库管理、移动APP应用等业务模块；形成设备全生命周期可视化，构建垂直管理体系，实现多系统数据融合动态跟踪预警。

打造天津港自动化集装箱码头操作系统（JTOS）

该系统以箱、船、货、堆场、仓库、机械、人力为基础，以装卸作业为核心，以集装箱码头收入为结点，实现对作业过程的严格控制和计划的管理与跟踪，帮助生产指挥人员随时掌握现场动态、调整作业计划、下达作业指令、加速货物周转、及时了解货物在港状态、数量、位置及疏运情况。

客户服务与权益保障

公司坚持“以质为先、以客为尊、合作共赢”的客户服务理念，致力于不断完善客货运服务质量体系、提高客户服务品质，助力推动天津北方国际航运枢纽建设、服务构建新发展格局。

制度体系再优化

2023年，公司紧密结合近年来港口装卸业和国际物流业发展的新情况和新需求，积极适应智慧、绿色、枢纽港口的建设新要求、新标准，不断探索和创新客货运服务质量管理手段和管理标准，进一步完善和提升客货运服务质量体系运行质量。



会同中国船级社完善《客货运服务质量管理标准汇编》（2023版），修订后管理标准达70项。



建立客户满意度评价体系，2023年客户平均满意度达96%以上。



修订《客户满意度统计管理规定》，增设检查考核机制形成管理闭环，并将评价结果通过系统进行智能化统计。



案例 | 荣获五星级企业标准体系认证

2023年12月，公司获得由中国船级社质量认证有限公司颁发的国内交通运输行业首张五星级企业标准体系服务认证证书，标志着公司服务迈入了高质量、标准化管理的新时代。



授证仪式现场



五星级企业标准体系服务认证证书

2023年，公司打造“四千热线”服务品牌，在集装箱航线实务、港口货物查验、港口收费管理、重污染天气管控等十大核心领域聘任10名业务专家，启动专家机制为客户做好专业应答。

公司为客户量身打造最高礼遇、最高效率、最优政策、最好服务的津港“四最服务”，总结提炼形成津港“四最”服务样板；对标同业港口推动服务窗口数字化建设，2023年集装箱网上办单率超97%，跻身全国领先水平，散杂货主要业务事项具备网上办理功能，服务窗口实现加速转型升级。



案例 | 组织培训，掌握服务之道

2023年，公司开展“服务礼仪”专题培训活动，提升窗口工作人员职业素养和业务水平。



案例 | 夏日送清凉，打造温暖津港

2023年6月起，公司开展“夏日送清凉”活动，提升司机在港体验，搜集来港司机关于天津港道路交通便利性及服务水平的相关信息及建议。



客诉响应再强化

2023年，公司围绕陆运候时较长问题，全年累计梳理数据跟踪台账1,420次，通过开展谈话、现场走查等方式掌握客户诉求并进行整改；面向司机、车队等一线客户，先后在太平洋国际公司、欧亚国际公司等码头现场召开座谈会4场，收集客户诉求50条并形成清单跟进落实，实现“客户满意度”、“诉求办结率”双100%。



案例 | 倾听货运司机之声

公司通过设置“陆运问卷点位”广泛搜集货运司机对服务质量的意见与建议，更好地了解货运司机的真实体验，2023年累计收到反馈意见244份。



货运效率与质量

2023年，公司积极全链条、多维度研究提质增效工作，通过多种举措的有效实施以及智慧升级的加持，不断提升自身综合服务水平，多次打破不同航线的在泊船时效率全球作业纪录、刷新作业船时效率纪录，为客户提供优质高效的物流服务，持续擦亮“津港效率”品牌，巩固国际枢纽大港的重要地位。

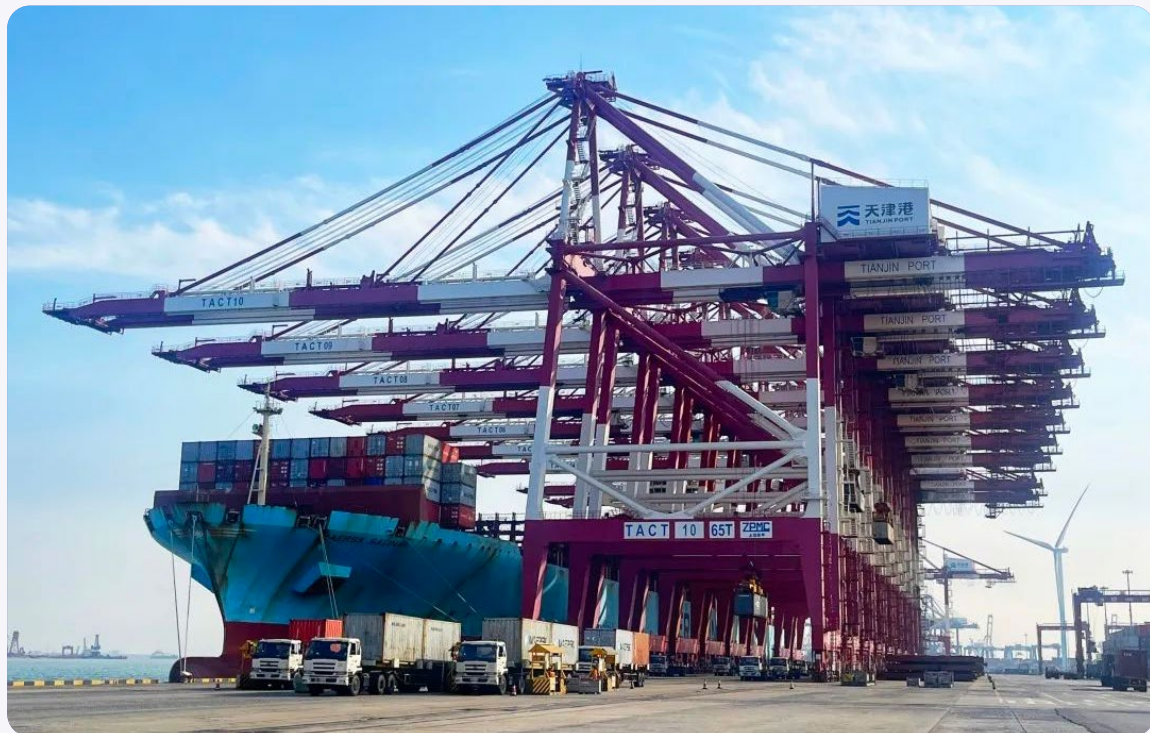
以快制胜打造津港效率

公司积极践行“效率年”提效举措，加强口岸协同，全力推动³“双直”新模式、⁴“五保五即”服务、⁵“三零举措”等创新服务机制，不断提升天津口岸通关效率。公司持续推进滚装“Super-RORO”服务品牌建设，2023年8月正式启用福特中国暨中进进口天津港汽车中转中心，打通整车物流“最后一公里”，进一步提升汽车物流中转效率。同时，公司通过全方位分析效率完成及资源保障等方面突出问题，针对性成立提效课题攻坚小组，实践“边装边卸”、“双船双重”等高效作业工艺，全年先后打破作业效率纪录35次。



案例 | 提升作业质效，刷新全球纪录

2023年，联盟国际公司“马士基萨琳娜”轮以每小时472自然箱的在泊船时效率，刷新了天津港集装箱船舶在泊船时效率历史纪录，创造全球作业效率纪录，再次刷新“中谷华南线”效率记录。



↑“马士基萨琳娜”轮

³“双直”：“船边直提”、“抵港直装”的模式。

⁴“五保五即”：船舶到港“即到即引、即引即靠、即靠即作、即作即开、即开即运”的作业举措。

⁵“三零举措”：通过“零等待”“零接触”“零延时”压缩辅助作业时间和货物通关时间。

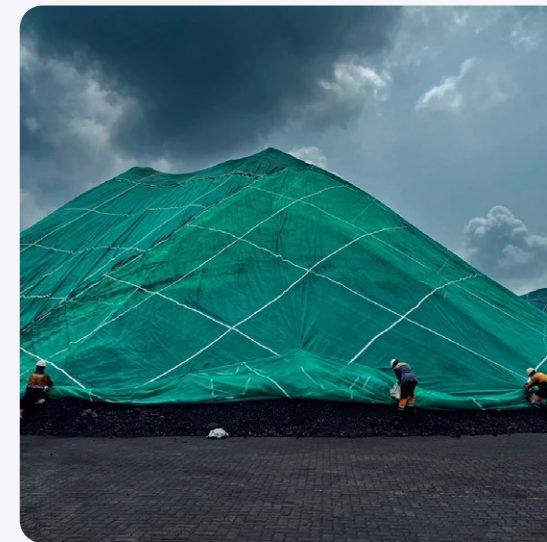
持续巩固货运质量管控

货运质量不仅关系到客户的满意度，还直接影响着公司的声誉和市场份额。2023年，公司持续巩固货运质量管控的良好态势，重点监控风电设备、超长钢轨、乙烯设备及高附加值车辆的货运质量，确保货运质量稳定。公司全年组织开展“防风险、补短板、提能力”技术比武、“质量大讲堂”、防损征文及业务知识竞赛等系列活动7次，不断拓展各单位货运质量管理和防损理赔工作视野，进一步提升港口风险防范能力。



案例 | 提前部署抗台风

2023年，公司为避免受台风“杜苏芮”及“卡努”影响，提前对货物防雨损、防海潮工作进行专项部署，保障货物安全。



供应链管理

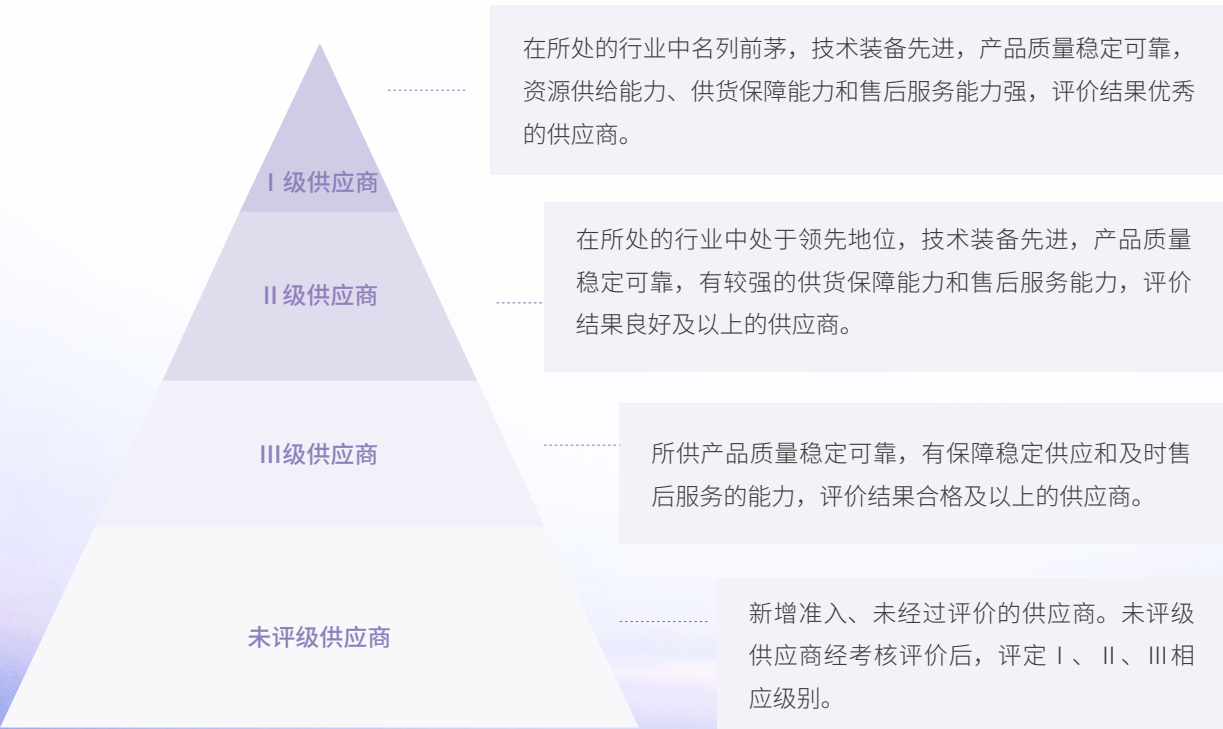
公司积极通过电话、供应商大会、走访、采购平台等渠道与供应商保持沟通。为保障对供应商的合规管理，物资公司编制并印发物资采购平台相关规则及声明文件，明确供应商准入机制、评价机制、管理平台运行机制等具体管理细则，同时要求供应商签订《廉洁从业责任书》。

供应商评估与准入

公司按照《供应商管理办法》，遵循“数量充分、严格准入、分类分级、动态考核、优胜劣汰”的原则管理供应商。公司要求供应商真实、合法地填报相关信息，并通过线上申报、线下现场考核等形式对注册的供应商进行考察，对资料填报不合格或考核不通过的供应商不予使用。

供应商资料库管理

公司将注册合格的供应商作为试用供应商并纳入供应商资料库。试用期内，若出现以下情况将立即取消供应商资格，主要包括：产品或服务质量问题，破坏生态环境、违规排放污染物等违反有关环保规定的情形，雇佣童工、强制劳工、违法欠薪等违反劳工准则的情形，以及其他环境和社会风险等问题。试用供应商首次提供的产品或服务质量可靠、价格合理、服务到位，且使用单位通过招标采购管理平台进行初评后，评价结果达到合格及以上的供应商，可转为正式供应商。此外，公司依据动态评价等原则对供应商实行分级管理。按照分级结果，对于 I 级、II 级应商，其参与投标采购项目时，在依法合规的前提下给予一定的加分奖励；在战略合作与非招标采购项目的询价、比价、竞争性谈判中，优先推荐、选择。



供应商评价、处罚与激励

公司制定《供应商评价体系方案》，将供应商评价分为月度评价与年度综合评价，在每个协议期的 12 月末根据受评供应商的月度等级评价结果以及相应的辅助评价条件，综合评定出每个受评供应商的年度评定等级（优秀、良好、合格、不合格），供应商管理工作委员会将根据评定等级在下一协议年度对受评等级供应商采取相应的管理措施。例如，供应商若在评价中获得优秀等级，公司会将其作为年度优秀供应商评比的推荐方，加大采购力度；而获得不合格等级的供应商将不选用。

除出现恶意围标、串标等不正当谈判行为和产品或服务质下降外，供应商若出现不讲诚信，与港内人员串通舞弊，存在违规排放污染物、破坏生态环境等违反有关环保规定，雇佣童工、强制劳工、违法欠薪等违反劳工准则，造成重大环境、社会影响等情况，将及时清理出平台并在平台公示，并依据实际情况追究法律和经济责任。

协会参与

公司积极加入并深度参与各类协会，与会员单位共同探讨发展趋势，分享先进经验和技木，为产业健康发展贡献智慧和力量。

协会名称	会员资质
天津市安全生产管理协会	会员单位
全国起重机械标准化技术委员会	会员单位
全国工业车辆标准化技术委员会	会员单位
全国起重机械标准化委员会臂架起重机分技术委员会	会员单位
天津市节能协会	会员单位
天津市工程师学会	会员单位
《劳动保护》杂志理事会	理事单位



案例 | 参与国家标准制定，共绘标准蓝图

天津港股份有限公司作为国家标准 GB/T 20776-2023《起重机械分类》的参加起草单位，参与起草了起重机械专业领域的该项国家标准制定，以自身经验和技木赋能更多产业发展。

“双碳”先行

建设绿色低碳港口

天津港致力于打造世界一流的绿色港口，着力深化绿色运营，不断加强能源节约与水资源管理相关工作，实现港口绿色发展走实走深。

- 环境治理
- 废弃物与排放物管理
- 应对气候变化与能源管理
- 生物多样性保护
- 水资源管理

贡献联合国可持续发展目标 (SDGs)



环境治理

公司环境保护工作按照“保护优先、预防为主”“依法经营、达标排放”的要求，督促和落实企业环境保护主体责任，港口绿色升级效果明显。

深化环境治理体系

公司制定《环境保护责任制度》等文件，依照文件内容明确公司各层级、机构环境管理职责，下属单位依照此均制定有本单位环保责任制度文件。

公司安全环保部作为牵头部门对各下属机构的环境保护工作进行督促、指导、检查、考核，其他职能部门在各自职责范围内履行环境保护相关职责；按照职能部门应承担的环境保护职责，把环境保护工作与业务工作同部署、同运行、同检查、同考核。



高效实施环保督促检查

公司结合季节性特点及政府阶段性任务要求，科学制定检查计划，优化检查方式方法，采取第三方专家核查、诊断式检查、专项检查、互查互看、对标检查及“四不两直”检查等多种形式，持续督促各单位环保主体责任落实。

优化环保培训教育

公司结合世界六五环境日，组织下属所有单位开展脱产培训活动，同时依据年度重点环保工作适时组织各单位开展专题培训教育，提升环保工作人员业务能力水平。



环境污染应急管理

公司所属码头均制定有《突发环境应急预案》或《溢油应急预案》，按照政府部门要求做好备案工作。各码头作业单位严格按照预案要求配备应急物资、定期进行演练培训，确保在日常生产作业时刻处于应急准备状态。



船舶溢油专项应急预案及演练知识培训对漂浮油脂进行清理处理的应急演练

绿色码头屡获荣誉

公司积极践行国家“双碳”目标，按照天津港打造世界一流绿色智慧枢纽港口发展战略，加快推进港口数字化、智能化、低碳化转型发展。早在2021年，公司所属七家子公司被评为四星级绿色港口。2023年，公司所属三个滚装码头公司同时获得中国船级社颁发的《碳中和评价证书》，成为全球港口首批实现全部“零碳”运营的滚装码头；太平洋国际公司获颁五星级“中国绿色港口”，成为全国港口首个通过评审的传统集装箱码头，为世界港口全面绿色转型竖起新标杆。



应对气候变化与能源管理

天津港积极响应国家“碳达峰、碳中和”战略目标，推进节能降碳管理体系建设，加快扩大新能源应用，从源头降低碳排放。

2023年

完成新能源设备及配套建设、节能技术应用、能源在线监测等绿色港口建设相关项目 **13** 项

年度投资额 **6,000** 万元

项目节能量 **2,100** 吨标煤

替代燃油量 **2,000** 吨标煤

减少碳排放 **900** 吨

减少直接碳排放 **6,000** 吨

构建碳管理体系

2023年，公司在全国港口行业率先取得碳管理体系评价证书，建立的碳管理体系覆盖碳源识别，碳数据收集、监测、核算，碳目标管理，碳资产开发及交易等多个管理环节，形成了针对碳管理的策划、实施、监视测量与持续改进的全链条闭环管理机制。

扩大新能源技术应用

公司持续扩展新能源在港口区域的应用场景，为航运客户提供新能源使用基础设施，鼓励运输车辆新能源化，不断加大清洁能源使用和可再生能源使用比例，为绿色港口的实现添砖加瓦。

可再生能源应用

公司充分识别可再生能源应用机遇，将风能、光能、地源热能等自然能源充分利用，减少传统化石能源使用。



焦炭码头公司划定流机库区域为局部零碳示范区，建设了基于光伏（发电能力 **40** 千瓦）+ 风电（发电能力 **5** 千瓦）的智能化分布式供、配电系统。项目在建设流机库光伏 + 风电系统的同时，将光伏一期（机械楼西侧）设备进行了系统整合、电气升级，提升新能源发电系统利用效率。该系统设计年发电 **50,000** 千瓦·时，每年节约电费 **6** 万元。经实测，新能源设施 2023 年发电量为 **69,858.7** 千瓦·时，节约电费约 **8.4** 万元。



太平洋国际公司堆场内的 **15** 兆瓦分散式风力发电项目由三台 **5** 兆瓦风力发电机组组成，采用“自发自用，余电上网”发电模式，目前该项目已经成功并网发电。该项目并网发电后，年发电量可达到 **3,100** 万千瓦·时的电量，每年可节约标煤 **0.96** 万吨，每年可减少二氧化碳排放 **2.62** 万吨，可实现码头作业区内 **100%** 的绿电供应，是公司打造零碳码头、成为五星级“中国绿色港口”重要组成部分。光伏项目装机容量为 **474kWh**，目前均已完成并网发电。项目主要包含查验库屋顶光伏 **287kWh**，车棚光伏 **187kWh**。查验库屋顶光伏所发电量满足查验库用电需求，车棚光伏所发电量接入充电桩配电箱，形成绿色发电—绿色用电的应用模式。项目完成后年平均发电量 **45** 万千瓦·时，与传统火力发电相比，该项目年均可减少 **135** 吨标煤和 **448** 吨二氧化碳排放。



实华码头公司办公楼采用地源热泵技术，每年节约电量约 **7** 万度，节约电费约 **6.5** 万元。

清洁运输

公司通过鼓励业务外包车辆更新为电动集卡、租赁或购买新能源作业车辆、建设充电桩等措施，提升电动化运输水平，改善企业运输能源结构。



欧亚国际公司建设有 **300** 千瓦集卡充电桩 **6** 套，满足最大 **50** 台电动集卡充电需求；**20** 千瓦电动叉车充电桩 **4** 套，配置电动叉车 **7** 台；**40** 千瓦电动现场交通车充电桩 **3** 套，现场交通车基本实现电动化。



2023 年，集装箱公司鼓励运输服务外包商更新电动集卡 **19** 台；开展 **4** 台次电动集卡试用，通过对电动机卡的能效比进行统计，为公司水平运输设备的更新换代提供有力支撑；公司查验业务连续三年作业**全部**采用电动叉车，满足海关监管库的作业要求。

清洁接驳

公司岸电建设实现集装箱、干散货泊位岸电全覆盖，自有船舶 100% 使用岸电，来港船舶岸电 100% 应接尽接，靠港船舶岸电使用艘次和用电量在全国沿海港口居于前列。



2023 年，滚装码头公司累计完成岸电连船 **25** 艘次，减排二氧化碳 **26.85** 吨；集装箱公司全年岸电接驳 **130** 次，连接时长 **2,225** 小时，提供岸电 **149.5** 万度。

深化能耗管理

公司结合绿色港口评价体系、能源管理体系、碳管理体系相关内容，将能源数据与管理体系相结合，应用物联网、大数据等技术，推动能源管控的数字化提升。

公司开展综合能源管控平台二期建设，项目结合碳管理体系、能源管理体系、绿色港口指标体系，融合政策指标、绿色港口、碳排放管理、新能源应用、分析预测、能源管控等模块，实现能源使用过程中的监测、管理、优化、预警等综合管控，提升能源使用效率，降低单位能源消耗。除此之外，公司开发新能源能耗分析、单船能耗分析等功能模块，将能源数据与生产数据相结合，精细化单船作业生产能耗数据分析，解决单船作业能耗数据难以计量的难题，为能源成本管理、生产工艺优化，设备选型提供辅助决策依据。



案例 | 设计改造综合节能型场桥，推动生产设施绿色化

集装箱公司开展综合节能型场桥的设计及应用项目，推进各种节能措施于一身的综合节能型轮胎式集装箱龙门起重机的设计和应用，节能效果明显，达到污染物排放减为零的效果，社会效益明显。此外，该项目运营成本及维护成本得到明显下降，技术应用门槛低、可执行性强、便于推广应用。该项目被中国设备管理协会碳达峰中和委员会、中国设备管理协会节能诊断技术服务中心联合推荐为“2023 年碳达峰碳中和一等奖创新项目”。



水资源管理

公司高度重视水资源消耗对环境的影响，坚持创新、应用和推广节水技术，采取各类节水措施降低水资源消耗。此外，公司推进废水及污水管理，实现污水、废水无害化循环化处理。

水体污染防治

公司严格落实污水处理排放管控措施，北疆、南疆港区建立污水处理厂集中处理生活及作业污水，未集中处理的生产单位均建有生活污水处理设施。此外，公司坚持将入海排口检查融入日常，督促各单位做好入海排口档案管理，定期巡查，做好汛期监测，落实海湾生态环境保护与治理责任，常态化开展沿岸生态环境巡查。公司不断加强码头沿线、港池海漂垃圾清理，督促码头单位依法合规处置船舶废物。

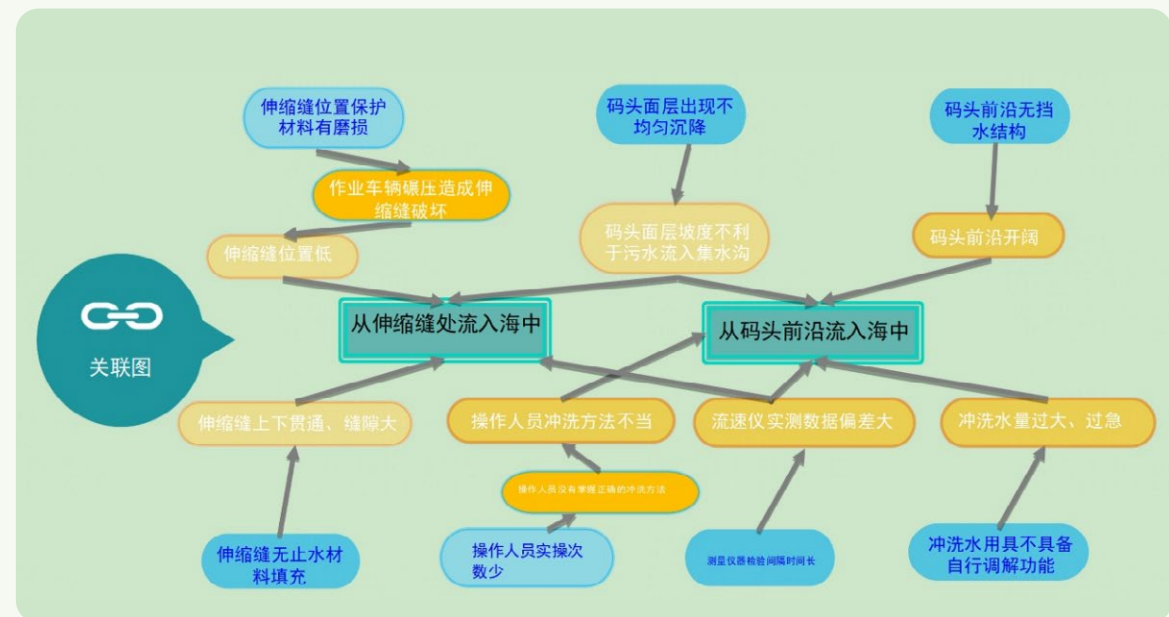
水资源循环利用

公司以循环用水理念为指引，利用污水处理站设备对生产、生活污水进行净化处理，将处理后的达标环保水用于绿化浇灌、路面冲洗、车辆冲洗等，不断提升水资源利用效率，实现水资源循环利用。



案例 | 创新污水回收工艺，打造绿色水循环系统

国能天津港务公司通过自行研制的 V 型止水设施以及码头前沿的挡水设施，码头区域每天冲洗用水量需 11 立方米左右，形成的煤污水经回收处理，每天可生成约 8 立方米可用水，在推动污水零排放的同时，实现市政用水零占用。



创新污水回收工艺流程图

废弃物与排放物管理

公司积极响应国家政策法规与相关要求，严格遵守《大气污染防治法》《固体废物污染环境防治法》等相关法律法规及地方排放标准，明确废气和固体废弃物的处理排放流程，确保合法合规处理的同时提高资源利用率。

扬尘污染管控

2023年，公司完善行业环保标准，联合多省港口集团共同编制《干散货码头露天堆场智能喷淋系统技术规范》和《干散货码头露天堆场抑尘剂喷洒作业规程》两个团体标准，提高港口环保管理专业性。公司开展装载机精准干雾除尘技术推广和铁路道线干散货露天装车智能喷淋抑尘系统研究，利用创新科技优化作业抑尘手段，提高环保管理效率。

公司严格落实“四白”工作机制、散货作业扬尘防控、散货清扫质量管控等环保督查258家次，查改问题116项。与此同时，公司严格落实喷淋、苫盖、车辆冲洗、场院洒水等各项措施，结合季节特点加大装卸、运输、存储各环节作业期间洒水喷淋频次。

大气污染治理

公司具备生态环境（大气）智能监测管控系统，对公司运营区域内进行大气数据实时监测，并根据大气污染治理要求，严格落实车辆管控。同时，公司严格管控非道路移动机械作业，加强对非道路移动机械尾气排放情况自查，确保在用非道路移动机械尾气排放达标。



↑ 大气智能监测系统设施照片

固体废物管控

2023年，公司开展固体废物专项整治，督促下属公司做好固体废物产生、临时贮存、运输、处置全过程合规管控。严格按照国家规定采取分类管理的方法，各单位建立固体废物台账，记录并保存产生固体废物的种类、数量、流向、储存事件、处置的相关资料，与具备资质的公司签订处置协议。针对危险废物管理，严格落实四级联单要求，确保全过程依法合规。

生物多样性保护

2023年，公司积极开展生态保护工作，依托智能化技术和设备、植被种植、增殖放流等举措，营造陆地、海洋和谐环保的生态环境。

保护海洋生态

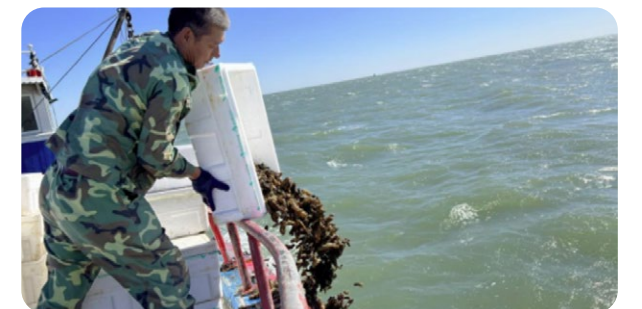
太平洋国际公司在运营区域内的一号栈桥处设有岸基自动监测微站、水下摄像机等智能化监测设备，并依托海洋水环境智慧监测系统水质实时监测、环境质量分析、历史数据回溯、环境预警、海洋生物多样性监控展示。海嘉码头公司对周边海域开展增殖放流工作，通过投放刺参、贝类等鱼苗，保护海域生物多样性。



↑ 海洋水环境智慧监测系统



↑ 海嘉码头公司增殖放流活动



公司与天津市环渤海船舶服务有限公司签署海面漂浮物清捞合同，委托进行公司范围对应海面区域的漂浮物清捞工作；定期针对入海排污口、码头海域开展巡查工作，确保公司海域和排口干净整洁、无污染，达到环保要求。

强化港区生态种植

报告期内，公司及所属子公司绿化面积总计超过67.32万平方米，根据天津地区气候特征持续栽种冬青、合欢、槐树、乔木、灌木、组球、藤本等耐寒耐旱、生长期长的各类树木和绿色植物，绿地内树木总数达31.90万株。公司委托第三方专业绿化机构对港内绿化进行定期维护，在绿地外围加装护栏进行有效保护，于冬季做好绿化带的防寒围挡保温工作，不断强化港内生态环境，丰富植被种类，改善土壤结构，促进环保治理。

和合共生

共创和谐幸福港口

人才是企业发展的核心竞争力。公司始终坚持“以人为本”的员工管理理念，为员工打造平等、包容、进取的职业发展平台，提供健康、安全、舒适、快乐的工作环境，营造和谐的工作氛围。

- 员工权益保护
- 员工培训与发展
- 多元化与包容性
- 员工福利与关怀
- 职业健康与安全
- 社会公益

贡献联合国可持续发展目标 (SDGs)



员工权益保护

公司致力于营造包容平等多元的就业环境，建立以职工代表大会为核心的企业民主管理制度，为员工提供公平的就业机会和有竞争力的薪酬福利体系，积极维护和保障员工各项合法权益。

雇佣

公司严格遵守《中华人民共和国公司法》《中华人民共和国劳动法》《中华人民共和国劳动合同法》等法律法规，坚持合法合规开展招聘，杜绝雇佣童工、强制劳动等非法用工和违反政策规定用工，严禁非法收集应聘人员个人信息，促进公平就业。

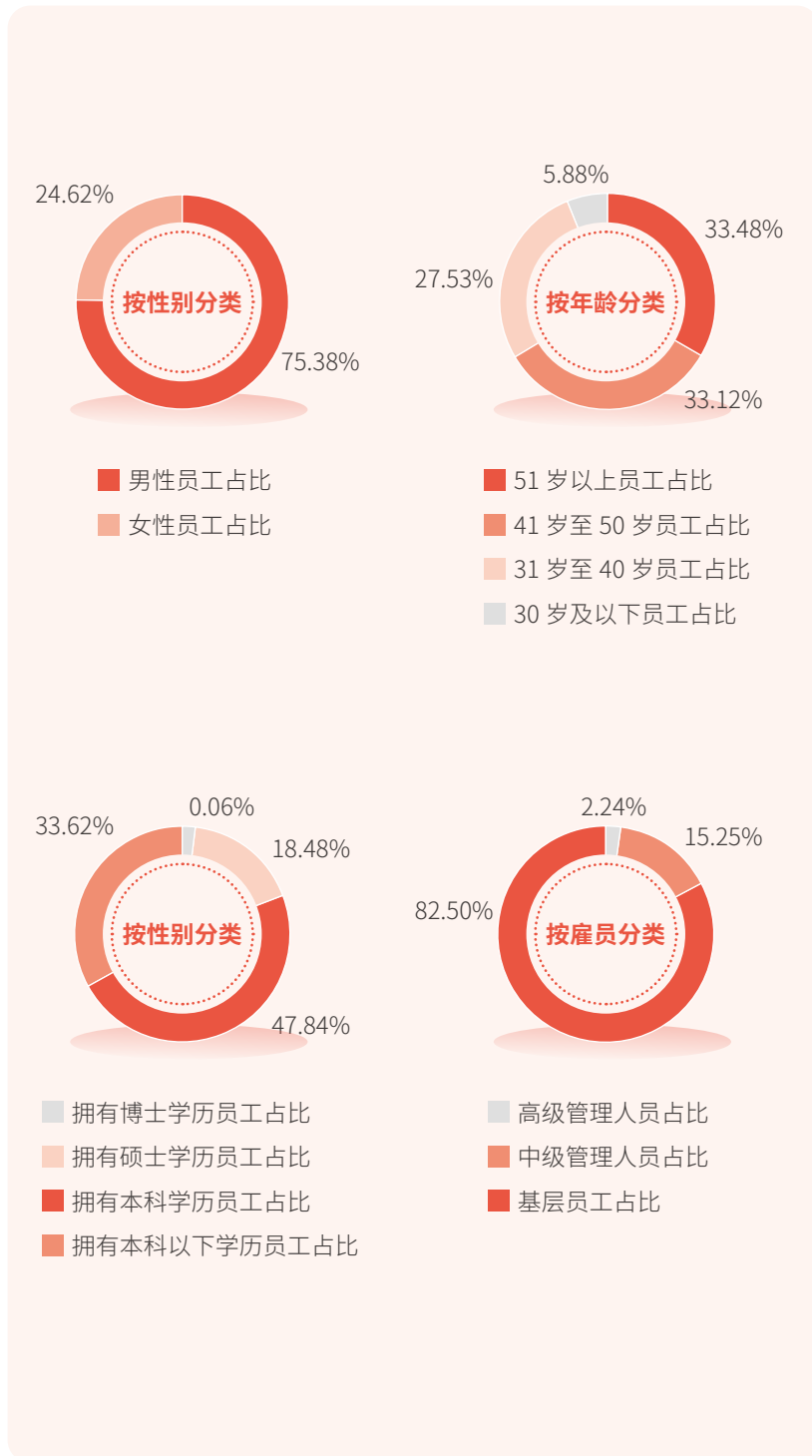
截至 2023 年末



公司共有员工
5,395 人



劳动合同覆盖率达
100%

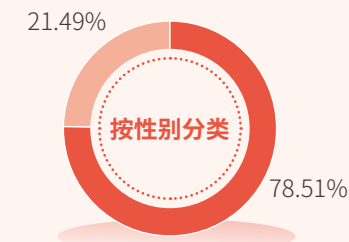


2023 年

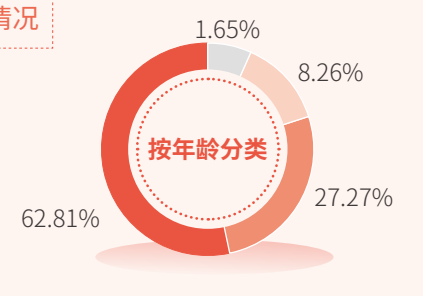


新入职员工总数

121 人



女性员工占比
男性员工占比



51 岁以上员工占比
41 岁至 50 岁员工占比
31 岁至 40 岁员工占比
30 岁及以下员工占比

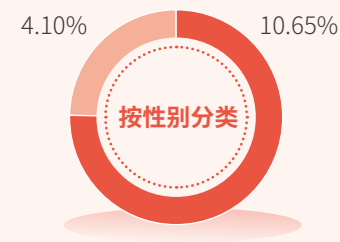


员工离职总人数

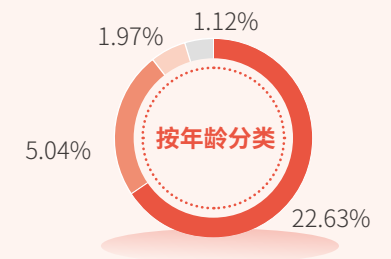
507 人

员工总流失率

8.98%



男性员工离职
女性员工离职率



51 岁以上员工占比
41 岁至 50 岁员工占比
31 岁至 40 岁员工占比
30 岁及以下员工占比

薪酬与绩效管理

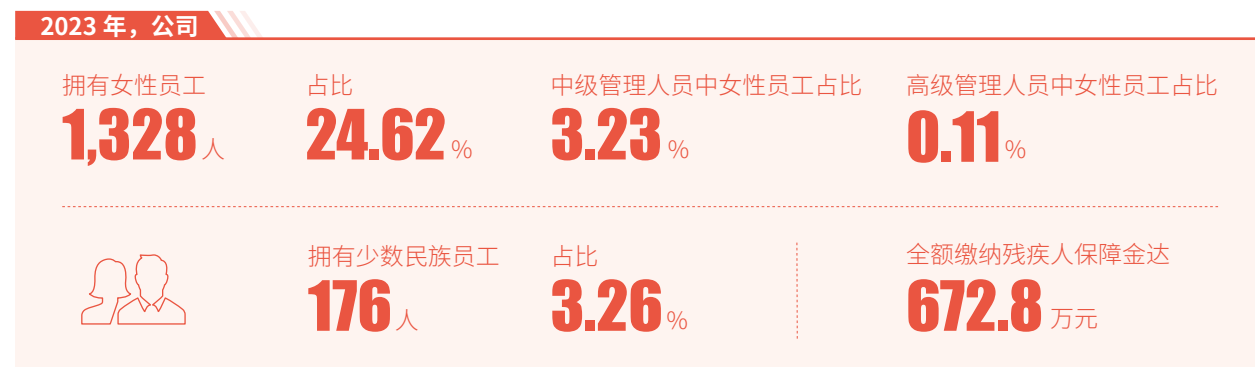
公司持续完善薪酬绩效管理机制，根据人才竞争市场特征与市场化薪酬并轨，吸引、保留和激励青年人才；强化薪酬分配与绩效考核运行机制，确保薪酬分配、绩效考核的导向与公司发展战略、目标相一致，最大限度发挥绩效考核与薪酬分配在企业经营管理中的“指挥棒”作用。2023 年度，公司员工薪酬总投入达 94,788.54 万元。

民主管理

公司推进完善员工沟通管理机制，鼓励员工参与到公司生产经营管理中，构建了员工关怀计划、信访通道、实名举报等沟通渠道。公司各级单位依法设立职工董事和职工监事，参与各级企业公司治理活动；通过召开职工代表大会、工会委员会、女职工代表大会等会议活动，畅通员工沟通渠道，建立健全畅通职工诉求表达长效机制，坚定维护职工参与企业民主管理的权利。

多元化与包容性

公司倡导平等雇佣，坚决杜绝年龄、地域、性别、宗教等一切形式的歧视，尊重员工因国籍、种族、性别、宗教信仰等带来的多元企业文化及员工个人隐私，努力打造多元、包容的职场环境。



女性员工发展与赋能

公司重视女性员工的身心健康，致力于为女性员工打造温馨舒适的办公环境与人文环境，开展女性职业赋能及领导力培训，组织女性关爱活动，帮助女性员工获得高质量成长。

案例 | “花漾女神节温情满津港”

“三八”国际妇女节期间，公司各单位积极组织开展花样活动让津港女工共赴三月之约共绽魅力芳华。通过系列活动的开展，进一步丰富公司全体女职工的精神生活，缓解工作和生活中的压力，也充分展示对女性员工的关爱与祝福。



↑ 心理健康活动 & 女神下午茶



↑ 咖啡知识讲座活动



↑ 蛋糕DIY活动



↑ 团扇DIY活动

职业健康与安全

公司围绕《中华人民共和国职业病防治法》《国家职业病防治规划（2021-2025年）》等法规的指示，结合企业实际，完善公司职业安全健康管理制度，制订《2023年职业病防治工作要点》，全面推进职业病防治工作。

案例 | 加强员工职业病危害防护意识

在2023年《职业病防治法》宣传周期间，公司通过印发职业健康教育资料、张贴宣传公益广告、LED大屏播放，知识问卷、微信等方式，面向全体员工宣传《职业病防治法》，旨在提高各单位落实职业病防治主体责任意识，增强劳动者职业病危害防护意识，进而预防、控制和消除职业病危害、保护员工健康。

员工培训与发展

公司分级分类构建人才培养体系，在横向上分层抓好领军、优秀、骨干、基础四层人才的培养，实现上下联动，形成人才梯队；在纵向上，突出管理、技术、技能三支队伍的建设培养。

员工培训

组织专业素养培训

公司深化人才培养，2023年举办生产调度骨干培训、财务人员综合素养提升培训等17个重点班次，累计参训2,760人次。

进行数字化能力提升培训

公司面向全员开展“数字化转型思维能力提升”进阶培训，围绕“架构、流程、数据治理”设置6门线上直播课，进一步强化公司全体员工对数字化转型价值与应用的理解和认识，提升数字化转型技能素质。

开展内训师培训和选拔工作

公司组织内部领域专家开展内训讲座，推动专业能力素质提高，助力员工成长成才。2023年聘任高级培训师6人、中级内训师24人、初级内训师19人，以内训师水平和课程内容分类开展精品培训7个、优秀课程6个、良好课程8个、一般课程9个。



接受培训的员工
总人次达
8,978 人次

男性员工接受培训的
个人平均小时数为

19.83 小时

女性员工接受培训的
个人平均小时数为

22.05 小时

基层员工接受培训的
个人平均小时数为

17.27 小时

中级管理层员工接受培
训的个人平均小时数为

39.06 小时

高级管理层员工接受培
训的个人平均小时数为

96.76 小时



培训考核总通
过率达
97.80 %

男性员工培训考核通过
率达

96.50 %

女性员工培训考核通过
率达

98.80 %

基层员工培训考核通过
率达

95.60 %

中级管理层员工培训考
核通过率达

98.10 %

高级管理层员工培训考
核通过率达

99.20 %

员工发展

公司高度重视员工的个人发展,建立健全培养体系,鼓励员工提升学历和职称;推动青年员工队伍、专业技术人才队伍、技能人才队伍的建设,畅通所有员工职业晋升通道,引导广大员工在工作岗位实现个人价值,实现公司和员工共同成长、共奋进。

补助与激励



提高学历补助

- 提高至本科学历奖励补助 **1,500** 元
- 提高至硕士学位奖励补助 **15,000** 元
- 提高至博士学位奖励补助 **25,000** 元



职称激励制度

- 获得中级职称每月奖励 **200** 元
- 获得副高级职称每月奖励 **500** 元
- 获得正高级职称每月奖励 **1,000** 元

人才发展重点方向

加强青年员工队伍培养

公司加强青年员工队伍培养,制定青年人才培养专项工作方案,采用提高岗级、奖金倾斜、专项培训等措施,优化基层一线人才队伍结构,提高一线岗位青年人才占比;搭建青年员工展示平台,高质量举办各类职业技能比武活动,促进内部人才良性流动。

强化专业技术人才队伍建设

公司丰富专业技术人才培养手段,完善常态化、专业化的培养机制;优化专业技术职称管理工作,充分发挥职称评价服务功能;建立专业技术人才配套激励保障机制,优化专业技术人才考核评价和绩效分配权重,多措并举激励专业技术人才提高综合素质。

夯实技能人才队伍建设

公司出台技能人才队伍建设的实施意见,加强技能人才队伍制度建设;以职业技能等级为抓手夯实技能提升;以赛促训,举办全国最高等级职业技能赛事,激发技能人才参与技能培训、强化职业技能热情,提高队伍整体能力素质;加大技能人才激励奖励力度,设立高技能津贴,提升高技能人才获得感和归属感。

员工福利与关怀

员工福利

公司为员工提供社会保险、住房公积金、补充住房公积金、企业年金、补充医疗保险等福利,制定《公司住房货币分配方案》《企业年金缴费动态调整工作方案实施细则》等保障制度,建立具有行业竞争力的员工福利保障体系。与此同时,公司组织开展“个人养老金”“住房公积金租房、大病提取”等各项社会福利宣传解读,使员工更好享受个人非薪酬福利。

员工活动

公司以关爱员工身心健康、营造和谐的企业氛围为己任,关注员工工作与生活的平衡,倡导乐观向上、阳光活力的健康生活方式,使员工在工作之余放松心情,缓解压力,同时增强员工之间的沟通和团队合作能力。



案例 | 凝心聚力 提振士气

物流发展公司为丰富员工业余文化活动,提高员工的团队合作精神,鼓舞员工士气,促进班组团结互助,助推公司和谐发展,于五一劳动节前夕举办“奋进杯”职工团体体育活动。





案例 | “情满中秋欢度国庆”

2023年9月，公司围绕“情满中秋欢度国庆”各自开展主题活动，涵盖“手作活动”“职工运动会活动”“花灯活动”等，通过在节日民俗中融入“津港”元素，有效弘扬了传统节日魅力，传递了公司大家庭的浓浓深情，还营造了团队合作和互帮互助的企业文化氛围。



↑ 绘画团扇赏花灯猜灯谜



↑ 手工制作月饼职工运动会

员工关怀

公司坚持以人为本，2023年继续为职工群众提供暖心服务和温馨的基础设施，让广大职工感受到企业的温暖与关爱，增强职工幸福感。

建设职工小家

公司在一线和基层工作区域建设职工小家，为员工提供读书屋、乒乓球活动区、台球活动区、运动器械活动区、瑜伽活动区、母婴室、茶歇室等设备设施。宽敞明亮的空间，干净整洁的环境，齐全完备的设施，为员工提供了一个温暖舒适的家。



关爱母婴生活



公司贯彻落实《女职工劳动保护特别规定》，针对女性员工实际需求打造温馨的工作环境。“爱心妈咪之家”的出现，解决了哺乳期女职工因没有哺乳室而带来的一系列不便问题，更好地维护了女职工合法权益和特殊利益，加强了女职工“四期”保护，给特殊时期的女职工提供了一个私密、干净、舒适、安全的休息场所。

社会公益

公司用心践行社会公益，履行国有企业社会责任，紧贴精准助推国家乡村振兴战略和多元化活动提升社区满足感两条主线，以实际行动为社会作出贡献。

积极履行国企责任，接续助力乡村发展

自2021年7月，公司下属企业人员赴天津市蓟州区经济薄弱村开展扶持工作，制定三年规划，推进扶持项目20项，以实际行动接续助力乡村发展。

产业增效提升村庄发展动能

在蓟州区柳子口村稻田蟹生态种养、新型生态发酵养殖黑猪等项目中，稻田蟹种养基地每年产出约45万斤生态有机米，稻田蟹产出约6,000斤，年实现利润约40万元，年雇佣本村村民约5,000人次，村民增收总计约70余万元。



在蓟州区嘴巴庄村高端果蔬大棚种植、蜜薯种植等项目中，建立乡兴合作公司，与恒盛绿色食品公司合作开展高端果蔬大棚新品种种植产业。

村庄增美提升村民生活品质

协助建设健身运动广场和门牌楼，打造包含党建文化长廊、健身游乐区等设施的“百姓乐园”，融合夜市、水产养殖和垂钓娱乐，实现村庄美化、文化提升、产业增值和农民增收。



文化增能丰富村民精神生活

组建“乡兴艺术团”，配置专业设施，举办近十次大型演出，常态化开展广场舞、卡拉OK、棋牌娱乐等活动；通过文化演出吸引人气，引进商家售卖村内农副产品和特色小吃，打造“夜市经济”，助力村民增收。



案例 | “追锋行动”正当时

在2023年学雷锋日期间，物流发展公司青年志愿者用双手净化港区环境，以实际行动践行雷锋精神。他们拿起抹布、扫帚、垃圾钳等卫生工具，对公司场院内的宣传栏进行清洁擦拭，对垃圾杂物等进行清理处置，为创建绿色美丽港口贡献一份力量。



贴合实际开展多元化活动，以身作则赋能社区发展



案例 | 七彩假期，圆梦津港

2023年8月，公司组织参加员工子女夏令营活动，走进天津港、天津海关儿童安全科普基地、天津东疆湾沙滩景区等地，近距离、多视角感受天津港区海洋资源。



案例 | 接续爱心 汇聚温暖

2023年，联盟国际公司和欧亚国际公司组织开展“接续爱心 汇聚温暖”社会公益活动。活动由公司女职委主任带领全体女职委一同前往天津阳光义工爱心社，期间参观了爱心社发展历程展示墙，观看了爱心社帮扶新疆学子纪录片，翻阅帮扶自强大学生资料档案，并与爱心社工作人员进行深入的互动交流，真切了解到每一笔救助资金背后的感人故事。参加活动人员积极踊跃填写了《爱心社员报名表》，并有3名女职委作为爱心人士，资助3名贫困学生完成四年大学学业。



ESG 关键绩效表

经济绩效

指标名称	单位	2023	2022	2021
公司营业收入	亿元人民币	117.04	108.22	144.68
全年完成货物吞吐量	亿吨	4.45	4.43	4.42
集装箱吞吐量	万标准箱 (TEU)	2,002	1,983	2,020

环境绩效

指标名称	单位	2023	2022	2021	
温室气体排放					
范围一温室气体排放量		50,529	49,060	57,684	
范围二温室气体排放量	吨二氧化碳当量	178,465	184,290	184,694	
运营范围 (范围一 + 范围二) 温室气体排放量		228,994	233,351	242,379	
资源使用					
能源	天然气	立方米	28,106	41,319	59,402
	液化气	吨	1,244	1,235	1,585
	煤	吨	0	0	0
	柴油	吨	14,907	14,206	16,774
	汽油	吨	101	127	175
	外购热力	立方米	4,938	5,720	5,720
	外购电力	万千瓦·时	20,120	20,872	20,803
	新能源动力车辆配套设施数量	个	71	45	15

指标名称	单位	2023	2022	2021	
水资源	市政购水量	吨	2,648,855	2,148,181	2,883,784
	雨水收集使用量	吨	1,181,911	181,016	245,229
	新鲜水使用量	吨	2,648,855	2,148,181	2,883,784
	循环水 / 再生水使用量	吨	1,267,263	836,615	314,847
	港口区域节水设施节水量	吨	333,034	303,668	296,971
	港口区域循环水设施水循环量	吨	1,141,589	1,037,757	949,047
	办公区域节水设施节水量	吨	30,432	27,666	25,151
	办公区域循环水设施水循环量	吨	114,458	105,822	96,450
排放物					
水体污染物排放	废水排放总量	吨	1,013,171	516,802	1,084,290
	可回收废弃物排放总量	吨	2,225	3,588	2,701
废弃物排放	一般固体废弃物排放总量	吨	6,100	6,700	7,479
	危险废弃物排放总量	吨	149	130	193
环境管理					
环保投入	环保总投入	亿元人民币	1.81	1.89	1.80
	环境违法违规事件数	件	0	0	0
环境负面事件	环境污染罚款额	万元人民币	0	0	0
	重大溢油溢漏事件数	件	0	0	0
环境应急管理	环境应急培训开展次数	次	26	21	18
	环境应急培训参与人次	人次	368	281	217
	环境应急演练开展次数	次	34	27	27
	环境应急演练参与人次	人次	317	244	233

社会绩效

指标名称	单位	2023	2022	2021	
雇佣					
员工总数	人	5,395	5,781	7,444	
按性别	男性员工总数	人	4,067	4,425	5,911
	男性员工占比	%	75.38	76.54	79.41
	女性员工总数	人	1,328	1,356	1,533
	女性员工占比	%	24.62	23.46	20.59
按雇佣类型	劳务合同制员工数	人	5,395	5,781	7,444
	劳动合同制员工比例	%	100	100	100
按年龄	51岁及以上员工数	人	1,806	2,082	2,949
	51岁及以上员工占比	%	33.48	36.01	39.62
	41至50岁员工数	人	1,787	1,610	1,966
	41至50岁员工占比	%	33.12	27.85	26.41
	31至40岁员工数	人	1,485	1,771	2,192
	31至40岁员工占比	%	27.53	30.63	29.45
	30岁及以下员工数	人	317	318	252
	30岁及以下员工占比	%	5.88	5.50	3.39
按学历	拥有博士学位员工数	人	3	4	4
	拥有博士学位员工占比	%	0.06	0.07	0.05
	拥有硕士学位员工数	人	997	774	752
	拥有硕士学位员工占比	%	18.48	13.39	10.10
	拥有本科学历员工数	人	2,581	2,190	3,319
	拥有本科学历员工占比	%	47.84	37.88	44.59
	拥有本科以下学历员工数	人	1,814	2,813	3,369
	拥有本科以下学历员工占比	%	33.62	48.66	45.26
按雇佣类型	劳务合同制员工数	人	5,395	5,781	7,444
	劳动合同制员工比例	%	100	100	100
按雇员类别	基层员工总数	人	4,451	4,824	6,440
	基层员工占比	%	82.50	83.45	86.51
	中级管理层员工总数	人	823	840	865
	中级管理层员工占比	%	15.25	14.53	11.62

指标名称	单位	2023	2022	2021	
按雇员类别	中级管理层中女性员工人数	人	174	171	167
	中级管理层中女性员工占比	%	3.23	2.96	2.24
	高级管理层员工总数	人	121	117	139
	高级管理层员工占比	%	2.24	2.02	1.87
	高级管理层中女性员工人数	人	6	6	7
	高级管理层中女性员工占比	%	0.11	0.10	0.09
员工权益与福利保障					
劳动合同签订比例	%	100	100	100	
员工福利投入	万元人民币	8,082.39	8,307.82	8,730.09	
育儿假	已享受育儿假的员工总数	人	74	64	6
	已享受育儿假的男性员工数	人	29	24	1
	已享受育儿假的女性员工数	人	53	40	5
	有权享受育儿假的员工总数	人	648	669	630
	育儿假结束后返岗员工数	人	70	61	6
	育儿假结束后返岗且12个月后仍在岗的员工总数	人	74	64	6
	育儿假员工返岗率	%	100	100	100
	育儿假员工留存率	%	100	100	100
员工培训					
全年培训总人次	人次	8,978	9,415	10,167	
按性别划分的培训人次	男性员工接受培训的总人次	人次	6,992	7,290	7,963
	女性员工接受培训的总人次	人次	1,986	2,125	2,204
按职级划分的员工培训人次	基层员工接受培训的总人次	人次	8,043	8,499	9,063
	中级管理层员工接受培训的总人次	人次	813	798	965
	高级管理层员工接受培训的总人次	人次	122	118	139
全体员工接受培训的总时长	小时	182,458	180,884	148,805	
全体员工接受培训的平均时长	小时	20.32	19.21	19.98	
按性别划分	男性员工接受培训的总小时数	小时	138,666	138,136	117,555
	女性员工接受培训的总小时数	小时	43,792	42,748	31,250
	基层员工接受培训的总小时数	小时	138,895	135,984	93,888
按职级划分	中级管理层员工接受培训的总小时数	小时	31,758	31,920	38,626
	高级管理层员工接受培训的总小时数	小时	11,805	12,980	16,291

指标名称	单位	2023	2022	2021	
多元化与包容性					
女性职业赋能与领导力培训开展次数	次	6	7	5	
女性职业赋能与领导力培训参与人数	人	123	561	101	
女性员工专有关爱活动开展次数	次	40	30	26	
女性员工专有关爱活动参与人次	人次	2,023	1,954	1,471	
残障人士关爱					
残疾人保障金缴纳额	万元人民币	672.80	700.73	491.05	
残障人士雇佣总数	人	43	48	56	
民主管理					
职工代表大会召开次数	次	40	60	47	
职工代表大会参与人数	人	2,668	3,203	2,652	
安全生产与职业健康					
安全生产投入金额	亿元人民币	0.90	0.86	1.06	
安全生产教育活动	安全生产培训场次	次	754	1,233	1,778
	安全生产培训参与人次	人次	86,040	147,763	115,584
安全生产应急管理	应急事件演练数	次	941	678	597
	应急事件演练参与人数	人	11,967	10,380	8,250
安全生产日常管理	安全生产装备维护投入金额	亿元人民币	0.23	0.26	0.26
	职业病新增病例	例	0	0	0
职业病	职业病发病率	%	0	0	0
	接受职业病体检的人数	人	1,072	858	952
	职业病体检的覆盖率	%	100	100	100
	职业健康培训累计人次	人次	5,372	5,509	5,151
	人均接受职业健康安全培训次数	次	40	36	34
工伤与工亡	职业健康安全培训总时长	小时	17,221.0	17,319.0	18,321.5
	特别重大事故发生数	次	0	0	0
	重大事故发生数	次	0	0	0
	一般事故发生数	次	0	0	0
	员工伤亡人数	人	0	0	0
社会公益					
员工志愿活动参与总人数	人	316	324	289	
员工志愿活动人均时长	小时	117.63	116.81	173.37	

治理与经营绩效

指标名称	单位	2023	2022	2021
三会运作				
董事会成员数	人	9	9	9
股东大会召开次数	次	2	2	2
董事会会议次数	次	13	7	11
监事会会议次数	次	6	6	6
董事会各类委员会会议次数	次	21	13	16
反腐合规				
廉洁承诺书签订率	%	100	100	100
反腐宣贯覆盖员工比例	%	100	100	100
全体系反腐败、反贿赂培训场次	次	272	137	112
全体系反腐败、反贿赂培训总人次	人次	14,813	10,024	10,720
合规管理与风险防控培训场次	次	1	1	1
知识产权保护				
持有专利数量	件	385	374	478
持有软件著作权数量	件	31	31	32
年度新申请专利数量	件	70	74	78
年度新授权专利数	件	57	62	49

GRI 内容索引

使用说明	天津港股份有限公司在 2023 年度环境、社会及公司治理（ESG）报告（报告期：2023 年 1 月 1 日至 12 月 31 日）编制过程中，参照 GRI 标准报告了在此份 GRI 内容索引中引用的信息。
使用的 GRI 1	GRI 1: 基础 2021

GRI 标准	披露项	对应章节或文件
GRI 2: 一般披露 2021	2-1 组织详细情况	关于天津港
	2-2 纳入组织可持续发展报告的实体	
	2-3 报告期、报告频率和联系人	关于本报告
	2-4 信息重述	
	2-6 活动、价值链和其他业务关系	董事长致辞、ESG 关键绩效表
	2-7 员工	员工权益保护、ESG 关键绩效表
	2-8 员工之外的工作者	
	2-9 管治架构和组成	公司治理、2023 年年度报告
	2-10 最高管治机构的提名和遴选	2023 年年度报告
	2-11 最高管治机构的主席	
	2-12 在管理影响方面最高管治机构的监督作用	公司治理、2023 年年度报告
	2-13 为管理影响的责任授权	
	2-14 最高管治机构在可持续发展报告中的作用	关于本报告、ESG 治理
	2-15 利益冲突	公司治理、2023 年年度报告
	2-16 重要关切问题的沟通	ESG 治理
	2-17 最高管治机构的共同知识	
	2-18 对最高管治机构的绩效评估	公司治理、2023 年年度报告
	2-19 薪酬政策	
	2-20 确定薪酬的程序	2023 年年度报告
	2-21 年度总薪酬比率	
	2-22 关于可持续发展战略的声明	ESG 治理
	2-23 政策承诺	2023 年年度报告
	2-24 融合政策承诺	
	2-26 寻求建议和提出关切的机制	ESG 治理
	2-27 遵守法律法规	内部控制与风险管理
	2-28 协会的成员资格	协会参与
	2-29 利益相关方参与的方法	ESG 治理
	2-30 集体谈判协议	民主管理

GRI 标准	披露项	对应章节或文件
GRI 3: 实质性议题 2021	3-1 确定实质性议题的过程	
	3-2 实质性议题清单	ESG 治理
	3-3 实质性议题的管理	
GRI 201: 经济绩效 2016	201-1 直接产生和分配的经济价值	董事长致辞、ESG 关键绩效表
	201-3 固定福利计划义务和其他退休计划	员工福利与关怀、2023 年年度报告
	201-4 政府给予的财政补贴	2023 年年度报告
GRI 202: 市场表现 2016	202-1 按性别标准起薪水平工资与当地最低工资之比	员工权益保护
	202-2 从当地社区雇佣高管的比例	ESG 关键绩效表、2023 年年度报告
GRI 203: 间接经济影响 2016	203-1 基础设施投资和支持性服务	社会公益
	203-2 重大间接经济影响	
GRI 205: 反腐败 2016	205-1 已进行腐败风险评估的运营点	
	205-2 反腐败政策和程序的转达及培训	商业道德
	205-3 经确认的腐败事件和采取的行动	
GRI 206: 反竞争行为 2016	206-1 针对反竞争行为、反托拉斯和反垄断实践的法律诉讼	商业道德
GRI 207: 税务 2019	207-1 税务方针	
	207-2 税务治理、控制及风险管理	
	207-3 与税务密切相关的利益相关方参与及管理	2023 年年度报告
	207-4 国别报告	
GRI 301: 物料 2016	207-4 国别报告	
GRI 302: 能源 2016	301-1 所用物料的重量或体积	不涉及
	301-2 所用循环利用的进料	
	301-3 再生产品及其包装材料	
	302-1 组织内部的能源消耗量	
	302-2 组织外部的能源消耗量	应对气候变化与能源管理、ESG 关键绩效表
	302-3 能源强度	
GRI 303: 水资源和污水 2018	302-4 降低能源消耗量	
	302-5 降低产品和服务的能源需求量	
	303-1 组织与水作为共有资源的相互影响	
	303-2 管理与排水相关的影响	
	303-3 取水	水资源管理、ESG 关键绩效表
	303-4 排水	
	303-5 耗水	

GRI 标准	披露项	对应章节或文件
GRI 304: 生物多样性 2016	304-1 组织在位于或邻近保护区和保护区外的生物多样性丰富区域拥有、租借、管理的运营点	生物多样性保护、ESG 关键绩效表
	304-2 活动、产品和服务对生物多样性的重大影响	
	304-3 受保护或经修复的栖息地	
	304-4 受运营影响的栖息地中已被列入世界自然保护联盟 (IUCN) 红色名录及国家保护名册的物种	
GRI 305: 排放 2016	305-1 直接 (范围 1) 温室气体排放	ESG 关键绩效表
	305-2 能源间接 (范围 2) 温室气体排放	
	305-3 其他间接 (范围 3) 温室气体排放	
	305-4 温室气体排放强度	
	305-5 温室气体减排量	
	305-6 臭氧消耗物质 (ODS) 的排放	
	305-7 氮氧化物 (NOX)、硫氧化物 (SOX) 和其他重大气体排放	
GRI 306: 废弃物 2020	306-1 废弃物的产生及废弃物相关重大影响	废弃物与排放物管理、ESG 关键绩效表
	306-2 废弃物相关重大影响的管理	
	306-3 产生的废弃物	
	306-4 从处置中转移的废弃物	
	306-5 进入处置的废弃物	
GRI 401: 雇佣 2016	308-2 供应链的负面环境影响以及采取的行动	供应链管理
	401-1 新进员工雇佣率和员工流动率	员工权益保护、ESG 关键绩效表
	401-2 提供给全职员工 (不包括临时或兼职员工) 的福利	
401-3 育儿假		
GRI 402: 劳资关系 2016	402-1 有关运营变更的最短通知期	员工权益保护
GRI 403: 职业健康与安全 2018	403-1 职业健康安全管理体系	职业健康与安全、ESG 关键绩效表
	403-2 危害识别、风险评估和事故调查	
	403-3 职业健康服务	
	403-4 职业健康安全事务: 工作者的参与、意见征询和沟通	
	403-5 工作者职业健康安全培训	
	403-6 促进工作者健康	
	403-7 预防和减缓与业务关系直接相关的职业健康安全影响	
	403-8 职业健康安全管理体系覆盖的工作者	
	403-9 工伤	
	403-10 工伤相关的健康问题	

GRI 标准	披露项	对应章节或文件
GRI 404: 培训与教育 2016	404-1 每名员工每年接受培训的平均小时数	员工培训与发展、ESG 关键绩效表
	404-2 员工技能提升方案和过渡援助方案	
	404-3 接受定期绩效和职业发展考核的员工百分比	
GRI 405: 多元化与平等机会 2016	405-1 管治机构与员工的多元化	公司治理、多元化与包容性、ESG 关键绩效表
	405-2 男女基本工资和报酬的比例	
GRI 406: 反歧视 2016	406-1 歧视事件及采取的纠正行动	员工权益保护
GRI 410: 安保实践 2016	410-1 接受过在人权政策或程序方面培训的安保人员	不涉及
GRI 411: 原住民权利 2016	411-1 涉及侵犯原住民权利的事件	不涉及
GRI 413: 当地社会 2016	413-1 有当地社区参与、影响评估和发展计划的运营点	社会公益、ESG 关键绩效表
	413-2 对当地社区有实际或潜在重大负面影响的运营点	
GRI 415: 公共政策 2016	414-2 供应链的负面社会影响以及采取的行动	供应链管理
	415-1 政治捐助	不涉及
GRI 416: 客户健康与安全 2016	416-1 评估产品和服务类别的健康与安全影响	安全生产
	416-2 涉及产品和服务的健康与安全影响的违规事件	
GRI 417: 营销与标识 2016	417-1 对产品和服务信息与标识的要求	不涉及
	417-2 涉及产品和服务信息与标识的违规事件	
	417-3 涉及营销传播的违规事件	
GRI 418: 客户隐私 2016	418-1 涉及侵犯客户隐私和丢失客户资料的经证实的投诉	信息安全与隐私保护

全资及控股子公司、主要参股公司一览表

全称	简称
天津港第一港埠有限公司	一公司
天津港第四港埠有限公司	四公司
天津港焦炭码头有限公司	焦炭码头公司
天津港远航国际矿石码头有限公司	远航国际公司
天津港中煤华能煤码头有限公司	煤码头公司
天津港太平洋国际集装箱码头有限公司	太平洋国际公司
天津港欧亚国际集装箱码头有限公司	欧亚国际公司
天津港联盟国际集装箱码头有限公司	联盟国际公司
天津港石油化工码头有限公司	石化码头公司
天津港中航油码头有限公司	中航油码头公司
天津港滚装码头有限公司	滚装码头公司
天津港环球滚装码头有限公司	环球滚装码头公司
天津港海嘉汽车码头有限公司	海嘉码头公司
天津港物资供应有限责任公司	物资公司
天津港物流发展有限公司	物流发展公司
天津港海丰保税物流有限公司	海丰物流公司
天津海天保税物流有限公司	海天物流公司
天津港东疆物流园有限公司	东疆物流园公司
中国天津外轮代理有限公司	外代公司
天津外轮理货有限公司	外理公司
天津港实华原油码头有限公司	实华码头公司
天津港中远海运船务代理有限公司	天津中远海运船务公司
天津中联理货有限公司	中联理货公司
国能（天津）港务有限责任公司	国能天津港务公司
天津港集装箱码头有限公司	集装箱公司
天津港劳务发展有限公司	劳务发展公司
天津港财务有限公司	财务公司

读者阅读反馈

尊敬的读者：

您好！十分感谢您阅读《天津港股份有限公司 2023 年度环境、社会及公司治理（ESG）报告》。公司非常重视并期望聆听您对天津港股份有限公司的 ESG 管理、实践和信息披露的反馈意见。您的意见和建议，是公司持续推进 ESG 管理和实践的重要依据。期待您的回复！

针对下列问题，请您进行评分（1 为最低分，5 为最高分）

- 您认为本报告在反映天津港股份有限公司对公司治理的重大影响的程度为？
1 2 3 4 5
- 您认为本报告在反映天津港股份有限公司对环境治理的重大影响的程度为？
1 2 3 4 5
- 您认为本报告在反映天津港股份有限公司对社会治理的重大影响的程度为？
1 2 3 4 5
- 您认为本报告在反映天津港股份有限公司对经营治理的重大影响的程度为？
1 2 3 4 5
- 您认为天津港股份有限公司在服务客户方面的程度为？
1 2 3 4 5
- 您认为天津港股份有限公司在回馈股东方面的程度为？
1 2 3 4 5
- 您认为天津港股份有限公司与利益相关方沟通交流的全面性为？
1 2 3 4 5
- 您认为本报告提供的信息全面程度为？
1 2 3 4 5
- 您认为本报告提供信息的可读性程度为？
1 2 3 4 5

10. 开放性问题：您对《天津港股份有限公司 2023 年度环境、社会及公司治理（ESG）报告》的其他意见与建议，欢迎提出。

意见请反馈到：(tianjinport@tianjin-port.com)



2023

Environmental, Social and Governance Report

Tianjin Port Holdings Co., Ltd.



About this Report

Report Description

This report is the second Environmental, Social and Governance (hereinafter referred to as "ESG" report) released by Tianjin Port Holdings Co., Ltd. (hereinafter referred to as the "Tianjin Port", "We" or "the Company"). Previously, the Company has released fourteen annual Corporate Social Responsibility Reports consecutively. Based on the principles of objectivity, normative, transparency, and comprehensiveness, this Report is intended for all stakeholders of Tianjin Port, focusing on its management, practices and performance in the areas of environmental, social and governance. Urged by the compilation of the report, the Company continuously improves its performance in fulfilling ESG responsibilities, which enhances engagement with stakeholders on key materiality issues.

Reporting Period

This Report details the Company's practices and performance in the fields of operational, environmental, social and governance management during the period from January 1 to December 31, 2023. To enhance the comparability and completeness of the Report, certain sections of this report are appropriately retroactive to previous years.

Reporting Scope

This Report covers Tianjin Port Holdings Co., Ltd. and its wholly-owned and controlled subsidiaries. To ensure the comprehensiveness and readability of the Report, certain cases involve its joint stock companies. For the bilingual comparison of wholly-owned, holding, and partial participating company names, please refer to the "List of Subsidiaries."

Data Source and Reliability Assurance

The information and data disclosed in this Report are sourced from internal collection of the Company, statistical reports and public materials, and the operation performance data mentioned in the report is consistent with the scope of data in the 2023 annual report of Tianjin Port Holdings Co., Ltd. The currency amounts involved are all measured in CNY. Unless otherwise specified, the economic, environmental, and social data disclosed in this Report cover the subsidiaries within the scope of the Company's consolidation, while some information and data on corporate governance only cover the Company headquarters. Our Company undertakes that the information and data disclosed in this Report are free from any false records or misleading statements, responsible for the authenticity, accuracy, and completeness of its contents.

Reporting Language


This report is released in both Simplified Chinese and English versions. In case of any discrepancy, the former shall prevail.

Basis of Compilation

- *Sustainability Reporting Standards of the Global Reporting Initiative (GRI Standards)*
- *SDG Compass: The guide of business action to SDGs*
- *Guidance on Social Responsibility Reporting (GB/T36001-2015)*
- *Corporate ESG Report Preparation Guide (CASS-ESG 5.0)*
- *Guidelines for Self-Regulation of Listed Companies No.1 - Standardized Operation*
- *Shanghai Stock Exchange Compilation Guideline for Corporate Social Responsibility Reports*


Accessing this Report

This report is available to the public in PDF electronic document. Further information and the electronic version of this Report can be downloaded from the website of Shanghai Stock Exchange website (<http://www.sse.com.cn>). If you need to obtain a printed copy or have questions or suggestions on the contents of the report, please feel free to contact us via phone or email. Contact information is as follows:

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Message from the Chairman



In 2023, with escalated geopolitical tensions, intensified environmental risks, continued fluctuations in interest rates and exchange rates, and increasing barrier to economic circulation, the global economy and trade are facing unprecedented challenges, with the pace of global economic recovery appearing particularly unstable and uneven. However, under such external circumstances and with steadfast beliefs and determinations, Tianjin Port, keeping the earnest entrustment of the General Secretary in mind, is always committed to "building a world-class smart and green port, better serving the coordinated development of the Beijing-Tianjin-Hebei region and the Belt and Road Initiative", and strive to shape new advantages for high-quality and sustainable development in the new era.

Deeply cater to China's major strategies and build sustainable development capabilities.

Standing in the economic hub of the Beijing-Tianjin-Hebei region, Tianjin Port, endowed with its unique resource advantages, has shouldered the important mission of serving national strategies. We have actively integrated into the grand blueprint of coordinated development in the Beijing-Tianjin-Hebei region, deeply participated in the Belt and Road Initiative cooperation, and are committed to promoting regional economic connectivity and coordinated development and continuously enhancing the economic influence and service capabilities in the surrounding areas. In 2023, Tianjin Port achieved a revenue of CNY 11.704 billion, an increase of 8.15% year-on-year; it realized a net profit attributable to shareholders of the listed company of CNY 982 million, an increase of 32.60% year-on-year; and completed a cargo throughput of 445 million tons and a container throughput of 20.02 million TEUs. We have closely focused on the new

development pattern, optimized the port operations, enhanced the service quality, and ensured the efficient operation and smooth accessibility of the port. In 2023, we deeply understood the basic principles of economic and social development during the 14th Five-Year Plan period, established our own ESG governance system, and effectively improved the ESG policy system. While the sustainable development level of Tianjin Port has been actively and steadily improving, we were selected as one of the best ESG practices and outstanding practice cases among listed companies by China Association for Public Companies, honored with the 2023 Financial Industry "Golden Wisdom Award" and selected as an excellent case in the Environment Dimension (E) in 2023 Whitepaper on ESG Practice Observation of Chinese Enterprise and Analysis Report on ESG Status Quo and Trend by Chinese Times.

Deeply build the capabilities of innovative development and accelerate the construction of smart and green ports.

In 2023, we concentrated on the digitalization and automation transformation, implemented 24 key projects in smart port construction with total asset investments of CNY 280 million, while witnessing the continued increase in the number of R&D personnel within the Company; We insisted on leveraging science and technology to empower safety management, and continuously enhanced the effectiveness of "Technology-driven Safety", thus achieving effective control over safety risks. Concurrently, we intensified the application of clean technologies and deepened the construction of green ports while ensuring environment compliance governance. In 2023, all three Ro-Ro terminals under the Company were simultaneously awarded the Carbon Neutrality Evaluation Certificate issued by China Classification Society, becoming the first batch of Ro-Ro terminals globally to achieve all "Zero-Carbon" operations; Tianjin Port Pacific International Container Terminal Co., Ltd. was awarded a Five-Star China Green Port, becoming the first traditional container terminal nationwide that has passed the review. At the same time, the Company has completed 13 projects in green port construction, including the construction of new energy equipment and supporting facilities, the application of energy-saving technologies, and online energy monitoring, etc., vigorously promoted the construction of photovoltaic and wind power generation facilities, continuously implemented the connection of shore power facilities, as well as encouraged and supported customers to practice green actions while achieving

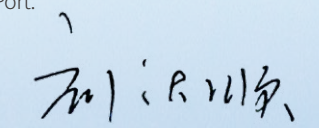
their own green development.

Deepen the construction of the people-oriented Tianjin Port and expand the port's influence of happiness.

We have actively fulfilled corporate social responsibility and strived to achieve a win-win situation for both economic and social benefits. Internally, we have adhered to the people-oriented philosophy and placed high importance on the safety, health and growth of our employees, and provided comprehensive compensation and benefits for our employees to ensure they receive fair and equitable treatment. Meanwhile, we have focused on employees' career development planning, and conducted internal trainer training plan and other talent training practices to constantly enhance employees' professional skills and overall qualities, not only creating the value to the enterprise, but also growing together with the Company. Besides, we always uphold the principle of integrity, cooperation and win-win, continuously improve our supplier management system, optimize the supply chain management processes and ensure long-term stable cooperative relationships with our suppliers. Additionally, we also place great importance on customer satisfaction and conduct customer satisfaction surveys regularly to continually enhance the service quality. We have actively responded to China's call for rural revitalization and made contribution to the development of impoverished areas through various means such as industry support and education assistance, etc. Furthermore, we have continuously carried out charitable activities such as donations and community assistance, and gone deep into local communities to provide tangible assistance to residents.

With the eastern winds bringing spring in full bloom, it's the perfect time to set sail as the tide rises.

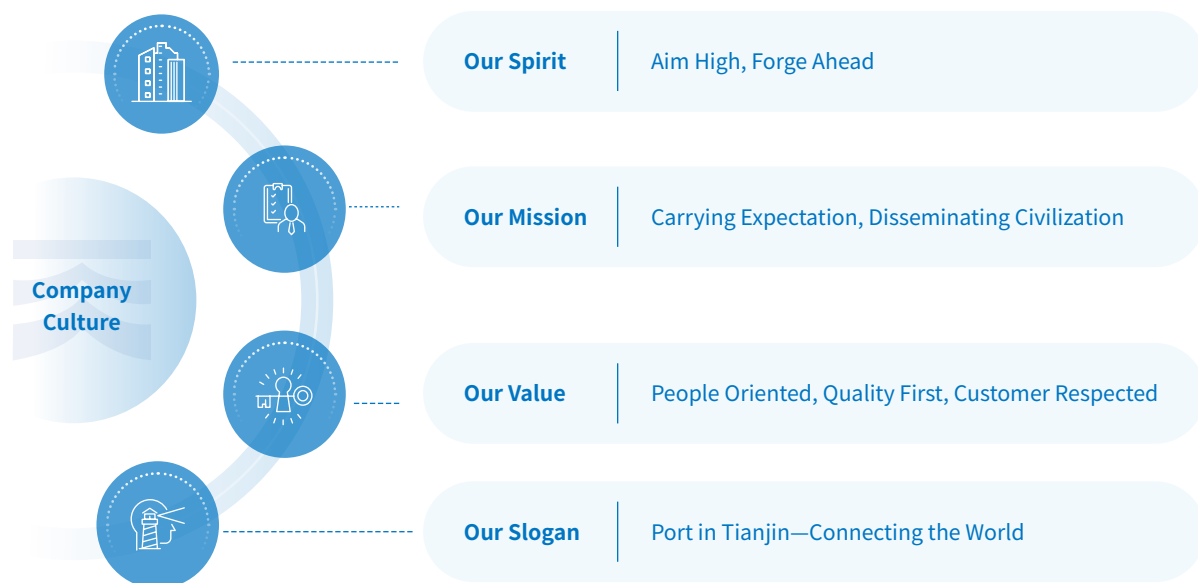
Looking towards the future, with the direction outlined by the General Secretary, we will continue to promote the construction of world-class green, smart, and hub ports and Tianjin Northern International Shipping Hub, so as to build the strategic hub that deepens the service for both "Big Circulation" and "Dual Circulation" development pattern, provide better services to customers while creating greater values for shareholders, and embark on a new chapter of vibrant development for Tianjin Port.


Chairman of Board of Directors



About Tianjin Port

Tianjin Port Holdings Co., Ltd., formerly known as Tianjin Port Storage & Transportation Co., Ltd., is a limited stock company established in 1992 by Tianjin Port Authority through raising funds from targeted sources. On July 14, 1996, the Company was listed on the Shanghai Stock Exchange, and on December 27, 2005, the Company completed the implementation of the share trading reform. The Company's main businesses include loading, sales, logistics and comprehensive port support services, with its primary cargos including bulk cargo, containers, etc. The actual controlling shareholder of the Company is Tianjin Port (Group) Co., Ltd., and the ultimate controller is the State-owned Assets Supervision and Administration Commission of Tianjin People's Government.



Performance Achievements for the Year 2023

ENVIRONMENTAL



Environment Governance Total investment in environmental protection reached CNY **181 million**
57% of subsidiaries obtained environmental management system certification, and **39%** of subsidiaries obtained energy management system certification
 The green area exceeds **673,200** square meters, with a total of **319,000** trees in the greenbelt.
No environmental negative events, and **no** major oil spills or leakage incidents occurred

Energy Management Completed **13** projects related to green port construction, including the construction of new energy equipment and supporting facilities, the application of energy-saving technologies, and online energy monitoring, with the annual budget amounting to CNY **60 million**, energy savings equivalent to **2,100** tons of standard coal, replaced fuel capacity of **2,000** tons, reduced carbon emissions by **900** tons and direct reduced carbon emission by **6,000** tons
 Installed **71** sets of supporting facilities for new energy-powered vehicles

Water Management Rainwater collection and usage reached **1,181,911** tons
 Usage of recycled or reclaimed water reached **1,267,263** tons

SOCIAL



Work Safety **No** particularly significant, significant or general accidents occurred
No employee casualties
 Total investment in work safety reached CNY **90 million**
 Conducted **754** sessions of work safety training
 Organized **941** work safety emergency drills
 Performed work safety inspections and revealed the problem rectification rate of **100%**

Innovation and R&D Completed asset investment of CNY **280 million** in the construction of smart ports
 The total number of R&D personnel reached **547**, accounting for **10.14%** of the total workforce

Customer Service Average customer satisfaction rate exceeded **96%**
 Online container booking rate exceeded **97%**

Employee Hiring **100%** of employees are under labor contract
 The total number of new hires reached **121**
 The total investment in employee compensation amounted to CNY **947.8854 million**

Democratic Management Convened **40** sessions of Congress of Workers and Staff, with a total participation of **2,668** person-times

Diversity and Inclusivity **1,328** female employees, accounting for **24.62%** of the total workforce; among middle-level management, female employees accounted for **3.23%**, and among senior management, female employees accounted for **0.11%**
176 minority employees, accounting for **3.26%**
 Fully paid employment security fund for the disabled reached CNY **6.728 million**

Employee Training The total number of employees receiving training reached **8,978** person-times
 The total training duration for employees reached **182,458** hours
 The average duration of training per employee reached **20.32** hours
 The overall pass rate for training assessment reached **97.80%**

Social Welfare The total number of employees participating in voluntary activities reached **316**
 The average duration of voluntary activities per employee reached **117.63** hours

GOVERNANCE



Corporate Governance Held **2** shareholders' assembly meetings
 Held **13** Board of Directors Meetings
 Held **6** Board of Supervisors Meetings

Independence and Diversity of the Board of Directors **4** independent directors, accounting for **44.44%**
1 female director, accounting for **11.11%**

Internal Control and Risk Management Company headquarters added **12** new regulations, and revised **15** regulations, totaling **237** internal regulations
 Company headquarters reviewed **90** contracts, **45** regulations, **58** operational management materials and **78** proposal materials, provided **198** suggestions and opinions
 Company headquarters conducted legal reviews on **28** business decisions, **28** regulations, **83** contracts, and **24** subsidiary meeting proposals

Anti-Corruption and Clean Management The headquarters conducted daily integrity education and cautionary education for **108** times, with a total participation of **1,584** person-times
 The subsidiaries conducted **164** sessions of anti-corruption and anti-bribery training, with a total of **13,229** participants and the training duration totaling **115.7** hours

Investor Relations Management Disclosed **4** regular reports and **44** interim announcements
 Conducted **9** investor communication events, received and answered **86** investor questions with a total investor reception of **48** person-times

Serve the Belt and Road Initiative

Tianjin is the strategic hub of the Maritime Silk Road, where the millennial Silk Road converges across land and sea, rejuvenating through the ages. In 2013, Xi Jinping, the president of the People's Republic of China, proposed the significant initiatives of jointly building the "Silk Road Economic Belt" and "21st-Century Maritime Silk Road" (hereinafter referred as the "Belt and Road Initiative") during his visit to Central Asian and Southeast Asian countries, garnering high attention from the international community. Firmly keeping Xi Jinping's profound expectations and instructions in mind, Tianjin Port has made solid efforts and efficient executions on new missions, new goals and new tasks, striving to build a smart and green hub port, promote deep integration among ports, industries and cities, foster high-quality development of the port economy, and make every effort to construct Chinese-style modern ports and serve the joint construction of the "Belt and Road Initiative".

Vigorously forge ahead and steadfastly build a high-level open platform for land and sea connectivity

The port opens up vast routes, flourishing towards the sea to create the future. Located in the core area of the Bohai Bay, Tianjin Port is where the river port and sea port converge. As an crucial strategic resource of China, it serves as the maritime gateway for the Beijing-Tianjin-Hebei region and the "Three-North" areas (Northeast China, North China and Northwest China). With unique advantages in locations, policies, industries and markets, it functions as a booster for the international shipping hub in the northern region. In recent years, Tianjin Port has continuously focused its efforts on serving national initiatives such as the Belt and Road Initiative and the coordinated development of the Beijing-Tianjin-Hebei region, particularly, its advantages in handling large vessels are gradually becoming apparent, and actively contributed to the construction of an open pattern of integrated land and sea connections and mutual linkage between the east and west, and its hub role in the Maritime Silk Road is becoming increasingly prominent.

Weave a dense maritime service network, facilitating the smooth operation of dual circulation at home and abroad.



Since the inception of the "Belt and Road Initiative", the Company has actively responded and planned to expand the maritime channels and weave a dense network of the "21st-Century Maritime Silk Road". In 2023, the Company continued to deepen the "Four Thousand Action" and "Spring Rain Action", extensively visiting key shipping companies, key client and cross-over clients. A total of 145 direct container routes to Europe, South America, Southeast Asia and other regions was added, including 55 routes of the "Belt and Road Initiative", covering over 100 countries and regions. The container volume in countries related to RCEP was increased by over 10% compared with the previous year, which has not only enhanced the existing route network of Tianjin Port, but also fulfilled the gap in direct shipping routes to South America in recent years. Adhering to the principle of win-win cooperation, the Company has signed the comprehensive

strategic cooperation agreements with port units and shipping companies to establish work-class ports, initiated the establishment of the China Domestic Container Port and Shipping Service Alliance and created brands such as "Maritime FAST", "Two Ports and One Route", and "Daily Route" around the Bobai Sea to better serve the north-south circulation. Besides, it has established friendly relationships with ports such as Kob Port in Japan, Melbourne Port in Australia, Antwerp-Bruges Port in Belgium, Incheon Port in South Korea and Sihanoukville Port in Cambodia, continuously expanding the international "Circle of Friends" of the Port.



Case | Launching the New Shipping Route to South Africa West Coast to Weave the Dense Maritime Freight Network

In December 2023, at the operation site of Tianjin Port Pacific International Container Terminal Co., Ltd. dozens of electric container trucks shuttled back and forth, hastening the completion of the task of "Luanda" container vessel. By that afternoon, this cargo vessel would set sail with containers from the Beijing-Tianjin-Hebei region, heading towards South American countries, such as Colombia, Ecuador, Peru, and Chile, etc. This has marked the successful opening of the Tianjin to South America West Coast new shipping route, further expanded the accessibility of Tianjin Port to the sea, weaved a dense global network of container shipping, enhanced the function of the northern international shipping hub, and strengthened Tianjin Port's role as a maritime gateway for the Beijing-Tianjin-Hebei region and a focal point of the Belt and Road Initiative's land and sea convergence. This development has stimulated the diversified trade growth between China and emerging economies in South America and contributed port capabilities to facilitate the smooth operation of dual circulation at home and abroad.



Expand the Land-based Service Network and Create High-quality Logistics with Sea-railway Intermodal Transportation.



The Company has fully leveraged the advantages of being the eastern gateway of the China-Mongolia-Russia Economic Corridor and the transit corridor for three continental bridges, strengthened the intermodal transportation by sea and rail as the link to enhance the connectivity between the East and West. Currently, the Company has launched China-Europe freight trains with Russia, Mongolia, Germany, Belarus, Turkey, Kazakhstan, and other countries and regions, constructed the Eurasia Continental Bridge corridor - the "Two Bridges, Three Passages, and Four Ports" Silk Road, and improved the inland marketing network of the "Three Routes, Ten Zone" with a nationwide coverage of 120 branches. Supported by the opening and operation of the "Tianjin-Taiyuan" green transportation corridor and the "Changchun-Tianjin Port" freight trains, it has further strengthened the distribution and allocation of resources in the northern hinterland, and better served advantageous and emerging industries. The Company is always committed to enhancing the cooperation with the railway departments, optimizing the operation organization, ensure the closeness of sea-rail loading services, and guaranteeing the smooth operation of the China-Europe (China-Central Asia) freight trains. Meanwhile, the Company continues to excel in the transportation of essential goods. In response to Mongolia's urgent demand for the expedited shipping of perishable goods, the Company has coordinated with the Beijing Railway Bureau to prioritize the transportation of relevant goods and ensure seamless station operation, and successfully completed the transportation of all perishable goods, which has been unanimously recognized by Mongolian customers. In 2023, the company operated over 40 sea-rail intermodal trains, including four land bridge international trains. It completed the transportation of 85,000 TEUs (twenty-foot equivalent units) for the land bridge international trains, further consolidating Tianjin Port's leading position among coastal ports in China in terms of the volume of land bridge international trains.



Case | Leveraging Geographical Advantages to Establish the Distinctive Brand for China-Europe Sea-Railway Intermodal Transportation

In November 2023, a China-Europe (Central Asia) loaded with food, daily necessities, machinery accessories and other goods departed from the special railway line of Tianjin Xingang Station Wujie Storage Yard 3 for Mongolia, which marked the 600th departure of the China-Europe (Central Asia) freight train jointly organized by Tianjin Port and China Railway Beijing Group in 2023, not only promoting the high-quality development of the Belt and Road Initiative but also facilitating the "Dual Circulation" of domestic and international markets.



Unify Strengthens and Efforts to Advance the Construction of Green and Intelligent Hub Ports along the Maritime Silk Road

Tianjin Port always takes serving the national strategy as its own responsibility. While striving to become a world-class port, it also focuses on promoting breakthroughs in various fields such as environment protection, intelligent application and hub construction, continuously improving the port efficiency, perfecting port services, enhancing port functions, and constantly elevating the level of high-quality services and jointly constructing the "Belt and Road Initiative".

Achieving carbon peaking and carbon neutrality (hereinafter referred to as "dual carbon") is the inherent requirement for implementing the new development idea and promoting the high-quality development. In recent years, Tianjin Port has vigorously promoted the green transformation and upgrading of the port area, strived to create a world-class green port that is "people-oriented, safe and healthy, and environment friendly", and planned and implemented the promotion of a new energy layout in the port area with high standards to implement the national "dual carbon" strategy, accelerate the transformation of the port energy structure, and strive to achieve green and low-carbon development and contribute green power to the continuous construction of the Maritime Silk Road.



Case | Implementation of "Dual Carbon" Strategy Leads to "Zero Carbon" Operations at Ro-Ro Terminal

In early 2023, the three ro-ro terminal companies affiliated with Tianjin Port simultaneously received the Carbon Neutrality Evaluation Certificate issued by the China Classification Society, becoming the world's first batch of Ro-Ro terminals to achieve "zero carbon" operations. As the largest automobile import and export port in northern China, this achievement has realized "zero carbon" operations at all three Ro-Ro terminals by synchronously constructing new energy generation systems, fully adopting LED energy-saving lighting, developing and applying intelligent energy monitoring systems, and promoting high-proportion shore power coverage across all three Ro-Ro terminals, and established Tianjin Port as a model for leading global port development in low-carbon initiatives.



As a new format of modern port transportation, smart ports have become a consensus for innovative transformation in global ports. Tianjin Port has constantly intensified its efforts in automation, personnel reduction, greening, digitalization upgrades, further enhanced the level of transportation automation in the port area through innovative technological applications, led the way in initiative the full-process automation upgrade of traditional container terminals, accelerated the establishment of unmanned driving demonstration zones in ports, strived to enhance the automation level of large-scale container handling equipment and created a smarter link in the Maritime Silk Road with higher standards and requirements. The Company has performed the "Efficiency Year" initiative, focusing on "Five Guarantees and Five Immediate Actions" to deepen the port cooperations, and innovative measures such as "Three Zero Services", "Speedy Approval and Direct Promotion" and "Zero Waiting Time", etc. The direct berth rate of foreign trade container vessels reaches 99%, with the M efficiency of 32.5 natural containers per hour. The operational efficiency of six shipping routes including Maersk Europe Line, Maersk Mediterranean Line, Mediterranean West Africa Line, COSCO Shipping America West Line, COSCO Shipping Europe Line, and Hanjin Shipping Europe Line ranks first among global port,, establishing the brand of Tianjin Port Efficiency, Leading Globally.



Case | Smart Leadership to Create Service Excellence for the Belt and Road

Tianjin Port Pacific International Container Terminal Co., Ltd. bravely shouldered the mission of smart port construction, vigorously advanced the automation upgrade and renovation projects, actively overcome difficulties and broken through over 20 key technologies, and conducted the first application tests of 5G-A technology in port scenarios, which has not only accelerated the application of ART technology, but also systematically promoted the automation renovation of quay cranes, yard cranes and container yards. In 2023, the project R&D and Application of Key Technologies for Fully Automated Four-Rope Tyred Gantry Cranes won the first prize of scientific and technological progress awarded by the China Ports Association; Empowered by intelligence, it has broken the world record for ship efficiency at berth 12 times and refreshed the efficiency of domestic routes 3 times by enhancing the reputation of "Tianjin Port Efficiency" and creating the brand of "M Efficiency", making the efficiency of high-quality routes remain globally leading; The Smart Pacific integrated control center has been established, integrating production scheduling, comprehensive safety governance, digital energy management and intelligent environment monitoring system, which has provided technological "wings" for refined production and operation management.



With earnest instruction still echoing, now is the time for vigorous efforts. The bulge for the new journey of building the "21st Century Maritime Silk Road" has been sounded. Tianjin Port will continuously promote the integrated construction of smart and green hub ports and the development of port-related industries, spare no effort to create an upgraded version of smart and green hub port, fully implement the integration of port-industry-city development, accelerate the construction of the international shipping core area in northern China, carry out higher level of opening-up policies, continuously enhance the functions of international hub ports, and promote the development of port and shipping industries, thereby providing powerful support for establishing a marine power, serving the coordinated development of Beijing, Tianjin and Hebei and the Belt and Road Initiative. We will strive to write a new chapter of Chinese-style modern port construction and joint construction and service of the Belt and Road Initiative in Tianjin Port.

Sustainable

Governance

The Company has always adhered to high standards of corporate governance to improve the governance structures, enhance sustainable development governance capabilities and optimize internal risk control systems, abided by lawful and compliant operations to strengthen investor protection and improve the quality of information disclosure, and depended on superior governance capabilities to ensure the high-quality development of the Company.

- Corporate Governance
- Internal Control and Risk Management
- Business Ethics
- Investor Relation Management
- Protection of Intellectual Property
- Information Security and Privacy Protection

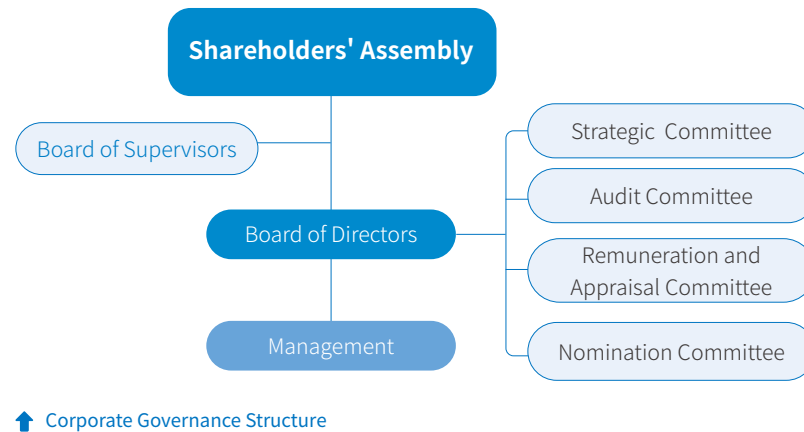
Contributing to the United Nations Sustainable Development Goals (SDGs):



Corporate Governance

Governance Structure

The company's Shareholders' Assembly, board of supervisors, board of directors, and senior management strictly adhere to relevant laws, regulations, and policies, earnestly fulfill their duties, give full play to the role of the board's special committees and independent directors, safeguard the interests of shareholders and the company, and ensure the company's stable operation.



↑ Corporate Governance Structure

Shareholders' Assembly

As the highest authority of the Company, the Shareholders' Assembly exercises its power in accordance with the law. The Company convenes the Shareholders' Assembly according to the provisions of the *Articles of Association*, ensuring that the shareholders enjoy equal status and effectively exercise their rights, including the right to be informed, participate, inquire and vote. In 2023, the Company held two meetings of Shareholders' Assembly, deliberated and passed 15 resolutions.

Board of Directors

The Company appoints directors in accordance with the provision of the *Company Law of the People's Republic of China and the Articles of Association*, ensuring that the composition of the Board of Directors is scientifically diverse and that roles and responsibilities are clear. The Board of Directors of the Company has established the Strategic Committee, Audit Committee, Remuneration and Appraisal Committee, and Nomination Committee. In 2023, the Company further improved the mechanism for the responsibilities of independent directors, revised the *Independent Director System*, and clarified the responsibilities of independent director.

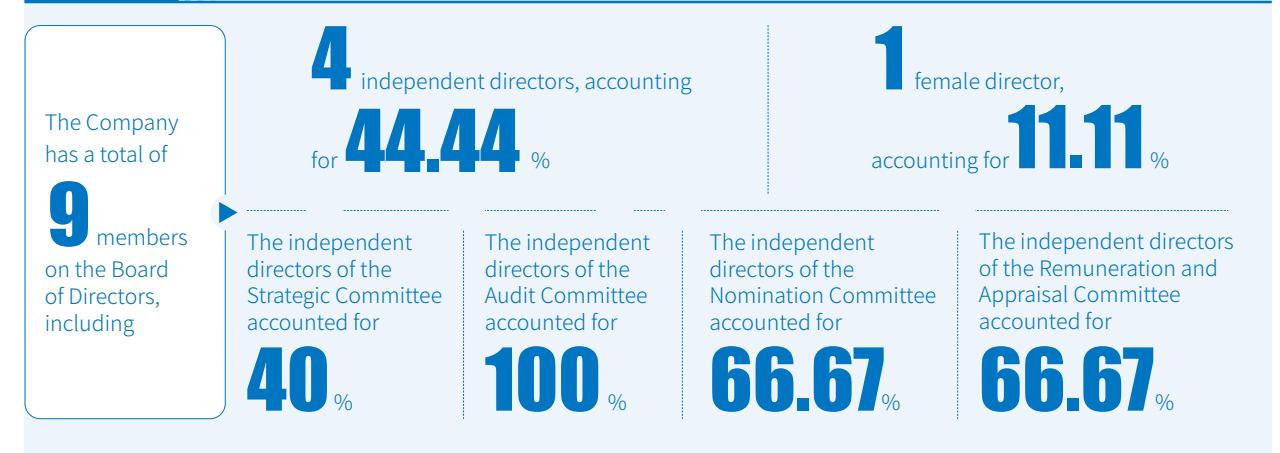
In 2023



Independence and Diversity of Board of Directors

The Company believes that the independence and diversity of the Board of Directors are key factors in safeguarding shareholders' interests and ensuring the Company's long-term stability. The Company implements the policy to ensure the diversity and independence among board members. When reviewing and evaluating suitable candidates to serve as directors of the Company, the Nomination Committee takes factors such as the professional experience, skills, knowledge, tenure, region, culture, education background, gender, and age of board member into account. The current Board of Directors comprises members from various industries, bringing with them extensive work experience and covering professional fields including laws, economics, accounting and finance, etc., which is conducive to the scientific decision-making by the Board of Directors. The Nomination Committee is responsible for assessing the independence of the Board of Directors, ensuring that the number and composition of the board members comply with legal and regulatory requirements, with independent directors constituting more than one-third of the total number of board members. At the same time, the Company invites independent directors to serve as chairs or members of specialized committees of the Board, so as to give full play to their professional expertise and provide advice and guidance for the Company's development.

In 2023



Performance Evaluation of Board Members



The company evaluates its board members through the "Evaluation Form for Directors' Performance" in terms of behavioral conduct, professional performance, expertise, attendance at meetings, consulting services, and other aspects, in order to enhance the operational efficiency of the board.



case | Selected as an Outstanding Practice Case in the Best Practices of the 2023 Listed Company Board of Directors

In November 2023, the Company was selected as an outstanding practice case in the Best Practices of the 2023 Listed Company Board of Directors during the 2023 China Listed Companies Entrepreneurs Annual Conference and the Release Event of the *Best Practices of the 2023 Listed Company Board of Directors* hosted by the China Association of Public Companies, which has further enhanced the Company's influence in the capital market.



Best Practices in Board of Directors for Listed Companies 2023 Award

Director of Supervisors

The Company's Board of Supervisors comprises five supervisors, meeting the requirements of laws and regulations regarding its size and composition. The Board of Supervisors diligently fulfills its duties, oversees the legality and compliance of the Company's financial and operational status, related-party transactions, as well as the performance of directors and senior management, thereby safeguarding the legal rights and interests of the Company and its shareholders.

In 2023

Members of the Board of Supervisors	Employee supervisors	Held the Board of Supervisor meetings	Debriefed the reports	Approved
5	2	6 times	2 times	16 proposals

Senior Management

The Company's senior management fulfills their duties responsibly with their professional expertise and managerial capabilities. In 2023, the Company organized specialized training on governance for newly appointed senior management to ensure that the top management team conducts management activities and operations of the listed company in accordance with regulations and standards.

Implementation of Professional Manager Mechanism

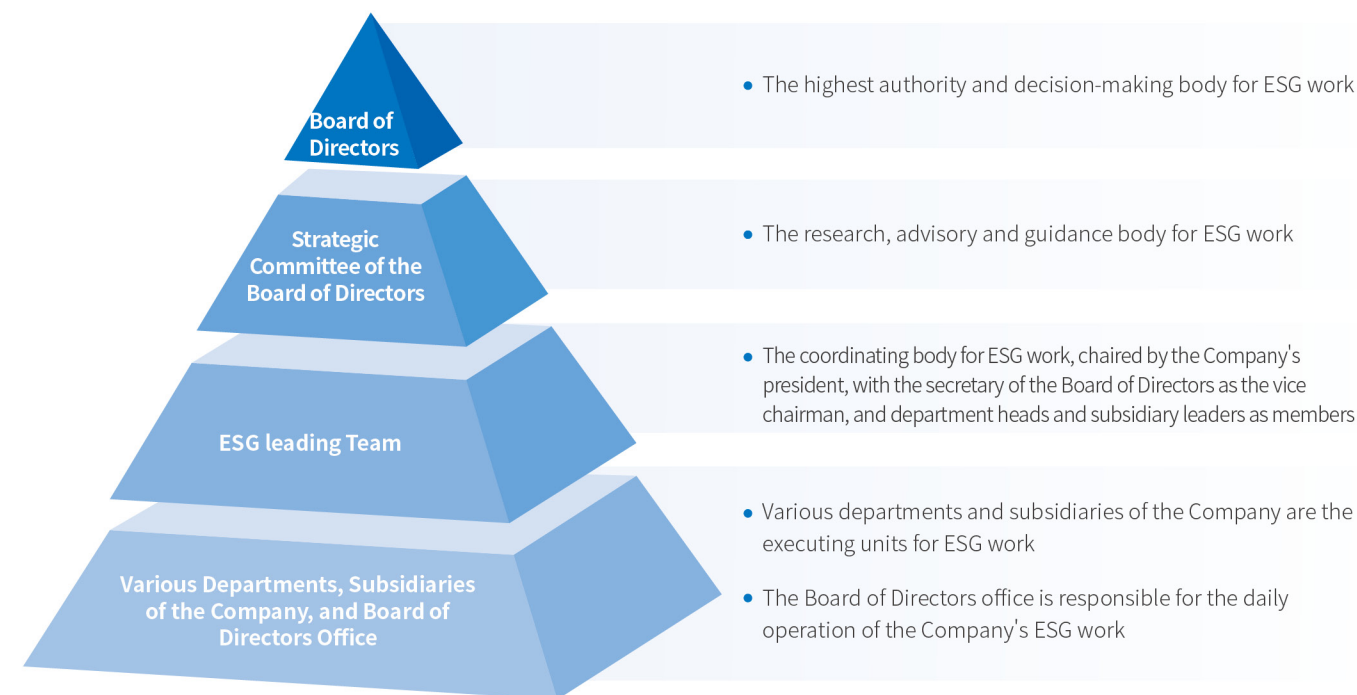
To further advance the construction of a world-class green and smart hub port, and innovate the management of enterprise leaders, the Company initiated the recruitment of professional managers in 2020, and established a team of professional managers. In 2023, the Company strictly adhered to the tenure system for professional managers, reappointing a total of five individuals for the positions of CEO and Vice Presidents.

ESG Governance

In recent years, the Company has adhered to achieve sustainable development as the value orientation, integrating the ESG management concept into the entire process of corporate operation, reform, and development, issued the *Environmental, Social, and Governance (ESG) Management System* and established a comprehensive and effective ESG governance framework. Following mainstream ESG guidelines both at home and abroad, and considering industry development and actual conditions, the Company has developed the ESG indicator system, clarifying specific ESG management matters for each department, and the Board of Directors and the ESG Working Leading Team regularly review the execution and updating of these indicators. The performance appraisal of department heads responsible for ESG management now covers ESG materiality issues, aiming to better incentivize and supervise the implementation of key ESG management matters within the Company.

ESG Governance Structure

The Company has established an Leading Group of ESG Management, led by the President of the Company as the group lead and the Secretary of the Board of Directors as the deputy group lead. The heads of various departments and subsidiaries serve as members of the team to ensure the effective implementation of ESG-related matters.



ESG Organizational Structure

ESG Development Strategy

Low-carbon environmental protection, technology-driven green port development.

Adhering to the implementation of Xi Jinping's ecological civilization ideology, actively practicing the concept of green development that "green mountains and clear waters are as valuable as mountains of gold and silver", and remembering Xi Jinping's earnest instructions to "strive to build world-class green ports", the Company has implemented the "dual carbon" goals, to integrate "green port construction" throughout various fields and processes of enterprise high-quality development, striving to create a world-class green port that is "people-oriented, safe and healthy, and environment friendly".

People-oriented, responsibility-driven port safety development.

The Company has always regarded safety as the top priority of enterprise production and operation, upholding the safety core values of "people-oriented, life-first, safety and health, and environment friendly", established the Tianjin Port "1661" safety and environmental management system, which is guided by one safety culture, supported by six management systems, ensured by six assessment systems, and oriented towards one incentive system, coordinated enterprise development and safety responsibilities, and solidly promoted the modernization of safety and environmental management systems and capabilities.

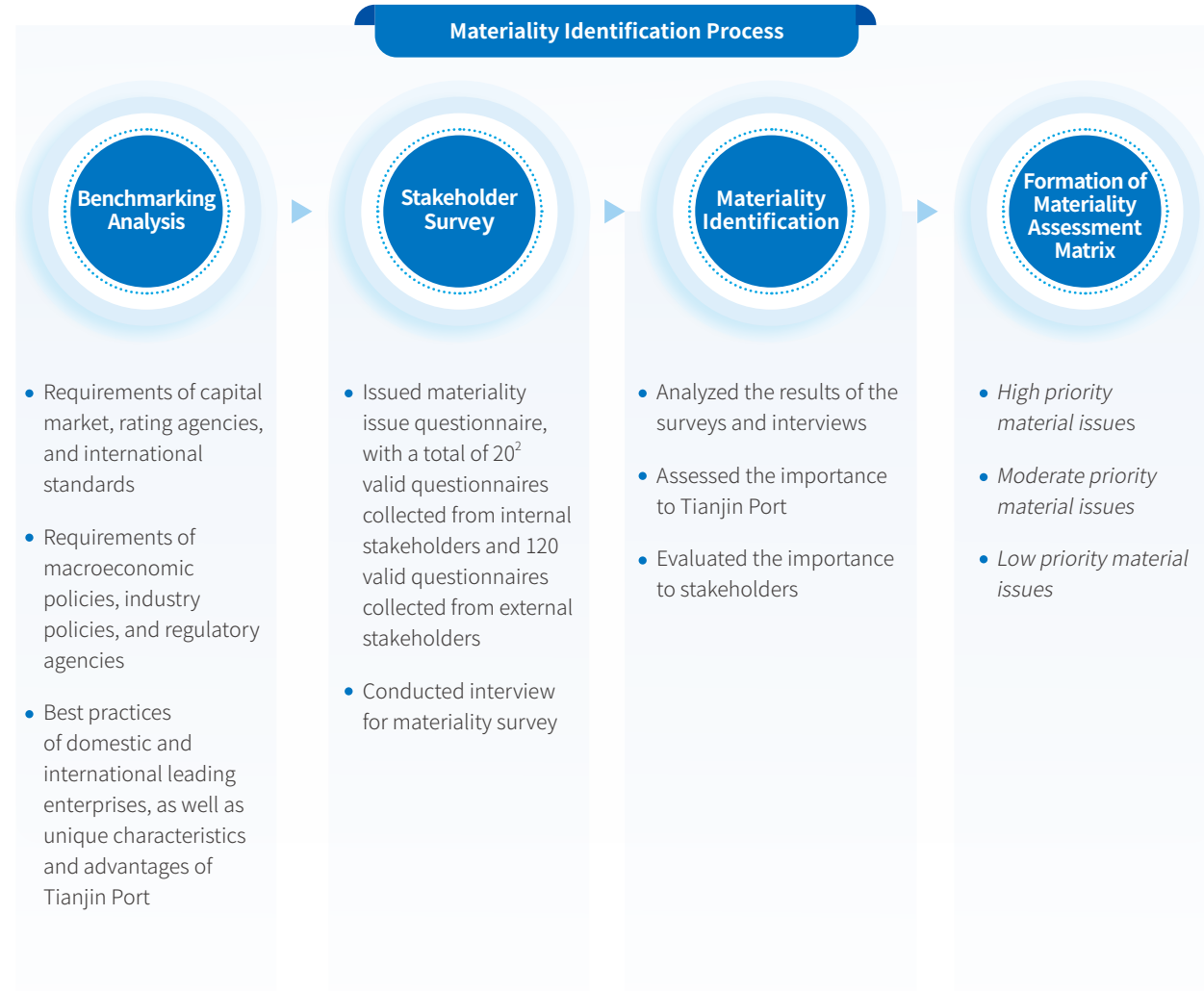
Improve governance, operating in a compliant, stable, and efficient manner.

Tianjin Port has established a governance model that is lawful, compliant, and tailored to the Company's positioning, in accordance with regulatory requirements and the Company's actual situations. Meanwhile, the Company continuously improves its institutional system, strengthens top-level design, and incorporates the Party building into the Company's Articles of Association. It has established a sound governance system, fully leveraging the leadership role of the Party committee, the decision-making role of the General Meeting and the Board of Directors, and the executive role of the management team. By utilizing intelligent control methods, the Company drives the management transformation, smart operations, and business integration through data and intelligent technology, continuously enhancing operational efficiency.

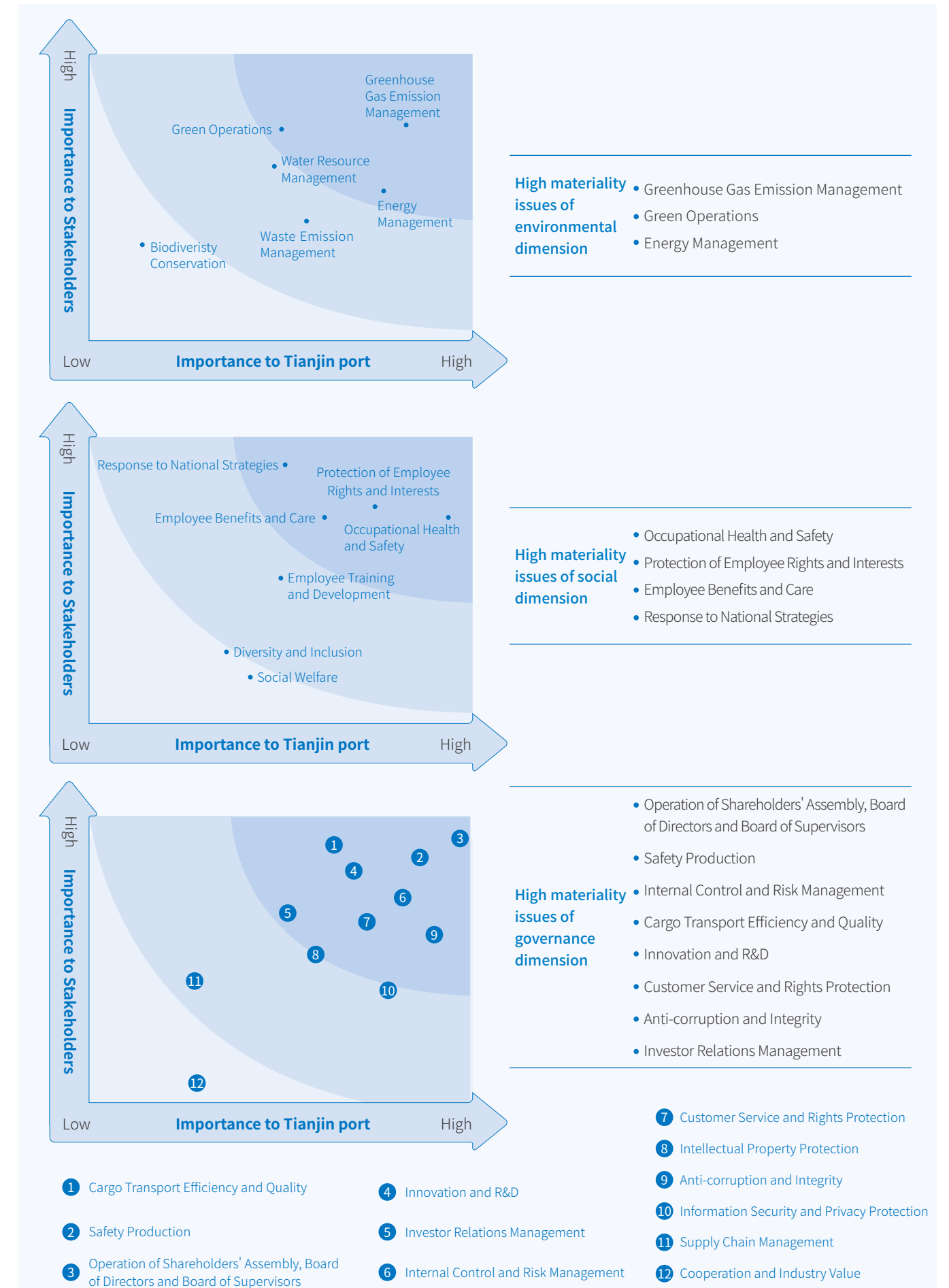
The "1661" Safety and Environmental Management System is guided by a safety culture that prioritizes "people-oriented, life first, safety and health, and environment friendly". It is built on six major management support systems: the safety and environmental responsibility system, the "three basics" management system, risk classification and control, hazard investigation and control system, technological innovation support system, key control system, and emergency management system. It relies on six assessment systems: the safety and environmental veto assessment system, the accountability assessment system for accidents involving enterprise leaders, the assessment system for safety and environmental management standards, the assessment and reward system for hazard investigation, the system for penalties for safety and environmental violations, and the monthly performance assessment system for grassroots units and department heads. Moreover, it is guided by an incentive mechanism through the safety and environmental assessment and reward system

Materiality Assessment

Considering the expectations and requirements of stakeholders as important factors in formulating its ESG strategy, the Company has established a materiality issue library for ESG management, and the Board of Directors and the ESG Working Leading Team evaluated the significance of various materiality issues annually. Based on the materiality issue library, the Company has established its ESG indicator system. In 2023, the Company distributed materiality issue surveys to stakeholders, engaging in extensive and in-depth communication with them through various channels. This process allows the Company to analyze the most relevant and stakeholder-concerned issues for its development once again.



²Distribution of questionnaires for internal materiality issues is limited to directors, supervisors, senior management personnel, and the highest managers of each department, with a coverage rate of 100%



Stakeholder Communication

Stakeholders	Key Concerns	Communication Channels
Government and Regulatory Agencies	<ul style="list-style-type: none"> • Response to National Strategies • Operation of General Meeting, Board of Directors and Board of Supervisors • Internal Control and Risk Management • Anti-corruption and Integrity • Investor Relation Management 	<ul style="list-style-type: none"> • Policy Seminar • Reporting to Various Levels of Government and regulatory authorities • Government Affairs Reception • Inspection by Regulatory Agencies
Shareholders and Investors	<ul style="list-style-type: none"> • Operation of General Meeting, Board of Directors and Board of Supervisors • Internal Control and Risk Management • Investor Relations Management 	<ul style="list-style-type: none"> • Shareholders' Meeting • Company Announcements • Company Website • Roadshows and other Investor Events • Press Release
Management	<ul style="list-style-type: none"> • Operation of General Meeting, Board of Directors and Board of Supervisors • Internal Control and Risk Management • Safety Production • Protection of Employee Rights and Interests • Green Operations • Response to National Strategies 	<ul style="list-style-type: none"> • Internal Meetings • Participating in External Activities • Document Communication • Training for Directors, Supervisors and Management
Customers	<ul style="list-style-type: none"> • Customer Services and Rights Protection • Cargo Transport Efficiency and Quality 	<ul style="list-style-type: none"> • Customer Service Platform • Customer Service Hotline • Customer Events • Customer Satisfaction Surveys
Employees	<ul style="list-style-type: none"> • Protection of Employee Rights and Interests • Occupational Health and Safety • Employee Training and Development • Diversity and Inclusivity • Employee Benefits and Care 	<ul style="list-style-type: none"> • Employee Activities • Employee Training • Workers' Congress • Intranet and Publications • OA Platform
Suppliers and Partners	<ul style="list-style-type: none"> • Science and Technology Innovation and Technological R&D • Supply Chain Management • Cooperation and Industry Value 	<ul style="list-style-type: none"> • Supplier Management Platform • Supplier Activities • Email and Telephone Communication • Supplier Site Audit • Compliant Hotline
Media and Social Public	<ul style="list-style-type: none"> • Green Operation • Greenhouse Gas Emission Management • Biodiversity Conservation • Social Welfare 	<ul style="list-style-type: none"> • Press Release • Company Website • Roadshows and other Investor Events

Highlights of ESG Work in 2023

Case | Convene the First ESG Work Leading Team Meeting and the Launch Meeting for the Preparation of the 2023 ESG Report

In December 2023, the Company convened its first Environmental, Social, and Governance (ESG) Work Leadership Group Meeting along with the training session to kickstart the preparation of the 2023 ESG report. The meeting summarized and analyzed the overall situation of the Company's ESG work in 2023, outlined plans for key ESG initiatives in 2024, and invited external professional consulting firms to disseminate knowledge on ESG and share cutting-edge trends. Over 60 participants, including members of the Company's ESG Work Leading Team, ESG coordinators from various departments and subsidiary companies, attended the event.



Case | Selected as the Best ESG Practice and Outstanding Practice Case of Listed Companies by the China Association of Public Companies in 2023

The Company was selected as the best practice case in the environmental dimension of ESG for its innovative practice of "Zero Carbon Transformation of Traditional Container Terminals", becoming the only listed port enterprise selected in the transportation industry. Additionally, the Company was recognized as an outstanding case in comprehensive ESG practices for its example of "Technology Empowerment to Build a World-Class Smart and Green Hub Port".

Case | Awarded the 2023 "Golden Wisdom Award" for Excellence in ESG Practice by the JRJ.com

In December 2023, the company received the "ESG Practice Excellence Award" at the "Sailing · 2023 Financial Power Forum" organized by the JRJ.com, which is part of the 2023 "Golden Wisdom Award".

Case | Selected as an Outstanding Practice Case in the 2023 "White Paper on ESG Practices of Chinese Enterprises."

In 2023, at the inaugural ESG Management System Conference for Listed Companies initiated by the Huaxia ESG Observation Alliance, the Company was selected as an outstanding case in the environmental dimension (E) in the 2023 White Paper on ESG Practices of Chinese Enterprises and Analysis Report on the Current Situation and Trends of ESG for Listed Companies in China.



Selected as the Best ESG Practice and Outstanding Practice Case of Listed Companies by the China Association of Public Companies in 2023



Awarded the 2023 "Golden Wisdom Award" for Excellence in ESG Practice by the Finance Industry



outstanding case in the environmental dimension (E) in the 2023 White Paper on ESG Practices of Chinese Enterprises and Analysis Report on the Current Situation and Trends of ESG for Listed Companies in China

Internal Control and Risk Management

In accordance with relevant laws, regulations, and internal management documents and building upon the foundation of the comprehensive compliance risk prevention and control management system from 2020 to 2022, the Company has deepened its system construction and fully ensured its high-quality development during the 14th Five-Year Plan period.

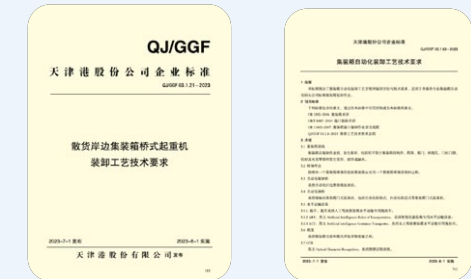
Internal Control Management

In 2023, guided by risk control, the Company extended compliance requirements to cover all operational activities and employees, further integrated compliance management into the entire process of decision-making, execution, and supervision. Emphasis was placed on strengthening compliance management and risk prevention in key areas, key processes, and among key personnel, thereby ensuring the smooth operation of the compliance management system and effective prevention of risks at all levels.



Case | Publish the Compilation of Loading and Unloading Process Requirements to Lead the Industry Development

The Company had revised and published the Compilation of Loading and Unloading Process Technical Requirements. The revision process lasted for nine months, involving 116 professional reviews, over 2,100 modifications, more than 210 updated photos, and 155 electronic drawings, serving as a reference manual for port site management personnel and a practical guide for frontline operators.



Internal Control Management Measures

Internal Evaluation and External Audit

- Organized the internal control self-assessment work for the year 2022;
- Prepared and finalized the Company's internal control evaluation report for the year 2022, and submitted it to the board of directors for review and disclosure;
- Organized the external audit of internal controls for the year 2022, and conducted preliminary work for the external audit of internal controls for the year 2023.

Compliance Review

- Conducted a total of 90 contract reviews;
- Reviewed 45 system documents;
- Reviewed 58 operational management materials;
- Reviewed 78 proposal documents;
- Provided 198 suggestions and recommendations.

Legal Risk Prevention and Control

- Conducted three legal audits, reviewed a total of 28 business decisions, 28 regulations and policies, 83 contracts, and 24 subsidiary meeting agendas during the reporting period, effectively preventing legal risks.

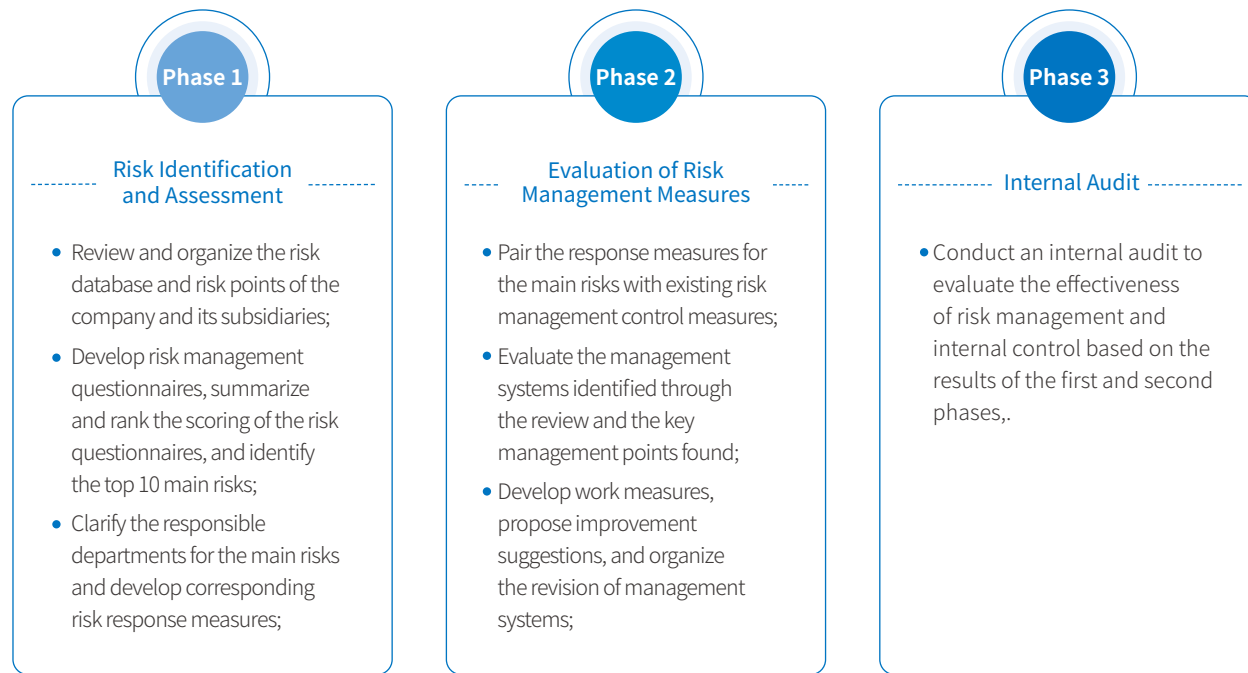
Training and Advocacy

- Organized 60 internal control and compliance personnel from 30 subsidiary companies (including key third-tier companies) to conduct specialized compliance training with a focus on criminal compliance, enhancing their awareness and competence in compliance.
- Utilized various means such as online platforms to organize compliance culture promotion meetings, joint meetings of compliance commissioners, case study exchange meetings, grassroots research, etc., to conduct quarterly compliance promotion activities for departments and offices of the listed company.

Risk Management

In 2023, the Company conducted systematic risk classification and identification work, and established an annual comprehensive risk repository, reviewed the 2022 *Annual Major Risk Identification Evaluation Report* and organized related subsidiary companies to complete the second phase of major risk identification evaluation for the year 2023.

The Company conducted its annual risk assessment in 2023, which included auditing the financial income and expenditure as well as the operational status of investment enterprises for the year 2022. During this process, 18 audit issues and 2 matters requiring attention were identified. These findings highlighted areas needing improvement in financial management practices, debt and investment risk prevention, as well as the enhancement of internal control and the regulation of power operations, which has further strengthened the Company's ability to prevent and control significant risk hazards.



↑ Main Risk Identification Process

Business Ethics

The Company has strictly complied with various laws and regulations, including *Anti-Unfair Competition Law of the People's Republic of China*, *the Interim Provisions on Prohibiting Commercial Bribery*, and *Anti-Money Laundering Law of the People's Republic of China*, and established the internal management system to prevent bribery, money laundering, and unfair competition within the Company.

In 2023, the Company

- Had **no** corruption and bribery violations occurred;
- Had **no** significant violations of anti-money laundering laws and regulations occurred;
- Had **no** reports of monopoly issues or unfair competition behaviors received.

Anti-corruption

Supervision of Corruption Risks

The Company has established the Discipline Inspection Committee, consisting of 5 members, including 1 secretary. This committee is responsible for assisting the Company's Party Committee in supervising and addressing issues related to corruption and bribery, thereby advancing the initiative of "daring not to be corrupt, unable to be corrupt, and unwilling to be corrupt."

Construction of Anti-corruption Culture

With a "zero tolerance" attitude towards corruption and commercial bribery, The Company has actively conducted anti-corruption and anti-bribery training, and clearly defined the principles of anti-corruption through the signing of integrity commitment and further fostered a virtuous atmosphere of integrity and honesty.

In 2023, the headquarters

- Organized the signing of integrity commitment letters for newly appointed middle-level managers this year, achieving a signing rate of **100** %
- Conducted daily integrity education and warning sessions a total of **108** times, with a total of **1,584** participants;
- Held integrity warning education, integrity party courses, party conduct and integrity talks, as well as red revolutionary base visits for **8** times, with a total of **548** participants
- Produced **2** integrity education videos for the company
- Conducted **6** activities centered on the construction of family traditions and values among Party members



In 2023, subsidiaries

Conducted a total of **164** anti-corruption and anti-bribery training sessions, with a total of **13,229** participants, and a total training duration of **115.7** hours

Anti-Corruption Reporting Mechanism

The Company has diligently fulfilled its supervisory responsibilities by establishing the *Implementation Measures for Petition and Reporting Work* and conducting related activities as required, publicly disseminated standardized and transparent reporting channels through institutional documents, office systems, and branch activities and specified the scope of acceptance and processing procedures, as well as encouraged individuals to report via mail, phone, website, and other means. In the *Implementation Measures for Petition and Reporting Work*, the Company stipulates measures to protect informers, stating: "Strict confidentiality and safekeeping measures shall be implemented at all stages of handling petition and reporting cases". Additionally, the Company has also rigorously carried out the provisions outlined in the *Rules for Supervision and Discipline Enforcement by Discipline Inspection Organs of the Communist Party of China* and the *Rules for Handling Accusations and Informants by Discipline Inspection and Supervision Organs*.

Anti-money Laundering

In accordance with financial regulatory requirements and the Company's specific circumstances, the Company has established the Anti-money Laundering Mechanism to fulfill its management responsibilities. Regarding the anti-money laundering training publicity, the Company has continuously enhanced training and promotional efforts for the anti-money laundering work, and all relevant personnel in key positions have participated in the anti-money laundering training within the financial industry, and all of them passed the assessments.

Antitrust

To implement antitrust compliance management requirements, the Company has strengthened employees' awareness of commercial responsibilities through the *Antitrust Compliance Manual* and the *Compilation of Antitrust Compliance Cases*. In 2023, the Company participated in training sessions on the *Antitrust Law* and typical enforcement cases. These training sessions were conducted by professional legal teams who acted as instructors to provide detailed explanations.

Investor Relation Management

The Company is committed to establishing a lasting and stable investor communication mechanism, and carried out Investor Relation Management System, aiming to strengthen investor protection capabilities, especially for small and medium-sized investors. Through information disclosure and investor activities, the Company also seeks to promote the healthy development of investor relations.

Compliance Disclosure

The Company has established a sound information disclosure system, viewed the information disclosure as an essential component of maintaining good corporate governance, adhered to the principles of truthfulness, accuracy, completeness, timeliness, and fairness in disclosing corporate information, and continuously improved the quality of information disclosure. During the reporting period, the Company has strictly complied with relevant laws and regulations such as the *Measures for the Administration of Information Disclosure by Listed Companies*, and regularly published various types of information including financial reports, performance forecasts, and announcements of significant events in accordance with regulatory requirements and the Company's actual situations.



Smooth Investor Relation Channels

The Company has maximized the communication role of performance presentation, maintained close communication with investors through various channels such as investor advisory hotline and the interactive platform of Shanghai Stock Exchange, etc., understood the needs and opinions of investors, and communicated information about the Company's operational status to investors, thereby providing investors with better services and support.

Case | Participation in Association Events to Strengthen the Communication with Investors

In September 2023, the Company participated in the "Explanation Session on 2023 Semi-annual Report Performance of Listed Companies under the Jurisdiction of Tianjin and Online Investor Reception Event", jointly organized by The Tianjin Securities Regulatory Bureau, The Listed Companies Association of Tianjin, and Shenzhen Quanjing Network Co., Ltd., to further strengthen interaction and communication with investors.



↑ Scene of the Explanation Session on 2023 Semi-annual Report Performance of Listed Companies under the Jurisdiction of Tianjin and Online Investor Reception Event



↑ Mr. Chen Tao, President of the Company, was Invited to Participate in the Roundtable Forum during the Event

Protection of Investors' Right and Interests

The Company has provided all shareholders with services such as querying original shares, cash dividends, and stock dividends, assisted them in handling matters related to the acquisition of shares by superior units of shareholders, and Company clearly offered small and medium-sized shareholders the opportunity to express their opinions and demands regarding cash dividend policies, thereby ensuring the protection of their legitimate rights and interests.

Protection of Intellectual Property

The Company has strictly complied with the laws and regulations such as the *Trademark Law of the People's Republic of China*, *Patent Law of the People's Republic of China*, and *Copyright Law of the People's Republic of China*, and formulated the *Measures for Administration of Patent Work*, and conducted the application and protection of intellectual property rights in compliance with the law. In April 2023, the Company organized a training session on "Authorization Strategies and Practices for Enterprise Intellectual Property Rights", which was attended by more than 20 relevant personnel in charge of intellectual property rights.

Information Security and Privacy Protection

The Company has emphasized the construction of information security, formulated its own Management Measures for Network Security, developed the Industrial Control Network Security Technology Management Standard to further refine network security inspections and industrial control network standards for automated equipment, thereby enhancing its network security management capabilities.

<h3>Data Security</h3> <p>The Company has completed the design of its data security assurance system and formulated the <i>Data Security Management System and Technical Specifications</i>.</p>	<h3>Normalized Inspection</h3> <p>The Company has conducted routine network security inspections for departments and its subsidiaries, recorded identified issues, and tracked the progress of rectification measures.</p>	<h3>Information System Emergency Drill</h3> <p>The Company has regularly conducted emergency drills for its information systems, continuously updated and improved information system security emergency plans, and urged all departments to familiarize themselves with the emergency response procedures to enhance emergency response time and efficiency.</p>
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Sustainable

Operation

The Company, in line with the Opinions on Accelerating the Construction of the Tianjin Northern International Shipping Hub, is fully committed to serving the Port Strengthening and Enterprise Development strategy (One Principle, Two Targets, Three Measures and Four Strategies), deeply implementing the deployment of "Four-High Service Year", focusing on intelligence innovation and digital transformation, constructing a "Digital Twin Tianjin Port" and accelerating the realization of the "Dual Excellence" strategic goals.

- Safe Production
- Innovation and Technology Development
- Customer Service and Customer Rights Protection
- Freight Efficiency and Quality
- Supply Chain Management
- Association Participation

Contributing to the United Nations Sustainable Development Goals (SDGs):



Safe Production

The Company has always adhered to the core values of "people-oriented, life-first, safety and health, and environment friendly", and is committed to creating a world-class safe port. It has strictly followed relevant laws and regulations to strengthen the construction of safety management systems, continuously improved safety management systems and processes, guided management personnel at all levels to enhance their awareness of safety red lines, firmly established a bottom-line mindset, and resolutely defended the red line and bottom line of safety production to fully ensure the safety and stability of port operations.

In 2023, the Company

No extraordinarily serious accidents, major accidents, or ordinary accidents have occurred, and no employee casualties have been reported

Perfect the Safety Management System

The Company has strictly implemented laws and regulations such as the *Production Safety Law of the People Republic of China*, *Regulations of Tianjin Municipality on Production Safety and Regulations on Principle Responsibility of Production Safety of Production and Business Units in Tianjin Municipality*, formulated and implemented 20 safety production regulations, including Regulations on Production Safety Responsibility System and Management Measures for Production Safety, and also established the Production Safety Committee to coordinate and organize production safety work and set up a dedicated department for production safety management called the Safety and Environmental Protection Department. The Company has developed the Management Measures for Warning and Education at Production Safety Accident Sites, compiled a checklist of key positions' safety responsibilities, established the "one position, one checklist" approach, encouraged all staff to "take responsibility and fulfill their duties according to the checklist", and built the safety management system characterized by "layered responsibility, collective accountability and individual responsibility", thereby thoroughly strengthening the primary responsibilities of grassroots.

Strengthen the Safety Management Practice

The Company has formulated and implemented the Production Safety Inspection System, focusing on prevention from the source, regular inspected the implementation of the primary responsibilities for safety production and the effectiveness of the production safety management system, urged and timely eliminated potential safety hazards, thereby enhancing risk prevention and control capabilities. In 2023, the Company promoted the "12345"

work method for handling general cargo loading and unloading operations and initiated a special benchmarking and enhancement project for safety management at oil, gas, and chemical terminals. Drawing from the experience of sister ports in pulp handling management, the Company has been gradually implementing the "separation of people and cargo" in pulp stacking operations, resulting in a significant improvement in on-site safety control capabilities.

In 2023, the Company

Conducted over **400** inspections including site inspections and mutual inspections of "Four No's and Two Straights" (not send notification, not give greetings, not listen to reports, not require accompaniment, go straight to the grassroots, and go straight to the scene), and prompted the rectification of nearly **500** hidden problems;

key period management, dangerous goods management, etc., resulting in the rectification of over **600** hidden problems.

Collaborated with third-party safety experts to conduct **3** rounds of special inspections focusing on fire management

The number of safety production inspections reached **10,461**

The rectification rate for issues identified during safety production inspections is **100** %



Case | Prevent Risks and Strengthen Communication

In March 2023, the Company, along with PICC Property and Casualty Company Limited Development Zone Branch, jointly organized the "Tianjin Port Oil Products Sector Enterprise Loss Prevention Skills Competition" at Tianjin Port Petrochemical Terminal Co., Ltd. training base, which focused on two subjects: pipeline process and emergency response to leakage. Through this competition, the loss prevention operational skills of frontline employees in the oil products sector and the emergency response capabilities of grassroots teams were tested. By using competitions as a form of training, comprehensive risk prevention and control were strengthened, showcasing employees' excellent professional ethics and skills.



↑ Presentation of the Competition Process



↑ Group Photo of Competition Winners

Deepen the Awareness of Safety Production

The Company has adhered to the principle of "Strengthen Safety through People", continuously improved the mechanism for safety production education and training, innovated in forms of education and training, enriched training platforms, and focused on enhancing the safety awareness and skills of personnel at all levels. In 2023, the Company conducted targeted safety production education and training at various levels, including activities such as "Safety Culture Talks", themed microfilm events titled *My Safety*, organizing "Safety Lectures" for corporate leaders, and conducting special lectures on safety production laws and regulations during Safety Production Month. Additionally, the Company also organized five sessions of training courses to enhance the capabilities of personnel involved in loading and unloading operations, special safety skills training for operators of non-specialized equipment such as ship loaders, loaders, and towing vehicles. These efforts have comprehensively promoted the ability of management personnel at all levels to prevent and resolve risks.

	Unit	2023	2022	2021
Safety Production Investment	CNY 100 Million	0.90	0.86	1.06
Investment in Maintenance of Safety Production Equipment	CNY 100 Million	0.23	0.26	0.26
Number of Safety Production Investment	Times	754	1,233	1,778
Number of Participants in Safety Production Training	Person-times	86,040	147,763	115,584
Number of Safety Emergency Drills	Times	941	678	597
Number of Safety Production Training Sessions	Persons	11,967	10,380	8,250



Case | Emergency Drills - Prevention Comes First

The Company coordinated and organized a comprehensive emergency drill for accidents involving leakage and fire of dangerous goods in containers, organized the responsible and participating units to complete the script, activity plan, and logistical preparations beforehand. The drill was successfully held on August 3, 2023.



Continuously Leveraging the Empowering Role of "Technology-driven Safety"

In 2023, the Company adhered to the fundamental concept of using technology to drive the construction of a safe port, and enhanced the procedural control capabilities of port safety through various measures, and continuously improved the effectiveness of "Technology-driven Safety".



Take Tianjin Port Coke Terminal Co., Ltd. (hereinafter referred to as "Coke Terminal Company") as a demonstration, to promote the hierarchical, position-based, and full-process application of the integrated control platform for intrinsic safety.



Conduct research on safety risks in automated container terminals.



Promote the intelligent safety supervision model.



Promote the application of advanced technologies such as video AI in safety control of public utility galleries at Tianjin Port Petrochemical Terminal Co., Ltd.

Scientific and Technological Innovation and Technology Research and Development

The Company is committed to constructing a world-class smart port based on the "four orientations" proposed by the country, focusing on its core business, clarifying its direction, and finding its focus while adhering to the core position of innovation, vigorously promoting comprehensive innovation centered on technological innovation, achieving fruitful results in various fields and fostering a favorable atmosphere for innovation, thereby contributing to the construction of modern Chinese-style ports. In 2023, the Company improved the construction of systems and evaluation standards, established top-tier research and development teams, enhanced automation and digitization levels, and implemented 24 key projects to drive the construction of "smart ports".

In 2023, the Company

Investment in assets for the construction of smart ports reached

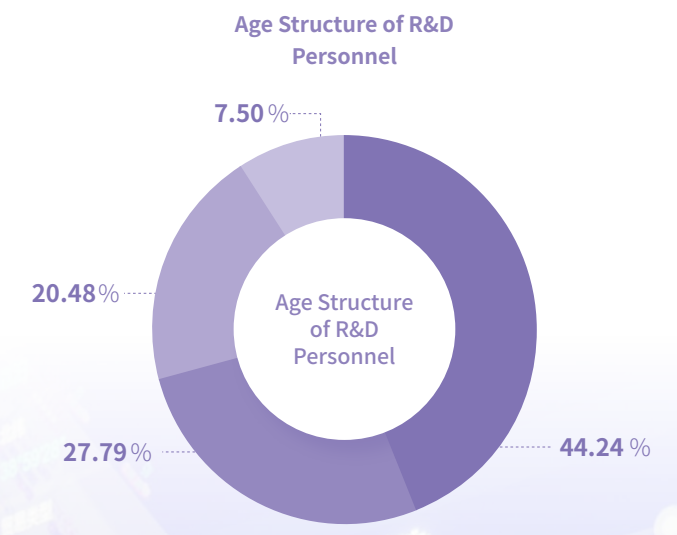
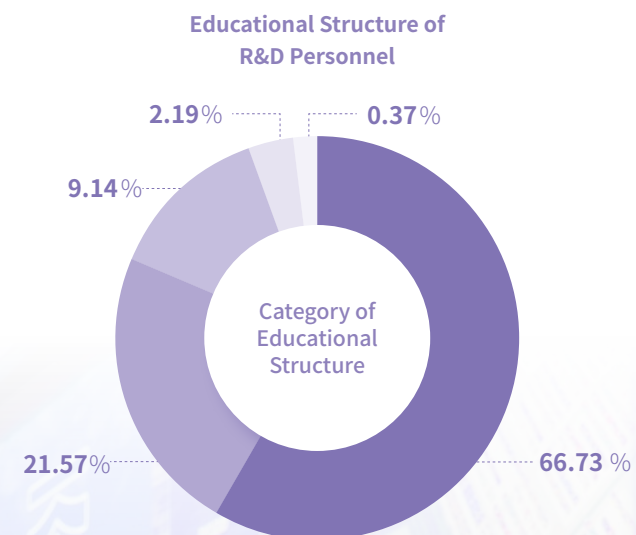
CNY **280** million

Number of R&D Personnel in the Company

547

Proportion of R&D Personnel to Total Number of Company

10.14 %



- Undergraduates
- Maser Graduates
- College Students
- High School Diploma or below
- Doctoral Graduates

- 40-50 years old (including 40 years old, excluding 50 years old)
- 30-40 years old (including 30 years old, excluding 40 years old)
- 50-60 years old (including 50 years old, excluding 60 years old)
- Under 30 years old (excluding 30 years old)

Enhance the Management Efficiency

In 2023, the Company's standards for technological information engineering elements were solidly implemented, driving all units and subsidiaries to improve their own institutional documents and standardize management processes in accordance with these standards. The Company conducted a star-rated evaluation of equipment management and developed a multi-dimensional evaluation index system for equipment management levels. Throughout the year, four subsidiaries were awarded a four-star level in equipment management. The Company also uniformly coordinated and promoted the acceleration of information technology upgrades in equipment management for its subsidiaries, establishing a digital twin system for equipment management and a leadership cockpit system. This further expanded management functions in areas such as budgeting, tools and equipment, materials, projects, and technology, upgrading and creating an integrated management platform for technological information engineering.

Accelerate the Automation Upgrade

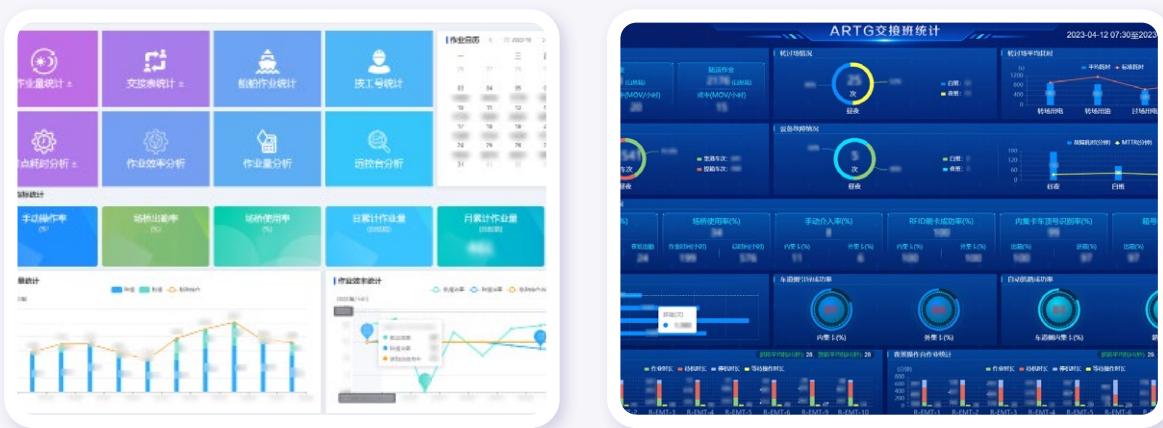
Promote the Comprehensive Automation Upgrade of Traditional Container Terminals

The company organized a meeting to promote the full-process automation transformation, discussing the technical difficulties such as the ART equipment status, vehicle management FMS system, supporting facilities, and transportation organization. The meeting aimed to facilitate the development of a full-process commercial operation plan for the N9 berth of Tianjin Port Euroasia International Container Terminal Co., Ltd. and the E6 berth of Tianjin Port Pacific International Container Terminal Co., Ltd. It also aimed to establish a full-process automated operation demonstration line of "ASTS+ART+ARTG", realize the automated upgrading and transformation of the full-process operations of the two traditional wharf berths, and play a demonstration and leading role in the industry. Additionally, the company established a leading group for the automation upgrading of traditional wharves to coordinate and promote the project transformation work. The automation ratio of large container equipment reached 66% on a "change as much as possible" basis. The Equipment Control System (ECS) has conducted over 13,000 real-machine tests in Tianjin Port Pacific International Container Terminal Co., Ltd. The automated container terminal operating system (JTOS) has initially met the conditions for trial operation. The company has also started to research and test the technical route combining AI with traditional automation solutions.



Case | Build Core Automation Systems for Container Terminals

The Company has focused on the construction of the interface system for the Automatic Tire Crane Control System (ECS) in container yards. This project involves the independent research and development of an advanced automation gantry crane control system with independent intellectual property rights and has the capability to support the automation transformation of all container terminals in Tianjin Port, providing support for the upgrade and transformation of Tianjin Port's container yard automation and enabling distributed deployment, command scheduling, and KPI analysis functionalities. In June 2023, the project commenced real-machine testing at Pacific International Company.



Promote the Automation Transformation of Bulk Cargo Sectors

The Company continues to promote the automation upgrade of bulk cargo terminal equipment, supporting the innovation and upgrading of traditional equipment. It organized a technical exchange meeting on bulk cargo automation transformation, involving relevant units in the bulk cargo sector. The meeting focused on discussing technical challenges such as anti-swinging technology for grab buckets on portal cranes and full-process automation. The aim was to advance the implementation of portal crane automation transformations at Tianjin Port Yuanhang International Ore Terminal Co., Ltd., TIAN JIN Port Coke Terminal Co., Ltd., and Tianjin Port Zhongmeihuanengmei Dock Co., Ltd. Tianjin Port Yuanhang International Ore Terminal Co., Ltd., with a focus on collaborative operations of multiple portal cranes, is driving forward the automation transformation of nine portal cranes at berth S12. This will establish a demonstration line for full-process automated operations, including loaders, conveyors, stackers and reclaimers, and loaders for trucks, initially realizing the function of automated joint operations across the entire berth. TIAN JIN Port Coke Terminal Co., Ltd. and Tianjin Port Zhongmeihuanengmei Dock Co., Ltd., on the other hand, are prioritizing the automation of individual portal cranes. Each has completed the automation transformation of one portal crane and is now in the testing phase, achieving a breakthrough in key technologies for standalone portal crane automation. This will contribute to a comprehensive improvement in the automation level of bulk ore production operations.

Perfect the Information Technology Construction

In 2023, the Company headquarters implemented a total of 12 information technology construction projects, including 5 newly launched projects and 7 ongoing projects. Additionally, 4 projects were completed and accepted.

Construct the Port Intelligent Control Platform (TCA)

The Company established both the TCA project leadership group and the implementation group to initiate the project trial operation. This initiative empowered the digital management and control of market operations, production, and service operations in the loading and unloading sector, achieved the aggregation, combination, and presentation of indicator data, created a new "observe and control in one" management mode characterized by real-time monitoring, automatic analysis, and traceability.



Build the Tianjin Port Automated Container Terminal Operating System (JTOS)

The system, based on containers, vessels, cargo, yards, warehouses, machinery, and manpower, with loading and unloading operations as the core and container terminal revenue as the node, enabled strict control of operations and management tracking, assisted production command personnel in monitoring site dynamics, adjusting operation plans, issuing operation instructions, accelerating cargo turnover, and obtaining timely information on the status, quantity, location, and evacuation of goods in the port.

Perfect the Equipment Integrated Management System

Through the second phase construction of the equipment integrated system, the Company further expanded the system's coverage, increased management accuracy, and optimized operational methods, including ledger management for power distribution, heating and refrigeration equipment, vessel accounts, and metering equipment into the management scope. Additionally, new business modules such as project management, technology management, information management, tools and equipment management, safety management, knowledge base management, and mobile app applications were added. This initiative established a visualized management system for the entire equipment lifecycle, built a vertical management system, and achieved dynamic tracking and early warning through the integration of data from multiple systems.

Customer Service and Customer Rights Protection

The Company has adhered to the customer service philosophy of "Quality First, Customer Foremost, and Win-win Cooperation", continuously improved the quality system of freight services and enhanced customer service quality. This commitment helps to promote the construction of Tianjin Northern International Shipping Hub and contribute to the establishment of a new development pattern.

Further Optimize the Institutional System

In 2023, the Company closely aligned with the new developments and requirements in the port loading and unloading industry and international logistics, actively adapted to the new requirements and standards for the construction of smart, green, and hub ports, continuously explored and innovated means and standards for quality management of freight services, and thus further improved and enhanced the operational quality of the freight service quality system.



Collaborated with China Classification Society to improve the *Compilation of Quality Management Standards for Freight and Passenger Services* (2023 edition), with management standards revised to 70 items;



Established the customer satisfaction evaluation system, achieving an average customer satisfaction rate of over 96% in 2023;



Revised the Regulations on Customer Satisfaction Statistics Management, added inspection and assessment mechanisms to form a closed-loop management system, and statistically processed evaluation results intelligently through the system.



Case | Awarded Five-Star Enterprise Standard System Certification

In December 2023, the Company was awarded the first five-star enterprise standard system certification in the domestic transportation industry by China Classification Society Quality Certification Co., Ltd., signifying that the Company's services have entered a new era of high-quality and standardized management.



↑ Scene of the Certificate Award Ceremony



↑ Five-Star Enterprise Standard System Service Certification Certificate

In 2023, the Company established the "Four Thousand Hotline" service brand and appointed 10 business experts in ten core areas including container shipping practice, port cargo inspection, port fee management, and heavy pollution weather control. The expert mechanism was activated to provide professional responses to customers.

The Company tailored the "Four Best Services" of Tianjin Port to provide customers with the highest privileges, efficiency, policies, and services, and then applied these services to new routes such as the HMM FE4 Europe Line and Wan Hai South America Line. In line with benchmarking with sister ports, the Company promoted the digitization of service windows. In 2023, the online application rate for container processing exceeded 97%, reaching a leading level nationwide. Additionally, major business transactions for bulk cargo obtained online processing capabilities, facilitating the acceleration of service window transformation and upgrading.



Case | Organize the Training to Master the Art of Service

In 2023, the Company conducted specialized training on "Service Etiquette" to enhance the professionalism and proficiency of window staff.



Case | Bring Coolness in Summer, Create Warmth in Tianjin Port

Since June 2023, the Company has initiated the "Bring Coolness in Summer" campaign to enhance the experience of drivers in the port and collect feedback and suggestions from drivers regarding the convenience of road traffic and service levels at Tianjin Port.



Further Strengthen the Customer Compliant Response

In 2023, the Company addressed the issue of long waiting times for land transportation. Throughout the year, they meticulously tracked and analyzed data 1,420 times to understand customer complaints and implement corrective measures through discussions and on-site inspections, also organized four symposiums at terminals such as Tianjin Port Pacific International Container Terminal Co., Ltd. and Tianjin Port Euroasia International Container Terminal Co., Ltd. gathered 50 customer complaints and subsequently followed up on them to ensure their resolution. This effort led to achieving a 100% satisfaction rate and a 100% closure rate for customer complaints.



Case | Listen to the Voices of Freight Drivers

The Company established "Land Transportation Questionnaire Points" to extensively gather feedback and suggestions from freight drivers regarding service quality, aiming to gain a better understanding of the drivers' actual experiences. In 2023, a total of 244 feedback responses were received, allowing the Company to address concerns and improve services based on the drivers' valuable input.



Freight Efficiency and Quality

In 2023, the Company actively conducted comprehensive and multidimensional research to improve quality and efficiency, continuously enhanced its overall service level through the effective implementation of various measures and the support of intelligent upgrades, and repeatedly broke global operational records for vessel turnaround efficiency on different routes and refreshed records for vessel turnaround efficiency, thereby providing customers with high-quality and efficient logistics services. This sustained effort further enhanced the reputation of "Tianjin Port Efficiency" and solidified its position as a crucial international hub port.

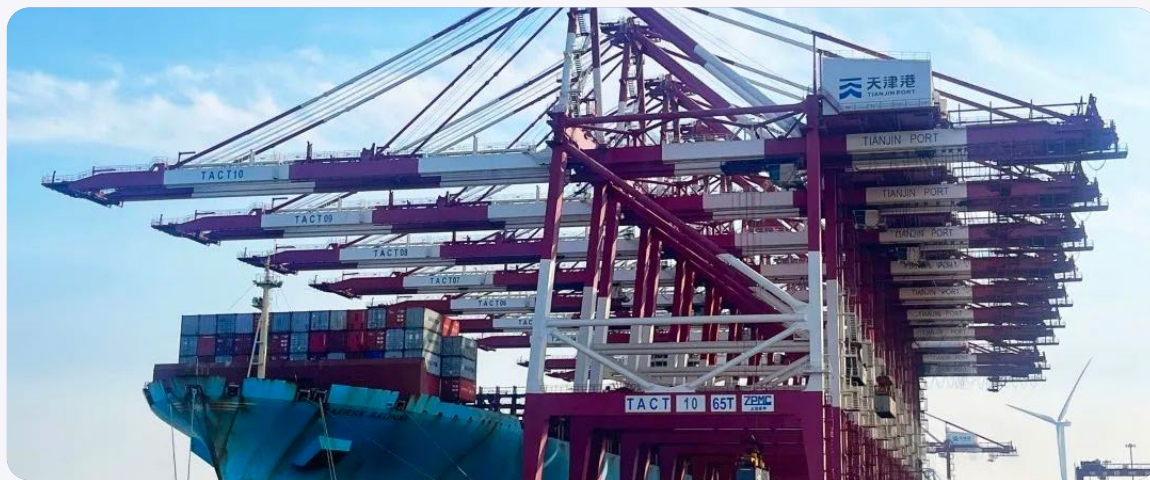
Speed Prevails, Efficiency Reigns

The Company has actively implemented efficiency enhancement measures during the "Efficiency Year", strengthened port coordination, vigorously promoted innovative service mechanisms such as the "Dual Direct" model, the "Five Guarantees and Five Immediate Actions" service, and the "Three Zero Measures", and continuously improved the efficiency of Tianjin Port customs clearance. The Company continued to promote the development of the "SuperRORO" service brand, and in August 2023, officially launched the Ford China and Zhongjin Import Tianjin Port Automobile Transfer Center, connecting the "last mile" of vehicle logistics and further enhancing the efficiency of automobile logistics transfer. At the same time, the Company addressed outstanding issues in efficiency completion and resource assurance through comprehensive analysis, and established targeted efficiency improvement task forces. Practices such as "loading and unloading simultaneously" and "double-ship double-load" were implemented to achieve efficient operation processes, breaking operation efficiency records 35 times throughout the year.



Case | Improve Operational Quality and Efficiency, Refresh New Global Records

In 2023, the "Maersk Salina" vessel of Tianjin Port Alliance International Container Terminal Co., Ltd. achieved a berth ship efficiency of 472 TEUs per hour, breaking the historical record of berth ship efficiency for container vessels in Tianjin Port and setting a new global operational efficiency record, the efficiency record of the "Zhonggu South China Line" has been refreshed once again.



↑ "Maersk Salina" Vessel

⁴"Dual Direct": The model comprising "Director Loading from Shipline" and "Direct Loading upon Arrival at Port".

⁵"Five Guarantees and Five Immediate Actions": Operational measures for ships arriving at port, involving "Immediate Towing upon Arrival, Immediate Berthing upon Towing, Immediate Loading upon Berthing, Immediate Departure upon Loading, and Immediate Transportation upon Departure."

⁶"Three Zero Measures": Comprising "Zero Waiting, Zero Contact, and Zero Delay", aimed at reducing auxiliary operation time and cargo clearance time.

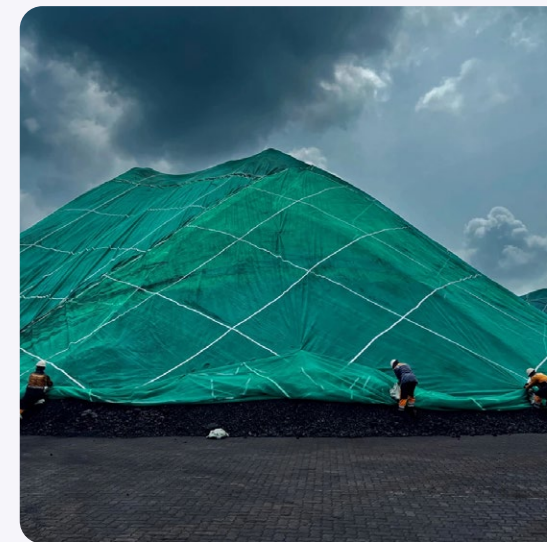
Continuously Consolidate the Freight Quality Control

The quality of freight not only affects customer satisfaction but also directly influences the company's reputation and market share. In 2023, the Company continued to consolidate the good trend of freight quality control, emphasized on monitoring the quality of freight for wind power equipment, extra-long steel rails, ethylene equipment, and high-value vehicles to ensure stable freight quality. Throughout the year, the Company organized seven series of activities such as technical competitions of "Risk Prevention, Shortcoming Compensation, and Capacity Enhancement", "Quality Lecture Halls", loss prevention essays, and business knowledge competitions, and continuously expanded the vision of freight quality management and loss prevention and further enhanced the port's risk prevention capabilities.



Case | Preemptive Deployment for Typhoon Resistance

In 2023, the Company took preemptive measures to mitigate the impact of Typhoons "Doksuri" and "Khanun" by making special arrangements for rainproofing and seawater prevention to ensure the safety of goods.



Supply Chain Management

The Company has actively maintained communication with suppliers through channels such as telephone, supplier conferences, visits, and procurement platforms. To ensure compliance management of suppliers, Tianjin Port Material Supply Co., Ltd. has formulated and issued relevant rules and declaration documents for the material procurement platform, clarified specific management details such as supplier access mechanisms, evaluation mechanisms, and operating mechanisms of the management platform. Meanwhile, suppliers are required to sign the *Integrity Commitment Letter*.

Supplier Assessment and Access

The Company manages its suppliers in accordance with the *Supplier Management Measures*, adhering to the principles of "sufficient quantity, strict access, classification and grading, dynamic evaluation, and survival of the fittest." The Company requires suppliers to provide relevant information truthfully and legally, and conducts assessments of registered suppliers through online submissions and offline on-site evaluations. Suppliers who fail to meet the requirements in information submission or fail the evaluation will not be used.

Supplier Database Management

Registered qualified suppliers will become trial suppliers and enter the company's supplier database. During the trial period, if there are issues such as product or service quality problems, violation of environmental protection regulations including illegal discharge of pollutants, damage to the ecological environment, employment of child labor, forced labor, illegal withholding of wages, and other environmental and social risks, the supplier qualification will be immediately revoked. Trial suppliers who provide reliable products or services at reasonable prices and satisfactory services for the first time, and whose evaluation results reach qualified or above after the initial evaluation by the using unit through the bidding procurement management platform, can be converted to formal suppliers. In addition, the company implements tiered management of suppliers based on dynamic evaluations and other principles. According to the tiered results, for Level I and Level II suppliers, they will be given certain bonus rewards when participating in tender procurement projects on the premise of compliance with laws and regulations; in inquiries, price comparisons, and competitive negotiations for strategic cooperation and non-tender procurement projects, they will be prioritized and selected.



Supplier Evaluation, Punishment, and Incentives

The Company has developed a "Supplier Evaluation System Plan", dividing supplier evaluation into monthly and annual comprehensive assessments. At the end of December of each agreement period, the annual evaluation level (excellent, good, qualified, unqualified) of each evaluated supplier will be comprehensively determined based on the monthly evaluation results and corresponding auxiliary evaluation conditions. The Supplier Management Committee will take corresponding management measures for the evaluated suppliers based on their evaluation levels in the next agreement year. For example, if a supplier achieves an excellent rating in the evaluation, the company will recommend it for the annual excellent supplier award and increase procurement efforts; whereas suppliers who receive an unqualified rating will not be selected.

Association Participation

The Company actively joins and deeply participates in various associations, discusses development trends with member units, shares advanced experiences and technologies, and contributes wisdom and strength to the healthy development of the industry.

Association Name	Membership Qualification
Tianjin Work Safety Management Association	Member Unit
National Technical Committee on Standardization of Lifting Machinery	Member Unit
National Technical Committee on Standardization of Industrial Vehicles	Member Unit
Sub-Technical Committee on Boom-Type Lifting Machinery of the National Technical Committee on Standardization of Lifting Machinery	Member Unit
Tianjin Energy Conservation Association	Member Unit
Tianjin Engineers' Society	Member Unit
Council of "Labor Protection" Magazine	Standing Unit



Case | Participate in the formulation of national standards and jointly create a blueprint for standardization

As a participating drafting unit of the national standard GB/T 20776-2023 "Classification of Lifting Machinery," Tianjin Port Holdings Co., Ltd. has been involved in the formulation of this national standard in the field of lifting machinery, leveraging its own experience and technology to empower the development of more industries.

Sustainable

Environment

Tianjin Port has actively responded to the national strategies of carbon peaking and carbon neutrality, and is committed to building a world-class green port. Efforts are focused on deepening green operations, continuously enhancing energy conservation, water resource management, and achieving substantial and profound development in port green initiatives.

- Environmental Management
- Fighting Climate Change and Energy Management
- Water Resource Management
- Wastes and Emissions Management
- Biodiversity Protection

Contributing to the United Nations Sustainable Development Goals (SDGs):



Environmental Management

The Company has followed the principles of "Priority to Protection, Prevention as Main Approach" and "Operation by Laws and Discharge up to Standard" supervised and ensured the implementation of corporate environmental protection responsibilities, leading to significant effects in the green upgrading of the port.

Deepen the Environment Control System

The Company has established environmental management system documents such as the Environmental Protection Responsibility System. In accordance with these documents, various departments within the Company have clearly defined their environmental management responsibilities, and subordinate units have also formulated their own environmental protection responsibility system documents in accordance with these guidelines.

The Safety and Environmental Protection Department, as the leading department, has supervised, guided, inspected, and assessed the environmental protection work of all subordinate institutions. Other functional departments have fulfilled their respective environmental protection responsibilities within their scope of duties. In accordance with the environmental protection responsibilities that functional departments should undertake, environmental protection work is integrated with business operations, deployment, operation, inspection, and assessment.

In 2023,

<p>Total environmental protection investment reached CNY</p> <p>181 million</p>	<p>57 % of subsidiary companies have obtained GB/T24001/ISO14001:2015 environmental management system certification</p>	<p>39 % of subsidiary companies have obtained GB/T 23331/ISO50001:2018 energy management system certification</p>
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Efficiently Implement the Environmental Supervision and Inspection

The Company has combined seasonal characteristics and government's phased task requirements to scientifically formulate inspection plans, optimize inspection methods, and adopt various forms such as third-party expert verification, diagnostic inspections, special inspections, mutual inspections, benchmark inspections, and "Four No's and Two Straights" inspections, so as to continuously urge all units to fulfill their environmental responsibilities.



Optimize the Environmental Training and Education

The Company has organized full-time training activities for all subordinate units in conjunction with World Environment Day, arranged specialized environmental training and education for each unit as needed based on annual key environment tasks, thereby enhancing the proficiency of environmental personnel.

Environmental Pollution Emergency Management

All terminals owned by the Company have formulated Emergency Plan against Abrupt Environment or Emergency Plans against Oil Spill and completed the filing work in accordance with government requirements. Each terminal operating unit has strictly equipped with emergency materials according to the requirements of the plan and conducts regular drills and training to ensure that they are always in a state of emergency preparedness during daily production operations.



↑ Emergency Plan and Training for Ship Oil Spill Response and Cleanup Exercises for Floating Oil Contamination

Green Ports Win Numerous Awards

The Company has actively implemented the national "Dual Carbon" goals and accelerated the transformation and development of port digitalization, intelligence, and low-carbonization in accordance with the development strategy of Tianjin Port to build a world-class green and smart hub port. As early as 2021, seven subsidiaries of the Company were rated as four-star green ports. In 2023, three ro-ro terminal companies affiliated with the Company simultaneously received the Carbon Neutrality Assessment Certificate issued by China Classification Society, becoming the first batch of ro-ro terminals in the world to achieve "zero-carbon" operations; Tianjin Port Pacific International Container Terminal Co., Ltd. was awarded a five-star "China Green Port", becoming the first traditional container terminal in the country to pass the review, and setting a new benchmark for comprehensive green transformation of world ports.



Fighting Climate Change and Energy Management

Tianjin Port has actively responded to the national strategy of "carbon peaking and carbon neutrality", promoted the construction of energy-saving and carbon-reducing management systems, and accelerated the expansion of new energy applications to reduce carbon emissions from the source.

In 2023

Completed **13** projects related to green port construction, including the construction of new energy equipment and supporting facilities, the application of energy-saving technologies, and online energy monitoring with the annual budget amounting to CNY **60** million, energy savings equivalent to **2,100** tons of standard coal, replaced fuel capacity of **2,000** tons, reduced carbon emissions by **900** tons and direct reduced carbon emission by **6,000** tons

Construct the Carbon Management System

In 2023, the company took the lead in obtaining a carbon management system evaluation certificate in the national port industry. The established carbon management system covers multiple management aspects such as carbon source identification, carbon data collection, monitoring, accounting, and has formed a closed-loop management mechanism for planning, implementation, monitoring and measurement, and continuous improvement specifically for carbon management.

Expand the Application of New Energy Technologies

The Company has always expanded the application scope of new energy in port areas, provided infrastructure for the use of new energy for shipping customers, encouraged the electrification of transportation vehicles and continuously increased the proportion of clean energy and renewable energy use, thereby contributing to the realization of green ports.

Renewable Energy Application

The Company has fully recognized opportunities for the application of renewable energy and utilized natural resources such as wind energy, solar energy, and geothermal energy to reduce the use of traditional fossil fuels.



TIAN JIN Port Coke Terminal Co., Ltd. designated a specific area within the flow machine warehouse as a local zero-carbon demonstration zone. An intelligent distributed power supply and distribution system was constructed based on photovoltaic power (with a generating capacity of **40 kW**) and wind power (with a generating capacity of **5 kW**). Concurrent with the construction of the photovoltaic and wind power system in the flow machine warehouse, the company also integrated the equipment from the first phase of the photovoltaic project (located on the west side of the mechanical building) and upgraded the electrical system to enhance the efficiency of the new energy generation system. The system is designed to generate **50,000 kWh** of electricity annually, saving CNY **60,000** in electricity costs each year. Actual measurements showed that the new energy facilities generated **69,858.7 kWh** of electricity in 2023, saving CNY **84,000** in electricity costs.



The **15 MW** distributed wind power generation project within the yard of Tianjin Port Pacific International Container Terminal Co., Ltd. consists of three **5 MW** wind turbines, adopting a power generation mode of "self-generation and self-consumption, with surplus power sold to the grid." Currently, the project has successfully been connected to the grid and is generating electricity. After being connected to the grid, the project is expected to generate **31 million kWh** of electricity annually, saving **9,600** tons of standard coal and reducing carbon dioxide emissions by 26,200 tons per year. This will enable **100%** green electricity supply within the dock operation area, serving as an important component of the company's efforts to create a zero-carbon terminal and become a five-star "Green Port of China." The installed capacity of the photovoltaic project is **474 kWp**, and all of it has been successfully connected to the grid for power generation. The project mainly includes a rooftop photovoltaic installation of **287 kWp** on the inspection warehouse and a photovoltaic carport installation of **187 kWp**. The electricity generated by the rooftop photovoltaic installation on the inspection warehouse will meet the electricity demand of the warehouse, while the electricity generated by the photovoltaic carport will be connected to the charging pile distribution box, forming a green power generation and green power consumption application model. After completion, the project is expected to generate an average of **450,000 kWh** of electricity annually. Compared to traditional thermal power generation, this project will reduce the consumption of **135 tce** and emissions of **448** tons of carbon dioxide annually.



The administrative building of Tianjin Shihua Crude Oil Terminal Company Limited utilized ground source heat pump technology, saving approximately **70,000 kWh** of electricity annually and reducing electricity costs by about CNY **65,000**.

Wastes and Emissions Management

The Company has actively responded to national policies, regulations, and related requirements by strictly adhering to laws such as the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, Water Pollution Prevention and Control Law of the People's Republic of China, and Solid Waste Pollution Prevention and Control Law of the People's Republic of China, as well as local emission standards, clearly outlined the processing and discharge processes for wastewater, exhaust gases, and solid waste, ensuring legal and compliant handling while enhancing resource utilization efficiency.

Dust Pollution Management and Control

In 2023, the Company enhanced industry environmental standards, jointly developed two group standards, namely the Technical Specification for Intelligent Spraying System in Open-air Stockyards of Dry Bulk Cargo Terminals and Operating Procedures for Dust Suppressant Spraying in Open-air Stockyards of Dry Bulk Cargo Terminals, in collaboration with several provincial port groups, aiming to improve the professionalism of port environmental management. The Company has also promoted the precise dry mist dust removal technology for loaders and conducted research on intelligent spraying dust suppression systems for open-air loading of dry bulk cargo on railway lines, and utilized innovative technologies to optimize dust suppression methods and enhance environmental management efficiency.

Furthermore, the Company has rigorously implemented the "Four Whites" work mechanism, dust prevention and control measures during bulk cargo operations, and quality control of bulk cargo cleaning through 258 environmental inspections, resulting in the identification and rectification of 116 issues. Simultaneously, the Company has also strictly implemented measures such as spraying, covering, vehicle washing, and yard watering. These measures were intensified based on seasonal characteristics, increasing the frequency of sprinkling and spraying during various operations such as loading, unloading, transportation, and storage.

Treatment of Air Pollutions

The Company has utilized the intelligent monitoring and control system for ecological environment (atmosphere), to monitor internal atmospheric data in real-time, and strictly implemented vehicle control measures in accordance with requirements for air pollution control. Additionally, it has rigorously controlled the operation of non-road mobile machinery, and enhanced self-inspection of exhaust emissions from such machinery to ensure compliance with emission standards.



↑ Photo of Intelligent Monitoring and Control System for Ecological Environment (Atmosphere)

Management and Control of Solid Wastes

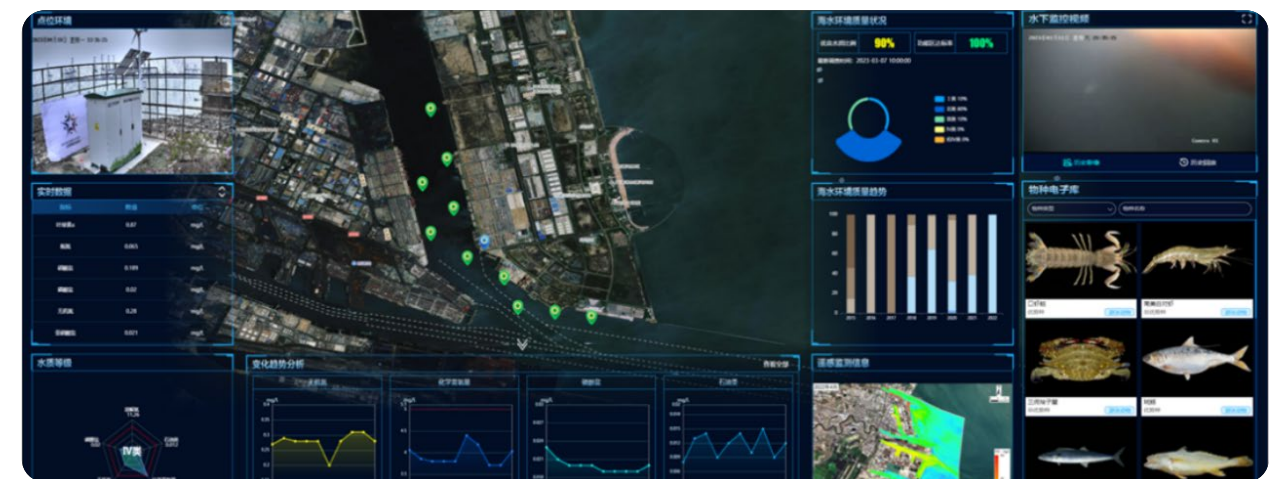
In 2023, the Company initiated the special campaign for the management of solid waste, urged its subsidiaries to ensure full-process compliance control over the generation, temporary storage, transportation, and disposal of solid waste. Following national regulations, the Company implemented a classification management approach, with each unit establishing a ledger for solid waste to record and retain relevant information such as types, quantities, flow direction, storage events, and disposal records. Agreements for disposal were signed with qualified companies. For the management of hazardous waste, the Company strictly adhered to the requirements of the four-level manifest, ensuring legal compliance throughout the entire process.

Biodiversity Protection

In 2023, the company actively engaged in ecological protection efforts, leveraging intelligent technologies and equipment, vegetation planting, and stock enhancement and release initiatives to create a harmonious and environmentally friendly land and marine ecosystem.

Protect the Marine Ecology

Tianjin Port Pacific International Container Terminal Co., Ltd. has constructed intelligent monitoring equipment such as shore-based automated monitoring stations and underwater cameras at Pier No. 1 within its operating area. Leveraging the Marine Water Environment Intelligent Monitoring System, real-time monitoring of water quality, environmental quality analysis, historical data retrieval, environmental alerts, and display of marine biodiversity monitoring are conducted. Tianjin Haijia Automobile Terminal Co., Ltd. conducted restocking and release activities in the surrounding waters and protected the marine biodiversity by releasing juvenile sea cucumbers, shellfish, and other fish fry in the area.



↑ Marine Water Environment Intelligent Monitoring System



↑ Haijia Terminal Company Restocking and Release Activities



The Company has signed the contract with Tianjin HBH Sea Service Co., Ltd. for marine debris cleaning, entrusting them to carry out cleaning work in the corresponding marine areas within the Company's scope. Regular patrols are conducted for sea outfalls and terminal waters to ensure cleanliness and pollution-free conditions, meeting environmental requirements.

Enhance Ecological Planting in the Port Area

During the reporting period, the total green area of the Company and its subsidiaries exceeded 673,200 square meters. Based on the climatic characteristics of Tianjin, various types of cold- and drought-tolerant trees and green plants with long growth periods, such as holly, silk tree, pagoda tree, arbor, shrub, ball, vine, and others, were continuously planted. The total number of trees in the greenbelt reached 319,000. The Company entrusted a third-party professional landscaping agency to regularly maintain the greenery within the port, installed fences around the greenbelt for effective protection, and took measures to prevent cold and maintain warmth in the greenbelt during winter. These efforts continuously strengthened the ecological environment within the port, enriched the variety of vegetation, improved the soil structure, and promoted environmental protection and governance.

Sustainable

Society

Talent is the core competitiveness of enterprise development. The Company has always adhered to the employee management philosophy of "people-oriented", providing employees with an equal, inclusive, and progressive career development platform, as well as a healthy, safe, comfortable, and joyful working environment, which has fostered a harmonious atmosphere for workers at Tianjin Port.

- Protecting Employee Rights and Interests
- Diversity and Inclusion
- Occupational Health and Safety
- Employee Training and Development
- Employee Benefits and Care
- Social Welfare

Contributing to the United Nations Sustainable Development Goals (SDGs):



Protecting Employee Rights and Interests

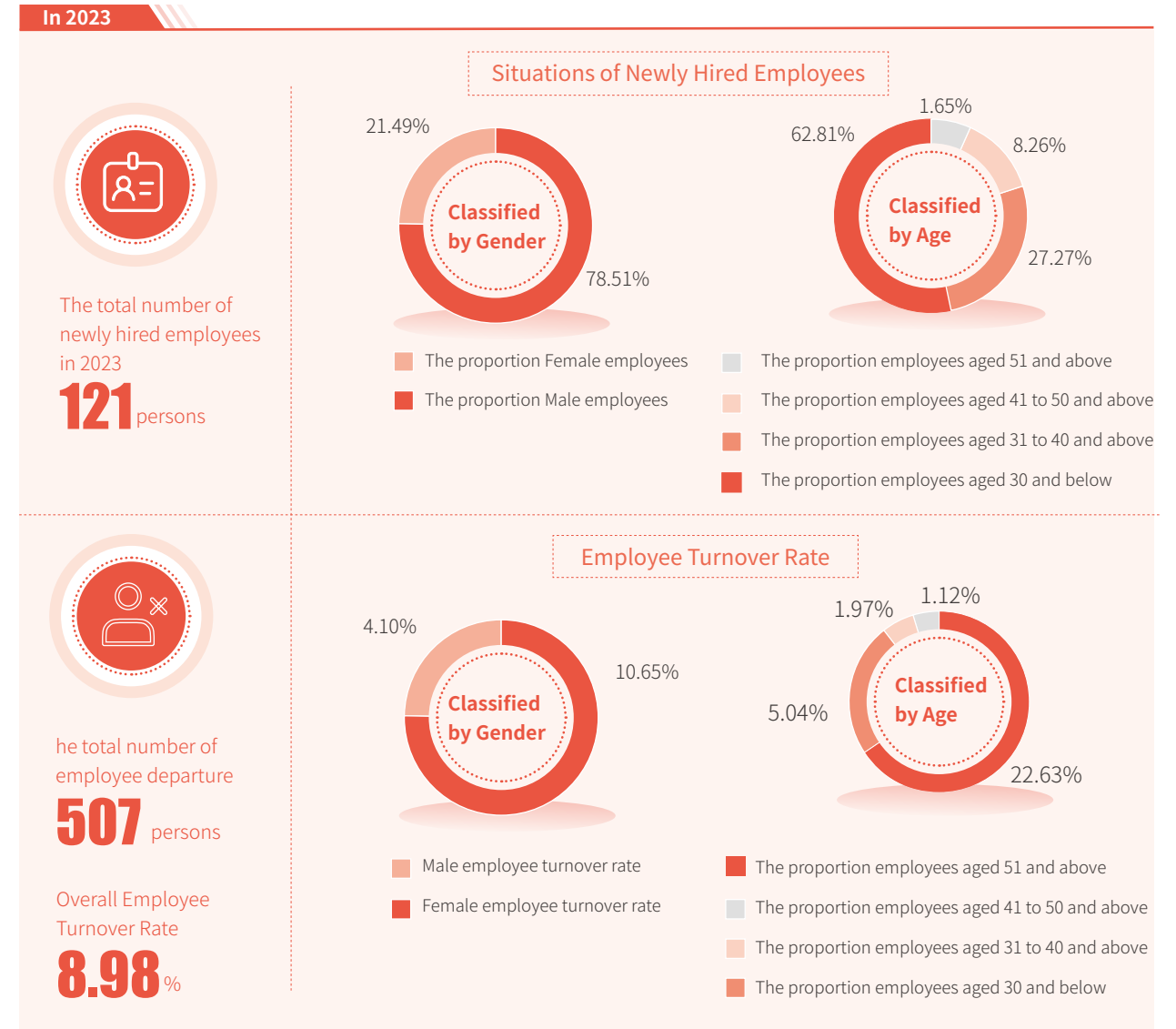
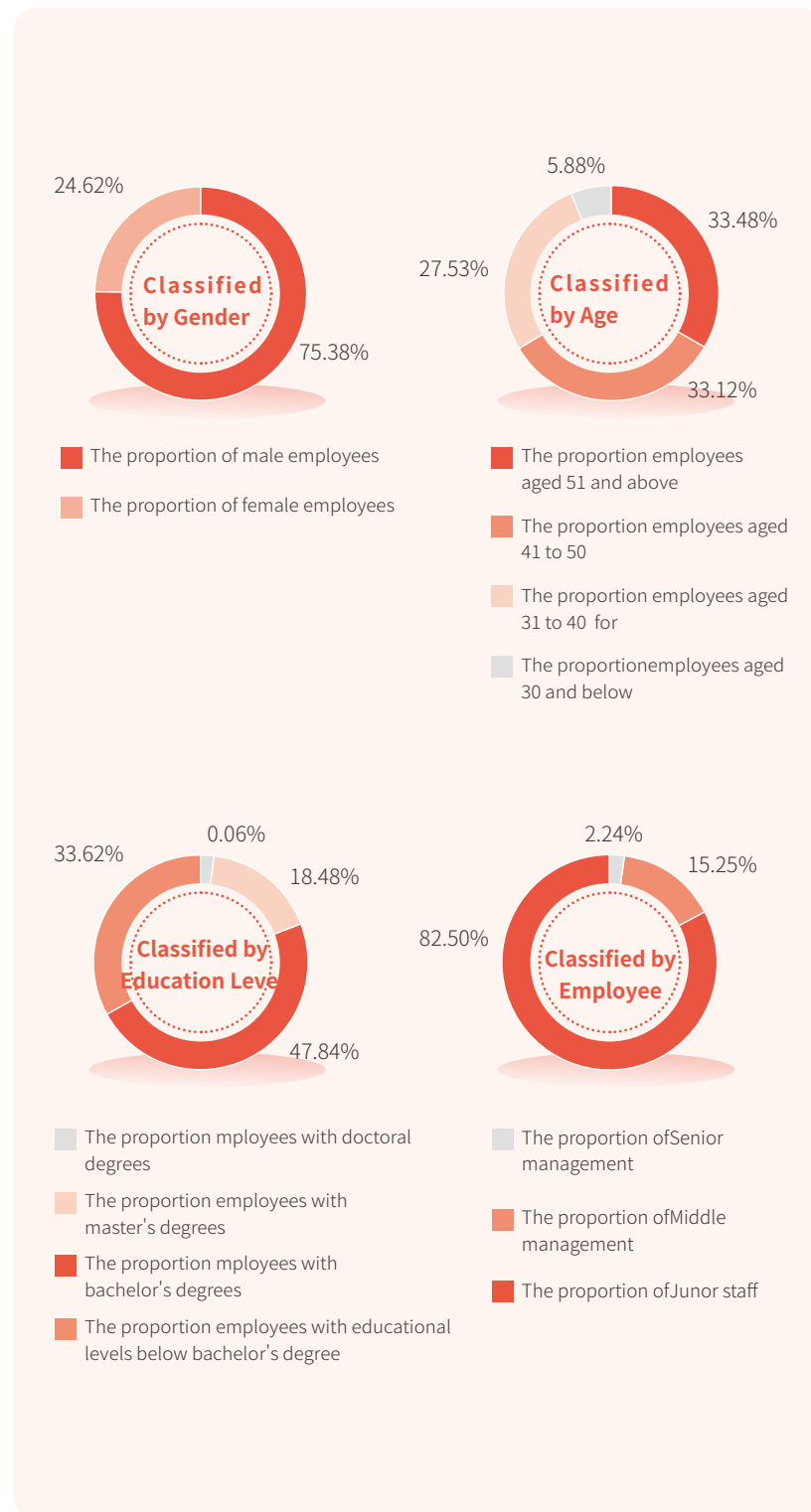
The Company is committed to creating an inclusive, equal, and diverse employment environment, establishing an enterprise democratic management system with the staff congress as its core, providing employees with fair employment opportunities and competitive compensation and benefits, and actively safeguarding and protecting the legitimate rights and interests of employees.

The Company has strictly complied with the laws and regulations of the People's Republic of China, including the Company Law of the People's Republic of China, Labor Law of the People's Republic of China, and Labor Contract Law of the People's Republic of China, as well as local regulations and policies where it operates, conducted recruitment activities in compliance with the law to prevent the employment of child labor, forced labor, and other illegal or policy-violating employment practices, strictly prohibited the illegal collection of personal information from job applicants, and promoted fair employment practices.

As of the end of 2023

The Company employed a total of **5,395** people

Labor contract coverage rate of **100%**



Compensation and Performance Management

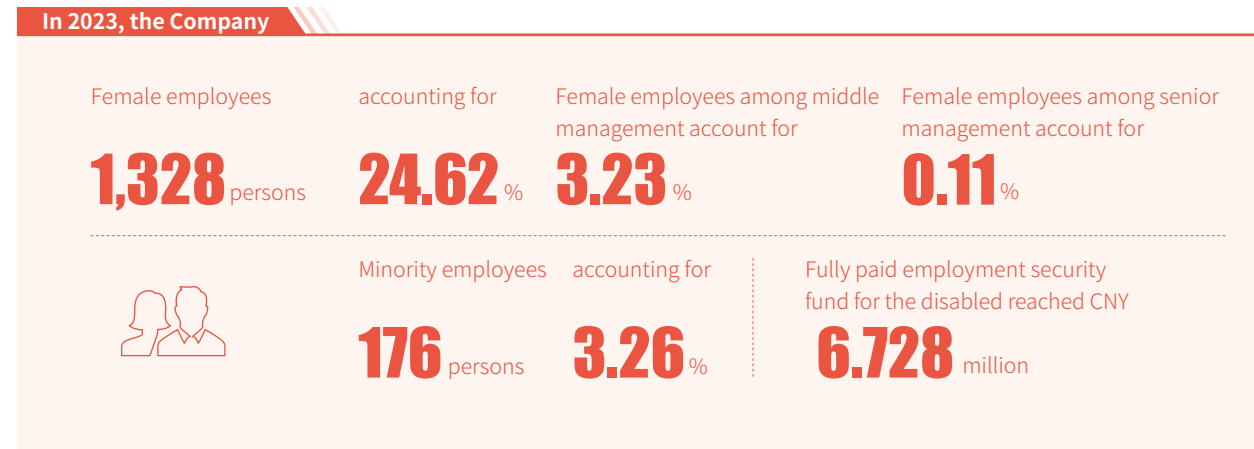
The Company has continuously improved its compensation and performance management mechanism, aligning it with the characteristics of talent competition in the market and market-oriented compensation to attract, retain, and motivate young talents, strengthened the operation mechanism of compensation distribution and performance appraisal, ensuring that the direction of compensation distribution and performance appraisal is consistent with the Company's development strategy and goals, and maximized the role of performance appraisal and compensation distribution as a "guiding tool" in corporate management. In the fiscal year 2023, the total investment in employee compensation by the Company amounted to CNY 947,885,400.

Democratic Management

The Company has continuously promoted the improvement of employee communication management mechanisms, encouraged employees to participate in the Company's production and operation management, and established channels such as employee care plans, complaint channels, and anonymous reporting. At all levels of the Company, employee directors and supervisors are legally established to participate in corporate governance activities. Through activities such as the staff congress, trade union committee, and women's congress, the Company has ensured smooth communication channels for employees, established a sound and effective mechanism for expressing employee demands, and firmly upheld the rights of employees to participate in democratic management of the enterprise.

Diversity and Inclusion

The Company has advocated for equal employment opportunities, firmly opposed all forms of discrimination based on age, region, gender, or religion, respected the diverse corporate culture and personal privacy of employees stemming from nationality, ethnicity, gender, or religious beliefs, and strived to create a diverse and inclusive workplace environment.




Development and Empowerment of Female Employees


The Company has valued the physical and mental health of female employees, strived to create a warm and comfortable office environment along with a supportive culture, conducted training sessions on professional development and leadership specifically tailored for female employees, organized activities to support and care for them, and ultimately assisted female employees in achieving high-quality personal and professional growth.

Case | Enchanting Goddess Festival: Warmth Overflowing in Tianjin Port


During the International Women's Day period, various units of the Company actively organized diverse activities, inviting female workers from Tianjin Port to join in the charm of March. Through a series of events, the Company aimed to enrich the spiritual lives of all female employees, alleviate the pressures of work and life, and demonstrate care and blessings for female staff.




↑ Mental Health Activities & Goddess Afternoon Tea



↑ Coffee Knowledge Lecture Event



↑ Cake DIY Activity



↑ Fan DIY Activity

Occupational Health and Safety

In accordance with the directives of the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases and National Plan for the Prevention and Control of Occupational Diseases (2021-2025)*, the Company has improved its occupational health and safety management system based on its actual situation, and formulated the Key Points of Occupational Disease Prevention and Control Work for 2023 to comprehensively promote the prevention and control of occupational diseases.

Case | Strengthen Awareness of Occupational Disease Hazards among Employees

During the promotional period of the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases* in 2023, the Company has disseminated educational materials on occupational health, posted public service advertisements, played them on LED screens, conducted knowledge questionnaires, utilized WeChat, and employed other methods to educate all employees about the Law, aiming to enhance awareness among all units to fulfill their responsibilities in preventing and controlling occupational diseases, strengthen workers' awareness of occupational hazard protection, and ultimately prevent, control, and eliminate occupational hazards to protect employee health.

Employee Training and Development

The Company has implemented the graded classification system to construct a talent development framework, focused on cultivating talents across four tiers: leaders, outstanding individuals, key personnel, and foundational staff, achieving synergy between different levels to form a talent pool horizontally, and placed emphasis on the development and training of three main workforce branches: management, technology and skills vertically.

Employee Training

- Organize Professional Skill Training**
The Company has deepened its talent training and development efforts. In 2023, it held 17 key training courses, including training for production scheduling backbone personnel and comprehensive skills enhancement for financial staff, totaling 2,760 individuals participated in these training sessions.
- Conduct Digital Skill Enhancement Training**
The Company has conducted advanced training on Enhancing Digital Transformation Thinking Skills for all employees, deepened their understanding of the value and applications of digital transformation, and offered six online live courses focusing on Architecture, Processes, and Data Governance to further strengthen the Company's understanding of digital transformation.
- Conduct Internal Trainer Training and Selection**
The Company has organized internal experts to conduct training seminars, promoted the improvement of professional skills and qualities and supported employees' growth and development. In 2023, the Company appointed 6 senior trainers, 24 intermediate trainers, and 19 junior trainers, and categorized training courses into 7 high-quality courses, 6 excellent course, 8 good course, and 9 regular courses based on the level of trainers and the content of the courses.

In 2023, the Company



Total number of employees receiving training
8,978 person-time

Average training hours of male employees

19.83 hours

Average training hours of female employees

22.05 hours

Average training hours of junior staff

17.27 hours

Average training hours of middle management

39.06 hours

Average training hours of senior management

96.76 hours



Overall training pass rate
97.80 %

Training pass rate of male employees

96.50 %

Training pass rate of female employees

98.80 %

Training pass rate of junior staff

95.60 %

Training pass rate of middle management

98.10 %

Training pass rate of senior management

99.20 %

Employee Development

The Company has highly valued the personal development of employees, establishing a sound training system and encouraging employees to improve their academic qualifications and professional titles, promoted the construction of young employee teams, professional and technical talent teams, and skilled talent teams, smoothed all employee career advancement channels, guided employees to realize personal value in their work positions, and achieved mutual growth and progress between the Company and its employees.

Subsidies and Incentives



Subsidies for Higher Education

- Award of CNY **1,500** subsidy for obtaining a bachelor's degree
- Award of CNY **15,000** subsidy for obtaining a master degree
- Award of CNY **25,000** subsidy for obtaining a doctoral degree



Title Incentive System

- Award of CNY **200** per month for obtaining intermediate profession title
- Award of CNY **500** per month for obtaining associate senior profession title
- Award of CNY **1,000** per month for obtaining senior profession title

Key Directions for Talent Development

Strengthen the Cultivation of Young Employees

The Company has strengthened the cultivation of young employees by formulating special programs for youth talent development, adopting measures such as raising job levels, offering bonuses, and providing specialized training to optimize the structure of talents at the grassroots level and increase the proportion of young talents in frontline positions. Additionally, a platform for young employees to showcase their talents has been established, and various high-quality professional skill competitions have been organized to promote healthy internal talent mobility.

Enhance the Construction of Professional and Technical Talents

The Company has enriched the means of cultivating professional and technical talents and improved the normalization and specialization of training mechanisms, optimized the management of professional and technical titles and fully utilized the service functions of title evaluation, established supporting incentive and guarantee mechanisms for professional and technical talents, optimized the assessment and evaluation of professional and technical talents and the allocation of performance weights, and taken multiple measures to incentivize professional and technical talents to improve their overall quality.

Consolidate the Construction of Skilled Talents

The Company has issued implementation opinions for the construction of skilled talent teams and strengthened the establishment of the skilled talent team system, focused on improving skills by using occupational skill levels as the starting point, organized national-level competitions through competition and training to stimulate skilled talents' participation in skill training, enhance their enthusiasm for vocational skills, and improve the overall quality of the team, and increased incentives and rewards for skilled talents, including establishing high-skill allowances, so as to enhance the sense of achievement and belongingness among highly skilled talents.

Employee Benefits and Care

Employee Benefits

The Company has provided employees with social insurance, housing provident fund, supplementary housing provident fund, enterprise annuity, supplementary medical insurance, and other benefits, formulated the *Company Housing Monetary Distribution Plan and Implementation Rules for Dynamic Adjustment of Enterprise Annuity Payment*, etc., and established a competitive employee benefits system within the industry. At the same time, the Company has also organized activities to promote and explain various social welfare benefits such as "personal pension plans" and "renting with housing provident fund, major illness withdrawal", enabling employees to better enjoy personal non-monetary benefits.

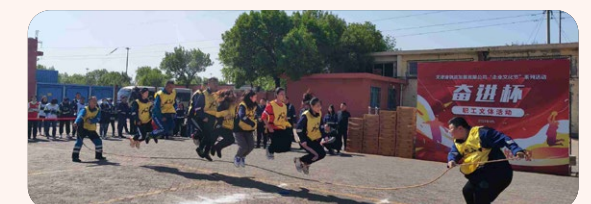
Employee Activities

The Company has taken it as its responsibility to care for the physical and mental health of employees and to create a harmonious corporate atmosphere. It pays attention to the balance between work and life, and advocates for an optimistic, positive, and vibrant healthy lifestyle, allowing employees to relax and relieve stress during their leisure time, while also enhancing communication and teamwork abilities among employees.



Case | Unify Strengthens and Efforts to Boosting Morale

Tianjin Port Logistics Development Co., Ltd. organized the "Striving Cup" employee group sports activities on the eve of the May Day Labor Day to enrich employees' leisure cultural activities, enhance team spirit, boost morale, promote unity and mutual assistance among teams, and contribute to the harmonious development of the Company.





Case | Celebrate Mid-Autumn Festival and National Day with Warmth

In September 2023, the Company organized theme activities around the concept of "Celebrate Mid-Autumn Festival and National Day with Warmth", including "handicraft activities", "employee sports events", "lantern activities", etc. By integrating elements of Tianjin Port into traditional folk festivals, the Company has effectively promoted the charm of traditional holidays, conveyed the deep affection of the Company's big family and fostered a corporate culture atmosphere of teamwork and mutual assistance.



↑ Painting Folding Fans and Enjoying Lantern Riddles



↑ Handcrafting Mooncakes at the Employee Sports Day

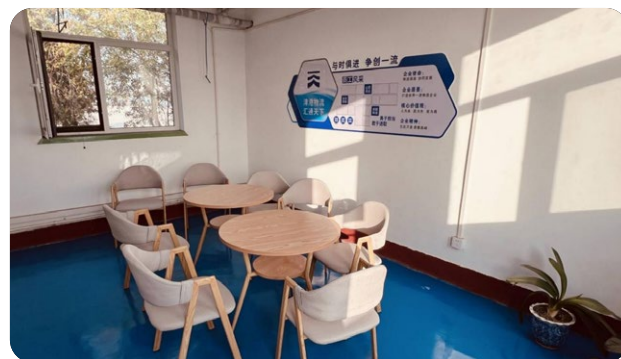


Employee Care

The Company has always prioritized the principle of people-oriented, and continued to provide heartfelt services and cozy infrastructure for its employees in 2023, allowing them to feel the warmth and care of the Company and ultimately enhancing their sense of happiness.

Build the Home for Employees

The company has implemented the "Special Regulations on the Labor Protection of Female Employees," creating a warm and caring work environment tailored to the actual needs of female staff. The establishment of the "Caring Mothers' Home" has addressed a series of inconveniences faced by breastfeeding female employees due to the lack of lactation rooms. This initiative better safeguards the legitimate rights and special interests of female employees, enhances their protection during the "four stages" of their lifecycle, and provides a private, clean, comfortable, and safe resting place for female employees during special periods.



Care for Mother and Child



The Company has created a warm working environment based on the practical needs of female employees. The establishment of the "Care Mommy Home" has solved the problem of lactating female workers not having a proper lactation room, as well as the unhygienic conditions of using bathrooms or storage rooms for expressing milk. This initiative has better protected the legitimate rights and interests of female workers and implemented the Special Provisions on Labor Protection for Female Workers, strengthened the protection for female workers during the four periods (menstruation, pregnancy, childbirth, and lactation), and provided a private, clean, comfortable, and safe resting place for female workers during special periods.

Social Welfare

The Company is dedicated to practicing social welfare and fulfilling the social responsibility of state-owned enterprises, closely aligned with the precise promotion of the national rural revitalization strategy and the enhancement of community satisfaction through diversified activities, and made practical contributions to society through concrete actions.

Actively Fulfill the Responsibilities of State-owned Enterprises, Continuously Support the Rural Development

Since July 2021, personnel from the Company's subsidiary enterprises have been dispatched to economically underdeveloped villages in Jizhou District, Tianjin, to carry out support work. A three-year plan has been formulated to promote 20 support projects, continuing to support rural development through practical actions.

Enhance Village Development through Industrial Efficiency Improvement

In the projects of ecological rice crab cultivation and new ecological fermentation pig farming in Liuzikou Village, Jizhou District, the rice crab cultivation base produces approximately 450,000 jin of ecological organic rice and 6,000 jin of rice crabs each year, realizing an annual profit of approximately CNY 400,000. The base employs approximately 5,000 villagers from the village each year, and the total increase in villagers' income is over CNY 700,000.



In Zhuiba Zhuang Village, Jizhou District, projects such as high-end greenhouse cultivation of fruits and vegetables and sweet potato planting have been initiated. A rural revitalization cooperative company, named Xiangxing Cooperative Company, has been established to collaborate with Hengsheng Green Food Company in cultivating new varieties of high-end fruits and vegetables in the greenhouse industry.

Improve Village Beauty and Enhance Residents' Quality of Life

Assist in the construction of fitness and sports squares and archways, create a People's Park that includes Party building cultural corridors, fitness and recreation areas, and integrate night markets, aquaculture and recreational fishing to achieve village beautification, cultural enhancement, industrial value-added and increased income for farmers.



Enrich Villagers' Spiritual Life through Cultural Empowerment

Establish the "Xiangxing Art Troupe", provide professional facilities, organize nearly ten large-scale performances, and conduct regular activities such as square dancing, karaoke, and chess and card games, etc. Attract popularity through cultural performances, introduce merchants to sell local agricultural and sideline products and specialty snacks, thereby creating a "night market economy" and helping villagers increase their income.



Implement Diverse Activities Tailored to Reality, Take the Lead to Empower Community Development

Case | Enjoy Colorful Holidays, Fulfill Dreams at Tianjin Port

In August 2023, the Company organized a summer camp activity for employees' children, visiting places such as Tianjin Port, Tianjin Customs Children's Safety Education Base, and Tianjin Dongjiang Bay Beach Scenic Area, etc. Participants had the opportunity to experience Tianjin Port's marine resources up close and from multiple perspectives.



Case | Modeling after Leifeng is Timely

During the 2023 Lei Feng Day, young volunteers from Tianjin Port Logistics Development Co., Ltd. picked up cleaning tools such as rags, brooms, and garbage tongs, and conducted environmental sanitation and cleaning activities around the Company's premises, including wiping publicity boards and clearing rubbish. After more than an hour of effort, previously neglected corners were revitalized, and the cleaning areas were spotless. They purified the port area environment with their own hands, embodying the spirit of Lei Feng through practical actions.



Case | Passing on Love, Gathering Warmth

In 2023, Tianjin Port Logistics Development Co., Ltd. and Tianjin Port Euroasia International Container Terminal Co., Ltd. organized the social welfare activity of "Passing on Love, Gathering Warmth". Led by the director of the Women's Committee of the Company, all members of the Women's Committee went to the Tianjin Sunshine Volunteer Charity Association. During the visit, they toured the development history display wall of the charity association, watched a documentary about the charity association's assistance to students from Xinjiang, browsed through files of self-reliant university students who had been assisted, and engaged in in-depth interactive discussions with President Zhang and the staff of the charity association, and gained a profound understanding of the touching stories behind every bit of aid provided. At the same time, everyone enthusiastically filled out the Membership Application Form for the Charity Association, and three members of the Women's Committee became benefactors, sponsoring three impoverished students to complete their four-year college education.



ESG Key Performance Table

ESG Key Performance Table

Operational performance

Indicator	Unit	2023	2022	2021
Company Revenue	CNY 100 million	117.04	108.22	144.68
Annual Cargo Throughput	100 million tons	4.45	4.43	4.42
Container Throughput	10,000 TEUs	2,002	1,983	2,020

Environmental Performance

Indicator	Unit	2023	2022	2021
Greenhouse Gas Emissions				
Scope 1 Greenhouse Gas Emissions		50,529	49,060	57,684
Scope 2 Greenhouse Gas Emissions	carbon dioxide equivalent (ton)	178,465	184,290	184,694
Operating Scope (Scope 1+Scope 2) Greenhouse Gas Emissions		228,994	233,351	242,379
Resource Use				
Natural Gas	m ³	28,106	41,319	59,402
Liquefied Gas	ton	1,244	1,235	1,585
Coal	ton	0	0	0
Diesel Oil	ton	14,907	14,206	16,774
Gasoline	ton	101	127	175
Outsourced Heat	m ³	4,938	5,720	5,720
Outsourced Electricity	ten thousand kilowatt-hours	20,120	20,872	20,803
The number of Supporting Facilities for New Energy Vehicles	device	71	45	15

Indicator	Unit	2023	2022	2021
Municipal Water Purchase Volume	ton	2,648,855	2,148,181	2,883,784
Rainwater Collection and Usage Volume	ton	1,181,911	181,016	245,229
Freshwater Usage Volume	ton	2,648,855	2,148,181	2,883,784
Recycled/Reclaimed Water Usage Volume	ton	1,267,263	836,615	314,847
Water Resource Management				
Water-Saving Facility Water Savings in the Port Area	ton	333,034	303,668	296,971
Water Recycling Volume in the Port Area	ton	1,141,589	1,037,757	949,047
Water-Saving Facility Water Savings in the Office Area	ton	30,432	27,666	25,151
Water Recycling Volume in the Office Area	ton	114,458	105,822	96,450
Discharges				
Water Pollutant Discharge				
Total Wastewater Discharge	ton	1,013,171	516,802	1,084,290
Total Recyclable Waste Discharge	ton	2,225	3,588	2,701
Waste Discharge				
Total General Solid Waste Discharge	ton	6,100	6,700	7,479
Total Hazardous Waste Discharge	ton	149	130	193
Environmental Management				
Environmental Protection Investment				
Environmental Protection Total Investment	CNY 100 million	1.81	1.89	1.80
Environmental Negative Events				
The number of Environmental Violations	case	0	0	0
Amount of Environmental Pollution Fines	CNY 10 thousand	0	0	0
The number of Major Oil Spills	case	0	0	0
Environmental Emergency Management				
The number of Environmental Emergency Training	times	26	21	18
The number of Participants in Environmental Emergency Training	person-time	368	281	217
The number of Environmental Emergency Drills	times	34	27	27
The Number of Participants in Environmental Emergency Drills	person-time	317	244	233

Social Performance

Indicator		Unit	2023	2022	2021
Employment					
The number of Employees		person	5,395	5,781	7,444
Gender	The number of male employees	person	4,067	4,425	5,911
	The proportion of male employees	%	75.38	76.54	79.41
	The number of female employees	person	1,328	1,356	1,533
	The proportion of female employees	%	24.62	23.46	20.59
	By Employment Type				
The number of employees under the labor contract		person	5,395	5,781	7,444
The proportion of employees under the labor contract		%	100	100	100
By Age	The number of employees aged 51 and above	person	1,806	2,082	2,949
	The proportion of employees aged 51 and above	%	33.48	36.01	39.62
	The number of employees aged 41 to 50	person	1,787	1,610	1,966
	The proportion of employees aged 41 to 50	%	33.12	27.85	26.41
	The number of employees aged 31 to 40	person	1,485	1,771	2,192
	The proportion of employees aged 31 to 40	%	27.53	30.63	29.45
	The number of employees aged 30 and below	person	317	318	252
By Educational Background	The proportion of employees aged 30 and below	%	5.88	5.50	3.39
	The number of employees with doctoral degrees	person	3	4	4
	The proportion of employees with doctoral degrees	%	0.06	0.07	0.05
	The number of employees with master's degrees	person	997	774	752
	The proportion of employees with master's degrees	%	18.48	13.39	10.10
	The number of employees with bachelor's degrees	person	2,581	2,190	3,319
	The proportion of employees with bachelor's degrees	%	47.84	37.88	44.59
	The number of employees with degrees below bachelor's degrees	person	1,814	2,813	3,369
	The proportion of employees with degrees below bachelor's degrees	%	33.62	48.66	45.26
	The number of grassroots employees	person	4,451	4,824	6,440
The proportion of grassroots employees	%	82.50	83.45	86.51	
The number of middle-level management employees	person	823	840	865	
The proportion of middle-level management employees	%	15.25	14.53	11.62	
By Employee Category	The number of female employees in middle management	person	174	171	167
	The proportion of female employees in middle management	%	3.23	2.96	2.24
	The number of senior management employees	person	121	117	139
	The proportion of senior management employees	%	2.24	2.02	1.87
	The number of female employees in senior management	person	6	6	7
	The proportion of female employees in senior management	%	0.11	0.10	0.09
Employee Rights and Welfare Protection					
The Proportion of Labor Contract Signing		%	100	100	100
Employee Welfare Investment		CNY 10 thousand	8,082.39	8,307.82	8,730.09

Indicator		Unit	2023	2022	2021
Parental Leave	The number of employees who have taken parental leave	person	74	64	6
	The number of male employees who have taken parental leave	person	29	24	1
	The number of female employees who have taken parental leave	person	53	40	5
	The number of employees entitled to parental leave	person	648	669	630
	The number of employees returning to work after parental leave	person	70	61	6
	The number of employees who return to work after parental leave and are still employed after 12 months	person	74	64	6
	Return rate of employees on parental leave	%	100	100	100
	Employee retention rate for parental leave	%	100	100	100
Employee Training					
Total Number of Trainees throughout the Year		person-time	8,978	9,415	10,167
Total Number of Trainees by Gender	The number of male employees receiving training	person-time	6,992	7,290	7,963
	The number of female employees receiving training	person-time	1,986	2,125	2,204
	The number of grassroots employees receiving training	person-time	8,043	8,499	9,063
Total Number of Employees Trained by Job Level	The number of middle-level management employees receiving training	person-time	813	798	965
	The number of senior management employees receiving training	person-time	122	118	139
The Total Duration of Training for All Employees		hour	182,458	180,884	148,805
The Average Duration of Training for All Employees		hour	20.32	19.21	19.98
By Gender	The total number of hours that male employees receive training	hour	138,666	138,136	117,555
	The total number of hours that female employees receive training	hour	43,792	42,748	31,250
By Job Level	The total number of hours that grassroots employees receive training	hour	138,895	135,984	93,888
	The total number of hours that middle-level management employees receive training	hour	31,758	31,920	38,626
	The total number of hours that senior management employees receive training	hour	11,805	12,980	16,291
Diversification and Inclusion					
Care and Development for Female Employees					
Female Career Empowerment and Leadership Training Frequency		times	6	7	5
Number of Participants in Female Career Empowerment and Leadership Training		person	123	561	101
Female Employee Care Activity Frequency		times	40	30	26
Number of Participants in Female Employee Care Activities		person-time	2,023	1,954	1,471

Indicator	Unit	2023	2022	2021	
Caring for Disabled People					
Payment Amount of Disability Security Fund	CNY 10 thousand	672.80	700.73	491.05	
Total Employment of Disabled Individuals	person	43	48	56	
Democratic Management					
Employee Representative Conference Frequency	times	40	60	47	
Number of Participants in Employee Representative Conferences	person	2,668	3,203	2,652	
Safety Production and Occupational Health					
Safety Production Investment	CNY 10 thousand	0.90	0.86	1.06	
Safety Production Education Activities	Number of Safety Production Training	times	754	1,233	1,778
	Number of Participants in Safety Production Training	person	86,040	147,763	115,584
Safety Production Emergency Management	Number of Emergency Drill	times	941	678	597
	Number of Participants in Emergency Drills	person	11,967	10,380	8,250
Safety Production Ordinary Management	Investment Amount for Maintenance of Safety Production Equipment	CNY 10 thousand	0.23	0.26	0.26
	Newly Added Cases of Occupational Diseases	case	0	0	0
	Incidence Rate of Occupational Diseases	%	0	0	0
	The Number of People who Undergo Occupational Disease Examinations	person	1,072	858	952
Occupational Disease	Coverage Rate of Occupational Disease Physical Examinations	%	100	100	100
	Accumulated Number of Occupational Health Training Personnel	person	5,372	5,509	5,151
	Per Capita Frequency of Occupational Health and Safety Training	times	40	36	34
	Total Duration of Occupational Health and Safety Training	hour	17,221.0	17,319.0	18,321.5
Work-Related Injuries and Fatalities	Number of Particularly Serious Accidents	times	0	0	0
	Number of Major Accidents	times	0	0	0
	Number of General Accidents	times	0	0	0
	Number of Employee Casualties	person	0	0	0
Public Welfare					
Total Number of Employees Participating in Volunteer Activities	person	316	324	289	
Per Capita Duration of Employee Volunteer Activities	hour	117.63	116.81	173.37	

Governance and Business Performance

Indicator	Unit	2023	2022	2021
"Three-Meeting" System				
Number of Board Members	person	9	9	9
Number of Shareholder Meetings Held	times	2	2	2
Number of Board Meetings	times	13	7	11
Number of Meetings of the Supervisory Board	times	6	6	6
Number of Meetings of Various Committees of the Board of Directors	times	21	13	16
Anti-Corruption Compliance				
Booking Rate of Integrity Commitment Bookmarks	%	100	100	100
The Proportion of Employees Covered by Anti-Corruption Propaganda and Implementation	%	100	100	100
Training Sessions on Anti-Corruption and Bribery throughout the Entire System	times	272	137	112
The Total Number of Anti-Corruption and Anti Bribery Training Personnel in the Entire System	person-time	14,813	10,024	10,720
Training Sessions on Compliance Management and Risk Prevention and Control	times	1	1	1
Intellectual Property Protection				
Number of Patents Held	piece	385	374	478
Number of Software Copyrights Held	piece	31	31	32
Annual Number of New Patent Applications	piece	70	74	78
Annual Number of New Authorized Patents	piece	57	62	49

GRI Content Index

Instructions for Use	Tianjin Port Co., Ltd. compiled its Environmental, Social and Governance (ESG) Report 2023 (reporting period: January 1, 2023 to December 31, 2023) with reference to the Global Reporting Initiative (GRI) standards and reporting the information cited in this GRI content index.
GRI 1 Applied	GRI 1: Foundation 2021

GRI Standards	Item Disclosed	Corresponding Section or Document
GRI 2: General Disclosure 2021	2-1 Organization Details	About Tianjin Port
	2-2 Entities included in the Organization's Sustainability Report	
	2-3 Reporting Period, Frequency and Contact point	About this Report
	2-4 Restatement of Information	
	2-6 Activities, value chain and other business relationships	Message from our Chairman, ESG Key Performance Table
	2-7 Employees	Employee Equity Protection, ESG Key Performance Table
	2-8 Workers who are not employees	Employee Equity Protection, ESG Key Performance Table
	2-9 Governance Structure and Composition	Corporate Governance, 2023 Annual Report
	2-10 Nomination and selection of the highest governance body	2023 Annual Report
	2-11 Chair of the highest governance body	
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance, 2023 Annual Report
	2-13 Delegation of responsibility for managing impacts	
	2-14 Role of the highest governance body in sustainability reporting	About this Report, ESG Governance
	2-15 Conflicts of Interest	Corporate Governance, 2023 Annual Report
	2-16 Communication of Critical Concerns	ESG Governance
	2-17 Collective knowledge of the highest governance body	
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance, 2023 Annual Report
	2-19 Remuneration policies	
	2-20 Process to determine remuneration	2023 Annual Report
	2-21 Annual total compensation ratio	
	2-22 Statement on sustainable development strategy	ESG Governance
	2-23 Policy Commitments	2023 Annual Report
	2-26 Mechanisms for seeking advice and raising concerns	ESG Governance
	2-27 Compliance with laws and regulations	Internal Control and Risk Management
	2-28 Membership associations	Association Participation
	2-29 Approach to stakeholder engagement	ESG Governance
	2-30 Collective bargaining agreements	Democratic Management

GRI Standards	Item Disclosed	Corresponding Section or Document
GRI 3: Material Topics 2021	3-1 Process to determine material topics	
	3-2 List of material topics	ESG Governance
	3-3 Management of material topics	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Message from our Chairman, ESG Key Performance Table
	201-2 Financial implications and other risks and opportunities due to climate change	None
	201-3 Defined benefit plan obligations and other retirement plans	Employee Benefits and Care, 2023 Annual Report
	201-4 Financial assistance received from government	2023 Annual Report
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Protecting Employee Rights and Interests
	202-2 Proportion of senior management hired from the local community	ESG Key Performance Table, 2023 Annual Report
GRI 203: Indirect Economic Impact 2016	203-1 Infrastructure investments and services supported	
	203-2 Significant indirect economic impacts	Social Welfare
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics
	205-3 Confirmed incidents of corruption and actions taken	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics
GRI 207: Tax 2019	207-1 Approach to tax	
	207-2 Tax governance, control, and risk management	
	207-3 Stakeholder engagement and management of concerns related to tax	2023 Annual Report
	207-4 Country-by-country reporting	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	
	301-2 Recycled input materials used	
	301-3 Reclaimed products and their packaging materials	Not involved
GRI 302: Energy 2016	302-1 Energy consumption within the organization	
	302-2 Energy consumption outside of the organization	
	302-3 Energy intensity	Fighting Climate Change and Energy Management, ESG Key Performance Table
	302-4 Reduction of energy consumption	
	302-5 Reductions in energy requirements of products and services	

GRI Standards	Item Disclosed	Corresponding Section or Document
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Resources Management, ESG Key Performance Table
	303-2 Management of water discharge-related impacts	
	303-3 Water withdrawal	
	303-4 Water discharge	
	303-5 Water consumption	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity Protection, ESG Key Performance Table
	304-2 Significant impacts of activities, products and services on biodiversity	
	304-3 Habitats protected or restored	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	ESG Key Performance Table
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	
	305-5 Reduction of GHG emissions	
	305-6 Emissions of ozone-depleting substances (ODS)	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste and Emission Management, ESG Key Performance Table
	306-2 Management of significant waste-related impacts	
	306-3 Waste generated	
	306-4 Waste diverted from disposal	
	306-5 Waste directed to disposal	
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Management
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Protecting Employee Rights and Interests, ESG Key Performance Table
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	
	401-3 Parental leave	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Protection of Employee Rights and Interests
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, ESG Key Performance Table
	403-2 Hazard identification, risk assessment, and incident investigation	
	403-3 Occupational health services	
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training on	
	403-6 Promotion of worker health	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-8 Workers covered by an occupational health and safety management system	
	403-9 Work-related injuries	
	403-10 Work-related ill health	

GRI Standards	Item Disclosed	Corresponding Section or Document
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Training and Development, ESG Key Performance Table
	404-2 Programs for upgrading employee skills and transition assistance programs	
	404-3 Percentage of employees receiving regular performance and career development reviews	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Corporate Governance, Diversity and Inclusion, ESG Key Performance Table
	405-2 Ratio of basic salary and remuneration of women to men	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Protecting Employee Rights and Interests
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Not involved
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Not involved
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social Welfare, ESG Key Performance Table
	413-2 Operations with significant actual and potential negative impacts on local communities	
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management
GRI 415: Public Policy 2016	415-1 Political contributions	Not involved
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Safety Production
	416-2 Assessment of the health and safety impacts of product and service categories	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Not involved
	417-2 Incidents of non-compliance concerning product and service information and labeling	
	417-3 Incidents of non-compliance concerning marketing communications	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Safety and Privacy Protection

List of Subsidiaries

Company Name	Translation
天津港第一港埠有限公司	Tianjin No.1 Harbor & Port Co., Ltd.
天津港第四港埠有限公司	Tianjin Port NO.4 Stevedoring Co., Ltd.
天津港焦炭码头有限公司	Tianjin Port Coke Terminal Co., Ltd.
天津港远航国际矿石码头有限公司	Tianjin Port Yuanhang International Ore Terminal Co., Ltd.
天津港中煤华能煤码头有限公司	Tianjin Port Zhongmeihuanengmei Dock Co., Ltd.
天津港太平洋国际集装箱码头有限公司	Tianjin Port Pacific International Container Terminal Co., Ltd.
天津港欧亚国际集装箱码头有限公司	Tianjin Port Euroasia International Container Terminal Co., Ltd.
天津港联盟国际集装箱码头有限公司	Tianjin Port Alliance International Container Terminal Co., Ltd.
天津港石油化工码头有限公司	Tianjin Port Petrochemical Terminal Co., Ltd.
天津港中航油码头有限公司	Tianjin Port Zhonghangyou Terminal Co., Ltd.
天津港滚装码头有限公司	Tianjin Port Roll-on Roll-off Terminal Co., Ltd.
天津港环球滚装码头有限公司	TPG Global RO-RO Terminal Co., Ltd.
天津港海嘉汽车码头有限公司	Tianjin Port Haijia Automobile Terminal Co., Ltd.
天津港物资供应有限责任公司	Tianjin Port Material Supply Co., Ltd.
天津港物流发展有限公司	Tianjin Port Logistics Development Co., Ltd.
天津港海丰保税物流有限公司	Tianjin Port Haifeng Bonded Logistics Co., Ltd.
天津海天保税物流有限公司	Tianjin Haitian Bonded Logistics Co., Ltd.
天津港东疆物流园有限公司	Tianjin Port Dongjiang Logistics Park Co., Ltd.
中国天津外轮代理有限公司	China Ocean Shipping Agency Tianjin Co., Ltd.
天津外轮理货有限公司	Tianjin Ocean Shipping Tally Co., Ltd.
天津港实华原油码头有限公司	Tianjin Shihua Crude Oil Terminal Company Limited
天津港中远海运船务代理有限公司	COSCO SHIPPING Air Freight (Tianjin) Co., Ltd.
天津中联理货有限公司	China United Tally Co., Ltd. Tianjin
国能(天津)港务有限责任公司	Shenhua (Tianjin) Coal Dock Co., Ltd.
天津港集装箱码头有限公司	Tianjin Port Container Terminal Co., Ltd.
天津港劳务发展有限公司	Tianjin Port Labour Development Co., Ltd.
天津港财务有限公司	Tianjin Port Finance Co., Ltd.

Reader's Feedback

Dear readers,

Greetings! Thank you very much for reading this Report.

We value and look forward to hearing your feedback on Tianjin Port's ESG management, practices, and information disclosure. Your opinions and suggestions are important basis for the company to continue promoting ESG management and practices. We look forward to your reply!

For the following questions, please rate (where 1 is the lowest score, and 5 is the highest score):

1. In your opinion, to what extent does this report reflect the significant impact of Tianjin Port Co., Ltd. on corporate governance?

1 2 3 4 5

2. In your opinion, to what extent does this report reflect the significant impact of Tianjin Port Co., Ltd. on environmental governance?

1 2 3 4 5

3. In your opinion, to what extent does this report reflect the significant impact of Tianjin Port Co., Ltd. on social governance? impact of Tianjin Port Co., Ltd. on social governance?

1 2 3 4 5

4. In your opinion, to what extent does this report reflect the significant impact of Tianjin Port Co., Ltd. on operational governance?

1 2 3 4 5

5. In your opinion, to what extent does Tianjin Port Co., Ltd. serve its customers?

1 2 3 4 5

6. In your opinion, to what extent does Tianjin Port Co., Ltd. provide feedback to shareholders?

1 2 3 4 5

7. In your opinion, how accurate and comprehensive is the analysis of Tianjin Port's communication with stakeholders?

1 2 3 4 5

8. In your opinion, to what extent is the information provided in this report comprehensive?

1 2 3 4 5

9. In your opinion, how readable is the information provided in this report?

1 2 3 4 5

10. Open question: Any other opinions or suggestions on this Report are welcome.

Please provide feedback to: tianjinport@tianjin-port.com