



中水集团远洋股份有限公司  
CNFC OVERSEAS FISHERIES CO.,LTD.



# 2024

## 中水集团远洋股份有限公司ESG报告

Environmental, Social and Governance (ESG) Report of CNFC  
Overseas Fisheries Co., Ltd.2024

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## 报告编制说明

### Note on the Preparation of the Report

#### 报告范围

##### Scope of Reporting

本报告披露范围涵盖了中水集团远洋股份有限公司总部及下属单位的管理理念、亮点实践及年度成效。

The scope for disclosure of this report covers the management philosophy, highlight practices and annual results of the headquarters and subordinate units of CNFC Overseas Fisheries Co., Ltd.

#### 发布周期

##### Cycle of Release

本报告为年度报告，报告时间跨度为 2024 年 1 月 1 日至 2024 年 12 月 31 日。为了遵循信息披露的完整性、连续性原则，部分内容在披露时间上向前或向后适当延伸。

As an annual report, this report covers the period from January 1, 2024 to December 31, 2024. To ensure compliance with the principles of completeness and continuity in information disclosure, certain disclosures have been appropriately extended to include both preceding and subsequent periods.

#### 参考依据

##### References

本报告依据中国社会科学院《中国企业可持续发展报告指南（CASS-ESG 6.0）》、国务院国资委《关于新时代中央企业高标准履行社会责任的指导意见》《关于改进和加强中央企业控股上市公司市值管理工作的若干意见》、《深圳证券交易所上市公司自律监管指引第 17 号——可持续发展报告（试行）》《深圳证券交易所上市公司自律监管指南第 3 号——可持续发展报告编制》、联合国可持续发展目标（SDGs）、全球报告倡议组织《可持续发展报告标准》(GRI Standards) 等国际国内主流标准进行编制。

This report has been compiled in accordance with the Guidelines for Sustainable Development Reporting of Chinese Enterprises (CASS-ESG6.0) by the Chinese Academy of Social Sciences, the Guiding Opinions on High-standard Fulfillment of Social Responsibilities by Central Enterprises in the New Era and Several Opinions on Improving and Strengthening the Market Value Management of Listed Companies Controlled by Central Enterprises by the State-owned Assets Supervision and Administration Commission of the State Council (SASAC), the Self-regulatory Guidelines for Listed Companies No. 17 – Sustainability Report by the Shenzhen Stock Exchange (Trial) and the Self-regulatory Guide for Listed Companies No. 3 – Sustainability Report Compilation by the Shenzhen Stock Exchange, the United Nations Sustainable Development Goals (SDGs), and the Sustainability Reporting Standards (GRI Standards) by the Global Reporting Initiative, and other international and domestic mainstream standards.

#### 称谓说明

##### Appellation Description

为便于表达，报告中“中水集团远洋股份有限公司”以“中水渔业”“公司”“企业”“我们”表示。“中国农业发展集团有限公司”以“中国农发集团”“集团公司”表示。

To facilitate expression, the “CNFC Overseas Fisheries Co., Ltd.” is expressed in this report as "COFC", "Company", "Enterprise", or "We". “China National Agricultural Development Group Co., Ltd.” is expressed as "CNADC", or "Group Company".

#### 数据说明

##### Data Description

本报告使用数据均来自公司内部统计。公司郑重承诺报告内容不存在任何虚假记载、误导性陈述或重大遗漏，并对其内容的真实性、准确性和完整性负责。

The data used in this report are all sourced from internal company statistics. The Company solemnly undertakes that there are no false records, misleading statements or material omissions in the contents of the report, and that it is responsible for the authenticity, accuracy and completeness of the contents.

#### 报告获取

##### Availability of the Report

本报告提供纸质版和电子版两种形式。电子版报告可在深圳证券交易所（<https://www.szse.cn/>）、巨潮资讯网（<https://www.cninfo.com.cn/>）以及公司官网（<https://cofc.cnadc.com.cn/>）下载。

This report is available in both hard copy and electronic format. The electronic version of the report can be downloaded from Shenzhen Stock Exchange (<https://www.szse.cn/>), Juchao Information website (<https://www.cninfo.com.cn/>) and the company's official website (<https://cofc.cnadc.com.cn/>).



## 董事长致辞

### Chairman's Remarks

2024 年是实现“十四五”规划目标的关键之年，也是公司重组后，踏上新征程的开局之年。面对当前复杂多变的国际环境，我们坚持前瞻布局，全面贯彻新发展理念，以创新驱动发展，对标世界一流渔业企业，紧扣“产品卓越、品牌卓著、创新领先、治理现代”要求，稳妥推进各项工作，全面完成各项生产经营指标，持续释放重组协同效应，公司发展质量稳步提升、发展后劲不断增强。

The year 2024 was crucial for China to achieve its goals of the 14th Five-Year Plan, and it also marked the beginning of a new journey after our Company's reorganization. Amidst the current complex and volatile international environment, by adhering to forward-looking planning, we fully implemented our new development concepts, and drove development through innovation. Bench-marking against world-class fisheries enterprises, we closely adhered to the requirements of "excellent products, renowned brands, leading innovation, and modern governance", steadily advanced all aspects of our work, fully completed all production and operation targets, and continuously released the synergy effects of the reorganization, thus constantly improving the quality and enhancing the momentum of development of the company.

**矢志笃行强管理，安全稳定护航行。**聚力构建“大远洋、大渔业、大中水”新发展格局，着力推进提质增效工作，圆满完成渔业板块重组任务。不断优化业务布局，推动产业控制，加强稀缺配额与产业链控制，拓宽产业链条，向产业链后端、价值链高端延伸，实现远洋渔业全产业链一体化经营。以底线思维有效防范风险，打击 IUU 行为，强化履约合规风险管理，加强内部审计监督和整改，全面落实安全生产责任制，常态化开展安全生产检查与安全应急演练，牢牢守住不发生重大风险底线。

**We stayed committed to strengthening management, and ensuring safety and stability to safeguard our development.** Working together to build a new development pattern, featuring "overall oceanic fisheries, scaled-up operations, and full chain CNFC", we focused on improving quality and efficiency, and successfully completed the reorganization of the fishery businesses. By continuously optimizing our business layout, promoting industrial control, we strengthened control over scarce quotas and the industrial chain, expanded our businesses into the lower industrial chain, and the high end of the value chain, so as to achieve integrated operation of the entire industrial chain in oceanic fishery. Through effective prevention of risks with a bottom-line mindset, we cracked down on IUU activities, enhanced compliance risk management, and strengthened internal audit supervision and rectification. At the same time, we fully implemented the responsibility system for production safety, regularly carried out production safety inspections and emergency drills, so as to firmly hold the bottom line, not allowing major risks to occur.

**科技赋能启新程，智慧渔业创未来。**充分发挥科技支撑作用，加大研发投入，汇聚创新人才智慧，与科研院所、行业优秀企业深度合作，共建创新平台，共谋创新实力，携手上海海洋大学推出“海鹰 AI 系统”，填补了我国金枪鱼智慧渔情预报系统的空白，大幅提升捕捞作业的效率与效益。打造数字化平台，上线全球高端水产品交易平台，推动水产品行业向标准化、规模化、集约化发展，有序推进公司智能化、数字化转型升级。

**We harnessed technology power for intelligent fisheries on a new journey.** Leveraging the supportive role of technology to its fullest, we increased investment in research and development, pooled the intellectual resources of innovative talents, and engaged in deep collaboration with research institutions and leading industry enterprises. Together, we established innovation platforms and strategized to enhance our innovative capabilities. In partnership with Shanghai Ocean University, we launched the "Seahawk AI System," filling the gap in China's intelligent tuna fishing predicting systems and significantly improving the efficiency and profitability of fishing operations. We built a digital platform, launched a global high-end aquatic product trading platform, thereby propelling the aquatic product industry towards standardization, scaled development, and intensification, thus methodically advancing the company's intelligent and digital transformation and upgrading.

**绿色低碳展宏图，生态海洋绘丹青。**践行“海洋命运共同体”理念，坚持科学养护和可持续开发公海渔业资源，主动在部分公海海域实施自主休渔措施，进一步促进公海渔业资源长期可持续利用。推广使用太阳能发电设备，开展环保技术研发，完善环保制度，最大限度节约能源、资源，减少环境污染，为全球海洋环保事业贡献实力力量。高度珍视海洋生物多样性保护，严格执行禁捕规定，开展生态修复工程，已累计完成 30 公顷红树林造林，为海洋生态环境的恢复与改善增添生机与活力，全力守护海洋生态系统的稳定与可持续发展。

**We embraced the vision of green and low-carbon development for the vibrant and ecological ocean.** Upholding the concept of "Maritime Community with a Shared Future," we have been committed to the scientific conservation and sustainable exploitation of high seas fishery resources. By proactively implementing voluntary fishing moratoriums in certain high seas, we further accelerated the long-term sustainable use of these resources. We promoted the use of solar power generation equipment, engaged in environmental protection technology research and development, and improved environmental protection systems to maximize energy and resource conservation and minimize environmental pollution, thus contributing robustly to global marine environmental protection efforts. We highly valued the protection of marine biodiversity, strictly enforced fishing bans, and carried out ecological restoration projects. To date, we have completed the afforestation of 30 hectares of mangroves, injecting vitality and vigor into the restoration and improvement of the marine ecological environment, and fully committed to safeguarding the stability and sustainable development of our marine ecosystems.

**携手共进筑幸福，履责担当暖人心。**深度融入“一带一路”建设，实施本地化雇用，强化以人为本，开展专业人才培养，提升当地渔业产业技术水平，改善当地民众生活质量，全力促进属地经济社会繁荣发展。深度参与全球渔业治理，加强国际交流合作，提升社会责任，在入渔国开展经贸合作过程中发挥“民间大使”作用，携手各方共创繁荣未来。构建跨文化交流桥梁，主动融入项目所在地民生发展，踊跃投身公益慈善事业，开展海上救援，用实际行动传递爱心与温暖。

**With joint hands, we advanced in safeguarding happiness by shouldering responsibilities.** Deeply integrated into the "Belt and Road" cooperation, we implemented local hiring, and strengthened our people-oriented approach. By conducting professional training, we enhanced the technical level of the local fishing industry, and improved the quality of life for local residents, thus fully promoting the prosperous development of the local economy and society. We are deeply involved in global fisheries governance, strengthened international exchanges and cooperation, and enhanced our social responsibility. In engaging in economic and trade cooperation with fishing countries, we acted as "civil ambassadors," working with all parties to create a prosperous future. Furthermore, we built bridges for cross-cultural communication, actively integrated ourselves into the livelihood development of project locations, enthusiastically participated in public welfare and charitable causes, and carried out maritime rescue operations, thus conveying love and warmth through practical actions.

**漫漫征途，唯有实干者行稳致远，进而有为。**2025 年，我们将立足远洋渔业，持续深化现代产业链龙头企业建设，充分发挥中央企业、龙头企业在产业链循环畅通中的支撑带动作用，坚定不移推动传统产业转型升级，积极参与优化全球海产品生产链供应链布局，坚决贯彻国家海洋发展战略，维护国家海洋权益，进一步优化国内区域和境外产业布局，为践行“大食物观”及粮食战略安全提供有力支撑。

**On the long journey ahead, only those who work hard can move steadily and afar, and achieve greatness.** In 2025, we will continue to build upon our oceanic fishing industry, persistently deepen the development and construction of leading enterprises in the modern industrial chain, and fully leverage the supporting and driving role of central and leading enterprises in the smooth circulation of the industrial chain. Also, we will steadfastly promote the transformation and upgrading of traditional industries, actively participate in optimizing the global seafood production and supply chain layout, resolutely implement the national marine development strategy, and safeguard national marine rights and interests. Furthermore, we will optimize domestic, regional and overseas industrial layouts, and provide strong support for practicing the "all-encompassing approach to food", so as to ensure strategic food security.

中水集团远洋股份有限公司董事长 宗文峰

Zong Wenfeng, Chairman of CNFC Overseas Fisheries Co., Ltd.

## 走进中水渔业

About CNFC Overseas Fisheries Co., Ltd.



### 公司简介 Company Profile

中水集团远洋股份有限公司（以下简称“中水渔业”）是由中国农业发展集团有限公司（以下简称“中国农发集团”）作为实际控制人，以远洋捕捞业和加工贸易业为主业的股份制上市企业，是我国远洋渔业的开拓者和排头兵，资产规模位居我国远洋渔业企业前列。公司股票于 1998 年 2 月在深圳证券交易所 A 股市场挂牌交易（股票名称中水渔业，代码 000798）。公司主要业务有远洋捕捞、渔业服务、水产品加工与贸易等，拥有各类渔船及辅助类作业船舶 300 余艘，在国内建有舟山、烟台 2 个远洋渔业基地，在 26 个国家和地区建有 40 多个分支机构，形成了境外投资项目多、船队规模大、地域跨度广、产业体系完善的全球化布局。

CNFC Overseas Fisheries Co., Ltd. (hereinafter referred to also as "COFC") is a joint-stock listed enterprise, with China National Agricultural Development Group Co., Ltd. (hereinafter referred to as "CNADC") as its actual controller, primarily engaged in the oceanic fishing industry and processing trade. As the pioneer and leader in China's oceanic fishing industry, our Company boasts an asset scale that ranks among the top in the sector in China. With its shares listed on the A-share market of the Shenzhen Stock Exchange in February 1998 (stock name: COFC, ticker symbol: 000798), the Company businesses include deep-sea fishing, fishery services, seafood processing, and trade. It owns more than 300 fishing vessels and supporting vessels, has established 2 oceanic fishing bases in Zhoushan and Yantai in China, with over 40 branches in 26 countries and regions, presenting a global layout characterized by numerous overseas investment projects, a large fleet size, a wide geographical span, and a well-developed industrial system.

公司远洋捕捞作业区域遍布大西洋、太平洋、印度洋和南极海域，涉及近 20 个国家的专属经济区，年捕捞量 20 多万吨，主要捕捞品种包括金枪鱼、鱿鱼、软体鱼、硬体鱼、虾、蟹、贝类等。公司渔业服务板块涵盖海上冷藏运输、油料补给等业务，拥有大型运输补给船舶 13 艘，年运输能力和海上供油能力均超过 20 余万吨。

The company's deep-sea fishing operations spread across exclusive economic zones of nearly 20 countries in the Atlantic, Pacific, Indian Oceans, and Antarctic waters. Boasting an annual catch of over 200,000 tons, the Company harvests a variety of species including tuna, squid, mollusca, bony fish, shrimp, crab, shellfish, etc.. The Company's fishery services encompass ocean refrigerated transport and fuel supply and, operating a fleet of 13 large transport and supply vessels, with its annual transport and marine refueling capacity exceeding 200,000 tons each.

公司积极践行“大食物观”，探索研究水产品加工领域，加工贸易业务快速发展，逐步构建起国内国际市场的双循环格局，业务遍及中国、非洲、欧洲、亚洲、北美洲、南美洲、大洋洲市场，形成了全球性的销售渠道和区域性的销售中心，在全球市场具备较大的品牌影响力。产品包括多种水产品及其制品，其中金枪鱼、鱿鱼、虾类及其制品是公司的主打明星产品。公司在国内外拥有 10 余个符合欧盟卫生标准的水产品加工企业，并通过了 ISO 22000/ISO 14001/HACCP/BRC 等管理体系认证，拥有“明珠”（中国驰名商标、中华老字号）、“中水远洋”“中渔鲜境”“中水海中金”“海思康”“金翔”等知名品牌，产品畅销全球。

Actively practicing the “all-encompassing approach to food”, the Company explores and researches the field of seafood processing. With the rapid development of its processing and trade business, the Company has gradually established a dual-circulation pattern for both domestic and international markets, with operations spanning across China, Africa, Europe, Asia, North America, South America, and Oceania, thus forming a global sales network and regional sales centers, holding significant brand influence in the global market. We offer diverse types of seafood and their products, with tuna, squid, shrimp, and their products as the flagship. We operate more than ten seafood processing companies at home and abroad, all in compliance with EU food hygiene standards and certified to conform to global standards such as ISO 22000, ISO 14001, HACCP, and BRC. We boast a number of well-known brands, such as “MING ZHU” (a famous trademark and time-honored brand in China), “CNFC,” “FISHING IN WONDERLAND,” “ZHONGSHUI HAI ZHONG JIN,” “HAI SI KANG,” and “JIN XIANG,” with products of worldwide popularity.

## 组织架构 Organization Structure



## 发展战略 Development Strategy

### 使命愿景 Mission & Vision



- ▶ 致力于提供健康优质的大洋产品，不断满足人类对美好生活的需求  
We are committed to providing premium healthy seafood to fulfill people's need for a better life.
- ▶ 源于深海 共享美好  
Inspired by the deep sea, we benefit all.

### 战略目标 Strategic objective



- ▶ 构建“大远洋、大渔业、大中水”新发展格局，不断发展远洋渔业产业新质生产力，加快公司业务从捕捞端到加工、贸易、服务等业务的拓展，形成“捕、加、贸、服”相互协调的产业格局，实现远洋渔业高质量发展，早日成为世界一流渔业企业。  
Building a new development pattern of "overall oceanic fisheries, scaled-up operations, and full chain CNFC," COFC continuously develops new qualitative productive forces in the deep-sea fishing industry, accelerates the expansion of its business from fishing to processing, trade, and services, thus forming an industrial structure where "fishing, processing, trade, and services" are mutually coordinated. This has enabled the high-quality development of the deep-sea fishing industry, helping COFC to become a world-class fishing enterprise as soon as possible.

## ESG 管理

### ESG Management

#### 董事会声明

##### Statement of the Board of Directors

中水渔业董事会深信，良好的 ESG 表现对公司可持续发展至关重要。中水渔业董事会作为公司 ESG 工作的最高统筹及决策机构，对 ESG 相关工作负总体责任，包括审议批准公司 ESG 战略、规划、计划和实施方案，审议批准公司 ESG 治理架构及重要制度，评估及厘定对公司产生重大影响的 ESG 相关风险、重大 ESG 负面事件应对方案等，并对公司 ESG 报告终稿进行审阅及确认，确保客观性、可靠性。

The COFC Board of Directors firmly believes that strong ESG (Environmental, Social, and Governance) performance is crucial to the company's sustainable development. As the highest coordinating and decision-making body for the company's ESG initiatives, the Board bears overall responsibility for ESG-related matters. This includes: reviewing and approving the company's ESG strategy, plans, and implementation programs; establishing and approving the ESG governance framework and key policies; assessing and identifying ESG-related risks that have a significant impact on the company and major ESG negative incident response plans; and reviewing and confirming the final version of the company's ESG report to ensure its objectivity and reliability.

未来，董事会将继续秉持高度责任感，持续对公司在环境、社会和治理领域的表现进行深度审查与监督，以投资者利益为核心，确保所提供的环境、社会和治理资料准确、一致、可比，携手各方为推动可持续发展不懈奋斗。

In the future, the Board of Directors will continue to uphold a strong sense of responsibility, conducting in-depth reviews and supervision of the company's performance in the environmental, social, and governance domains. With investor interests at the core, the Board will ensure that the provided environmental, social, and governance information is accurate, consistent, and comparable, and, together with all stakeholders, tirelessly strive to advance sustainable development.

#### ESG 治理架构

##### ESG Governance Framework

中水渔业为提升公司 ESG 管理运作水平，搭建由董事会、董事会战略与 ESG 委员会以及 ESG 工作小组三个层级构成的 ESG 治理架构，并构建科学高效的 ESG 管理体系，制定相关工作细则。

To enhance the company's ESG (Environmental, Social, and Governance) management and operational standards, COFC established a three-tier ESG governance framework, comprising the Board of Directors, the Board's Strategy and ESG Committee, and the ESG Working Group, built a scientifically efficient ESG management system, and formulated detailed working guidelines.

层级 Level	组织 Organization	职责 Responsibility
最高决策机构 Highest Decision-making Body	董事会 Board of Directors	<ul style="list-style-type: none"> <li>▶ 审议批准公司 ESG 战略、规划、计划和实施方案 Review and approve the company's ESG strategy, plans, and implementation programs.</li> <li>▶ 审议批准公司 ESG 治理架构及重要制度 Review and approve the company's ESG governance framework and key policies.</li> <li>▶ 审议批准公司 ESG 报告 Review and approve the company's ESG report.</li> <li>▶ 审议对公司有重大影响的 ESG 相关风险、重大 ESG 负面事件应对方案 Review ESG-related risks that have a significant impact on the company and response plans for major ESG negative incidents.</li> <li>▶ 审议批准涉及公司 ESG 治理的其他重大信息 Review and approve other significant information related to the company's ESG governance.</li> </ul>
专门工作机构 Specialized Work Unit	董事会战略与 ESG 委员会 Strategy and ESG Committee	<ul style="list-style-type: none"> <li>▶ 对公司 ESG 目标、战略规划、治理架构、管理制度等进行研究并提出建议 Carry out research and provide recommendations on the company's ESG goals, strategic plans, governance framework, and management systems.</li> <li>▶ 识别和监督对公司业务具有重大影响的 ESG 相关风险和机遇，指导管理层对 ESG 风险和机遇采取适当的应对措施 Identify and oversee ESG-related risks and opportunities that have a significant impact on the company's operations, and guide management in taking appropriate measures to address these risks and opportunities.</li> <li>▶ 审阅并向董事会提交公司 ESG 相关报告 Review and submit the company's ESG-related reports to the Board of Directors.</li> </ul>
协调和执行机构 Coordinating and Implementing Unit	ESG 工作小组 ESG Working Group	<ul style="list-style-type: none"> <li>▶ 研究起草公司 ESG 治理架构体系方案、工作计划等 Carry out research and draft the company's ESG governance framework system, work plans, etc.</li> <li>▶ 研究起草公司 ESG 相关重要制度 Carry out research and draft important ESG-related policies and systems.</li> <li>▶ 负责收集、整理、编制公司年度 ESG 报告及其他 ESG 信息的公开披露 Be responsible for collecting, organizing, and compiling the company's annual ESG report and other ESG-related information disclosures</li> <li>▶ 管理公司日常运营过程中的 ESG 事宜，协调推进 ESG 相关事宜落地执行 Manage ESG matters during the company's daily operations and coordinate the implementation of ESG-related initiatives.</li> <li>▶ 关注并识别对公司有重大影响的 ESG 相关风险，研究起草重大 ESG 负面事件应对方案 Assess and identify ESG-related risks that have a significant impact on the company, carry out research and draft response plans for major ESG negative incidents.</li> <li>▶ 其他 ESG 相关事宜 Other ESG-related matters.</li> </ul>

## ESG 能力培训 ESG Competency Training

中水渔业持续推进 ESG 理念融入公司日常运营管理、重大决策、战略规划制定当中，开展 ESG 专项培训，进一步优化公司治理结构，提升公司责任形象。2024 年，开展 ESG 培训 1 次，ESG 培训时长 2 小时，参加 ESG 培训 45 人。

COFC continued to advance the integration of ESG (Environmental, Social, and Governance) principles into the company's daily operations and management, major decision-making processes, and strategic planning, conducted specialized ESG training to further optimize its governance structure and enhanced its responsible corporate image. In 2024, the company organized 1 ESG training session, lasting 2 hours, with 45 participants attending the training.

## 实质性议题识别评估 Materiality Assessment and Prioritization

中水渔业在深入分析国家政策、行业发展形势、国内外 ESG 评价标准的基础上，识别 35 项重要实质性议题。通过对公司领导、内外部专家、重点单位、员工等利益相关方进行访谈，评估筛选出既体现公司主责主业特点，又符合利益相关方期待的议题，在报告中重点披露和回应，推动公司从治理、环境、社会等维度全面履行社会责任。

COFC identified 35 significant material topics through an in-depth analysis of national policies, industry development trends, and domestic and international ESG evaluation standards. By conducting interviews with company leaders, internal and external experts, key units, employees, and other stakeholders, the Company assessed and prioritized topics that not only reflect the core responsibilities and characteristics of its main business, but also align with the expectations of its stakeholders. These issues are prominently disclosed and addressed in the report, thus driving the company to comprehensively fulfill its social responsibilities across governance, environmental, and social dimensions.

中水渔业 2024 年 ESG 报告实质性议题分析

Analysis of Material Topics in COFC's 2024 ESG Report



治理 Governance  	1. ESG 治理架构 ESG Governance Framework 2. ESG 培训 ESG Training 3. 利益相关方沟通 Stakeholder Engagement 4. 董事会 ESG 治理 Board of Directors' ESG Governance 5. 党的建设 Party Building 6. 服务国家战略 Serving National Strategies 7. 依法合规 Legal and Regulatory Compliance 8. 信息透明 Information Transparency 9. 反腐败 Anti-Corruption 10. 投资者关系管理 Investor Relations Management 11. 风险管理与内部控制 Risk Management and Internal Control
环境 Environment  	12. 渔业资源养护 Fishery Resource Conservation 13. 节能降耗 Energy Saving and Consumption Reduction 14. 排放物管理 Emission Management 15. 应对气候变化 Climate Change Response 16. 环境管理体系 Environmental Management System 17. 生物多样性保护 Biodiversity Protection 18. 发展循环经济 Development of Circular Economy 19. 绿色办公 Green Office Practices 20. 节约资源 Resource Conservation
社会 Society  	21. 健康与安全 Health and Safety 22. 劳工权益保障 Labor Rights Protection 23. 工作生活平衡 Work-Life Balance 24. 困难员工帮扶 Support for Employees in Need 25. 科技创新 Technological Innovation 26. 保护客户权益 Protection of Customer Rights 27. 负责任供应链 Responsible Supply Chain 28. 参与渔业治理 Participation in Fisheries Governance 29. 引领行业发展 Leading Industry Development 30. 质量管理 Quality Management 31. 知识产权保护 Intellectual Property Protection 32. 本地化责任 Localization Responsibility 33. 海上救援 Maritime Rescue 34. 公益慈善 Public Welfare and Charity 35. 促进就业 Employment Promotion

## 利益相关方沟通 Stakeholder Engagement

中水渔业积极加强与利益相关方沟通，通过官网设置“ESG”“投资者关系”专栏、编发 ESG 报告等方式，深入了解和回应各利益相关方的期望与诉求，倾听利益相关各方的关切与期望，并利用多样化的沟通渠道及时回应利益相关方问询，增进与利益相关方之间的信任与合作，实现与利益相关方共同发展、共同进步。

COFC actively enhanced its stakeholders' engagement. By establishing dedicated sections for "ESG" and "Investor Relations" on its official website, publishing ESG reports, and employing other methods, COFC strove to gain a deeper understanding of and responded to the expectations and demands of its various stakeholders, listened to their concerns and aspirations and, utilizing diverse engagement channels, promptly addressed inquiries of various stakeholders, thereby fostering trust and collaboration with stakeholders, and enabling mutual development and progress.

利益相关方 Stakeholders	沟通机制和形式 Engagement Mechanism and Form	沟通渠道与方式 Engagement Channels and Methods
监管机构 Regulatory Authorities	<ul style="list-style-type: none"> <li>落实各类文件和会议精神 Implementation of various documents and meeting directives</li> <li>工作汇报、报告 Work reports and presentations</li> </ul>	<ul style="list-style-type: none"> <li>参与工作汇报 Participation in work reporting</li> <li>接受监管考核 Acceptance of regulatory assessments.</li> </ul>
股东 Shareholders	<ul style="list-style-type: none"> <li>企业定期报告及公告 Regular corporate reports and announcements</li> <li>业绩发布会 Earnings presentations</li> <li>股东大会 Shareholders' meeting</li> <li>投资者见面会 Investor conferences</li> </ul>	<ul style="list-style-type: none"> <li>信息合规披露 Compliance with information disclosure</li> <li>良好的信用等级 Strong credit rating</li> <li>良好的经营业绩 Solid operational performance</li> <li>股东权益保护 Protection of shareholder rights</li> </ul>
客户 Customers	<ul style="list-style-type: none"> <li>客户满意度调查 Customer satisfaction surveys</li> <li>客户拜访交流 Customer visits and exchanges</li> </ul>	<ul style="list-style-type: none"> <li>产品质量与创新 Product quality and innovation</li> <li>提供优质服务 Provision of high-quality services</li> </ul>
员工 Employees	<ul style="list-style-type: none"> <li>职工代表大会 Staff and Workers' Congress</li> <li>员工座谈会 Employee forums</li> <li>日常工作沟通 Daily work engagement</li> </ul>	<ul style="list-style-type: none"> <li>稳定薪酬激励 Stable salary incentives</li> <li>保障员工权益 Protection of employee rights</li> <li>关注员工发展 Focus on employee development</li> <li>开展各类活动 Organization of various activities</li> </ul>
伙伴 Partners	<ul style="list-style-type: none"> <li>实地调研 Field research</li> <li>会谈协商 Meetings and consultations</li> </ul>	<ul style="list-style-type: none"> <li>坚持诚信互利 Adherence to integrity and mutual benefit</li> <li>保持良好合作 Maintenance of good cooperation</li> </ul>
社会 Society	<ul style="list-style-type: none"> <li>各种形式交流、慰问 Various forms of exchanges and visits</li> <li>参与社会公益活动 Participation in social welfare activities</li> <li>接受社会监督 Acceptance of social supervision</li> </ul>	<ul style="list-style-type: none"> <li>环境保护、文明共建 Environmental protection and collaborative civilization building</li> <li>参与社区建设 Participation in community development</li> <li>公益捐赠 Charitable donation</li> </ul>

## ESG 荣誉 ESG Accolades

中水渔业首次编发 2023 年度 ESG 报告即荣登“中央企业上市公司 ESG 先锋 100 指数 (2024)”榜单，是唯一一家农林牧渔入围企业，获得 ESG 新秀企业奖，在 2024 年度中央企业控股上市公司 ESG 评级中达到“四星级”优秀水平，为远洋渔业行业践行 ESG 理念和可持续发展做出了有益探索，充分彰显中水渔业深耕大洋、服务“大食物观”的责任担当。

COFC made a remarkable debut by publishing its 2023 ESG report, earning a place on the "2024 ESG Pioneer 100 Index for Central State-Owned and publicly-listed Companies", making it the only company from the agriculture, forestry, animal husbandry, and fishery sectors to be included and was awarded the ESG Rising Star Award. In the 2024 ESG ratings of listed companies controlled by central state-owned enterprises, COFC achieved an excellent "Four-Star" level. This milestone reflects the pioneering efforts of COFC in advancing its ESG principles and sustainable development within the deep-sea fishing industry, fully showcasing its commitment to exploring the oceans and supporting the "all-encompassing approach to food".



▲ 获得 2024 年 ESG 责任鲸牛奖 - “ESG 新秀企业”奖  
Awarded the 2024 ESG Responsibility Jingniu Award - "ESG Rising Star Enterprise" Prize



▲ 入选国务院国资委 2024 年“央企 ESG · 先锋 100 指数”  
Included in the State-owned Assets Supervision and Administration Commission of the State Council's (SASAC) 2024 "ESG Pioneer 100 Index for Central State-Owned Enterprises"

# 责任聚焦 Accountability in Focus

## 四十载履约尽责扛使命，千万里碧海担当谱华章

Forging a Legacy of Excellence Through Four Decades of Commitment and Across Boundless Oceans

四十载春华秋实，四十载岁序更新。自 1985 年远洋渔业启航至今，中国远洋渔业已走过四十个年头，我们的事业也走过了四十年光荣岁月。

Forty years of journey witnessed four decades of renewal, progress and achievements. Since the inception of deep-sea fishing in 1985, China's distant water fishery (DWF) industry has journeyed through four decades, Our business has celebrated forty glorious years.

中水渔业作为“大食物观”的领先示范企业，始终发挥央企核心功能与作用，坚持远洋渔业发展主线，牢记首要责任，不断强化国际履约能力，坚决打击 IUU 行为，在海外履责过程中勇于担当，积极作为，持续加大国际渔业合作力度，携手各方共同打造海洋命运共同体，创造更加美好的未来。

As a leading demonstration enterprise under the “all-encompassing approach to food”, COFC has consistently leveraged its core functions and role as a central state-owned enterprise. Adhering to the main focus of deep-sea fishing development, COFC has remained committed to its primary responsibilities, continuously strengthened its international performance compliance capabilities, and resolutely combated IUU (Illegal, Unreported, and Unregulated) fishing activities. In fulfilling its responsibilities overseas, COFC has demonstrated courage and taken proactive efforts, actively enhancing international fisheries cooperation. By collaborating with various stakeholders, COFC is joining hands with other parties to build a maritime community with a shared future, and create a brighter tomorrow.

### 硕果·追溯成长足迹

#### Bountiful Harvest: Retracing the Footsteps of Growth

中水渔业争当时代先锋，推动中国远洋渔业实现从无到有、从小到大的跨越，迎来了建设海洋强国的宝贵历史机遇。我们坚持主动谋划、系统推进，不断激发全产业链发展活力，已发展成为全球范围内船队规模最大、作业区域最广、作业方式最全、捕捞品种最多，全国范围内船舶数量第一、捕捞总量第一、渔业总收入第一的“渔业航母”，为实现海洋经济可持续繁荣发展注入强劲动力。

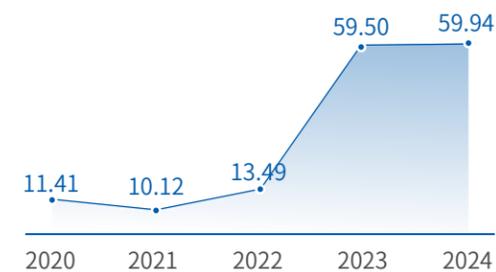
COFC has striven to be a pioneer of the times, driving China's deep-sea fishing industry to achieve a remarkable leap from nothing to something, and from small to large-scale operations, thus ushering in a valuable historical opportunity to build a strong maritime nation. In this process, COFC has consistently taken proactive measures and systemically advanced its efforts, continuously invigorating the development vitality of the entire industry chain. Today, COFC has evolved into a "fishery aircraft carrier", with the largest fleet scale, the most extensive operational areas, the most comprehensive fishing methods, and the most diverse catch species globally. Domestically, COFC ranks first in the number of vessels, total catch volume, and total fishery revenue. This achievement has injected strong momentum into the sustainable and prosperous development of the marine economy.



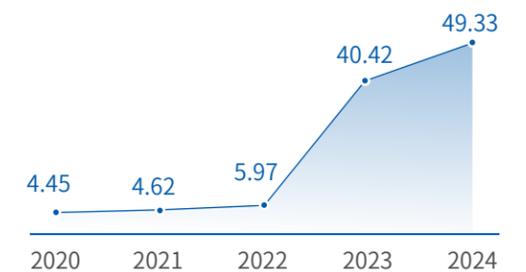
### 数说·见证成效

Dashboard: COFC in Numbers

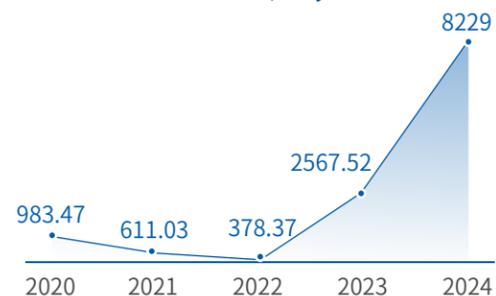
资产总额 (亿元)  
Total Assets (100 million yuan)



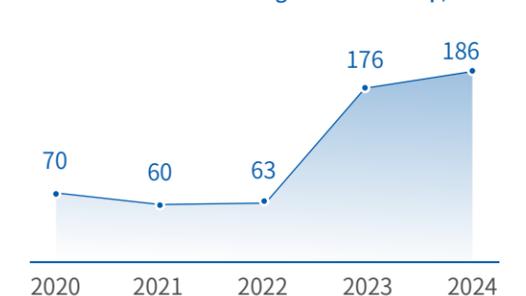
营业收入 (亿元)  
Operating Revenue (100 million yuan)



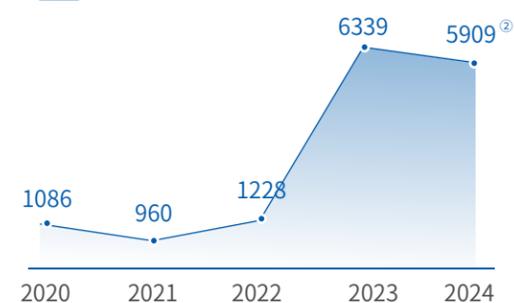
纳税总额 (万元)  
Total Tax Paid (10,000 yuan)



渔船数量<sup>①</sup> (艘)  
Number of Fishing Vessels<sup>①</sup> (Ship/Vessel)



船员总数 (人)  
Total Number of seafarers (Person)



<sup>①</sup>该项数据按照净数披露，不包括托管船只。

This data is disclosed on net value basis and does not include operating vessels owned by others.

<sup>②</sup>2023 年，中水渔业顺利完成集团公司渔业板块战略性重组和专业整合工作。重组完毕后，中水渔业大力推动重组后管理及人员整合工作，故 2024 年船员总数较 2023 年有所降低。  
In 2023, COFC successfully completed the strategic restructuring and specialized integration of the fisheries businesses within the group company. Following the restructuring, the company vigorously promoted the integration of management and personnel, resulting in a decrease in the total number of seafarers in 2024 compared to 2023.

## 回首·奋进征程

### Looking Back: A Journey Always Forward

-  1985年3月10日，中国水产联合总公司（中国农发集团前身）首批13艘渔船胜利启航，从此开辟了中国远洋渔业新纪元。  
On March 10, 1985, the first fleet of 13 fishing vessels from China National Agricultural Development Group Co., Ltd. (CNADC) set sail triumphantly, marking the dawn of a new era for China's deep-sea fishing industry.
-  1988年3月29日，全国首次远洋渔业合作工作会议在南宁召开。  
On March 29, 1988, the first national conference on deep-sea fishing cooperation was held in Nanning, China.
-  1991年9月13日，农业部对远洋渔业企业实行资格审查制度。公司为首批获准远洋渔业企业资格的九家企业之一。  
On September 13, 1991, the Ministry of Agriculture implemented a qualification review system for deep-sea fishing enterprises. The company was one of the first nine enterprises to be granted deep-sea fishing qualifications.
-  1991年12月10日，对外经济贸易部举行首届中国对外经济技术合作工作会议。公司获中国对外经济技术合作“五星奖”特别奖。  
On December 10, 1991, the Ministry of Foreign Economic Relations and Trade held the first China Conference on Foreign Economic and Technical Cooperation. The company was awarded the special "Five-Star Award" for China's foreign economic and technical cooperation.
-  1994年11月1日，加入由农业部组成的中国代表团，第一次作为观察员参加 ICCAT 在西班牙马德里举行的特别会议。  
On November 1, 1994, the company participated as part of a Chinese delegation organized by the Ministry of Agriculture, attending for the first time as an observer at a special meeting of the International Commission for the Conservation of Atlantic Tunas (ICCAT) held in Madrid, Spain.
-  1997年10月，国家进出口商品检验局认可公司检验人员出具鱼货检验报告到当地商检部门换发检验证书，使公司远洋鱼货顺利进入国际市场。  
In October 1997, the State Administration of Import and Export Commodity Inspection recognized the company's inspectors to issue fish product inspection reports, which could then be exchanged for inspection certificates at local commodity inspection authorities. This enabled the company's deep-sea fish products to smoothly enter the international market.
-  2003年3月23日，我国建造第一艘新型58米，1100马力，能适应高纬度作业的超低温金枪鱼延绳钓船昌荣1号在大连辽南造船厂码头成功下水。  
On March 23, 2003, Changrong No. 1, China's first newly built 58-meter, 1,100-horsepower ultra-low-temperature tuna longline capable of operating in high-latitude regions, was successfully launched at the Liaonan Shipyard dock in Dalian.
-  2003年12月31日，成功开发鱿钓渔船兼作秋刀鱼作业，为鱿鱼渔场作业淡季找到替补渔场，填补我国秋刀鱼生产作业的空缺。  
On December 31, 2003, successfully developed squid jiggers, operating concurrently as both jigging and Pacific saury fishing vessel, providing an alternative fishing ground during the off-season for squid fisheries, thus filling the gap in China's Pacific saury production operations.
-  2023年7月，集团公司渔业板块顺利完成重组工作，总资产超120亿，营业收入达80亿元，成为国内首屈一指的龙头企业。  
In July 2023, the fishery businesses of the Group company successfully completed the restructuring work, with total assets exceeding 12 billion yuan and operating revenue reaching 8 billion yuan, becoming the leading domestic enterprise.

## 履约·守护海洋秩序，杜绝 IUU

### Commitment: Safeguarding the Maritime Order and Fighting against IUU

打击 IUU 是国际社会和各国共同的目标，是渔业管理及履约的首要任务之一，也是维护全球渔业秩序和可持续发展的重要举措。中水渔业始终坚定站在国际渔业可持续发展前沿，将践行国际履约、打击 IUU 视为企业发展的重要使命，通过采取完善内部管理、加强外部合作、强化技术赋能等系列举措，杜绝 IUU 事件发生，为全球渔业可持续发展和海洋生态保护筑牢坚实根基。2024 年，中水渔业无任何 IUU 行为。

Combating IUU (Illegal, Unreported, and Unregulated) fishing is a shared goal of the international community and individual nations, serving as one of the primary tasks in fisheries management and compliance, and also a crucial measure for maintaining global fisheries order and sustainable development. COFC has steadfastly positioned itself at the forefront of international fisheries for sustainable development, viewing the fulfillment of international commitments and the fight against IUU as a vital mission for its development. By implementing a series of measures, including improving internal management, strengthening external cooperation, and enhancing technological capabilities, COFC has successfully prevented IUU incidents, thus laying a solid foundation for global fisheries sustainability and marine ecological protection. In 2024, COFC reported zero IUU activities.

#### 延伸阅读

[Read More](#)

#### 什么是 IUU？What is IUU?

IUU 是“非法 (Illegal)、不报告 (Unreported) 和不受管制 (Unregulated)”的简称。IUU 渔业活动通常包括未经许可的渔船进入他国海域、非法捕捞、未报告捕捞量或捕捞方式违规等，这种行为违反了国际国内渔业法规和管理措施，对海洋资源和生态环境造成破坏，对可持续渔业和海洋生态系统造成严重威胁。

IUU stands for "Illegal, Unreported, and Unregulated." IUU fishing activities typically include: unauthorized fishing vessels entering the waters of other countries, illegal fishing, unreported catch volumes, or non-compliant fishing methods. Such activities violate international and domestic fisheries regulations and management measures, causing harm to marine resources and ecosystems, and posing a serious threat to sustainable fisheries and marine ecosystems.

## 完善内部管理

### Improving Internal Management

严格遵守国际国内相关渔业法律法规、国际渔业组织及港口国相关管理规定，健全内部管理体系，明确禁止从事 IUU 捕捞活动；加强船员培训与教育，增强船员法律意识和职业道德水平，使船员深刻了解 IUU 行为的危害和后果，强化自我约束，规范自身行为；规范渔船和渔获物管理，完善渔获物记录和报告制度，不断提升履约合规管理水平。

Strictly adhering to relevant international and domestic fisheries laws and regulations, as well as the relevant management rules of international fisheries organizations and port states, COFC established a robust internal management system that explicitly prohibits engagement in IUU (Illegal, Unreported, and Unregulated) fishing activities. At the same time, COFC strengthened seafarers training and education, enhancing their legal awareness and professional ethics. This ensures that seafarers fully understand the dangers and consequences of IUU activities, fostering self-discipline and standardized behavior. Additionally, COFC also standardized the management of fishing vessels and catches, improved catch recording and reporting systems, thus continuously enhancing its compliance management capabilities.

健全履约管理  
Improve  
Compliance  
Management



- ▶ 明确规定捕捞作业各项操作流程和规范，严禁在禁渔区、禁渔期进行捕捞作业，详细制定捕捞区域、捕捞品种、捕捞量限制标准，及渔具使用具体要求等，确保所有作业规范合法

We clearly defined all operational procedures and standards for fishing activities, strictly prohibited fishing in non-fishing zones or during non-fishing periods, and established detailed standards for fishing areas, species, catch limits, and specific requirements for fishing gear usage so as to ensure all operations are lawful and compliant.

- ▶ 建立履约合规生产责任制，设置履约专职人员负责履约合规生产监督管理及实施工作，船上设立履约专员，构建由精细管理到精准执行的闭环体系

We established a compliance production responsibility system, appointed dedicated compliance officers to oversee and implement compliance production supervision and management, and designated compliance officers on board to create a closed-loop system from meticulous management to precise execution.

- ▶ 成立履约合规生产检查工作组，开展履约合规生产专项检查，推动各事业部就船舶证书、呼号等 15 项内容开展自查

We formed a compliance production inspection task force to conduct specialized compliance production inspections and encouraged all business units to conduct self-assessments on 15 aspects, including vessel certificates and call signs.

强化船员培训  
Strengthen  
Seafarers Training



- ▶ 定期组织船员参加法律法规、各国渔业管理规定、渔业资源保护、可持续捕捞、专业技能提升等培训课程

We regularly organized seafarers to participate in training courses on laws and regulations, fishery management regulations of various countries, fishery resource protection, sustainable fishing, and professional skills improvement.

- ▶ 结合履约事件，开展培训宣传学习，减少履约风险事件发生

We conducted training, awareness campaigns, and educational programs in conjunction with compliance incidents to reduce the occurrence of compliance risk events.

严格渔船管理  
Strict Management  
of Fishing Vessels



- ▶ 所有渔船全部依规办理船舶所有权证书和国籍证书，持有合法有效捕捞作业许可证

All fishing vessels have been issued with vessel ownership certificates and nationality certificates in accordance with regulations, and hold valid fishing licenses.

- ▶ 所有船只配备船位监控器，安装电子观察员，实时监控渔船位置和作业轨迹，防止渔船越界捕捞或进入禁捕区域作业

All vessels are equipped with position surveillance monitoring units, some even installed with electronic observers for real-time monitoring vessel positions and operation trajectories, prevent fishing vessels from crossing the defined boundaries for fishing or operating within the designated prohibited fishing zones.

严格渔船管理  
Strict Management  
of Fishing Vessels



- ▶ 利用海鹰 AI 系统对作业渔船进行船位监控、越界预警和渔船避碰预警，根据船位以及航行路线自动发送邮件进行过境报备

The Seahawk AI System is used to monitor the position of the fishing vessels to issue border-crossing, early warning and collision avoidance warning of the fishing vessels, and the transit report is automatically sent by email according to the position and navigation route.

规范渔获物管理  
Regulate Catch  
Management



- ▶ 每日如实、规范填写渔捞日志、航海日志，每船配备平板电脑，严格按照国际有关渔业组织要求，及时填写并报送电子版渔捞日志，实时上传渔获物信息

Each vessel fills in fishing logs and ship logs truthfully and according to required format every day. They are equipped with tablet computers, timely fill in and submit electronic fishing logs, and upload catch information in real time in strict accordance with the requirements of relevant international fisheries organizations.

- ▶ 对照农业农村部、海关总署相关要求，对回运鱼货进行自查，严格禁止所有渔船的鱼货与任何 IUU 运输船发生转载

In accordance with the relevant requirements of the Ministry of Agriculture and Rural Affairs and the General Administration of Customs, self-inspection of the returned fish goods is carried out, and the transshipment of fish goods from all fishing vessels to any IUU transport vessels is strictly prohibited.



▲ 开展远洋渔业履约能力提升暨航前安全培训  
Conducting Training Sessions to Enhance Deep-Sea Fisheries Compliance Capabilities and Pre-Voyage Safety Training



▲ 马达加斯加代表处参与当地渔业部组织的《马达加斯加工业捕捞规定》相关培训，严格贯彻执行 2 海里工业禁捕、观察员配备等相关要求

The Madagascar Representative's Office attended the relevant training of the Industrial Fishing Regulations of Madagascar organized by the local Ministry of Fisheries, and strictly implemented the relevant requirements such as the 2-mile non-industrial vessel area and the deployment of observers.



▲ 浙江丰汇公司利用船舶自动识别系统（AIS）对船舶位置、动态等信息进行实时监测和跟踪

Zhejiang Fenghui Company Utilizes the Vessel Automatic Identification System (AIS) to Conduct Real-Time Monitoring and Tracking of the Position and Dynamics of the Vessels



▲ 中水 957 船实时监控画面

Real-time Monitoring Picture of F/V Zhongshui 957

### 加强外部合作 Strengthening External Cooperation

加强与渔业管理部门沟通协作，及时了解最新渔业政策和法规要求，如实向管理部门报告企业捕捞活动情况，定期提交捕捞计划、渔获物报告等资料，通力配合相关执法检查行动；参与区域渔业管理组织相关会议活动，第一时间响应国际动向和要求，主动申请接纳远洋渔业国家观察员，强化远洋渔业监督管理，严厉杜绝 IUU 等违规行为；积极参与行业自律活动，与同行业企业共同探讨制定行业规范和自律准则，携手共同打击 IUU 行为，维护渔业行业良好秩序。

COFC has strengthened its engagement and collaboration with fisheries management authorities to stay informed about the latest fisheries policies and regulatory requirements, accurately reported the company's fishing activities to management authorities, regularly submitted fishing plans, catch reports, and other relevant documents, and fully cooperated with related law enforcement inspections. At the same time, the Company also participated in meetings and activities of regional fisheries management organizations, promptly responded to international developments and requirements, actively applied for the admission of observers from deep-sea fishing countries, strengthened the supervision and management of deep-sea fishing, and strictly fought against violations such as IUU; Meanwhile, it also actively participated in industry self-discipline activities, and worked together to combat IUU activities, so as to maintain a healthy order within the fisheries industry.

### 强化科技赋能 Strengthening Technology Empowerment

坚持与时俱进，将现代信息技术手段与远洋渔业管理充分融合，搭建企业内部信息化管理平台，完善产品追溯系统，借助信息化手段提高公司履约合规生产意识和管理水平，推动全方位契合国际渔业管理准则与义务要求。

Keeping pace with the times, COFC has fully integrated modern IT-enabled systems with the DWF management, built an internal enterprise information management platform, and improved product traceability system. By enhancing the company's awareness of compliance-oriented production and management with digital solutions, the Company promoted all-round regulatory compliance with international fishery management standards and obligations.

**电子追溯系统**  
Electronic Traceability System

▶ 落实“超低温蓝鳍金枪鱼高品质海产品开发及市场推广”项目，建立“中水 1 号”产品追溯系统，实现从捕捞源头到市场销售全过程监控和记录，消费者可通过扫描溯源码，查询渔获物来源、捕捞时间、捕捞区域等信息，确保渔获物的质量安全与合法性

Effectively execute the project titled "Development and Market Promotion of High-quality Seafood Products of Ultra-low Temperature Bluefin Tuna", and establish the "Zhongshui No. 1" products traceability system. and each fish is assigned with a traceability code to achieve full-process monitoring and recording from the fishing source to market sales. Consumers can scan the traceability code to query the source of the catch, fishing time, fishing area and other information, thereby ensuring the quality, safety and legality of the catch.

**信息化管理平台**  
Information Management Platform

▶ 研发 AI 国际履约助手，整合所有国际履约相关制度，建立数据库，实现信息实时共享和动态管理，依托大数据手段全面提高履约能力

We developed an AI-powered international regulatory compliance assistant by integrating all available international compliance regulations and measures into databases featured with real-time information sharing and dynamic management. This big data approach has comprehensively improved compliance capabilities.

## 担当 · 镌刻责任篇章

### Accountability · Turning Responsibility into Action

中水渔业始终将劳工权益置于首位，切实保障船员合法权益；坚持回馈社会，主动参与海外救援，推进文化交流互鉴，生动诠释中国企业的责任与担当，为构建人类命运共同体贡献渔业力量。

COFC has consistently prioritized labor rights and interests, effectively safeguarding the legitimate rights and interests of seafarers. The company has remained committed to giving back to society, actively participating in overseas rescue missions, and promoting cultural exchange and mutual learning. These efforts vividly demonstrate the responsibility and commitment of a Chinese enterprise, contributing the strength of the fisheries sector to the building of a global community with a shared future.



#### 荣誉榜 · 履责担当 Awards and Recognitions: Responsibility and Commitment

- ▶ 驻几内亚比绍代表处代表孙志祥荣获几内亚比绍政府颁发的“合作与发展荣誉证书”

Sun Zhixiang, the representative of the COFC office in Guinea-Bissau, was awarded the "Certificate of Honor for Cooperation and Development" by the government of Guinea-Bissau.



- ▶ 《几内亚比绍的中国闯海人》荣获第七届中央企业优秀故事创作展示暨首届 AIGC 创意传播作品二等奖

A biographical narration, The Chinese Seafarers in Guinea-Bissau won second prize in The 7th Central Enterprise Excellent Story Creation and Exhibition and the Inaugural AIGC Creative Communication Awards.

## 保障劳工权益

### Protecting Labor Rights and Interests

严格遵循国际劳工组织《渔业劳工公约》的相关规定和要求，切实维护船员合法权益，公平公正对待不同国籍、种族、性别、宗教信仰和文化背景的员工，严令禁止强迫劳动、贩运人口或其他形式的非自愿性或强制性劳动，严禁以任何形式虐

待船员，坚决反对雇用童工；加大外籍船员雇用比例，提高外籍管理人员占比，保障外籍船员职业发展权利。

Strictly adhering to the relevant provisions and requirements of the Work in Fishing Convention, COFC is committed to safeguarding the legitimate rights and interests of seafarers. The company treats employees of different nationalities, ethnicities, genders, religious beliefs, and cultural backgrounds fairly and equitably. Forced labor, human trafficking, or any other form of involuntary or compulsory labor is strictly prohibited. Any form of mistreatment of seafarers is strictly forbidden, and the company firmly opposes the employment of child labor. COFC has increased the proportion of foreign seafarers and raised the number of foreign management personnel, ensuring the career development rights of foreign seafarers.

#### 健全管理制度体系

Improve the Management System



- ▶ 编制《船员管理办法》，邀请专业机构制定《外籍船员管理暂行规定》，从工作协议签订、个人证件保管、依法遣返等十个维度制定 50 余项规定，全面保障劳工的合法权益

We developed the Measure on the Administration of Seafarers and invited professional organizations to formulate the Interim Rules on the Administration of Foreign Seafarers. More than 50 rules have been formulated from ten dimensions, including the execution of employment contracts, secure custody of personal documents, and the lawful repatriation, comprehensively protecting the legitimate rights and interests of workers.

- ▶ 签订《外籍船员劳务合作协议》《劳务中介责任》，完善船员管理

We signed the Foreign Seafarers Labor Service Cooperation Agreement and the Responsibilities of Manning Agencies to enhance seafarers management.

#### 工资报酬与福利保障

Salary Remuneration and Welfare Security



- ▶ 规范船员工资发放，严禁克扣船员工资，确保船员每月获得相应报酬，且定期向船员提供月劳动报酬清单，坚决禁止向船员收取押金、保证金、债务绑定等

We standardized the payment of seafarers wages, strictly prohibited withholding or deducting seafarers salaries, ensured that seafarers receive their corresponding remuneration monthly, and regularly provided them with monthly wage statements. We firmly prohibited charging seafarers deposits, security fees, or binding them through debt obligations.

- ▶ 调整船员绩效薪酬体系，在原有基础上增加产量津贴

We adjusted the seafarers performance-based salary system and additional production allowance was introduced on the original basis.

- ▶ 确保船员依法享受全面社会保障保护，为船员投保人身意外伤害（伤亡）险

We ensured that seafarers enjoy full social security protection in accordance with the law, and insured seafarers against personal accident (casualty).

### 畅通内部投诉 通道

Smooth Internal  
Grievance Channels



- ▶ 设立多主体联动、全方位畅通的船员投诉渠道，设置《外籍船员投诉和处理情况记录》，规范船员投诉流程

We established a multi-party coordinated and fully accessible grievance channel for seafarers, implemented the Record of Grievance of Foreign Seafarers and Results, and standardized the seafarers grievance process.

- ▶ 船员有权向部门负责人，或直接向船长、用工单位负责人和派出单位提出投诉，并拥有在投诉期间由他人陪同或由他人代表的权利，且确保提出投诉的船员不受任何威胁、胁迫

The seafarers have the right to lodge a complaint to the head of the department, or directly to the captain, the person in charge of the employing unit and the dispatching unit; they have the right to be accompanied or represented by others during the grievance period; and it is also ensured that the grievance process is free from any threat or coercion.

### 职业安全与健康

Occupational Safety  
and Health



- ▶ 印发《关于加强海上船员心理健康疏导工作的通知》，加强职业健康知识宣传教育，由船委会定期对船员进行心理疏导

We issued the Notice on Strengthening Psychological Counselling for Seafarers at Sea to enhance the promotion and education of occupational health knowledge; and the ship committee provided regular psychological counseling for seafarers.

- ▶ 聘请具备专业行医资格且经验丰富的医师担任船医，为海外船员生命健康筑牢坚实防线

We employed experienced doctors or physicians with professional medical qualifications as ship doctors to build a solid defense line for the life and health of overseas seafarers.

- ▶ 加强船员体检工作，减少伤病事故发生；完善船员伤、病、亡处理规范，确保伤、病、亡船员都能得到妥善的治疗与补偿

We strengthened seafarers medical examinations to reduce the occurrence of injuries and illnesses; improved the handling procedures for injured, ill, or deceased seafarers to ensure they receive appropriate treatment and compensation.

- ▶ 所有渔船出航前均接受卫生及安全检查，各项检查合格后方安排出航，且船上配备充足饮用水和食物，为船员提供安全、卫生、舒适的生产生活环境

All fishing vessels are subject to health and safety inspection before sailing; only after passing the inspection can they be cleared to sail; the vessels are equipped with sufficient drinking water and food, and we provide safe, sanitary and comfortable working and living environment for the seafarers.

### 保障休息与休假

Guaranteed Rest and  
Vacation

- ▶ 给予船员时间充足的固定休息期以保证安全与健康，特殊情况进行补偿休息

We provided seafarers with adequate regular rest periods to ensure their safety and health, with compensatory rest granted in special circumstances.

## 促进本地化经营

### Promoting Localization Operation

坚持以自身发展带动当地相关行业共同发展，持续关注经济、产业和社会就业发展情况，推进本地化雇用，坚持项目属地化管理，聘请当地管理人员，培养远洋渔业跨国经营管理人才队伍；围绕“一带一路”建设，打造一批渔业合作典型案例，为项目所在国提供大量就业岗位，培养专业人才，带动当地渔业经济、水产品捕捞加工技术提升，增加经济效益，改善居民生活条件，提高当地人民福祉。

COFC is committed to driving the common development of related industries in local fishing access country communities through its own growth, continuously focusing on economic, industrial, and social employment development. The company promoted localized hiring, adhered to project localization management, employed local managers, and cultivated a team of transnational management talents for deep-sea fisheries. Centered on the "Belt and Road" cooperation, COFC created a series of exemplary fisheries cooperation cases, providing numerous job opportunities in host countries, training professionals, and enhancing local fisheries economies, seafood product harvesting and processing technologies. These efforts have increased economic benefits, improved living conditions for residents, and enhanced the well-being of local communities.



### 相关方证言 Stakeholders Endorsements:

“中水公司为我们提供就业机会，帮助我们改善周边环境，节日期间送给我们食品，真的感谢。”

"COFC provides us with employment opportunities, helps us improve the surrounding environment, and gives us food during the festival. Thank you, COFC."

——塞拉利昂居民易卜拉欣 (Ibrahim S Jalloh)

—— Ibrahim S. Jalloh, a resident of Sierra Leone

“中水塞拉项目每年捕捞大量鱼货，鱼货的转运出口和本地销售，大大促进了塞拉利昂冷链物流产业发展，物流从业人员数量明显增加。”

"The COFC Sierra Leone project harvests a large quantity of fish annually. The transfer, export, and local sales of these catches have significantly boosted the development of Sierra Leone's cold storage and logistics industry, with a notable increase in the number of logistics professionals."

——塞拉利昂进出口业务代理商卡雷尔 (Karel-Fitz Odoi)

—— Karel-Fitz Odoi, Import and Export Business Agent in Sierra Leone

“中水塞拉利昂代表处每年为当地直接创造至少 200 个就业岗位，间接创造至少上千个就业岗位。我们雇用的本地员工月收入要远远高于当地普通居民。员工加入中水后，生活水平有了显著提高。此外，我们还会对当地员工进行岗前培训，培训员工船上基本生产和安全技能，这提升了他们在就业市场上的竞争力。”

"The COFC Sierra Leone Representative's Office directly creates at least 200 local jobs annually and indirectly generates over a thousand employment opportunities at least. The monthly income of our locally hired employees far exceeds that of the average local residents. After joining COFC, their living standards have significantly improved. Additionally, we also provide pre-job training to local employees, equipping them with basic production and safety skills on board, which enhances their competitiveness in the job market."

——塞拉利昂代表处副代表张尔民

—— Zhang Ermin, Deputy Representative of the COFC Sierra Leone Representative Office



▲ 莫桑比克代表处主动接收当地大学生实习，帮助当地高校解决学生实践难题，为当地发展培养专业人才  
Actively accepting local university students for internships, the COFC Mozambique Representative's Office helps local institutions address challenges in student practical training and cultivates professional talent for the region's development.



▲ 在几内亚比绍投建的水产品加工存储综合设施，推动当地手工渔业发展，促进水产品出口创汇，增加市场鱼货供应，有效造福当地人民群众  
The integrated seafood processing and storage facility invested in and built in Guinea-Bissau promoted the development of local artisanal fisheries, boosted export earnings from seafood, and increased market supply of fish, effectively benefiting the local population.



▲ 马达加斯加代表处在 Melaky 和 Menabe 大区为小渔民家属提供海盐晒制和熏鱼制作培训  
The COFC Madagascar Representative's Office Providing Training in Artisanal Sea Salt Production and Smoked Fish Production to Families of Fishermen in the Melaky and Menabe Regions.

## 践行暖心互助 Practicing Warmhearted Mutual Assistance

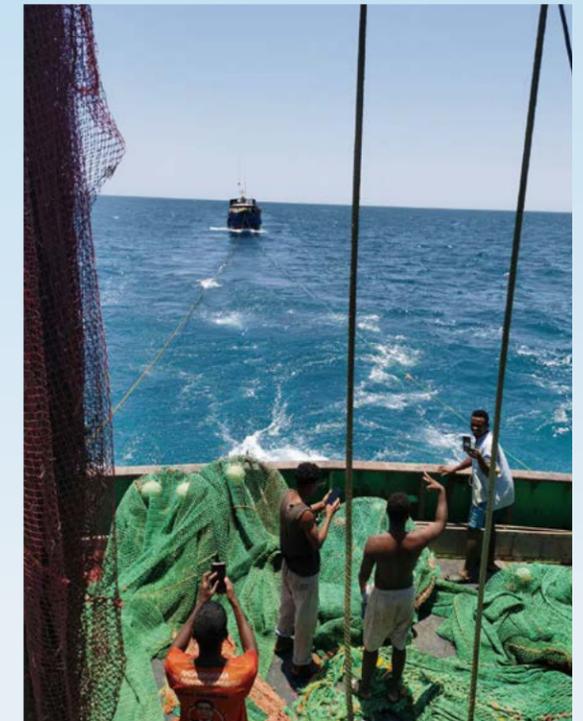
主动践行海外社会责任，面对船只遇险、船员伤病、地震灾害等紧急状况，积极响应号召，全力开展救援与协助工作，守护人们生命与财产安全，向世界展现负责任的大国担当与人文关怀。

Taking the initiative to fulfill its overseas social responsibilities, COFC actively responded to the call, fully carried out rescue and assistance work, and protected people's lives and property safety in face of emergencies such as vessel distress, seafarers injury and illness, and earthquake disasters, demonstrating to the world its responsibility as a responsible major country and its humanistic care.

### 马达加斯加代表处全力救援海上遇险船只 COFC Madagascar Representative's Office making every effort to rescue vessels in distress at sea

2024 年 10 月 21 日，一艘名为 SEVERINAH、载有 25 人及货物的商用贸易船在马哈赞加港务局管辖海域遇险，该船因故障失去动力，漂泊于 22 米水深处，通讯失灵，无法锚泊。马达加斯加代表处接到港务局通知后，迅速安排距离遇险船只最近的 Menabe 8 号前往目标海域实施救援行动，历经 3 个小时，终于成功将遇险船只牵引至安全锚地，人员和货物均安然无恙，得到船东与港务局的感谢和称赞。

On October 21, 2024, a commercial trade vessel named SEVERINAH, carrying 25 people and cargo, encountered distress in the waters under the jurisdiction of the Mahajanga Port Authority. The vessel, out of power due to a malfunction and adrift in 22-meter-deep water, had lost communication, and was unable to anchor. Upon receiving notification from the Port Authority, the COFC Madagascar Representative's Office quickly dispatched the Menabe 8, the nearest vessel to the distressed ship, to proceed to the target area for a rescue operation. After 3 hours, the distressed vessel was successfully towed to a safe anchorage, with all personnel and cargo unharmed. The vessel-owner and the Port Authority expressed their gratitude and praise for the successful rescue.



▲ Menabe 8 号救援遇险船只  
Menabe 8 Rescuing A Vessel in Distress

### 斐济代表处协助兄弟单位救助伤、病斐济船员

The COFC Fiji Representative's Office assisting peer company in rescuing injured and sick Fijian seafarers

2024 年 11 月 10 日，接广州远洋渔业有限公司驻斐济代表处代表电话，该公司穗远渔 30 号船在瓦努阿图专属经济区海域作业时，船上有两名斐济籍船员因生病和受伤需尽快回港治疗。中水渔业斐济代表处接到求助电话后，立即通知即将启程返航的中水 748 船全力予以救助。在获得瓦努阿图渔业局批准后，中水 748 船改变航线，将 2 名伤病船员接至船上并妥善安置照顾。历经 3 天 3 夜近 600 海里航行，中水 748 船顺利将伤、病船员带回斐济苏瓦，使其得到及时治疗。

On November 10, 2024, we received a call from the Representative of Guangzhou Deep-Sea Fisheries Co., Ltd. in their Fiji Office, reporting that two Fijian seafarers aboard the Sui Yuan Yu 30 Vessel were in need of urgent medical treatment due to illness and injury while operating in Vanuatu's exclusive economic zone. Upon receiving the request for assistance, the COFC Fiji Representative Office immediately notified the F/V Zhongshui 748, which was preparing for port call, to provide full assistance. After obtaining approval from the Vanuatu Fisheries Department, the F/V Zhongshui 748 altered its course, picked up the two injured and ill seafarers, and provided them with proper care. After 3 days and nights, navigating nearly 600 nautical miles, F/V Zhongshui 748 successfully brought the injured and ill seafarers to Suva, Fiji, ensuring they received timely medical treatment.



▲ 被救助船员对中水 748 船船长表示感谢  
The Rescued Seafarers Expressing Their Gratitude to the Captain of F/V Zhongshui 748

### 中瓦渔业公司慰问瓦努阿图地震受灾民众

Sino-Van Fisheries Ltd. Extending Condolences to the Earthquake-affected Residents of Vanuatu.

2024 年 12 月 17 日，瓦努阿图群岛遭遇 7.2 级强烈地震，灾情严重，人们日常生活受到极大影响。12 月 31 日，公司下属中瓦渔业公司随中国驻瓦努阿图使馆一起赴维拉港美丽村社区看望慰问地震受灾民众，使馆向社区捐赠了 100 箱清洁水，中瓦渔业公司向社区捐赠了 1000 公斤金枪鱼肉，共同帮助村民渡过难关。该举动受到社区村民的真诚感谢，称这是地震发生后第一批国际友人带物资来村里看望慰问，得到了当地政府和民众的广泛好评。

On December 17, 2024, the Vanuatu Islands were struck by a 7.2-magnitude earthquake, causing severe damage and significantly disrupting daily life and production of the people. On December 31, Sino-Van Fisheries Ltd., a subsidiary of COFC, accompanied the Chinese Embassy in Vanuatu to visit the Mele Village community in Port Vila to offer condolences to the earthquake-affected residents. The embassy donated 100 boxes of clean water, while Sino-Van Fisheries Ltd. donated 1,000 kilograms of tuna meat to help the villagers overcome the crisis. This gesture was met with heartfelt gratitude from the community, who noted that it was the first time international friends had brought supplies to the village since the earthquake. The initiative received widespread praise from the local government and residents.



▲ 向受灾民众捐赠慰问物资  
Donating Relief Supplies to the Affected People

## 搭建文化桥梁 Building Cultural Bridge

充分尊重不同国家文化差异，坚持求同存异、理解包容，开展形式多样、领域广泛的文化交流活动，为当地民众、员工搭建广阔的互动交流平台，拉进彼此间的距离，助力友好协作在不同文化背景下蓬勃发展。

Fully respecting the cultural differences among countries, in line with the principle of seeking common ground while shelving differences, and the principle of understanding and tolerance, COFC carried out diverse forms of cultural exchange activities in a wide range of fields, building a broad platform for local people and employees to interact and communicate, bridging the distance between them, thereby facilitating friendly cooperation flourish under different cultural backgrounds.



▲ 马达加斯加渔业公司邀请 Mahajunga 地区孔子学院学生与员工一起进行文艺汇演，加强两国文化交流，促进民心相通  
Invited by Somapêche (COFC's local establishment in Madagascar), students and employees of the Confucius Institute in Mahajunga staging artistic performance together to strengthen cultural exchanges between the two countries and promote people-to-people ties



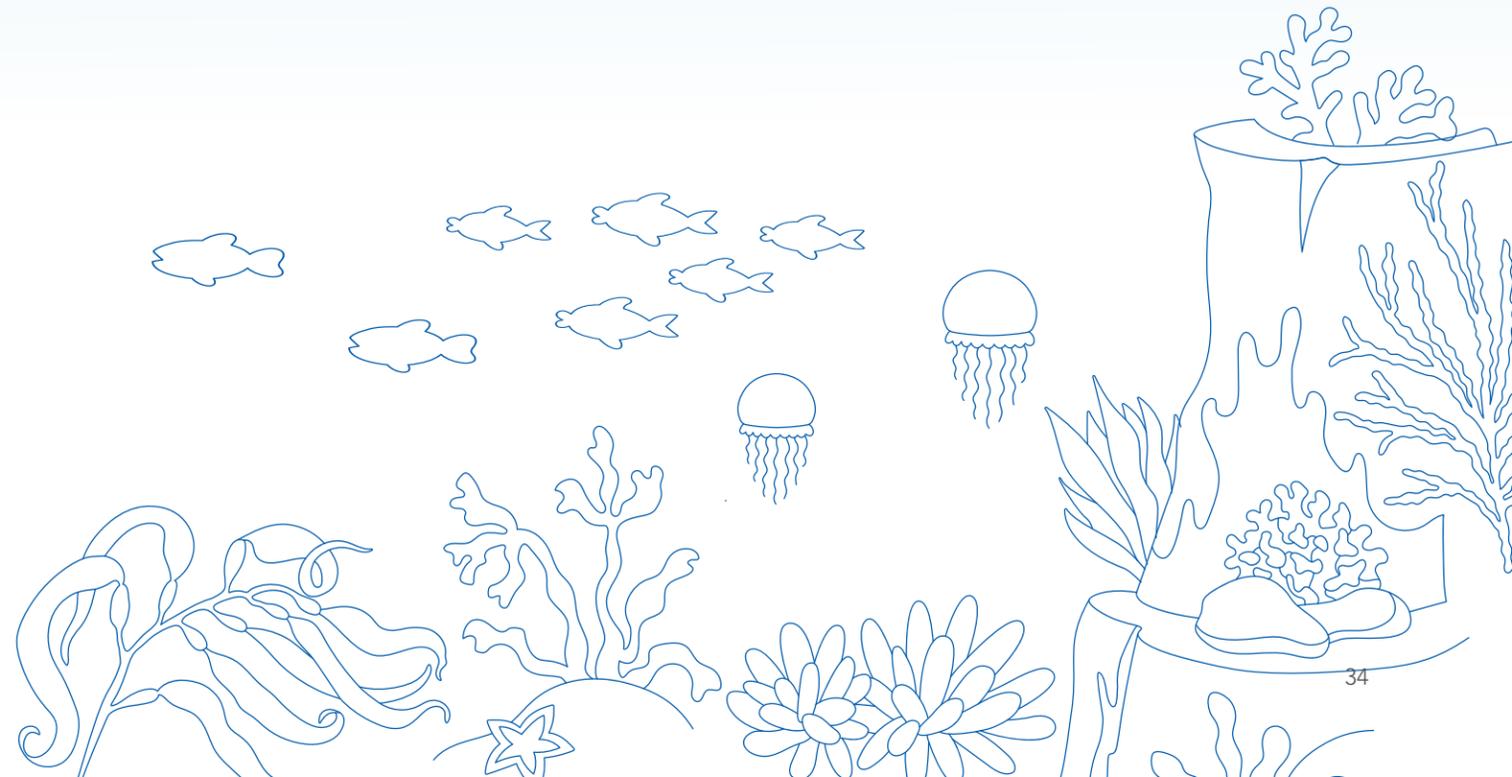
▲ 马达加斯加渔业公司积极参加当地篮球赛，搭建文化交流桥梁，拉紧两国人民情感纽带  
Somapêche actively participating in local basketball games to build Bridges of cultural exchanges and strengthen the emotional bond between the two peoples



▲ 几内亚比绍代表处中外员工共享年夜饭  
Chinese and Foreign Staff of the Guinea-Bissau Representative's Office Sharing the New Year's Eve Dinner

潮平岸阔帆正劲，乘势而上谱新篇。中水渔业将持续深化国际渔业合作，凝心聚力，开拓创新，在促进转型升级、强化合规履约、提高发展质量、提升经济效益、践行责任担当等方面持续发力，为中国远洋渔业发展腾飞作出新的更大贡献。

With favorable tides broadening horizons and sails at full vigor, we harness momentum to pioneer transformative chapters. COFC will continue to deepen its international fishery cooperation, unite efforts, and innovate boldly. By promoting transformation and upgrading, strengthening compliance and commitment, enhancing development quality, boosting economic efficiency, and fulfilling its responsibilities, COFC will persistently strive to make new and greater contributions to the long-term development of China's oceanic fishery industry.



# 01 | 至优至信 筑牢远洋基石

Excellence and Integrity, Building the Foundation of Distant-Water Fisheries

中水渔业紧紧抓住“加快建设海洋强国”战略机遇，推动渔业板块重组整合，强化科技创新协同，聚力开发新渔场、研制新装备、应用新技术，培育发展新质生产力的新动能，全面提升企业治理效能与全球市场竞争力；强化安全支撑，以“时时放心不下”的责任感，切实保障安全生产全面受控，坚守安全底线。

Seizing firmly the strategic opportunity of "accelerating the building of a strong maritime nation," COFC has been driving the reorganization and integration of its fishery businesses, strengthening its collaborative technological innovation, and focusing on developing new fishing grounds, creating new equipment, and applying new technologies. By cultivating new momentum of these high-quality productive forces, COFC has comprehensively enhanced its corporate governance efficiency and global market competitiveness. Moreover, COFC has reinforced its safety support with a constant sense of responsibility, thus ensuring comprehensive control over production safety, and firmly guarding its safety bottom line.

## 我们的目标 Our Goals



## 我们的行动 Our Actions

治理稳航 风险管控 Navigating with Stability, Governance through Risk Management and Control	37
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## 治理稳航 风险管控

### Navigating with Stability, Governance through Risk Management and Control



我们秉持“全面融合，协同发展”工作理念，严格遵守中国及业务所在国法律法规、各项国际公约和商业道德，强化法治意识，坚持合规经营，加强风险管控，以卓越的组织管理扎实推进企业可持续发展，加快建设世界一流综合性渔业企业。

Adhering to the working ethic of "comprehensive integration, collaborative development," COFC strictly complied with the laws and regulations of China and the countries where we operate, as well as international conventions and business ethics. We strengthened legal awareness, upheld compliant operations, enhanced risk management, and steadfastly promoted the sustainable development of the enterprise through excellent organizational management in its attempt to accelerate the building of a world-class comprehensive fisheries enterprise.

### 优化治理结构 Optimizing Governance Structure

贯彻落实“捕捞为基，构筑平台，调整结构，升级转型”十六字战略方针，持续完善公司管理制度，制定出台“三会”决策事项清单，建立“1+6+N”<sup>③</sup> 三会决策制度体系，构建权责法定、权责透明、协调运转、有效制衡的公司治理制度体系；规范董事会运行，加强控股、参股企业董事会管理，公司本部及“两清单”涵盖下属子企业全部实现董事会“应建尽建”，持续提高重大投资决策的科学性、有效性，为公司高质量发展打好基础。

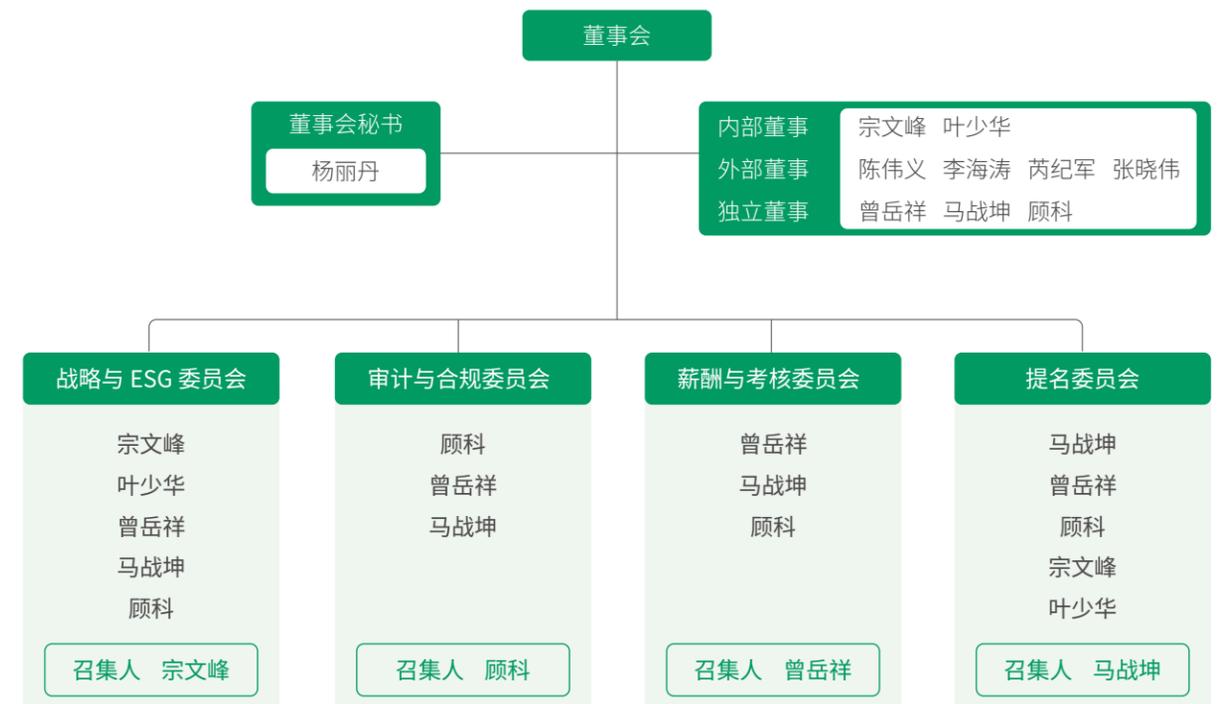
By implementing the strategic guideline of "anchored in fishing operations, building platforms, adjusting structures, and upgrading and transformation," the Company continuously improved its management system. In this regard, it has formulated and issued decision-making checklists for the "Three Committees", and established a "1+6+N"<sup>③</sup> decision-making system. This system ensured a corporate governance framework with legally defined responsibilities, transparent accountability, coordinated operations, and effective checks and balances. We have also standardized the operation of the Board of Directors and strengthened the management of the Board of Directors of holding and participating enterprises. The Company headquarters and all the subordinate enterprises covered in the "two checklists" have fully followed the required procedures of the Board of Directors, continuously improving the procedural guarantee and effectiveness of major investment decisions, hence laying a solid foundation for the high-quality development of the company.



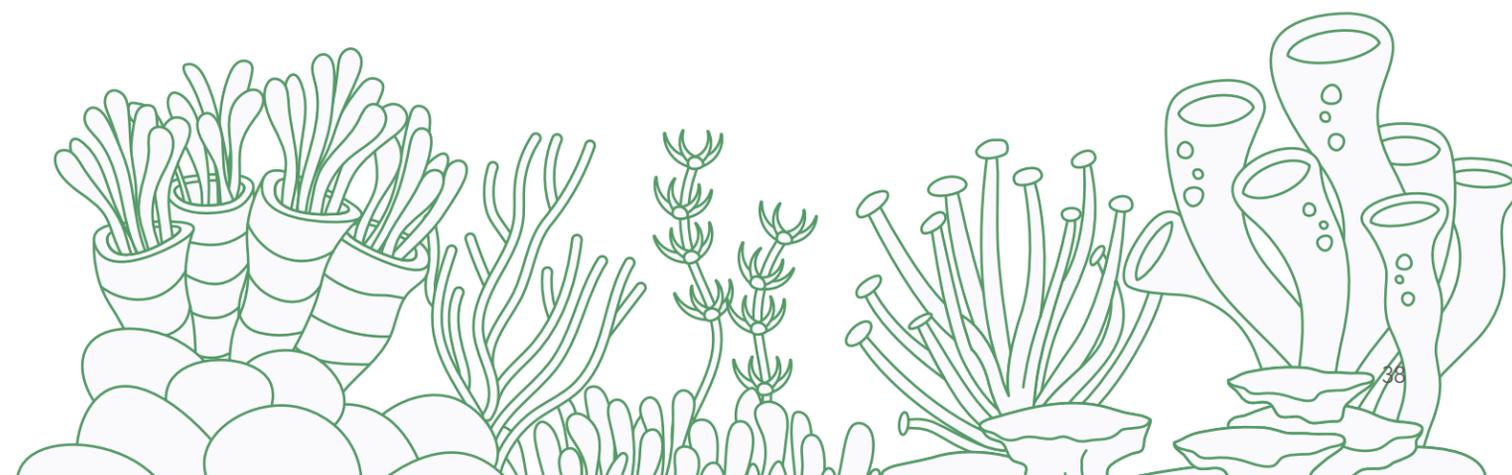
<sup>③</sup> “1”是指《公司章程》，“6”是指公司党委会、董事会、股东大会、总经理办公会议事规则、“三重一大”决策制度实施办法、党委前置研究清单，“N”是与之配套的“三会”决策事项清单、“三重一大”决策事项清单、董事会向经理层授权制度和各董事会专门委员会议事规则。

"1" refers to the Company Articles of Association; "6" refers to the rules of procedure for the Party Committee, Board of Directors, Shareholders' Meeting, and General Manager's Office, the implementation measures for the "Three Major and One Big" decision-making system, and the Party Committee's pre-assessment research checklist; while "N" refers to the decision-making checklists for the "Three Committees," the "Three Major and One Big" decision-making checklist, the Board of Directors' authorization system for the management, and the rules of procedure for various Board committees.

2024 年 Year 2024



董事会委员会架构  
Board Committee Structure

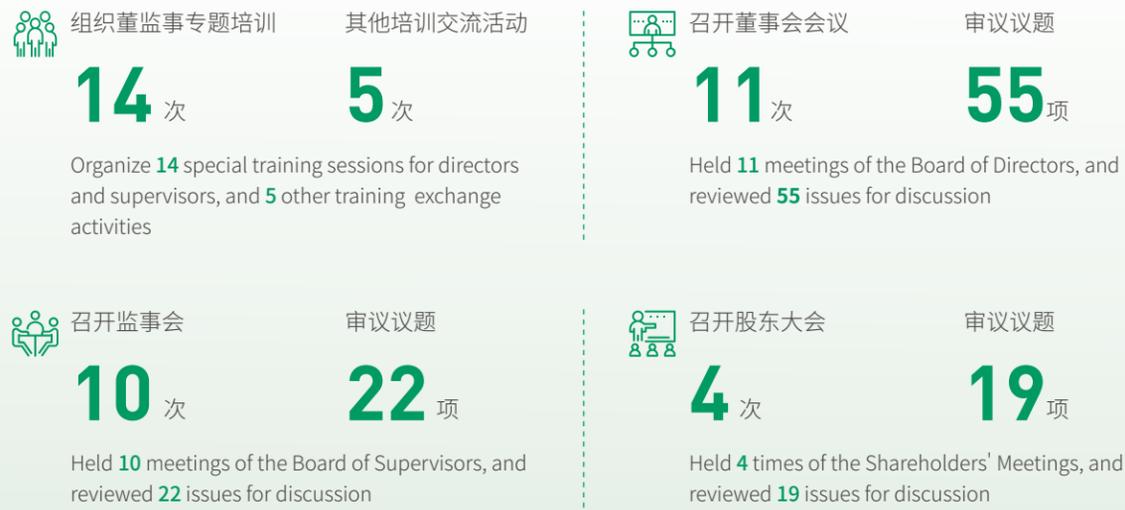


## 提升履责能力 Improving Performance Ability

实时关注深交所和北京上市公司协会组织的各种董监高培训通知，组织、协调公司董监高参加相关培训。2024 年 3 月和 6 月，采用现场加视频相结合的方式，分别组织全体财务人员和全体员工进行上市公司规范运作专题培训和上市公司再融资最新监管动态及募集资金使用规范培训，有效增强员工履责意识和信披意识。

COFC stayed abreast of the various training notices for directors, supervisors, and senior management organized by the Shenzhen Stock Exchange and the Beijing Listed Companies Association, and organized and coordinated the participation of the company's directors, supervisors, and senior management in relevant training sessions. In March and June 2024, combining on-site study and video link participation, COFC conducted specialized training sessions on the standardized operations of listed companies for all financial personnel and employees, and also training on the latest regulatory developments in refinancing and the norms for the use of raised funds by listed companies respectively, thereby effectively enhancing employees' awareness of their responsibilities and the importance of information disclosure.

2024 年 Year 2024



## 投资者关系管理 Enhancing Investor Relations Management

严格按照相关监管机构要求，制定《2024 年度投资者关系管理工作方案》，持续加大投资者关系管理工作力度，做好与投资者各项信息沟通工作；切实履行信息披露义务，以高度负责的态度开展信息披露工作，2024 年，共起草发布公告 65 个，全年未出现信息披露违规事项。

In strict accordance with the requirements of relevant regulatory authorities, we formulated the 2024 Investor Relations Management Work Plan to continuously strengthen the efforts in investor relations management and effectively facilitate engagement of various information with investors. At the same time, we are committed to fulfilling our information disclosure obligations with a highly responsible attitude. In 2024, a total of 65 announcements were drafted and released by the Company, and there were no instance of non-compliance in information disclosure throughout the year.

### 信息披露 Information Disclosure



- ▶ 依托定期报告与临时报告，及时、准确、完整地向股东及潜在投资者传递公司日常经营、内部控制、发展战略和财务状况等重要信息  
Leveraging periodic reports and interim reports, we ensured the timely, accurate, and complete dissemination of important information regarding the company's daily operations, internal controls, development strategies, and financial status to shareholders and potential investors.
- ▶ 建立公司门户网站和 OA 办公自动化系统，在有关报纸和网站适时发布公开信息  
We established the company's portal website and OA office automation system, and timely released public information in relevant newspapers and websites.

### 投资者沟通 Investor Engagement



- ▶ 通过投资者咨询电话、深交所互动易、投资者互动关系平台、公司邮箱、公司网站等渠道广泛而深入地与投资者进行沟通交流  
We engaged in extensive and in-depth communication and exchange with investors through various channels, such as investor inquiry hot-lines, the Shenzhen Stock Exchange's Interactive Easy platform, investor relations interaction platforms, company email, and the company website.
- ▶ 召开业绩说明会、开展现场机构调研，与投资者进行深入交流，传递公司经营状况、经营理念和投资价值  
We conducted earnings briefings and on-site institutional research, engaged in in-depth exchanges with investors, conveying the company's operational status, business philosophy, and investment value.

### 舆情监控 Public Opinion Surveillance



- ▶ 实时关注和监控公司舆情，全年未出现因负面报道影响公司股价的情况  
We keep on paying attention to and tracking the company's public opinion in real time, and there have been no instance, throughout the year, where negative reporting has adversely affected the company's stock price.
- ▶ 制定外事管理制度、舆情管理办法、宣传报道管理办法、突发事件应急管理办法、信访工作实施细则和维稳信访工作应急预案等管理办法，有效应对舆情，维护公司良好信誉和声誉  
We established a series of management protocols, including foreign affairs management regulations, public sentiment management measures, publicity reporting guidelines, emergency response management procedures, detailed rules for handling public complaints, and contingency plans for maintaining stability and addressing public grievances, thus effectively responding to public sentiment and safeguarding the company's esteemed reputation and standing.

### 保密管理 Confidentiality Management

► 制定保密工作管理办法、定密管理实施细则、国家秘密涉密人员保密管理实施细则、商业秘密管理暂行办法和内幕信息知情人管理制度等制度，做好公司日常经营中各种信息保密审核监控管理工作

We have formulated and implemented a comprehensive confidentiality governance framework, including: Confidentiality Management Policy, Detailed Implementation Rules for Classified Information Designation and for Personnel Handling State Secrets, Interim Measures for Trade Secret Protection, and Insider Information Restricted Persons Control System. This framework strengthens daily oversight mechanisms for information confidentiality review, monitoring and administration.



▲ 召开业绩说明会  
Conducting Performance Presentations

## 坚持守法合规 Upholding Laws and Regulatory Compliance

健全合规管理体系，编制《合规管理手册》，建立重大风险报告体系，关注重大风险防控工作，坚持大事大抓、完善制度、积极预防、着力化解，常态化开展合规履约培训，增强全体干部员工合规意识，筑牢合规经营底线。2024 年，无重大投资风险事件发生，获 AAA 信用企业评价。

To strengthen the compliance management system, COFC formulated Compliance Management Manual, and established a major risk reporting system. While paying close attention to the prevention and control of significant risks, COFC also adhered to addressing major issues with great emphasis, improving our systems, actively preventing risks, and focusing on resolving them. By conducting regularly compliance and performance training, COFC is destined to enhance the compliance awareness of all cadres and employees, and solidify the baseline for compliant operations. In 2024, there were no major investment risk incidents, and the company received an AAA credit rating.

### 2024 年 Year 2024

- 组织合规宣传培训 **11** 次  
Organize **11** compliance publicity and training sessions
- 开展员工反贪污培训 **4** 次  
Conduct **4** anti-corruption training sessions for employees
- 参与反贪污相关培训员工 **731** 人  
Engaged **731** employees in anti-corruption related training
- 反贪污相关培训董事覆盖率 **100%**  
Achieved **100%** coverage of directors in anti-corruption related training
- 排查廉洁风险点 **10** 个  
Identified and reviewed **10** integrity risk points

### 内控制度建设 Construction of Internal Control System

► 成立制度建设专班，聘请负责内控评价咨询顾问，对远洋渔业板块三家公司制度进行梳理、融合

We established a dedicated task force for system construction, and engaged in a consultant responsible for internal control evaluation and consulting to review and integrate the systems of the three companies engaged in the oceanic fishery businesses.

► 构建以总部制度为基础、境内外各下属单位遵照制定本单位制度并严格执行的内控制度建设体系

We established an internal control system building framework based on the headquarters' policy, under which all domestic and overseas subsidiaries formulated their own specific rules and strictly implemented them.

### 内部审计监督 Internal Audit Supervision

► 开展重大工程财务收支审计、经济责任审计、内控专项审计、贸易业务专项审计等工作

We conducted audits on the financial revenues and expenditures of major projects, economic responsibility audits, special internal control audits, and specialized audits on trade operations.

**防范化解风险**  
Prevent and Defuse Risks

- ▶ 开展专项风险排查 10 次、深度全级次风险排查 1 次  
We conducted 10 times of special risk assessments and one in-depth, comprehensive risk assessment across all levels.
- ▶ 对混合所有制企业进行管控风险排查和参股质量评估，做到事前准备和事后管控  
We conducted risk assessments for mixed-ownership enterprises and evaluated the quality of equity investments, thus ensuring both pre-event preparation and post-event control.
- ▶ 推进司库体系建设，降低资金成本，防范资金风险  
We advanced the treasury management system framework to reduce funding costs and mitigate financial risks.

**依法合规经营**  
Compliance Operation According to Law

- ▶ 召开专题合规履约工作会议，主动发布风险提示函 4 份  
We convened a special compliance and performance work meeting and issued 4 risk advisory notices.
- ▶ 组织开展“2024 年中水渔业履约合规生产专项检查工作”，督促各事业部设立履约专员，强化公司履约合规生产意识，提高管理水平  
We organized and implemented the "2024 COFC Compliance and Performance Production Special Inspection," urging each business unit to designate compliance officers, so as to enhance the company's awareness and management level of compliance and performance in production.

**恪守廉洁从业**  
Stick to Business Integrity

- ▶ 制定《中水集团远洋股份有限公司负责人履职待遇、业务支出监督管理办法》《中水集团远洋股份有限公司规范企业领导干部配偶、子女及其配偶经商办企业行为管理办法》《关于对中水集团远洋股份有限公司领导干部插手干预重大事项进行记录的规定》等制度  
We formulated the "Supervision and Management Measures for the Performance Allowance and Business Expenditure of the Responsible Persons of CNFC Ocean Fisheries Co., Ltd.", "Management Measures for Regulating the Business Operations of Spouses, Children and Spouses of Children of Leading Cadres of CNFC Ocean Fisheries Co., Ltd.", and "Regulations on the Record of Leading Cadres of CNFC Ocean Fisheries Co., Ltd. Interfering in Major Matters" and other systems and regulations.
- ▶ 做好虚假贸易业务排查工作，2024 年，共开展 3 次虚假贸易情况排查  
We conducted thorough investigations into fraudulent trade activities. In 2024, a total of 3 inspections were carried out to identify and address instances of fraudulent trade.



▲ 召开 2024 年年度工作会暨合规履约工作会  
Convening the 2024 Annual Work Meeting and Compliance Performance Meeting.



▲ 组织涉外业务专项合规培训  
Organizing Special Compliance Training for Foreign Business

## 安全护航 优质供给

### Guaranteed Safety, Premium Seafood Supply



我们严格落实公司安全生产治本攻坚三年行动，坚持靠前管理，全面落实安全生产责任，着力提升安全管控能力；强化履约意识，不断增加优质供给，培育创建管理科学、品质一流、价值领先的卓著品牌。

By strictly implementing the company's three-year campaign for fundamental improvement in safety production, COFC adhered to its proactive management, fully enforced safety production responsibilities, and strove to enhance safety control capabilities. At the same time, COFC also strengthened its compliance awareness, continuously increased premium seafood supply, cultivated and established an outstanding brand known for their scientific management, top-tier quality, and leading value.

## 筑牢安全防线 Building a Solid Safety Line

严格执行国际公约，全面落实安全生产责任制，健全安全生产管理体系和应急管理机制，强化安全风险分级管控和隐患排查治理，以科技赋能安全，以培训增强意识，营造良好安全氛围，确保不发生IUU事件。2024年，全年未发生人员伤亡、重伤及重大财产损失的安全生产责任事故。

By strictly adhering to the international conventions, COFC has fully implemented the safety production responsibility system, improved the safety production management system and emergency management mechanisms, and strengthened hierarchical control of safety risks and the management of hidden hazards. By leveraging technology to enhance safety, conducting training to raise awareness, and fostering a positive safety culture, COFC also ensured that no IUU (Illegal, Unreported, and Unregulated) incidents have occurred. In 2024, there were no safety production responsibility incidents resulting in fatalities, serious injuries, or significant property losses throughout the year.

### 2024 年 Year 2024



荣获中国船级社《远洋渔业企业安全管理体系符合证明》

The Company was Awarded the Certificate of Compliance for the Safety Management System of Oceanic Fisheries Enterprises" by the China Classification Society.

开展安全环保培训

1091 次

覆盖

23364 人次<sup>④</sup>

Conducted 1,091 safety and environmental protection trainings, covering 23,364 person-times<sup>④</sup>

<sup>④</sup>该项数据为公司及各船舶的培训总和。

This data is the sum of the training of the company and each vessel.

### 加强安全管理

Strengthen Safety Management



- ▶ 完成《远洋渔业企业安全管理体系》并轨工作，形成规范统一的体系文件，安全管理水平整体提升

We completed the integration of the Safety Management System for Oceanic Fisheries Enterprises, thus establishing standardized and unified system documents, leading to an overall improvement in safety management levels.

- ▶ 调整安全生产委员会成员，修订《安全生产管理制度》《全员安全生产责任制》《安全生产考核办法》等 6 项管理制度，保障安全生产工作稳步开展

We optimized the members of the Safety Production Committee and revised six management systems, including the Work Safety Management System, All-Employ Work Safety Responsibility System, and Work Safety Assessment Measures, thus ensuring the steady progress of safety production work.

- ▶ 与董事长、总经理、各职能部门、各事业部与下属单位签署安全生产责任书，层层压实安全生产责任

We signed safety production responsibility agreements with the Chairman, General Manager, various functional departments, business units, and subsidiaries, thus reinforcing safety production responsibilities at every level.

### 防范安全风险

Prevent Security Risks



- ▶ 完成风险管控、隐患排查双重预防体系建设，全面推行安全风险分级管控，有效预防事故发生

We completed the construction of a dual prevention system for risk control and hazard checking, fully implemented hierarchical safety risk control, and effectively prevented accidents.

- ▶ 加强隐患排查治理，定期或不定期开展检查，做到风险预控、关口前移

We strengthened hazard checking and management, conducting regular and irregular inspections to achieve risk pre-control and take proactive measures.

- ▶ 完善应急预案，广泛开展培训和各类应急演练活动，强化全员安全意识和应急处置能力

We improved emergency response plans, widely conducted training, and organized various emergency drills to enhance all staff safety awareness and emergency response capabilities.

- ▶ 编制《船舶安全技术操作规程》《应急演练指南手册》，并印制 4000 册发放给境、内外基层单位员工

We compiled the Ship Safety Technical Operating Procedures and Emergency Drill Guidance Manual, printing and distributing 4,000 copies to employees at domestic and overseas grassroots units.

- ▶ 下发《关于开展特种设备作业人员持证上岗专项整治工作的通知》，加强对特种作业人员的管理

We issued the Notice on Special Rectification Campaign for Certification of Special Equipment Operators, thus strengthening the management of special operations personnel.

### 实施科技兴安

Implement Science and Technology to Promote Safety



- ▶ 研讨应用《互海通船管系统》数字化安全管理平台，进一步保障远洋船舶安全管理科学性、规范性和高效性

We explored and applied the Huhaitong Ship Management System digital safety management platform, so as to further enhance that the safety management of ocean-going vessels are scientific, standardized and efficient.

- ▶ 联合上海海洋大学等高校和科研院所，开发金枪鱼渔业渔情预报系统，确保渔船安全生产和科学生产

Collaborating with Shanghai Ocean University and other research institutions to develop a tuna fishery forecasting system, ensuring safe and scientific operations for fishing vessels.

- ▶ 全面推广 VSAT 设备应用，实现海上和岸上信息互通

We fully promoted the application of VSAT equipment, enabling seamless communication between sea and shore.

- ▶ 采用复叠式制冷系统，优化制冷剂配置，在易泄漏区域配置浓度报警装置，并与智慧系统连接，有效提高制冷系统使用过程中的安全性

We implemented a cascade refrigeration system, optimized refrigerant configurations, installed concentration alarm devices in leak-prone areas, and integrated them with smart systems to significantly improve the safety of refrigeration system operations.

### 培育安全文化

Foster a Safety Culture



- ▶ 购买安全生产宣传海报，张贴于公司总部走廊和宣传窗内

We ordered work safety promotional posters and displayed them in the corridors and bulletin boards of the company headquarters and base.

- ▶ 以“安全生产月”“消防宣传月”为抓手，开展网络知识竞赛、警示教育、应急救援演练、消防知识培训等活动，切实增强员工安全意识

Leveraging such initiatives as "Work Safety Month" and "Fire Safety Awareness Month", COFC organized online knowledge competitions, warning education sessions, emergency rescue drills, and fire safety training activities, thus effectively enhancing employees' safety awareness.



▲ 举办远洋渔业板块 2024 年度职务船员安全教育培训  
Organizing the 2024 Annual Safety Education and Training for Duty Seafarers in the Oceanic Fishery Businesses



▲ 开展安全生产大检查工作  
Carrying out Major Inspections of Work Safety



▲ 制品公司开展消防演练  
A Fire Drill Conducted by China Aquatic Products Zhoushan Marine Fisheries Corporation

▲ 极地资源事业部开展外籍船员安全培训  
A Safety Training for Foreign Seafarers Conducted by the Antarctic Fishing Department

案例 Case Study  
开展政企联动消防应急演练 Carrying out joint fire emergency drills between government and enterprises

2024 年 5 月，为进一步提高公司远洋渔业安全生产管理水平，增强海上生产安全事故应急处置能力，中国农发集团远洋渔业板块在舟山“明发”轮联合举行船舶火灾应急演练，参与船员近百名。此次应急演练为远洋渔业企业板块和船舶可能发生的类似事件提供了宝贵的应对经验，不仅检验了船舶火灾应急预案的有效性，还进一步强化了船员的实战能力。

To further enhance the company's safety production management in oceanic fisheries and strengthen emergency response capabilities for maritime production safety incidents, the CNADC oceanic fishery companies jointly conducted a ship fire emergency drill on the M/V "Mingfa" in Zhoushan in May 2024, with nearly 100 seafarers participating. This emergency drill provided valuable response experience for potential similar incidents in the oceanic fisheries sector and on vessels. It not only tested the effectiveness of the ship fire emergency plan, but also further strengthened the seafarers' practical response capabilities.



▲ 船舶火灾应急演练  
Ship Fire Emergency Drill



▲ 扫描二维码，观看现场演练视频  
Scan QR code to watch live drill video

增加优质供给  
Increasing Quality Supply

突出主业，聚焦实业，着力提升项目工程质量与食品安全质量，深入推进全面质量管理，持续开展质量提升，不断追求卓越品质，完善产业链条，最大限度满足客户个性化、品质化消费需求。

Prioritizing our core business and focusing on industrial operations, COFC has been striving to enhance the quality of project engineering and food safety. By deepening the implementation of comprehensive quality management, COFC has been continuously driving its quality improvement, and is relentlessly pursuing excellent quality. By perfecting the industrial train, COFC also aims to maximize the satisfaction of customers personalized, quality consumption needs.

完善质量管理  
Improving Quality Control

高度重视食品安全与质量管理，完善鱼货质量管理体系，顺利通过 ISO 22000 食品安全管理体系认证、HACCP 管理体系认证、BRC 现场考核、欧盟客户指定的社会责任审核，并取得国境口岸卫生许可证，为水产品加工生产、出口贸易奠定基础。

Attaching great importance to food safety and quality management, by improving the fish product quality management system, COFC successfully obtained certifications for ISO22000 Food Safety Management System, HACCP Management System, BRC on-site assessment, and the social responsibility audit specified by EU clients. Additionally, COFC also acquired the border port health certificate, thus laying a solid foundation for aquatic product processing, production, and export trade.



▲ 制品公司顺利通过 ISO 22000、BRC 食品安全管理体系认证  
China Aquatic Products Zhoushan Marine Fisheries Corporation Successfully Passed ISO22000, BRC Food Safety Management System Certification

**质量安全管理**  
Quality Safety Management



- ▶ 修订鱼货质量标准，制定《船队鱼货质量管理暂行规定及考核细则》  
We revised the fish product quality standards, and formulated the Interim Provisions and Assessment Rules for the Quality Management of Fleet Fish Products.
- ▶ 严格履行产品质量检验要求，加强质量监督  
We strictly adhered to product quality inspection requirements and strengthened quality supervision and management.

**食品安全管理**  
Food Safety Management



- ▶ 规范生产作业，对生产现场卫生进行监督并不定时对人员、现场卫生状况进行微生物抽检  
We standardized production operations, supervised on-site hygiene, and conducted random microbial inspections of personnel and site hygiene conditions.
- ▶ 对外协生产厂方进行飞检式监控，筑牢食品质量安全基石  
We implemented unannounced audits of external production facilities, solidifying the foundation of food quality and safety.
- ▶ 实现产品可追溯，每条鱼配有编号及溯源码，从捕捞到加工再到销售，全程可扫码监管  
We achieved product traceability and, with each fish assigned a unique number and traceability code, COFC enabled the whole process QR code scanning supervision from fishing, processing to sales.

**拓展产业链条**  
Expanding Industrial Chain

公司重组完成后，资产规模快速扩大，捕捞品种大幅增加，产业链条从单一远洋捕捞拓展至包含“捕捞、加工、贸易、渔业服务、技术”多业务板块的一体化远洋渔业产业链，经营效益显著提高；聚焦补短板、拉长板、锻新板，不断加强产业链供应链韧性和竞争力，加强海外合作，完善并丰富渔业产业供应链，进一步夯实高质量发展根基，提升价值创造能力。

With the completion of its reorganization, the Company's asset scale expanded rapidly, the variety of catches increased significantly, and the industrial chain extended from distant-water fishing to an integrated distant-water fishery industrial chain, covering fishing, processing, trade, fishery services and technology, achieving marked improvement in operating efficiency. At the same time, by focusing on strengthening weaknesses, extending strengths, and forging new capabilities, COFC continuously enhanced the resilience and competitiveness of its industrial and supply chains, strengthened overseas cooperation, improved and enriched the fishery industrial supply chain. This has further consolidated the foundation for high-quality development and enhanced its value generating capacity.

**提供至臻服务**  
Providing Premium Service

秉持主动沟通原则，不定期探访客户需求，为客户提供更精品质、更高质量产品，满足客户对优质水产品的需求；优化服务流程与质量标准，建立客户反馈机制，以提升客户满意度为核心，构建完善的售后服务网络与响应机制，全面提升

服务质量和水平，树立良好企业形象，提升公司品牌影响力与市场竞争力。

Adhering to the principle of proactive engagement, COFC implemented customer needs assessment through non-scheduled field engagements, providing them with higher-quality and more refined products to meet their demands for high-quality seafood products. While optimizing service processes and quality standards, COFC also established a customer feedback mechanism, and took enhancing customer satisfaction as the core. In addition, COFC has also built a complete after-sales service network and response mechanism to comprehensively improve service quality and level, establishing a good corporate image, thus enhancing the company's brand influence and market competitiveness.

**提供优质水产品** Providing Quality Seafood

- ▶ 阿曼项目嘉久工厂通过中国海关 GACC 注册，打通了阿曼加工鱼货到中国市场销售的关键环节，将阿曼墨鱼、带鱼等优质水产品引入中国市场

The Jarjoor factory of the Oman project has been successfully registered with the China Customs GACC, opening up the key link for Omani processed fish to be sold in the Chinese market, enabling the introduction of high-quality seafood such as Oman cuttlefish and hair-tail into the Chinese market.

- ▶ 中水海龙与沙特白虾养殖户开展深度合作，将稀缺的沙特白虾引入国内，为国内消费者提供更多样化的选择

CNFC Hailong Trading (Beijing) Co., Ltd. has established in-depth business cooperation with Saudi white shrimp breeding owners, introducing the scarce Saudi white shrimp to the domestic market and providing domestic consumers with diverse choices.

**提高客户满意度** Improving Customer Satisfaction

- ▶ 如客户对产品质量不满意，第一时间了解情况，如情况属实，及时反馈国外代表处加强管理；如情况严重，第一时间到场检验，根据受损原因和受损程度，提供相应赔偿

If customers are not satisfied with the product quality, COFC would promptly investigate the situation. If the issue is confirmed, it would make timely feedback to foreign representative's office to strengthen management. In severe cases, COFC could conduct on-site inspections immediately and provide appropriate compensation based on the cause and extent of the damage.

**高效应对客户反馈** Responding Effectively to Customer Feedback

- ▶ 合理分配使用前、后舱存放鱼货，有效减少后舱鱼货软包、坏鱼情况，如 810 (MENABE 9) 船由开始的每航次软包 20 袋左右到后来没有软包

By making reasonable allocation of the use of the front and rear fish holds, the Company effectively reduced frozen fish thawing and spoiling. For example, the F/V 810 (MENABE 9) was able to reduce the unexpected thawing from about 20 cargo units in the beginning of each voyage to none after improvement.

- ▶ 马达加斯加代表处重新制定 2 号鱼加工尺寸标准，重新分拣，提升 2 号鱼质量，全面解决客户反映尺寸过小问题；卸货后再次进行产品质量检查，充分保证产品质量，得到客户一致认可

Madagascar Representative's Office re-formulated the standard of processing and resizing the Category 2 fish, improving the product quality, and totally addressed the problem of small product size as reported by customers. After unloading, product quality inspection was carried out to fully ensure the quality of the product, and has since gained unanimous recognition by the customer.

## 强化品牌引领 Strengthening Brand Leadership

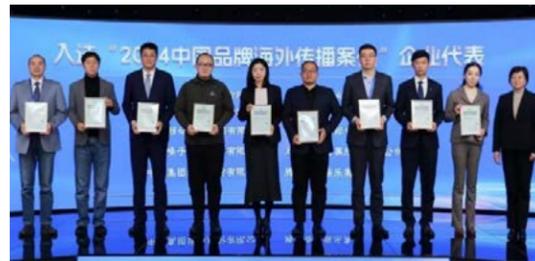
深入实施品牌战略，建立品牌建设领导小组，编制《品牌管理办法》和《信用管理办法》，以国内大循环为主体，国内国际双循环相互促进的新发展格局为原则，构建“1411”品牌架构<sup>⑤</sup>和“4+2”区域市场格局<sup>⑥</sup>，大力推动品牌创新，推动品牌产品线上、线下多点开花，品牌建设工作取得积极进展，有力推动集团品牌引领行动方案落地。

COFC has been thoroughly implementing its brand strategy spearheaded by a brand building taskforce. Based on its Measures for Brand Management and the Measures for Credit Management and on the principle of the new development pattern with domestic cycle as the main body while both domestic and international cycles reinforcing each other, COFC has built the "1411" brand structure<sup>⑤</sup> and the "4+2" regional market pattern<sup>⑥</sup>, vigorously promoting brand innovation, fostering brand products development both online and offline, achieving positive progress in brand building, thereby effectively promoting the landing of the Group brand leading action implementation plan.

### 2024 荣誉榜 · 品牌引领 2024 Awards and Recognitions · Brand Leadership

第二届中国品牌形象海外传播论坛暨 2024 中国企业 ESG 蓝皮书发布会公布中水渔业“渔业合作助推几比蓝色经济”项目入选 2024 年中国品牌海外传播优秀案例

The 2nd China Brand Global Image Communication Forum and the 2024 China Corporate ESG Blue Book Launch Event announced that COFC's "Fisheries Cooperation to Boost the Blue Economy of Guinea-Bissau" Project was selected as an Excellent Case of Chinese Brand Overseas Communication in 2024.



▲ 入选“2024 中国品牌海外传播案例”企业代表合照  
Group Photo of Corporate Representatives Selected for the "2024 China Brand Overseas Communication Cases"



▲ 会上，公司副总经理杨丽丹作为中央企业代表，发表题为《中国公司的海外品牌与 ESG 的实践与挑战》的演讲  
As a Representative of the Central SOEs, Yang Lidan, Deputy General Manager of the Company, Delivering a Speech Entitled "Practice and Challenge of Overseas Brands and ESG of Chinese Companies" on the Forum

<sup>⑤</sup> 依托中国水产（CNFC）唯一一级公司品牌，深蓝食品、金枪鱼交易中心、中水海龙、舟山制品为代表的国内 4 家二级公司品牌，以及 11 个产品品牌共同开发国内外终端市场。

Leveraging the exclusive first-tier corporate brand of China National Fisheries Corporation (CNFC), along with 4 domestic second-tier corporate brands represented by Shenlan Modern Food, Tuna Trading Center, CNFC Hailong Trading (Beijing) Co., Ltd., and China Aquatic Products Zhoushan Marine Fisheries Corporation, as well as 11 product brands, we jointly develop terminal markets both domestically and internationally.

<sup>⑥</sup> 公司拥有以境外西班牙、葡萄牙、西亚阿曼缅甸、南太斐济为中心的 4 个境外销售区域网络和以深蓝食品公司与中水海龙公司一南一北的 2 个国内销售区域单元。

The company has 4 overseas regional sales networks centered on Spain, Portugal, Oman and Myanmar, and Fiji in South Pacific, and 2 domestic sales units with the Shenlan Modern Food in the south and CNFC Hailong Trading (Beijing) Co., Ltd. in the north.



## 一线行动 Front-line Impact Initiatives

- ▶ 舟山制品积极推进“明珠”品牌的中华老字号主体更换事宜，提高品牌知名度，增强市场竞争力；完成“舟山带鱼”“舟山黄鱼”等五个地理标志申请

China Aquatic Products Zhoushan Marine Fisheries Corporation actively promoted the smooth inheritance of "MIN ZHU", the Chinese time-honored brand from the predecessor entity, improving its brand awareness and enhancing market competitiveness; and completed five geographical indication applications, such as "Zhoushan Hair-tail" and "Zhoushan Yellow Croaker."

- ▶ 中水海龙完成“中水 1 号”图形商标注册，进军预制菜生食领域，制定产品解冻、切装、配送等环节标准及产品溯源码、企业标准等配套技术支持，利用自身优势，培育明星产品

The successful registration of "Zhongshui No. 1" graphic trademark marks the entry of Hailong Trading (Beijing) Co., Ltd. into the ready-to-eat and raw food markets. By publishing frozen seafood thawing, cutting and delivery standards and supported by technologies including product traceability and enterprise standards Hailong Trading (Beijing) Co., Ltd. is now empowered to develop potential popular products with its own features.



▲ “中水一号”商标及产品展示图  
Trademark and Product Display Images of "Zhongshui No. 1."



◀ 利用“全球高端水产品交易平台”不断提升品牌影响力

Persistent Brand Promotion through Global High-End Seafood Trading Platform\*

## 科技引航 智慧发展

### Pioneering with Technology, Thriving through Intelligence



我们坚定秉持科技引领发展的核心战略，以全面创新驱动为主线，持续加大研发投入，不断创新发展新质生产力，推动新一代信息技术在海洋牧场中的应用，加快推进远洋渔业数字化转型升级，打造远洋渔业新的产业链、创新链，助力科技创新赋能远洋渔业高质量发展。

By firmly adhering to the core strategy of technology-led development, and taking comprehensive innovation-driven as the main line, COFC continued to increase investment in research and development, constantly innovated and developed new quality productive forces, promoting the application of new generation information technology in Marine pastures. By accelerating the digital transformation and upgrading of distant-water fisheries, COFC has created a new industrial chain and innovation chain of distant-water fisheries, enabling scientific and technological innovation to high-quality development of distant-water fisheries.

2024 年 Year 2024

¥ 研发投入  
**6085.05** 万元  
R&D investment :  
60.8505million yuan

研发人员数量  
**80** 人  
R&D persons:  
80

授权专利  
**2** 项  
Approved Patents:  
2

## 完善创新管理 Improving Innovation Management

充分发挥创新主体作用，完善科技创新体制机制，全面修订《科技创新工作管理办法》《科技创新激励办法》等六项科创制度，突出战略性、前瞻性、系统性布局；设立专门的科创工作机构，在各单位、各部门设置科研工作联络员，实现科技工作“点对点”精准对接，全面激发员工的创造性与积极性，进一步完善公司科技创新生态体系，努力构建一流渔业企业。

While giving full play to the role of innovation entities, by improving the scientific and technological innovation system and mechanisms, COFC comprehensively revised six scientific innovation systems, including the Management Measures for Scientific and Technological Innovation Work and the Incentive Measures for Scientific and Technological Innovation, among others, to highlight its strategic, forward-looking, and systematic planning. At the same time, COFC also established a dedicated scientific innovation team and appointed research liaisons in various departments and units, so as to achieve "point-to-point" contact in scientific and technological work. This has fully stimulated employees' creativity and enthusiasm, and further improved the company's scientific and technological innovation ecosystem, helping the company to strive to build a first-class fisheries enterprise.

## 构建创新生态 Building an Innovation Ecosystem

充分发挥科技支撑作用，以企业为主导，加强产学研深度融合，与高校、科研院所、高科技企业强强合作，集聚行业高端研发人才，建设一支高素质、有创造力的技术团队，提高公司整体技术水平。

By leveraging the supporting role of science and technology, taking enterprises as the lead, COFC was able to strengthen the deep integration of production, teaching and research, by cooperating with universities, research institutes and high-tech enterprises, acquire high-end R&D talents in the industry and build a high-quality and creative technical team, thereby improving the overall technical level of the company.

### 创新平台搭建 Innovation Platform Building



▶ 携手上海海洋大学设立海洋渔业科教合作平台，建立海洋生物科技联合研发中心和  
国家远洋渔业工程技术研究中心中水渔业分中心

Collaborating with Shanghai Ocean University, COFC established a marine fisheries science and education cooperation platform, and set up a joint marine biotechnology research and development center, as well as the China National Engineering Research Center for Distant-Water Fisheries (CNERC-DWF) China Fisheries Sub-Center.

▶ 与北京大学宁波海洋药物研究院合作建立“南极磷虾综合研发联合实验室”

We established a "Joint Laboratory for Comprehensive Research and Development of Antarctic Krill" in collaboration with the Ningbo Marine Pharmaceutical Research Institute of Peking University.

### 创新人才建设 Building Innovative Talents Pool

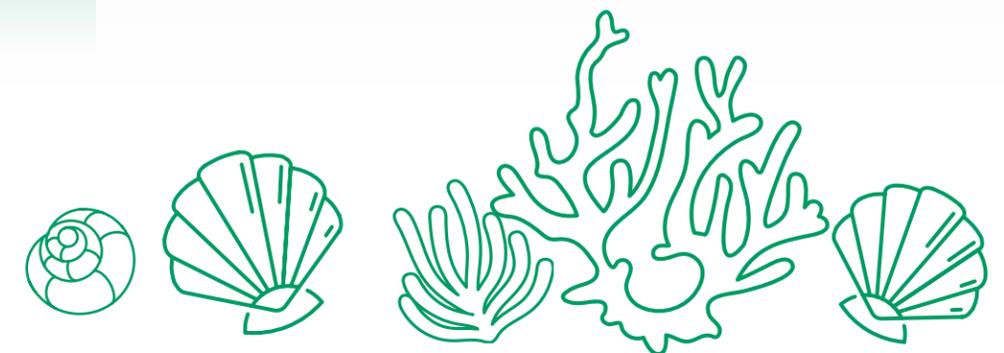


▶ 发挥科研院所、水产院校、龙头企业作用，培养科技创新、产业创新复合型人才，布局适应新产业、新业态发展需要的新型水产专业

By leveraging the roles of research institutes, specialized marine colleges, and leading enterprises, COFC cultivated interdisciplinary talents in scientific and industrial innovation, and developed new fishery and oceanic disciplines that meet the needs of emerging industries and business models.

▶ 根据公司发展需求和科研方向，建立系统科学的定向培养体系。吸纳 2 位专业对口高校毕业生进入研究岗位实习、就业；引进 1 位高校老师到公司科研岗位交流挂职

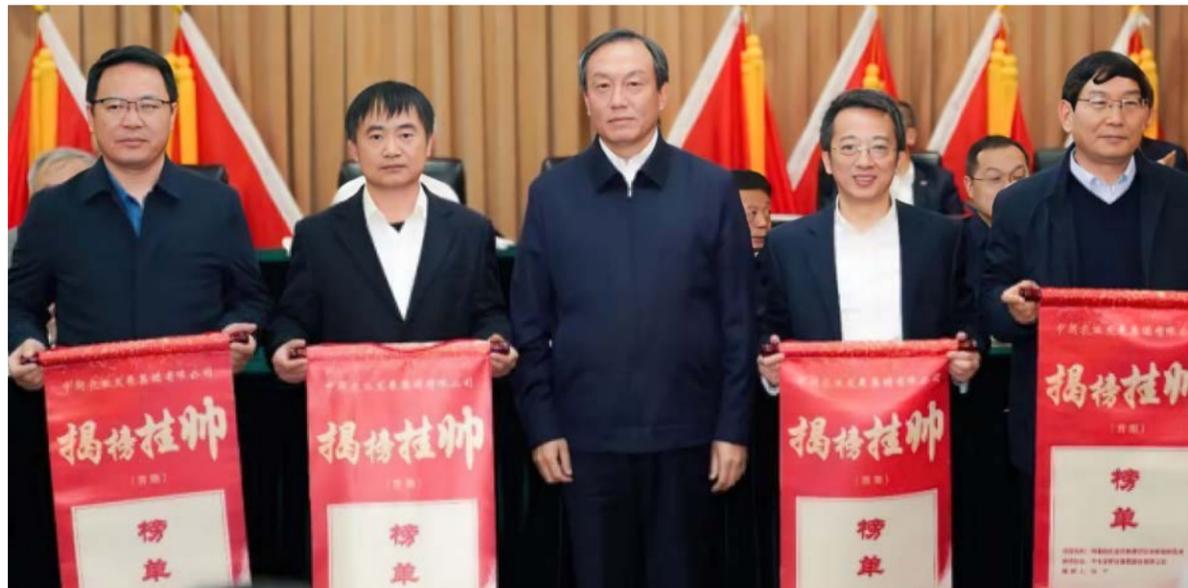
To meet its R&D demand, COFC has established a systematic, sound and targeted training system. we recruited 2 graduates with relevant majors to intern and work in research, and contracted one university teacher to exchange and work in the company's research program.



**创新交流合作**  
Innovation Exchange and Cooperation



- ▶ 与相关高校、科研院所、高科技企业等进行深入合作，每年举办科技交流活动，形成品牌效应  
Engaged in deep collaboration with universities, research institutes, and high-tech enterprises, we organized annual technology exchange events to build a brand effect.
- ▶ 与上海海洋大学合作开发海洋卫星浮标产品，具有低功耗、高灵敏、高可靠性特点  
In collaboration with Shanghai Ocean University, COFC developed maritime satellite buoy products, characterized by low power consumption, high sensitivity, and high reliability.



▲ 参加集团公司首届科技创新大会  
Participating in the First Technology Innovation Conference of the Group Company

**推动数字转型**  
Accelerating Digital Transformation

致力于打造智慧渔业，强化数字赋能，推进数字化平台建设，打造全球高端水产品交易平台，实现线上平台交易，促进水产品行业标准化、规模化、集约化发展；推动履约管理、船舶管理、财务数控和加工贸易销售等方面信息化建设，实现线上全流程业务操作；加快智慧园区建设，搭建数字孪生可视化平台，配备 AI 安全系统、数据处理等众多功能，全方位、一体化推进公司数字化、信息化工程。

COFC has always been committed to building smart fisheries, strengthening digital empowerment, and advancing the construction of digital platforms to create a global high-end aquatic product trading platform, which has enabled online platform transactions, promoted standardization, scale, and intensive development in the fishery industry. By driving the digitalization initiatives in performance management, vessel management, financial data control, and processing trade sales, COFC was able to achieve full-process online business operations. Additionally, the Company also accelerated the construction of smart industrial parks, established a digital twin visualization platform characterized by AI security systems, data processing, and numerous other functions, comprehensively advancing the company's stepwise digital ambition.

**创新成果转化**  
Promoting Innovation Achievement Application

坚持与时俱进，不断提高自主研发能力，将现代信息技术手段与远洋渔业管理充分融合，聚力研发金枪鱼、鱿鱼等渔情预报系统，加快科技成果向现实生产力转化，在关键领域实现数智化融合与突破；修订《知识产权管理办法》，重视知识产权保护，提升核心竞争力，推动企业迈向高质量发展。

COFC keeps abreast of developments by continuously improving its independent research and development capabilities. By integrating IT tools with oceanic fishery management, with a focus, on the development of fishing condition predicting systems for tuna, squid, and other species, COFC accelerated the translation of scientific and technological achievements into real productive forces, making digital and intelligent integration and breakthroughs in key areas. Additionally, COFC also revised the Intellectual Property Management Measures and, by emphasizing intellectual property protection, enhanced its core competitiveness, hence driving the enterprise toward high-quality development.

**2024 荣誉榜 · 创新驱动** 2024 Awards and Recognitions · Innovation Drive

- ▶ 与上海海洋大学合作发布“海鹰 AI 系统”，填补了我国金枪鱼智慧渔情预报系统空白  
In collaboration with Shanghai Ocean University, COFC successfully launched the "Seahawk AI System," filling the gap in China's intelligent tuna fishing condition predicting system.
- ▶ “生态型可降解人工集鱼装置（FAD）的研究”项目获得《一种环保型聚拢吞拿鱼工具》发明专利授权  
The research project titled "Development of Eco-friendly Biodegradable Fish Aggregating Devices (FADs)" was granted a patent for An Environmentally Friendly Tool for Aggregating Tuna.
- ▶ “UHMWPE 裂膜纤维新材料在软体与底拖网上的应用”项目获得《一种柔性选择性拖网渔具及其使用方法》发明专利授权  
The project titled "Application of UHMWPE Split-film Fiber New Material in Bottom Trawls for Mollusca" was granted a patent for A Flexible Selective Trawl Fishing Gear and Usage Method.
- ▶ “卫星电浮标渔业信息服务系统开发”入选集团 2024 年关键核心技术攻关清单  
The "Development of Satellite Buoy Fishery Information Service System", was included in the Group's 2024 Key Technology Breakthrough List.
- ▶ “生态型可降解人工集鱼装置（FAD）的研究”“远洋鱿鱼钓船新型环保防污漆研发与应用”和“UHMWPE 裂膜纤维新材料在软体鱼底拖网上的应用”入选集团 2024 年重大研发攻关清单  
The projects titled "Research on Eco-friendly Biodegradable Fish Aggregating Devices (FADs)," "Development and Application of A New Type Environmentally Friendly Anti-fouling Paint for Oceanic Squid Jiggers," and "Application of UHMWPE Split-film Fiber New Material in Bottom Trawls for Mollusca" were all included in the Group's 2024 Major Research Breakthrough List.



The Seahawk Tuna Intelligent Fishing Condition Predicating System obtained the Computer Software Copyright Registration Certificate from the National Copyright Administration of China



案例

Case Study

与上海海洋大学协同发布“海鹰 AI 系统”

Jointly Launching of the "Seahawk AI System" in Collaboration with Shanghai Ocean University

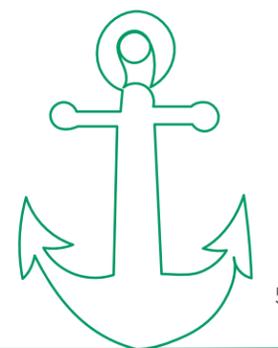


2024 年 4 月，在上海隆重举行“海鹰 AI 系统”发布会，成功发布中国首套具备国际先进水平的金枪鱼智慧渔情预报系统，该系统由中水渔业与上海海洋大学共同研发，创新性地运用人工智能、大数据等前沿科技手段，整合长达 70 年积累的金枪鱼渔业数据以及全球海洋环境数据，实现了金枪鱼中心渔场预报和中长期资源量预测，为金枪鱼渔业的科学生产和管理提供科技支撑，对金枪鱼生产经营发挥极大助力。

In April 2024, the launch event of the "Seahawk AI System" was held in Shanghai, successfully unveiling China's first world-class intelligent tuna fishing condition predicating system. Jointly developed by COFC and Shanghai Ocean University, the system has innovatively applied cutting-edge technologies, such as artificial intelligence and big data. Integrating 70 years of accumulated tuna fishery data with global marine environmental data, the system has achieved predicating of tuna fishing grounds and medium-to-long-term resource assessment, providing scientific and technological support for the scientific production and management of tuna fisheries.



▲“海鹰 AI 金枪鱼智慧渔情预报系统”发布会  
Launch Event of the "Seahawk AI Tuna Intelligent Fishing Condition Predicating System"



# 02 | 至美至净 守护远洋碧海

Beauty and Purity, Safeguarding the Ocean's Azure Splendor through Stewardship

中水渔业践行绿色发展理念，主动服务“双碳”目标，积极落实减污降碳协同推进要求，始终把绿色低碳、节约资源放在企业发展的重要位置，注重海洋物种保护与海洋生态修复，使用绿色能源，以绿色转型助推可持续发展，切实维护海洋生态安全，守护“蓝色”美好未来。

By adhering to the concept of green development, COFC has been actively contributing to China's "dual carbon" goals, and diligently implementing the requirements for coordinated advancement of pollution reduction and carbon mitigation. In this process, the company has been consistently prioritizing green and low-carbon practices, as well as resource conservation in its development strategy. Placing significant emphasis on the protection of marine species and the restoration of marine ecosystems, COFC has been committed to utilizing green energy to drive sustainable development through green transformation. In doing so, the company has effectively safeguarded its marine ecological security and protected its beautiful "blue" future.

## 我们的目标 Our Goal:



## 我们的行动 Our Actions:

环境治理 持续发展 Environmental Governance, Sustainable Development	61
污染防治 节能减排 Pollution Prevention and Control, Energy Conservation and Emission Reduction	63
生态保护 护卫深蓝 Ecological Protection, Guarding the Deep Blue Ocean	68

## 环境治理 持续发展

### Environmental Governance, Sustainable Development



我们坚守海洋生态保护承诺，深刻认识到渔业活动对海洋自然资源和生态环境的深远影响，依托健全环境管理体系，全面开展海洋资源养护工作，大力培育绿色文化，全面渗透绿色环保理念，以绿色管理推进绿色发展，全面推动企业绿色转型。

COFC remains steadfast in its commitment to marine ecological protection, and is deeply aware of the profound impact that fishing activities have on marine natural resources and the ecological environment. Relying on a robust environmental management system, COFC comprehensively carried out marine resource conservation efforts, vigorously cultivated a green culture, and thoroughly integrated the concept of environmental protection. By advancing green development through green management, it has fully driven the green transformation of our enterprise.

### 环境管理体系 Environmental Management System

不断完善环境管理体系，通过 ISO 14001 环境管理体系认证，制定《节约能源与生态环境保护管理办法》，健全节能环保（双碳）工作领导小组和工作小组成员，全面负责海洋生物资源养护与海洋生态环境保护相关工作的组织实施与监督落实，严格执行船舶能效和限硫令的各项要求，不断提高公司环境管理水平，强化全员环保意识与能力。

By continuously improving its environmental management system, COFC has obtained ISO 14001 environmental management system certification. Meanwhile, COFC has also formulated the Energy Conservation and Ecological Environmental Protection Management Measures, and established a leading group and a work team for energy conservation and environmental protection (dual carbon) targets, responsible for the organization, implementation, and supervision of marine biological resource conservation and marine ecological environmental protection. Moreover, COFC has also strictly complied with all requirements related to ship energy efficiency and sulfur emission limits, consistently enhanced the company's environmental management standards and raised the environmental awareness and capabilities of all employees.

### 海洋资源评估 Marine Resources Assessment

常态化开展渔业资源生产性调查，为海洋资源保护、渔业资源合理开发提供坚实数据支撑，严格管控捕捞强度，防止渔业资源过度损耗，全力守护海洋生态系统平衡与稳定，为渔业可持续发展奠定根基。

In conducting regular fishery resources surveys, COFC was able to provide solid data support for marine resource protection and rational development of the fishery resources. By strictly controlling fishing intensity, COFC was able to prevent over-exploitation of fishery resources and, by demonstrating its full commitment to safeguarding the balance and stability of marine ecosystems, it laid a solid foundation for the sustainable development of the fisheries industry.

### 案例

#### Case Study

### “龙发”船顺利完成 2024 年度南极磷虾渔业资源调查

The F/V "Long Fa" Successfully Completed the 2024 Antarctic Krill Fishery Resource Survey



2024 年 2 月，“龙发”船航行 1550 余海里，历时 8 天，共完成三个区块 21 条声学断面数据和 64 个站位的生物样品与环境数据采集。此次资源调查进一步了解 48.1 亚区南极磷虾的资源状况、栖息环境、垂直分布、生物学特性、适合的渔具渔法、海冰分布与气象特征，获得新的第一手资料，掌握南极磷虾资源渔场与环境关系，提高南极磷虾资源开发利用技术。

In February 2024, F/V "Long Fa" sailed over 1,550 nautical miles, spending 8 days, completing the collection of acoustic transect data of 21 sections and biological and environmental samples from 64 stations across three zones. This resource survey provided further insights into the resource status, habitat environment, vertical distribution, biological characteristics, suitable fishing gear and methods, sea ice distribution, and meteorological features of Antarctic krill in Subarea 48.1, thus obtaining new first-hand data for future research. This has helped enhance the understanding of the relationship between Antarctic krill resources and their environment, which will contribute to improving the technological capabilities for the sustainable development and utilization of Antarctic krill resources in the future.

### 案例

#### Case Study

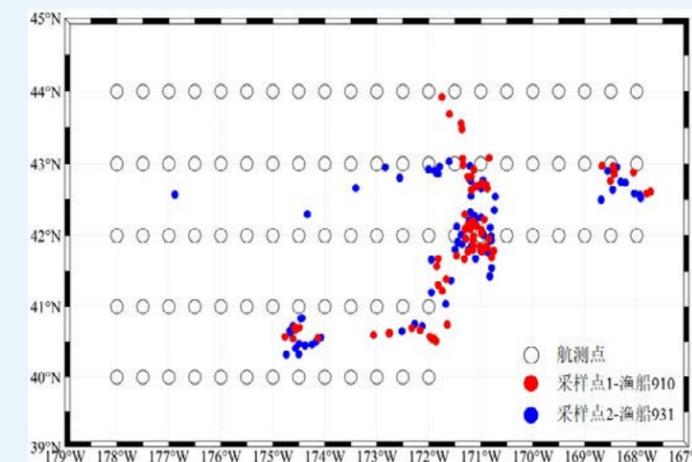
### 舟山远洋实施北太平洋西经海域鱿鱼资源开发性探捕

Zhoushan Distant-Water Fishing Conducted Exploratory Fishing for Squid Resources in the Western Longitude Area of the North Pacific



2024 年 7 月，舟山远洋完成历经 75 天的海上探捕试验，发现 2 个相对稳定的中心渔场。公司对该渔区进行试生产证明，随后引导其他北太生产船赴中心渔场生产。此项探捕成果可使北太渔场向东拓展 5 个经度，生产渔汛期提早 10 天，渔船年度总产量增加 6%，生产利润提高 10%。

In July 2024, China Aquatic Products Zhoushan Marine Fisheries Corporation completed a 75-day exploratory fishing trial at sea, identifying two relatively stable central fishing grounds. Following that, the company conducted trial production in these fishing areas to verify their potential, subsequently guiding other North Pacific production vessels to these central fishing grounds. The results of this exploratory fishing effort have expanded the North Pacific fishing grounds eastward by 5 degrees longitude, advanced the fishing season by 10 days, increased the annual total catch of fishing vessels by 6%, and boosted production profits by 10%.



渔船年度总产量增加

6 %

生产利润提高

10 %

调查海域探捕情况分布图

Distribution Map of Exploratory Fishing Trial in the Research Sea Area

## 倡导绿色理念 Advocating Green Concepts

以节能宣传周、全国低碳活动日为抓手，大力推进环保文化建设，增强全员环保意识，引导员工在日常工作和生活中养成节能低碳的良好生活习惯。2024 年，加纳加工厂捐赠 6000 塞地和清洁环保物资，组织开展“社区环保卫生日”活动，普及环保与健康知识，鼓励绿色生活方式，与社区居民共同打造绿色、健康生活环境。

Capitalizing on public initiatives such as the Energy Conservation Promotion Week and the National Low-Carbon Day, we vigorously advanced the development of environmental protection culture, enhanced the environmental awareness of all employees, and guided them to adopt energy-saving and low-carbon habits in their daily work and life. In 2024, COFC Ghana processing plant donated 6,000 cedis and sanitary supplies, and organized a "Community Environmental Health Day" event to popularize environmental and health knowledge, encourage green lifestyles, and work together with community residents to create a green and sanitary living environment.

<p>绿色文化 Green culture</p> 	<ul style="list-style-type: none"><li>▶ 在总部办公场地张贴宣传广告，组织开展节能环保宣传答题活动</li></ul> <p>We posted promotional advertisements at the headquarters office premises, and organized energy conservation and environmental protection promotional quiz activities.</p>
<p>绿色办公 Green Office</p> 	<ul style="list-style-type: none"><li>▶ 严格控制用车、用水、用电，办公室做到人走灯灭、空调关，围墙灯严格规定开关时间</li></ul> <p>We carried out strict control of the use of vehicles, water, and electricity, ensuring that lights are turned off and air conditioners switched off when offices and dormitories are unoccupied. We implemented strict regulations on the on/off hours for outdoor fence lamps.<li>▶ 完善 OA 审批程序，全部流程线上办理</li><p>We improved the OA approval process, ensuring all procedures are handled online.</p></p>

## 污染防治 节能减排

### Pollution Prevention and Control, Energy Conservation and Emission Reduction



我们严格遵守中国及业务所在国环境保护相关法律法规，将环保理念融入生产经营全过程，始终将节能降耗、降污减排放在首位，大力研发并使用新技术、新设备，加快产业转型步伐，持续发挥远洋渔业“压舱石”和“稳定器”作用。2024 年，全年未发生燃油泄漏、违规排放等重大环境污染责任事件。

In strict compliance with environmental protection laws and regulations in China and the countries where we operate, COFC has integrated environmental protection concepts into the entire production and management process. While always prioritizing energy conservation, consumption reduction, pollution control, and emission reduction, COFC has vigorously developed and utilized new technologies and equipment to accelerate industrial transformation. At the same time, COFC continues to play the role of a "ballast" and "stabilizer" in the distant-water fishing industry. In 2024, there were no major environmental pollution incidents such as fuel leaks or illegal discharges throughout the year.

## 践行节能环保 Practicing Energy Conservation and Environmental Protection

深入贯彻节能环保理念，遵守《MARPOL 公约》船舶能效要求，编制《节能环保管理制度》，促进公司内部节油减排和提质增效管理工作，通过升级改造、技术更新、使用清洁能源、合理规划经济航线等措施，有效减少碳排放量，助力企业履行环保责任。2024 年，开展 8 场节能培训活动。

Thoroughly implementing the concept of energy conservation and environmental protection, and complying with the ship energy efficiency requirements of the MARPOL Convention, COFC developed the Energy Conservation and Environmental Protection Management System to promote fuel-saving, emission reduction, quality improvement, and efficiency enhancement management. By implementing measures such as upgrades, technological innovation, the use of clean energy, and economical planning of sailing routes, COFC effectively reduced carbon emissions and supported the company in fulfilling its environmental responsibilities. In 2024, COFC conducted 8 energy conservation training sessions.

### 案例

#### Case Study

### 加纳代表处采取系列措施，践行节能减排目标

The Ghana Representative's Office Implemented a Series of Measures to Achieve Energy Conservation and Emission Reduction Goals



2024 年，加纳代表处通过改造加工厂、安装太阳能发电设备，实现生产效率和环境保护双赢。

In 2024, by renovating the processing plant and installing solar power generation equipment, the Ghana Representative's Office achieved a win-win situation for both production efficiency and environmental protection.

#### 推动绿色能源应用 Promoting the Application of Green Energy:

9 月，正式投产太阳能发电设备安装项目，有效减少二氧化碳排放量，为当地社区提供清洁能源，缓解当地电力紧张问题。

In September, by putting into operation the solar power generation equipment installation project, COFC has effectively reduced carbon dioxide emissions, providing clean energy to local communities, and alleviating the region's electricity shortages.



▲ 安装太阳能设备

Installed solar equipment

### ◆ 使用环保冷冻技术 Adopting Environmentally Friendly Freezing Technology

10月，完成加工厂升级改造项目，淘汰高风险、高耗能老旧液氨制冷设备，安装采用507A制冷剂的新型冷冻设备，大幅减少有害气体氨气的排放，进一步提升环保性能。

In October, COFC completed its processing plant upgrading and renovation project, phased out high-risk, energy-consuming ammonia refrigeration equipment, and installed new freezing equipment using 507A refrigerant, significantly reducing the emission of harmful ammonia gas and further enhancing environmental performance.



▲ 加工厂升级改造  
Upgrading of Processing Plant

#### 延伸阅读

Read More

#### 507A 制冷剂特点 Features of 507A Refrigerant:

- ▶ 无毒无害，属于环保型制冷剂；  
Non-toxic and harmless, it is an environmentally friendly refrigerant;
- ▶ 制冷效率高，热力性能稳定；  
High refrigeration efficiency, with stable thermodynamic performance;
- ▶ 对臭氧层无破坏作用，符合国际环保协议要求（如《蒙特利尔议定书》）。  
Causing no damage to the ozone layer, conforming to the international environmental agreements (such as the Montreal Protocol);

## 减少污染排放 Reducing Pollutant Emissions and Discharges

严格遵守《国际海洋法公约》和国际海事组织《国际防止船舶造成污染公约》的要求加强海洋环境保护，开展节油减排专项活动，妥善处理海上油污、废水及垃圾等废物排放，以实际行动诠释对海洋生态的尊重与守护，为全球海洋环境可持续发展贡献坚实力量。

COFC has strictly complied with the requirements of the United Nations Convention on the Law of the Sea (UNCLOS) and the International Convention for the Prevention of Pollution from Ships (MARPOL) in strengthening its marine environmental protection. By conducting special activities focused on fuel-saving and emission reduction, and properly managing the discharge of marine oil spills, wastewater, and solid waste such as garbage, with concrete actions, COFC has demonstrated its respect and commitment to protecting marine ecosystems, contributing robust efforts to the sustainable development of the global marine environment.



▲ 制品公司荣获浙江省“无废工厂”建设《无废城市细胞》证书

China Aquatic Products Zhoushan Marine Fisheries Corporation Awarded the Zero-Waste City Cell Certificate in the "Zero-Waste Factory" Construction Campaign by Zhejiang Province

#### 油污控制

Oil Pollution Control



- ▶ 遵守“2020 限硫令”，遵守船用燃油硫含量不超过 0.50% $m/m$  的规定  
We complied with the "2020 Global Sulfur Cap", and implemented the regulation that the sulfur content of marine fuel must not exceed 0.50%  $m/m$ .
- ▶ 禁止船上携带用于推进和操作的非合规燃油  
We prohibited the carrying of non-compliant fuel for propulsion and operation on board.
- ▶ 遵守 CCAMLR 养护管理规定，所有进入南极海域作业的船舶都必须使用轻油  
In compliance with the conservation management measures of CCAMLR (Commission for the Conservation of Antarctic Marine Living Resources), all vessels operating in Antarctic waters must use light oil.
- ▶ 遵守中西太养护管理措施新规定，全面禁止缠绕型 FAD 的投放，FAD 任何部位禁止使用网状材料，2024 年，开展生态型可降解人工集鱼装置 (FAD) 海上投放测试、材料回收工作  
In compliance with new WCPFC (Western and Central Pacific Fishery Committee) conservation and management measures, COFC has completely banned the deployment of entangling FADs (Fish Aggregating Devices), and the use of netting materials in any part of FADs is also prohibited. In 2024, the company conducted sea trials and material recovery tests for eco-friendly biodegradable FADs.
- ▶ 编制油污应急计划，定期组织船员进行油污应急教育和溢油反应演习  
We developed an oil spill contingency plan, regularly organized seafarers training for oil spill emergency education and spill response drills.

**废水处理**  
Wastewater Treatment

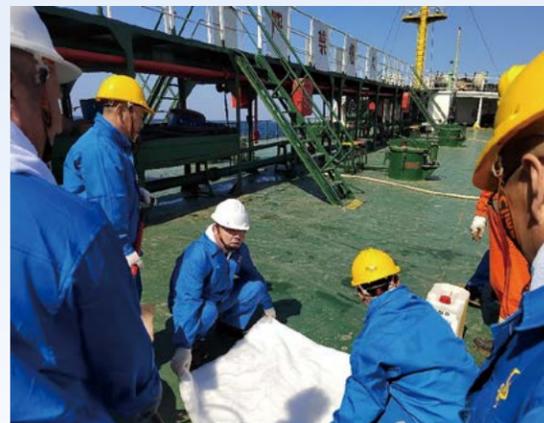


- ▶ 加强污水处理站、雨污水管日常性巡视，发现问题及时指出并落实整改  
We strengthened routine inspections of sewage treatment stations and rainwater/sewage pipelines, promptly identifying issues and implementing corrective measure.
- ▶ 签订“污水站运维服务采购合同”，并增加污水预处理奖惩条款  
We signed a "Sewage Station Operation and Maintenance Service Procurement Contract," and included reward and penalty clauses for sewage pre-treatment.

**废物排放**  
Waste Discharge



- ▶ 制定《垃圾管理计划》、张贴垃圾公告牌、依规填写垃圾处理记录簿  
We developed a Garbage Management Plan, posted garbage notice boards, and filled out garbage disposal logbooks in accordance with regulations.
- ▶ 船队配备垃圾粉碎机、垃圾焚烧炉，有效处理海上作业期间产生的生活垃圾和固体废弃物  
We equipped the fleet with garbage shredders or incinerators so as to effectively manage domestic waste and solid waste generated during offshore operations.
- ▶ 船上垃圾（旧钢丝、旧网片、拖带上船的不易溶解物资）均妥善整理，进港统一回收，禁止随意丢弃  
We required the fleet to properly sort garbage onboard (such as used steel wires, used net pieces, and non-dissolvable materials taken on board), recycle upon port entry, and prohibit random disposal or treatment.



▲ 海丰运输船队开展防溢油演练  
Hai Feng Shipping Fleet Conducting Oil Spill Prevention Drills



▲ 斐济代表处召开国际渔业履约暨防止海洋污染履约专题会议  
The Fiji Representative's Office Holding a Special Meeting on International Fishery Regulatory Compliance on Marine Pollution Prevention

**研发环保技术**  
Developing Environmental Protection Technology

注重绿色能源在远洋渔业捕捞加工生产及渔业服务业中的应用，不断完善智慧渔业建设，推广 CIGS 柔性薄膜太阳能电池技术在远洋渔业领域的应用，致力于通过新能源技术的应用推动渔业绿色可持续发展。

By focusing on the application of green energy in deep-sea fishing, processing, production, and fishery services, COFC has continuously been improving its smart fisheries, promoting the use of CIGS flexible thin-film solar cell technology in the deep-sea fishing industry, and committed to driving the green and sustainable development of fisheries through the application of new energy technologies.

**环保技术应用**  
Environmental Protection Technology Application

- ▶ **生态型可降解人工集鱼装置：**其可降解性能避免传统不可降解材料（如塑料等）对海洋生物造成的缠绕、误食等伤害，从而保护海洋生态系统的生物多样性；其集鱼性可以更精准地聚集鱼群，减少渔船在海上搜索鱼群所耗费的时间和燃油，达到节能降耗的效果。  
**Eco-friendly biodegradable fish aggregating device:** Its biodegradable properties can prevent harm to marine life caused by traditional non-degradable materials (e.g. plastics), such as entanglement and ingestion, thereby protecting the biodiversity of marine ecosystems; its fish aggregating capability allows for more targeted gathering of fish schools, reduces the time and fuel spent by fishing vessels searching for fish at sea, achieving energy-saving and consumption-reducing effects.
- ▶ **UHMWPE 裂膜纤维新材料在软体鱼拖网上的应用：**UHMWPE 裂膜纤维网强度高、耐磨性好，能延长网具使用寿命，降低网线用量，减少海洋塑料污染。  
**The application of UHMWPE split-film fiber new material in fish trawls for Mollusca:** UHMWPE split-film fiber nets have high strength and excellent wear resistance, which can extend the service life of fishing gear, reduce the amount of netting material used, and decrease marine plastic pollution.

**生态保护 护卫深蓝**

Ecological Protection, Guarding the Deep Blue Ocean



贯彻保护海洋环境指导方针，积极响应海洋资源养护和可持续发展号召，深入参与国际海洋治理，重视海洋生物多样性保护，持续开展海洋生态修复工作，大力推广可持续渔业模式，确保海洋资源可持续利用。

While implementing the guiding principles for marine environmental protection, COFC has also actively responded to the conservation and sustainable development of marine resources, and deeply engaged in international ocean governance. By prioritizing the protection of marine biodiversity, and continuously carrying out marine ecological restoration efforts, COFC has vigorously promoted sustainable fisheries models, and ensured the sustainable utilization of marine resources.

## 海洋物种保护 Marine Species Conservation

所有渔船实行船长负责制，规范作业区域、渔具使用及捕捞行为，坚决杜绝违规作业；加强兼捕物种管理，改良捕捞网具，确保及时释放误捕海洋保护动物，严格规范船员行为，加强船员物种保护意识，切实为保护海洋生物多样性贡献力量。

In COFC, all fishing vessels implement a captain responsibility system, standardize their operating areas, fishing gear usage and fishing practices, and resolutely eliminate any illegal operations. By strengthening the management of bycatch species and improving fishing gear, COFC has ensured the timely release of accidentally caught marine protected animals. Meanwhile, COFC has strictly regulated crew behavior, enhanced crew awareness of species protection, thus effectively contributing to the protection of marine biodiversity.

### 依法合规捕捞

Lawful and Regulated Fishing



- ▶ 渔船作业区域远离禁渔区线，严禁私自关闭远洋渔船监测系统 (VMS)

All fishing vessels are required to operate away from the non-fishing zones, and it is strictly prohibited to turn off the Vessel Monitoring System (VMS) on deep-sea fishing vessels without due authorization.

- ▶ 依法使用合规网具，严禁越界捕捞、违规捕捞，严禁捕捞鲨鱼、海龟、大鳐鱼、海豚等物种，船上严禁出现海马、鲨鱼翅等

All fishing vessels are required to use lawful and CMM approved fishing gears. It is strictly prohibited to engage in illegal fishing and catch protected species such as sharks, sea turtles, large rays, and dolphins. The retaining of seahorses, shark fins, etc., on board is strictly forbidden.

- ▶ 严格执行入渔国休渔法规，主动实施自主休渔制度

We strictly enforced the fishing moratorium policies of the countries where fishing operation is conducted, and proactively implemented an autonomous fishing moratorium system.

### 海洋物种保护

Marine Species Conservation



- ▶ **优化捕捞网具：** 装配哺乳动物驱除装置，防止哺乳动物误入网具；配备规范的惊鸟绳和海龟脱钩器

**Optimize fishing gear:** Relevant fishing vessels are equipped with marine mammal expulsion devices to prevent mammals from accidentally entering the nets, standard tori lines, or cutting devices for entangled sea turtles.

- ▶ **释放误捕动物：** 坚持鲨鱼不上船原则，及时释放误捕鲨鱼、海龟等保护物种

**Release bycatch:** We adhere to the principle of no retaining of sharks on board, and promptly release accidentally caught protected species such as sharks and sea turtles.

- ▶ **加强船员培训：** 开展兼捕物种和禁捕物种培训，在船上张贴禁捕物种识别海报，增强其识别物种的能力

**Enhance crew training:** We conducted awareness campaign on bycatch and prohibited species, posted identification posters of prohibited species on board to improve seafarers' ability to recognize these species.

- ▶ **加大船员约束：** 禁止船员采集、制作、收藏、收购、携带国际公约禁捕物种及其附属产品

**Strengthen crew discipline:** We prohibit crew members from sampling, producing, collecting, processing, acquiring, or transporting species and byproducts protected by international conventions.



▲ 释放误捕海龟

A Turtle Released After Being Accidentally Caught



◀ 扫码观看海龟放生视频

Scan code to watch turtle release video



▲ 释放误捕鲨鱼

A Shark Released After Being Accidentally Caught



◀ 扫码观看鲨鱼放生视频

Scan code to watch shark release video

## 生态环境修复 Ecological Environmental Restoration

积极配合入渔国开展资源养护工作，鼓励各船参与红树林造林、建立海洋生态保护区等公益项目，为海洋生态环境恢复与可持续发展提供持续动力。2024 年，投资 2.64 万元人民币，在马达加斯加种植红树林，致力恢复生态平衡。

COFC has actively cooperated with the host countries in resource conservation efforts, encouraged all vessels to participate in public welfare projects, such as mangrove afforestation and the establishment of marine ecological protection zones, providing sustained momentum for the restoration and sustainable development of the marine ecological environment. In 2024, COFC invested 26,400 RMB to plant mangroves in Madagascar, demonstrating its commitment to restoring ecological balance.



▲ 马达加斯加代表处开展红树林造林活动

The Madagascar Representative's Office Carrying Out Mangrove Afforestation Activities

# 03 | 至善至诚 聚善远洋力量

Goodness and Sincerity, Nurturing the Ocean's Vitality through Unity

中水渔业始终坚持服务大局，自觉履行央企担当与社会责任，坚定服务人民美好生活需要、服务行业可持续发展，深化共赢合作，聚力打造员工幸福家园和负责任供应链，充分发挥链长优势，共谋高质量发展；全心全意回馈社会，运用自身资源优势支持公益慈善事业，用行动诠释爱与责任，用实践搭建友谊桥梁。

Always adhering to serving the greater good, COFC has consciously fulfilled the responsibilities of a central SOE and its social duties, firmly served the people's needs for a better life and the sustainable development of the service industry. In deepening its win-win cooperation, focusing on building a happy home for employees and a responsible supply chain, COFC has fully leveraged its advantages in the industrial chain and jointly sought high-quality development. Wholeheartedly giving back to the society, COFC stands ready to support public welfare and charity by taking loving and responsible actions and building bridges of friendship through concrete deeds.

## 我们的目标 Our Goals:



## 我们的行动 Our Actions:

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People at the Heart, Creating Harmony Together

## 以人为本 众心向上

### People-oriented, Common Aspirations



我们严格遵守国际劳工组织制定的各项要求，秉持平等开放心态广泛引进、全力培养、悉心关照各类人才，创造高质量就业岗位，保障员工各项权益，提供系统的福利保障、广阔的职业发展机会、健康的工作场所，全心全意呵护员工幸福，不断提升员工归属感和幸福感。

We strictly abide by all the requirements set by the International Labour Organization. With an open and inclusive attitude, we widely recruit, fully cultivate and meticulously care for all kinds of talents. We create high-quality job positions, safeguard employees' rights and interests, provide systematic welfare guarantees, broad career development opportunities and a healthy working environment. We wholeheartedly care for employees' happiness and continuously enhance their sense of belonging and happiness.

2024 年 Year 2024

在职工总数

**5313** 人<sup>①</sup>

The aggregate number of employees currently in active service. <sup>①</sup>: 5313

船员总数

**5909** 人<sup>②</sup>

Total number of seafarers <sup>②</sup>: 5909

外籍船员总数

**3495** 人

Total number of foreign crew members: 3495

船员本地化雇用比例

**39** %

Localization rate of crew employment: 39%

报告期内新增船员就业人数

**220** 人

Number of new crew members employed during the reporting period: 220

陆上管理技术人员人均带薪休假天数：按法律规定休相关带薪假期，同时考虑员工赡养老人、抚养子女等需要，另提供不少于 9 天 / 年的带薪特别假

Average number of paid leave days for onshore management and technical personnel: In accordance with legal requirements for paid holidays, and considering employees' needs to care for elderly parents and children, an additional special paid leave of no less than 9 days per year is provided by the Company.

<sup>①</sup>统计口径为公司员工总数，包括境内外管理、技术人员等。

The statistical caliber is the aggregate number of employees currently in active service, including the number of management and technical personnel at home and abroad and the number of Chinese and foreign crew, excluding the number of personnel in the hosted project.

<sup>②</sup>统计口径为所有海上船员数量，包括托管项目船员。

The number refers to the total number of active crew members at sea including crew members from projects managed by COFC yet owned by other entities.



## 维护基本权益

### Safeguarding Basic Rights and Interests

严格遵守相关法律法规，秉持公平公正的原则，规范劳动合同签订、续订及终止等行为，切实维护员工合法权益，不断健全薪酬福利体系，强化民主交流沟通，维护员工职业健康，为员工创造公平、健康、安全的工作环境，致力构建和谐稳定的劳动关系。

By strictly complying with relevant laws and regulations, upholding the principles of fairness and justice, standardizing the signing, renewal, and termination of labor contracts, COFC has effectively safeguarded the legitimate rights and interests of employees, continuously improved the salary and welfare system, strengthened democratic engagement, and protected employees' occupational health, therefore creating a fair, healthy, and safe working environment for employees, and striving to build harmonious and stable labor relationship.

#### 健全薪酬福利

Improve Remuneration and Benefits



- ▶ 成立薪酬管理领导小组，修订《总部薪酬管理》《绩效与考核管理》《履职待遇与业务支出》等 5 项制度，审议通过《薪酬管理办法》

We established a remuneration management leading group, revised 5 key measures including Headquarters Remuneration Management, Performance and Appraisal Management, and Duty Benefits and Business Expenses", and deliberated and approved the Remuneration Management Measures.

- ▶ 为员工依法缴纳“五险一金”，完善驻外人员收入结算管理与服务

The company has lawfully contributed to the "Five Social Insurances and Two Housing Funds" (statutory pension, medical, unemployment, work-related injury, maternity insurance, housing provident fund, and enterprise annuity) for its employees, and enhanced the income settlement management and services for expatriate staff.

#### 加强民主管理

Strengthen Democratic Management



- ▶ 实施民主决策机制，定期召开职工代表大会、工会会员代表大会，广泛征集员工意见，确保员工参与企业管理与决策

We implemented a democratic decision-making mechanism, regularly convened staff representative meetings and worker's union member congresses, extensively solicited employee opinions, and ensured employee participation in enterprise management and decision-making process.



▲ 召开第二届职工代表大会

Convening the Second Staff Representative Congress



▲ 召开第三届第一次工会会员代表大会

Convening the First Session of the Third Worker's Union Members' Congress



▲ 马达加斯加代表处组织员工参加急救培训  
The Madagascar Representative's Office Organized Employees To Participate in First Aid Training



▲ 塞拉利昂代表处经多次沟通，协调中国（湖南）第 25 批援塞拉利昂医疗队为中水公司员工进行医疗义诊  
Through Persistent Coordination Efforts, the Sierra Leone Representative's Office Facilitated the 25th China (Hunan) Medical Aid Team to Sierra Leone in Conducting Free Medical Consultations for the COFC Employees



▲ 竞聘通知  
Announcement of Promotion



▲ 斐济代表处开展生产技能提升培训  
The Fiji Representative's Office Conducting a Production Skills Enhancement Training Session

## 助力员工成长 Promoting the Growth of Employees

切实加强人才培育、激励和评价工作，聚焦选优配强领导干部，完善内部竞聘机制，健全职务晋级和干部竞聘相关制度，通过竞聘选拔中层骨干和后备人才，坚持竞聘工作向境外生产一线、业务素质高、工作能力强、表现优秀员工倾斜；组织员工参加职称评定工作，多层次、多领域、多形式开展员工培训，编制《远洋渔业生产作业须知》，增强员工职业技能与专业水平；设立“海上劳模创新工作室”，开展表彰评优活动，激励船员比学赶超、奋勇争先。

By vigorously strengthening talent cultivation, motivation and evaluation efforts, focusing on selecting and appointing competent leaders, COFC has improved its internal position competing mechanisms, and refined systems related to promotion and internal competition. Through merit-based competitions, identifying middle-level backbones and reserve talents, COFC has prioritized its employees working on overseas production fronts, those with high professional competence, strong skills and capabilities, and outstanding performance. At the same time, COFC organized employees to participate in professional title evaluations and conducted multi-level, cross-domain, and multi-form training programs. By compiling the Deep-Sea Fishery Operations Manual, COFC aims to enhance employees' vocational skills and professional standards. Furthermore, COFC has set up the "Marine Model Worker Innovation Studio", and organized recognition campaigns to encourage crew members to learn from each other and vie for excellence.

2024 年 Year 2024

员工培训金额  
**129** 万元

Expenditure on staff training: 1.29 million yuan

开展员工培训  
**33** 次

Staff training sessions: 33 times

## 打造幸福企业 Building A Happy Enterprise

高度关注员工、船员及船员家属身心健康，开展员工慰问、船员家属联谊会、文体活动等，平衡员工工作与生活，满足员工多层次、多样化精神文化需求，提升团队凝聚力和向心力。

Placing high emphasis on the physical and mental well-being of employees, crew members and their families, COFC has organized family visits, crew family gatherings, and cultural and sports activities to balance work and life for our staff; and by meeting their multi-level and diverse spiritual and cultural needs, COFC has also enhanced its team cohesion and centripetal alignment.

### 落实员工关爱 Implementing Employee Care

加强“健康远洋”职工文化阵地建设，将中国农林水利气象工会“暖边绿境”关爱职工专项行动提供的颈椎按摩仪、血压仪、血糖仪、电子阅读器等物资分发至各船；分批次送装数十台蔬菜机至各远洋船只，并聘请专家进行现场培训，有效丰富船员海上作业期间饮食；重视不同国籍船员生活与饮食习惯，细致规划独立厨房与分区卫生间设施，尊重不同国籍船员宗教信仰，为有特殊需求的船员提供清真饮食，提升员工幸福感和归属感。2024 年，投入慰问金额 2.4 万元，惠及 22 人。

By distributing health products such as cervical massagers, blood pressure monitors, blood glucose meters, and e-readers under the "Warm Borders, Green Frontiers" Special Initiative by the Chinese Agricultural, Forestry, Water Conservancy, and Meteorological Workers' Union to each of our vessel, COFC has enhanced commitment to its "Healthy DWF" culture campaign. Moreover, by delivering and installing dozens of vegetable growers on various DWF ships and inviting experts to conduct on-site training, COFC has effectively enriched the diet of crew members during their sea time. Furthermore, by paying attention to the living and dietary habits of crew members of different nationalities, meticulously planning independent kitchens and partitioned bathroom facilities, and respecting the religious beliefs of crew members from different countries and providing halal meals for those with special dietary requirements, COFC has also enhanced the happiness and sense of belonging among our staff. In 2024, COFC allocated 24,000 yuan for special employee care, benefiting 22 individuals.



▲ 为各远洋船只送装蔬菜机并配备专家现场培训指导  
Delivering and Installing Vegetable Growers on Various DWF Vessels and Providing On-Site Training and Guidance by Experts



▲ 慰问船员家属  
Conducting Visits to Support Families of the Crew Members



▲ 举办海外船员家属代表迎春座谈联谊会  
Hosting a Spring Festival Gathering for Families of our Expatriate Staff



▲ 几内亚比绍代表处慰问外籍员工  
The Guinea-Bissau Representative's Office Conducting An Outreach Event for its Foreign Employees



▲ 莫桑比克代表处为当地员工庆生  
The Mozambique Representative's Office Celebrates the Birthdays of Local Employees

## 丰富业余生活 Enriching Leisure and Recreational Activities

通过开展趣味运动会和专业技能比赛、推进“中水船员之家”建设、在公司总部开设职工书屋、运输船上设立“海上青年移动书屋”等系列举措，不断丰富员工的精神文化生活，激发员工工作和生活热情，促使员工身心健康发展，提升员工生活品质。

Through organizing fun sports events and professional skill competitions, and by advancing the construction of the "COFC Crew Home," setting up an employee bookstore at the company headquarters, and establishing a "Mobile Youth Library at Sea" on transport ships, COFC has continuously enriched the spiritual and cultural life of its employees, inspired enthusiasm for work and life among the staff, and promoted their physical and mental health development, thereby enhancing their quality of life.



▲ 参加集团首届“同心筑梦，强农有我”职工运动会  
Participating in the Group Company's First "Unite to Build Dreams for Strong Agriculture" Staff Sports Meeting



▲ “龙腾”船举办异彩运动会  
F/V "Long Teng" Hosting a Colorful Sports Meeting



▲ 参加“健康远洋”职工文化阵地建设活动  
Participating in the "Healthy DWF" Culture Campaign Activities



▲ 职工书屋  
Staff Library

## 同舟共济 互利共赢



### Through Thick and Thin, Bound by Shared Success

我们秉持开放交流理念，大力拓展远洋渔业合作版图，积极打通行业壁垒，贯通上下游产业链条，深化行业交流共治，打造责任供应链，持续扩大优势互补、共同繁荣“朋友圈”，实现共同成长。

Adhering to the philosophy of open exchange, COFC has vigorously expanded its map of deep-sea fishery cooperation; by actively breaking down industry barriers, connecting upstream and downstream industry chains, and deepening industry exchange and co-governance, COFC has built a responsible supply chain; and by continuously expanding the "circle of friends" for complementary advantages and common prosperity, COFC is destined to achieve mutual growth.

## 深化合作交流 Deepening Cooperation and Exchanges

建立战略合作机制与平台，创新合作模式，持续深化与高等院校、商业和非商业合作伙伴、科研院所等共赢合作；为全球远洋渔业可持续发展作出积极贡献。

COFC has established strategic cooperation mechanisms and platforms, innovated cooperation models, and continuously deepened its win-win collaborations with higher education institutions, commercial and non-commercial partners, and research institutes, thereby making active contributions to the sustainable development of global DWF fisheries.



▲ 与上海海洋大学签署战略合作协议  
Signing a Strategic Cooperation Agreement with Shanghai Ocean University



▲ 与中国水产科学研究院东海水产研究所签署战略合作协议  
Signing a Strategic Cooperation Agreement with the East China Sea Fisheries Research Institute of the Chinese Academy of Fishery Sciences



▲ 与淄柴公司签署战略合作协议  
Signing a Strategic Cooperation Agreement with Zichai Power Co., Ltd.



▲ 与大船产业、中国船级社大连分社签署战略合作备忘  
Signing a Memorandum of Strategic Cooperation with CSSC Dalian Shipbuilding Industrial Development Co., Ltd. and the Dalian Branch of the China Classification Society (CCS)

## 助力行业发展 Facilitating Industry Advancement

聚焦高质量多边合作，主导参与国际标准、国家标准、行业标准制定，通过参加渔业博览会、国家远洋渔业数据采集等活动，推动远洋渔业可持续发展，携手行业伙伴共同走上合作共赢的发展道路。2024 年，参与 ISO 37200 国际标准制定。

Focusing on high-quality multilateral cooperation, COFC has led and participated in the formulation of international, national, and industry standards. Through participation in fishery expos and national distant-water fisheries data collection activities, COFC has promoted the DWF sustainable development and, together with industry partners, embarked on a win-win cooperation path. In 2024, COFC participated in the formulation of the ISO 37200 international standard.

### 案例

Case Study

### 参加渔博会 创新业务引领行业风潮

Participating in the Fishery Expo, Innovating Business to Lead Industry Trends



深入开展行业交流合作，持续参加国内外渔业博览会，了解行业状况、市场动态、产品发展趋势，推动渔业板块高质量发展。

By deepening its industry exchanges and cooperation, consistently participating in domestic and international fishery expos, and gaining insights into the industrial conditions, market trends, and product development directions, COFC has driven the high-quality growth of the fishery sector.

### ◆ 深圳国际渔业博览会 Shenzhen International Fisheries & Seafood Expo

2024 年 5 月 17-19 日，中水渔业筹备并参加 2024 年深圳国际渔业博览会。采用“边参展、边销售、边拍卖”模式，突出专业实力与市场活力。举办 300 多公斤重的蓝鳍金枪鱼现场开鱼秀、“渔乐竞价”等精彩活动，成功吸引众多参展商和专业观众目光，促成多起洽谈活动，高效推广企业形象。

From May 17th to 19th, 2024, COFC co-organized and participated in the 2024 Shenzhen International Fisheries & Seafood Expo. Adopting a model of "exhibiting, selling and auctioning," COFC has highlighted its professional prowess and market vitality. At the same time, COFC also featured captivating activities, such as a 300 kg bluefin tuna cutting show, and a "Fun Fishing Auction," successfully drawing the attention of numerous exhibitors and professional visitors. The Expo facilitated multiple business discussions and effectively promoted the corporate image.



▲ 蓝鳍金枪鱼解体大秀  
The Grand Bluefin Tuna Cutting Show

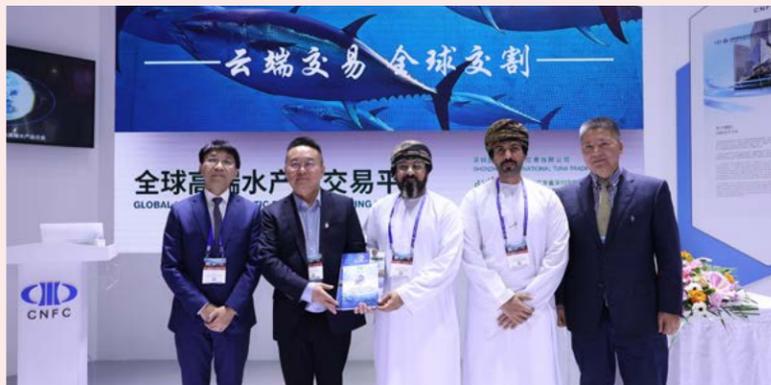


▲ 竞价交易活动  
Bidding and Trading Event

### ◆ 青岛国际渔业博览会 China International Fisheries Expo

2024 年 10 月 30 日 -11 月 1 日，第 27 届中国国际渔业博览会在青岛隆重举办。中水渔业凭借行业内的位势、创新的业务模式吸引众多外商和专业观众前来拜访，深圳国际金枪鱼交易有限公司成功举办多场竞价活动，真正实现“云端交易，全球交割”。

From October 30th to November 1st, 2024, the 27th China International Fisheries Expo was solemnly held in Qingdao. Leveraging its industry position and innovative business models, COFC has attracted numerous foreign merchants and professional visitors. During this Expo, Shenzhen International Tuna Trading Co., Ltd. successfully hosted multiple bidding events, delivering the "cloud trading, global delivery" concept.



◀ 阿曼农渔部农渔业司司长萨尔曼向公司颁发奖牌及政策性书籍

Salman, Director of the Agriculture and Fisheries Department of Oman's Ministry of Agriculture and Fisheries, Presenting the Company with an Award Plaque and Policy-Related Literature.

## 🏠 打造责任供应链 Forging a Responsible Supply Chain

建立完善的供应链管理体系，加强物资采购管理，修订《远洋渔业物资采购管理办法》，完善采购组织机构、形式、流程等，做到优质采购、精准采购、规范采购；重视供应商管理、考察、考核及评价工作，建立统一的合格供应商绩效评价机制，保障产业链持续稳定健康发展；加强供应商 ESG 管理，开展供应商 ESG 审查与评估，降低供应链风险，促进供应链可持续发展。

While establishing a comprehensive supply chain management system, and enhancing the management of material procurement, COFC has revised the Management Measures for Oceanic Fishery Material Procurement, and improved the procurement organizational structure, methods, and processes to achieve high-quality, precise, and standardized procurement. COFC attaches great importance to supplier management, inspection, assessment, and evaluation, and has established a unified performance evaluation mechanism for qualified suppliers to ensure the continuous, stable, and healthy development of the industrial chain. In addition, COFC has also strengthened its ESG (Environmental, Social, and Governance) management of suppliers, conducted ESG reviews and assessments of suppliers, and reduced supply chain risks, hence promoting the sustainable development of the supply chain.

### 📅 2024 年 Year 2024



## 为民初心 共绘和谐

People at the Heart, Creating Harmony Together



我们坚持把企业发展和服务社会有机结合，深入践行“一带一路”民心相通、共同发展理念，牢记企业社会责任，扎实推动共同富裕，投身公益事业，以切实行动践行履约责任，为增进民生福祉、维护社会稳定提供积极助力。

We have steadfastly integrated corporate development with serving society, earnestly practicing the concept of "people-to-people connectivity and shared development" under the Belt and Road Cooperation. We also bear in mind our corporate social responsibilities, vigorously promoting common prosperity, engaging in public welfare, fulfilling our commitments with concrete actions, and providing active support for enhancing people's well-being and maintaining social stability.

## 🏠 服务乡村振兴 Pro-Rural Revitalization

坚决贯彻乡村振兴战略，聚焦巩固拓展脱贫攻坚成果同乡村振兴有效衔接，全力响应“西部温暖计划”，组织开展“衣旧情长”爱心捐赠公益活动，得到广大员工的大力支持，收集大量优质衣物、书籍和玩具等物资，送往四川大凉山、内蒙古乌兰察布、青海玉树、新疆墨玉、河北承德等地区乡村中小学，为学生们传递关爱和温暖，助力资源合理分配与再利用，实现环保、公益双重价值。

By resolutely implementing the pro-rural revitalization strategy, synergizing poverty alleviation efforts with the strategy, COFC has wholeheartedly participated in the "West Warmth Initiative" by organizing the "Care Speaks Through Clothes" charity donation event which was warmly welcomed by our employees. At the meantime, a large quantity of high-quality clothing, books, toys, and other items have been collected and sent to rural primary and secondary schools in remote areas such as Daliangshan in Sichuan, Ulanqab in Inner Mongolia, Yushu in Qinghai, Moyu in Xinjiang, and Chengde in Hebei. These efforts conveyed our care and warmth to the students, promoted the concept of resources recycling and reuse, contributing to environmental protection and public welfare undertakings.

## “蓝色” 知识科普 “Blue” Knowledge Popularization

随着“大食物观”的提出，蓝色粮仓、海上牧场等概念被人熟知，海洋作为重要的食物和资源宝库，为人们提供丰富的优质蛋白，其相关知识科普变得至关重要。我们通过开展公益科普讲座、“深蓝儿童营养计划”等活动，提高公众对海洋资源、健康营养知识的了解。

With the introduction of the “all-encompassing approach to food”, phrases such as the Blue Food Reserve and Marine Ranching have become well-known. As a vital treasure of food and resources, the ocean provides people with abundant high-quality protein, therefore the popularization of its related knowledge becoming crucial. Through campaigns and activities such as public welfare science lectures and the “Shenlan Children's Nutrition Program”, COFC aims to enhance public understanding of our marine resources and health nutrition knowledge.

### 案例 Case Study

#### 深蓝食品携手中国儿童中心共庆丰收节 Shenlan Modern Food Joining Hands with China National Children's Center to Celebrate the Harvest Festival

2024 年 9 月，正值第七届中国农民丰收节之际，深蓝食品开展“小手拉大手·节粮一起走”亲子节惜粮活动暨第五届全国少年儿童“劳动美·丰收乐”主题公益活动。

In September 2024, coinciding with the 7th Chinese Farmers' Harvest Festival, Shenlan Modern Food launched a themed public welfare event titled "Small Hands Joining Big Hands, Let's Save Food Together" parent-child food conservation campaign and the 5th National Children's "Beauty of Labor, Joy of Harvest".

#### 公益科普讲座 Public science popularization lecture

携手中国儿童中心儿童营养与健康研究中心举办海洋蛋白营养知识公益讲座，邀请儿童营养学专家详细介绍科学食育理念，并设置丰富的科普知识展板，通过趣味问答等活动让小朋友们了解海洋知识，树立可持续发展理念，增强保护海洋环境的意识，成为蓝色粮仓的“小小守护者”。

In partnership with the Children's Nutrition and Health Research Center of the China National Children's Center, COFC organized a public welfare lecture on marine protein nutrition knowledge, inviting child nutrition experts to elaborate on the concept of scientific dietary education and set up a variety of informative exhibition boards. Through engaging activities, such as fun quizzes, we helped children learn about marine knowledge, fostered a sense of sustainable development, and enhanced their awareness of marine environmental protection, encouraging them to become "little guardians" of our blue food reserve.



▲ 科普活动现场  
Science Popularization Event Site

#### 寓教于乐庆丰收 Teaching through fun and celebrating harvest

现场设置趣味集章大作战和自制汉堡、免费试吃等游戏活动，通过体验式、互动式教育和引导，丰富孩子们对蓝色海洋世界的认知，在寓教于乐中让小朋友们学到健康营养知识和辛勤劳动才有丰收的道理。

COFC organized activities, including a fun stamp collection challenge and games such as DIY hamburgers and free tastings etc. Through first-hand educational interactions, these activities enriched children's understanding of the blue marine world. By combining education with entertainment, the children learned about healthy nutrition and the principle that only hard work can lead to bountiful harvests.



▲ 开展多样化活动  
Carrying out Diversified Activities

## 热心公益事业 Enthusiasm for Public Welfare

情系公益慈善事业，与相关机构、政府部门积极合作，开展“慈善一日捐”、无偿献血、物资捐赠、设置“海上医疗救护站”等志愿活动，用实际行动展现企业责任担当，传递社会关爱与责任。

Dedicated to public welfare and charitable causes, COFC actively collaborated with relevant organizations and government agencies to carry out volunteer activities, such as "Charity Day Donations", blood donation drives, material donations, and the establishment of "Maritime Medical Aid Stations" among other voluntary activities. These actions demonstrated COFC's corporate responsibility through practical deeds, conveying its social care and responsibility.

### 案例

Case Study

#### 马达加斯加代表处踊跃参与海外公益事业

Madagascar Representative's Office Actively Participating in Overseas Public Welfare Initiatives



#### 实施物资捐赠活动 We implemented a goods donation initiative:

与当地公益社会机构合作，为经济困难的青年群体捐赠大米、海鱼、食用油、香皂等新年物资，累计为 100 名贫困群众提供社会援助。

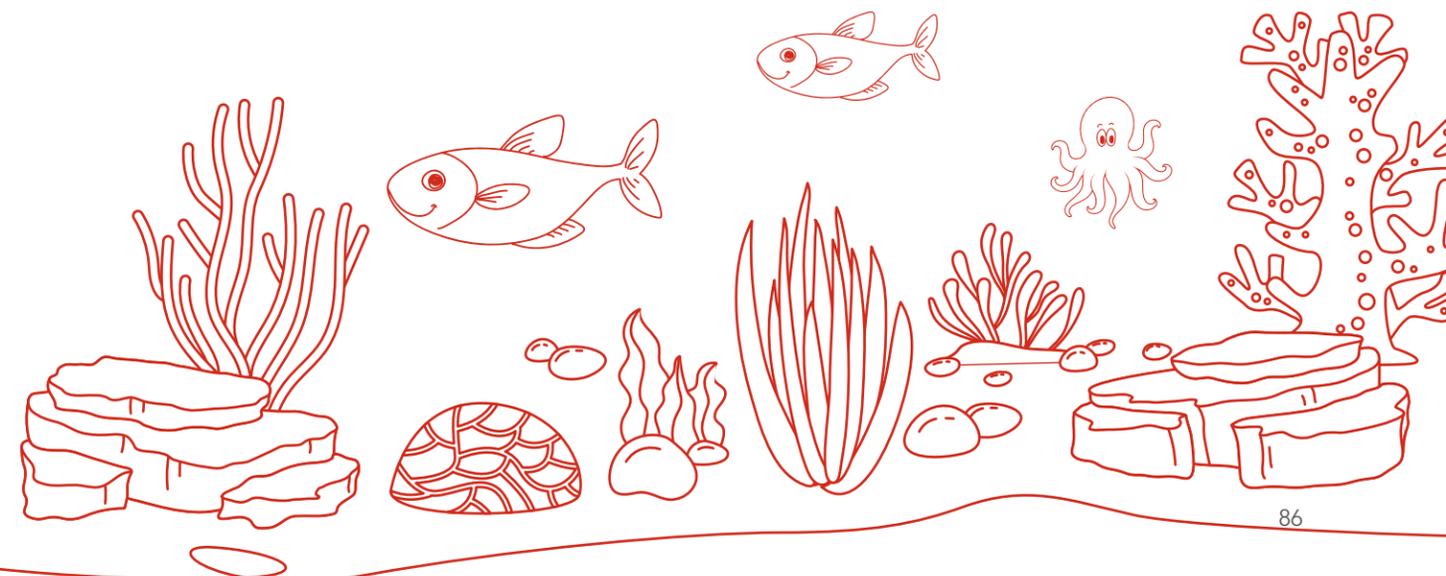
In partnership with local public welfare organizations, COFC donated New Year supplies to economically disadvantaged youth groups, such as rice, seafood, cooking oil, and soap etc., providing social assistance to a total of 100 impoverished individuals.



#### 持续开展“FIA Mora”低价鱼活动 We continued to carry out the "FIA Mora" fish sales progra

与当地渔业部签订合作协议，履行第二年“FIA Mora”低价鱼活动，将 4 吨鱼类以成本价销售给当地居民，为居民提供优质蛋白，改善饮食结构。

With the signing of a cooperation agreement with the local fisheries department, COFC performed its second year "FIA Mora" fish sales initiative, selling 4 tons of fish at cost price to local residents, providing them with high-quality protein and improving their dietary structure.



## 未来展望

### Future Outlook

**展望未来，昭昭之宇，我们砥砺前行。**2025年，正值中国远洋渔业40周年，也是“十四五”收官之年，更是“十五五”盛大开启之际，我们深感重任在肩。中水渔业将继续践行“海洋命运共同体”理念，持续强化国际渔业领域合作，不断拓展战略合作的深度与广度，携手各相关方为远洋渔业健康可持续发展接续奋斗、保驾护航。

**Looking into the bright future, we will forge ahead with determination.**The year 2025 marks the 40th anniversary of China's distant-water fishing industry, the concluding year of China's 14th Five-Year Plan, and also the grand commencement of the 15th Five-Year Plan. In this conjuncture, we are deeply aware of the heavy responsibilities on our shoulders. COFC will continue to uphold the concept of a "Maritime Community with a Shared Future," persistently strengthen cooperation in the international fisheries sector, and continuously expand the depth and breadth of strategic partnerships. Together with all stakeholders, we will strive tirelessly to ensure the healthy and sustainable development of the DWF industry, safeguarding its journey forward.

我们将持续提升履约管理能力，加大对全体员工、一线船员履约合规的培训力度，全面加强公司全员履约合规管理意识，坚持稳中求进，统筹发展和安全。全力推进智能化、数字化转型升级，推动履约管理信息化建设，以科技力量支撑履约能力全面提升。

We will continue to enhance our regulatory compliance capabilities, intensify compliance training for all employees and front-line crew members, and comprehensively enhance the awareness of regulatory compliance management of all employees across the company. We will adhere to the principle of seeking progress while maintaining stability, balancing development and safety. By fully advancing the intelligent and digital transformation and upgrading, we will promote the digital compliance management, and support the overall improvement of regulatory compliance performance capabilities with technological strength.

我们将继续贯彻“大食物观”，不断提升公司新质生产力，加快转型升级步伐，探索研究水产品加工、渔业服务业等领域，参与优化全球海产品生产链、供应链布局，实现海产食品的多样性、来源的广泛性、生产的持续性、供需的平衡性，提升远洋渔业的综合服务效能。

We will continue to implement the "all-encompassing approach to food", constantly enhance the company's new quality productive forces, and accelerate the pace of transformation and upgrading. While exploring and carrying out research in areas such as seafood processing and fishery services, we will also participate in optimizing the global seafood production and supply chain patterns, achieving diversified seafood products and sources, contiguity in production, and balance between supply and demand, so as to improve the comprehensive service efficiency of the distant-water fishing industry.

我们将坚定走科技创新之路，聚力建设现代化海洋牧场，不断加大研发经费投入，扩大科研团队规模，加快海洋技术创新平台建设，加大海洋科技支撑力度，加紧突破更多关键核心技术，持续释放海洋经济潜力。

We will steadfastly pursue the path of technological innovation, focus on building modern marine ranches, and intensify investment in research and development. At the same time, we will also expand our scientific research team, build marine technology innovation platforms at a faster pace, strengthen marine technology support, gather efforts in making breakthroughs in more key technologies, and continuously unleash the potential of the maritime economy.

我们将在海洋环境保护与生态平衡维护领域持续发力，引入更先进的人工智能算法和更庞大的海洋生态数据，精准监测海洋资源，为渔业资源的科学管理与海洋生态保护提供有力的数据支撑；继续加大清洁能源使用力度，降低渔船运营过程中的碳排放，实现渔业发展与海洋生态保护和谐共生。

In terms of marine environmental protection and ecological balance, we will continue exerting efforts to introduce more advanced artificial intelligence algorithms and employ more extensive marine ecological data to accurately supervise marine resources, so as to feed the robust scientific management of fishery resources and marine ecological conservation. Meanwhile, we will continue to increase the use of clean energy, reduce carbon emissions during fishing vessel operations, and achieve a harmonious coexistence between fishery development and marine ecological protection.

## 附录

### Appendix

#### 关键绩效

#### Key Performance

序号 No.	指标 Indicators	单位 Unit	2022 年	2023 年	2024 年
经济绩效					
1	资产总额 Total assets	亿元 100 million yuan	13.49	59.50	59.94
2	营业收入 Operating revenue	亿元 100 million yuan	5.97	40.42	49.33
3	纳税总额 Total tax amount	万元 10,000 yuan	378.37	2567.52	8229
4	资产负债率 Asset-liability ratio	%	28.97	72.45	73.81
5	在职员工总数 Total number of employees	人 Person	1277	5392	5313 <sup>®</sup>
6	研发投入金额 R&D investments	万元 10,000 yuan	3696.70	8649.63	6085.05
7	研发投入占营业收入比例 R&D investment as a percentage of revenue	%	6.20	2.14	1.23
8	研发人员数量 Number of R&D personnel	人 Person	4	77	80
9	研发人员数量占比 The proportion of R&D personnel	%	0.38	1.43	1.46
10	研发人员学历结构 (本科) R&D personnel education structure (Bachelor)	人 Person	4	69	71

<sup>®</sup>2023 年，中水渔业顺利完成集团公司渔业板块战略性重组和专业化整合工作。重组完毕后，中水渔业大力推动重组后管理及人员整合工作，故 2024 年在职员工总数较 2023 年有所降低。

In 2023, COFC successfully completed the strategic reorganization and professional integration of the fishery sector within the group company. After the reorganization was completed, COFC vigorously promoted the integration of management and personnel after the reorganization. Therefore, the total number of on-job employees in 2024 was lower than that in 2023.



序号 Serial NUMBER	指标 Index	单位 Unit	2022 年	2023 年	2024 年
经济绩效					
11	办公用纸量 Quantity of print papers used in office	万张 10,000 pieces	30	40	28
12	安全环保培训次数 Number of safety and environmental protection training	次 Number of Times	349	357	1091 <sup>®</sup>
13	安全环保培训覆盖人次 Number of persons covered by safety and environmental protection training	人次 Person-times	4703	7337	23364
14	安全环保培训累计时长 Duration of safety and environmental protection training	小时 Hour	700	872	2727.5 <sup>®</sup>
15	审计业务培训次数 Number of training sessions for audit services	次 Number of Times	1	1	2
16	开展专题警示教育 Number of times of thematic case-based integrity education	次 Number of Times	1	1	2
17	开展专题警示教育覆盖人次 Number of persons covered by the thematic case-based integrity education	人次 Person-times	73	77	130
18	参与反贪污相关培训员工人数 Number of staff participating in the anti-corruption related training	人 Person	178	136	731
19	员工反贪污培训次数 Number of times of anti-corruption training	次 Number of Times	7	4	4
20	反贪污相关培训董事覆盖率 Director coverage of anti-corruption related training	%	100	100	100
21	反腐败培训总时长 Total length of anti-corruption training	小时 Hour	14	18.50	20
22	排查廉洁风险点 Points of risks of integrity investigated	个 Piece	9	9	10

<sup>®</sup>该类数据为公司及各船舶的培训总和。

This data represents the total training of the company and all its vessels.



序号 Serial Number	指标 Index	单位 Unit	2022 年	2023 年	2024 年
经济绩效					
23	工会入会率 Worker's Union membership rate	%	100	100	100
24	支出困难职工等各类帮扶救助金 Various kinds of assistance and relief funds spent on workers in need	万元 10,000 yuan	6	12	2.4 <sup>①</sup>
25	走访慰问、探望生病住院离退休员工 The sick and hospitalized and retired employees visited	人次 Person-times	6	18	22
26	社会捐助总额 Total social donation	万元 10,000 yuan	10	51	61.83
27	经济合同履约率 Economic contract performance rate	%	100	100	100
28	法律审核率 Legal approval rate	%	100	100	100

<sup>①</sup>该数据为公司总部数据，不包含基层单位

This data is from the Headquarters of the Company, and it does not include grass-roots units.



## 指标索引 Index of Indicators

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## 意见反馈 Feedback

尊敬的读者：

您好！非常感谢您百忙之中阅读《中水集团远洋股份有限公司 2024 年 ESG 报告》。本报告是中水集团远洋股份有限公司向社会公开发布的第二份 ESG 报告，我们非常重视并期待倾听您对中水渔业在环境、社会及公司治理方面的反馈意见。为进一步提高我们的 ESG 水平，我们诚挚邀请您完成本问卷中提出的相关问题，以便我们持续改进中水渔业 ESG 工作。

报告编写组  
2025 年 2 月

### ● 选择性问题：（请在相应的位置打“√”）

1. 您对本报告的总体评价如何？ <input type="checkbox"/> 很好 <input type="checkbox"/> 较好 <input type="checkbox"/> 一般 <input type="checkbox"/> 较差 <input type="checkbox"/> 很差
2. 您认为本报告是否能反映公司对经济、社会和环境的影响？ <input type="checkbox"/> 是 <input type="checkbox"/> 一般 <input type="checkbox"/> 否
3. 您认为本报告是否回应和披露了利益相关方关心的问题？ <input type="checkbox"/> 是 <input type="checkbox"/> 一般 <input type="checkbox"/> 否
4. 您认为本报告所披露信息、数据、指标的清晰、准确、完整度如何？ <input type="checkbox"/> 很高 <input type="checkbox"/> 高 <input type="checkbox"/> 一般 <input type="checkbox"/> 低 <input type="checkbox"/> 很低
5. 您认为本报告的可读性如何？ <input type="checkbox"/> 很好 <input type="checkbox"/> 较好 <input type="checkbox"/> 一般 <input type="checkbox"/> 较差 <input type="checkbox"/> 很差

### ● 开放性问题：

1. 您对中水渔业环境、社会及公司治理工作有哪些意见和建议？

.....

2. 您对本报告或我们的表现，还有哪些意见和建议？

.....

3. 您认为本报告还需要披露哪些您希望进一步了解的信息？

.....

Dear Reader,

Thank you very much for taking the time to read the Environmental, Social and Governance (ESG) Report of CNFC Overseas Fisheries Co., Ltd. 2024 amidst your busy schedule. This marks the second ESG report publicly released by CNFC Overseas Fisheries Co., Ltd., and we place great importance on and eagerly anticipate your feedback regarding our environmental, social, and governance (ESG) practices. To further enhance our ESG standards, we cordially invite you to complete the relevant questions in this questionnaire, which will aid us in continuously improving our ESG efforts at CNFC Overseas Fisheries Co., Ltd.

Report Compilation Team  
February 2025

### ● Multiple-choice Question: (Please tick "√" in the corresponding box)

1.What is your overall evaluation of this report? <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor <input type="checkbox"/> Very poor
2.Do you believe this report adequately reflects the company's significant impacts on the economy, society, and the environment? <input type="checkbox"/> Yes <input type="checkbox"/> Average <input type="checkbox"/> No
3.Do you think this report addresses and discloses the concerns of stakeholders? <input type="checkbox"/> Yes <input type="checkbox"/> Average <input type="checkbox"/> No
4.How do you rate the clarity, accuracy, and completeness of the information, data, and indicators disclosed in this report? <input type="checkbox"/> Very high <input type="checkbox"/> High <input type="checkbox"/> Average <input type="checkbox"/> Low <input type="checkbox"/> Very low
5.How do you assess the readability of this report? <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor <input type="checkbox"/> Very poor

### ● Open-ended Question:

1.What are your opinions and suggestions regarding the environmental, social, and governance (ESG) practices of CNFC Overseas Fisheries Co., Ltd.?

.....

2.What additional opinions and suggestions do you have regarding this report or our performance?

.....

3.What additional information do you believe should be disclosed in this report that you would like to understand further?

.....

 本报告采用环保纸印刷



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