

Yancheng Port International Co., Limited

鹽城港國際股份有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號 : 8310

2024

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告



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ABOUT THE REPORT

關於本報告

This report is the eighth annual Environmental, Social and Governance (“ESG”) report of Yancheng Port International Co., Limited (“Yancheng Port International”, “Company” or “the Company”), which focuses on the ESG issues of concern to stakeholders.

REPORTING PERIOD AND SCOPE

The content of this report covers the Company and certain of its subsidiaries, including Jiangsu Yancheng Port Port Storage Petrochemical Company Limited (“Port Storage Petrochemical”), Jiangsu Yancheng Port Port Shipping International Trade Company Limited (“Port Shipping International”), Qianhai Mingtian Supply Chain (Shenzhen) Company Limited (“Qianhai Mingtian”) and Zhuhai Yangang Petrochemical Company Limited (“Zhuhai Yangang Petrochemical”) (collectively known as the “Group” or “we”) during the period from 1 January to 31 December 2024 (the “Reporting Period”). The policy documents, statements, and data contained in this report only cover the Group’s petrochemical products storage business. Other subsidiaries involved in trading and other aspects are not covered in this report because the ESG risks involved are not material.

REPORTING BASIS

This report is primarily in compliance with the Environmental, Social and Governance Reporting Guide (the “Guide”) in Appendix C2 of the Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited (“HKEX”). Material aspects and general disclosures as defined in the Guide and deemed to be relevant to the Company’s business and operations will be presented in four key areas, namely Environment, Employment and Labour, Business Practices and Community. The present report has been prepared in accordance with a systematic set of procedures, including:

本報告是鹽城港國際股份有限公司（以下簡稱「本公司」或「公司」）的第八份年度環境、社會及管治（以下簡稱「ESG」）報告，當中集中討論了持份者關注的事宜。

報告期間及範圍

本報告內容涵蓋本公司及部分附屬公司，包括江蘇鹽城港港儲石化有限公司（「港儲石化」）、江蘇鹽城港港航國際貿易有限公司（「港航國際」）、前海明天供應鏈（深圳）有限公司（「前海明天」）以及珠海鹽港石化有限公司（「珠海鹽港石化」）（統稱為「本集團」，「集團」或「我們」）於二零二四年一月一日至十二月三十一日期間（「報告期間」）的可持續發展方針及表現，本報告所載政策文件、聲明及數據只涵蓋本集團的石化產品倉儲業務，其他貿易等方面的附屬公司因涉及的ESG風險不構成重大性，故未在本報告中覆蓋。

編寫依據

本報告主要遵從香港聯合交易所有限公司（「聯交所」）《證券上市規則》附錄C2《環境、社會及管治報告指引》（「指引」）。指引中所界定且被視為與本公司業務及營運有關的重大層面及一般披露內容將按四個主要範疇呈列，即環境、僱傭及勞工、營運慣例以及社區。本報告按照一套有系統的程序擬定，包括：



REPORTING PRINCIPLES

This report satisfies the HKEX's requirements and is prepared based on the reporting principles outlined in the Guide:

匯報原則

本報告滿足聯交所要求，依照指引中概述的匯報原則作為編寫內容的基礎：

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

REPORT LANGUAGE AND ACCESS

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

報告語言與獲取方式

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

RESPONSE TO THIS REPORT

If you have any comments about this report or the Company's sustainability strategy and performance, you are welcome to contact us through the Company's official website (<http://dfport.com.hk>).

回應本報告

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

BOARD STATEMENT

董事會聲明

In order to effectively integrate sustainability strategies into corporate governance, the Company has set up a dedicated ESG Working Group, led by the Board of Directors, to comprehensively monitor its sustainability efforts. This group is responsible for guiding the development of sustainability strategies, targets and management approaches, and for allocating the resources needed to achieve these goals. At the same time, we pay attention to the implementation status of strategic goals, evaluate the progress of achieving goals and monitor related activities. Additionally, this group strictly enforces the Board of Directors' review and release procedures for the annual sustainability report.

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

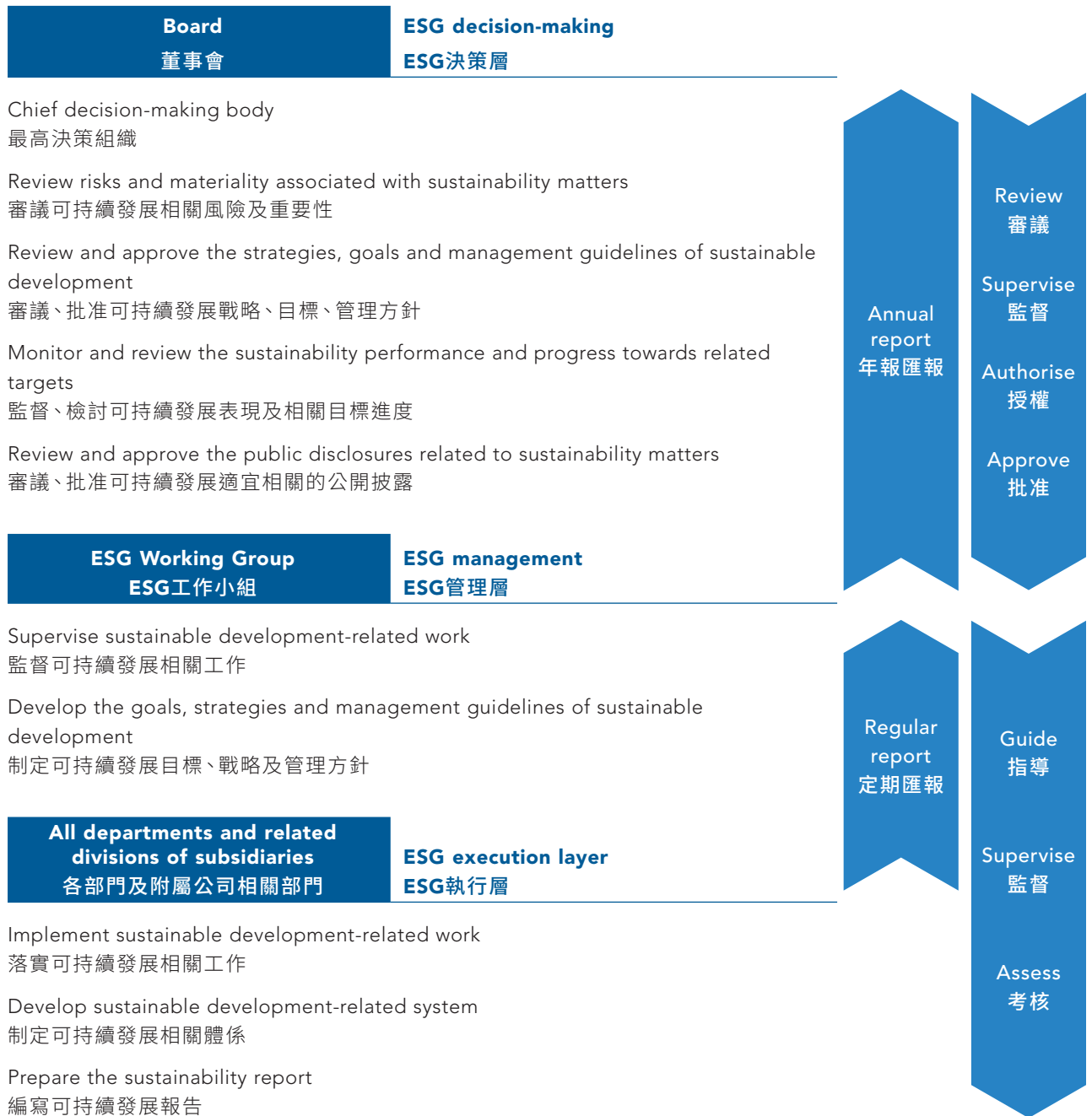
The Group understands stakeholder expectations and demands through regularly held diverse communication activities to identify and evaluate key ESG issues and submit them for board discussion. The Board of Directors identifies environmental, social and corporate governance risks and opportunities based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

為確保可持續發展理念有效融入企業管治架構，本公司特設ESG專責小組，由董事會直接領導，全面監控可持續發展工作。此小組主要負責指導可持續發展策略、目標和管理方法的制定，並且負責調配達成這些目標所需的資源。與此同時，關注策略目標的實施狀況，評估目標的完成進度，並對相關活動進行監督，同時嚴格執行年度可持續發展報告的董事會審批及發佈程序。

本公司各部門及附屬公司相關單位將與ESG工作小組協作，落實具體執行方案，包括制定相關政策、標準，建立管理體系，並定期向ESG工作小組匯報進度及成效。ESG工作小組將信息整合後向董事會提出年度報告，形成自下而上的溝通機制。此外，董事會作為頂層決策機構，對ESG工作小組提出的策略和方針進行評估和授權。ESG小組則對各部門實施指導、監督和評估。本公司亦委任Riskory Consultancy Limited為專業ESG顧問，提供可持續發展諮詢服務，協助管理ESG風險及推進可持續發展工作，並持續追蹤國際可持續發展趨勢，透過對標行業標準以提升績效表現。

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

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



CHAPTER 1 OPTIMIZED GOVERNANCE

第一章 精益管治

The Group considers sustainable development as its primary consideration, continuously promotes reform, and strives to become an industry benchmark. Our core business involves electronic and petrochemical products trading, import and export business, as well as petrochemical products storage. In order to effectively identify and manage ESG risks across diverse business areas, we have established an ESG Working Group led by the General Manager, which collaborates with the Safety Committee and other key departments to strengthen the overall management of ESG. In addition, the team is responsible for communicating with stakeholders, identifying and evaluating ESG risks related to business operations, integrating and analyzing relevant information, and regularly submitting reports to the Board of Directors on material ESG matters.

COMPLIANCE MANAGEMENT

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

The Group ensures the stability of internal operations through a rigorous "Internal Control System". Through continuous annual internal audit activities, we carry out necessary audit work, review and evaluate the compliance of the Internal Control System, and propose improvement plans for the identified risk points, so as to ensure that the Group's operations are legal and compliant. In order to deepen the integration of business ethics and corporate management, we actively promote business ethics training and anti-fraud awareness, with the aim of rooting anti-corruption concepts within employee culture.

本集團以可持續發展為首要考量，持續推動改革，致力成為業界標竿。我們的核心業務涉及電子和石化產品貿易、進出口業務，同時也包括石化產品的倉儲。為了有效識別和掌管跨多元營業範疇的ESG風險，我們已建立了一個由總經理領導的ESG工作小組，該小組與公司安全委員會及其他關鍵部門協作，加強ESG的整體管理。此外，小組還負責與利益相關者進行溝通，識別與評估與業務運作相關的ESG風險，整合和分析相關信息，並定期就ESG重大事項向董事會提交報告。

合規管理

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

本集團透過嚴謹的《內控制度》確保內部營運的穩健性。透過持續進行年度內部審計活動，開展必要的審計工作，對內控系統進行合規性審查及評估，以及對檢測出的風險點提出改善方案，從而確保集團經營合法合規。為深化商業道德與企業管理的融合，我們積極推動商業道德培訓及反詐騙意識，務求將反貪腐理念植根於員工文化中。

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

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

本集團嚴肅處理每一宗舉報個案，並持續完善舉報機制。為了達到這個目標，我們制定了一套違紀舉報和舉報者保護規章制度。通過提供書信、電話和電子郵件等多種舉報途徑，遵循「懲防並舉、重在預防」和「舉報保護、調查迴避」的核心原則，及時調查與處置員工的貪污行為。為確保舉報者的安全與權利，我們建立舉報者保護機制，保證保密舉報者身份，並禁止報復，包括解僱、停職、威脅、騷擾或任何形式的不公平對待。若有違反上述承諾的行為發生，我們將按照公司政策處罰，甚至可能移交司法機關處理。本集團重視反貪污教育工作，已向董事會提供廉政公署編製的專業教材，並計劃將相關培訓擴展至管理層及全體員工，以強化企業廉潔文化。

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

CHAPTER 1 OPTIMIZED GOVERNANCE

第一章 精益管治

Case Study: Legal Education Film Screening Event

案例：法治宣傳主題觀影活動



The Group, together with Smart Port Company (智慧港口公司), Supply Chain Group (供應鏈集團), and Grain Logistics Park (糧食物流園), jointly organized a legal education themed activity with the slogan “Learn the Law by Heart, Practice the Law in Action” (學法銘於心，守法踐於行). This activity, as an important component of the “Compliance Management Year,” aimed to deepen the construction of legal culture and enhance employees’ legal awareness.

The event was held on February 23, 2024, at the STARX Cinema in Wuyue Mall, Dafeng District, attracting numerous employees, including leadership team members, middle-level and above management personnel, all Party members, legal department staff, and employee representatives. The event featured a special presentation on legal education by professional lawyers, and through watching the film “Article 20” (第二十條), vividly demonstrated the importance of the rule of law. During the interactive session, participants engaged in in-depth discussions about the film’s content and corporate compliance management, achieving excellent learning outcomes.

The successful organization of this event demonstrates the Group’s high emphasis on legal system construction, laying a solid foundation for continuously improving corporate governance according to law and creating a positive legal culture atmosphere.

集團攜手智慧港口公司、供應鏈集團及糧食物流園共同舉辦「學法銘於心，守法踐於行」法治宣傳主題教育活動。此次活動作為「合規管理年」的重要組成部分，旨在深化法治文化建設，提升員工法律意識。

活動於2024年2月23日在大豐區吾悅星軼STARX影城舉行，吸引了大量員工參與，包括班子成員、中層以上管理人員、全體黨員、法務人員及職工代表。活動特邀專業律師進行普法宣講，並通過觀看電影《第二十條》的方式，生動展現法治精神的重要性。在互動交流環節中，參與者就影片內容及企業合規管理展開深入討論，達到了良好的學習效果。

此次活動的成功舉辦，體現了集團對法治建設的高度重視，為持續提升企業依法治企水平、營造良好的法治文化氛圍奠定了堅實基礎。

STAKEHOLDER COMMUNICATION

To improve our sustainability strategy, the Group actively maintains two-way communication with stakeholders. By setting up the following communication channels, we ensure that our stakeholders are kept abreast of the Company's operations and are aware of their direct and indirect impacts. This encompasses not only the corporate governance issues, but also aspects such as our services and community engagement. Through continuous in-depth dialogue and exchange, we can more accurately grasp stakeholders' expectations and continue to create and enhance sustainable value in the Group's operations.

持份者溝通

為完善可持續發展策略，本集團積極維護與持份者的雙向溝通。透過設立以下溝通渠道，我們確保持份者能夠及時了解公司的營運動態，並對其產生的直接或間接影響有所認知。這不僅包含了公司的管治問題，也涵蓋了我們的服務和社區參與等多個方面。通過持續深入的對話交流，我們得以更準確地掌握持份者的期望，並在集團營運過程中，持續創造和提升可持續價值。

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

CHAPTER 1 OPTIMIZED GOVERNANCE

第一章 精益管治

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

MATERIALITY ANALYSIS

To effectively identify the Group's material ESG issues, we conducted a comprehensive assessment of the issues identified in 2023, taking into account stakeholder opinions and operational conditions. The Group considers various aspects, including the key business and operating environment, the influence of stakeholders, and the influence of the Group on stakeholders, to determine whether there are material changes in key stakeholders. With reference to the industry materiality issues of the Sustainability Accounting Standards Board (SASB), the ESG industry materiality map of MSCI, and peer disclosure highlights, and combining the expectations of key stakeholders and the impact of ESG issues on the Group, we conducted a systematic review of the 2023 materiality issues. After detailed review, the Group believes there have been no significant changes in the materiality issues during the Reporting Period, and the relevant issues and their details are listed below:

重要性分析

為有效識別本集團的重大ESG議題，我們綜合持份者意見及營運狀況，對2023年度已識別的議題展開全面評估。我們從多方面考慮，包括主要業務及營運環境、持份者的影響力、我們對持份者的影響力，以判斷重要持份者是否存在重大改變。我們參照永續會計準則委員會(SASB)的行業重要性議題、MSCI的ESG行業重要性地圖及同業披露重點，並結合主要持份者期望與ESG議題對本集團的影響程度，對2023年度的重要性議題進行系統性檢視。經過詳細審視後，本集團認為報告期間的重要性議題並無顯著變化，相關議題及其詳細內容列述如下：

List of ESG material issues in 2024 大豐港二零二四年ESG重要議題列表		
Type of issues 議題類型	No 序號	Issues 議題
Highly Important 高度重要	01	Waste treatment and disposal 廢棄物處理與處置
	02	Investing resources to reduce pollution emissions 投入資源減少污染排放量
	03	Discharging pollutants according to relevant standards 污染排放達到相關標準
	04	Potential environmental risks in controlling storage operation (such as chemical leakage and explosion) 管控倉儲運營可能存在的環境風險 (如化學物洩漏、爆炸等事故)
	05	Climate change 氣候變化
	11	Occupational health and safety 職業健康與安全
	16	Establishment of a production safety system 安全生產體系建設
	17	Risk management 風險管理
	20	Anti-corruption 反貪污
Important 重要	22	Compliance management 合規經營
	06	Rational use of water resources 合理使用水資源
	07	Energy conservation 節約能源
	10	Employee training and development 員工培訓與發展
	12	Legitimate recruitment and use of workforce 合法合規用工
	13	Employee compensation and benefits 僱員薪酬與福利
	18	Business ethics 商業道德
	19	Quality of products and services 產品及服務質量
	21	Supply chain management 供應鏈管理
	23	Information security and privacy protection 信息安全和隱私保護
	27	Corporate governance 公司治理

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List of ESG material issues in 2024 大豐港二零二四年ESG重要議題列表		
Type of issues 議題類型	No 序號	Issues 議題
Relevant 相關	08	Exhaust gas and greenhouse gas emissions 廢氣及溫室氣體排放
	09	Environmental and natural resources 環境及天然資源
	14	Protection of the rights and interests of employees 保障員工權益
	15	Talent recruitment 人才招募
	24	Emergency risk response capabilities 應急風險應對能力
	25	Competitive behavior 競爭行為
	26	Community investment and charity 社區投資與公益

The Group adheres to the core concept of green and low-carbon development, responds to national environmental protection policies, fully implements environmental protection measures and strictly abides by all applicable environmental protection laws and regulations, including but not limited to:

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

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

集團恪守綠色低碳發展的核心理念，響應國家環保政策，全力實施環境保護措施並嚴格遵守所有適用的環境保護法律法規，包括但不限於：

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

CHAPTER 2 LOW-CARBON DEVELOPMENT

第二章 低碳發展

To this end, the Company has formulated the “Environmental Impact Assessment Report”, and on the basis of the current “Environmental Management System and Rules” and “Environmental Protection Responsibility System”, we have further strengthened the recording of environmental protection operation and hazardous waste management, and strictly followed the Regulations on the Administration of Pollutant Discharge Permits for management. Under the guidance of the Environmental Protection Group, each production unit of the Group actively adopts advanced pollution control technologies to reduce pollutant emissions and proactively detects environmental risks related to operations to promote green development.

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

ENVIRONMENTAL EMERGENCY MANAGEMENT

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

- Formulation of “Environmental Emergency Plan”;
- Conduct regular emergency drills to improve the ability to respond to environmental emergencies;
- For major accidents or emergencies, the Company formulates management measures from the aspects of systems, post settings and handling processes;
- Set up a dedicated emergency management post to ensure that there is a dedicated person responsible for emergency preparedness and response; and
- Strengthen the reporting mechanism after an accident.

為此，公司制定了《環境影響評價報告》，並在現行的《環境管理制度及措施》《環境保護責任制》等基礎上，進一步加強了環保運行和危險廢物管理的記錄工作，並嚴格遵循《排污許可管理條例》進行管理。在環保小組的指導下，集團的各個生產單位都積極採用先進的污染治理技術，以降低污染物排放，並主動檢測與運營相關的環境風險，以促進綠色發展。

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

環保應急管理

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

- 制定《環境應急預案》；
- 定期舉行應急演練，提升應對環境緊急情況的能力；
- 對重大事故或突發事件，公司從制度、崗位設置以及處理流程等方面制定管理措施；
- 設立專責的應急管理崗位，確保有專人負責應急準備和響應；及
- 強化事故發生後的報告機制。

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

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

During the Reporting Period, we were not aware of any incidents that had a significant impact on the environment and natural resources as a result of the Group.

報告期間，我們並不知悉因本集團而對環境及天然資源造成重大影響的事件。

MANAGEMENT OF ENVIRONMENTAL OBJECTIVES

環境目標管理

In compliance with ecological environmental protection policies and industry guidelines, the Group has established environmental and ecological protection targets for the planning period. These targets cover four dimensions: emission reduction, energy saving, water conservation, and waste reduction. In order to deepen the management of objectives, the Group has broken down the overall objectives and sets them for each department and subsidiary, and implemented a series of management measures to help achieve the objectives. Through regular monitoring of target progress and optimization of management processes, we continuously improve our environmental performance.

遵循生態環境保護政策及行業指引，本集團已制定規劃期內的环境及生態保護目標。這些目標涵蓋了減排、節能、節水、減廢，四個維度。為深化目標管理，集團將總體目標細化並設於各部門及旗下公司，更實施了一系列管理措施幫助達成目標。通過定期監測目標進度及優化管理流程，我們持續提升環保績效表現。

Emissions 排放量

Objectives: Gradually establishing a carbon emission management system
目標：逐步建立碳排放管理體系

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

CHAPTER 2 LOW-CARBON DEVELOPMENT

第二章 低碳發展

Energy efficiency 能源使用效益

Objectives: Strengthening the management of energy consumption in the production process to increase energy use efficiency

目標：加強生產過程能耗管理，提升能源使用效率

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

Water efficiency 用水效益

Objectives: Increasing the investment in water-saving process and technology to improve water use efficiency

目標：增加節水技術的投入，提高用水效益

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

Waste reduction 減廢

Objectives: Optimising waste management level and reducing waste discharge

目標：優化廢棄物管理水平，降低廢棄物排放

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

REDUCED EMISSIONS

Our company strictly complies with relevant environmental protection laws of the People's Republic of China, including the Environmental Protection Law of the People's Republic of China and the Law of the People's Republic of China on Environmental Impact Assessment. Through a comprehensive review of our production and operation processes, we have identified major environmental emissions, including wastewater generated from tank cleaning in warehouses, volatile organic compounds (VOCs¹), and solid wastes.

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

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

Exhaust Gas Emission Management

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

¹ VOCs is the abbreviation of volatile organic compounds

減少排放

本公司嚴格遵守中華人民共和國環境保護相關法律，包括《中華人民共和國環境保護法》及《中華人民共和國環境影響評價法》等，通過全面審視生產運營流程，我們識別出主要環境排放物，包括倉儲洗罐產生的廢水、揮發性有機物(VOCs¹)及固體廢棄物等。

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

根據排污許可證的管理規定，集團進行定期的自行監測，並按季度和年度向相關部門上報排污報告。在報告期間，集團沒有發現任何違規排放情況。

廢氣排放管理

我們通過持續創新生產及物流技術，實施源頭控制和技術改良等措施，有效降低廢氣排放對環境的影響。依據《揮發性有機物(VOCs)污染防治技術政策》要求，我們通過密閉收集系統和防滲漏設施等技術措施，加強倉儲過程中VOCs的洩漏防控。本年度持續優化並執行《油氣回收操作規程》等管理制度，全面提升倉儲作業標準，致力減少企業運營對環境的影響，例如VOCs的洩露情況。

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

CHAPTER 2 LOW-CARBON DEVELOPMENT

第二章 低碳發展

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

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

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

- Strengthen the maintenance of equipment and facilities, and conduct high-frequency inspections of equipment, such as entrusting a third party to conduct leak detection and repair (LDAR) testing of equipment, so as to prevent the case of leakage;
- The oil and gas recovery device is put into use to recover the volatilized oil and gas from the storage tank, and the recovery efficiency reaches 95%;
- The loading platform tank truck is changed from the original top loading to a safer and more environmentally friendly bottom loading method, and the gas generated in the loading process is collected and connected to the oil and gas recovery device;
- Nitrogen sequestration facilities in storage tanks were used to reduce the fugitive volatilization of VOCs in pipelines;
- In summer, the tank body is cooled by water spray, and the volatility of the storage medium in the tank is reduced, so as to reduce the exhaust gas generated by the volatilization of the medium;
- The nitrogen valves have been recalibrated to reduce oil and gas emissions through nitrogen sealing;

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

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

為進一步控制油品裝卸過程中的VOCs排放情況，我們實施了以下舉措：

- 加強設備設施的維護保養，並對設備進行高頻次的巡查，如委託第三方對設備進行洩漏檢測與修復(LDAR)檢測，以杜絕「跑冒滴漏」的現象發生；
- 投用油氣回收裝置，對儲罐揮發的油氣進行回收，回收效率達到95%；
- 裝車台槽罐車由原頂部裝車改為更安全、更環保的底部裝車方式，同時對裝車過程中產生的氣體進行收集，並接入油氣回收裝置中；
- 啟用儲罐的氮氣封存設施，減少管線中VOCs的無組織揮發；
- 夏季時通過水噴淋的方式對罐體進行降溫，降低罐體內儲存介質的揮發性，從而減少介質揮發產生的廢氣；
- 重新標定氮氣閥門，通過氮封減少油氣排放；

- Dust nets are added to the surrounding bulk cargo yards, and spray dust reduction measures are carried out regularly, which greatly reduces dust pollution; and
- Regular pressure tests are carried out on the hose to prevent leakage incidents.
- 對周邊散貨堆場增設防塵網，定期進行噴淋降塵措施，大大降低了揚塵污染；及
- 對軟管定期進行試壓杜絕洩漏事件的發生。

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

Effluent Discharge Management

The Group strictly implements all requirements of the Water Pollution Prevention and Control Law of the People’s Republic of China and the Integrated Wastewater Discharge Standard of the People’s Republic of China, ensuring proper treatment of water pollutants and strictly prohibiting direct discharge of wastewater containing pollutants such as oil, acids and lyes into water bodies, effectively protecting the water environment. We have a comprehensive sewerage system in place to collect floor cleaning, tank washing, oily water and rainwater. The collected sewage is first preliminarily treated at the Company’s self-built sewage treatment facilities, and then fed into the park’s sewage treatment station for advanced treatment until it reaches the discharge standard. As for the sewage from the office area, it is discharged directly into the municipal pipe network and handed over to the local municipal sewage treatment plant for treatment. During the Reporting Period, the Group continuously monitored the water quality of surrounding sea areas, closely observing environmental impacts on nearby waters, and promptly responding to any emergencies with appropriate measures.

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

污水排放管理

集團嚴格落實《中華人民共和國水污染防治法》及《中華人民共和國污水綜合排放標準》的各項要求，確保水污染物得到妥善處理，嚴禁含油、酸類及鹼液等污染物的廢水直接排入水體，有效保護水環境。此外，我們設立了完善的污水收集系統，收集地面清洗、儲罐洗滌與油污水以及雨水。所收集的污水首先在公司自建的污水處理設施進行初步處理，再匯入園區污水處理站，進行深度處理直至達到排放標準。至於辦公區的污水，則直接排入市政管網，交由當地市政污水處理廠負責處理。報告期間，集團持續監測周邊海域水質狀況，密切關注對周邊水域的環境影響，並及時對任何突發事件作合適處理。

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第二章 低碳發展

Solid Waste Management

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

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

固體廢棄物管理

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

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

Effluent from cleaning production equipment is transferred to the wastewater treatment station through pipelines.
清洗生產設備的污水須通過管道輸送至污水處理站。

The production and equipment departments should be notified in time for repair when the wastewater treatment station fails to operate due to malfunction.
污水處理站不能運營時應及時通知生產設備科進行維修。

Waste oil should be collected in time for centralised storage, and oil on the ground must be cleaned up immediately.
廢油須及時回收，集中貯存，油料對地面的污染須進行清理。

Untreated production effluent should not be directly discharged to the sewer.
生產污水未經處理不得直接排入下水道。

Production and domestic waste should be stored separately in the designated location.
生產、生活垃圾必須分開存放至指定地點。

Paint, rock wool and dust-prone materials generated in the repair process should be stored in the designated location.
維修過程產生的油漆、岩棉及易產生粉塵的材料應定點存放。

Production and domestic sewage is discharged to a designated collection pool and transferred to the wastewater treatment plant after going through wastewater treatment facilities and reaching discharge standards.
生產、生活污水應排放到指定收集池，經污水處理設施達到排放標準後排放至污水處理廠。

The general control department collects and stores samples and cleaning effluent into special containers and dispose of them in accordance with requirements for "recycling of liquid waste".
總控科採樣及清洗廢液須存放至專用桶，按照「廢液回收」的要求處理。

All hazardous waste should be stored in designated containers and be placed in hazardous waste warehouse in an orderly manner.
所有危險廢棄物應貯於合規容器，有序存貯於危險廢棄物倉庫。

In order to strengthen the preliminary treatment and storage classification of hazardous waste, according to the specifications of the "Hazardous Waste Management System", the production equipment department is responsible for the preliminary classification and statistical counting of hazardous waste, after which the safety and environmental protection department will transfer it in batches to the dedicated hazardous waste storage warehouse. All hazardous waste generated during operations will be stored according to regulations in the specially designated hazardous waste warehouse, which is equipped with an around-the-clock video monitoring system for real-time supervision. The requirements for hazardous waste containers and storage are as follows:

集團為了加強危險廢棄物的初步處理與儲存分類，根據《危險廢棄物管理制度》的規範，生產設備科會負責危險廢棄物的初步分類與統計，再由安全環保科按批次將其轉移至專用危廢儲存倉庫。所有運營產生的危險廢物均按規範存放於特設的危廢倉庫內，並配備全天候視頻監控系統進行實時監管。危險廢棄物的容器及儲存規範如下：

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

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

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

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

Temporary storage of hazardous waste 臨時存貯危險廢棄物

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

We strictly implement the “Manifest System for Transfer of Hazardous Wastes”. All hazardous waste is entrusted to professionally qualified units for treatment, with unified coordination and control by the safety and environmental protection department. Through the Dynamic Management Information System, we track waste treatment processes and order status in real time, including order progress, receipt confirmation, dispatch records, and transfer quantities. Meanwhile, general solid waste and household waste generated from storage and daily operations are handed over to professional recycling units for resource recovery or recycling.

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

RESOURCES CONSERVATION

Energy Management

To improve energy efficiency and optimize our energy structure, we have included energy efficiency as one of the KPIs for production management evaluation. We set clear annual and monthly production targets and plans, regularly collect and analyze energy consumption data per unit of product, identify potential factors affecting energy efficiency. Once identified, we will formulate appropriate improvement measures to achieve the goal of balancing environmental protection and business development. To achieve the sustainable development concept of “green and low-carbon, energy saving and consumption reduction”, we have implemented the following key measures:

- Continuously standardising the use and management of company cars;
- Using more energy-efficient LED bulbs for street lamps, and setting the time to switch on the lamps according to seasonal changes;
- Strengthening the electricity and water conservation management in the office area to eliminate waste of electricity and water;
- Setting energy saver mode on air conditioners;

公司嚴格執行《危險廢物轉移五聯單制度》，所有危險廢棄物均委託具備專業資質的單位處理，統一由安全環保科負責調度與管控。透過「危險廢物動態管理信息系統」，實時追蹤危險廢處理流程及訂單狀況，包括訂單進度、接收確認、出廠記錄及轉移數量等關鍵信息。同時，倉儲和日常運營產生的一般固體廢物及生活垃圾，會交由專業回收單位進行資源化處理或循環利用。

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

節約資源

能源管理

為提高能源使用效能並改善能源結構，我們將能源效率列為生產管理績效評估的關鍵指標之一，並透過設定明確的年度及月度生產目標與計劃，定期收集和分析每單位產品的能源消耗數據，以識別可能影響能源效率的因素。一旦發現，我們就會制定適當的改進措施，以達至平衡環境保護與企業業務發展的目標。為實現「綠色低碳、節能降耗」的可持續發展理念，我們實施以下關鍵措施：

- 持續規範公司車輛的使用管理；
- 對路燈採用更為節能的LED燈泡，並根據季節特點設置開啟時間；
- 辦公區域強化節點節水管理，杜絕長明燈、長流水；
- 對空調進行節能設置；

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- Adopting spraying to cool down tanks in the tank farm in hot summer to reduce material loss;
- Setting frequency regulation mode for pumps to reduce power consumption; and
- Using double-sided printing in the office area as much as possible, and advocating paperless office.
- 罐區夏季高溫採用噴淋降溫，以此降低物料損耗；
- 對現場機泵採用變頻調節，降低電耗；及
- 辦公打印用紙盡量採用雙面打印，倡導無紙化辦公。

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

為達成能源使用效率目標，我們積極響應國務院發布的《「十四五」節能減排綜合工作方案》，通過優化能源結構、應用低碳能源、節約能源使用、提高能耗效率等手段，不斷降低公司運營過程的溫室氣體排放，致力打造高能效的可持續發展企業。

Water Management

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

水資源管理

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

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

TACKLING CLIMATE CHANGE

Facing the severe challenges brought by global climate change, our Group deeply recognizes its profound impact on ecological systems and human society. That's why we are constantly looking for energyefficient innovations and are committed to using low-carbon energy sources to reduce greenhouse gas emissions from our operations. In response to the environmental risks we face, we have developed a comprehensive "Emergency Response Plan for Severe Weather". This plan covers immediate response measures for various extreme weather events, while establishing corresponding prevention and control mechanisms for long-term climate risks caused by rising temperatures.

應對氣候變化

面對全球氣候變化帶來的嚴峻挑戰，本集團深刻認識到其對生態系統及人類社會的深遠影響。因此，我們不斷尋求節能創新技術，並致力於利用低碳能源來減少運營過程中的溫室氣體排放量。針對面臨的環境風險，我們制定了一份全面的《惡劣天氣應急處置預案》。該預案涵蓋各類極端天氣事件的即時應對措施，同時對氣溫上升引致的長期氣候風險制定相應防控機制。

CHAPTER 3 WORK SAFETY

第三章 安全生產

SAFETY RISK MANAGEMENT AND CONTROL

安全風險管控

The Group always prioritizes employee occupational health and safety, adhering to the core management philosophy of “Safety first based on prevention (安全第一、預防為主)”. We strictly abide by the safety production rules and regulations related to oil and petrochemical warehousing business, such as the Safety Inspection Management System, the Risk Identification and Assessment Management System, the Safety Devices Contents and Requirements for the Petrochemical Wharf and Warehouse Area, the Regulations on the Safety Administration of Dangerous Chemicals and the Provisions on the Safety Management of Hazardous Goods at Port, etc.. Through comprehensive safety management systems and risk prevention measures, we ensure all-round protection of employee occupational health and safety.

Meanwhile, we have established a comprehensive safety inspection and accident prevention management system, with core policies including the “Safety Check and Accidental Hidden Risk Management System” and the “Risk Assessment and Control System”, and under the leadership of the safety and environment division, we have achieved full participation to comprehensively improve the ability to identify potential hazards. To ensure timely identification and effective control of various safety risks, we have established the following standardized management processes:

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

同時，我們建立了完善的安全檢查及事故預防管理體系，其核心制度包括《安全檢查和事故隱患排查治理管理制度》與《風險評價和控制制度》，在安環科的帶領下，實現全員投入。全面提升對潛在危害因素的辨識能力。為確保各類安全風險得到及時識別和有效管控，我們制定了以下標準化管理流程：

1

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

2

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

3

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

4

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

5

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

6

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

7

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

8

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

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

During the Reporting Period, in accordance with the Opinions on Deepening Efforts to Prevent and Defuse Major Risks in Production Safety of the Ministry of Transport, we comprehensively revised the “Hierarchical Risk Control System for Production Safety”, and clearly established the “five lists” for identifying major safety risks, specifically including control elements of basic information, responsibility allocation, preventive measures, supervision and inspection, and emergency response.

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

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

報告期間，我們依據《交通運輸部關於深化化解安全生產重大風險工作的指導意見》，全面修訂《安全生產風險分級管控制度》，明確制定重大安全風險辨識的「五個清單」，具體包括基礎信息、責任分工、預防措施、監督檢查及緊急應對等管控要素。

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

Identified risks in operating activities and equipment, and gave notice of large risks and above in the storage area.

作業活動和設備的風險辨識，並對庫區內較大以上風險進行公示。



The Company conducted comprehensive safety inspections on production and operating activities on a regular basis, ensuring that each production and operation unit shall achieve safety targets and carry out work plans, follow safety management rules and operating procedures, and effectively identify safety hazards and offer rectification advices.

對生產經營活動開展定期的綜合安全檢查，確保各生產經營單元落實安全目標及工作計劃，遵循安全管理規定及操作規程，有效識別安全隱患並提供整改意見。



In respect of the important high-risk areas such as nitrogen room, fire-pump room and wastewater treatment station, the Company also conducted specific safety inspections, and promptly checked and eliminated faults in equipment and facilities or unstandardised operations.

針對重要的高風險區域如氮氣房、消防泵房、污水處理站還會開展專項安全檢查，及時排查設備設施運行故障或不規範操作行為。



The leading group for safety conducted routine and irregular spot checks, gave targeted rectification suggestions on major problems discovered, and required corresponding positions to complete the rectification and re-inspection as soon as possible.

安全工作領導小組開展日常及不定期的抽查對所發現的主要問題提出針對性整改建議，並要求對應崗位盡快按要求完成整改並復查。

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Case: Regular Safety Meetings and Hidden Hazard Investigation

案例：安全例會及隱患排查工作



During the Reporting Period, the safety and environmental protection department convened a regular meeting of cross-checking every month to convey and implement the spirit of various documents and notices issued by the superior security department in a timely manner, while also deploying the Company's safety initiatives. In the meeting, each department reviews the work of the month and discusses the unresolved issues.

After the meeting, we arrange personnel to conduct monthly self-inspection of hidden hazards, and formulate specific rectification measures for the problems found.

在報告期間，安全領導小組每月召開「三位一體」安全常規會議，及時傳達並落實上級安全部門發布的文件通知精神，同時部署公司安全工作。各部門在會議中回顧當月工作，討論未解決的問題。

於會後，我們安排人員進行月度隱患自檢，對發現的問題擬定具體的整改措施。

Case: Award-winning Quiz in Production Month Safety

案例：安全生產月有獎問答活動



During the Reporting Period, we regularly held safety production quizzes, covering safety management knowledge such as rules and regulations, operation specifications, implementation processes, and emergency prevention, so as to effectively motivate employees to enthusiastically learn about production safety, promote the concept of safety development, and improve the level of safety production to ensure a consistently stable production safety situation.

報告期間，我們定期舉辦安全生產有獎測驗活動，內容涵蓋規章制度、操作規範、執行流程以及應急防範等安全管理知識，有效激勵員工學習安全生產的熱情，推動安全發展理念，提升安全生產水平，確保安全生產形勢持續穩定。

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

SAFE OPERATIONS MANAGEMENT

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

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

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

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

安全運營管理

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

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

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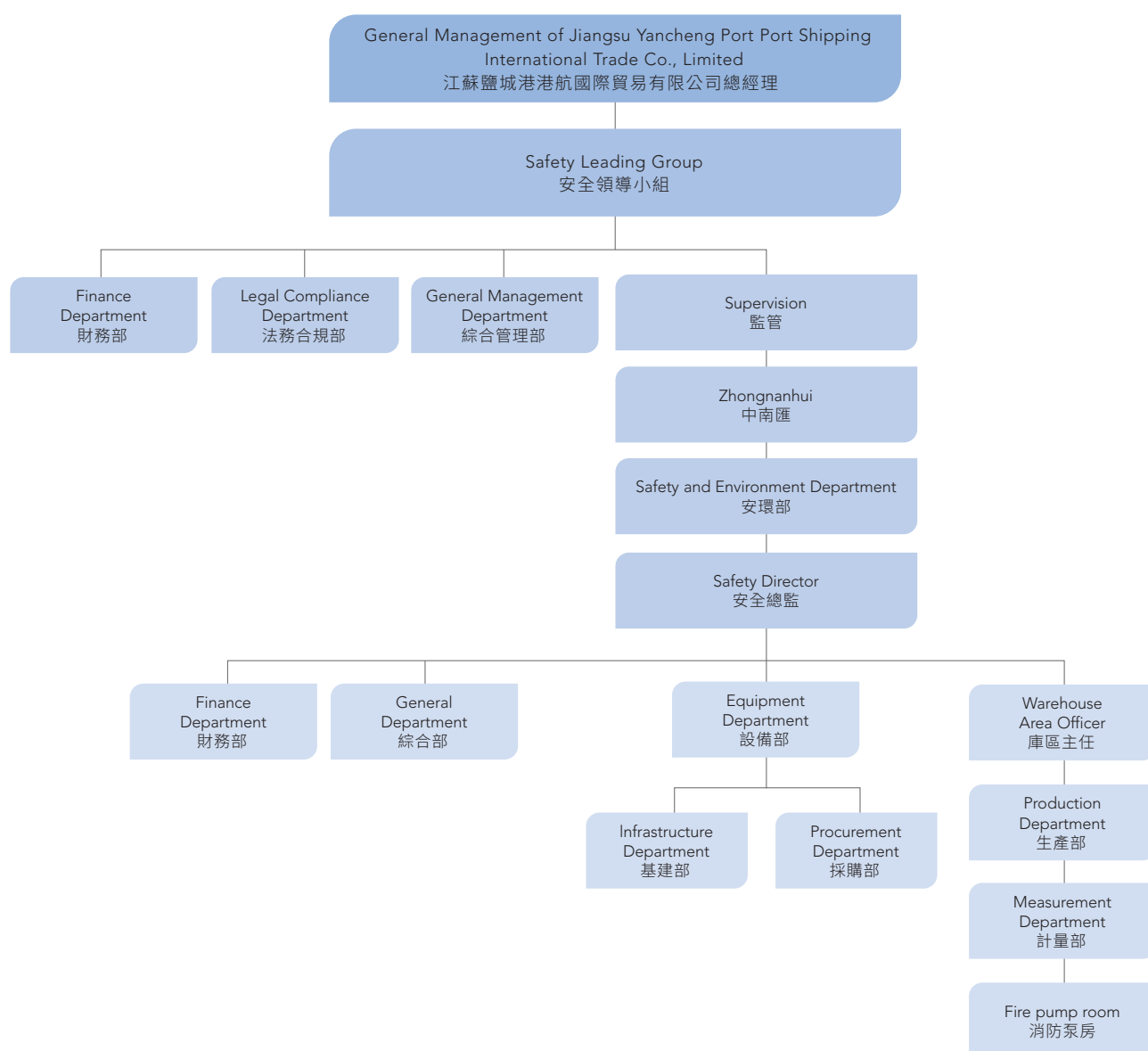
- “Production Safety Rewards and Punishment System”;
- “Safety Production Expenses Accrual and Investment Guarantee System”; and
- “Special Operation Management System”.
- 《安全生產獎懲制度》;
- 《安全生產費用計提和投入保障制度》; 及
- 《特殊作業管理制度》。

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

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

THE COMPANY'S SECURITY MANAGEMENT STRUCTURE

公司安全管理架構



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

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

During the Reporting Period, based on the results of our hidden hazard investigation, we actively carried out the following rectification work:

- Appropriately increase the investment of manpower and material resources to reduce the risk of potential safety hazards caused by lack of resources;
- Intensify the assessment of the responsibility system for safe production; and
- Establish and improve the safety production management system, and strengthen the assessment of safety responsibility.

Additionally, the Group employs HAZOP² methodology to systematically identify and evaluate potential hazards in production system facilities, thoroughly investigate issues in the design, operation, and maintenance of production equipment, and develop corresponding improvement plans and suggestions to enhance facility safety and operational convenience, providing scientific basis for improving basic disaster prevention measures and emergency plans. Meanwhile, we conduct SIL assessments to verify the compliance of various safety instrumentation system functions through the following assessment items:

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

During the Reporting Period, the Group had 2 safety incident.

在報告期內，我們依據隱患排查結果，積極開展以下整改工作：

- 適當加大人力、物力資金投入，以減少因資源缺乏而引發安全隱患的風險；
- 要加大安全生產責任制的考核工作；及
- 建立健全安全生產管理制度，同時加強安全責任考核。

另外，集團採用HAZOP²的分析方法，系統識別生產系統設施的潛在隱患並進行評估，深入排查生產設備在設計、操作及維護過程中的問題，制定相應改善方案和建議，以提升設施安全性和操作便利性，為完善基本防災措施和應急預案提供科學依據。同時，我們開展SIL³評估，通過以下項目驗證各安全儀器系統功能的達標情況：

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

報告期間，集團有發生兩宗安全事故。

² HAZOP is the abbreviation of Hazard and Operability Studies

³ SIL is the abbreviation of Safety Integrity Level

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

³ 安全完整性等級(Safety Integrity Level SIL)

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EMPLOYEE HEALTH PROTECTION

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

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

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

員工健康保障

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

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

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

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

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

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

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

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

SAFETY TRAINING

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

安全培訓

本集團深明安全培訓是企業可持續發展的基石，故此積極將其系統性地融入日常營運管理體系之中。我們制定了《安全培訓教育管理制度》、《安全教育培訓目標和要求》，以及《安全健康培訓計劃》等內部管理文件，確保全年安全教育培訓有序地進行。此外提出了六大維度的安全教育工作要求：安全需求識別、安全意識提升、安全知識學習、安全技能掌握、遵守規章制度以及應急處理能力，以提高全體員工的安全意識，落實安全管理措施。為確保培訓工作切實有效，本集團按照既定方針制定了以下年度安全培訓重點目標：

1

The implementation rate of the annual safety training programme will be 100%
年度安全培訓計劃執行率為100%

2

100% of principals-in-charge, persons-in-charge and safety managers get certified
主要負責人、分管負責人、安全管理人員持證上崗率為100%

3

100% of special equipment operators and special operators have required certification
特殊設備操作人員，特種作業人員上崗率為100%

4

100% of new hires participate in the three level safety training and 100% of employees receiving job-transfer training are qualified
新員二序加三級安全培訓，轉崗換崗員工培訓合格上崗率為100%

5

The annual safety retaining participation rate of employees will be 100%
員工每年安全再培訓參與率為100%

6

Employees are proficient in post operating procedures, basics of dual systems, post risk factors and control measures, emergency response procedure, occupational health hazards and prevention, etc.
員工熟練掌握崗位操作流程、雙體系基礎知識、崗位危險因素及管控措施、應急處理程序、職業健康危害與預防等知識

To ensure training effectiveness, we have established a tiered safety training framework with position-specific evaluation mechanisms based on job characteristics and rank requirements. All new hires and transferred personnel must complete and pass three-level safety training before assuming their duties, while safety management positions require relevant professional credentials or occupational qualifications.

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

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

為確保培訓成效，我們建立分層分級的安全培訓體系，並根據不同崗位特性及職級要求，制定相應的考核評估機制。其中，新入職及崗位調動人員必須完成並通過三級安全培訓認證方可履職，而安全管理崗位更要求持有相關專業資質或職業資格證書。

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

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

Case: On-Site Meeting of Safety Production Standardization Construction

案例：安全生產標準化建設現場會



To improve safety production quality and efficiency and consolidate the results of standardization construction, the Group held a standardization field meeting this year. The meeting was attended by members of the Party Committee and Deputy General Manager of the Group, leaders in charge of safety production of each subsidiary (and controlled) company, and department heads of the department of safety and environmental protection. Participants participated in learning sessions on management protocols and risk control strategies, followed by electrical hazard emergency drills to evaluate response plan effectiveness.

After the meeting, the participants had an in-depth discussion on the progress of standardization and the management of outsourced personnel, shared experience, clarified the key points and difficulties of safety production, and improved the ability of standardization construction.

The meeting emphasized the strategic importance of safety standardization, calling for enhanced training and emergency response capabilities, integration of preventive mechanisms, increased technological investment, and improved coordination and planning. These measures aim to advance the Group's safety standardization process and create new benchmarks in operational safety.

為提升安全生產質效並鞏固標準化建設成果，集團於本年度召開標準化現場會，邀請集團黨委委員、副總經理，各子(控)公司安全生產分管領導及安全環保部負責人參與。與會者學習管理措施與風險管控等經驗，並進行觸電應急演練，以檢驗應急預案的有效性。

交流會後，參會者深入探討標準化進展與外包人員管理，分享經驗，釐清安全生產的重點與難點，進一步提升標準化建設能力。

會議強調需認識標準化建設的重要性，強化教育培訓與應急救援，結合預防機制，增加技術投入，完善統籌規劃，推動安全標準化進程，開創集團安全生產標準化的新局面。

In accordance with the guidelines of the “On-site Emergency Measures”, we organize regular safety drills to strengthen safety risk management, effectively enhance the safety awareness of employees, and create a healthy and safe working atmosphere. Through these drills, employees are able to operate safety equipment more proficiently, deepen their understanding of emergency plans, and enhance their emergency response capabilities. This way, when a safety incident occurs, frontline staff will be able to effectively organize the response, quickly and calmly handle the problem, thereby minimizing potential damage caused by the incident.

我們依循《現場應急處置措施》指引，組織定期安全演練，加強安全風險管理，並有效提升員工的安全意識，營造一個健康與安全的工作氛圍。透過這些演練，員工能夠更熟練地操作安全設備，加深對應急預案的理解，並增強他們的應急處理能力。這樣在發生安全事故時，一線員工將能有效地組織應對，迅速且冷靜地處理問題，從而將事故可能造成的損害降到最低。

Case: Safety Emergency Drill

案例：安全應急演練



During the Reporting Period, Port Storage Petrochemical carried out fire emergency drills that aims to test the scientificity and effectiveness of various plans, enhance the self-rescue ability and safety awareness of all employees, so as to minimize accident losses and improve the overall emergency response capability of the safety management department. In order to ensure the effectiveness of the drill, the Company combined the drill with real cases, simulating the triggering of the control room alarm system, and covering aspects such as emergency plan activation, rescue of the wounded, emergency treatment, pollution treatment and other links. This safety drill was successfully completed, achieving the desired outcome.

報告期內，港儲石化開展消防應急演練，旨在檢驗各項預案的科學性和有效性，提升全體職工的自救能力和安全意識，以最大限度降低事故損失，提高安全管理部門的整體應急反應能力。為確保演練實效性，港儲石化將演練與真實案例相結合，模擬中控室報警系統觸發，並涵蓋啟動預案、搶救傷員、應急處理、污染處理等環節。此次安全演練圓滿完成，達到預期效果。

CHAPTER 4 GATHERING TALENTS

第四章 匯聚人才

EMPLOYMENT COMPLIANCE

We adhere to the philosophy that talent is the foundation for enterprise development. We are committed to creating a fair and inclusive work environment, fostering a diverse and inclusive corporate culture, and following the principle of “placing equal stress on ethics and competence, prioritising ethics” in talent selection, prioritizing proactive and ethical individuals who uphold professional integrity.

In talent selection, we employ the strategy of “adopting job-based and talent-oriented strategy and maintaining dynamic balance”. We establish rigorous selection criteria based on position requirements while strategically matching individuals’ skills and expertise to roles. This approach enables optimal talent deployment and mobility, maximizing both individual potential and team performance.

Employment Equity

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

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

合規僱傭

我們秉持人才是企業發展根基的理念，致力營造公平包容的工作環境，培育多元共融的企業文化，並遵循「德才兼備，以德為先」的選才準則，優先考量積極進取且恪守職業操守的人才。

在人才選拔方面，我們採取「因事擇人，因才施用」的策略，保持用人平衡。我們按照崗位需求設定評估標準，嚴格甄選合適人選。同時，根據個人才能和專長進行精準的崗位配置，建立靈活高效的人才流動機制，不僅能充分發揮員工的職業潛力，更能持續提升工作效率和團隊績效，實現人盡其才、才盡其用的理想局面。

平等僱傭

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

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

Labour Conditions

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

Remuneration and Benefits

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

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

勞工條件

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

薪酬及福利

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

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

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第四章 匯聚人才

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

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

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



The 4th Cultural Arts Festival and Staff Sports Meeting was grandly held to commemorate the Group's 4th anniversary and Yancheng Port's 30th anniversary, demonstrating the continuous deepening of corporate culture development. The event took place at the Yancheng Preschool Normal Higher Vocational School's athletic field, showcasing corporate vitality through diverse activities. The program featured a series of artistic performances and sporting competitions, drawing enthusiastic participation from hundreds of employees across all departments.

This cultural and art festival and staff sports day was not merely a display of competitive and artistic skills, more importantly, it embodied the cohesion and collective spirit among employees. Through participating in these activities, the participants deepened emotional exchanges with each other, enhanced friendship, and strengthened the atmosphere of team collaboration. These activities demonstrate the Company's emphasis on employees' physical and mental wellbeing, while also injecting new cultural vitality into the celebration of corporate development milestones.

第四屆文化藝術節暨職工運動會於集團成立四週年及鹽城港成立三十週年之際隆重舉行，彰顯了企業文化建設的持續深化。本屆活動在鹽城幼兒師範高等專科學校運動場舉辦，以豐富多彩的形式展現企業活力。活動包括了一系列文藝表演和體育競技項目，吸引了來自集團各部門的數百名員工熱情參與。

這次文化藝術節暨職工運動會不僅展示了員工的才藝和運動技能，更是激發了全體員工拼搏奮進的精神面貌。通過組織這些豐富的文體活動，加強了員工之間的互動交流，深化了團隊凝聚力，營造了積極向上的企業氛圍。這些活動的舉辦，既體現了企業對員工身心健康的重視，也為慶祝企業發展里程碑注入了文化新活力。

EMPLOYEE DEVELOPMENT AND TRAINING

員工發展與培訓

We prioritize employee personal growth and professional development, with a firm commitment to cultivating exceptional talent. We establish development channels for employees in various positions that are in line with their career growth, and provide clear career promotion paths and opportunities for employees in different departments and levels. At the same time, we actively promote professional employee training programs, which not only enhance employees' personal skills, but also help them adapt to the ever-changing technical and social environment, satisfying their personal development aspirations. These initiatives help employees achieve their career goals and promote the Company's long-term development.

我們高度重視員工的個人成長與職業發展，致力於培養優秀人才。針對各類崗位的員工建立符合其職業成長的發展通道，並為不同部門與階層的員工提供清晰的職業晉升路徑和機會。同時積極推行專業的員工培訓課程，不僅提升員工的個人技能，也幫助他們適應不斷變化的技術和社會環境，滿足個人發展追求。這些舉措有助於員工實現職業目標並促進公司的長期發展。

To address our employees' evolving needs, we provide diverse education and training programs that align workforce capabilities with company business objectives. The Company's employee training program is led by the general management department, which is responsible for planning and implementing education and training programs to provide comprehensive development support to employees. This includes the following specific tasks:

為了滿足員工不斷提升的需求，我們提供多樣化的教育培訓課程，確保員工的技能與公司的業務需求相符。公司的員工培訓計劃由綜合管理部門主導，該部門負責規劃和實施教育與培訓方案，從而為員工提供全面的發展支持。包括以下具體工作：



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

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

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

For new employees, we have implemented a standardized onboarding training program that covers the following content, including corporate culture, business philosophy, the Company's development history and current status, industry status, the Company's organisational structure, functions and business scope of each department, rules and regulations and code of conduct for employees and other basic information. At the same time, the Group places great emphasis on corporate culture training, assisting employees in gaining an in-depth understanding of and fulfilling their respective job responsibilities. New employees must pass a standardized assessment before they can officially take up their positions.

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

針對新進員工，我們實施了一套涵蓋以下內容的統一入職培訓計劃，包括公司的企業文化、經營理念、發展歷程和目前狀態、行業概況、組織架構、各部門職責與業務範圍、公司政策規定、員工行為準則等基礎信息。同時，集團重視企業文化培訓，協助員工深入認識並履行各自工作職責。新員工需通過統一考核後，才能正式上崗。

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

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

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

During the Reporting Period, we provided training courses for 67 employees for a total of 1,578 hours

報告期內，我們為67位員工提供了培訓課程，培訓總時長達1,578小時。

Case Study: Training Program for Young and Middle-Aged Employee Development

案例：中青年員工素質與能力提升培訓活動



The Group successfully conducted the second training program for young and middle-aged employees in late 2024. The training was held at the National Defense Park in Dafeng District, with 176 post-85s generation employees participating. The program aimed to enhance employee discipline, execution capability, teamwork skills, and emergency response competencies.

The training curriculum featured diverse components, including military-style management, team building, safety emergency drills, and red education modules. Special emphasis was placed on the "Six Senses" principles and "Four Rules" requirements, General's Lecture Hall sessions, and youth discussion forums. Participants also visited the Dafeng Baiju Shizikou Memorial Hall for patriotic education. Through the five-day intensive residential training, participants achieved significant improvements in both physical fitness and professional skills, while demonstrating notable progress in ideological awareness and team spirit.

The successful implementation of this training program demonstrates the Group's strong commitment to developing young talent, building a reserve of exceptional professionals for the port's future development, and further strengthening corporate cohesion and competitiveness.

集團於2024年下旬成功舉辦第二期中青年員工素質與能力提升培訓活動。本次培訓在大豐區國防園開展，共有176名85後中青年員工參加，旨在提升員工的紀律性、執行力、團隊協作能力及應急處置水平。

培訓課程內容豐富多樣，包括軍事化管理、團隊建設、安全應急演練、紅色教育等多個板塊。其中，特別設置了「六感」內涵及「四規」要求學習、將軍大講堂、青年大討論等專題課程，並組織參訓學員參觀大豐白駒獅子口會師紀念館，深入開展愛國主義教育。通過為期五天的封閉式培訓，學員們不僅在體能和技能上得到提升，更在思想認識和團隊精神方面有了顯著進步。

此次培訓的成功舉辦，體現了集團對青年人才培養的高度重視，為港口未來發展儲備了優秀人才隊伍，進一步增強了企業凝聚力和競爭力。

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Case: Port Storage Petrochemical launches training on hazardous waste disposal knowledge

案例：港儲石化開展危廢處置知識培訓



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

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

Case: Annual Safety Committee Working Meeting and Hidden Hazard Investigation Work

案例：年度安委會工作會議及隱患排查工作



We consistently prioritize safety production management, regularly convene meetings with the Safety Production Committee, and organize relevant personnel to conduct comprehensive safety hazard inspections. During these meetings, we systematically review the implementation of various safety management measures and conduct in-depth analysis and assessment of potential risks in the production process. Through regular inspections and dynamic monitoring, we promptly identify and eliminate various safety hazards, establishing a long-term mechanism for hazard identification and management. Additionally, we disseminate safety production knowledge and accident lesson videos through enterprise WeChat groups, ensuring that safety precautions are fully integrated into daily operations.

我們始終重視安全生產管理工作，定期召開安全生產委員會會議，並組織相關負責人開展全面的安全隱患排查工作。在會議中，我們系統性地檢討各項安全管理措施的執行情況，並針對生產過程中的潛在風險進行深入分析和評估。通過定期巡查和動態監控，我們及時發現並消除各類安全隱患，建立健全隱患排查治理的長效機制。此外，我們通過企業微信群發佈安全生產知識與事故教訓視頻，確保安全防範工作全面融入日常營運中。

SUPPLY CHAIN MANAGEMENT

We manage our suppliers based on the principles of fairness and impartiality, and implement stringent systems to ensure sustainable development throughout our supply chain. We strictly follow the Company Law of the People's Republic of China, the Contract Law of the People's Republic of China and other relevant laws and regulations to ensure the legal compliance of supplier relationships.

In order to ensure the safety and stability of the Group's overall supply chain, we need to declare and approve the procurement process by our parent company in the daily procurement process to ensure the legitimacy and transparency of the process.

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

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

供應鏈管理

我們以公平公正為原則管理供應商，並實施嚴謹制度確保供應鏈可持續發展。我們嚴格遵循《中華人民共和國公司法》、《中華人民共和國合同法》等相關的法律法規，以確保供應商關係的法律合規性。

為保障集團整體供應鏈的安全和穩定，我們在日常採購過程中需要申報，並經由上級公司進行審批，以確保採購流程的正當性和透明度。

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

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

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

Supplier Safety and Environmental Management

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

供應商安全環保管理

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

CUSTOMER SERVICE

Customer Communication

Our main clients include producers and traders. In order to gain the trust of customers, we continue to improve product quality, service level and management capabilities, and strive to provide customers with excellent products and better services. We proactively communicate with our customers and continue to explore ways to improve communication efficiency, so as to ensure that we can quickly collect customer feedback, analyze them in depth, and make improvements based on the results.

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

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

Customer Privacy

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

客戶服務

客戶溝通

本集團主要服務生產商及貿易商客群。我們秉持精益求精的理念，持續提升產品質量、服務水平及管理能力，致力為客戶創造卓越價值。我們建立了主動溝通機制，不斷優化客戶反饋渠道，確保能及時收集、深入分析客戶意見，並據此制定針對性的改進方案。

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

報告期間，本集團並不知悉有任何有關產品及服務的投訴。

客戶私隱

我們高度重視客戶私隱保護，致力維護客戶私隱權利及個人信息安全。我們在所有業務環節均嚴格遵守相關法律法規、行業標準和內部指引，包括《中華人民共和國個人信息保護法》等。全體員工必須恪守保密原則，嚴禁洩露客戶個人資料及交易信息，亦不得以任何理由擅自查詢或收集客戶私隱信息。

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COMMUNITY INPUT

We recognize the significance of growing alongside our communities, acknowledging that community support forms a crucial foundation for our long-term development. Through continuous business expansion, we actively create employment opportunities and generate tax revenue, contributing to improved living standards for local residents and consistently provide positive impetus for sustainable social development.

We are not only committed to business development but also actively engaged in various charitable and public welfare activities, fully fulfilling our corporate social responsibility. In terms of community service, we regularly organize employees to participate in voluntary blood donation, and help promote rural revitalization by purchasing agricultural products from underdeveloped areas such as Yijun County. Striving to spread warmth and care to society. In the future, we will continue to deepen our corporate social responsibility and join hands with all sectors to build a harmonious and beautiful community.

社區投入

我們深知企業與社區同步發展、攜手前行的重要意義，並深信社群的鼎力支持是推動企業長遠發展的重要基石。為此，我們通過不斷壯大業務規模，積極為當地創造豐富的就業機會及增加稅收貢獻，進一步提升當地居民的生活水準，持續為社會發展注入正面動力。

我們不僅致力於業務發展，更積極投入各類慈善公益活動，全面履行企業社會責任。在社區服務方面，我們定期組織員工參與志願無償獻血活動，並通過採購宜君縣等經濟欠發達地區的農產品，助力鄉村振興。致力為社會傳遞溫暖與關愛。未來，我們將繼續深化企業社會責任，攜手各界共建和諧美好的社區。

Case Study: Voluntary Blood Donation Campaign
 案例：無償捐血活動



The Group successfully organized a voluntary blood donation drive themed “Red Hearts United with the Party” in mid-2024. The event, part of the Group’s “July 1st” celebration activities, was held on the first floor of the Port Aviation Service Center’s east wing, demonstrating employees’ sense of social responsibility and spirit of contribution.

The initiative received enthusiastic participation from Group employees, with the Blood Center providing on-site mobile services for donor convenience. The Group’s Party and Mass Work Department coordinated the event meticulously, ensuring smooth operations and support services. In accordance with the Blood Donation Law of the People’s Republic of China, the Group provided nutrition subsidies to each donor as a gesture of care.

This voluntary blood donation campaign exemplified socialist core values while serving as a key initiative in the Group’s civilization-building efforts. The event promoted humanitarian values of compassion and dedication while showcasing the Company’s positive social image and commitment to social responsibility.

集團於2024年中旬成功舉辦「紅心向黨熱血同行」主題無償獻血活動。本次活動作為集團迎「七一」系列活動之一，在港航服務中心東附樓一樓進行，展現了企業員工的社會責任感和奉獻精神。

活動得到了集團員工的積極響應，血液中心派專車進行現場服務，為參與獻血的員工提供便利。集團黨群工作部精心組織，做好了現場協調和服務保障工作。根據《中華人民共和國獻血法》，集團為每位獻血者提供營養補助金，體現了對獻血員工的關懷。

此次無償獻血活動不僅是踐行社會主義核心價值觀的具體體現，更是集團創建文明單位的重要舉措。通過活動的開展，進一步弘揚了「人道、博愛、奉獻」的精神，展現了企業良好的社會形象和責任擔當。

APPENDIX I KEY PERFORMANCE INDICATORS

附錄一 關鍵績效指標

ENVIRONMENTAL ASPECT

環境範疇

Key Performance Indicators 關鍵績效指標	Unit 單位	2024 2024年
Nitrogen oxides (NOx) 氮氧化物(NOx)	Kilogram 千克	13.55
Sulfur oxides (SOx) 硫氧化物(SOx)	Kilogram 千克	0.05
Particulate matter (PM) 顆粒物(PM)	Kilogram 千克	1.28
Direct greenhouse gas ("GHG") emissions (Scope 1) 直接溫室氣體排放 (範圍1)	Tonnes CO ₂ e 公噸二氧化碳當量	9.49
Energy indirect GHG emissions (Scope 2) 能源間接溫室氣體排放 (範圍2)	Tonnes CO ₂ e 公噸二氧化碳當量	192.21
Total GHG emissions 溫室氣體排放總量	Tonnes CO ₂ e 公噸二氧化碳當量	201.70
GHG emission intensity 溫室氣體排放密度	Tonnes CO ₂ e/Revenue in million HK\$ 公噸二氧化碳當量／千港元收益	0.02
Total amount of non-hazardous waste 無害廢棄物總量	Tonnes 公噸	8.85
- Office domestic waste and food waste 辦公生活垃圾及廚餘 - Office paper consumption 辦公紙張	Tonnes 公噸 Tonnes 公噸	7.81 1.04
Density of non-hazardous waste 無害廢棄物密度	Tonnes/Revenue in million HK\$ 公噸／百萬港元收益	0.67
Total amount of hazardous waste 有害廢棄物總量	Tonnes 公噸	2.05
Hazardous waste density 有害廢棄物密度	Tonnes/Revenue in million HK\$ 公噸／百萬港元收益	0.16
Direct energy consumption (Fuel) 直接能源耗量 (燃料)	kWh 千瓦時	32,517.00
- Petrol 汽油 - Diesel oil 柴油 - Town gas 煤氣	kWh 千瓦時 kWh 千瓦時 kWh 千瓦時	32,059.89 457.12 0
Indirect energy consumption (purchased electricity) 間接能源耗量 (外購電力)	kWh 千瓦時	338,467.77
Total energy consumption 能源消耗總量	kWh 千瓦時	370,984.77

APPENDIX I KEY PERFORMANCE INDICATORS

附錄一 關鍵績效指標

Key Performance Indicators 關鍵績效指標	Unit 單位	2024 2024年
Energy consumption intensity 能源耗量密度	kWh/Revenue in HK\$'000 千瓦時／千港元收益	28.09
Total water consumption 總耗水量	m ³ 立方米	30,267.00
Water consumption intensity 總耗水密度	m ³ /Revenue in HK\$'000 立方米／千港元收益	2.29

SOCIAL ASPECT

社會範疇

Key Performance Indicators 關鍵績效指標	Unit 單位	2024 2024年
Total workforce 僱傭情況		
By gender 按性別劃分		
Male 男性員工	Person 人	68
Female 女性員工	Person 人	22
By age 按年齡劃分		
Aged under 30 30歲以下	Person 人	13
Aged 30 to 50 30-50歲	Person 人	53
Aged over 50 50歲以上	Person 人	24
By geographical region 按地區劃分		
Mainland China 中國大陸	Person 人	86
Hong Kong, Macao and Taiwan 港澳台	Person 人	4
Overseas 海外	Person 人	0
By employment type 按僱傭類型劃分		
Full time 全職	Person 人	90
Part time 兼職	Person 人	0
Total number of employees 員工總數	Person 人	90

APPENDIX I KEY PERFORMANCE INDICATORS

附錄一 關鍵績效指標

Key Performance Indicators 關鍵績效指標	Unit 單位	2024 2024年
Employee turnover rate 員工流失比率		
By gender 按性別劃分		
Male 男性員工	%	6
Female 女性員工	%	27
By age 按年齡劃分		
Aged under 30 30歲以下	%	23
Aged 30 to 50 30-50歲	%	11
Aged over 50 50歲以上	%	4
By geographical region 按地區劃分		
Mainland China 中國大陸	%	9
Hong Kong, Macao and Taiwan 港澳台	%	50
Others 海外	%	0
Total turnover rate 總流失率	%	11
Suppliers by geographical region 供應商數目		
Mainland China 中國大陸	No. 間	89
Others 中國大陸以外地區	No. 間	31

Health and Safety 健康與安全				
Key Performance Indicator 關鍵績效指標	Unit 單位	2024 2024年	2023 2023年	2022 2022年
Work-related fatalities 因工死亡人數	Person 人	0	1	0
Work-related fatality rate 因工死亡比率	%	0	1.08	0
Number of days lost due to work injuries 因工傷損失工作日數	Day 天	0	0	0

APPENDIX I KEY PERFORMANCE INDICATORS

附錄一 關鍵績效指標

Training and Development 發展及培訓		
	2024 2024年	
	Percentage of employees trained (%) 員工受訓百分比	Average training hours completed per employee (hours) 每位員工完成培訓的平均小時數
By gender 按性別分類		
Male 男性	79	18.78
Female 女性	59	13.68
By employee category 按員工類別分類		
Management 管理層	59	9.52
Grass-roots employees 基層員工	81	20.97

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

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

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Aspect A4: Climate Change		
A4氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 對發行人產生影響的重大氣候相關事宜的政策。	Chapter 2 Low-carbon Development 第二章 低碳發展
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述以及及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	
B. Social		
B.社會		
Aspect B1: Employment		
B1僱傭		
General Disclosure 一般披露	Information on; (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Chapter 4 Gathering Talents 第四章 匯聚人才
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Appendix I Key Performance Indicators; Social aspect 附錄一 關鍵績效指標；社會範疇
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	
Aspect B2: Health and Safety		
B2健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Chapter 3 Work Safety 第三章 安全生產
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	Appendix I Key Performance Indicators; Social aspect 附錄一 關鍵績效指標；社會範疇
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Chapter 3 Work Safety 第三章 安全生產

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

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

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附錄二 聯交所上市規定附錄C2《環境、社會及管治報告指引》索引

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

Yancheng Port International Co., Limited
鹽城港國際股份有限公司