



# 2024

## 环境、社会和公司治理报告

Environmental, Social and Governance Report

天津港股份有限公司  
Tianjin Port Holdings Co., Ltd.

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# 报告编制说明

## About this Report

本报告是天津港股份有限公司（以下简称：“天津港”或“公司”）发布的第三份环境、社会和公司治理报告。此前，公司已连续披露十六份可持续发展相关报告。本报告秉持客观、规范、透明、全面的原则，旨在增进与利益相关方就年度可持续发展工作进行沟通互动。

This Report is the third Environmental, Social and Governance (ESG) Report released by Tianjin Port Holdings Co., Ltd.(hereinafter referred to as "Tianjin Port" or "the Company" ). Previously, the Company has released sixteen annual Sustainability-related Report consecutively. Based on the principles of objectivity, standardization, transparency, and comprehensiveness, this report aims to enhance the engagement with stakeholders in the annual sustainable development work of the Company.

### 报告范围

#### Reporting Scope

本报告详细披露了 2024 年 01 月 01 日至 12 月 31 日期间，天津港股份有限公司全资及控股公司在经济、环境、社会 and 治理等领域的实践和绩效。为增强报告延展性、可读性和完整性，本报告部分内容适当溯及以往年份，部分案例涉及参股公司。关于全资、控股和部分参股公司称谓，详见天津港股份有限公司 2024 年年度报告“全资及控股子公司、主要参股公司一览表”。

This Report discloses in detail the practices and performance of the Company's wholly-owned and controlled companies of Tianjin Port Holdings Co., Ltd. for the period from January 1, 2024 to December 31, 2024 in the economic, environmental, social and governance sectors. In order to enhance the extensibility, readability and completeness of the Report, certain parts of this Report are appropriately retroactive to previous years, and certain Cases of this Report involve the shareholding companies of the Company. For the names of wholly-owned, controlled and selected shareholding companies, please refer to the "List of Wholly-owned and Controlled Subsidiaries and Major Shareholding Companies" for details.

### 数据来源与可靠性保证

#### Data Source and Reliability Assurance

本报告中的数据及案例来源于本公司的生产经营实践记录、公开文件以及政府、新闻媒体的公开报道，不存在主观故意上的虚假记载、误导性陈述。公司对信息来源的真实性、准确性和完整性负责。如无特别说明，本报告中货币单位均为人民币。

The data and Cases in this Report are derived from the Company's production and operation practice records, public documents, and public reports released by the government and news media. There are no subjective and intentional false records or misleading statements, and we are responsible for the truthfulness, accuracy and completeness of the information sources. Unless otherwise stated, the currency unit in this report is RMB.

### 报告语言

#### Reporting Language

本报告采取简体中文与英文对照形式披露。如有歧义，请以简体中文内容为准。

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

### 编制依据

#### Basis for Compilation

• 《上海证券交易所上市公司自律监管指引第 1 号——规范运作》《上海证券交易所上市公司自律监管指引第 14 号——可持续发展报告（试行）》《上海证券交易所上市公司自律监管指南第 4 号——可持续发展报告编制》

• 《可持续发展报告标准》（GRI Standards）

• 《可持续发展目标（SDGs）企业行动指南》

• 《社会责任报告编写指南》（GB/T36001-2015）

• 《中国企业可持续发展报告指南》（CASS-ESG 6.0）

• *Self-regulatory Guidelines for Listed Companies Listed on Shanghai Stock Exchange No. 1 – Standardized Operations, Self-regulatory Guidelines for Listed Companies Listed on Shanghai Stock Exchange No. 14 – Sustainability Report (Trial), Self-regulatory Guidelines for Listed Companies Listed on Shanghai Stock Exchange No. 4 – Sustainability Report Preparation*

• *GRI Standards*

• *Sustainable Development Goals (SDGs) Compass*

• *Guidance on Social Responsibility Reporting* (GB/T36001-2015)

• *Chinese Academy of Social Sciences - Guidelines on ESG Reporting for Chinese Enterprises (CASS-ESG 6.0)*

### 获取本报告

#### Access to This Report

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

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

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# 董事会 ESG 管理声明

## Board Statement

天津港股份有限公司始终坚持以习近平新时代中国特色社会主义思想为指导，全面贯彻新发展理念，积极践行环境、社会和公司治理（ESG）理念，致力于将可持续发展融入公司战略与日常运营。公司董事会深知在推动 ESG 管理中的关键作用，特此发布本声明，明确公司 ESG 管理的立场、目标与行动。

Always guided by Xi Jinping's Thought of Socialism with Chinese Characteristics for a New Era, Tianjin Port Holdings Co., Ltd. has fully implemented the new development concept, actively practiced the environmental, social and corporate governance (ESG) concept, and committed to integrating sustainable development into its strategy and daily operations. The Board of Directors is well aware of the critical role it plays in promoting ESG management and hereby issues this statement to clarify the Company's stance, objectives and actions on ESG management.

公司董事会将 ESG 管理视为实现高质量发展的核心战略之一，致力于将 ESG 理念贯穿于公司治理、业务运营与价值创造的全过程。公司积极响应国家“双碳”目标，坚持绿色低碳发展，推动资源高效利用与生态保护，努力打造世界一流绿色港口。同时，公司高度重视社会价值创造，通过保障员工权益、提升客户服务、推动社会公益等方式，积极履行社会责任，助力社会和谐发展。在公司治理方面，公司不断完善现代企业制度，强化合规管理，提升治理效能，确保公司稳健运营。

The Board of Directors takes ESG management as one of the core strategies for realizing high-quality development, and is committed to integrating ESG concept throughout the entire process of corporate governance, business operations and value creation. The Company adheres to green and low-carbon development in response to the "Dual-carbon" goals, promotes efficient resource utilization and ecological protection, and strives to build a world-class green port. The Company also attaches great importance to social value creation, and actively fulfills its social responsibility by protecting the rights and interests of employees, enhancing customer services, and promoting social welfare to help the harmonious development of the society. In terms of corporate governance, the Company

continuously improves the modern enterprise system, strengthens compliance management, enhances governance effectiveness and ensures sound operations.

公司董事会对 ESG 管理负有最终责任，确保 ESG 战略的制定与实施符合公司长远利益与社会期望。公司设立 ESG 工作领导小组，由公司总裁担任组长，董事会秘书担任副组长，各部门及子公司负责人为成员，形成上下贯通、协同高效的 ESG 管理架构。领导小组负责统筹协调 ESG 相关工作，制定 ESG 指标体系与管理目标，监督 ESG 管理的执行情况，并定期向董事会汇报。公司董事会将定期评估 ESG 管理的绩效，确保 ESG 目标的实现，并将其纳入公司整体绩效考核体系。

The Board of Directors is ultimately responsible for ESG management and for ensuring that the ESG strategy is developed and implemented in line with the Company's long-term interests and the expectations of society. An ESG Work Leading Team has been established. Headed by the President of the Company, the ESG Work Leading Team features the Secretary of the Board of Directors as the deputy leader and the heads of various departments and subsidiaries as members, forming an ESG management structure that is coherent, synergistic and efficient. The steering group is responsible for coordinating ESG related work, formulating ESG metrics system and management objectives, supervising the implementation of ESG management, and regularly reporting to the Board of Directors. The Board of Directors will regularly assess the performance of ESG management to ensure the realization of ESG objectives and incorporate them into the Company's overall performance appraisal system.

公司致力于在港口运营中实现绿色低碳转型，通过优化能源结构、提升能源利用效率、加强污染防治等措施，降低碳排放与环境影响。公司将继续推进清洁能源的应用，加快港口设备的电动化与智能化升级，完善环境管理体系，确保环境合规与生态友好。公司计划在未来五年内，将港口运营的碳排放强度降低，并逐步推进港口区域的生态修复与生物多样性保护。

The Company is committed to achieving green and low-carbon transformation in port operations, reducing carbon emissions

and environmental impact by optimizing energy structure, improving energy utilization efficiency, and strengthening pollution prevention and control measures. The Company will continue to promote the application of clean energy, accelerate the electrical and intelligent upgrading of port equipment, improve the environmental management system, and ensure environmental compliance and ecological friendliness. In the next five years, the Company plans to reduce the carbon intensity of port operations and gradually promote ecological restoration and biodiversity protection in the port area.

公司坚持以人为本，保障员工合法权益，提供公平、安全的工作环境，推动员工职业发展。公司将继续加强员工培训与福利体系建设，提升员工满意度与归属感。同时，公司将持续优化客户服务，提升货运效率与质量，为客户提供高效、便捷的港口服务。公司还将积极参与社会公益事业，支持教育、环保、扶贫等公益项目，助力社区发展与社会和谐。

The Company adheres to the people-oriented approach, protects the legitimate rights and interests of employees, provides a fair and safe working environment, and promotes the career development of employees. Continuous efforts will be made to strengthen employee training and welfare system to enhance the satisfaction and sense of belonging of employees. Meanwhile, efforts will be continuously made to optimize customer services, improve freight efficiency and quality, and provide customers with efficient and convenient port services. The Company will also actively participate in social welfare undertakings, support education, environmental protection, poverty alleviation and other public welfare programs to help community development and social harmony.

公司董事会将继续完善公司治理结构，强化内部控制与风险管理，确保公司运营的合规性与透明度。公司将严格遵守国家法律法规与监管要求，加强反商业贿赂、反垄断与公平竞争管理，维护市场秩序。公司还将深化投资者关系管理，加强信息披露与沟通，保护投资者合法权益，提升公司治理水平与市场形象。

The Board of Directors will continue to improve the corporate governance structure, strengthen internal controls and risk management, and ensure compliance and transparency in business operations. In strict compliance with national laws and regulations and regulatory requirements, the Company will strengthen the management of anti-commercial bribery, anti-monopoly and fair competition, and maintain the market order. The Company will also make further efforts in investor relations management, strengthen information disclosure and communication, protect the legitimate rights and interests of investors, and enhance corporate governance and its market image.

公司董事会认识到 ESG 管理是一个持续改进的过程，将定期对 ESG 管理体系进行评估与优化，确保其适应公司发展与社会期望。公司将定期发布 ESG 报告，披露公司在环境、社会与公司治理方面的绩效与进展，接受利益相关方的监督与建议。公司欢迎投资者、客户、员工、社区及其他利益相关方的反馈与建议，共同推动公司 ESG 管理的提升。公司董事会将以高度的责任感与使命感，引领公司践行 ESG 理念，推动公司高质量发展，为实现国家可持续发展目标贡献力量。

The Board of Directors recognizes that ESG management is a process of continuous improvement and will regularly evaluate and optimize the ESG management system to ensure its adaptation to corporate development and social expectations. The Company will publish ESG reports on a regular basis to disclose our performance and progress in environmental, social and corporate governance, and to accept oversight and suggestions from stakeholders. All feedback and suggestions from investors, customers, employees, the community and other stakeholders are warmly welcomed for joint promotion of the improvement of our ESG management. With a high sense of responsibility and mission, the Board of Directors will lead the implementation of the ESG concept, promote the high-quality development of the Company, and contribute to the realization of sustainable development goals of the country.



# 关于天津港

## About Tianjin Port

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

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

## 企业文化

### Corporate Culture

#### 企业使命

##### Enterprise Mission

承载期盼，集散文明  
Carrying the Expectations  
and Distributing Civilizations

#### 企业核心价值观

##### Core Values

人为本、质为先、客为尊  
People Oriented, Quality  
First, Customer Respected

#### 企业精神

##### Enterprise Spirit

志在万里，勇攀高峰  
Aim High, Forge Ahead

#### 企业宣传语

##### Corporate Slogan

天下港口，津通世界  
Tianjin Port Connecting the  
World





# 年度履责成果

## Performance Achievements of the Year

经营履责绩效 Business Performance

- 研发总投入达 **9,507** 万元  
Total R&D investment reaches 95.07 million yuan
- 研发人员总数达 **579** 人，连续三年上升  
The total number of R&D personnel has reached 579, an increase for three consecutive years
- 客户总体满意度达 **99%**  
Overall customer satisfaction reaches 99%
- 质量管理体系覆盖率达 **80%**  
Quality management system coverage rate reaches 80%
- 未发生** 货运事故  
No freight accidents have occurred
- 百万吨吞吐量经济损失为 **0**  
The economic loss of one million tons throughput is 0
- 集装箱铁水联运量达 **137.5** 万 TEU  
The intermodal transportation volume of container iron and steel reached 1.375 million TEUs
- 全年 **34** 次刷新效率记录  
34 refreshed efficiency records throughout the year
- 共计 **6** 条远洋航线效率保持全球首位  
A total of 6 ocean routes maintain the world's highest efficiency

环境履责绩效 Environmental Performance

- 环保总投入达 **2.13** 亿元  
The total investment in environmental protection reached 213 million yuan
- 开展环保检查 **188** 次  
Conduct 188 environmental inspections
- 环境管理体系认证覆盖率达 **80%**  
Environmental management system certification coverage rate reaches 80%
- 未发生** 环境违规事件  
No environmental violations have occurred
- 范围一与范围二温室气体排放量为 **199,544** 吨二氧化碳当量，连续三年减少  
Scope 1 and Scope 2 greenhouse gas emissions are 199,544 tons of carbon dioxide equivalent, a decrease for three consecutive years
- 可再生能源使用量达 **873,569** 吨标煤，显著提升  
The usage of renewable energy has reached 873,569 tons of standard coal, significantly increasing
- 新能源集卡数量达 **360** 辆，同比增加 **138%**；低排放港作机械占比达 **100%**  
The number of new energy trucks reached 360, an increase of 138% year-on-year; The proportion of low emission port machinery reaches 100%
- 船舶靠港使用岸电 **100%** 应接尽接  
Shore power utilization rate of connectable ships calling at port is 100%
- 减少温室气体排放 **2,460** 吨二氧化碳当量  
Reduce greenhouse gas emissions by 2,460 tons of carbon dioxide equivalent
- 绿化面积总计达 **54** 万平方米，种植树木超过 **39** 万棵  
The total green area reached 540,000 square meters, and more than 390,000 trees were planted

社会履责绩效 Social Performance

- 员工总数达 **5,084** 人，劳动合同覆盖率达 **100%**  
The total number of employees is 5,084, and the coverage of labor contracts is 100%
- 新入职员工总数达 **147** 人  
The total number of new employees is 147
- 女性员工占比 **25.41%**  
Female employees accounted for 25.41%
- 少数民族员工占比 **3.34%**  
Ethnic minority employees accounted for 3.34%
- 残疾人保障金缴纳额达 **7,019,164.4** 元  
The amount of disability security payment reached 7,019,164.4 yuan
- 员工技能培训（不含安全生产培训）全年共计 **8,826** 人次参与  
A total of 8,826 staff participated in skills training (excluding production safety training)
- 安全生产总投入达 **8,908** 万元  
The total investment in production safety reached 89 million yuan
- 未发生** 安全生产事故  
No safety accidents occurred
- 百万吨吞吐量死亡率为 **0**  
The million ton throughput fatality rate is 0
- 安全生产培训数达 **1,226** 次，共计 **144,414** 人次参与  
The number of safety training sessions reached 1,226, with a total of 144,414 participants
- 安全应急演练开展次数达 **1,433** 次  
The number of safety emergency drills was 1,433
- 安全生产检查开展 **10,262** 次，问题整改率达 **100%**  
10,262 work safety inspections were carried out, and the rectification rate of problems reached 100 percent

治理履责绩效 Governance Performance

- 女性董事占比 **11%**  
Women make up 11% of directors
- 独立董事占比 **44.44%**  
Independent directors accounted for 44.44%
- 新增制度 **13** 项、修订制度 **28** 项  
Thirteen new systems were added and 28 revised
- 未发生** 腐败与贿赂违规事件  
There was no violation of corruption or bribery
- 未发生** 洗钱事件  
There were no incidents of money laundering
- 未接到** 垄断问题或不正当竞争行为的举报  
No reports of monopoly problems or unfair competition were received
- 廉洁反腐类活动开展超过 **160** 次  
More than 160 clean and anti-corruption activities were carried out
- 披露定期公告 **4** 则、临时公告 **35** 则  
There are 4 periodic announcements and 35 interim announcements
- 召开业绩说明会 **3** 场，开展投资者交流活动 **17** 场  
3 performance presentations were held and 17 investor relationship activities were held
- 接待投资者达 **126** 人次  
It received 126 investors
- 收到并回答投资者提问 **156** 个，投资者提问回答率达 **100%**  
156 questions from investors were received and answered, and the response rate of investors' questions reached 100%



# 专题：可持续发展管理

## Special Topic: Sustainable Development Management

### 重要性议题评估

#### Assessment of Materiality Issues

公司将利益相关方的期望和关切作为公司 ESG 战略、ESG 指标体系制定与更新的重要考量因素，建立了 ESG 管理重要性议题库。公司董事会和 ESG 工作领导小组每年度评估各项可持续发展议题的重要性，并依据重要可持续发展议题更新公司的 ESG 指标体系。

The Company has taken the expectations and concerns of stakeholders as an important consideration in the formulation and updating of its ESG strategy and ESG metrics system, and has established a library of ESG management materiality issues. The Company's Board of Directors and ESG Leadership Team assess the materiality of each sustainability issue on an annual basis and update the Company's ESG metrics system based on the material sustainability issues.

### 利益相关方沟通

#### Stakeholder Communication

利益相关方 Stakeholders	政府及 监管机构 Government and Regulatory authorities	股东与投资者 Responses to National Strategies	管理层 Management	客户 Customer	员工 Staff	供应商 及合作伙伴 Supplier and partners	媒体与 社会公众 Media and the public
重点 关注 议题 Issues of Concern	<ul style="list-style-type: none"><li>国家战略响应 Responses to National Strategies</li><li>三会运作 Operation of General Meeting, Board of Directors and Board of Supervisors</li><li>内部控制与风险管理 Internal Control and Risk Management</li><li>反商业贿赂与反贪污 Anti-Commercial Bribery and Anti-Corruption</li><li>投资者关系管理 Investor Relations Management</li></ul>	<ul style="list-style-type: none"><li>三会运作 Operation of General Meeting, Board of Directors and Board of Supervisors</li><li>内部控制与风险管理 Internal Controls and Risk Management</li><li>投资者关系管理 Investor Relations Management</li></ul>	<ul style="list-style-type: none"><li>三会运作 Operation by the Board of Directors, the Board of Supervisors and the General Meetings of Shareholders</li><li>内部控制与风险管理 Internal controls and risk management</li><li>安全生产 Work Safety</li><li>员工权益保护 Protection of employee rights and interests</li><li>绿色运营 Green operation</li><li>国家战略响应 Responses to national strategies</li></ul>	<ul style="list-style-type: none"><li>客户服务与权益保障 Customer service and rights protection</li><li>货运效率与质量 Freight efficiency and quality</li></ul>	<ul style="list-style-type: none"><li>员工权益保护 Protection of employee rights and interests</li><li>职安全生产 Occupational health and safety</li><li>员工培训与发展 Employee training and development</li><li>多元化与包容性 Diversity and inclusiveness</li><li>员工福利与关怀 Employee welfare and care</li></ul>	<ul style="list-style-type: none"><li>创新驱动 Innovation driven</li><li>供应链安全 Supply chain security</li><li>合作与产业价值 Collaboration and industrial value</li></ul>	<ul style="list-style-type: none"><li>绿色运营 Green operation</li><li>应对气候变化 Addressing climate change</li><li>生态系统和生物多样性保护 Ecosystem and Biodiversity Conservation</li><li>社会贡献 Social welfare</li></ul>
沟通 渠道 Communication Channels	<ul style="list-style-type: none"><li>政策研讨会 Policy Seminars</li><li>各级政府及主管部门汇报 Reporting by Governments and Authorities at All Levels</li><li>政府事务接待 Government Reception</li><li>监管机构检查 Regulatory Inspection</li></ul>	<ul style="list-style-type: none"><li>股东大会 General Meeting of Shareholders</li><li>公司公告 Company Announcements</li><li>公司官网 Company Website</li><li>路演及其他投资者活动 Roadshows and other Investor Events</li></ul>	<ul style="list-style-type: none"><li>内部会议 Internal meetings</li><li>外部活动参与 Participation in external activities</li><li>文件传达 Document communication</li><li>董监高培训 Training for directors, supervisors and executives</li></ul>	<ul style="list-style-type: none"><li>客户服务平台 Customer service platform</li><li>客服热线 Customer service hotline</li><li>客户活动 Customer activities</li><li>客户满意度调查 Customer satisfaction surveys</li></ul>	<ul style="list-style-type: none"><li>员工活动 Employee activities</li><li>员工培训 Employee training</li><li>职代会 Employee Representative Conference</li><li>企业内网与刊物 Intranet and publications</li><li>OA 平台 OA platform</li></ul>	<ul style="list-style-type: none"><li>供应商管理平台 Supplier management process</li><li>供应商活动 Supplier activities</li><li>邮件及电话沟通 Email and phone communication</li><li>供应商现场审核 Supplier site audit</li><li>投诉热线 Complaint hotline</li></ul>	<ul style="list-style-type: none"><li>新闻发布 Press releases</li><li>公司官网 Official website of the Company</li><li>路演及其他投资者活动 Roadshows and other investor events</li></ul>

### ESG 尽职调查

#### ESG Due Diligence

公司每年开展 ESG 尽职调查工作，通过资料审查、部门访谈等方式，调研公司各级 ESG 管理实践进展，以研判各项可持续发展议题重要性及其风险与机遇，为部署未来 ESG 工作管理重点提供依据。

The Company conducts ESG due diligence every year to investigate the progress of ESG management practices at all levels of the Company through data review and departmental interviews, in order to examine the materiality of various sustainable development issues and their risks and opportunities, and to provide a basis for the deployment of future ESG management priorities.



# 双重重要性分析

## Double Materiality Analysis

本年度，公司通过多种渠道与利益相关方开展深入的沟通，并通过发放重要性议题调研问卷的形式分析各重要可持续发展议题的影响重要性。同时，公司通过专家分析、公司管理层分析讨论等方式，分析了各重要可持续发展议题等财务重要性。综合影响重要性与财务重要性的评估结果，公司绘制了重要性议题矩阵，并将重要性议题作为本报告的重要编制依据。

During the year, the Company conducted in-depth communication with stakeholders through various channels, and analyzed the impact materiality of each material sustainable development issue by issuing questionnaires on materiality issues. We further analyzed the financial materiality of various material sustainable development issues through expert analysis and management analysis. Based on the evaluation results of impact materiality and financial materiality, a materiality issue matrix was mapped out and the materiality issues were used as an important basis for the preparation of this Report.





# 可持续发展管理

## Sustainable Development Management

公司坚持以实现可持续发展为价值导向，形成可持续发展管理理念、组织架构、运作体系，更好促进可持续发展理念融入企业经营发展全过程。

The company adheres to the value orientation of achieving sustainable development, forming a sustainable development management concept, organizational structure, and operational system, and better promoting the integration of sustainable development concepts into the entire process of enterprise operation development.

# 可持续发展战略

## Sustainable Development Strategy



### 低碳环保

#### Low-carbon environmental protection

科技推动港口绿色发展  
technology-driven green port development



### 以人为本

#### People-oriented

合规稳健高效运作模式  
responsibility-driven port safety development



### 完善治理

#### Improve governance

责任驱动港口安全发展  
operating in a compliant, stable, and efficient manner

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

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

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

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

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

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



## 可持续发展管理体系 Sustainable Development Management System

公司建立健全《环境、社会及公司治理（ESG）管理制度》，设立由公司总裁担任组长，董事会秘书担任副组长，各部门负责人及子公司负责人担任成员的 ESG 工作领导小组，形成了上下贯通、行之有效的 ESG 管理架构。

An ESG Work Leading Team has been established. Headed by the President of the Company, the ESG Work Leading Team features the Secretary of the Board of Directors as the deputy leader and the heads of various departments and subsidiaries as members, forming an ESG management structure that is coherent and effective.



公司参考国内外 ESG 主流指引、ESG 评级机构及资本市场关注，结合行业发展和公司运营实际建立了 ESG 指标体系，细化各部门 ESG 管理具体议题、事项及指标，并由公司董事会及 ESG 领导小组定期审阅 ESG 指标体系执行和更新情况。此外，公司将 ESG 管理重点部门负责人薪酬与 ESG 议题管理表现相挂钩，更好激励和监督公司 ESG 管理重点事项的落实，提升公司 ESG 管理能力。

The Company has established an ESG metrics system by referring to the mainstream ESG guidelines in China and abroad, ESG rating agencies and the concerns of the capital market, in combination with the industry developments and its actual operations. The detailed the specific issues, matters and indicators of ESG management of each department have been detailed. The Board of Directors and ESG Work Leading Team regularly review the implementation and update of the ESG metrics system. Furthermore, the Company links the compensation of the heads of key ESG management departments to the management performance of ESG issues, so as to better motivate and supervise the implementation of ESG management priorities and improve ESG management capabilities.

## 2024 年度可持续发展荣誉 2024 Sustainability Honors





## 专题 Special Topic

# 智慧港口 助力高质量发展

## Smart Ports Support High-quality Development

公司作为我国北方重要的综合性港口，在智慧港口建设方面取得了显著成就，通过科技创新与数字化转型，推动港口运营效率提升、绿色发展和产业升级，为全球港口行业树立了标杆。

As an important comprehensive port in northern China, Tianjin Port has made remarkable achievements in the construction of smart ports. Through scientific and technological innovation and digital transformation, the Company has promoted the improvement of port operation efficiency, green development and industrial upgrading, setting a benchmark for the global port industry.



## 科技研发与创新成果

### Technological R&D and Innovation Achievements

公司高度重视科技创新，建立健全科技项目管理制度，不断加大智慧化、信息化研发投入，加快设备管理信息化升级。报告期内，对股份所属 19 家子公司的设备管理情况进行星级评价，其中 4 家子公司获评设备管理四星级水平。

The Company attaches great importance to scientific and technological innovation, and has established and improved the management system of scientific and technological projects, continuously increasing the investment in intelligent and information research and development, and accelerating the information upgrade of equipment management. During the reporting period, the equipment management of the 19 subsidiaries owned by the Company was rated, and 4 subsidiaries were given a four-star rating in equipment management.

2024 年，公司组织实施的两项科技成果——《矿石码头全自动化协同作业与智能决策关键技术研究与应用》和《四绳自动化轮胎吊关键技术研发与应用》荣获中国港口协会科学技术进步奖一等奖。

In 2024, the two scientific and technological achievements organized and implemented by the Company, "Research and Application of Key Technologies of Fully Automated Cooperative Operation and Intelligent Decision-making in Ore Terminals" and "Development and Application of Key Technology of Four-rope Automatic Tire Crane", won the First Prize of Science and Technology Progress Award of the China Ports and Harbours Association.

近三年，公司共荣获中国港口协会科技进步奖一等奖 4 项，二等奖 5 项，三等奖 6 项。

In the past three years, the company has won four First Prizes, five Second Prizes, and six Third Prizes of the China Port Association Science and Technology Progress Award.

报告期内，公司  
During the reporting period,  
the Company

# 3.9

在智慧港口建设方面完成资产  
投资（亿元）

Made an aggregate asset  
investment of RMB 390 million

# 39.29%

较上年度 2.8 亿元同比增长（%）  
Making a year-on-year growth of  
39.29%



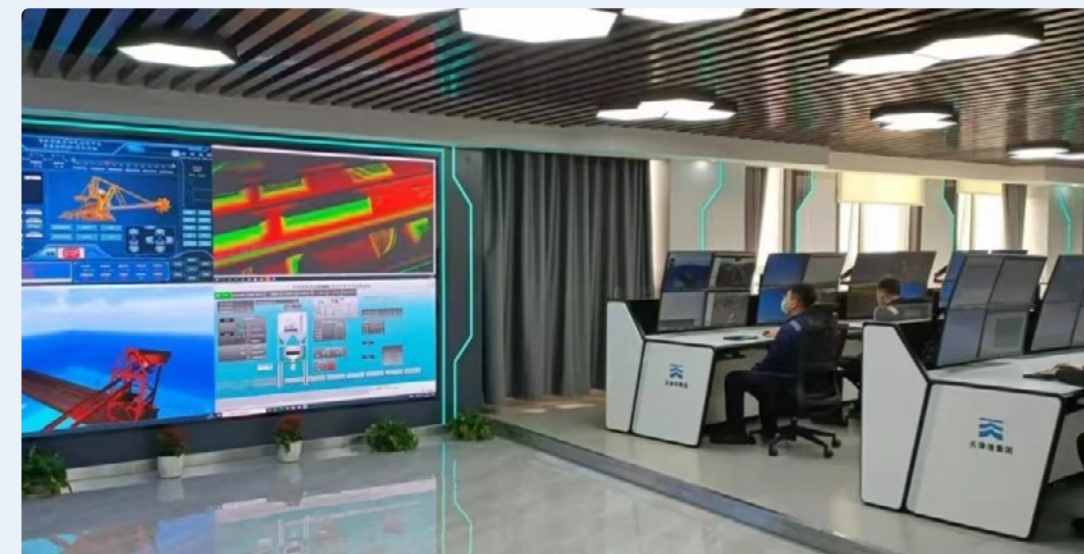
### 案例 Case

#### 矿石码头全自动化协同作业与智能决策关键技术

#### Key Technologies of Fully Automated Cooperative Operation and Intelligent Decision-making in Ore Terminals

项目通过建立基于 3D GIS+BIM、视频融合等技术的智能生产作业协同系统，实现了矿石码头“卸船+装车”全流程的智能化协同作业；利用三维激光雷达、北斗差分定位、高精度云台一体化技术，实现料堆的实时、快速、精准感知，并通过实景立体透明矿石堆场，结合多种检测及分析手段，实现皮带智能巡检。此外，远航 26 号泊位连运设备自动化集控中心实现了卸船机、堆取料机及装车楼的集中远程控制作业，极大提升了作业效率和安全性。

By establishing an intelligent production and operation collaboration system based on 3D GIS+BIM, video fusion and other technologies, the project realizes the intelligent collaborative operation of the whole process of "ship unloading + truck loading" at the ore terminal. The use of three-dimensional Lidar, Beidou differential positioning, high-precision PTZ integration technology makes real-time, fast and accurate perception of the material piles possible, and through the real three-dimensional transparent ore yard as well as a variety of detection and analysis means, intelligent inspection of the conveyor belt is achieved. Moreover, the automatic centralized control center of Yuanhang berth 26 connecting equipment realizes centralized remote control operations of ship unloaders, stacker-reclaimers and loading system, which greatly improves operation efficiency and safety.





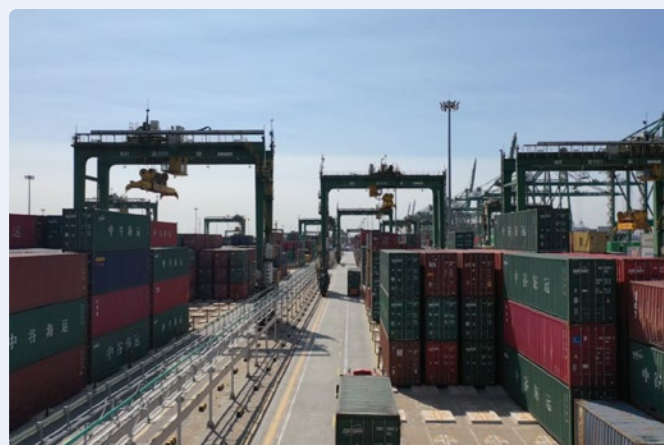
## 案例 Case

### 四绳自动化轮胎吊关键技术研发与应用

#### Development and Application of Key Technology of Four-rope Automatic Tire Crane

项目研发了自动作业预判检测技术，通过“激光扫描+视频识别+智能控制”实现场桥全自动抓放箱，并在天津港太平洋国际集装箱码头得到大范围推广应用。该技术显著提高了轮胎吊作业效率，降低了人工成本，提升了港口作业的自动化水平。

The project develops automatic operation pre-detection technology. Through the "laser scanning + video recognition + intelligent control", this technology achieves automatic capture and release of containers of the cranes, widely promoted and applied in the Tianjin Port Pacific International Container Terminal. This technology significantly improves the efficiency of tire crane operation, reduces labor costs and enhances the automation level of port operations.



## 智慧港口建设实践

### Smart Port Construction Practice

#### 生产信息化

##### Information-based Production

天津港于2022年启动生产信息化整合项目二期建设，覆盖散货业务生产全流程。该系统基于商务、调度、单证、库场、费收等主要业务节点重点管控，前端集成智能闸口、无人地磅、门机称重系统、流机、装车楼等设备，后端对接集疏运平台、客户服务平台，实现生产、服务、决策联动管理。通过规范作业流程、实现生产作业过程无纸化、数据深度挖掘和图形化展示，天津港在业商融合、智能化管理、无人化管理方面取得重大突破，显著提升了生产管理效率和精细化水平。

Tianjin Port started the second phase of the information-based production integration project in 2022, covering the entire production process of bulk cargo business. The system is based on the key management and control of major business nodes such as commerce, scheduling, documentation, warehouse, and fee collection. While the front-end integrates intelligent gate, unmanned weighbridge, portal crane weighing system, flow machine, loading system and other equipment, the back-end connects with the collection and distribution platform and customer service platform to realize the linkage management of production, service and decision-making. By standard operation process, paperless production process, deep data mining and graphical display, Tianjin Port has made major breakthroughs in industry-business integration, intelligent management and unmanned management, significantly improving the efficiency and refinement of production management.



## 无人货场改造

### Unmanned Freight Yard Renovation

天津港远航码头公司率先在各作业节点进行智慧化升级，利用无线通讯、视频监控、RFID、移动终端、智能传感器等“物联网+”技术，配合集疏运平台司机端APP提供的单据电子化和作业指引功能，从2018年起陆续建设了无人值守地磅、无人卡口和装卸验证无人化。公司进一步优化装车作业流程，取消装车监护人员，通过智能监控系统、装载机安全改造和作业流程调整，全面取消监护人员，现场减少100余人，装车时长由5分钟降低至3分钟，车辆滞场时间降低至36分钟，极大提高了作业效率和安全性。

Tianjin Port Yuanhang International Ore Terminal Co., Ltd. takes the lead in the intelligent upgrade of each operation node, using wireless communication, video surveillance, RFID, mobile terminals, smart sensors and other "Internet of Things +" technologies. With the electronic documents and operation guidance functions provided by the collection and distribution platform driver side APP, Tianjin Port Yuanhang International Ore Terminal Co., Ltd. has successively built unmanned weighbridge, unmanned bayonet and unmanned loading/unloading verification since 2018. The Company has further optimized the loading operation process, canceled the loading monitoring personnel. Through the intelligent monitoring system and loader safety transformation and operation process adjustment, all monitoring personnel have been canceled, reducing more than 100 employees on site. The loading time has been decreased from 5 minutes to 3 minutes, and the vehicle delay time reduced to 36 minutes, greatly improving the efficiency and safety of the operation.

## 数字货场建设

### Digital Freight Yard Construction



2024年，天津港在生产一体化（二期）系统的基础上，探索港口数字化转型升级，搭建了远航数字货场平台。该平台利用数字孪生、无人机、物联网、北斗定位等技术，实现等比高精度还原码头场景，将生产场景以可视化、智能化、动态化展示及管控。通过无人机+雷达扫描技术，精准扫描垛型并匹配货垛信息，保障货物安全管理，提升货场利用率。同时，平台实时监控装载机、倒运车、汽提车的位置和作业信息，实现货场内资源调配的智能化管控。此外，平台还实时还原船舶装卸状态和火车作业状态，为现场调度提供动态监控和决策支持。

In 2024, based on the Production Integration (Phase II) system, Tianjin Port explored digital transformation and upgrade, building the Yuanhang Digital Yard Platform. Leveraging technologies such as digital twins, drones, Internet of Things (IoT), and BeiDou positioning, the platform achieves high-precision, scaled-down reproduction of terminal scenarios, presenting and managing production scenes in a visualized, intelligent, and dynamic manner. By using drone + radar scanning technology, the platform accurately scans cargo stack shapes and matches them with stack information, ensuring cargo security management and improving yard utilization efficiency. The platform also monitors the real-time location and operation information of loaders, transfer trucks, and tipping trucks, enabling intelligent resource allocation within the yard. Additionally, the platform dynamically reproduces the loading and unloading status of ships and trains, providing real-time monitoring and decision-making support for on-site dispatching.





“津港智运”平台的创新应用  
Innovative Application of "Tianjin Port Intelligent Transportation" Platform



“津港智运”平台是天津港智慧港口建设的重要组成部分，其智能排队功能区别于传统现场排队模式，通过自动判断线上、线下排队方式，指引车辆有序排队，并根据单货场、单计划的派车数上限，实现疏港车流的线上管控和精准放行。平台充分利用 GPS 定位、地图围栏等技术，杜绝无计划车辆港内等候现象，缓解港区路面拥堵，降低疏港车辆管理成本。

The "Tianjin Port Intelligent Transportation" platform is an important part of the construction of Tianjin Port Smart Port. Its intelligent queuing function is different from the traditional site queuing mode. Through the automatic judgment of online and offline queuing methods, the vehicles are guided for orderly queuing, and according to the maximum number of vehicles sent by the single freight yard and the single plan, the online control and accurate release of port traffic is realized. The platform makes full use of GPS positioning, map fence and other technologies to eliminate the waiting of unplanned vehicles in the port, alleviate the road congestion in the port area, and reduce the management cost of port logistics vehicles.



在环保管控方面，“津港智运”平台根据车辆排放标准配置放行规则，在重污染天气应急响应等情况下实现疏港车辆的全自动精准管控，杜绝排放不达标车辆来港作业。从服务维度来看，平台为不同用户群体提供贴心服务：对司机来说，提供入场时间安排、智能导航、超速提醒等服务；对车队来说，打破派车管车的物理空间限制，实现一站式操作；对货主来说，实现运单数据、车辆数据、司机数据、磅单数据等全流程打通，形成“智港”、“智企”、“智运”三位一体数字管廊新模式。



In terms of environmental control, the "Tianjin Port Intelligent Transport" platform configures the release rules according to vehicle emission standards, realizes the automatic and accurate control of port logistics vehicles in heavy pollution weather emergency response and other situations, and stops vehicles with substandard emissions from operating in the port. From the perspective of service, the platform provides thoughtful services for different user groups: for drivers, it provides entry time arrangement, intelligent navigation, speeding reminder and other services; for the fleet, it breaks the physical space limit of the vehicles to achieve one-stop operation; for cargo owners, the whole process of waybill data, vehicle data, driver data, and weight data is connected. A new digital pipeline model of "smart port", "smart enterprise", and "smart transportation" is thus formed.

未来，公司将继续深化 5G、人工智能、大数据、物联网等技术在港口生产、管理和服务中的应用，进一步提升港口的智能化水平和运营效率。同时，天津港还将加强与国内外港口、航运企业、科研机构的合作与交流，共同探索智慧港口建设的新模式、新技术和新应用，为全球港口行业的可持续发展贡献更多智慧和力量。

In the future, the Company will continue to deepen the application of 5G, artificial intelligence, big data, Internet of Things and other technologies in port production, management and services, and further enhance the intelligent level and operational efficiency of the port. Tianjin Port will also strengthen cooperation and exchanges with domestic and foreign ports, shipping enterprises, and scientific research institutions to jointly explore new models, new technologies and new applications of smart port construction, and contribute more wisdom and greater strengths to the sustainable development of the global port industry.

贡献行业发展  
Contribution to the Development of the Industry

公司积极参与各类协会的活动，与会员单位共同探讨发展趋势，交流先进经验与技术，为推动产业健康发展贡献智慧与力量。

The Company is actively involved in the activities of various associations, discussing the development trends with the member units, exchanging advanced practices and technologies, and contributing wisdom and strength to promote the sound development of the industry.

协会名称 Name of Association	会员资质 Membership Qualification
全国起重机械标准化技术委员会 National Standardization Technical Committee of Hoisting Machinery	会员单位 Member Unit
全国工业车辆标准化技术委员会 National Standardization Technical Committee of Industrial Vehicles	会员单位 Member Unit
全国起重机械标准化委员会臂架起重机分技术委员会 National Standardization Technical Committee of Hoisting Machinery, Boom Crane Sub-technical Committee	会员单位 Member Unit
天津市节能协会 Tianjin Energy Conservation Association	会员单位 Member Unit
天津市工程师学会 Tianjin Association of Engineers	会员单位 Member Unit
全国起重机械标准化技术委员会电气与智能化分技术委员会 Electrical system and Intelligentization	会员单位 Member Unit



# 稳健治理 合规港口

## Compliant Port

- 夯实公司治理  
Strengthen Corporate Governance
- 深化风控合规  
Deepen Compliance with Risk Control
- 恪守商业道德  
Strict Adherence to Business Ethics
- 加深投资者沟通  
Deepen Investor Communication



5 性别平等

16 和平、正义与  
强大机构

17 促进目标实现的  
伙伴关系

贡献联合国可持续发展目标 (SDGs)  
Respond to UN Sustainable Development Goals (SDGs)

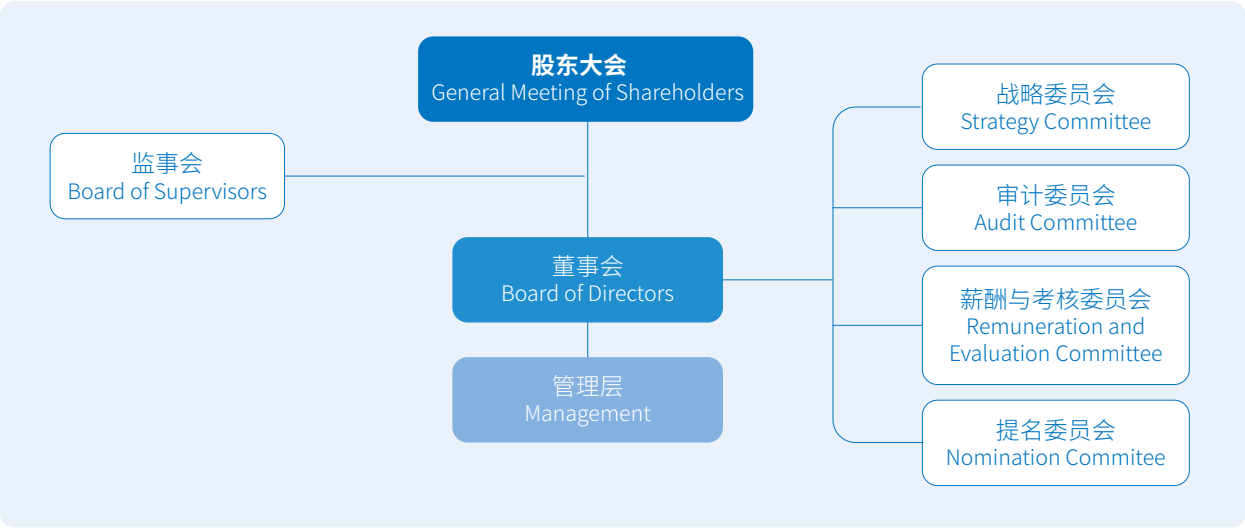


夯实公司治理

Strengthen Corporate Governance

公司遵循相关法律法规及政策要求，确保股东大会、董事会、监事会以及高级管理层各司其职、高效运作。公司高度重视董事会专门委员会和独立董事的职能发挥，使其在公司治理中充分履职，切实维护股东权益与公司利益，为公司的稳健经营提供坚实保障。

In compliance with relevant laws, regulations and policy requirements, the Company ensures that the General Meeting of Shareholders, the Board of Directors, the Board of Supervisors and the senior management perform their respective duties and operate efficiently. The Company attaches great importance to the functioning of the specialized committees under the Board of Directors and the independent directors, so that they can fully perform their duties in corporate governance, effectively safeguard shareholders' interests and the interests of the Company, and provide a solid guarantee for sound corporate operation.



► 公司治理构架图  
Corporate Governance Structure

董事会多元化

Diversity of the Board of Directors

公司深信董事会的多元化对于推动企业发展和提升公司综合价值至关重要。因此，公司在甄选董事会成员时，综合考虑候选人的性别、年龄、文化和教育背景以及专业经验等多方面因素。

The Company strongly believes that diversity of the Board of Directors is essential to drive growth and enhance the overall corporate value. In the selection of members of the Board of Directors, therefore, the Company takes into account a variety of factors, including gender, age, cultural and educational background, and professional experience.

报告期内  
During the reporting period,  
the Company

1

公司拥有女性董事（名）  
占比  
11%

Selected 1 female director who took  
up 11.1% of the total number of  
directors

董事会独立性

Independence of the Board of Directors

公司严格遵从《上市公司独立董事管理办法》，制定并发布《天津港股份有限公司独立董事制度》，由提名委员会负责评估董事会独立性，确保公司董事会人数和人员构成符合法律、法规的规定，独立董事的人数超过董事会总人数的三分之一。

The Company strictly complies with the Measures for the Administration of Independent Directors of Listed Companies, and has formulated and issued the Independent Director System of Tianjin Port Holdings Co., Ltd. The Nomination Committee is responsible for assessing the independence of the Board of Directors, ensuring that the number of directors and composition of the Board of Directors of the Company comply with laws and regulations, and the number of independent directors exceeds one-third of the total number of directors.

董事会专业性

Independence of the Board of Directors

现任董事会成员来自不同行业，具有丰富的工作经验，专业领域覆盖法律、经济学、会计及金融等，有利于董事会科学决策。公司定期面向董事会成员开展专业技能培训 and 考核，并通过《董事履职评价表》对公司董事会成员在行为操守、履职业绩、专业素养、参会表现和咨询服务等方面进行评价，以促进董事会运作效能的提升。报告期内，董事会持续为公司战略规划提供行之有效的决策支持，相关实践入选中国上市公司协会“2024 上市公司优秀实践案例”。

The current members of the Board of Directors come from different industries and have rich working experience, covering the professional fields of law, economics, accounting and finance, conducive to the scientific decision-making of the Board of Directors. The Company regularly carries out professional skills training and assessment for the Board members, and evaluates the Board members in terms of conduct, performance, professionalism, attendance and consulting services through the Performance Evaluation Form of Directors, in an attempt to promote the improvement of the operation efficiency of the Board of Directors. During the reporting period, the Board of Directors continued to provide effective decision-making support for the Company's strategic planning, and the relevant practice was included into "2024 Excellent Practice Cases of Public Companies" by China Association for Public Companies.

报告期内，公司获得 2024 上市公司董  
事会优秀实践案例

During the reporting period, the Company  
was included into "2024 Excellent Practice  
Cases of Public Companies".



报告期内  
During the reporting period,  
the Company

4

公司拥有独立董事（名）  
占比  
44.44%

Selected 4 independent directors  
who took up 44.4% of the total  
number of directors.

100%

审计委员会独立董事占比达  
The independent directors in the Audit  
Committee accounted for 100% of  
total directors in the Audit Committee.

66.67%

提名委员会独立董事占比  
The independent directors in the  
Nomination Committee accounted  
for 66.67% of total directors in the  
Nomination Committee.

66.67%

薪酬与考核委员会独立董事占比  
The independent directors in the  
Remuneration and Evaluation  
Committee accounted for 66.67% of  
total directors in the Remuneration and  
Evaluation Committee.

40%

战略委员会独立董事占比  
The independent directors in the Strategy  
Committee accounted for 40% of total  
directors in the Strategy Committee.



深化风控合规

Deepen Compliance with Risk Control

公司高度重视合规治理及风险管控工作，持续完善内部控制流程和制度，形成规范有效的企业合规管理体系与风险管理体系，全面识别、分析、控制经营活动风险，及时设立内控目标与风险应对策略，确保公司稳健运营。

The Company attaches great importance to compliance governance and risk control, continuously improving internal controls processes and systems. The standardized and effective corporate compliance management system and risk management system have been put in place to comprehensively identify, analyze and control risks of business activities, and internal controls objectives and risk response strategies are promptly set to ensure the Company's steady operation.

合规经营

Compliance Management

公司坚持稳中求进、以进促稳、先立后破，以“强内控、防风险、促合规”为目标推进内控合规管理走深走实，以内控强管理，以内控促经营，助力公司全面完成 2024 年各项经营指标任务。

The Company adheres to the principle of seeking progress in stability, promoting stability with progress and making breakthroughs after gaining a foothold, advancing control compliance management guided by the goal of "strong internal controls, risk prevention and compliance promotion". Efforts in strengthening management with internal controls and promoting operation with internal controls help the Company fully complete the 2024 business targets and tasks.

公司高标准组织开展 2024 “强内控年”工作，制定《2024 年“强内控年”实施方案》和《2024 年“强内控年”任务清单》，针对上市公司监管要求组织进行全面系统的评估，梳理七个方面问题，针对其中的问题制订任务清单，推进改善工作。

The Company organized the work in the "Year of Strengthening Internal Controls in 2024" in high standards, formulated the Implementation Plan for the "Year of Strengthening Internal Controls in 2024" and Task List for the "Year of Strengthening Internal Controls in 2024". A comprehensive and systematic assessment of the regulatory requirements of listed companies was conducted, sorting out seven problems, formulating a task list for the problems, and advancing the improvement work.

公司推进内控合规文化建设，建立规范的内部沟通机制，优化公司内控作风，提升内部信息沟通水平；加强合规宣传教育，制订合规手册及员工合规承诺书；开展多种形式的内控培训，内容包括内控合规、上市公司治理、法律合规、财务内控等，提升全员合规意识和管控水平。

The Company promotes the development of internal controls compliance culture, establishes a standardized internal communication mechanism, optimizes its internal controls style, and improves the level of internal information communication. Efforts are made to strengthen compliance publicity and education, formulate compliance manuals and staff compliance commitments; various forms of internal controls training are carried out, covering internal controls compliance, listed company governance, legal compliance and financial internal controls, designed to improve the compliance awareness and control level of all staff members.

报告期内  
During the reporting period

13  
完成新增制度（项）  
Complete the addition of new systems (items)

28  
修订制度（项）  
Revise the system (item)

13  
废止（项）  
Abolish (item)

风险管理

Risk Management

公司针对潜在的重大风险、突发事件、合规风险，全面系统持续地收集相关信息，及时进行风险评估，制订相应的应对措施，梳理编制公司风险防控清单；建立重大风险预警机制和突发事件应急处理机制，明确风险预警标准，对可能发生的重大风险或突发事件制定应急措施。

In response to potential major risks, emergencies and compliance risks, the Company comprehensively and systematically collects relevant information on an on-going basis, conducts risk assessment in a timely manner, formulates corresponding countermeasures, and reviews and formulates its risk prevention and control list; a major risk warning mechanism and an emergency response mechanism have been put in place, clarifying risk warning criteria, and formulating emergency measures for major risks or emergencies that may occur.

内控评价与审计监督

Internal Controls Evaluation and Audit Supervision

内控评价与审计监督按照上市公司监管要求，组织开展内控评价工作，编制内控评价报告经董事会审议批准后公开披露。

The internal controls evaluation work has been organized in accordance with the regulatory requirements of listed companies, and the internal controls evaluation report has been prepared and disclosed publicly after deliberation and approval by the Board of Directors.

公司委托专业会计师事务所开展内控审计工作，按要求出具内控审计报告并公开披露，实现审计监督全覆盖，并针对审计发现问题，深入分析成因并提出整改举措，整理形成典型审计案例，规范所属企业管理行为。

The Company entrusts a professional accounting firm to carry out internal controls audit work, issue internal controls audit reports as required and publicly disclose them, so as to achieve full coverage of audit supervision. The causes of problems found in the audit are identified and corrective measures are proposed to sort out and form typical audit cases, and standardize the management behaviors of affiliated enterprises.





# 恪守商业道德

## Strict Adherence to Business Ethics

公司遵循《中华人民共和国反洗钱法》《中华人民共和国反不正当竞争法》《关于禁止商业贿赂行为的暂行规定》等各项法律法规，建立健全商业道德管理体系，管控商业贿赂、贪污、洗钱及不正当竞争等不良商业行为风险。

The Company complies with *The Anti-Money Laundering Law of the People's Republic of China*, *The Anti-Unfair Competition Law of the People's Republic of China*, *The Interim Provisions on the Prohibition of Commercial Bribery* and other laws and regulations. A sound business ethics management system has been put in place to control the risks of commercial bribery, embezzlement, money laundering, unfair competition and other bad business practices.

# 反商业贿赂与反贪污

## Anti-commercial Bribery and Anti-corruption

### 加强反商业贿赂与反贪污监督管理 Strengthen the Supervision and Management of Anti-commercial Bribery and Anti-corruption

公司设立纪律检查委员会，负责组织协调反腐败工作，协助公司党委监督、处理腐败和贿赂行为相关问题，一体推进“不敢腐、不能腐、不想腐”建设。

公司建立健全《中国共产党天津港股份有限公司纪律检查委员会监督执纪工作办法》《天津港股份有限公司党员及中层管理人员处分问责管理办法（试行）》并落实上级《党风廉政室信访举报工作规定》等管理制度，明确相关机构管理职责，推进公司反商业贿赂与反贪污制度体系建设，为公司开展反商业贿赂与反贪污管理工作提供了制度支持。

The Company has set up the Discipline Inspection Committee, responsible for organizing and coordinating anti-corruption work, assisting the Company's Party Committee to supervise and deal with issues related to corruption and bribery, and promoting the endeavor of "no audacity, no ability and no intention in corruption".

The Company has established and improved the "Work Measures for Supervision and Discipline Enforcement of the Discipline Inspection Commission of the Communist Party of China Tianjin Port Co., LTD.", "The Management Measures for Punishment and Accountability of Party Members and Middle Managers of Tianjin Port Co., LTD. (Trial)", and implemented the management systems such as the "Regulations on Letter, Visit and Report of the Party Conduct and Clean Government Office. The management responsibilities of relevant institutions have been clearly defined, and the Company's anti-commercial bribery and anti-corruption system development has been promoted, providing institutional support for the Company in anti-commercial bribery and anti-corruption management.



### 深化廉洁文化建设 Deepen the Development of Anti-commercial Bribery and Anti-corruption Culture

公司对商业贿赂和贪污行为持“零容忍”态度，通过深入开展反商业贿赂与反贪污相关培训、定期开展反商业贿赂与反贪污学习、年度组织签署廉洁承诺书等方式，明确公司反商业贿赂与反贪污原则及要求，常态化筑牢反腐倡廉防线，营造崇廉倡廉良好氛围。

The Company holds a "zero tolerance" attitude toward commercial bribery and corruption. Through in-depth anti-commercial bribery and anti-corruption training, regular anti-commercial bribery and anti-corruption learning, and annually signed Letter of Integrity Commitment, the Company clearly defines the principles and requirements of anti-commercial bribery and anti-corruption, normalizes the defense line of anti-corruption and integrity, and creates a good atmosphere for integrity.

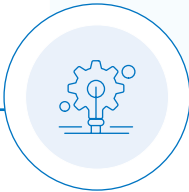
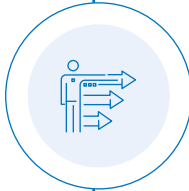
### 加强反商业贿赂与反贪污监督管理 Keep Channels for Reporting against Commercial Bribery and Corruption Open

为切实履行监督责任、加强对举报人的保护，公司制定并印发了《信访举报工作实施办法》，明确反商业贿赂与反贪污举报渠道、受理范围及处理程序。公司鼓励举报人以邮寄、电话、网站等方式进行举报。

公司在《信访举报工作实施办法》中明确规定“在办理信访举报件工作各环节，应当严格做好保密、保管工作”，并严格落实《中国共产党纪律检查机关监督执纪工作规则》及《纪检监察机关处理检举控告工作规则》等相关规定，切实保护举报人利益。

In order to effectively fulfill the responsibility of supervision and strengthen the protection of whistleblowers, the Company has formulated and issued the "Measures for Implementation of Complaint Reporting Work" to clarify the anti-commercial bribery and anti-corruption reporting channels, acceptance scope and handling procedures. The Company encourages whistleblowers to report by mail, phone, website, etc.

The Company has specified in "Measures for Implementation of Complaint Reporting Work" that "confidentiality and safekeeping should be strictly performed in handling all aspects of the complaint reporting work". The relevant provisions of the "Rules for the Supervision and Enforcement of Discipline by the Discipline Inspection Organs of the Communist Party of China" and the "Rules of the Discipline Inspection and Supervision Organs for Handling Complaints" have been strictly implemented, effectively protecting the interests of whistleblowers.





报告期内，公司

During the reporting period, the Company

未发生

腐败与贿赂违规事件

had no violation of corruption or bribery;

未发生

洗钱事件

had no serious violation of anti-money laundering laws and regulations;

未接到

垄断问题或不正当竞争行为的举报

had received no reports of monopoly problems or unfair competition.

报告期内，公司本部

During the reporting period, the Headquarters of the Company

100%

组织新任职中层管理人员开展廉

洁承诺书签订工作，签订率（%）

Had the newly appointed middle managers sign the Letter of Integrity Commitment, registering a signing rate of 100%;

12

围绕家风建设开展

活动（次）

Unfolded 12 activities centering on the development of family style

1

制作并发放公司廉洁教

育视频（个）

made and distributed 1 video of integrity education

5

开展公司警示教育大会、廉洁党课、

党风廉政谈话、红色阵地参观等（次）

Carried out another 5 activities in the form of warning education conference, clean Party class, Party style and clean government talk and red battleground visi

18

开展日常廉洁教育、警示

教育共计（次）

Carried out 18 daily integrity education and warning education sessions

350

共人次参与；

With a total of 350 participants;

2,300

人次参与

With a total of 2,300 participants

报告期内，子公司

During the reporting period, the subsidiaries

138

开展反腐败、反贿赂培训共计（场）

Held a total of 138 anti-corruption and anti-bribery training sessions with a total training duration of 192.5 hours

192.5

累计培训时长（小时）

反洗钱

Anti-Money Laundering

公司依据监管要求，建立健全反洗钱工作机制，加强反洗钱能力提升工作，有效落实反洗钱各项工作任务。报告期内，关键岗位人员金融反洗钱培训覆盖率达 100%，考核通过率 100%。

The Company has established a sound anti-money laundering mechanism, further enhanced its anti-money laundering capacity and effectively implemented various anti-money laundering tasks in accordance with regulatory requirements. During the reporting period, the coverage rate of financial anti-money laundering training for key position holders reached 100%, and the passing rate of the examination was 100%.

反垄断与公平竞争

Antitrust Action and Fair Competition

公司坚决落实反垄断合规要求，制定《反垄断合规手册》《反垄断合规案例汇编》等行为准则与学习材料，强化员工商业责任意识，提升员工反垄断合规能力。

The Company resolutely implements anti-monopoly compliance requirements, formulates the "Anti-Monopoly Compliance Manual", "Compilation of Anti-monopoly Compliance Cases" and other codes of conduct and learning materials, strengthens the employees' awareness of business responsibility, and improves their anti-monopoly compliance capabilities.

加深投资者沟通

Deepen Investor Communication

投资者沟通渠道

Investor Communication Channels

公司制定《投资者关系管理制度》《信息披露管理办法》等管理制度，通过信息披露、上证 e 互动平台、投资者交流活动、投资者咨询热线等渠道，真实、准确、完整、及时、公平地披露公司信息，加强与投资者的沟通交流，了解投资者关切，重视中小投资者权益保护，促进投资者关系良性发展。

The Company has formulated the "Investor Relations Management System", "Measures for Management of Information Disclosure" and other management systems, and disclosed its information truthfully, accurately, completely, promptly and fairly through information disclosure, SSE E-interactive platform, investor relationship activities, investor consultation hotline and other channels. These efforts are to strengthen communication and exchange with investors, understand investors' concerns, and value the protection of the rights and interests of small and medium-sized investors, and ultimately promote the sound development of investor relations.



报告期内，公司  
During the reporting period, the Company

4

披露定期公告（则）  
disclosed 4 periodic announcements

35

披露临时公告（则）  
disclosed 35 provisional announcements

3

召开业绩说明会（场）  
held 3 performance briefings

17

开展投资者交流活动（场）  
conducted 17 investor exchange activities

126

接待投资者（人次）  
received 126 investors

156

收到并回答提问（个）  
received and answered 156 questions

100%

投资者提问回答率  
registered a 100% response rate to investor questions

荣获证券时报第十五届  
“中国上市公司投资者关系股东回报天马奖”  
received the 15th China Tianma Award for Listed Companies in Investor Relations Shareholder Return of Securities Times.



2024 上市公司董办最佳实践  
2024 Best Practice of the Office of Board of Directors of Listed Companies



中国证券报第 26 届上市公司金牛奖“金信披奖”  
the Golden Information Disclosure Award at the 26th Listed Companies Golden Bull Awards of China Securities Journal.



中国基金报  
“2024 中国上市公司英华示范案例 A 股价值奖”  
China Fund News 2024 A-Share Value Award of Yinghua Demonstration Case of Chinese Listed Companies"



案例  
Case

了解我的上市公司——走进地方特色：京津冀系列活动  
Understand My Listed Companies—Learn about the Local Characteristics: Series of Activities in Beijing-Tianjin-Hebei Region

2024 年 8 月，公司联合中小投资者服务中心、天津证监局、天津上市公司协会和天津证券业协会组织举办了“了解我的上市公司——走进地方特色：京津冀系列活动”，与监管机构、媒体记者及投资者共同走进天津港，直观、深入了解公司发展优势，拉近与市场投资者之间的沟通距离。

In August 2024, the Company, together with Small and Medium Investors Service Center, Tianjin Securities Regulatory Bureau, Tianjin Listed Companies Association and Tianjin Securities Association, organized the "Understand My Listed Companies—Learn about the Local Characteristics: Series of Activities in Beijing-Tianjin-Hebei Region". Regulators, media reporters and investors were brought into Tianjin Port to intuitively and deeply understand the Company's development advantages, and narrow the communication distance with market investors.



投资者权益保障  
Protect Investors' Rights and Interests

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

The Company provides all investors with services such as inquiry of original shares, cash dividends and stock dividends, assists the superior administrative units of the investors in handling stock takeover matters, and clearly gives small and medium-sized investors the opportunity to fully express their opinions and demands at the level of cash dividend policy, so that their legitimate rights and interests can be protected.

公司上市以来派发红利情况  
Dividends Paid Since Listing

公司 2023 年度向全体股东每 10 股派发现金红利 1.02 元（含税），共计派发 2.95 亿元。在公司上市后的 28 年间，累计实施现金分红 25 次，分红金额达到 48 亿元，2019-2023 年度近五年通过现金和送股方式分红，实施的分红金额达到了同期归母净利润的 52%。

In 2023, the Company distributed cash dividends of RMB 1.02 (tax-included) per 10 shares to all shareholders, with a total distribution of RMB 295 million. Over a span of 28 years after the listing of the Company, cash dividends have been paid 25 times cumulatively, with the total amount reaching RMB 4.8 billion. Over the past years from 2019 to 2023, cash and share dividends have been distributed, with the dividend amount reaching 52% of the same period of net profit attributable to the parent company.



# 品质服务 卓越港口

## Quality Port

- 夯实创新基础  
Consolidate the Foundation for Innovation
- 保障客户权益  
Protection of Customers' Rights and Interests
- 守护数据与隐私安全  
Safeguard Data and Privacy Security
- 提升货运质效  
Improve the Quality and Efficiency of Freight Transportation
- 打造可持续供应链  
Build a Sustainable Supply Chain



贡献联合国可持续发展目标 (SDGs)  
Contributing to the United Nations Sustainable Development Goals (SDGs)



# 夯实创新基础

## Consolidate the Foundation for Innovation

公司不断夯实研发创新管理机制，尊重和保护知识产权，发展创新人才平台支撑力量，以更加规范、科学化的管理促进科技创新的实践与应用。

The Company continuously strengthens the management mechanism of R&D innovation, respects and protects intellectual property rights, develops the supporting force of the innovation talent platform, and promotes the practice and application of scientific and technological innovation with more standardized and scientific management.

### 创新与研发管理 Innovation and R&D Management

公司制定《科技项目管理办法》《科技成果管理办法》等制度，一体推进科技项目立项、实施推动和成果跟踪评价等管理工作；加强人才队伍建设，打造专业人才梯队；加大研发投入，加快培育新质生产力。

The Company has formulated the "Measures for Management of Science and Technology Projects" and "Measures for Management of Scientific and Technological Achievements" and other systems to promote the management of science and technology projects, the implementation and promotion of results tracking and evaluation; efforts have been made to strengthen the construction of talent team, and create a professional talent echelon; R&D investment has been increased to accelerate the cultivation of new quality productivity.

报告期内，公司

During the reporting period, the Company

9,507

研发投入达（万元）  
Made a R&D investment  
of RMB 95.07million

2.1

同比增长（%）  
Marking a year-on-year  
growth of 2.1%

连续增长

公司研发人员总人数实现三年  
The Company has achieved a growth  
in the total number of R&D personnel  
for three consecutive years.

579

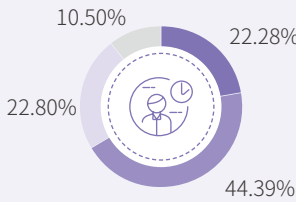
公司研发人员总人数达（人）  
The total number of R&D personnel in  
the Company amounted to 579

11.39

占公司总人数的（%）  
Accounting for 11.39% of our total  
workforce

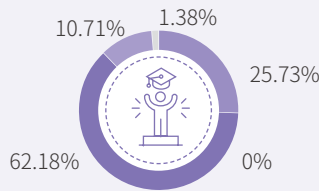


按年龄划分的研发人员情况  
Research personnel by age



- 51岁及以上研发人员占比  
Percentage of R&D personnel aged 51 and above
- 41至50岁研发人员占比  
Percentage of R&D personnel aged 41 to 50
- 31至40岁研发人员占比  
Percentage of R&D personnel aged 31 to 40
- 30岁及以下研发人员占比  
Percentage of R&D personnel aged below 30

按学历划分的研发人员情况  
Research personnel by educational  
background



- 拥有博士研究生学历的研发人员占比  
Percentage of R&D personnel holding a Doctoral Degree
- 拥有硕士研究生学历的研发人员占比  
Percentage of R&D personnel holding a Master's Degree
- 拥有本科学历的研发人员占比  
Percentage of R&D personnel holding a Bachelor's Degree
- 拥有专科学历的研发人员占比  
Percentage of R&D personnel holding an Associate Degree
- 拥有高中及以下学历的研发人员占比  
Percentage of R&D personnel holding a High School Diploma and below

### 知识产权保护

#### Intellectual Property Rights Protection

公司严格遵守《中华人民共和国专利法》《中华人民共和国商标法》《中华人民共和国著作权法》等法律法规，制定《天津港股份有限公司专利工作管理办法》等内部文件，鼓励员工发明创造的积极性，提高创新能力，依法依规开展专利申请与知识产权保护的工作。报告期内，公司组织关键岗位员工开展了知识产权相关培训，进一步提高了员工的知识产权意识和专业能力。

The Company strictly abides by the *Patent Law of the People's Republic of China*, *Trademark Law of the People's Republic of China*, *Copyright Law of the People's Republic of China* and other laws and regulations. Internal documents such as "Measures for the Administration of Patent Work of Tianjin Port Holdings Co., Ltd." have been formulated to encourage the enthusiasm of employees in invention and creation, improve the innovation ability, and carry out the work of patent application and intellectual property rights protection according to law. During the reporting period, the Company organized IP-related training for employees in key positions to further enhance their IP awareness and professional capabilities.

截至报告期末，公司

As of the end of the reporting period, the Company

425

拥有专利数量达（件）  
Had obtained 425 patents

51

持有软件著作权达（件）  
And held 51 software copyrights

报告期内，公司

During the reporting period, the Company

66

新申请专利数达（件）  
Applied for 66 new  
patent applications

49

新授权专利数达（件）  
And received 49 newly  
awarded patents



保障客户权益

Protection of Customers' Rights and Interests

公司始终以客户为导向，秉持“以质为先、以客为尊、合作共赢”的客户服务理念，践行“热线接听全天候、业务受理百分百、客户响应全覆盖”的服务承诺。

The Company has always been customer-oriented, adhering to the customer service philosophy of “Quality First, Customer Foremost, and Win-win Cooperation”, and practicing the service commitment of "hotline answering around the clock, 100% business acceptance, full coverage of customer response".

客户服务管理

Customer Service Management

公司持续优化客户服务管理体系，制定《天津港股份有限公司客服中心管理办法》等内部文件，实行“集中受理，对口流转，归口办理，事后回访”客户意见处理模式；形成以客服中心负责投诉的登记受理和相关记录，基层公司负责对客服中心转来的投诉进行调查、办理、反馈，最终客服中心负责事后回访及考核的管理模式，并通过电话、微信公众号等方式提升接诉效率。

The Company has continued to optimize the customer service management system, formulated the "Tianjin Port Holdings Co., Ltd. Customer Service Center Management Measures" and other internal documents, and implemented the customer comments processing mode of "centralized acceptance, matched circulation, centralized handling and follow-up visit". A management model that the Customer Service Center is responsible for the registration and acceptance of complaints and related records and the grassroots companies responsible for the investigation, handling and feedback of the complaints transferred from the Customer Service Center, and the Customer Service Center takes charge of follow-up visit and assessment has been formed. The efficiency of receiving complaints has been improved through phone call and WeChat public account.

客户服务能力提升

Customer Service Capability Enhancement

公司持续开展“四千行动”，重视提升客户服务能力，实行多项举措并取得相应成果，在升级服务和优化体验方面再上新台阶。

The Company has continuously launched the "Four-Thousand Action", focusing on improving customer service capability. A number of initiatives have been implemented, achieving corresponding results, and reaching a new level in upgrading services and optimizing experiences.

报告期内，公司  
During the reporting period, the Company

99.4

客户总体满意度达 (%)  
Had an overall customer satisfaction of 99.4%



组织客户满意度调研与走访工作

Organize Customer Satisfaction Surveys and Visits

公司建立客户分级管理机制，统筹制定客户走访计划，依托战斗小组和华东区域总部，组织各码头公司开展分层级市场工作，累计走访客户 1,620 余家次；开展三轮“五方满意度调查”检查工作，促使各公司积极妥善解决客户需求。

The Company has established a hierarchical customer management mechanism, made overall plans for customer visits, and arranged for various terminal companies to carry out hierarchical market work by relying on the task force and the East China regional headquarters. More than 1,620 customers have been visited in total. Three rounds of "Five-party Satisfaction Survey" Inspection have been conducted to help the Company actively and properly address customer needs.



提升客户服务科技化水平

Enhance the Technology Level of Customer Service

公司建成装卸板块一体化收费管控平台，“津港通”平台为超过 1.6 万家企业和 2.7 万名用户提供高效便捷的一网通办服务；推动集装箱出口统筹集港，重新优化集港流程和环节，集装箱业务办单量超过 330 万票，线上办理占比超过 97%，主要业务单证电子化率达到 100%。

The Company has built an integrated charging and control platform for loading and unloading, "Jinggangtong" Platform, providing efficient and convenient integrated services on one platform for more than 16,000 enterprises and 27,000 users. The overall arrangement of container concentration in the port has been advanced, and the port processes and links re-optimized. The volume of container business orders has exceeded 3.3 million, with online processing accounting for more than 97%, and the electronization rate of major business documents reaching 100%.

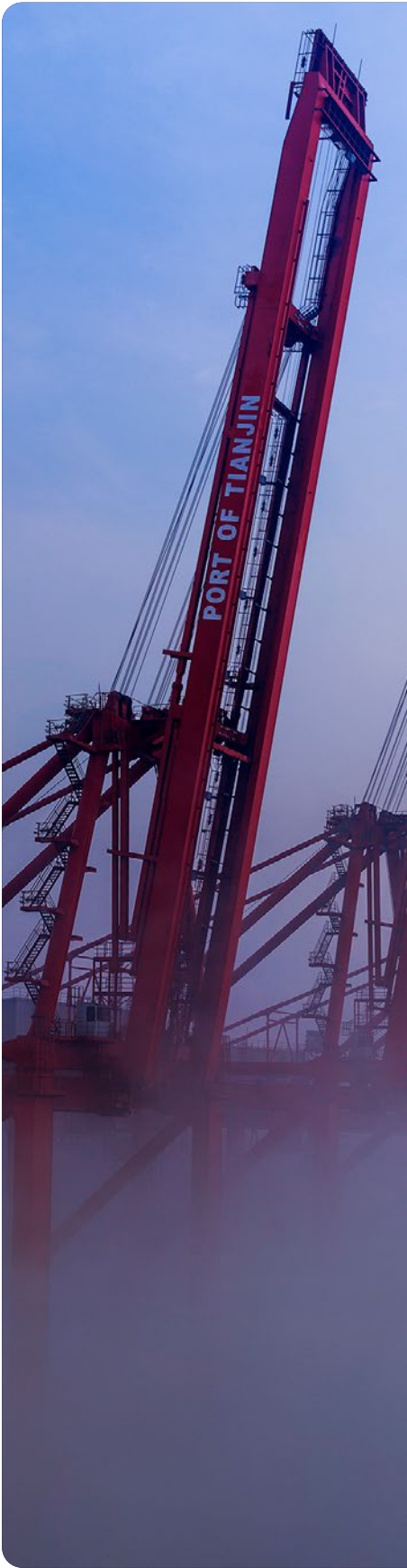


打造暖心服务品牌

Build a Heartwarming Service Brand

公司开辟车厘子“服务绿色通道”，为水果快线抢“鲜”护航；“一企一策”开展陆运服务专项指导提升，候时问题数量有效压降；分季节设立“清凉服务站”“温暖服务站”，服务一线客户司机群体；召开社会监督员座谈会 11 次，征询意见 38 条，意见办结率达 100%。

The Company has established the cherry "service green channel" for express fruit delivery. In terms of "One Policy for One Enterprise", special guidance has been given to improve land transport service, effectively decreasing the time of waiting. "Cooling Service Stations" and "Warming Service Stations" have been set up in different seasons to serve first-line drivers of customers. A total of 11 social supervisor symposiums have been held to solicit 38 opinions, with the opinion completion rate reaching 100%.





举办业务营销活动  
Organize Business Marketing Events

公司成功举办太原和西安港航联席会、环渤海客户恳谈会，组织召开铁矿石、钢材、煤炭等重点货类客户座谈会等各类营销活动 12 次。

The Company has successfully held the Joint Meeting of Taiyuan and Xi'an Port Shipping and the Bohai Rim Customer Conference, and organized and held 12 various marketing events such as seminars for customers of iron ore, steel, coal and other key cargoes.

强化客户服务能力建设  
Strengthen Customer Service Capability Building

公司统筹开展优质服务提升系列活动，开展服务培训 35 次、惠及 519 人次，举办技能竞赛 10 次，梳理优化业务流程 12 项；调研前沿科技公司收集客服系统智能化功能，积极谋划开展智能化客服系统建设工作，聘请外部专家对客服坐席及管理人员进行《服赢未来 - 服务意识与服务能力提升实战训练》培训。

The Company has carried out a series of activities to improve high-quality service, including 35 service training sessions that benefited 519 trainees, 10 skills competitions, and review and optimization of 12 business processes. The Company has also investigated frontier technology companies to collect intelligent functions of customer service systems, actively planned the development of intelligent customer service systems, and hired external experts to provide customer service agents and management personnel with training themed with "Winning the Future with Service—Practical Training on Service Awareness and Service Capability Improvement".

守护数据与隐私安全  
Safeguard Data and Privacy Security

公司高度重视数据与隐私安全保护工作，严格遵守《中华人民共和国网络安全法》，制定《网络安全管理办法》《工控网络安全技术管理标准》等文件，形成“积极利用、依法管理、科学发展、确保安全”的管理方针；建立网络安全建设责任制，细化各环节网络安全责任，确认网络安全责任人，签署责任承诺书；组织开展网络数据分类分级工作，编制数据分类分级清单，持续提升数据与隐私安全保护水平。

The Company attaches great importance to the protection of data and privacy security, strictly abides by the *Cybersecurity Law of the People's Republic of China*. "Measures for Management of Network Security", "Industrial Control Network Security Technology Management Standards" and other documents have been formulated, forming a management policy of "active use, legal management, scientific development and security assurance". The Company has further established the network security responsibility system, refined the network security responsibility of each link, identified the network security responsible persons, and signed the responsibility commitment. The classification of network data has been organized, and the list of data classification prepared, continuously improving the level of data and privacy security protection.

报告期内，公司  
During the reporting period,  
the Company

未发生  
客户信息或隐私泄露事件  
Had no customer information  
or privacy breaches.





信息基础设施安全  
Information Infrastructure Security

- 依据等级保护制度和标准规范，开展规划设计、建设开发、部署上线等环节的网络安全工作，建立网络安全责任制。建设过程中采购安全可信的产品和服务，优先选用国产化技术和产品，加强软件开发和硬件部署安全管理。关键基础设施网络安全保护等级不低于第三级。

Carry out network security work in planning and design, construction and development, deployment and release work according to the hierarchical protection system and standards, and establish a network security responsibility system. During the construction process, secure and trustworthy products and services should be procured, and priority should be given to the use of localized technologies and products. The security management of software development and hardware deployment should be strengthened. The security protection level of critical infrastructure network should be no lower than Level III.

- 配备专业人员，加强机房管理、网络边界防护、设备管理等。等保三级及以上网络需定期开展等保测评，留存网络日志不少于六个月，加强互联网资产、电子邮件系统、公共屏幕等安全管理。

Specialized personnel should be staffed, and efforts should be made to strengthen computer room management, network border protection, and equipment management. Networks with Level 3 or higher level of assurance should be subject to regular assessment of assurance, and network logs should be kept for no less than six months, and the security management of Internet assets, e-mail systems, public screens, and so on should be strengthened.

数据安全  
Data Security

- 公司遵循“谁收集数据、谁负责保护”原则，建立数据全生命周期安全保护制度，实行数据分类分级管理。收集和使用个人信息需遵循合法、正当、必要原则，经被收集者同意。重要数据和个人信息应在境内存储，需向境外提供时要按规定开展出境安全评估。运行单位要加强数据安全风险监测，防止数据泄漏、毁损、丢失，发生相关情况时及时采取补救措施。

The Company follows the principle of "those who collect data are responsible for protection", establishes a data life cycle security protection system, and implements data classification and hierarchical management. The collection and use of personal information shall be in accordance with the principles of legality, legitimacy, and necessity, and with the consent of the person from whom the information is collected. Important data and personal information should be stored within the country, and an exit security assessment should be carried out in accordance with regulations when they need to be provided outside the country. Operational units should strengthen data security risk monitoring to prevent data leakage, destruction and loss, and take timely remedial measures when relevant situations occur.

安全问题预计与应急处置  
Security Anticipation and Emergency Response

- 公司加入预警信息通报与联络机制，依托网络安全态势感知平台监测风险和隐患，定期根据评估结果防范处置安全风险，制定应急预案并定期演练。在安全事件发生后，公司将立即启动应急预案，做好处置工作，及时报告主管部门，涉及违法犯罪的配合公安机关调查取证。

The Company has joined the early warning information notification and liaison mechanism, relied on the cybersecurity situational awareness platform to monitor risks and hidden dangers, regularly taken precautions against and handled security risks based on the assessment results, and formulated emergency response plans and exercised them on a regular basis. After the occurrence of a security incident, the Company will immediately initiate the emergency plan, properly handle it, promptly report it to the competent authorities, and cooperate with the public security organs to investigate and collect evidence in case of involving a crime.

提升货运质效  
Improve the Quality and Efficiency of Freight Transportation

货运效率与质量关乎客户满意度。公司制定《货运理赔管理办法（试行）》《客货运服务质量考核管理办法（试行）》《恶劣天气货物防损管理规定》等内部文件，充分落实“五保五即”举措，对标世界一流港口，统筹协调各环节生产资源，以作业效率考核为抓手，不断完善作业效率考核机制，制定内部考核细则，激发员工提效积极性与主动性，提升效率服务水平，“打造‘在渤效率’服务品牌”。

Freight efficiency and quality are related to customer satisfaction. The Company has formulated internal documents such as "(Trial) Measures for Management of Freight Claims", "(Trial) Measures for Management of Passenger and Freight Service Quality Assessment" and "Provisions on the Management of Cargo Damage Prevention in Bad Weather", fully implemented the "Five Guarantees and Five Immediate Actions". Benchmarking against the world's first-class ports, the Company has coordinated the production resources of all links, and constantly improved the operational efficiency assessment mechanism based on operational efficiency assessment. Internal assessment rules have also been formulated to stimulate the enthusiasm and initiative of employees to improve efficiency, improve efficiency and service level, and build the service brand of "Efficiency in Bohai".

报告期内，公司  
During the reporting period, the Company

80

GB/T19001 质量管理体系认证覆盖率达（%）  
The certification coverage rate of the GB/T 19001 Quality Management System reached 80%

未发生

货运质量事故  
Had no freight quality accidents

0

重大货运质量事故为  
0 major freight quality accident

0

货损货差率（%）  
And a cargo loss rate of 0%

10

全力推动（条）航线打造“在渤效率”服务品牌  
The Company has striven to promote 10 routes to build a service brand of "Efficiency in Bohai"

建立“考核提效+以效定泊”的生产提效机制，深入落实“五保五即”，专项研究提升“即完即离”  
Put in place a production efficiency improvement mechanism of "assessment and efficiency improvement + efficiency-dependent berthing", and profoundly implemented the "Five Guarantees and Five Immediate Actions"

34

全年刷新效率纪录（次）  
A specialized study has been conducted to improve "completion and departure", refreshing the efficiency record 34 times a year

6

条远洋航线效率保持全球首位  
And maintaining the world's highest efficiency in 6 ocean routes





案例  
Case

货运质量提升措施  
Freight Quality Improvement Measures

报告期内，公司组织集装箱、液散、件杂货板块开展验残知识竞赛和防损技能比武，提升防损技能；组织专项业务培训，邀请船公司、海关、海事局、法院、律师、教授等专家授课，商务经理赴上海海事大学培训，增强商务管理与法律意识；举办货物防损管理技能竞赛，搭建人才交流平台，助力货运质量管理人才队伍建设。

During the reporting period, the Company organized inspection knowledge competition and damage prevention skills competition for the container, liquid bulk, and general cargo sectors to improve damage prevention skills; special business training was provided, and experts from shipping companies, customs, maritime safety bureau and courts as well as lawyers and professors were invited to given lectures; business managers were dispatched to Shanghai Maritime University for training to enhance business management and legal awareness; the cargo damage prevention management skills competition was held, and a talent exchange platform was set up to help with the construction of freight quality management talent team.



公司持续强化恶劣天气货物防损工作，进行涉及暴雨、大风、风暴潮等极端天气的防损提示、海潮预警和提前布置等内容；报告期内，做好“8.26”“9.19”“10.21”三次海潮预警货物防损应对工作，降低货物湿损风险。

The Company has continuously strengthened the damage prevention work of cargoes in bad weather, involving damage prevention warning, tide warning and advance arrangement in extreme weather such as rainstorm, gale, storm surge. During the reporting period, the Company properly performed damage prevention and response work against warnings of three incidents of tidal waves on August 26, September 19 and October 21, reducing the risk of wet damage of cargoes.

案例  
Case

开展技能比武交流，强化质效保障能力  
Conduct Skills Competition and Exchange to Strengthen Quality Assurance Capability

2024 年 4 月，石化码头组织开展防损技能比武活动，来自港区的 6 家石化装卸、储运企业参加了比武活动。此次比武，对管道工艺流程、泄漏应急处置 2 个项目进行比试和展示，为各公司技能操作人员搭建了一个展示技能水平的擂台、切磋交流的舞台，也为各家企业提供了一个对标找差的机会、强优补短的平台。

In April 2024, Petrochemical Terminal organized a damage prevention skills competition, and six petrochemical handling, storage and transportation companies from the port area participated in the competition. The competition involved the pipeline process and leakage emergency disposal contest and display, providing the skill operators with an arena to show their skill level and make exchanges, and offering the companies an opportunity for benchmarking and difference-finding, and making up for shortcomings.





# 打造可持续供应链

## Build a Sustainable Supply Chain

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

According to the "Supplier Management Measures", the Company managed suppliers under the principles of "sufficient quantity, classification and grading, dynamic assessment, survival of the fittest". Suppliers are required to fill in relevant information truthfully and legally, and registered suppliers are inspected through online declaration, offline site assessment and other forms. The suppliers failing to fill in the information or pass the assessment shall not be used.

# 供应链全流程可持续管理

## Whole-process Sustainable Management of the Supply Chain

公司高度关注供应链环保、社会责任、质量控制及廉洁建设保障能力，应用“天津港阳光智采平台”，实现可持续供应链电子化管理。平台将注册的合格供应商作为试用供应商并纳入供应商资料库，并视情况对入库供应商进行现场考察审核。在供应商准入、选用及日常管理阶段，若供应商发生产品或服务质量问题、因违规排放对生态环境造成破坏、雇佣童工、强制劳动、违法拖欠工资或其他环境和社会风险问题，公司将立即取消其供应商资格。

The Company pays great attention to environmental protection, social responsibility, quality control and integrity development and assurance ability of the supply chain, and thus has used "Tianjin Port Transparent Intelligent Procurement Platform" to realize sustainable electronic management of supply chain. The platform will register qualified suppliers as trial suppliers and include them in the supplier database, and conduct site inspection and audit of the enrolled suppliers as appropriate. At the stage of supplier admission, selection and daily management, the Company will immediately disqualify a supplier in case of any problems with product or service quality, damage to the ecological environment due to illegal emissions, employment of child labor, forced labor, illegal arrears of wages, or other environmental and social risk issues.

# 供应商评价、处罚与激励

## Supplier Evaluation, Penalties and Incentives

公司根据供应商的评价机制，将供应商的评价分为日常信息积累评价和定期评价两种方式，评价结果为优秀的供应商将被推荐为年度优秀供应商，并加大采购合作力度；而评定为不合格的供应商将被取消合作资格。同时，平台基于动态评价的原则对供应商实行分级管理。

Based on the supplier evaluation mechanism, the Company divides the evaluation of suppliers into daily information accumulated evaluation and regular evaluation. Suppliers with excellent evaluation results will be recommended as Excellent Suppliers for the Year and will be given increased procurement orders; while suppliers rated as unqualified will be disqualified from cooperation. Meanwhile, the Platform implements hierarchical management of suppliers based on the principle of dynamic evaluation.

根据分级结果，对Ⅰ级和Ⅱ级供应商，在参与投标采购项目时，在依法合规的前提下给予适当的加分奖励；在战略合作及非招标采购项目的询价、比价或竞争性谈判中，优先推荐或选择。

According to the grading results, Tier I and Tier II suppliers will be given appropriate bonus points and incentives when bidding for procurement projects on the premise of compliance with the law; and they will be given priority to be recommended or selected in the inquiry, price comparison or competitive negotiation of strategic cooperation and non-tendering procurement projects.





供应商等级划分  
Supplier Classification

满足以下任何一项条件的 II 级供应商划定为 I 级供应商：  
Tier II suppliers that meet any of the following conditions will be classified as Tier I suppliers:

与公司商业合作 3 年以上，且在年度评价达到优秀的供应商  
Suppliers that have conducted business cooperation with the Company for more than 3 years and are rated Excellent in annual evaluation

五年内与公司商业往来中无不良劣迹的供应商  
Suppliers that have no bad record in business dealings with the Company within five years

任何公开信息中，无该企业劣迹或负面报告的供应商  
Suppliers with no bad or negative reports of the enterprise in any public information

满足以下任何一项条件的 III 级供应商划定为 II 级供应商：  
Tier III suppliers that meet any of the following conditions will be classified as Tier II suppliers:

与公司商业合作 2 年以上，且在年度评价达到优秀的供应商  
Suppliers that have conducted business cooperation with the Company for more than 2 years and are rated Excellent in annual evaluation

三年内与公司商业往来中无不良劣迹的供应商  
Suppliers that have no bad record in business dealings with the Company within three years

在解决公司关键业务需求方面具备竞争优势的供应商  
Suppliers with a competitive advantage in addressing the Company's critical business needs

任何公开信息中，无该企业劣迹或负面报告的供应商  
Suppliers with no bad or negative reports of the enterprise in any public information

满足以下基本条件的供应商为 III 级供应商：  
Suppliers that meet the following conditions will be classified as Tier III suppliers:

提供《营业执照》等具有相同法律效力的有效证明文件  
Provide "Business License" and other valid supporting documents with the same legal effect

提供有关质量、安全、环保、生产、制造、经营特种行业的资格证或许可证  
Provide certificates or permits related to quality, safety, environmental protection, production, manufacturing, and operation of special industries

提供与其准入产品或服务要求相关的制造加工能力、安装维护能力、服务能力的资质或证明  
Provide qualifications or certificates of manufacturing and processing capability, installation and maintenance capability, and service capability related to the requirements of the accessed products or services

提供当期（上一年度）资产负债表，保证企业处于正常经营状态  
Provide a current (previous year) balance sheet to ensure that the normal operations of the enterprise

平台采取“黑名单”机制，若在库供应商存在恶意围标和串标、造成安全事故或带来严重安全隐患、违反廉洁工作规定等严重违规情形并不接受整改，将视情况列入“黑名单”，取消供应商的成交资格及参与采购活动的资格，一定期限内或永久不予录用。

The Platform adopts the "blacklist" mechanism. If the supplier in the database has serious violations such as malicious bidding and collusive bidding, causing security accidents or serious security risks and violating the rules on integrity, and refuses to make rectifications, it will be listed in the "blacklist" as the case may be, and the supplier's qualification for transaction and participation in procurement activities will be canceled, and the supplier will not be used within a certain period or permanently.

中小企业权益保护  
Protection of Rights and Interests of SMEs

公司在招采过程中秉持多元化和公平性原则，特别重视与中小型供应商建立长期稳定的合作关系。报告期内，公司未出现拖欠款项的情况，充分保障了供应商的合法权益。同时，公司还主动为中小型供应商提供技术指导和专业培训，助力其优化产品质量与服务水平，推动双方共同发展与进步。

The Company adheres to the principles of diversity and fairness in the procurement process, and pays special attention to establishing long-term and stable partnerships with small and medium-sized suppliers. During the reporting period, the Company had payments in arrears and fully protected the legitimate rights and interests of its suppliers. Meanwhile, the Company also takes the initiative to provide technical guidance and professional training for small and medium-sized suppliers to help them optimize the quality of products and service level, and promote the common development and progress of both sides.





# 双碳引领 绿色港口

## Green Port

- 完善环境管理  
Improve environmental management
- 应对气候变化  
Addressing climate change
- 促进资源高效利用  
Promote efficient utilization of resources
- 严控污染物排放  
Strictly control pollutant emissions
- 建设生态港口  
Constructing an ecological port



贡献联合国可持续发展目标 (SDGs)  
Contributing to the United Nations Sustainable Development Goals (SDGs)



# 完善环境管理

## Strengthening Environmental Management

公司秉持对环境保护的坚定承诺，积极践行绿色低碳发展理念，在深化绿色转型上下实功，持续提升公司环境治理和保护能力，推进绿色港口升级。

The Company adheres to its firm commitment to environmental protection, actively practices the concept of green and low-carbon development, makes real contributions in deepening green transformation, continuously improves its environmental governance and protection capabilities, and promotes the upgrading of green port.

### 环境管理体系

#### Environmental management system

公司贯彻落实《中华人民共和国环境保护法》《中华人民共和国大气污染防治法》等法律法规，坚定不移践行绿色发展理念，致力于优化内部环境管理体系，开展合规性管理流程研究，确保环境管理措施全面覆盖规划、建设、生产等各个环节，提升环境治理与保护综合能力，为实现可持续发展目标奠定坚实基础。

The Company implements *The Environmental Protection Law of the People's Republic of China, The Air Pollution Prevention and Control Law of the People's Republic of China* and other laws and regulations, unswervingly practices the concept of green development. We are committed to optimizing the internal environmental management system, carrying out research on compliance management processes, and ensuring that environmental management measures fully cover all key links such as planning, construction and production. Efforts are also made to enhance the comprehensive capability of environmental governance and protection and lay a solid foundation for achieving the Sustainable Development Goals.

报告期内，公司  
During the reporting period, the Company

2.13  
环保总投入（亿元）  
Made an aggregate environmental protection investment of RMB 213 million.

188  
开展环保检查（次）  
Carried out 188 environmental protection inspections

80  
环境管理体系认证（GB/T24001）覆盖率达（%）  
The certification coverage rate of the Environmental Management System (GB/T 24001) reached 80%



环境管理体系认证  
Environmental Management System Certification

### 环境应急事件管理

#### Environmental Emergency Incident Management

公司根据港口行业特征和公司环境因素的识别原则，定期对各类环境因素及风险进行充分的识别和评价，并制定相应的控制和改进方案。按照总体部署要求，针对重污染天气和应急减排，督促各单位落实各项响应措施，定期开展专项检查行动。

According to the characteristics of the port industry and the identification principle of environmental factors, the Company regularly fully identifies and evaluates various environmental factors and risks, and formulates corresponding control and improvement plans. In accordance with the overall deployment requirements, the Company urges all units to implement various response measures and regularly carry out special inspection actions in response to heavy pollution weather and for emergency emission reduction.

### 环保文化教育

#### Environmental Culture Education

公司认真落实 2024 年六五环境日系列活动方案，组织各单位开展六五环境日专题宣传、知识科普和竞赛答题活动，开展海上增殖放流、环境保护管理专题研修班等活动，提升全员环保意识。

The Company earnestly implemented the June 5 Environmental Day series of activities 2024, arranged for all units to carry out the June 5 Environmental Day themed publicity, knowledge popularization and competition activities, and launched marine breeding and release, environmental protection management thematic workshops and other activities to enhance the environmental awareness of all staff members.



# 应对气候变化

## Climate Mitigation and Adaptation

公司积极响应国家“碳达峰、碳中和”战略目标，将减缓气候变化带来的影响作为自身重要责任，按照气候相关财务信息披露工作组（TCFD）、《国际财务报告准则 S2 号——气候相关披露》《上海证券交易所上市公司自律监管指南第 4 号——可持续发展报告编制》建议的“治理、战略、风险及机遇管理、指标与目标”框架开展管理与披露，充分分析气候相关实体与转型风险，为公司 ESG 管理提供短、中、长期方案。

The Company actively responds to the national strategic goal of "Carbon Peak, Carbon Neutrality" and takes impact mitigation of climate change as its important responsibility. Management and disclosure have been conducted in accordance with the framework of "governance, strategy, risk and opportunity management, indicators and targets" recommended by the Task Force on Climate-Related Financial Disclosures (TCFD), "IFRS S2—Climate-Related Disclosure" and "Self-Regulatory Guide for Shanghai Stock Exchange Listed Companies No. 4—Sustainable Development Reporting". The climate-related entity and transformation risks have been fully analyzed to provide short-, medium- and long-term solutions for ESG management.

# 气候相关治理

## Climate-related Governance

公司高度重视气候变化相关事宜，制定《环境、社会及公司治理（ESG）管理制度》，明确可持续发展治理架构。

The Company attaches great importance to climate change related matters and has formulated the Environmental, Social and Corporate Governance (ESG) Management System to clarify the sustainability governance structure.

### 组织架构 Organization Chart

### 工作职责 Job Responsibilities



董事会  
Board of Directors

公司将气候变化应对相关事宜作为企业发展的重要战略议题。董事会是公司气候相关风险和机遇管理的最高负责机构，各层级责任人员深度参与碳排放管理工作，定期审议并向董事会汇报相关事项进展。

The company regards climate change response as an important strategic issue for enterprise development. The Board of Directors is the highest responsible body for climate-related risks and opportunities management of the company. Responsible personnel at all levels are deeply involved in carbon emission management, and regularly review and report the progress of relevant matters to the Board of Directors.



ESG 工作领导小组  
ESG Steering Group

公司设立了由总裁担任组长的 ESG 工作领导小组，负责统筹协调公司气候相关工作。领导小组成员包括董事会秘书、各部门负责人及子公司负责人，确保气候相关策略在公司各层级的有效实施。领导小组定期向董事会战略委员会汇报工作进展，确保气候相关风险和机遇得到及时识别和应对。

The Company has set up an ESG Work Leading Team headed by the President to plan and coordinate the Company's climate-related work. The Leading Team consists of the Secretary of the Board of Directors, Heads of Departments and Heads of Subsidiaries, ensuring the effective implementation of climate-related strategies at all levels of the Company. The Leading Team reports regularly to the Strategy Committee of the Board of Directors on the progress of its work to ensure that climate-related risks and opportunities are identified and addressed in a timely manner.



各部门及各子公司  
Departments and Subsidiaries

各部门、各子公司作为执行机构，开展节能减排工作的执行、统计、分析和监督检查。

All departments and subsidiaries shall, as executing agencies, carry out the implementation, statistics, analysis, supervision and inspection of the energy conservation and emission reduction work under the liaison of the Office of the Board of Directors.



气候相关战略

Climate-related Strategy

公司通过情景分析方法对气候相关的实体风险和转型风险进行评估。在评估实体风险时，公司采用 RCP8.5 情景——即最高温室气体排放基线作为保守预测，以充分考虑极端气候条件下的潜在风险；而在评估转型风险时，公司参考国际能源署（IEA）的可持续发展情景（2DS），以衡量在低碳转型过程中可能面临的政策、市场和技术变化带来的风险与机遇。

The Company assesses climate-related entity and transformation risks through a scenario analysis approach. In assessing entity risks, the Company uses the RCP8.5 scenario—the highest greenhouse gas emission baseline—as a conservative projection to fully account for potential risks under extreme weather conditions; in assessing transformation risks, the Company refers to the International Energy Agency (IEA) Sustainable Development Scenario (2DS) to measure the risks and opportunities arising from policy, market and technological changes it may face during the low-carbon transformation.



RCP 8.5 情景定义

Definition of RCP 8.5 Scenario

RCP 8.5（Representative Concentration Pathway 8.5）是政府间气候变化专门委员会（IPCC）第五次评估报告（AR5）中引入的一种代表性浓度路径情景，即在没有采取额外气候政策的情况下，全球温室气体排放持续增长。在此情境下：

RCP 8.5 (Representative Concentration Pathway 8.5) is a representative concentration pathway scenario introduced in the Fifth Assessment Report (AR5) of the Intergovernmental Panel on Climate Change (IPCC) where, in the absence of additional climate policies, global greenhouse gas emissions continue to grow. In this scenario:

全球气温变化 Global temperature change

到 2050 年，全球平均气温预计比工业化前水平上升约 2.3 摄氏度；

By 2050, global average temperature is projected to rise by about 2.3 degrees Celsius above pre-industrial levels;

海平面上升 Sea level rise

到 2100 年，全球海平面预计上升约 0.43 米。

By 2100, the global sea level is projected to rise by about 0.43 meters.

IEA 2DS 情景定义

Definition of IEA 2DS Scenario

IEA 2DS 情景是国际能源署（IEA）在其《能源技术展望》（Energy Technology Perspectives）报告中提出的一种转型情景，旨在为全球能源系统提供一条快速脱碳化的路径，以实现《巴黎协定》中将全球平均温升控制在 2°C 以内的目标。

The IEA 2DS scenario is a transformational scenario proposed by the International Energy Agency (IEA) in its Energy Technology Perspectives Report that aims to provide a rapid path to decarbonization of the global energy system, so as to achieve the Paris Agreement's goal of keeping the global average temperature rise below 2° C.

核心目标 Core objective

**温控目标：**2DS 情景致力于将全球长期平均温升限制在较工业化前水平上升 2°C 以内。

**Temperature Control Goal:** The 2DS scenario is committed to keeping the long-term average global temperature rise below 2° C above pre-industrial levels.


**能源系统转型：**该情景强调通过大规模部署低碳技术，包括可再生能源、核能、碳捕集与封存（CCS）等，实现能源系统的深度脱碳。

**Energy System Transformation:** This scenario emphasizes deep decarbonization of the energy system through large-scale deployment of low-carbon technologies, including renewables, nuclear power, and carbon capture and storage (CCS).



Climate-related Physical Risks

气候相关实体风险



**极端天气事件：**天津港地处渤海之滨，受气候变化影响，面临暴雨、大风、海潮等极端天气事件的威胁。这些事件可能导致港口设施受损、货物延误或损失，增加运营成本。此外，天津港所在的天津市地势低洼，易受洪水和潮汐影响，进一步增加了港口的气候风险。

**Extreme Weather Events:** Tianjin Port is located on the coast of the Bohai Sea, which is affected by climate change and under the threat of extreme weather events such as rainstorm, gale and tidal waves. These events can result in damage to port facilities, delay of or damage to cargoes, and increased operating costs. Furthermore, Tianjin City where Tianjin Port is located is on a low-lying land and thus vulnerable to flooding and tides, further increasing the port's climate risk.



**海平面上升：**随着全球气候变暖，海平面上升可能威胁港口的基础设施，尤其是码头、岸线和低洼地区。这可能导致海水倒灌、土地流失等问题，影响港口的长期稳定性。

**Sea Level Rise:** With global warming, rising sea levels could threaten port infrastructure, especially marinas, shorelines and low-lying areas. This may lead to problems such as saltwater intrusion and land erosion, affecting the long-term stability of the port.



**能源供应中断：**极端天气事件可能导致电力供应中断，影响港口的正常运营。天津港通过建设智慧绿色能源系统和分布式能源设施来增强能源供应的韧性。

**Energy Supply Disruption:** Extreme weather events may cause disruption to the power supply, affecting normal port operations. Tianjin Port enhances the resilience of its energy supply by building intelligent green energy systems and distributed energy facilities.


Climate-related Transition Risks

气候相关转型风险



**政策与法规变化：**随着全球对气候变化的关注增加，各国政府纷纷出台更严格的碳排放法规。天津港积极应对这些政策变化，加快绿色低碳转型，否则可能面临更高的运营成本和市场竞争能力下降的风险。

**Policy and Regulatory Changes:** As global concerns about climate change increase, governments are introducing stricter carbon regulations. Tianjin Port actively responds to to these policy changes and accelerate its green and low-carbon transformation, otherwise it may face higher operating costs and the risk of declining market competitiveness.



**市场与技术变革：**转型风险还包括市场需求的变化和技术的快速迭代。例如，随着新能源技术的发展，传统燃油运输设备可能逐渐被淘汰。天津港将及时调整技术路线，推动电动化和智能化转型。

**Market and Technological Changes:** Transformation risks also include changes in market demand and rapid iteration of technology. With the development of new energy technologies, for example, traditional fuel-fired transportation equipment may be phased out. Tianjin Port will adujust the technical route in a timely manner to promote electrification and intelligent transformation.

Climate-related Transition Risks

气候相关转型风险



**投资与融资风险：**绿色转型需要大量资金投入，包括新能源设施建设、设备更新和技术创新等。天津港将确保足够的资金支持，同时应对融资成本上升的风险。

**Investment and Financing Risks:** Green transformation requires a large amount of capital investment in the construction of new energy facilities, equipment renewal and technological innovation. Tianjin Port will secure adequate financial support while addressing the risk of rising financing costs.

Climate-related Opportunities

气候相关机遇




**绿色港口建设：**天津港积极响应国家“双碳”战略，加快绿色港口建设。通过建设新能源发电设施、推广岸电使用和电动运输设备，天津港已实现部分码头的低碳运营。这不仅有助于减少碳排放，还将提升港口的国际竞争力。

**Green Port Construction:** Tianjin Port actively responds to the national "Dual-carbon" strategy and accelerated the construction of Green Port. Through the construction of new energy power generation facilities, the promotion of shore power use and electric transport equipment, Tianjin Port has realized the low-carbon operation of some terminals. This will not only help reduce carbon emissions, but also enhance the international competitiveness of the port.




**数字化与智能化转型：**天津港与智慧服务企业合作推进港口的数字化和智能化转型。通过引入人工智能、5G 技术和大数据，港口运营效率显著提升，同时降低了人力成本。

**Digital and Intelligent Transformation:** Tianjin Port has partnered with Smart service providers to promote the port's digital and intelligent transformation. Through the introduction of artificial intelligence, 5G technology and big data, the efficiency of port operations has been significantly improved while labor costs are reduced.



**政策支持与市场机遇：**国家和地方政府出台了一系列支持政策，包括土地、用海政策和财政补贴，助力天津港的绿色转型。此外，随着全球对低碳经济的需求增加，天津港的绿色服务和产品有望获得更大的市场份额。

**Policy Support and Market Opportunities:** The national government and local governments have introduced a series of supportive policies, including land and sea use policies and financial subsidies, supporting the green transformation of Tianjin Port. Furthermore, as the global demand for a low-carbon economy increases, Tianjin Port's green services and products are expected to gain a greater market share.



**港产城融合发展：**天津港通过智慧港口建设，推动港产城一体化发展。港口的数字化转型不仅提升了自身的运营效率，还带动了周边地区的经济发展。

**Integrated Development of Port, Industry and City:** Tianjin Port promotes the integrated development of port, industry and city through the construction of smart port. The digital transformation of ports not only improves their own operational efficiency, but also drives the economic development of the surrounding areas.

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气候相关风险与机遇管理

Climate-related Risk and Opportunity Management

风险与机遇类型 Type of Risk and Opportunity	风险与机遇名称 Name of Risk and Opportunity	风险与机遇描述 Description of Risk and Opportunity		风险与机遇潜在影响 Potential Impact of Risk and Opportunity	应对措施 Response Measure
实体风险 Physical Risk  急性风险 Acute Risk	极端高温 Extreme heat	极端高温导致港口作业环境恶化，造成员工健康安全事故 Extreme heat will lead to the deterioration of the port operating environment, resulting in employee health and safety accidents.  极端高温导致公司制冷设备及防暑降温用品需求增加 Extreme heat can lead to an increased demand for cooling equipment and heat relief products.		运营成本上升 Increasing operating costs  营业收入下降 Decreasing operating revenue  营业外支出增加 Increasing non-operating expenses	<ul style="list-style-type: none"><li>密切关注高温气象预警 Pay close attention to high temperature weather warning</li><li>制定高温应急响应预案，不断完善机制 Develop a high-temperature emergency response plan and continuously improve the mechanism</li><li>做好防暑降温物资储备 Make a good stockpile of heat relief and heatstroke prevention materials</li></ul>
	极端降雪 / 寒潮 Extreme snowfall/ cold wave	极端降雪 / 寒潮导致港口作业环境恶化，造成员工健康安全事故 Extreme snowfall/cold wave will lead to the deterioration of the port operating environment, resulting in employee health and safety accidents.  极端降雪 / 寒潮导致公司办公区域供暖设备能源消耗增加 Extreme snowfall/cold wave can lead to increased energy consumption for office area heating equipment.		运营成本上升 Increasing operating costs  营业收入下降 Decreasing operating revenue  营业外支出增加 Increasing non-operating expenses	<ul style="list-style-type: none"><li>密切关注极端天气气象预警 Pay close attention to extreme weather warning</li><li>制定恶劣天气应急响应预案，不断完善机制 Develop an extreme weather emergency response plan and continuously improve the mechanism</li></ul>
	极端降雨 / 洪涝 Extreme rainfall/ flooding	极端降雨 / 洪涝导致港口货物被浸泡，造成客户损失，公司需要做出赔偿 Extreme rainfall/flooding can lead to port cargoes being soaked, resulting in customer losses that the Company need to compensate for.  极端降雨 / 洪涝导致港口作业条件恶化，影响港口运营效率 Extreme rainfall/flooding can worsen port operating conditions and affect the efficiency of port operations.		运营成本上升 Increasing operating costs  营业收入下降 Decreasing operating revenue  营业外支出增加 Increasing non-operating expenses	<ul style="list-style-type: none"><li>定期开展应急演练 Regular emergency drills and training</li></ul>
	台风 Typhoon	台风导致港口设施遭受损失 The typhoon will cause damage to the port facilities.  台风导致港口堆积货物损失，公司需要做出赔偿 The typhoon will cause damage to cargoes piled up in the port, and the Company need to make compensation.  台风导致港口运营中断 The typhoon will disrupt port operations.  台风导致进港船只大幅减少 The typhoon will cause a sharp decrease in the number of ships entering the port.		资产减值 Impairing assets value  营业外支出增加 Decreasing non-operating expenses  运营成本上升 Increasing operating costs  营业收入下降 Decreasing operating revenue	<ul style="list-style-type: none"><li>密切关注极端天气气象预警 Pay close attention to extreme weather warning</li><li>制定恶劣天气应急响应预案，不断完善机制 Develop an extreme weather emergency response plan and continuously improve the mechanism</li><li>做好港口设施设备日常维护，定期开展应急演练及培训 Conduct daily maintenance of port facilities and equipment, and carry out emergency drills and training regularly</li></ul>



风险与机遇类型 Type of Risk and Opportunity	风险与机遇名称 Name of Risk and Opportunity	风险与机遇描述 Description of Risk and Opportunity		风险与机遇潜在影响 Potential Impact of Risk and Opportunity	应对措施 Response Measure
实体风险 Physical Risk  慢性风险 Chronic Risk	海平面上升 Rising Seal Levels	海平面上升导致港口设施被海水侵蚀，并造成港口运营中断 Rising sea levels can lead to erosion of port facilities and disruption of port operations.		资产减值 Impairing assets value  运营成本上升 Increasing operating costs  营业收入下降 Decreasing operating revenue	<ul style="list-style-type: none"><li>及时跟踪并预测海平面上升情况 Promptly track and forecast sea level rise</li><li>定期对航道进行疏浚与巡查 Regularly dredge and inspect navigation channels</li><li>持续坚持绿色运营，推动行业及产业链向低碳、绿色方向发展 Continuously adhere to green operations and promote the industry and industry chain toward the direction of low-carbon and green development</li></ul>
	海水温度上升 Rising Ocean Temperatures	海水温度上升导致近海洋流变化，影响港口运营 Rising ocean temperatures can cause changes in offshore ocean currents, affecting port operations.		运营成本上升 Increasing operating costs  营业收入下降 Decreasing operating revenue	
	气温上升 Ambient Temperature Rise	气温上升导致海陆 / 昼夜温差变大，导致港口风力上升，影响港口作业安全 Rising ambient temperatures will lead to a greater difference between land and sea/day and night temperatures, resulting in increased winds in ports and affecting the safety of port operations.		运营成本上升 Increasing operating costs  营业收入下降 Decreasing operating revenue	
转型风险 Transition Risk  政策法规风险 Policy Risk	碳市场机制 Carbon Market Mechanisms	未来碳排放权交易机制将覆盖更多的行业，港口行业存在被纳入碳排放交易的可能性，需要投入额外的人力和财务成本以开展碳盘查、配额采买交易、碳排放专员配置等工作 The carbon emissions trading mechanism will cover more industries in the future, and there is a possibility that the port industry will be included in carbon emissions trading, which will require additional human and financial costs to carry out carbon inventory, quota purchase and trading, and allocation of carbon commissioners.		运营成本上升 Increasing operating costs	<ul style="list-style-type: none"><li>积极响应“双碳”目标，构建绿色港口体系； Actively respond to the "Dual-carbon" goals and build a green port system;</li><li>开展节能减碳举措，减少运营过程中的碳排放，主要包括：推广清洁能源车辆、岸电使用、光伏设施建设、节能技术改造等。 Carry out energy-saving and carbon reduction measures to reduce carbon emissions in the operation process, mainly including promoting clean energy vehicles, shore power use, photovoltaic facilities construction, energy-saving technology transformation, etc.</li><li>开展节能降碳培训 Conduct training on energy conservation and carbon reduction</li></ul>
转型风险 Transition Risk  市场风险 Market Risk	客户价值链减碳需求 Carbon reduction requirements of customer value Chain	客户对港口提出进一步的绿色运营要求，以完成价值链减碳的目的，若无法满足客户的绿色需求，可能会导致进港船只减少 Customers are demanding further green operations from the ports to accomplish carbon reduction in the value chain, and failure to meet customers' green requirements may result in fewer ships coming into the ports.		营业收入下降 Decreasing operating revenue	<ul style="list-style-type: none"><li>提升客户服务水平，树立良好的品牌形象 Enhance customer service level and establish a good brand image;</li><li>推出符合市场需求的绿色低碳服务 Introduce green and low-carbon services that meet market needs</li></ul>



风险与机遇类型 Type of Risk and Opportunity	风险与机遇名称 Name of Risk and Opportunity	风险与机遇描述 Description of Risk and Opportunity		风险与机遇潜在影响 Potential Impact of Risk and Opportunity	应对措施 Response Measure
转型风险 Transition Risk  声誉风险 Reputation Risk	资本市场关注 Capital Market Concern	资本市场对企业应对气候变化实践的关注日益上升，对公司提出更高的绿色运营要求 The capital market is paying increasing attention to enterprises' climate change practices and putting forward higher requirements for green operations.		融资成本上升 Increasing financing costs  运营成本上升 Increasing operating costs	<ul style="list-style-type: none"><li>加强与利益相关方沟通，主动及时地公开公司在应对气候变化上所采取的举措、取得的进展 Strengthen communication with stakeholders and proactively disclose in a timely manner the initiatives taken and progress made by the Company in addressing climate change.</li><li>开展节能减碳举措，减少运营过程中的碳排放 Launch energy efficiency and carbon reduction initiatives to reduce carbon emissions in operations.</li></ul>
	负面环境舆情 Negative Environmental Public Opinions	若环境绩效和披露不充分，可能无法满足利益相关方的关切，导致公司声誉受损 Inadequate environmental performance and disclosure may fail to satisfy stakeholder concerns, resulting in reputational damage to the Company.  若环境绩效表现不佳，可能会降低对投资者和客户的吸引力 Poor environmental performance may make the Company less attractive to investors and customers.		融资成本上升 Increasing financing costs  营业收入下降 Decreasing operating revenue	<ul style="list-style-type: none"><li>持续披露温室气体排放 Continuously disclose greenhouse gas emissions</li><li>开展碳管理体系研究，持续追踪、监测运营碳排放 Carry out research on carbon management system, and continuously track and monitor operational carbon emissions.</li></ul>
政策机遇 Policy Opportunity	碳市场机制 Carbon Market Mechanisms	未来碳排放权交易机制将覆盖更多的行业，港口行业存在被纳入碳排放交易的可能性，通过碳市场机制，公司可以通过积极参与碳交易等方式获得额外收入 The carbon emissions trading mechanism will cover more industries in the future, and there is a possibility that the port industry will be included in carbon emissions trading, which offers the opportunity to earn additional income by actively participating in carbon trading and other ways through the carbon market mechanism.		营业收入上升 Increasing operating revenue	<ul style="list-style-type: none"><li>开展碳管理体系研究，持续追踪、监测运营碳排放 Carry out research on carbon management system, and continuously track and monitor operational carbon emissions.</li><li>开展节能减碳举措，减少运营过程中的碳排放 Launch energy efficiency and carbon reduction initiatives to reduce carbon emissions in operations.</li></ul>
市场机遇 Market Opportunity	客户价值链减碳需求 Carbon reduction requirements of customer value chain	客户对港口提出进一步的绿色运营要求，以完成价值链减碳的目的，若能满足客户的绿色需求，可能会吸引更多的客户 Customers are demanding further green operations from the ports to accomplish carbon reduction in the value chain, and meeting customers' green requirements may attract more customers.		营业收入上升 Increasing operating revenue	<ul style="list-style-type: none"><li>加快绿色智慧港口建设 Accelerate the construction of Green and Smart Port</li><li>推出符合市场需求的绿色低碳服务 Introduce green and low-carbon services that meet market needs</li></ul>
	正面环境舆情 Positive Environmental Public Opinions	若环境绩效充分披露，充分展示公司环境表现，充分回应利益相关方关切，为公司带来正面舆论 If the environmental performance is fully disclosed to fully demonstrate the environmental performance and adequately respond to the concerns of stakeholders, positive public opinions will be generated for the Company.  若环境绩效优于同业，公司可能获得资本市场与媒体的额外关注，吸引投资者与客户 If the Company outperforms its peers in environmental performance, it may receive additional attention from capital markets and the media, attracting investors and cust		融资成本下降 Decreasing financing costs  营业收入上升 Increasing operating revenue	<ul style="list-style-type: none"><li>持续披露温室气体排放 Continuously disclose greenhouse gas emissions</li><li>开展碳管理体系研究，持续追踪、监测运营碳排放 Carry out research on carbon management system, and continuously track and monitor operational carbon emissions.</li></ul>



气候相关指标与目标

Climate-related Metrics and Targets

气候相关指标 | Climate-related Metrics

碳排放量：监测和报告公司运营过程中产生的温室气体排放量。  
**Carbon Emissions:** Monitor and report greenhouse gas emissions generated by the Company's operations.

能源使用效率：评估港口设施和设备的能源使用效率，推动节能减排。  
**Energy Utilization Efficiency:** Evaluate the energy utilization efficiency of port facilities and equipment to promote energy conservation and emissions reduction.

清洁能源比例：增加清洁能源在公司能源结构中的比例，减少对化石燃料的依赖。  
**Clean Energy Ratio:** Increase the ratio of clean energy in the Company's energy structure and reduce dependence on fossil fuels.

气候相关目标 | Climate-related Targets

碳排放强度降低目标：在未来五年内，将港口运营的碳排放强度降低。  
**Carbon Intensity Reduction Goal:** Reduce the carbon intensity of port operations over the next five years.

清洁能源应用目标：在未来五年内，新增清洁能源设施和设备，提升清洁能源在公司能源结构中的比例。  
**Clean Energy Application Goal:** Add new clean energy facilities and equipment to increase the ratio of clean energy in the Company's energy structure over the next five years.

生态保护目标：实施生态修复和生物多样性保护措施，提升港区的生态环境质量。  
**Ecological Protection Goal:** Implement ecological restoration and biodiversity conservation measures to enhance the ecological quality of the port area.

促进资源高效利用

Promote Efficient Use of Resources

公司积极推进节能降碳管理体系建设，扩大清洁能源的利用，从源头降低碳排放，建设绿色港口。

The Company actively promotes the construction of energy conservation and carbon reduction management system, expands the utilization of clean energy, reduces carbon emissions from the source, and builds a green port.

能源管理

Energy Management

公司修订《天津港股份有限公司能源与碳管理系统运行管理办法》，推动公司由能源管控向碳管控发展转型，采取多种措施助力低碳发展。截至报告期末，公司能源管理体系认证 (GB/T 23331) 覆盖率达 50%。

The Company has revised the "Measures for the Operations and Management of Energy and Carbon Management System of Tianjin Port Holdings Co., Ltd." to promote its transformation from energy control to carbon control development, and taken various measures to boost low-carbon development.As of the end of the reporting period, the certification coverage rate of the company's Energy Management System (GB/T 23331) reached 50%.

节能降碳管理体系建设

Establishment of Energy Conservation and Carbon Reduction Management System

完善碳管理体系  
Improve the carbon management system

按照“一套体系，分级管控”原则，深化股份公司和基层单位两级碳管理体系建设，推动各单位开展碳排放指标核算。  
Deepen the establishment of a two-level carbon management system for the Company and grass-roots units in accordance with the principle of "one system, hierarchical control", and promote all units to carry out carbon emission index accounting.

推进碳管理体系试点  
Promote the pilot implementation carbon management system

在太平洋、远航等公司开展碳管理体系试点建设，报告期内完成股份公司碳管理体系年度复审。  
carry out the pilot implementation of carbon management system in Tianjin Port Pacific international Container Terminal Co., Ltd., Tianjin Port Yuanhang International Ore Terminal Co., Ltd. and other companies, and complete the annual review of carbon management system of the Company by the end of the year.



清洁能源应用

Clean Energy Application



加快老旧设备淘汰  
Accelerate the elimination  
of old equipment

研究车辆购置及推广使用标准，加快高排放老旧设备淘汰，推动设备电动化升级；

Study the vehicle purchase and use promotion standards, accelerate the elimination of high-emissions old equipment, and promote the electric upgrading of equipment.

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截至报告期末，新能源集卡数量达 360 辆，同比增加 138%；低排放港作机械占比达 100%。

As of the end of the reporting period, the number of new energy container trucks reached 360 units, representing a year-on-year increase of 138%, while low-emission port machinery accounted for 100% of the total.



新能源技术研究与应用  
Research and application of  
new energy technology:

a. 开展超重载滚装电动牵引车、滚装电动叉车、电动轮胎式起重机技术研究；

a. Carry out technology research of super-heavy duty RO-RO electric tractors, RO-RO electric forklifts and electric wheeled cranes;


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b. 推动件杂货装卸作业设备电动化升级，完成电动牵引车的设计生产制造并开展应用测试；

b. Promote the electric upgrading of general cargo handling equipment, complete the design, manufacturing and application testing of electric tractors;

综合能源管控系统应用


Integrated Energy Control System Application



能耗数据分析与管理  
Energy consumption data  
analysis and management

利用能源信息化建设基础，开展公司自比、板块间横向对比、行业标准对比的能耗利用三比工作，提升能耗数据分析能力，挖掘节能潜力。

Use the energy informatization foundation to carry out the comparison work of energy consumption and utilization in respect of self-comparison, cross-sectional comparison and industry standard comparison, improve energy consumption data analysis ability and tap energy conservation potential.




节能降碳与降本增效  
Energy conservation and carbon reduction &  
cost reduction and efficiency enhancement

通过综合能源管控系统，实现码头企业节能降碳，同时促进企业降本增效。

Realize the energy conservation and carbon reduction of the terminal enterprises as well as promote the cost reduction and efficiency enhancement of the enterprises through the integrated energy management and control system.

绿色港口项目推进


Advancement of Green Port Project



散货清洁化装卸工艺研究  
Research on clean handling process of bulk cargoes

开展散杂货码头堆场智慧、柔性、清洁化装卸工艺研究，减少散货作业粉尘污染，提升装卸效率，降低能耗。

Study smart, flexible and clean handling process of bulk and general cargo terminal yards to reduce dust pollution of bulk cargo operations, improve handling efficiency and reduce energy.



岸电设施建设  
Construction of shore power facilities:

推动完成太平洋、欧亚高压岸电项目建设。

Promote the completion of the construction of the Pacific and Eurasian High-voltage Shore Power Projects.

报告期内，船舶靠港使用岸电 100% 应接尽接。

During the reporting period, shore power utilization rate of connectable ships calling at port is 100%.

案例  
Case

外理公司荣获全国港口理货行业首张《温室气体核查证书》《碳足迹评价证书》  
Tianjin Ocean Shipping Tally Co., Ltd. won the first "Greenhouse Gas Verification Certificate" and "Carbon Footprint Evaluation Certificate" in the Chinese port tallying industry

2024 年，外理公司顺利通过中国船级社质量认证公司（CCSC）评审，荣获全国港口理货行业首张《温室气体核查证书》和《碳足迹评价证书》，在绿色低碳发展领域取得了新的突破，成为行业绿色发展的新标杆。

In 2024, Tianjin Ocean Shipping Tally Co., Ltd. successfully passed the evaluation of China Classification Society Quality Certification Corporation (CCSC), and won the first "Greenhouse Gas Verification Certificate" and "Carbon Footprint Evaluation Certificate" in the Chinese port tallying industry, making new breakthroughs in the field of green and low-carbon development, and becoming a new benchmark for green development of the industry.





案例  
Case

物流发展公司码头航运车辆 100% 清洁能源化  
All Terminal Shipping Vehicles of Tianjin Port Logistics Development Co., Ltd. Use Clean Energy

公司所属企业物流发展公司为进一步降低港区碳排放，在报告期内，实现公司 392 部水平运输设备全部清洁能源化，其中包括电动牵引车、氢能源牵引车、电动集卡共计 360 台。

In order to further reduce carbon emissions in the port area, during the reporting period, Tianjin Port Logistics Development Co., Ltd. realized clean energy of all 392 horizontal transport equipment of the company including 360 sets of electric tractors, hydrogen energy tractors, electric collection cards .



案例  
Case

远航国际公司落实倒运设备新能源置换需求，推进绿色港口建设  
Tianjin Port Yuanhang International Ore Terminal Co., Ltd. Implements New Energy Replacement for Reshipment Equipment to Promote Green Port Construction

报告期内，远航国际公司在 2 个点位建设 12 台充电桩，为服务公司生产的电动车辆、装载机械及电动外提车辆提供充电配套服务。截至报告期末，公司充电站累计充电量达到 430.56 万度，充电时长 1.96 万小时，平均使用率 34%。

During the reporting period, Tianjin Port Yuanhang International Ore Terminal Co., Ltd. built 12 charging piles at 2 points to provide charging supporting services for electric vehicles, loading machinery and electric external carrying vehicles produced by service companies. By the end of this reporting period, the cumulative charging capacity of the Company's charging stations has reached 4,305,600 kWh, and the charging time has reached 19,600 hours, with an average utilization rate of 34%.



水资源管理  
Water Resources Management

公司高度重视水资源节约与循环利用，持续创新节水技术，通过多种措施降低水资源消耗。公司秉持循环用水理念，利用污水处理站设备净化生产与生活污水，将达标后的再生水用于绿化、道路及车辆清洗等，有效提高水资源利用率，实现循环再利用。

The Company attaches great importance to water resources conservation and recycling, continues to make innovation in water-saving technologies, and reduces water consumption through a variety of measures. Adhering to the concept of recycling water, the Company adopts sewage treatment station equipment to purify production and domestic sewage, and uses the reclaimed water after reaching the standard for greening, road and vehicle cleaning, effectively improving the utilization efficiency of water resources and realizing recycling.

案例  
Case

煤码头公司港口区域内节水与水循环回用设施  
Water Conservation and Water Recycling Facilities in Port Area of Tianjin Port China Coal Hua'neng Coal Terminal Co., Ltd.

煤码头公司建设污水处理与循环利用设施。该处理站设计采用沉淀法，拥有 2,500 立方米初沉池、500 立方米二沉池和 400 立方米清水池。在应急情况下，该处理站可变为雨水储存设施，提升水资源利用效能。

Tianjin Port China Coal Hua'neng Coal Terminal Co., Ltd. built sewage treatment and recycling facilities. The treatment station is designed using the sedimentation method and has a 2,500 m<sup>3</sup> primary sedimentation tank, 500 m<sup>3</sup> secondary sedimentation tank and 400 m<sup>3</sup> clear tank. In case of emergency, the treatment station can be turned into a rainwater storage facility to improve the efficiency of water utilization.





# 严控污染物排放

## Strict Control of Pollutant Emissions

公司积极落实国家政策法规及相关要求，严格遵守《大气污染防治法》《固体废物污染环境防治法》等法律法规及地方排放标准，规范废气和固体废弃物的处理与排放流程，确保合规处理的同时提高资源的利用效率。

### 废弃物管理

#### Waste Management

严格按照国家法规，采用分类管理方式，建立固体废物台账，详细记录并保存废物种类、数量、流向、储存情况及处置相关资料，并与具备资质的公司签订处置协议。在危险废物管理方面，公司严格执行四级联单要求，确保全过程依法合规。

公司开展固体废物合规性管理流程研究，致力于通过建立固体废物分类清单、完善管理制度、构建物质流动态图谱以及搭建管控系统，全方位推进固废管理的系统化工作。

公司开展固体废物专项整治，督促下属公司全面落实固体废物从产生、临时贮存、运输到处置的全过程合规管理。

### 污染物管理

#### Pollutant Management

公司完善行业环保标准，与多省港口集团联合编制了《干散货码头露天堆场智能喷淋系统技术规范》和《干散货码头露天堆场抑尘剂喷洒作业规程》两项团体标准，提升港口环保管理的专业化水平。同时，公司积极推动装载机精准干雾除尘技术的应用，并开展铁路道线干散货露天装车智能喷淋抑尘系统的研究，利用创新科技手段优化作业中的抑尘方法，进一步提高环保管理效率。

The Company actively implements national policies, regulations and related requirements, strictly abides by *The Law on Prevention and Control of Air Pollution*, *The Law on Prevention and Control of Environmental Pollution by Solid Wastes* and other laws and regulations, as well as local emission standards, and standardizes the treatment and emission processes of exhaust gases and solid wastes, ensuring compliant treatment and improving the efficiency of resource utilization as well.

Strictly in accordance with national regulations, the Company adopts a classified management approach. Establishes a solid waste ledger, makes and keeps detailed records of waste types, quality, flow, storage and disposal-related information, and signs a disposal agreement with a qualified company. In terms of hazardous waste management, the Company strictly implements the requirements of four-level joint orders to ensure that the whole process is in compliance with the law.

The Company has carried out research on the solid waste compliance management process, and is committed to promoting the systematic work of solid waste management in an all-round way by establishing the solid waste classification list, improving the management system, building the material flow dynamic chart and building the control system.

The Company carries out special treatment of solid wastes and urges its subsidiaries to fully implement whole-process compliance management of solid wastes from generation, temporary storage and transportation to disposal.

The Company has improved the environmental protection standards of the industry, and jointly prepared two group standards with the port group companies of multiple provinces, namely, "Technical Specifications for intelligent Spray System in Open Storage Yards of Dry Bulk Cargo Terminals" and "Operational Procedures for Spraying Dust Inhibitor in Open Storage Yard of Dry Bulk Cargo Terminals", so as to enhance the professional level of port environmental management. Meanwhile, the Company actively promotes the application of precise dry mist dust removal technology for loaders, and carries out research on intelligent spray dust suppression system for open-air loading of dry bulk cargoes on railway tracks, uses innovative scientific and technological means to optimize dust suppression methods in operations, and further improves the efficiency of environmental management.

#### 案例

#### Case

### 煤码头公司干散货码头扬尘污染防治技术

#### Dust Pollution Prevention Technology for Dry Bulk Cargo Terminals of Tianjin Port

#### China Coal Hua'neng Coal Terminal Co., Ltd.

煤码头公司依据《干散货码头扬尘污染防治技术绩效评估指标体系》（T/TJSES 008-2023），从多维度评估喷洒抑尘剂的绩效，采用移动雾炮车升级堆场抑尘措施，助力污染防治和生态改善。

According to the "Performance Evaluation Index System of Dust Pollution Prevention and Control Technology for Dry Bulk Cargo Terminals" (T/TJSES 008-2023), Tianjin Port China Coal Hua'neng Coal Terminal Co., Ltd. has evaluated the performance of dust suppression agent spraying from multiple dimensions, and adopted mobile mist cannon trucks to upgrade dust suppression measures in storage yards to help pollution prevention and ecological improvement.



公司严防原油泄漏造成环境污染事件，制定海上溢油应急预案，开展原油泄漏应急演练，提升海上溢油应急处置能力，保障港口生产和社会公众利益。

The Company strictly prevents environmental pollution incidents caused by crude oil spills, and has formulated offshore oil spill emergency plans and carried out crude oil spill emergency drills to improve offshore oil spill emergency response capacity, and ensure port production and social and public interests.

#### 案例

#### Case

### 危废液泄漏事故现场处置方案演练

#### Field Disposal Plan Drill for Hazardous Waste Liquid Leakage Accident

物流发展公司组织开展危废液泄漏事故应急演练，内容包括堵漏、监测、现场洗消、危废及废油的合规收集与处理等，有效检验了公司应急事故处理措施，提升了员工应对突发环境事件的能力。

Tianjin Port Logistics Development Co., Ltd. organized emergency drills for hazardous waste liquid leakage accidents, including plugging, monitoring, on-site cleaning, compliance collection and treatment of hazardous waste and waste oil, etc., which effectively tested the company's emergency accident treatment measures and improved the ability of employees to deal with environmental emergencies.





# 建设生态港口

## Eco Port Construction

公司积极推进生态保护工作，致力于建设生态港口，要求子公司遵守保护生物多样性承诺。通过应用智能化技术和设备、实施植被种植和增殖放流等措施，努力营造一个陆地与海洋和谐共生的环保生态环境。

The Company actively promotes ecological conservation and is committed to building an ecological port, requiring its subsidiaries to comply with the commitment to protect biodiversity. Through the application of intelligent technology and equipment, the implementation of vegetation planting and breeding and releasing measures, efforts are being made to create an eco-friendly ecological environment in which the land and the sea coexist harmoniously.

# 港区生物多样性监测

## Port Area Biodiversity Monitoring

为掌握天津港区域生物多样性现状与变化趋势，公司积极参与鸟类调查和海洋生态监测工作。在鸟类调查中布设了 9 条样线和 6 个样点，涵盖沿海滩涂、草本沼泽、河口等多种生境，记录到 8 目 19 科 44 种鸟类，其中包括白腰杓鹬、大杓鹬、白琵鹭、黑翅鸢及白腹鹳等 5 种国家二级保护鸟类，印证了天津港的生态价值。海洋生态监测布设 10 个站位，覆盖主要航道及附近海域，内容包括水质、浮游生物、底栖生物及游泳生物等。19 项水质指标中，70% 以上达到二类或三类海水标准，整体优于四类海水标准。浮游植物记录到 47 种，浮游动物 39 种，生物多样性指数显著，表明水体生态活力充足。此外，公司定期开展海面漂浮物清捞和港区垃圾清扫活动，减缓海面垃圾、油污等污染物对港区生态的侵害。

To understand the current status and trends of biodiversity in the Tianjin Port area, the company organized bird surveys and marine ecological monitoring. The bird survey set up 9 transect lines and 6 sampling points, covering various habitats such as coastal mudflats, herbaceous marshes, and estuaries, recording 44 bird species from 19 families and 8 orders, including five nationally protected Class II bird species: the Eurasian curlew, Far Eastern curlew, Eurasian spoonbill, black-winged kite, and eastern marsh harrier, demonstrating the ecological value of Tianjin Port. The marine ecological monitoring set up 10 stations covering major navigation channels and surrounding waters, monitoring water quality, plankton, benthic organisms, and nekton. Among 19 water quality indicators, over 70% met Class II or Class III seawater standards, with the overall water quality exceeding Class IV seawater standards. A total of 47 phytoplankton species and 39 zooplankton species were recorded, with a significant biodiversity index, indicating sufficient ecological vitality of the water body. Additionally, the company regularly conducts marine floating debris collection and port area waste cleaning activities to mitigate the impact of marine litter, oil pollution, and other pollutants on the port area's ecology.



# 港区绿化升级

## Port Area Greening Upgrade

结合气候条件，持续种植耐寒旱、生长期长的冬青、合欢、槐树等各类树木及植物。公司委托专业机构定期维护绿化区域，加装护栏保护绿地，并在冬季做好防寒保温措施，持续优化港内生态环境，丰富植被种类，改善土壤结构，助力环保治理。

In conjunction with climatic conditions, various types of trees and plants such as holly, acacia, locust that are resistant to cold and drought and have a long growing period are planted on a continuous basis. The Company has entrusted professional organizations to regularly maintain the green areas, install guardrails to protect green spaces, and take cold protection measures in winter to continuously optimize the ecological environment in the port, enrich vegetation types, improve soil structure, and support environmental protection.

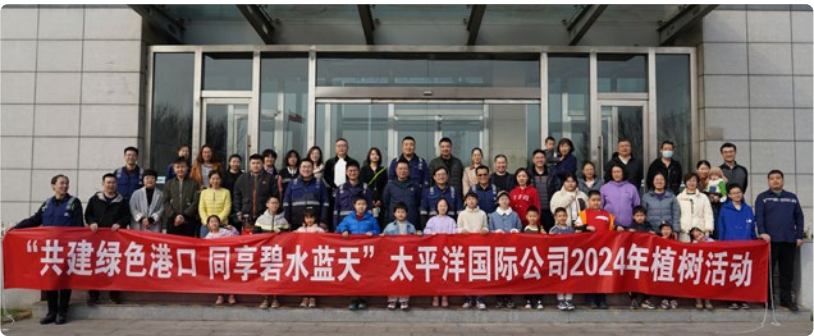
### 举办植树节活动

#### Tree-Planting Day Activity



公司积极响应环境保护政策，提升员工及家属环保意识，美化港区环境，每年开展植树节活动，为绿色港口、和谐家园建设贡献力量。

The Company actively responds to environmental protection policies, enhances the environmental awareness of employees and their families and beautifies the environment of the port area. The Tree-Planting Day Activity is held every year to contribute to the construction of Green Port and Harmonious Home.



▶ 太平洋国际公司开展“共建绿色港口 同享碧水蓝天”2024 年植树活动  
Tianjin Port Pacific international Container Terminal Co., Ltd. Held 2024 Tree-Planting Day Activity themed with "Co-building Green Port and Sharing Blue Sky and Green Water"

报告期内  
During the reporting period

54

公司及子公司绿化面积超（万平方米）。  
During the reporting period, the Company and its subsidiaries greened an area of over 540,000m<sup>2</sup>

39

各类树木超（万棵）  
And planted over 390,000 trees of various types.

∴因管理责任移交至地方政府管理，公司及子公司绿化面积减少约 10 万平方米。



# 以人为本 和谐港口

## Harmonious Port

- 守护员工健康  
Protecting Employee Health
- 保障员工权益  
Protectiong Employees' Rights and Interests
- 赋能员工成长  
Empowering Employees' Career Growth
- 丰富员工生活  
Enriching Employee Life
- 助推美好生活  
Promoting a Better Life



贡献联合国可持续发展目标 (SDGs)  
Respond to UN Sustainable Development Goals (SDGs)



# 守护员工健康

## Protecting Employee Health

### 安全生产

#### Workplace Safety

公司始终以习近平总书记关于安全工作的重要论述精神为指引，坚持“人民至上、生命至上”，开展安全生产治本攻坚三年行动，聚焦行业管控重点，加强安全生产体系建设，规范安全管理内容，夯实各级主体及岗位责任，严密检查督导，不断巩固安全发展根基，推进平安港口建设。

Always guided by the ethos of General Secretary Xi Jinping's important discussion on safety work, the Company has adhered to "People First, Life First", and carried out the three-year action of work safety. With a focus on the key points of industry control, efforts have been made to strengthen the establishment of safety in production system, regulate the content of safety management, consolidate the responsibilities of subjects and posts at all levels. Through strict inspection and supervision, the foundation of safety development has been constantly consolidated, and the construction of Safe Port has been advanced.



落实治本攻坚三年行动部署要求，提出 10 大方面 30 项具体工作任务，实施“挂图作战”，确保治本攻坚任务清单化管理、台账式推进。

The deployment requirements of the three-year action have been implemented, and 30 specific tasks in 10 major aspects have been put forward. The company implements the established plan according to schedule, progress, and requirements, ensuring that fundamental remediation tasks are managed through a checklist approach and advanced in a ledger-based manner.



聚焦重大风险管控，明确安全生产履职要点，通过“一岗一清单”规范全员安全生产责任落实，纳入自我管理体系。出台《相关方安全管理规范》，从严相关方安全管理。

With a focus on major risk management and control, the key points of work safety performance have been clarified, and the implementation of work safety responsibilities of all employees has been standardized through the "one post and one list" which is incorporated into the self-management system. The "Safety Management Standards of Relevant Parties" have been issued to tighten the safety management of relevant parties.



督导各单位夯实各项安全生产基础，组织安全生产责任目标综合检查、第三方消防检查和本质安全管理体系运行质量检查，提出各类隐患问题和提升建议，督促按期整改闭环。

The Company has supervised all units to consolidate the foundation of work safety, organized comprehensive inspection of work safety responsibility objectives, third-party fire inspection and quality inspection of intrinsic safety management system operation, put forward various hidden problems and suggestions for improvement, and urged timely closed loop rectification.

2024 年，公司  
In 2024, the Company

0.89

安全生产投入金额（亿元）  
Had a work safety investment of RMB 89 million

1,226

安全生产培训场次（次）  
Conducted 1,226 work safety training sessions

144,414

安全培训教育参与（人次）  
Provided work safety training for 144,414 person-times of participants

0

百万吨吞吐量死亡率（%）  
The mortality rate for a throughput of one million tons is zero.

1,433

安全应急事件演练（次）  
Carried out 1,433 security emergency drills

10,262

安全生产检查次数（次）  
Conducted 10,262 work safety inspections

100

问题整改率（%）  
Registered a problem rectification rate of 100%

0

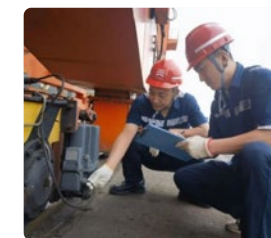
发生安全生产事故（起）  
Had 0 work safety incident

案例  
Case

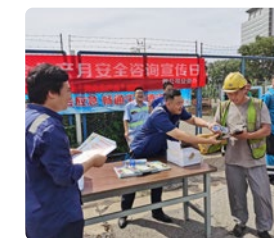
开展安全生产月系列活动  
Conduct Safety Month Series of Activities

2024 年 6 月，公司组织“安全生产月”系列活动，紧密围绕“人人讲安全、个个会应急——畅通生命通道”主题，聚焦打造世界一流绿色港口升级版，进一步推进治本攻坚三年行动、重大事故隐患排查整治、打通消防“生命通道”等专项行动取得实效。组织各单位开展包括教育培训、现场咨询、宣传推广、实战演练等活动，切实提高员工风险防范意识，提升风险辨识管控能力和隐患排查整治质量，锤炼员工安全技能，有效防范事故发生，筑牢安全防线，营造出港口安全生产工作浓厚氛围。

In June 2024, the Company organized "Safety Month" Series of Activities, closely focusing on the theme of "Everyone Aware of Safety and Able to Respond to Emergencies—Keeping Passage of Life Open" to build an upgraded version of a world-class green port. Efforts were made to further promote the three-year action, the investigation and rectification of major incidents, and keeping "passage of life" open and other special actions, and results were achieved. All units were organized to carry out activities including education and training, site consultation, publicity and promotion and drills, so as to effectively improve employees' awareness of risk prevention, risk identification and control ability and the quality of hidden danger investigation and rectification. These efforts were also intended to forge employees' safety skills, effectively prevent incidents, build a strong safety defense line, and create a strong atmosphere for port work safety.



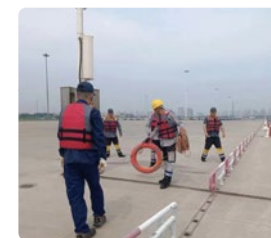
► 一公司全力加强安全管控力度  
Tianjin Port No. 1 Stevedoring Co., Ltd. Strengthened Safety Control Efforts



► 四公司开展安全月宣传活动  
Tianjin Port No. 4 Stevedoring Co., Ltd. Carried out Safety Month Publicity Activity



► 滚装码头开展消防技能比武竞赛  
Tianjin Port RO-RO Terminal Co., Ltd. Held Firefighting Skills Competition



► 海嘉码头开展人员落水应急救援演练  
Tianjin Port Haijia Automobile Terminal Co., Ltd. Held Man Overboard Emergency Rescue Drill



# 职业健康

## Occupational Health

公司结合《中华人民共和国职业病防治法》《国际海上人命安全（SOLAS）公约》等要求，制定并实施公司职业健康管理制

截至报告期末，公司职业健康安全管理体系认证（GB/T45001）覆盖率达80%；所有码头公司均符合《1974年国际海上人命安全公约》（SOLAS公约）和《国际船舶和港口设施保安规则》（ISPS规则）要求。

In combination with the requirements of *The Law of the People's Republic of China on the Prevention and Control of Occupational Diseases* and *The International Convention for the Safety of Life at Sea (SOLAS)*, the Company has formulated and implemented the occupational health management system and work points, and comprehensively standardized the occupational health protection of employees. The Company and its subsidiaries have, in accordance with local laws and regulations, carried out employee post fitness check, regularly organized employee health examination, and standardized the detection of occupational hazard factors. The prevention and control of occupational hazards in the workplace has also been strengthened by improving the working environment, enhancing safety signs, and ensuring the supply of labor protection articles.

As of the end of the reporting period, the certification coverage rate of the company's Occupational Health and Safety Management System (GB/T 45001) reached 80%. All terminal companies complied with the requirements of the International Convention for the Safety of Life at Sea (SOLAS, 1974) and the International Ship and Port Facility Security (ISPS) Code.



AED 使用及急救知识培训  
AED Use and First Aid Knowledge Training



公司配备体外除颤仪 AED 及医疗用品  
The Company Equipped with AED and Medical Supplies



职业病危害因素及防护措施培训  
Training on Occupational Hazards and Protective Measures

# 保障员工权益

## Protecting Employees' Rights and Interests

公司始终秉持“以人为本”理念，全力保障员工基本权益，不断完善薪酬福利体系确保员工合理回报，打造平等包容、团结和谐的工作环境，促进企业稳健发展。

The Company has always been adhering to the "people-oriented" concept, fully protecting the basic rights and interests of employees, and constantly improving the salary and benefit system to ensure reasonable returns for employees, to create an equal and inclusive, united and harmonious working environment, and to promote sound corporate development.

# 人才雇佣

## Talents Recruitment

公司秉持依法依规经营理念，严格遵循《中华人民共和国公司法》《中华人民共和国劳动法》《中华人民共和国劳动合同法》等法律法规要求，不断规范与优化人才招聘策略，确保招聘工作全程合法合规。坚决杜绝雇佣童工、强制劳动等一切非法用工行为，全力营造公平公正的就业环境。

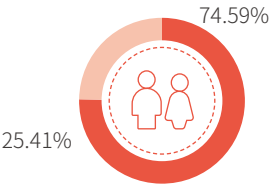
The Company adheres to the philosophy of operating in accordance with laws and regulations, strictly follows the requirements of *The Company Law of the People's Republic of China*, *The Labor Law of the People's Republic of China*, *The Labor Contract Law of the People's Republic of China* and other laws and regulations, and constantly standardizes and optimizes the recruitment strategy to ensure that the recruitment process is legal and compliant. The Company resolutely eliminates all illegal employment practices such as child labor and forced labor, and makes every effort to create a fair and just employment environment.

截至 2024 年末  
As of the end of 2024

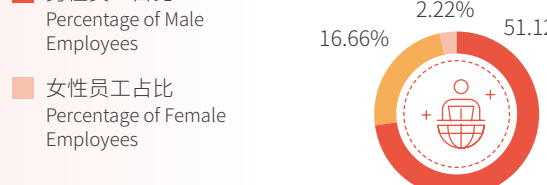
5,084  
员工总数（人）  
Total Number of Employees 5,084 Persons

100  
劳动合同覆盖率（%）  
Labor Contract Coverage Rate 100%

按性别划分  
Classification by gender

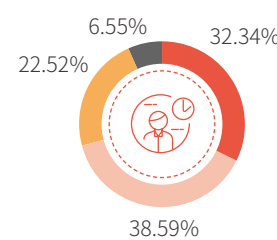


按雇员分类  
By Employee Type



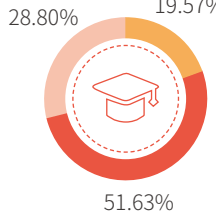
- 基层员工占比  
Percentage of Grassroots Employees
- 中级管理层员工占比  
Percentage of Middle Management Employees
- 高级管理层员工占比  
Percentage of Senior Management Employees

按年龄划分  
By age



- 51 岁及以上员工占比  
Percentage of Employees Aged 51 and Above
- 41 至 50 岁员工占比  
Percentage of Employees Aged 41 to 50
- 31 至 40 岁员工占比  
Percentage of Employees Aged 31 to 40
- 30 岁及以下员工占比  
Percentage of Employees Aged 30 and Below

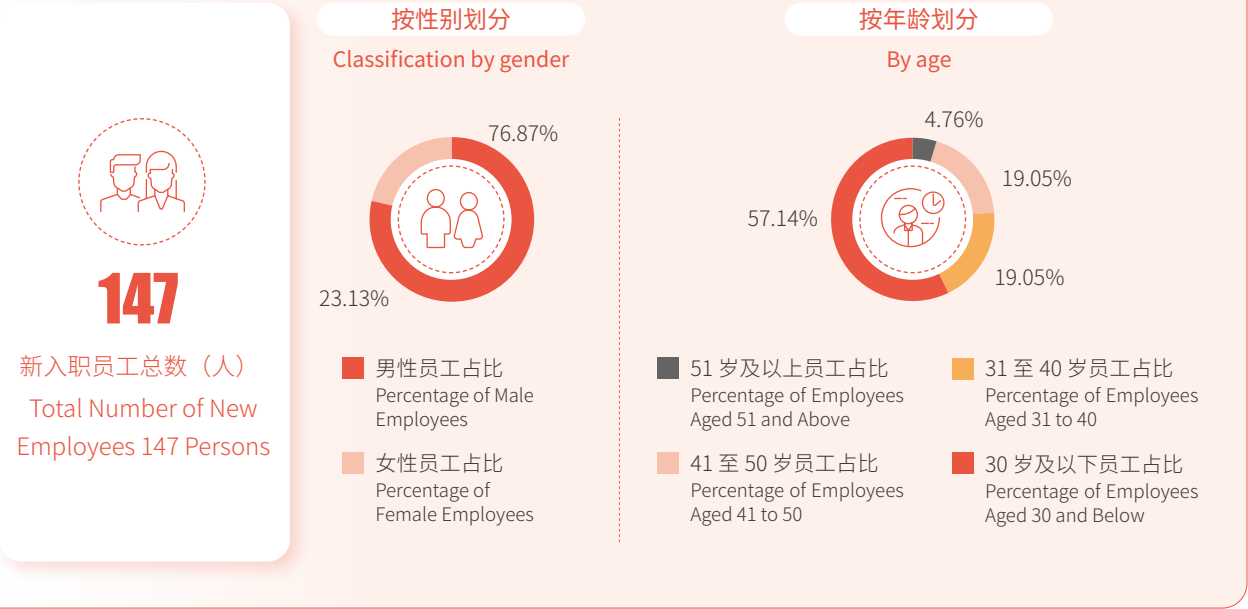
按学历划分  
By Educational Background



- 拥有本科及以上学历员工占比  
Percentage of Employees Holding a Master Degree or Above
- 拥有本科学历员工占比  
Percentage of Employees Holding a Bachelor's Degree
- 拥有本科以下学历员工占比  
Percentage of Employees Holding a Diploma below a Bachelor's Degree



2024 年，新入职员工情况  
In 2024, New Employees





## 案例 Case

### “三八”国际妇女节 On March 8 International Women's Day

“三八”国际妇女节期间，公司各单位纷纷组织多元温馨的女性职工活动，为津港女职工送上深深的祝福。系列活动的开展，丰富了女性职工精神生活，增强女性职工的幸福感和归属感。

During International Women's Day, the company organized diverse and heartfelt activities for female employees, extending warm wishes to them. These series of activities have enriched the spiritual life of female employees and enhanced their sense of well-being and belonging.



► 蛋糕烘焙活动  
Cake Baking



► 悦读会  
Reading Club



► 女职工趣味运动会  
Fun Sports Meet for Female Employees



► 趣味游园会  
Fun Fair

## 薪酬与绩效管理

### Remuneration and Performance Management

公司规范开展薪酬分配管理工作，并紧密结合市场化特征，打造具有对外竞争力与对内公平性的薪酬体系。在现有薪酬架构基础上，持续完善人才考核评价机制，充分激励员工发挥价值，推动实现公司战略目标。报告期内，公司员工薪酬总投入达 101,800.27 万元。

The Company standardizes the management of remuneration distribution, and closely combines the characteristics of marketization to create a remuneration system with external competitiveness and internal fairness. On the basis of the existing remuneration structure, the Company will continue to improve the talent assessment and evaluation mechanism to fully incentivize employees to give full play to their values and promote the realization of corporate strategic objectives. During the reporting period, the company's total investment in employee compensation amounted to RMB 1,018.0027 million.

## 民主管理

### Democratic Management

公司始终重视维护员工合法权益，构建多层次、多形式的民主沟通管理机制，积极引导员工深度参与公司生产经营管理。明确职工代表大会、厂务公开、职工董事监事等民主管理形式的职责、权限、运作程序和监督机制，各级工会组织积极发挥桥梁纽带作用，聆听员工心声，维护职工权益，全力保障员工在企业民主管理中的话语权与参与权。

Communication and management mechanism, and actively involving employees to in corporate production and management in depth. The responsibilities, powers, operation procedures and supervision mechanisms of democratic management forms such as Employee Representative Conference, Disclosure of Factory Affairs, and Employee Directors and Supervisors have been clarified. Trade unions at all levels actively play a bridging role, listen to employees' voice, safeguard their rights and interests, and make every effort to protect their right to speak and participate in enterprise democratic management.



► 外理公司职工代表大会  
Employee Representative  
Conference of Tianjin Ocean  
Shipping Tally Co., Ltd.



► 物流发展公司工会主席走访调研各车间听取一线声音  
The President of the Labor Union of Tianjin Port Logistics Development Co., Ltd. Visited the Workshops to Listen to the Voice of Frontline Employees





# 赋能员工成长

## Empowering Employees' Career Growth

公司高度重视员工的价值提升与职业发展，积极构建并完善人才培养体系，深化技能人才培养，强建人才梯队，大力畅通员工发展通道，盘活内部人才资源，促进人本管理向善而为。

The Company attaches great importance to the value enhancement and career development of employees, actively establishes and improves the talent training system, deepens the training of skilled talents, strengthens the construction of talent teams, vigorously unifies the development access of employees, invigorates internal talent resources, and promotes goodness-based people-oriented management.

### 员工培训

#### Employee Training



优化人才培养体系  
Optimize the talent training system

- 推动落实《关于进一步加强人才队伍建设的实施方案（2023-2025）》，完善常态化、专业化培训机制，2024 年组织开展各类员工技能培训，累计参与 8,826 人次  
advance the implementation of the "Implementation Plan on Further Strengthening the Talent Team Building (2023-2025)", improve the mechanism of regular and specialized training; the Company organized training sessions of various types, with a total participants of 8,826 people-times.



推进职业技能申报  
Promote the declaration of vocational skills

- 公司开展并完成首批 6 名特级技师、首席技师评审，公示并上报市人社局和国家人社部备案，并成为市管国企首家“新八级工”职业技能等级认定企业。  
The Company has carried out and completed the evaluation of the first six Special Grade Technicians and Chief Technicians, publicized the list and reported it to the Municipal Human Resources and Social Security Bureau and the Ministry of Human Resources and Social Security for filing, making it the first municipally-managed state-owned enterprise certifying vocational skill level of "New Eighth-Grade Workers".



加强技能人才队伍建设  
Strengthen the skilled talent team building

- 组织开展 2024 年度技能提升培训、技能等级继续教育培训、高技能人才研修班和相关内训师专项培训等，持续加大技能人才培养。  
The Company organized and carried out 2024 skill upgrading training, skill level continuing education training, high-skill talent training workshop and relevant internal trainer special training, continuously increasing the training of skilled talents.

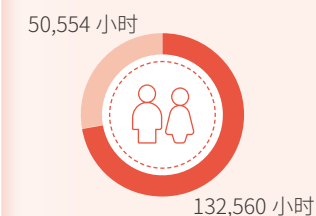


8,826

全年培训总人次（不含  
安全生产培训）（人次）  
A total of 8,826 staff  
participated in skills  
training (excluding  
production safety  
training)

#### 按性别划分

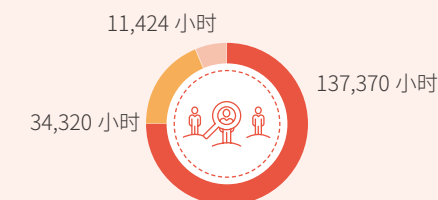
##### Classification by gender



- 男性员工接受培训  
的个人平均小时数  
Average Individual Hours  
of Training for Male Employees
- 女性员工接受培训  
的个人平均小时数  
Average Individual Hours  
of Training for Female  
Employees

#### 按职级划分

##### By rank



- 基层员工接受培训  
的个人平均小时数  
Average Individual Hours  
of Training for Grassroots  
Employees
- 中级管理层员工接受培  
训的个人平均小时数  
Average Individual Hours  
of Training for Middle  
Management Employees
- 高级管理层员工接受培训的个人平均小时数  
Average Individual Hours of Training for Senior  
Management Employees



98

培训考核总体通过率（%）  
Overall Pass Rate  
for Training and  
Assessment 98%

#### 按性别划分

##### Classification by gender

97  
男性员工培训考核通过率（%）  
Pass Rate for Training and  
Assessment of Male Employees 97%

99  
女性员工培训考核通过率（%）  
Pass Rate for Training and  
Assessment of Female  
Employees 99%

#### 按职级划分

##### By rank

90  
基层员工培训考核通过率（%）  
Pass Rate for Training and Assessment  
of Grassroots Employees 90%

98  
中级管理层员工培训考核通过率（%）  
Pass Rate for Training and Assessment  
of Middle Management Employees 98%

99  
高级管理层员工培训考核通过率（%）  
Pass Rate for Training and Assessment  
of Senior Management Employees 99%



## 员工发展 Employee Development

公司全力构建完善的人才培养体系，为员工成长与价值提升提供助力。深入推行“师带徒”“传帮带”等培养模式，广泛组织技能培训、技能竞赛、技能交流等多元活动，积极打造知识型、技能型、创新型的新时代天津港产业工人队伍。聚焦选贤用能，实施装卸板块“卓越领航”青年干部人才培养工程，着力培育高素质干部队伍。积极引导广大员工充分实现个人价值，推动公司与员工携手共进、共同成长。

The Company makes every effort to build a perfect talent training system to support employee growth and value enhancement. We have deeply implemented training models such as "Apprenticeship" and "Mentoring", extensively organized diversified activities such as skills training, skills competition and skills exchange, and actively built a knowledge-oriented, skill-based and innovative industrial worker team of Tianjin Port in the new era. With a focus on talent selection, the Company has implemented the "Excellent Navigation" Young Cadre Talent Training Program in the loading and unloading sector, striving to cultivate high-quality cadres. Active efforts have been made to inspire the employees to fully realize their personal value, and promote the joint development and progress of the Company and employees.

### 案例 Case

#### 着力打造“卓越领航”青年干部人才培养工程 Implementing the "Excellent Navigation" Young Cadre Talent Training Program

公司于 2024 年组织开展首期培训，包括专业理论、研学互鉴、实践锻炼三大培养路径，围绕上市企业管理、智慧港口升级、内控风险管控等内容，设计开发了实践项目锻炼、创新竞赛展示、结构化研讨、总裁课堂等 11 项主题培养方案，层层遴选青年才俊先后赴天津市委党校、兄弟港口、高等院校对标学习，全面提升改革攻坚、经营管理、创新创造、化解风险等能力，着力打造政治坚定、敢于创新、追求卓越的装卸板块复合型人才队伍。

The Company organized and carried out the first training session in 2024, including three training paths, namely, professional theory, research and mutual learning, and practical exercise. With a focus on listed enterprise management, smart port upgrade, internal control risk management and other contents, 11 themed training plans have been designed and developed, including practical project exercise, innovative competition display, structured discussion, and president class. Young talents have been selected at various levels to study in Tianjin Municipal Party School, brother ports, and colleges and universities, comprehensively improve the capabilities of reform, operation and management, innovation and creation, and risk resolution. The goal is to create a compound talent team of loading and unloading sector with firm political faiths, innovation and pursuit of excellence.



## 丰富员工生活 Enriching Employee Life

公司始终将员工关爱作为重要使命，在保障员工合法权益的基础上，通过一系列创新举措，切实为员工谋福利，全方位优化工作环境，提升员工的幸福感和满意度。

The Company has always taken employee care as an important mission. On the basis of protecting the legitimate rights and interests of employees, a series of innovative initiatives have been launched to effectively seek benefits for employees, optimize the working environment in all aspects, and enhance the sense of well-being and satisfaction of employees.

## 员工福利与关怀 Employee Benefits and Care

公司心系员工福祉，努力为员工提供完善的福利保障，在实现国有资产保值增值基础上，上调补充住房公积金缴存比例、工间餐标准等，优化大病医疗保险政策，不断推动恢复年金缴纳，让员工能够真切感受到公司发展的红利，增强员工的归属感和幸福感。

Provide employees with perfect welfare protection. On the basis of realizing value preservation and appreciation of state-owned assets, the Company has adjusted upward the contribution ratio of supplemental housing provident fund and the standard of inter-workplace meal, etc., optimized the policy of medical insurance for severe illnesses, and continuously pushed for the resumption of payment of annuity. These efforts are intended to enable the employees to genuinely feel the dividends of corporate development, and to enhance the employees' sense of belonging and well-being.

### 案例 Case

#### 远航国际公司开展职工关怀活动 Employee Care Activities of Tianjin Port Yuanhang International Ore Terminal Co., Ltd.

远航国际公司积极实施职工关怀计划，全年分三轮开展慰问活动：深入基层，慰问坚守生产一线的干部职工超 600 人次；落实退休职工“四个一”关爱行动以及劳模慰问行动，向 14 名退休职工和 1 名已退休市级劳模送上慰问品；并对 12 名因病住院职工发放慰问金，着力解决患病职工的后顾之忧。

Tianjin Port Yuanhang International Ore Terminal Co., Ltd. actively implemented the employee care plan and carried out three employee care activities throughout the year: visited 600 cadres and employees in the frontline of production; implemented the Four-One Care Action for Retired Employees and Model Worker Care Action, and sent gifts to 14 retired employees and 1 retired Model Worker; granted condolence payments to 12 hospitalized employees to address their worries.





## 员工活动 Employee Activities

公司倡导积极健康的生活方式，致力于为员工打造优质的工作环境，营造开放和谐的文化氛围。公司多主题开展各项活动，助力员工全方位成长，增进团队沟通交流，激发组织生活新活力。

The Company advocates a positive and healthy lifestyle, and is committed to creating a quality working environment and an open and harmonious cultural atmosphere for its employees. The Company has carried out various activities with multiple themes to help employees grow in all aspects, enhance team communication, and stimulate new vitality in organizational life.

▶ 外理公司职工迎新春才艺汇演  
Employee Spring Festival Talent Show of  
Tianjin Ocean Shipping Tally Co., Ltd.



▶ 太平洋公司“月满中秋、烘焙团圆”月饼DIY活动  
Mooncake DIY Activity Themed with "Unity Mooncake Baking  
on Mid-Autumn Day" of Tianjin Port Pacific International  
Container Terminal Co., Ltd.



▶ 外代公司参加女职工广场舞、健身操大赛  
China Ocean Shipping Agency Tianjin Co., Ltd.  
Participated in Female Workers Square Dance and  
Fitness Competition



▶ 外代公司职工乒乓球比赛  
Employee Ping Pong Competition of China  
Ocean Shipping Agency Tianjin Co., Ltd.

## 助推美好生活 Promoting a Better Life

公司积极依托港口、物流网络、海铁联运班列等自身优质资源，全力服务“一带一路”、乡村振兴等国家战略发展，不断完善全程物流服务体系，着力拓展港口服务功能，积极履行社会责任。

The Company actively relies on its own high-quality resources such as ports, logistics networks, and sea-rail intermodal trains to fully serve the national strategies of the "Belt and Road Initiative" and rural revitalization, constantly improves the whole-process logistics service system and strives to expand port service functions and actively fulfill social responsibilities.

### 案例 Case

### 倾心服务助推乡村发展 Dedication to Services to Promote Rural Development

2021年至2024年，公司派遣员工深入蓟州区东施古镇柳子口村和嘴吧庄村开展帮扶，相继开展黑猪生态养殖项目、稻田蟹种养项目、高端果蔬大棚项目等20个重点帮扶项目；完善村内景观、道路、夜景灯光等设施，提升村容村貌；盘活闲置土地种植蜜薯，探索民宿发展，带动村集体和村民增收；建设党建文化长廊，打造社区化党群服务中心，开展教育资助。以“有思路、勤沟通”“接地气、可持续”“动真情、做榜样”的工作思路，推动乡村振兴，赢得各方认可，取得显著成效。

From 2021 to 2024, the Company has sent employees to support Liuzikou Village and Zoubazhuang Village in Dongshi Town, Jizhou District, and successively carried out 20 key support projects such as black pig ecological breeding project, paddy crab breeding project, and high-end fruit and vegetable greenhouse project. The village landscape, roads, night lighting and other facilities have been improved to enhance the village appearance; idle land has been used to plant sweet potatoes and the development of homestay industry has been explored, driving the village collective and villagers to increase income; a party building culture corridor has been built to make a community-oriented party and mass service center, and educational funding has been carried out. With the work ideas of "thinking and frequent communication", "reliability and sustainability", "true affections and example setting", we have promoted rural revitalization, won recognition from all parties, and achieved remarkable results.





案例  
Case

**精心打造“水果快线”，保障京津冀及我国北方地区市场精品水果供给**  
Optimizing the “Fruit Express” to Ensure Premium Fruit Supply in Northern China

2024 年 12 月，载有 380 个集装箱、重约 8000 吨智利车厘子的“以星奥克兰”轮，靠泊太平洋公司码头，天津港迎来 2024-2025 季中国北方首船智利进口车厘子。公司与各口岸单位深化合作，同航运企业实时保持舱单、船图信息共享，及时获取船舶配载计划，精心打磨作业流程，全力提速各物流环节。针对本季车厘子船舶，采取“五保五即”措施和“一船一策”定制化方案，利用“三无”“零待时”等高效服务举措，将单箱车厘子的码头作业时间缩短至 20 分钟内，5 小时内送达京津冀主要市场，30 小时覆盖华东、华南、西北、东北等地。

In December 2024, the ZIM Auckland, carrying 380 containers and 8,000 tons of Chilean cherries, berthed at the Tianjin Port Pacific International Container Terminal Co., Ltd, marking the first shipment of the season to northern China via Tianjin Port. The company has strengthened cooperation with port authorities, sharing real-time vessel data with shipping enterprises to optimize logistics.

With a tailored "one vessel, one policy" approach and the "Five Guarantees, Five Immediate Actions" measures, efficiency has been maximized. Terminal operations per container take under 20 minutes, ensuring delivery to Beijing-Tianjin-Hebei within 5 hours and other key regions within 30 hours.



公司积极践行社会责任，开展多元化志愿服务活动，以实际行动回馈社会，彰显企业的担当与情怀，为社会和谐发展贡献积极力量。

The Company is actively practicing social responsibility, carrying out diversified volunteer activities, giving back to the society with practical actions, showing its commitment and concerns, and contributing positive power for the harmonious development of the society.

案例  
Case

**为外国旅客提供志愿接待服务**  
Provide Voluntary Reception Services for Foreign Visitors

2024 年 3 月，如德丹号邮轮载数百名外国旅客抵达天津，外理公司团支部组织志愿者开展旅客接待志愿服务。志愿者们在邮轮母港为外国旅客提供咨询、引导等服务，热情微笑面对旅客，分享天津文化和特色，获旅客一致好评。

In March 2024, the cruise ship Zuiderdam arrived in Tianjin carrying hundreds of foreign passengers, and the Youth League branch of Tianjin Ocean Shipping Tally Co., Ltd. organized volunteer reception services for foreign visitors. Volunteers provided consultation and guidance services to foreign visitors at the cruise home port, warmly smiling at them, sharing Tianjin culture and specialties, and winning unanimous praise from the visitors.



案例  
Case

**天津港地中海中东线获“丝路海运”优质命名航线**  
Tianjin Port Mediterranean Middle East Route Rated Quality Naming Route of "Silk Road Shipping"

天津港欧亚国际公司“地中海中东线”是天津唯一直航中东（HMD/DMN/UMM）班轮航线，运输品类涵盖工业制品、零件、生活用品、农产品等，促进天津港腹地区域与“海上丝绸之路”中东沿线国家贸易便利化，满足京津冀及三北地区与“一带一路”国家贸易联通需求，保障产业链、供应链平稳运行，助力国际国内双循环。

The "Mediterranean Middle East Route" of Tianjin Port Euroasia International Container Terminal Co., Ltd. is the only direct shipping route to the Middle East (HMD/DMN/UMM) in Tianjin, and the transportation categories cover industrial products, spare parts, daily necessities, agricultural products, etc., promoting the trade facilitation between the hinterland area of Tianjin Port and the countries along the "Maritime Silk Road" in the Middle East, meeting the demand for trade connectivity between Beijing-Tianjin-Hebei and Northeast, North and Northwest China and the countries along the "Belt and Road" Initiative, ensuring the smooth operation of the industrial chain and supply chain, and supporting both international and domestic cycle.



案例  
Case

**开展社区志愿服务活动**  
Unfold Community Volunteering Activities

2024 年 3 月，外理公司团支部组织青年志愿服务团队，分别开展“学雷锋”、植树节志愿服务活动。志愿者们跟随社区人员进行入户隐患排查，宣传电动车消防安全知识，并开展绿植播种工作，为社区绿化美化贡献力量。

In March 2024, the Youth League branch of Tianjin Ocean Shipping Tally Co., Ltd. organized teenager volunteer service team to carry out "Learning from Lei Feng" and Tree-planting Day volunteer service activities respectively. Volunteers followed the community personnel to carry out household hidden danger inspection, publicized the knowledge of fire safety of electric bikes, and carried out seedling planting to contribute to the greening and beautification of the community.





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报告章节 Report Chapter	《上海证券交易所上市公司自律监管指引第 14 号——可持续发展报告（试行）》 Sustainable Development Report Guidelines	《可持续发展报告标准》 GRI Standards
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可持续发展数据绩效表

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经济绩效

Economic performance

指标名称 Indicator Name	单位 unit	2024	2023	2022
营业收入 Operating revenue	亿元 RMB100mn	120.70	117.04	108.22
归属于上市公司股东的净利润 Net profit attributable to shareholders of the listed company	亿元 RMB100mn	9.94	9.82	7.40
资产总额 Total assets	亿元 RMB100mn	360.19	350.78	340.98
现金分红总额 Total cash dividends	亿元 RMB100mn	3.01 <sup>1</sup>	2.95	2.23
每 10 股派息数（含税） Dividend payout per 10 shares (including tax)	元 Yuan	1.04 <sup>1</sup>	1.02	0.77
稀释每股收益 Dilute earnings per share	元 / 股 Yuan per share	0.34	0.34	0.26
加权平均净资产收益率 ROE	% %	5.23	5.37	4.20
全年完成货物吞吐量 Complete cargo throughput throughout the year	亿吨 100 million tons	4.53	4.45	4.43

集装箱吞吐量 Container throughput	万标准箱（TEU） Ten thousand standard containers (TEUs)	2,047	2,002	1,983
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<sup>1</sup> 公司 2024 年度拟发放现金分红 3.01 亿元，每 10 股派息 1.04 元，分红方案已经过董事会审议批准，尚未经过股东大会审议批准，需股东大会审议批准后方可实施。实际分红数据以股东大会决议为准。

The company plans to pay a total cash dividend of 301 million yuan in 2024, a dividend of 1.04 yuan per share. The dividend plan has been reviewed and approved by the Board of Directors, but has not been reviewed by the General Meeting of Shareholders, and can only be implemented after the approval of the General Meeting of Shareholders. The actual dividend data shall be subject to the resolution of the General Meeting of Shareholders.

公司治理绩效

Corporate Governance Performance

指标名称 Indicator Name	单位 unit	2024	2023	2022
三会运作 Governance of the Board of Directors, Board of Supervisors, and Shareholders' Meeting				
董事会规模 Board size	人 people	9	9	9
独立董事人数 Number of independent directors	人 people	4	4	4
女性董事人数 Number of female directors	人 people	1	1	1
股东大会召开次数 Number of shareholder meetings held	次 order	2	2	2
董事会会议次数 Number of board meetings	次 order	10	10	7
监事会会议次数 Number of Supervisory Board Meetings	次 order	5	5	6
董事会各类委员会会议次数 Number of meetings of various committees of the board of directors	次 order	16	16	13
内控合规与风险管理 Internal Control Compliance and Risk Management				
合规管理与风险防控培训场次 Compliance management and risk prevention training sessions	场 Session	1	1	1
反商业贿赂与反贪污 Anti Commercial Bribery and Anti-Corruption				
廉洁承诺书签订率 Signing rate of integrity commitment letter	% %	100	100	100
反腐宣贯覆盖员工比例 Proportion of employees covered by anti-corruption propaganda	% %	100	100	100
全体系反腐败、反贿赂培训场次 Training sessions on anti-corruption and anti bribery across the entire system	场 Session	138	272	137
全体系反腐败、反贿赂培训总时长 Total duration of anti-corruption and anti bribery training for the entire system	时 time	192.5	217.7	103.4



指标名称 Indicator Name	单位 unit	2024	2023	2022
投资者权益保护 Investor Rights Protection				
定期公告披露数量 Number of regular announcements disclosed	则 standard	4	4	4
临时公告披露数量 Temporary announcement disclosure quantity	则 standard	35	44	33
业绩说明会召开场次 Performance briefing sessions held	场 Session	3	3	2
投资者交流活动开展场次 Investor relationship activities held in sessions	场 Session	17	9	3
接待投资者人次 Reception of investors	人次 person-time	126	48	18
收到并回答投资者问题数量 Number of investor questions received and answered	个 individual	156	86	50
投资者提问回答率 Investor response rate to questions	% %	100	98.85	100

环境绩效  
Environmental Performance

指标名称 Indicator Name	单位 unit	2024	2023	2022
应对气候变化 Addressing Climate Change				
范围一温室气体排放量 Scope 1 Greenhouse gas emissions	吨二氧化碳 当量 Ton of carbon dioxide equivalent	44,102	50,529	49,060
范围二温室气体排放量 Scope 2 Greenhouse gas emissions		155,442	178,465	184,290
运营边界内（范围一 + 范围二）温室气体排放量 Greenhouse gas emissions within the operating boundary (Scope 1+Scope 2)		199,544	228,994	233,351
污染物排放 Pollution				
废水排放总量 Total amount of wastewater discharge	吨 ton	981,423	1,013,171	516,802

指标名称 Indicator Name	单位 unit	2024	2023	2022
废弃物处理 Waste Disposal				
可回收废弃物排放总量 Total amount of recyclable waste emissions	吨 ton	3,503.3	2,225	3,588
一般固体废弃物排放总量 Total amount of general solid waste discharge	吨 ton	8,563.6	6,100	6,700
危险废弃物排放总量 Total amount of hazardous waste discharge	吨 ton	197	149	130
环境合规管理 Environmental Compliance Management				
环保总投入 Total investment in environmental protection	亿元 RMB100mn	2.13	1.81	1.89
环境违法违规事件数 Number of environmental violations and irregularities	件 piece	0	0	0
环境污染罚款额 Penalty amount for environmental pollution	万元 Ten thousand yuan	0	0	0
重大溢油溢漏事件数 Number of major oil spill incidents	件 piece	0	0	0
环境应急培训开展次数 Number of environmental emergency training sessions conducted	次 order	39	26	21
环境应急培训参与人次 Number of participants in environmental emergency training	人次 person-time	1,740	368	281
环境应急演练开展次数 Number of environmental emergency drills conducted	次 order	59	34	27
环境应急演练参与人次 Number of participants in environmental emergency drills	人次 person-time	1,143	317	244
能源利用 Energy Utilization				
天然气消耗量 Natural gas consumption	立方米 cubic meter	17,036	28,106	41,319
液化气消耗量 Liquefied gas consumption	吨 ton	852	1,244	1,235



指标名称 Indicator Name	单位 unit	2024	2023	2022
煤消耗量 Coal consumption	吨 ton	0	0	0
柴油消耗量 Diesel consumption	吨 ton	13,259	14,907	14,206
汽油消耗量 Gasoline consumption	吨 ton	85	101	127
外购热力总量 Total amount of purchased heat	百万千焦 MkJ	3,636	4,938	5,720
外购电力总量 Total amount of purchased electricity	万千瓦时 10000 kilowatt hours	21,080	20,120	20,872
可再生能源消耗量 Renewable energy consumption	吨标煤 Ton standard coal	873,569	418,583	491,077
新能源动力车辆配套设施数量 Number of supporting facilities for new energy vehicles	个 individual	111	71	45
水资源利用 Water Resources Utilization				
市政购水量 Municipal water purchase volume	吨 ton	2,937,943	2,648,855	2,148,181
雨水收集使用量 Rainwater collection usage	吨 ton	1,750,892	1,181,911	181,016
新鲜水使用量 Usage of fresh water	吨 ton	2,069,892	2,648,855	2,148,181
循环水 / 再生水使用量 Usage of recycled water/reclaimed water	吨 ton	1,240,167	1,267,263	836,615
港口区域节水设施节水量 Water saving facilities in port areas save water	吨 ton	534,713	333,034	303,668
办公区域节水设施节水量 Water saving facilities in the office area save water	吨 ton	50,358	30,432	27,666

社会绩效  
Social Performance

指标名称 Indicator Name		单位 unit	2024	2023	2022
社会贡献 Social Contribution					
员工志愿活动参与总人次 Total number of employees participating in volunteer activities		人次 person-time	78	316	324
员工志愿活动总时长 Total duration of employee volunteer activities		小时	120.00	117.63	116.81
创新驱动 Innovation Driven					
研发人员总数 Total number of R&D personnel		人 people	579	547	437
研发投入总额 Total R&D investment		万元 Ten thousand yuan	9,507.07	9,306.49	9,816.63
持有专利数量 Number of patents held		件 piece	425	385	374
持有软件著作权数量 Number of software copyrights held		件 piece	51	31	31
年度新申请专利数量 Annual number of new patent applications		件 piece	66	70	74
年度新授权专利数量 Annual number of newly authorized patents		件 piece	49	57	62
产品和服务安全与质量 Product and Service Safety and Quality					
客户总体满意度 Overall customer satisfaction		% %	99	96	98
雇佣 Hire					
员工总数 Total number of employees		人 people	5,084	5,395	5,781
按性别划分 Divided by gender	男性员工总数 Total number of male employees	人 people	3,792	4,067	4,425



指标名称 Indicator Name		单位 unit	2024	2023	2022
按性别划分 Divided by gender	男性员工占比 Proportion of male employees	% %	74.59	75.38	76.54
	女性员工总数 Total number of female employees	人 people	1,292	1,328	1,356
	女性员工占比 Proportion of female employees	% %	25.41	24.62	23.46
按雇佣类型划分 Divided by employment type	劳动合同制员工总数 Total number of employees under labor contract system	人 people	5,084	5,395	5,781
	劳动合同制员工占比 Proportion of employees under labor contract system	% %	100	100	100
	其他雇佣类型员工总数 Total number of employees of other employment types	人 people	0	0	0
	其他雇佣类型员工占比 Proportion of employees of other employment types	% %	0	0	0
按年龄划分 Divided by ages	51 岁及以上员工总数 Total number of employees aged 51 and above	人 people	1,644	1,806	2,082
	51 岁及以上员工占比 Proportion of employees aged 51 and above	% %	32.34	33.48	36.01
	41 岁至 50 岁员工总数 Total number of employees aged 41 to 50	人 people	1,962	1,787	1,610
	41 岁至 50 岁员工占比 Proportion of employees aged 41 to 50	% %	38.59	33.12	27.85
	31 岁至 40 岁员工总数 Total number of employees aged 31 to 40	人 people	1,145	1,485	1,771
	31 岁至 40 岁员工占比 Proportion of employees aged 31 to 40	% %	22.52	27.53	30.63
	30 岁及以下员工总数 Total number of employees aged 30 and below	人 people	333	317	318
	30 岁及以下员工占比 Proportion of employees aged 30 and below	% %	6.55	5.88	5.50

指标名称 Indicator Name		单位 unit	2024	2023	2022
按学历划分 Divided by educational background	拥有博士学位员工总数 Total number of employees with doctoral degrees	人 people	0	3	4
	拥有博士学位员工占比 Proportion of employees with a doctoral degree	% %	0.00	0.06	0.07
	拥有硕士学历员工总数 Total number of employees with a master's degree	人 people	995	997	774
	拥有硕士学历员工占比 Proportion of employees with a master's degree	% %	19.57	18.48	13.39
	拥有本科学历员工总数 Total number of employees with a bachelor's degree	人 people	2,625	2,581	2,190
	拥有本科学历员工占比 Proportion of employees with a bachelor's degree	% %	51.63	47.84	37.88
	拥有本科以下学历员工总数 Total number of employees with a bachelor's degree or below	人 people	1,464	1,814	2,813
	拥有本科以下学历员工占比 Proportion of employees with a bachelor's degree or below	% %	28.80	33.62	48.66
按雇员类别划分 Classified by employee category	基层员工总数 Total number of grassroots employees	人 people	4,124	4,451	4,824
	基层员工占比 Proportion of grassroots employees	% %	81.12	82.50	83.45
	中级管理层员工总数 Total number of intermediate management employees	人 people	847	823	840
	中级管理层员工占比 Proportion of mid-level management employees	% %	16.66	15.25	14.53
	其中：中级管理层女性员工总数 Among them, total number of female employees in the middle management level	人 people	196	174	171



指标名称 Indicator Name		单位 unit	2024	2023	2022
按雇员类别划分 Classified by employee category	其中：中级管理层女性员工占比 Among them, the proportion of female employees in the middle management level	% %	3.86	3.23	2.96
	高级管理层员工总数 Total number of senior management employees	人 people	113	121	117
	高级管理层员工占比 Proportion of senior management employees	% %	2.22	2.24	2.02
	其中：高级管理层女性员工总数 Among them, total number of female employees in senior management	人 people	6	6	6
	其中：高级管理层女性员工占比 Among them, proportion of female employees in senior management	% %	0.12	0.11	0.10
	残疾人保障金缴纳总额 Total payment amount of disability protection fund	万元 Ten thousand yuan	701.92	672.80	700.73
	残障人士雇佣总数 Total employment of disabled individuals	人 people	26	43	48
	员工权益与福利保障 Employee Rights and Welfare Protection				
	劳动合同签订比例 Proportion of labor contract signing	% %	100	100	100
	员工薪酬总投入 <sup>2</sup> Total investment in employee compensation	万元 Ten thousand yuan	101,800.27	99,914.27	98,021.03
	员工福利投入 Employee welfare investment	万元 Ten thousand yuan	9,330.46	8,082.39	8,307.82
	已享受育儿假的员工总数 Total number of employees who have taken parental leave	人 people	74	74	64
	其中：已享受育儿假的男性员工总数 Among them: Total number of male employees who have taken parental leave	人 people	31	29	24
	其中：已享受育儿假的女性员工总数 Among them: Total number of female employees who have taken parental leave	人 people	43	53	40

<sup>2</sup> 本年度，员工薪酬总投入核算范围为天津港股份有限公司及其财务报告并表子公司。  
This financial year, the accounting scope of total employee compensation input is Tianjin Port Co., Ltd. and its subsidiaries in its consolidated financial statement.

指标名称 Indicator Name		单位 unit	2024	2023	2022
	有权享受育儿假的员工总数 Total number of employees entitled to parental leave	人 people	257	648	669
	育儿假结束后返岗员工总数 Total number of employees returning to work after parental leave ends	人 people	53	70	61
	育儿假结束后返岗且 12 个月后仍在职员工总数 Total number of employees who return to work after parental leave and remain employed after 12 months	人 people	56	74	64
	育儿假员工返岗率 Return rate of employees on parental leave	% %	100	100	100
	育儿假员工留任率 Retention rate of employees on parental leave	% %	100	100	100
	女性员工专有关爱活动开展次数 Number of exclusive care activities for female employees	次 order	40	40	30
	女性员工专有关爱活动参与人次 Number of participants in exclusive care activities for female employees	人次 person-time	1,800	2,023	1,954
	员工培训与发展 Employee Training and Development				
	员工技能培训总人次 (不含安全生产培训) Total number of employee skills trainingparticipants (excluding production safety training)	人次 person-time	8,826	8,978	9,415
按性别划分 Divided by gender	男性员工培训总人次 Total number of male employees trained	人次 person-time	6,628	6,992	7,290
	女性员工培训总人次 Total number of female employees trained	人次 person-time	2,198	1,986	2,125
按雇员类别划分 Classified by employee category	基层员工培训总人次 Total number of training sessions for grassroots employees	人次 person-time	7,849	8,043	8,499
	中级管理层员工培训总人次 Total number of training sessions for mid-level management employees	人次 person-time	858	813	798
	高级管理层员工培训总人次 Total number of training sessions for senior management employees	人次 person-time	119	122	118



指标名称 Indicator Name		单位 unit	2024	2023	2022
员工培训总时长 Total duration of employee training		小时 hour	183,114	182,458	180,884
员工培训平均时长 Average duration of employee training		小时 hour	39.04	20.32	19.21
按性别划分 Divided by gender	男性员工培训总时长 Total training duration for male employees	小时 hour	132,560	138,666	138,136
	女性员工培训总时长 Total training duration for female employees	小时 hour	50,554	43,792	42,748
按雇员类别划分 Classified by employee category	基层员工培训总时长 Total training duration for grassroots employees	小时 hour	137,370	138,895	135,984
	中级管理层员工培训总时长 Total training duration for mid-level management employees	小时 hour	34,320	31,758	31,920
	高级管理层员工培训总时长 Total training duration for senior management employees	小时 hour	11,424	11,805	12,980
女性职业赋能与领导力培训开展次数 Number of women's career empowerment and leadership training sessions conducted		次 order	6	6	7
女性职业赋能与领导力培训参与人次 Number of participants in women's career empowerment and leadership training		人次 person-time	418	123	561
职业健康与安全 Occupational Health and Safety					
安全生产投入总额 Total investment in safety production		亿元 RMB100mn	0.89	0.90	0.86
安全生产培训开展次数 Number of safety production training sessions conducted		次 order	1,226	754	1,233
安全生产培训参与人次 Number of participants in safety production training		人次 person-time	144,414	86,040	147,763
安全生产相关培训总时长 Total duration of production safety related training		小时 hour	4,550	4,604	4,598
应急事件演练数 Number of emergency event drills		次 order	1,433	941	678

指标名称 Indicator Name		单位 unit	2024	2023	2022
应急事件演练参与人次 Number of participants in emergency event drills		人次 person-time	14,404	11,967	10,380
安全生产装备维护投入总额 Total investment in maintenance of safety production equipment		万元 Ten thousand yuan	2,250.3	2,317.3	2,570.9
职业病新增病例 New cases of occupational diseases		例 example	0	0	0
职业病发病率 Incidence rate of occupational diseases		% %	0	0	0
接受职业病体检人数 Number of individuals undergoing occupational disease examinations		人 people	700	1,072	858
风险岗位职业病体检覆盖率 Coverage rate of occupational disease physical examination for risk positions		%	100	100	100
职业健康培训参与人次 Number of participants in occupational health training		人次 person-time	5,997	5,372	5,509
特别重大事故发生数 Number of particularly serious accidents		次 order	0	0	0
重大事故发生数 Number of major accidents		次 order	0	0	0
一般事故发生数 Number of general accidents		次 order	0	0	0
员工伤亡人数 Number of employee casualties		人 people	0	0	0
民主管理 Democratic Management					
职工代表大会召开次数 The number of times the employee representative assembly is held		次 order	47	40	60
职工代表大会参与人次 Number of participants in the staff representative assembly		人次 person-time	1,739	2,668	3,203