



# 2025

## 环境、社会和公司治理报告

Environmental, Social and Governance (ESG) 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

### 报告说明 Notes to the report

本报告是天津港股份有限公司（以下简称：“天津港”或“公司”）发布的第四份环境、社会和公司治理（ESG）报告。此前，公司已连续披露十七份可持续发展相关报告，并不断完善信息披露内容与体系。本报告秉持客观、规范、透明、全面的原则，系统呈现公司年度可持续发展治理和绩效，加强与利益相关方的沟通与互动，为公司长期高质量发展提供支持。

This Report is the fourth Environmental, Social and Governance (ESG) report issued by Tianjin Port Holdings Co., Ltd. (hereinafter referred to as "Tianjin Port" or the "Company"). Previously, the Company has continuously disclosed 17 sustainability-related reports and has continually improved the content and framework of its disclosures. Adhering to the principles of objectivity, standardization, transparency and comprehensiveness, this report systematically presents the Company's annual sustainability governance and performance, strengthens communication and engagement with stakeholders, and supports the Company's long-term high-quality development.

### 报告周期与范围 Reporting period and scope

本报告详细披露了公司在 2025 年 1 月 1 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、社会和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“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 wholly-owned and controlled subsidiaries of Tianjin Port Holdings Co., Ltd. in the fields of economic, environmental, social and governance activities during the period from January 1 to December 31, 2025. To enhance the report's extensibility, readability and completeness, certain sections of this report appropriately reference prior years, and some cases involve the Company's equity investees. For designations of wholly-owned, controlled and certain equity investee companies, please refer to the "List of Wholly-Owned, Controlled and Major Equity Investee Companies".

### 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，并对信息来源的真实性、准确性和完整性负责。如无特别说明，本报告中的货币单位均为人民币元。

The data and case studies in this report are derived from the Company's operational records, public documents, and publicly available reports from government and news media sources. There are no intentional false statements or misleading representations, and the Company is responsible for the authenticity, accuracy and completeness of the information sources. Unless otherwise stated, all monetary amounts in this report are denominated in 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 published in both Simplified Chinese and English. In the event of any discrepancy, the Simplified Chinese version 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 on the Shanghai Stock Exchange No. 1 – Standardized Operations
- Self-Regulatory Guidelines for Listed Companies on the Shanghai Stock Exchange No. 14 – Sustainability Report (Trial)
- Self-Regulatory Guidelines for Listed Companies on the Shanghai Stock Exchange No. 4 – Sustainability Report Preparation
- GRI Standards
- Sustainable Development Goals (SDGs) Compass
- Guidance on Social Responsibility Reporting (GB/T 36001–2015)
- 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

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This Report is publicly released in PDF format. Readers may access detailed information and download the electronic version of this report from the Shanghai Stock Exchange website (<http://www.sse.com.cn>). For printed copies or inquiries and suggestions regarding the report content, please feel free to contact us by phone or email. Contact information is as follows:

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# 董事会 ESG 管理声明

## Board Statement on ESG Management

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。

公司董事会制定 ESG 发展战略，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。

公司始终积极贯彻落实总书记重要指示批示精神，加快打造智慧绿色枢纽港口升级版，主动融入京津冀协同发展共建“一带一路”，大力培育港口新质生产力，积极助推港产城融合发展，推动生产经营实现质的有效提升和量的合理增长，为更好服务国家重大战略和发展大局贡献津港力量。

在环境保护方面，公司响应国家“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。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、深度践行生态治理等措施，加强生态系统与生物多样性保护、降低碳排放与环境影响。公司将继续推广清洁能源的应用，推进绿色港口升级，完善环境管理体系与碳管理体系建设，确

Guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, Tianjin Port Holdings Co., Ltd. fully implements the new development philosophy, actively practices Environmental, Social and Governance (ESG) principles, and is committed to integrating sustainability into its strategy and daily operations. 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.

The Company's Board of Directors formulates the ESG development strategy and bears ultimate responsibility for ESG management, ensuring that the formulation and implementation of the ESG strategy align with the Company's long-term interests and societal expectations. The Company has established an ESG Steering Group, chaired by the President, with the Board Secretary as deputy chair and heads of departments and subsidiaries as members, forming a vertically integrated and highly coordinated ESG management structure. The Leadership Group is responsible for coordinating ESG-related activities, developing the ESG metrics framework and management objectives, overseeing ESG implementation, and reporting regularly to the Board. The Board will regularly assess ESG management performance to ensure the achievement of ESG objectives and incorporate them into the Company's overall performance evaluation system.

The Company has consistently and actively implemented the spirit of General Secretary's important instructions and directives, accelerating the creation of an upgraded smart and green hub port. It actively integrates into the coordinated development of the Beijing-Tianjin-Hebei region and the joint construction of the Belt and Road Initiative, vigorously cultivates new-quality productive forces in the port, and actively promotes the integrated development of the port, its industries, and the city. The Company drives both effective qualitative improvements and reasonable quantitative growth in its production and operations, contributing Tianjin Port's strength to better serve major national strategies and the overall development agenda.

In environmental protection, the Company responds to the national "Dual Carbon" goals, adheres to green and low-carbon development, and promotes efficient resource utilization and ecological conservation. The Company is committed to achieving a green and low-carbon transition in its port operations. By optimizing its energy mix, enhancing energy efficiency, strengthening pollution prevention and control, and deeply practicing ecological governance, it aims to enhance ecosystem and biodiversity protection while reducing carbon emissions and environmental impact. The Company will continue to advance the application of clean energy, promote the upgrading of its green port, and improve the construction of its environmental and carbon management systems to ensure environmental compliance and ecological friendliness. During

保环境合规与生态友好。“十五五”期间，公司计划锚定“双碳”目标，深耕绿色低碳升级，坚决推动港口运输绿色化、能源结构低碳化、港口生产清洁化及绿色低碳管理体系化。

在社会责任方面，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，积极履行企业责任，助力社会和谐发展。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。

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。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。

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，为国家可持续发展目标贡献力量。

the 15th Five-Year Plan period, the Company plans to anchor its efforts on the "Dual Carbon" goals, deepen green and low-carbon transformation, and resolutely advance the greening of port transportation, decarbonization of the energy mix, cleaner port production and systematic green and low-carbon management.

In terms of social responsibility, the Company places great emphasis on creating social value. It actively fulfills its corporate responsibilities by safeguarding employee rights, enhancing customer service, and promoting public welfare, thereby contributing to harmonious social development. The Company adheres to a people-centered approach, protects employees' legitimate rights and interests, provides a fair and safe working environment, and supports employee career development. The Company will continue strengthening employee training and welfare systems to enhance employee satisfaction and sense of belonging. Meanwhile, the Company will continuously optimize customer service, improve freight efficiency and quality, and deliver efficient and convenient port services. The Company will also actively engage in public welfare initiatives, supporting education, environmental protection, poverty alleviation and other charitable programs to foster community development and social harmony.

In corporate governance, the Company continuously improves its modern enterprise system, strengthens compliance management, enhances governance effectiveness and ensures sound operations. The Board will continue refining the corporate governance structure, strengthening internal controls and risk management, and ensuring compliance and transparency in operations. The Company strictly complies with national laws, regulations and regulatory requirements, and enhances management of anti-bribery, anti-monopoly and fair competition practices to uphold market order. The Company will further deepen investor relations management, enhance disclosure and communication, protect investors' legitimate rights and interests, and elevate its governance standards and market reputation.

The Board recognizes that ESG management is a continuous improvement process and will regularly evaluate and refine the ESG management system to ensure its alignment with corporate development and societal expectations. The Company will publish ESG reports on a regular basis to disclose its performance and progress in environmental, social and governance, and welcomes stakeholder oversight and feedback. The Company warmly welcomes feedback and suggestions from investors, customers, employees, communities and other stakeholders to jointly advance its ESG management. With a strong sense of responsibility and mission, the Board will lead the Company in implementing ESG principles, driving high-quality development and contributing to national sustainable development goals.

# 关于天津港

## About Tianjin Port

公司前身为天津港储运股份有限公司，成立于 1992 年，由天津港务局独家发起并以定向募集方式设立，是全国沿海港口企业中首家实行股份制的单位。1996 年 6 月 14 日，公司在上海证券交易所挂牌上市，2005 年 12 月 27 日完成股权分置改革方案的实施。公司主营业务包括装卸、销售、物流和港口综合配套服务等。作为综合性港口企业，公司拥有集装箱、矿石、煤炭、原油及制品、钢材、焦炭、滚装汽车、粮食、化肥、大型设备等多种货类泊位，港口功能齐全。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。

The Company was formerly Tianjin Port Storage & Transportation Co., Ltd., established in 1992 through private placement exclusively initiated by the Tianjin Port Authority. It was the first coastal port enterprise in China to adopt a joint-stock structure. The Company was listed on the Shanghai Stock Exchange on June 14, 1996, and completed the implementation of its share reform plan on December 27, 2005. The Company's core businesses include cargo handling, sales, logistics and comprehensive port support services. As a comprehensive port operator, the Company operates berths for containers, coal, crude oil and products, steel, coke, ro-ro vehicles, grains, fertilizers, large equipment and other cargo types, offering full-service port capabilities. The Company's actual controller is Tianjin Port (Group) Co., Ltd., and its ultimate controller is the State-owned Assets Supervision and Administration Commission of Tianjin People's Government.

## 企业文化

### Corporate culture



# 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 **9734.88** 万元  
Total R&D investment reached 97.3488 million yuan

研发人员总人数达 **584** 人，占公司总人数的 **11.84%**  
The total number of R&D personnel reached 584, accounting for 11.84% of the Company's workforce

客户满意度达 **99.7%**  
Customer satisfaction reached 99.7%

质量管理体系认证覆盖率达 **77.78%**  
Coverage rate of quality management system certification reached 77.78%

**未发生** 货运质量事故  
Recorded zero freight quality incidents

货损货差率 **0%**  
Kept the cargo damage and discrepancy rate at 0%

打破效率纪录 **34** 次  
Broke operational efficiency records 34 times

**14** 条集装箱航线效率纪录被刷新  
Refreshed efficiency records on 14 container shipping routes

**3** 条重点航线效率居全球首位  
Ranked first globally in efficiency across three key shipping routes

### 环境履责绩效 Environmental performance

环保总投入 **1.59** 亿元  
Total environmental investment: 159 million yuan

开展环保检查 **429** 次  
Conducted 429 environmental inspections

**未发生** 环境违规事件  
No environmental violations occurred

温室气体排放量（范围一+范围二）**185,461** 吨二氧化碳当量  
Greenhouse gas emissions (Scope 1 + Scope 2): 185,461 tonnes of CO<sub>2</sub> equivalent

可回收废弃物排放总量 **4,661.4** 吨  
Total recyclable waste discharged: 4,661.4 tonnes

清洁能源消耗量为 **11,248** 吨标煤  
Clean energy consumption: 11,248 tonnes of standard coal

循环水 / 再生水使用量 **2,619,231** 吨  
Circulating/reclaimed water usage: 2,619,231 tonnes

生态系统和生物多样性保护资金投入 **370.76** 万元  
Investment in ecosystem and biodiversity protection: 3.7076 million yuan

运营区域内绿化面积 **591,560.78** 平方米，植树 **290,049** 棵  
Greening area within operational zones: 591,560.78 m<sup>2</sup>; 290,049 trees planted

### 治理履责绩效 Governance performance

独立董事占比 **44.44%**  
Independent directors accounted for 44.44%

女性董事占比 **11%**  
Women constituted 11% of the board

**未发生** 腐败与贿赂违规事件  
No corruption or bribery violations occurred

**未发生** 洗钱事件  
No money laundering incidents occurred

**未接到** 垄断问题或不正当竞争行为的举报  
No reports received regarding monopolistic practices or unfair competition

开展廉洁反腐类培训 **135** 场  
Conducted 135 integrity and anti-corruption training sessions

披露定期公告 **4** 份、临时公告 **35** 份  
Published 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 **7** 场、投资者提问回答率达 **100%**  
Held 3 earnings briefings, conducted 7 investor communication events, and achieved a 100% response rate to investor inquiries

### 社会履责绩效 Social performance

员工总数达 **4,933** 人，劳动合同覆盖率达 **100%**  
Total employees: 4,933; labor contract coverage: 100%

新入职员工人数 **133** 人  
133 new hires

女性员工占比 **25.81%**  
Female employees accounted for 25.81%

少数民族员工占比 **3.51%**  
Ethnic minority employees accounted for 3.51%

残疾人保障金缴纳额达 **637.83** 万元  
Disability employment security fund paid: 6.3783 million yuan

员工技能培训（不含安全生产培训）全年共计 **8,720** 人次参与  
A total of 8,720 participants in employee skills training (excluding production safety-related training) throughout the year

安全生产总投入达 **9,622.8** 万元  
Total investment in work safety: 96.228 million yuan

安全生产培训次数达 **1,105** 次，共计 **154,162** 人次参与  
Conducted 1,105 work safety training sessions with 154,162 participants

安全应急演练开展次数达 **487** 次  
Conducted 487 emergency response drills

安全生产检查开展 **6,956** 次，问题整改率达 **100%**  
Conducted 6,956 safety inspections; issue rectification rate: 100%



专题  
Special topic

# 绿色津港

## 擘画智慧零碳港口新蓝图

Green Tianjin Port, drawing a new blueprint for a smart, zero-carbon port

### 拓展新能源覆盖，加快绿色能源转型

Expand new energy coverage and accelerate green energy transition

风机、光伏等绿色发电设备广泛分布于港区之中，打造天津港新型“源网荷储”应用场景，港区可再生能源发电能力超 3 亿千瓦时。为提高清洁能源基础服务水平，港区内拥有各类充电桩超 200 个，船舶岸电设施实现对集装箱及干散货泊位全覆盖。天津港码头港作机械全部实现“低排放”，引进 7 大类、12 种新能源港口作业机械，基本覆盖全货类作业工况需求，港作机械清洁化占比达 59%，成功实现全球首艘 9300CEU 甲醇双燃料动力滚装船“港荣”轮绿色甲醇加注。2025 年，公司开发“天津港能源与碳管理系统”，通过融合能耗监测、能耗管理、大数据分析、数据动态浏览等技术，实现能源使用过程中的监测、管理、优化、预警等综合管控，推动企业能源与碳的信息化管理模式，挖掘企业节能降碳潜力。截至报告期末，公司及相关所属公司已有 4 家企业取得“碳管理体系评价证书”，持续规范碳排放数据的采集、分析、核算、报告和披露程序。

Green power generation facilities such as wind turbines and photovoltaic panels are widely distributed throughout the port area, creating a new "Source-grid-load-storage" application scenario for Tianjin Port, with a renewable energy generation capacity exceeding 300 million kWh. To improve the level of basic clean energy services, there are over 200 charging piles of various types within the port area, and shore power facilities have achieved full coverage of container and dry bulk berths. All port-operated machinery at Tianjin Port terminals has achieved "Low-emission" status. The port has introduced 12 types of new-energy equipment across seven categories, covering nearly all cargo handling scenarios. Clean-energy port machinery accounts for 59% of the fleet. The port successfully completed the world's first green methanol bunkering for the 9,300 CEU methanol dual-fuel ro-ro vessel "CM HONG KONG". In 2025, the Company launched the "Tianjin Port Energy and Carbon Management System", integrating energy monitoring, energy management, big data analytics and dynamic data visualization to enable comprehensive control—monitoring, managing, optimizing and alerting—throughout energy use. This advances an information-driven model for enterprise energy and carbon management and unlocks potential for energy savings and emissions reduction. By the end of the reporting period, four of the Company's affiliated enterprises had obtained Carbon Management System Evaluation Certificates, continuously standardizing the procedures for collecting, analyzing, accounting for, reporting, and disclosing carbon emissions data.

天津港牢固树立和践行绿水青山就是金山银山理念，持续响应国家“双碳”战略，致力于建设“以人为本、安全健康、环境友好”的世界一流绿色港口，在生态保护、污染防治、绿色运输及能源转型等关键领域不断深化创新，让百里港湾悄然绽放“绿韵”。

Tianjin Port firmly upholds and practices the principle that "Lucid Waters and Lush Mountains are Invaluable Assets", continuously responds to China's "Dual Carbon" strategy, and is committed to building a world-class green port that is "People-oriented, Safe, Healthy and Environmentally Friendly". The port deepens innovation in ecological protection, pollution prevention, green transportation and energy transition, allowing its hundred-mile harbor to quietly blossom with "Green Charm".

案例  
Case

### 为全球首艘 9300CEU 甲醇双燃料动力滚装船“港荣”轮加注 Bunkering the world's first 9,300 CEU methanol dual-fuel ro-ro vessel "CM HONG KONG"

2025 年 9 月，天津港与相关单位紧密协作，成功为全球首艘 9300CEU 甲醇双燃料动力滚装船“港荣”轮加注 300 吨绿色甲醇，标志着天津港实现了绿色甲醇生产、运输、储存、加注全链条贯通，进一步拓展了港口功能。

In September 2025, Tianjin Port, in close collaboration with relevant partners, successfully bunkered 300 tonnes of green methanol onto the world's first 9,300 CEU methanol dual-fuel ro-ro vessel "CM HONG KONG", marking the port's achievement of full-chain integration in green methanol production, transportation, storage and bunkering, and further expanding its service capabilities.



**案例** 打造首个“智慧零碳”堆场，构建港口物流绿色发展新范式  
Case Launching the first "Smart Zero-carbon" yard to establish a new paradigm for green port logistics

2025 年 10 月，天津港东疆外代物流堆场“智慧零碳堆场”揭牌，迈入“智慧 + 零碳”运营新阶段，从能源供给和消耗两端同步发力，构建起覆盖电力、设备、资源循环等环节的绿色低碳体系，用看得见、摸得着、算得清的绿色实践，为港口物流行业提供了可复制、可推广的转型范本。同时，该堆场获得中国船级社颁发的“碳中和”证书，成为天津港首个获此认证的物流堆场。

**清洁能源驱动零碳运营**  
Clean energy drives zero-carbon operations



该堆场充分利用超一万平方米的库房屋顶，建设分布式光伏电站，年均发电量达 110 万千瓦时，不仅完全满足堆场日常运营用电需求，还可将余电并入电网，每年相当于减少二氧化碳排放约 900 吨。

The yard utilizes over 10,000 m<sup>2</sup> of warehouse rooftops to install distributed photovoltaic stations, generating an average of 1.1 million kWh annually—fully meeting its operational electricity needs and feeding surplus power into the grid, equivalent to reducing CO<sub>2</sub> emissions by approximately 900 tonnes per year.

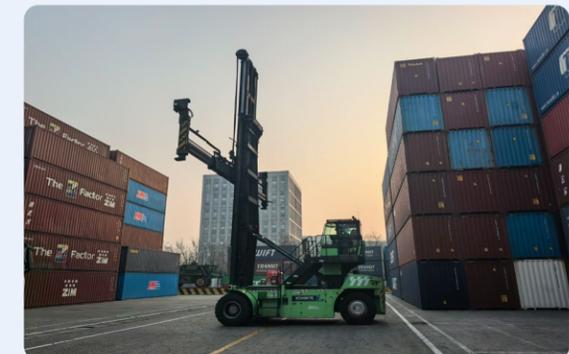


**作业设备升级实现双效提升**  
Equipment upgrades deliver dual benefits



在作业端，堆场全面推行设备电动化升级，配备新能源正面吊、电动堆高机、电动叉车等 20 余台“零排放作业梯队”。单台电动叉车每年可替代近 4 吨柴油，减少二氧化碳排放约 12 吨；一台电动堆高机年均可节约运营成本 30 万元，综合单箱能耗成本下降 30%，实现了环境效益与经济效益的双赢。

At the operational level, the yard has fully electrified its equipment fleet, deploying over 20 "Zero-emission Operation Units", including new-energy reach stackers, electric yard cranes and electric forklifts. Each electric forklift replaces nearly 4 tonnes of diesel annually, reducing CO<sub>2</sub> emissions by approximately 12 tonnes. Each electric yard crane saves 300,000 yuan in annual operating costs, with per-container energy costs reduced by 30%, achieving a win-win in environmental and economic performance.



**绿色理念贯穿生产全流程**  
Green principles permeate the entire production process



堆场同步构建闭环式资源循环系统：修洗集装箱产生的废水经处理后 100% 回用，实现“零排放”；修箱过程中产生的油漆废气通过先进净化技术高效处理，进一步减少源污染，真正实现资源利用最大化与环境影响最小化。

The yard has established a closed-loop resource recycling system—100% of wastewater from container repair and cleaning is treated and reused, achieving "Zero Discharge". Paint fumes generated during container repair are efficiently treated using advanced purification technologies, further minimizing source pollution and truly maximizing resource utilization while minimizing environmental impact.

## 全面推进清洁运输，运输结构调整带来“系统焕新”

Promoting clean transportation comprehensively; structural shifts bring "Systemic Renewal"

公司持续深化“公转铁”“公转水”，天津港远航南货场铁路装车线开通运行，新增散货运力超 1,000 万吨，意味着每年减少 30 万辆次集疏运车辆的尾气排放。焦炭码头公司主动深化“散改集”，建起了年装箱能力 1.4 万标准箱的干熄焦换装中心，把干散货装进了集装箱，大幅减少了货物堆存和装卸粉尘污染。2025 年，天津港煤炭、铁矿石、焦炭综合清洁运输比例持续提升，散杂货单位协议车队新能源车辆实现 100% 更新替代。

The Company continues deepening the shift from road to rail and from road to water. The railway loading line at Yuanhang South Freight Yard has commenced operations, adding over 10 million tonnes of bulk cargo capacity—equivalent to eliminating exhaust emissions from 300,000 truck trips annually. Tianjin Port Coke Terminal Co., Ltd. proactively advanced "Bulk-to-container" conversion by establishing a dry-quenched coke transshipment center with an annual capacity of 14,000 TEUs, significantly reducing dust pollution from cargo stacking and handling. In 2025, Tianjin Port continued to increase the proportion of clean transportation for coal, iron ore, and coke, and achieve a 100% replacement of its contracted fleet for bulk and general cargo with new energy vehicles.

## 案例 积极投身港口运输绿色变革

Case Actively engaging in the green transformation of port transportation

远航国际公司积极投身港口运输绿色变革，精心布局充电网络，在货物堆场、铁路道线等重点区域建成 5 个充电站、29 个充电桩，成功打造“5 分钟绿色能源圈”。通过 160 辆清洁能源车辆替代传统柴油短倒车辆，与“公转铁”“散改集”运输方式的深度融合，搭建高效物流“零碳通道”，推动公司绿色转型迈向新高度。

Tianjin Port Yuanhang International Ore Terminal Co., Ltd. actively engages in the green transformation of port transportation. By carefully planning its charging network, it has built 5 charging stations and 29 charging piles in key areas such as cargo yards and railway lines, successfully creating a "5-minute Green Energy Circle". By replacing 160 traditional diesel-powered short-haul vehicles with clean energy vehicles and deeply integrating with road-to-rail and bulk-to-container transport modes, an efficient "Zero-carbon Channel" for logistics has been established, elevating the company's green transformation to a new level.



## 加强港口污染防治，深入打好蓝天保卫战

Strengthening port pollution prevention and control and intensifying efforts in the battle for blue skies

公司聚焦散货作业清洁化，创新开展抑尘剂研究实践，应用装载机干雾除尘技术，显著提升码头作业现场的环境面貌。如今“四白”成为了标准，人员进入作业现场，不再担心白色的口罩、手套、衬衣、袜子会被空气中的粉尘染黑，证明粉尘治理已从“治标”迈向“治本”，环保作业真正融入日常、见于细微。公司实施移动源污染防治，优化重型货车大数据监控平台新能源车车辆数据库，大幅减少二氧化氮、颗粒物等污染物排放量；推动天津水运口岸（东疆港区）成功创建“国际卫生港”，成为我国北方地区首个获此殊荣的海港口岸。

Focusing on the cleanliness of bulk cargo operations, the Company has innovatively conducted research and practice on dust suppressants and applied dry fog dust suppression technology for loaders, significantly improving the environmental conditions at terminal operation sites. Today, the "Four Whites"—white masks, gloves, shirts, and socks—have become the standard; personnel entering operational areas no longer worry about these items being blackened by airborne dust, demonstrating that dust control has shifted from "Symptom Management" to "Root-cause Resolution", with environmental protection now embedded in daily operations and evident in the smallest details. The Company implements mobile source pollution prevention and control, optimizing the new energy vehicle database of the heavy-duty truck big data monitoring platform, which has significantly reduced emissions of pollutants such as nitrogen dioxide and particulate matter; Tianjin Waterway Port (Dongjiang Port Area) was successfully certified as an "International Health Port", becoming the first seaport in northern China to receive this distinction.

### 案例 Case 成功打造天津首个“无废码头” Successfully establishing Tianjin's first "Waste-free Terminal"

石化码头公司始终坚持绿色、低碳、循环的发展理念，严格工业固体废物管理、生活垃圾管理、节能降碳管理，倡导绿色办公和使用低碳清洁能源，安装并投入使用 4 处光伏分布式电站，实现了码头资源高效利用、废物减量化、无害化处理的创建目标，将绿色、低碳、循环的理念贯穿于码头运营的每一个环节。2025 年 3 月，公司成为了天津市首家获此称号的液散码头公司。

Tianjin Port Petrochemical Terminal Co. Ltd. has consistently adhered to the principles of green, low-carbon, and circular development. It strictly manages industrial solid waste, municipal solid waste, and energy conservation and carbon reduction, promotes green office practices and the use of low-carbon clean energy, and has installed and commissioned four distributed photovoltaic power stations. This has enabled the terminal to achieve its goals of efficient resource utilization, waste minimization, and harmless treatment, embedding green, low-carbon, and circular concepts into every aspect of terminal operations. In March 2025, the Company became the first liquid bulk terminal in Tianjin to receive this designation.



## 深度践行生态治理，营造陆海和谐共生环境

Deeply practicing ecological governance to create a harmonious and symbiotic land-sea environment

公司严格入海排污口溯源排查与整治工作，持续加强日常管理，确保直排海污染源 100% 达标。同时，通过海面垃圾常态化清理推动岸线守护，持续打好碧水保卫战，为“水清滩净、鱼鸥翔集”筑牢环境基石。实施绿化升级和生物多样性监测，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，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，记录下 44 种鸟类（含 5 种国家二级保护物种）和 89 种海洋生物，构建天津港“人海和谐”的美丽图画。

The Company strictly carries out source tracing, investigation, and rectification of sea-discharging outlets, and continuously strengthens daily management to ensure 100% compliance of all direct sea-discharging pollution sources. Meanwhile, through routine marine litter cleanup, the Company supports shoreline protection and sustains efforts in the battle for clear waters, laying a solid environmental foundation for "Clean Water, Pristine Beaches, and Thriving Fish and Seabird Populations". The Company implemented greening upgrades and biodiversity monitoring, establishing nine transects and six sampling points for bird surveys across diverse habitats including coastal mudflats, herbaceous marshes, and estuaries. Ten marine ecological monitoring stations were deployed across major shipping lanes and adjacent waters, tracking water quality, plankton, benthic organisms, and nekton. The program recorded 44 bird species (including five under China's Class II National Protection) and 89 marine species, painting a vivid picture of "Harmony Between People and the Sea" at Tianjin Port.



# 强根铸魂 打造稳健合规港口

## Strengthening the Foundation and Building a Robust and Compliant Port

- 深化 ESG 治理体系  
Strengthening the ESG System
- 优化公司治理结构  
Optimizing the Corporate Governance Structure
- 健全合规管理体系  
Improving the Compliance Management System
- 恪守商业道德准则  
Adherence to the Code of Business Ethics
- 保护投资者权益  
Protecting Investors' Rights and Interests

响应联合国可持续发展目标 (SDGs)  
Responding to the UN Sustainable Development Goals (SDGs)



# 深化 ESG 治理体系

## Strengthening the ESG System

### ESG 发展战略

#### ESG Development Strategy

公司围绕绿色低碳、安全发展和规范治理三大方向，系统推进 ESG 发展战略。在环境方面，坚持绿色发展理念，以低碳环保和科技创新为抓手，推动绿色港口建设，将“双碳”目标融入企业高质量发展全过程；在社会方面，坚持以人为本，始终将安全作为生产经营的首要任务，通过完善安全管理体系和责任机制，统筹推进企业发展与安全保障；在治理方面，持续健全依法合规、权责清晰的治理体系，强化制度建设和数字化赋能，提升治理效能与经营管理水平，夯实可持续发展基础。

The Company systematically advances its ESG development strategy around three pillars: green and low-carbon operations, safe development, and standardized governance. On the environmental front, it adheres to green development principles, leveraging low-carbon practices and technological innovation to advance green port construction and integrating the "Dual Carbon" goals into every stage of high-quality enterprise development; socially, it remains people-centered, consistently prioritizing safety in operations and production, and promotes balanced enterprise development and security through an enhanced safety management system and accountability mechanisms; in governance, it continuously strengthens a legally compliant and clearly accountable governance system, reinforces institutional development and digital enablement, enhances governance effectiveness and management capabilities, and consolidates the foundation for sustainable development.



**低碳环保**  
科技推动港口绿色发展

Low-carbon and environmentally friendly technologies drive green port development



**以人为本**  
责任驱动港口安全发展

People-centered and responsibility-driven port safety development



**完善治理**  
合规高效促进稳健发展

Enhanced governance and compliance promote steady development

### ESG 管理体系

#### ESG Management System

公司建立《天津港股份有限公司环境、社会和公司治理（ESG）管理制度》，着力构建权责清晰、协同运作的 ESG 管理体系。董事会作为 ESG 工作的最高负责和决策机构，履行审议、批准和监督职责；在董事会战略委员会指导下，设立 ESG 工作领导小组统筹推进相关工作，董事会办公室作为 ESG 工作的日常办事机构，负责组织协调与落实。通过上述机制安排，公司持续推动 ESG 要求融入经营管理各环节，提升 ESG 管理的系统性与执行力。

公司持续健全常态化、系统化的 ESG 管理执行机制，强化顶层设计与基层穿透，推动 ESG 工作融入日常运营与决策全流程。

公司定期召开 ESG 工作领导小组会，系统复盘、剖析 ESG 工作进展，持续优化 ESG 季度信息报送与数据管理，构建“动态监测—定期评估—反馈改进”的管理闭环。2025 年，公司将年度 ESG 目标分解为涵盖 26 项重点任务

The Company established the Environmental, Social and Governance (ESG) Management System of Tianjin Port Holdings Co., Ltd., aiming to build a well-coordinated ESG management framework with clear roles and responsibilities. The Board of Directors, as the highest decision-making and accountable body for ESG matters, fulfills responsibilities for deliberation, approval, and oversight; under the guidance of the Board's Strategy Committee, an ESG Steering Group was established to coordinate and advance related initiatives, with the Board Office serving as the day-to-day executive body responsible for organization, coordination, and implementation. Through these institutional arrangements, the Company continuously integrates ESG requirements into all aspects of operations and management, enhancing the systematic nature and execution of ESG management.

The Company continues to strengthen a normalized and systematic ESG implementation mechanism, reinforcing top-level design and grassroots execution to embed ESG considerations throughout daily operations and decision-making processes.

The Company regularly convenes meetings of the ESG Steering Group to systematically review and analyze ESG work progress, continuously optimize quarterly ESG information reporting and data management, and establish a closed-loop management of "Dynamic Monitoring—Periodic Assessment—Feedback and Improvement". In 2025, the Company broke down its annual ESG goals into a responsibility list covering 26 key tasks, clarifying the specific duties of key functional

务的责任清单，明确重点职能部门及子公司的具体职责，配套建立“年初目标分解、季度跟踪评估、年度综合评价”的管理机制，动态监测任务进度，切实将 ESG 要求融入经营管理各环节，助力可持续发展目标实现。

公司董事会及 ESG 领导小组定期审阅 ESG 指标体系的执行进展与更新情况，确保相关管理要求有效落实。此外，公司将 ESG 管理重点部门负责人薪酬与 ESG 议题管理绩效相挂钩，以强化激励约束机制，更好推动 ESG 管理重点事项落地，持续提升公司 ESG 管理能力。

2025 年，公司依据国际可持续发展准则、国内证券交易所可持续发展报告披露要求，并结合利益相关方反馈，对《ESG 指标体系》进行了全面系统升级，重点强化了环境板块的指标规划与管理。同期，公司发布三项 ESG 政策声明，进一步夯实了 ESG 治理体系，推动可持续发展管理向更深层次、更高质量迈进。

departments and subsidiaries. It will also establish a supporting management mechanism of "Annual Goal Breakdown, Quarterly Tracking and Assessment, and Annual Comprehensive Evaluation" to dynamically monitor task progress, effectively integrating ESG requirements into all aspects of operation and management to help achieve sustainable development goals.

The Company's Board of Directors and ESG Leadership Group regularly review the implementation progress and updates of the ESG indicator system to ensure effective execution of relevant management requirements. Additionally, the Company links the compensation of heads of key ESG management departments to their performance in managing ESG issues, strengthening incentive and accountability mechanisms to better drive the implementation of priority ESG initiatives and continuously enhance the Company's ESG management capabilities.

In 2025, aligning with international sustainability standards, domestic stock exchange disclosure requirements for sustainability reports, and stakeholder feedback, the Company comprehensively upgraded its ESG Indicator System, with particular emphasis on strengthening indicator planning and management in the environmental dimension. Concurrently, the Company issued three ESG policy statements, further solidifying its ESG governance framework and advancing sustainable development management toward greater depth and higher quality.

## ESG 尽职调查 ESG Due Diligence

公司持续开展 ESG 尽职调查工作，通过资料核查、部门沟通与访谈等方式，系统梳理公司各层级 ESG 管理与实践进展，动态识别可持续发展相关议题的重要性及其潜在风险与机遇，为完善 ESG 管理重点与后续工作部署提供支撑。

The Company continuously conducts ESG due diligence through document verification, departmental consultations, and interviews, systematically mapping ESG management and practice progress across all organizational levels. It dynamically identifies the materiality of sustainability-related issues and their potential risks and opportunities, providing a foundation for refining ESG priorities and guiding future work deployment.

## ESG 管理组织架构 ESG Management Organizational Structure



### 决策层 Decision-making level

董事会及董事会战略委员会  
Board of Directors and its Strategy Committee

负责公司 ESG 相关重大事项的审议与决策，对 ESG 发展方向、目标及重大议题提出指导意见。

Responsible for deliberating and deciding on major ESG-related matters and providing strategic guidance on ESG direction, objectives, and key issues.



### 管理层 Management level

ESG 工作领导小组  
ESG Steering Group

统筹协调公司 ESG 管理工作，组织制定 ESG 相关制度与工作计 划，推动 ESG 管理体系持续优化，并负责年度 ESG 报告的组织编制与披露。

Coordinates and oversees the Company's ESG management, organizes the formulation of ESG-related policies and work plans, drives continuous optimization of the ESG management system, and is responsible for organizing the preparation and disclosure of the annual ESG report.



### 执行层 Execution level

各部门及子公司  
Departments and subsidiaries

按照公司 ESG 管理要求，具体落实相关工作任务，确保 ESG 管理要求在各业务环节有效执行。

Implements assigned ESG tasks in accordance with the Company's ESG management requirements, ensuring effective execution across all business operations.



### 2025 年度 ESG 相关荣誉 2025 ESG-related honors

中国 ESG 上市公司  
京津冀先锋 50  
China ESG Listed Companies  
Beijing-Tianjin-Hebei Vanguard 50

国有企业上市公司  
ESG·先锋 100 指数  
ESG Vanguard 100 Index of Listed  
State-Owned Enterprises

Wind ESG AA 级  
Wind ESG AA Rating

中国上市公司协会  
“2025 可持续发展最佳实践案例”  
"2025 Best Practice in Sustainable  
Development" by China Association for  
Public Companies

2025 年度交通企业社会责任 (ESG)  
典型案例 “卓越案例” 和 “杰出案例”  
"Excellence" and "Outstanding" Cases in the 2025  
Transportation Corporate Social Responsibility  
(ESG) Typical Cases

北京 ESG 研究院 “2025 绿色发展案例”  
"2025 Green Development Case" by  
Beijing National Institute of ESG

第八届社会责任大会奥纳奖  
Ona Award at the 8th Social  
Responsibility Congress



获中国上市公司协会 “2025 可持续发展最佳实践案例”  
Awarded "2025 Best Practice in Sustainable Development" by China Association for Public Companies



获 2025 年度交通企业社会责任 (ESG) 典型案例 “卓越案例” “杰出案例”  
Recognized as both an "Excellence" and "Outstanding" Case in the 2025  
Transportation Corporate Social Responsibility (ESG) Typical Cases



获北京 ESG 研究院 “2025 绿色发展案例”  
Awarded "2025 Green Development Case" by  
Beijing National Institute of ESG

## 利益相关方沟通 Stakeholder Engagement

利益相关方 Stakeholders	政府及监管机构 Governments and regulators	股东与投资者 Shareholders and investors	管理层 Management level	客户 Customers	员工 Employees	供应商及合作伙伴 Suppliers and partners	媒体与社会公众 Media and the public
重点关注议题 Key focus topics	国家战略响应 National strategic response 公司治理 Corporate governance 尽职调查 Due diligence 反商业贿赂及反贪污 Anti-commercial bribery and anti-corruption 利益相关方沟通 Stakeholder engagement	公司治理 Corporate governance 尽职调查 Due diligence 利益相关方沟通 Stakeholder engagement	公司治理 Corporate governance 尽职调查 Due diligence 安全生产 Work safety 员工权益保护 Protection of employee rights and interests 国家战略响应 National strategic response	客户服务与权益保障 Customer service and rights protection 货运效率与质量 Freight efficiency and quality	员工权益保护 Protection of employee rights and interests 职业健康安全 Occupational health and safety 员工培训与发展 Employee training and development	创新驱动 Innovation-driven development 供应链安全 Supply chain security 合作与产业价值 Collaboration and industrial value	应对气候变化 Climate change response 生态系统和生物多样性保护 Ecosystem and biodiversity conservation 社会贡献 Social contribution
沟通渠道 Engagement channels	政策研讨会 Policy seminars 各级政府及主管部门汇报 Reporting to government authorities at all levels 政府事务接待 Government affairs receptions 监管机构检查 Regulatory inspections	股东会 Shareholders' meetings 公司公告 Company announcements 公司官网 Company website 路演及其他投资者活动 Roadshows and other investor events 新闻发布 Press releases	内部会议 Internal meetings 外部活动参与 Participation in external events 文件传达 Document dissemination 董事、高管培训 Training for directors and senior executives	客户服务平台 Customer service platform 客服热线 Service hotline 客户活动 Customer events 客户满意度调查 Customer satisfaction surveys	员工活动 Employee activities 员工培训 Employee training 职工代表大会 Staff congress 企业内网与刊物 Intranet and internal publications	供应商管理平台 Supplier management platform 供应商活动 Supplier events 邮件及电话沟通 Email and telephone communication 供应商现场审核 On-site supplier audits 投诉热线 Complaint hotline	新闻发布 Press releases 公司官网 Company website 路演及其他投资者活动 Roadshows and other investor events

## 双重实质性议题分析 Dual Materiality Assessment

天津港围绕国家港航战略部署、智慧绿色港口建设趋势，开展双重实质性分析工作，将其作为 ESG 管理和信息披露的重要依据。本年度，公司通过“财务重要性 + 影响重要性”双通道识别机制，对议题在企业经营价值和经济、社会与环境影响两个维度上的权重进行量化评估，形成体系化议题库与重要性判定方法。

公司董事会、ESG 工作领导小组及相关业务部门协同推进识别流程，采用管理访谈、流程穿透分析、场景化压力测试、专家咨询与利益相关方反馈等方式，对议题的重要性等级进行评估和校准，并将结果用于报告选题、指标更新及资源配置参考。

Tianjin Port conducted a dual materiality assessment aligned with national port and shipping strategies and the trend toward smart, green port development, using the results as a key basis for ESG management and disclosure. This year, the Company employed a dual-channel identification mechanism—"Financial Materiality + Impact Materiality"—to quantitatively assess the weight of issues across two dimensions: enterprise value and economic, social, and environmental impact, resulting in a systematic issue repository and a standardized materiality determination methodology.

The Company's Board of Directors, ESG Steering Group, and relevant business departments collaboratively advance the identification process. They use methods such as management interviews, process walkthrough analysis, scenario-based stress testing, expert consultations, and stakeholder feedback to assess and calibrate the materiality levels of issues. The results are then used to inform topic selection for reporting, update indicators, and guide resource allocation.

### 评估流程与分析框架 Assessment process and analytical framework

评估环节 Assessment phase	工作重点 Key focus	输出成果 Deliverables
 议题识别与更新 Issue identification and updating	参照政策法规、行业监管、市场趋势、ESG 评级指标及港航行业实践，对议题进行扩充与分类 Expand and classify issues based on policies, regulations, industry oversight, market trends, ESG rating criteria, and port and shipping industry practices	年度 ESG 议题库 Annual ESG issue repository
 影响重要性分析 Impact materiality analysis	评估议题对生态环境、港口、社区、上下游产业链等外部系统的影响 Assess the impact of issues on external systems such as the ecosystem, the port, the community, and upstream/downstream industry chains	影响重要性等级 Impact materiality rating
 财务重要性评估 Financial materiality assessment	分析议题对运营成本、风险敞口、竞争力、资产结构等方面的影响程度 Analyze the degree of impact on operating costs, risk exposure, competitiveness, asset structure, etc.	财务重要性等级 Financial materiality rating
 内部研判校准 Internal review and calibration	研讨议题的战略关联度与趋势性变化 Discuss the strategic relevance and trend evolution of issues	关键议题清单 List of key issues
 利益相关方验证 Stakeholder validation	向客户、员工、投资者、监管等主体收集反馈，验证评估结果合理性 Collect feedback from customers, employees, investors, regulators, etc., to validate the reasonableness of assessment outcomes	确认后的重要议题列表 Confirmed list of material issues
 矩阵绘制与应用 Matrix development and application	输出双重实质性矩阵，用于披露、目标设定与管理计划制定 Produce a dual materiality matrix for use in disclosure, target setting, and management planning	双重实质性矩阵 Dual materiality matrix

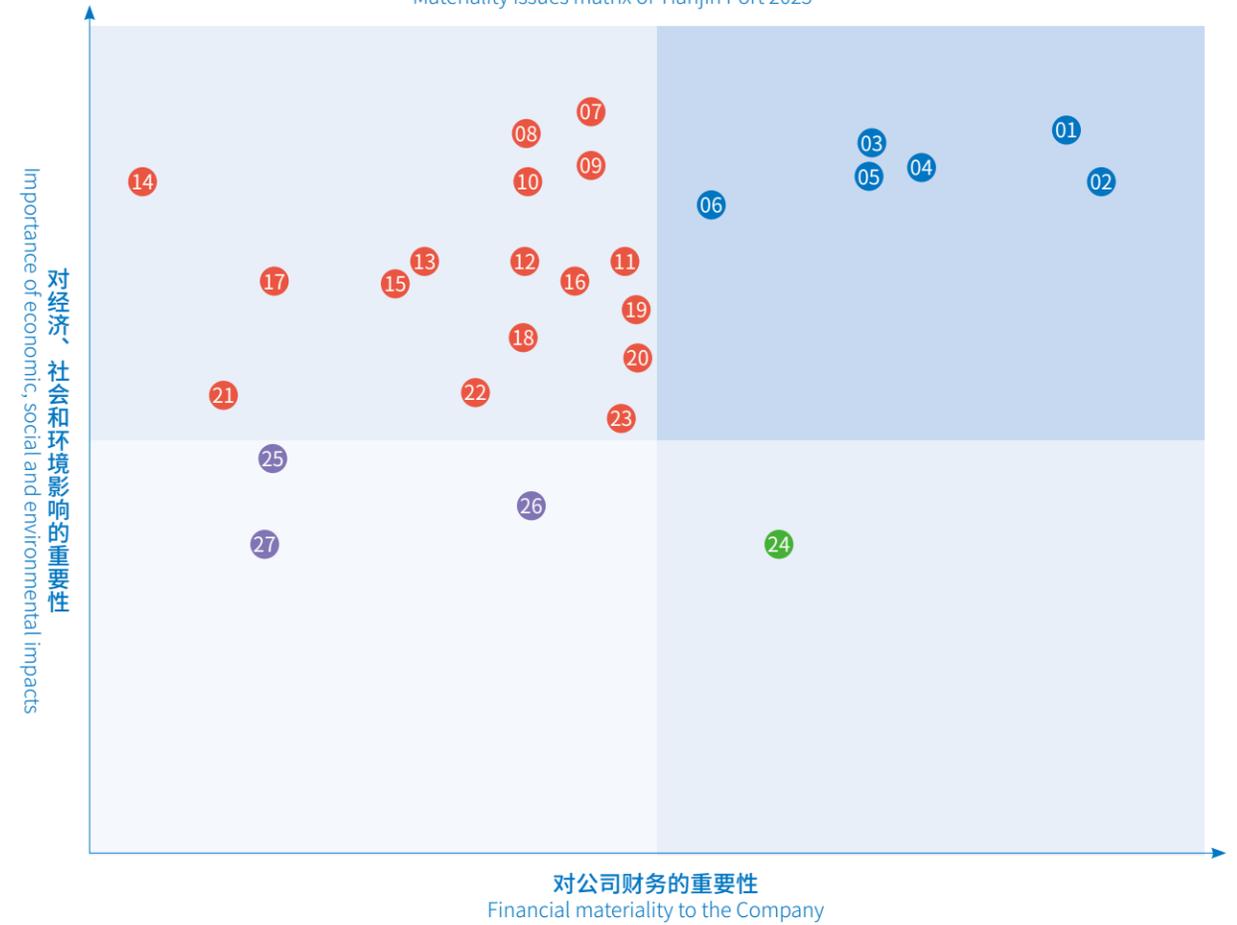


双重实质性议题矩阵

Dual Materiality Issues Matrix

01 安全生产 Work safety	02 货运效率与质量 Freight efficiency and quality	03 创新驱动 Innovation-driven development
04 环境合规管理 Environmental compliance management	05 客户服务与权益保障 Customer service and rights protection	06 反商业贿赂及反贪污 Anti-commercial bribery and anti-corruption
07 国家战略响应 National strategic response	08 职业健康安全 Occupational health and safety	09 员工权益保护 Protection of employee rights and interests
10 尽职调查 Due diligence	11 合作与产业价值 Collaboration and industrial value	12 员工培训与发展 Employee training and development
13 反不正当竞争 Anti-unfair competition	14 公司治理 Corporate governance	15 社会贡献 Social contribution
16 能源利用 Energy utilization	17 数据安全与客户隐私保护 Data security and customer privacy protection	18 废弃物处理 Waste management
19 供应链安全 Supply chain security	20 污染物排放 Pollutant emissions	21 平等对待中小企业 Equal treatment of small and medium-sized enterprises
22 水资源利用 Water resources utilization	23 利益相关方沟通 Stakeholder engagement	
24 应对气候变化 Climate change response		
25 生态系统和生物多样性保护 Ecosystem and biodiversity conservation	26 循环经济 Circular economy	27 乡村振兴 Rural revitalization

天津港 2025 年度重要性议题矩阵图  
Materiality issues matrix of Tianjin Port 2025



高财务重要性 × 高影响重要性  
High financial materiality × high impact materiality

高影响重要性 × 中 / 低财务重要性  
High impact materiality × medium/low financial materiality

高财务重要性 × 中 / 低影响重要性  
High financial materiality × medium/low impact materiality

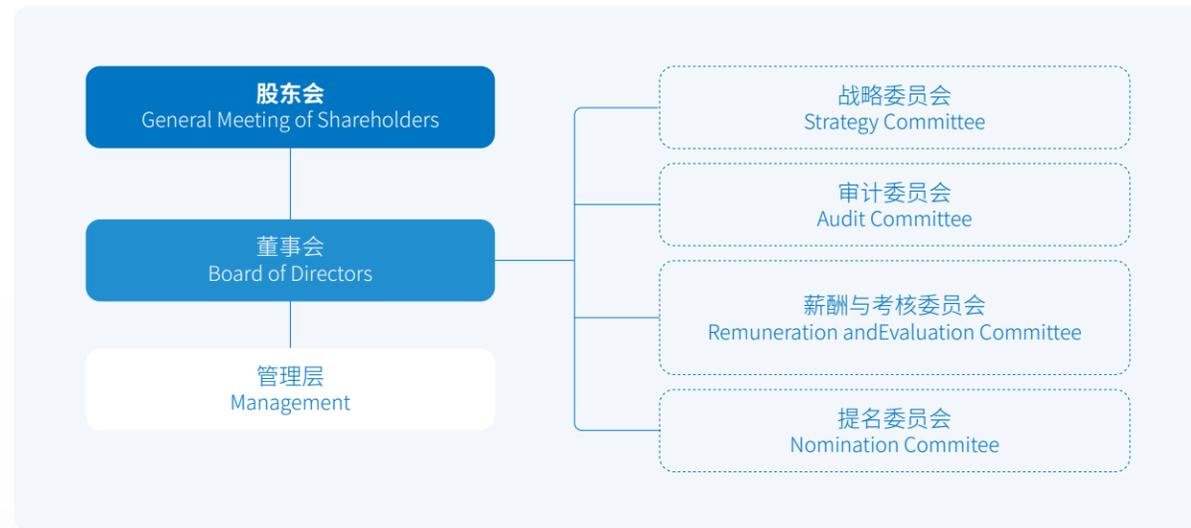
中 / 低影响重要性 × 中 / 低财务重要性  
Medium/low impact materiality × medium/low financial materiality

# 优化公司治理结构

## Optimizing the Corporate Governance Structure

公司持续完善治理架构，股东会、董事会及管理层依规履职、各司其责，形成决策、监督、执行相互制衡的运行机制。充分发挥独立董事及专门委员会专业作用，提升重大事项审议质量与治理透明度，维护股东权益，保障企业稳健发展。

The Company continues to refine its governance structure, with the shareholders' meeting, board of directors, and management performing their respective duties in accordance with regulations, establishing an operational mechanism featuring checks and balances among decision-making, oversight, and execution. It fully leverages the professional expertise of independent directors and specialized committees to enhance the quality of deliberations on major matters and governance transparency, safeguard shareholder rights, and ensure the enterprise's steady development.



▲ 公司治理架构图  
Corporate Governance Structure

# 董事会多元化

## Board Diversity

公司高度重视董事会构成的多元化，充分认可不同背景成员带来的认知差异与多元决策视角。在董事提名与任命过程中，我们系统考量性别结构、年龄分布、专业技能、管理经验及文化视野等多重维度，致力于实现董事会成员的知识互补与结构优化，从而提升整体治理效能。

The Company places great emphasis on the diversity of the Board composition and fully recognizes the cognitive differences and diverse decision-making perspectives brought by members from varied backgrounds. In the process of director nomination and appointment, we systematically consider multiple dimensions—including gender balance, age distribution, professional expertise, management experience, and cultural perspective—to achieve knowledge complementarity and structural optimization among board members, thereby enhancing overall governance effectiveness.

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



拥有女性董事

**1**名

Had one female director

占比

**11%**

representing 11% of the total

# 董事会独立性

## Independence of the Board of Directors

公司严格遵循《上市公司独立董事管理办法》等相关法规要求，制定并实施《天津港股份有限公司独立董事制度》，由提名委员会负责对董事会独立性进行评估，有效保障董事会规范、科学运作。

In strict compliance with the Measures for the Administration of Independent Directors of Listed Companies and other relevant regulations, the Company has formulated and implemented the Independent Director System of Tianjin Port Holdings Co., Ltd. The Nomination Committee is responsible for assessing the independence of the Board, effectively ensuring its standardized and scientifically sound operation.

报告期内，公司

During the reporting period, the Company



拥有独立董事

**4**名

Had four independent directors

占比

**44.44%**

representing 44.44% of the total

审计委员会独立董事占比

**80%**

Ensured that independent directors constituted 80% of the Audit Committee

提名委员会独立董事占比

**66.67%**

Secured a proportion of 66.67% for independent directors within the Nomination Committee

薪酬与考核委员会独立董事占比

**66.67%**

Achieved a 66.67% representation of independent directors on the Remuneration and Evaluation Committee

战略委员会独立董事占比

**40%**

Allocated 40% of the seats on the Strategy Committee to independent directors

## 董事会专业性

### Professionalism of the Board of Directors

公司董事会成员具备多元化的行业背景和专业经验，涵盖法律、经济、财务、企业管理及港口经营等领域，为公司科学决策和规范运作提供有力支撑。报告期内，公司持续完善董事履职保障与评价机制，通过履职培训和履职评价等方式，不断提升董事在战略研判、风险防控及公司治理方面的专业能力。董事会持续为公司战略实施和重大事项决策提供专业支持，推动公司治理水平稳步提升。

The members of the Company's Board of Directors possess diverse industry backgrounds and professional experience, covering fields such as law, economics, finance, corporate management, and port operations, which provides strong support for the Company's scientific decision-making and standardized operations. During the reporting period, the Company continued to enhance the mechanisms supporting and evaluating directors' performance, continuously strengthening their professional capabilities in strategic assessment, risk prevention and control, and corporate governance through performance-oriented training and evaluations. The Board continued to provide professional support for the implementation of the Company's strategies and decision-making on major matters, driving steady improvement in corporate governance standards.

#### 报告期内，公司

During the reporting period, the Company:



共召开股东会

**2**次

Held two shareholders' meetings

董事会

**8**次

Convened the Board of Directors eight times

董事会专门委员会

**16**次

Convened specialized Board committees 16 times



▲ 报告期内，公司入选中国上市公司协会“2025 董事会最佳实践案例”“2025 董办最佳实践案例”  
During the reporting period, the Company was selected for the China Association for Public Companies' "2025 Best Practice Cases for Boards of Directors" and "2025 Best Practice Cases for Board Offices"

## 健全合规管理体系

### Improving the Compliance Management System

公司持续将合规管理与风险防控作为公司治理的重要组成部分，围绕经营管理全过程，不断完善内部控制与风险管理体系建设。通过健全制度体系、强化过程管控和加强监督检查，系统识别和防范经营管理中的各类风险，推动公司合规、稳健运行。

The Company continues to regard compliance management and risk prevention and control as important components of its corporate governance, constantly improving its internal control and risk management systems throughout the entire process of operation and management. By improving its system of rules, strengthening process control, and enhancing supervision and inspection, the Company systematically identifies and prevents various risks in its operations and management, promoting compliant and stable operations.

## 内控合规

### Internal Control Compliance

公司以制度体系建设与合规审核全覆盖为抓手，坚持合规关口前移，持续提升合规管理规范化水平，强化事前合规把关与过程管控，推动合规要求融入经营管理各环节。报告期内，公司统筹推进制度立改废工作，组织相关部门开展制度建设计划，持续完善制度体系建设。

同时，公司全面推进制度、合同、经营管理事项及议案材料审核工作，实现合规审核“全覆盖”，通过审查建议与问题提示提升业务合规性与经营管理规范性，支撑业务部门依法合规开展工作。公司结合年度合规工作计划，组织开展不相容职务相分离、非受控表单排查、合规体系有效性评价等专项工作，并推进客户信用管理与合同标准化相关工作，持续提升公司合规管理能力与合规执行质量。

Taking comprehensive institutional development and full-coverage compliance reviews as key levers, the Company adheres to advancing the compliance checkpoint upstream, continuously elevating the standardization of compliance management, reinforcing pre-action compliance screening and process controls, and embedding compliance requirements into all aspects of business operations. During the reporting period, the Company coordinated efforts to establish, revise, and abolish internal policies, organized relevant departments to implement institutional development plans, and further refined its policy framework.

Simultaneously, the Company comprehensively advanced reviews of policies, contracts, operational matters, and proposal documentation, achieving "Full Coverage" of compliance audits. Through review recommendations and issue alerts, it enhanced business compliance and operational standardization, enabling business units to operate in full legal and regulatory compliance. Aligning with its annual compliance work plan, the Company carried out special initiatives—including segregation of incompatible duties, identification of uncontrolled forms, and evaluation of compliance system effectiveness—and advanced customer credit management and contract standardization, continuously strengthening its compliance management capacity and execution quality.

#### 报告期内，公司本部

During the reporting period, the Company's headquarters



完成新增制度

**11**项

Completed 11 new policies

修订制度

**30**项

Revised 30 policies

废止制度

**7**项

Repealed 7 policies

## 案例 Case

### 上市公司合规实务专题培训 Specialized training on compliance practices for listed companies

2025 年，公司紧密围绕上市公司合规管理核心，针对新修订《公司法》带来的监管变化与内部风险挑战，组织开展了专项合规培训。培训以“问题导向、案例驱动、实践落地”为理念，设置四大模块：深度解读新《公司法》对国有企业的影响、剖析内部核心合规风险、借鉴港口行业典型案例、开展合同审阅与合规整改工作坊。通过“精准滴灌”式教学，覆盖二十余家相关所属公司的 55 名专职及骨干人员，强化了员工在资本治理、风险识别、案例应对及实务操作等方面的综合能力，切实提升了公司合规管理体系的系统性与实效性。

In 2025, the Company closely focused on core compliance management priorities for listed companies and organized specialized compliance training in response to regulatory changes and internal risk challenges arising from the newly revised Company Law. Guided by the principles of "Problem Orientation, Case-driven Learning, and Practical Implementation", the training featured four modules: in-depth

analysis of the new Company Law's impact on state-owned enterprises, examination of core internal compliance risks, benchmarking against typical port industry cases, and a workshop on contract review and compliance remediation. Through "Precision Drip Irrigation"-style instruction, the training reached 55 dedicated and key personnel from over 20 affiliated entities, strengthening employees' integrated capabilities in capital governance, risk identification, case response, and practical operations, thereby significantly enhancing the systematicity and effectiveness of the Company's compliance management system.



## 风险管理 Risk Management

公司围绕重大风险与重点管理领域，持续完善内部控制体系与风险防控机制，通过内控评价、风险评价、监督审核与整改闭环等方式，推动风险识别、预警提示与持续改进，保障公司稳健运营。报告期内，公司组织开展年度内部控制自我评价与内部控制外部审计工作，复盘体制机制运行效果，检视差距并明确改进措施，按监管要求形成并披露相关成果，推动内部控制体系持续完善。

Focusing on material risks and priority management areas, the Company continuously refines its internal control system and risk prevention mechanisms, promoting risk identification, early warning, and continuous improvement through internal control assessments, risk evaluations, supervisory reviews, and closed-loop corrective actions to ensure stable operations. During the reporting period, the Company conducted its annual internal control self-assessment and external audit, reviewed the effectiveness of its institutional mechanisms, identified gaps, defined improvement measures, and prepared and disclosed related outcomes in accordance with regulatory requirements, driving ongoing enhancement of its internal control system.

## 恪守商业道德准则

### Adherence to the Code of Business Ethics

公司将诚信守法作为经营底线，严格遵循《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》等基本法律要求，坚决落实反商业贿赂和反贪污规定，同时遵照公平竞争原则开展经营活动，以合规、透明的商业实践维护市场秩序和合作伙伴信任。

The Company treats integrity and legal compliance as its operational baseline, strictly adhering to fundamental legal requirements such as the Anti-Unfair Competition Law of the People's Republic of China and the Interim Provisions on Banning Commercial Bribery. It firmly implements anti-commercial bribery and anti-corruption provisions and conducts business in line with fair competition principles, upholding market order and partner trust through compliant and transparent practices.

## 反商业贿赂及反贪污

### Anti-Commercial Bribery and Anti-Corruption

#### 治理 Governance

公司不断健全反腐倡廉制度体系，制定并实施《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）》等制度文件，进一步明确职责分工和 workflow，夯实反腐败工作制度基础，为公司廉洁合规经营提供有力支撑。

股份公司纪委是党内监督专责机关，是公司推进全面从严治党、开展党风廉政建设和反腐败斗争的专门力量，在上级纪检部门和公司党委的双重领导下开展工作。公司纪委主要职责包括：维护党的章程和其他党内法规，检查党的路线、方针、政策和决议执行情况，协助公司党委推进全面从严治党，加强党风廉政建设和反腐败工作。

The Company continuously improves its anti-corruption system by formulating and implementing institutional documents such as the Work Measures for Supervision and Discipline Enforcement of the Discipline Inspection Commission of the Communist Party of Tianjin Port Holdings Co., Ltd. and the Management Measures for Punishment and Accountability of Party Members and Middle Managers of Tianjin Port Holdings Co., Ltd. (Trial). These documents further clarify the division of responsibilities and work procedures, solidifying the institutional foundation for anti-corruption efforts and providing strong support for the Company's clean and compliant operations.

The Discipline Inspection Commission (DIC) of the Company is the Party's dedicated internal oversight body and serves as the specialized force for advancing comprehensive and strict Party governance, promoting Party conduct and clean government, and combating corruption, operating under the dual leadership of the higher-level discipline inspection authority and the Company's Party Committee. The DIC's primary responsibilities include: upholding the Party Constitution and other intra-Party regulations; inspecting the implementation of the Party's lines, principles, policies, and resolutions; assisting the Company's Party Committee in advancing comprehensive and strict Party governance and strengthening Party conduct and clean government; and organizing and coordinating anti-corruption efforts.

战略  
Strategy

影响、风险和机遇分析及应对措施  
Impact, risk and opportunity analysis and countermeasures

风险名称 Risk Name	风险描述及潜在影响 Risk description and potential impact	影响时间 <sup>1</sup> Time of influence	应对措施 Countermeasures
<p><b>招投标与工程廉洁风险</b> Tendering and bidding and project integrity risk</p>	<p>在建设工程、设备采购、码头维护等关键支出领域，如出现不当接触、利益输送或违规干预，可能造成经营成本异常、定价偏差及内部控制失效，并带来运营与声誉风险；情节严重的，还可能引发法律责任。同时，若企业廉洁管理不到位或廉洁文化薄弱，也可能影响员工对企业治理环境的信任度，进而带来人才流失风险。</p> <p>In key expenditure areas such as construction projects, equipment procurement, and terminal maintenance, improper contact, benefit transfers, or unauthorized intervention could lead to abnormal operating costs, pricing deviations, and internal control failures, bringing operational and reputational risks; in serious cases, it may also lead to legal liabilities. Meanwhile, if the company's integrity management is inadequate or its culture of integrity is weak, it may also affect employees' trust in the corporate governance environment, leading to the risk of talent loss.</p>	<p>短期 Short-term</p> <p>中期 Medium-term</p>	<p>制度：执行纪律处分条例、全面从严治党主体责任考核办法、监督执纪工作办法； 流程：关键节点审批留痕、供应商黑名单与准入评估； 监督：加强“大监督”体系建设，纪检组织与财务、审计等内控部门加强协同，强化日常监督；第三方稽核与回避机制； 纠偏：发现问题启动问责及法务复核程序； 内控管理：定期开展内部控制设计有效性评估，对资产管理、资金收付、合同审批等关键控制环节进行审查，防范舞弊风险。 Systems: Enforce the Regulations on Disciplinary Sanctions, implement the Measures for Assessing Primary Responsibility in Comprehensive and Strict Party Governance, and apply the Work Rules for Supervision and Discipline Enforcement. Processes: Maintain audit trails at critical approval nodes, apply supplier blacklists, and conduct entry assessments; Oversight: Strengthen the “Grand Supervision” framework by enhancing coordination between disciplinary inspection bodies and internal control departments such as finance and audit, reinforcing routine oversight, and implementing third-party audits and recusal mechanisms. Remediation: Initiate accountability and legal review procedures upon identifying issues; Internal control management: Regularly assess the design effectiveness of internal controls, reviewing key control points such as asset management, fund payments, and contract approvals to prevent fraud risks.</p>
<p><b>供应链与业务合作接触风险</b> Supply chain and business cooperation exposure risk</p>	<p>在航运客户、物流企业及第三方服务合作中，如商务往来沟通存在不规范行为，可能引起商业贿赂或不正当利益交换的合规风险。</p> <p>In collaborations with shipping clients, logistics enterprises, and third-party service providers, non-compliant conduct in business communications may trigger compliance risks related to commercial bribery or improper benefit exchanges.</p>	<p>短期 Short-term</p>	<p>机制：合作前廉洁承诺函 / 反舞弊条款纳入合同； 供应商准入：在供应商准入及选择过程中开展道德规范评估，加强供应链廉洁管理； 供应商行为管理：商务接待与礼品登记； 监督：关键岗位轮岗与抽查； 边界提示：敏感业务提前法务备案； 举报监督：建立举报机制并提供匿名举报渠道，对举报信息严格保密。 Mechanisms: Include pre-cooperation integrity commitment letters or anti-fraud clauses in contracts; Supplier access: Conduct ethical assessments during the supplier admission and selection process to strengthen supply chain integrity management; Supplier behavior management: Register business hospitality and gifts; Oversight: Rotate key positions and conduct spot checks; Boundary alerts: Pre-register sensitive business activities with the legal department; Whistleblowing and supervision: Establish a whistleblowing mechanism and provide anonymous reporting channels, with strict confidentiality for all reported information.</p>

<sup>1</sup> 影响时间，即风险或机遇事件发生后，预期对公司产生影响的时间范围。短期：1 年以内；中期：1 至 5 年；长期：5 年以上。

<sup>1</sup>Time of influence refers to the expected timeframe during which a risk or opportunity event would affect the Company. Short-term: within 1 year; medium-term: 1 to 5 years; long-term: more than 5 years.

机遇名称 Opportunities Name	机遇描述及潜在影响 Opportunity description and potential impact	影响时间 Time of influence	应对措施 Countermeasures
诚信 港口建设 Construction of honest port	履行并加强“廉润津港”廉洁文化建设品牌理念宣贯，有助于形成“可信港口”形象，提升航运公司、物流客户及境内外伙伴合作意愿。  Promote and reinforce the “Integrity Nourishes Tianjin Port” brand concept, fostering a culture of clean governance. This helps shape the image of a “Trusted Port,” thereby increasing the willingness of shipping companies, logistics clients, and domestic and international partners to collaborate.	中期 Medium-term  长期 Long-term	推动廉洁承诺函、合作伙伴廉洁准入机制随合作同步启动，纳入商务合作前置条件；  通过廉洁文化建设与反舞弊管理机制，提升企业透明度和诚信水平，增强利益相关方信任。  The Promote the simultaneous launch of integrity commitment letters and partner integrity access mechanisms alongside cooperation, incorporating them as prerequisites for business partnerships;  Enhance corporate transparency and integrity and build stakeholder trust through the development of a culture of integrity and an anti-fraud management mechanism.
供应链 合规协同 Supply chain compliance collaboration	通过制定统一的供应商廉洁要求及行为准则，强化全链条透明度，有利于获得国际航运企业或金融机构的认可，降低外部信用评估障碍。  By establishing unified supplier integrity requirements and codes of conduct, the Company enhances end-to-end transparency, facilitating recognition by international shipping firms or financial institutions and reducing barriers in external credit assessments.	中期 Medium-term  长期 Long-term	发布供应商行为准则 / 廉洁倡议书，推动纳入供应商评价体系，建立退出与整改机制。  Issue a supplier code of conduct/integrity initiative, integrate it into the supplier evaluation system, and establish exit and remediation mechanisms.

## 举报人保护制度 Whistleblower protection system

公司严格落实国家《信访工作条例》《天津市信访工作责任制实施细则》《信访举报工作实施办法》等相关规定，明确反商业贿赂与反腐败等违纪违法问题的举报渠道、受理范围及处理程序，举报人可选择实名或匿名方式进行举报，公司对举报信息同等对待并依规依纪依法处理。

The Company strictly implements relevant national and local regulations, including the Regulations on Complaint Reporting, the Tianjin Detailed Rules for the Responsibility System on Complaint Reporting, and the Measures for Implementation of Complaint Reporting Work, clearly defining reporting channels, scope of acceptance, and handling procedures for violations such as commercial bribery and corruption. Whistleblowers may report anonymously or under real names, and the Company treats all reports equally and handles them in accordance with laws, regulations, and Party discipline.

## 举报渠道 Reporting channels



向公司纪委邮寄信件反映有关问题  
Mail letters to the Company's Discipline Inspection Commission regarding relevant issues



到公司纪委指定的接待场所当面反映有关问题  
Report issues in person at the reception venue designated by the Company's Discipline Inspection Commission



通过拨打天津市纪检监察机关统一信访举报电话（12388）反映有关问题  
Report issues by calling the unified Tianjin Discipline Inspection and Supervision Organ hotline (12388)



通过 12388 信访举报网络平台反映有关问题  
Submit reports via the 12388 Complaint Reporting Online Platform

公司在办理信访举报各环节中，严格做好信访举报件的登记、台账管理以及保密、保管工作，严格控制知悉范围，坚决杜绝跑风漏气和泄密情况。对于实名检举控告，公司提倡、鼓励举报人使用真实姓名或单位名称反映问题，并对实名检举控告优先办理、优先处置、给予答复；同时，公司对打击报复实名举报人的检举控告，按程序报批后开展核实，切实保障举报人合法权利。

Throughout the handling of complaint reports, the Company rigorously maintains registration, ledger management, confidentiality, and secure storage of reports, strictly limits access, and resolutely prevents leaks or breaches of confidentiality. For real-name reports, the Company encourages whistleblowers to use their real names or organizational identities and prioritizes the handling, processing, and response to such reports; additionally, the Company verifies allegations of retaliation against real-name whistleblowers following approved procedures to effectively safeguard their legitimate rights.

## 反腐培训与宣贯

### Anti-corruption training and awareness

公司将廉洁教育与合规宣贯作为反腐败与反商业贿赂管理的重要抓手，组织开展覆盖新入职员工、重点岗位人员、管理层及外部合作方的合规与廉洁培训。培训内容包括国家法律法规、公司反腐政策要求以及典型案例警示教育等，持续强化全员廉洁从业意识与合规底线意识，营造风清气正的合规生态。

The Company treats integrity education and compliance awareness as key tools in anti-corruption and anti-bribery management, organizing training programs covering new hires, key-position staff, management, and external partners. Training content includes national laws and regulations, the Company's anti-corruption policies, and educational warnings from typical cases. This content continuously reinforces organization-wide awareness of integrity and compliance boundaries to foster a clean and upright compliance culture.

#### 案例 Case 组织开展公司关键少数领导干部反腐专项培训 Organize special anti-corruption training for key minority leaders of the Company

2025 年 11 月，公司组织相关所属公司负责人集中观看警示教育片，通过真实再现党员干部逐步堕落为腐败分子的蜕变过程，深刻剖析违纪违法的思想根源和行为轨迹，为全体参会人员敲响警钟，通过以案为鉴、以案明纪，引领广大党员干部深刻认识到违纪违法行为的严重后果，进一步增强廉洁自律意识和拒腐防变能力。

In November 2025, the Company organized heads of affiliated entities to collectively view an educational warning film that realistically depicted how Party members and cadres gradually degenerated into corrupt individuals. The session deeply analyzed the ideological roots and behavioral trajectories of disciplinary violations and illegal acts, sounding a clear alarm for all participants. Using real cases as lessons and disciplinary benchmarks, it guided Party members and cadres to profoundly recognize the severe consequences of misconduct and further strengthen their integrity awareness and ability to resist corruption.



#### 报告期内，公司本部

During the reporting period, the Company's headquarters



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

**100%**

Organized newly appointed mid-level managers to sign integrity commitment letters, achieving a 100% signing rate

开展日常廉洁教育共计

**21**次

Conducted 21 sessions of routine integrity education

共计

**1,952**人次参与

with a total of 1,952 participant attendances

#### 报告期内，公司

During the reporting period, the Company



开展反腐败、反贿赂培训共计

**135**场

Delivered 135 anti-corruption and anti-bribery training sessions

培训总时长

**172.21**小时

totaling 172.21 hours

## 影响、风险和机遇管理

### Impact, risk and opportunity management

公司通过梳理重点领域和关键环节的廉洁风险，结合举报受理、问题线索处置、审计监督检查等方式，及时识别、评估并推动落实相应风险防控措施。公司将反商业贿赂及反贪污相关风险纳入公司整体监督与管理体系，明确管理机制、工作流程及职责分工，由责任部门对相关领域廉洁风险承担专业管理责任，推动各项管控要求落实到位。

The Company systematically identifies and assesses integrity risks in key areas and critical processes, integrating whistleblower intake, issue investigation, and audit supervision to promptly implement corresponding risk mitigation measures. The Company integrates anti-commercial bribery and anti-corruption risks into its overall oversight and management system, clarifying management mechanisms, workflows, and responsibilities, with accountable departments assuming professional oversight of integrity risks in their respective domains to ensure effective implementation of controls.

## 指标与目标

### Indicators and objectives

#### 报告期内，公司

During the reporting period, the Company



#### 未发生

腐败与贿赂违规事件

Reported no incidents of corruption or bribery violations

#### 未发生

重大违反反洗钱法律法规的情形

Experienced no material violations 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

Received no reports concerning monopolistic practices or unfair competition

## 反不正当竞争

### Anti-Unfair Competition

公司已制定并实施《反垄断合规手册》，明确反不正当竞争及反垄断管理的适用范围、管理职责、重点领域及行为边界，要求全员遵守公平竞争原则及反垄断合规要求。制度明确由董事会、高级管理层及相关职能部门按照职责分工履行管理义务，将反不正当竞争管理纳入企业合规体系统一部署，推动责任落实到业务条线和岗位，确保企业经营行为与市场监管要求同频，持续提升竞争治理的规范性与透明度。

The Company has developed and implemented an Anti-Monopoly Compliance Manual, specifying the scope, management responsibilities, key focus areas, and behavioral boundaries for anti-unfair competition and antitrust compliance, requiring all employees to adhere to fair competition principles and antitrust requirements. The system clearly assigns management obligations to the Board, senior management, and relevant functional departments according to their responsibilities, integrating anti-unfair competition management into the enterprise compliance system, cascading accountability to business lines and individual roles, aligning business conduct with market regulation requirements, and continuously enhancing the standardization and transparency of competition governance.

#### 报告期内，公司本部

During the reporting period, the Company's headquarters:



组织开展反垄断培训

**2**场

Organized two antitrust training sessions

反垄断培训覆盖人数

**150**人

Covered 150 participants in antitrust training

# 保护投资者权益

## Protecting Investors' Rights and Interests

公司持续健全投资者权益保障机制。在股东会召开、利润分配、信息披露等关键环节，严格履行法定程序，保障投资者依法行使表决权、知情权和收益权。公司严格执行现金分红等相关制度安排，在符合条件的情况下积极回馈股东；同时，通过畅通投资者沟通渠道、规范股东会运作、加强信息披露管理等方式，切实维护中小投资者合法权益，推动公司治理水平持续提升。

The Company continues to strengthen its investor rights protection mechanisms. At critical stages—including shareholders' meetings, profit distribution, and information disclosure—the Company strictly follows statutory procedures to safeguard investors' legal rights to vote, access information, and receive returns. The Company strictly implements cash dividend policies and actively returns value to shareholders when eligibility criteria are met; meanwhile, it effectively protects the legitimate rights of retail investors by facilitating open communication channels, standardizing shareholders' meeting operations, and enhancing information disclosure management, thereby continuously advancing corporate governance standards.

# 合规披露

## Compliance Disclosures

公司高度重视信息披露工作，严格遵守《上市公司信息披露管理办法》等相关法规要求，依法履行信息披露义务。报告期内，公司坚持真实、准确、完整、及时、公平的信息披露原则，规范发布定期报告及临时公告，持续提升信息披露质量与透明度，保障投资者及时了解公司经营及重大事项情况。

The Company attaches great importance to information disclosure, strictly complying with the Administrative Measures for Information Disclosure of Listed Companies and other relevant regulations, and fulfilling its disclosure obligations in accordance with the law. During the reporting period, the Company adhered to the principles of truthful, accurate, complete, timely, and fair disclosure, issuing periodic reports and interim announcements in a standardized manner, continuously improving disclosure quality and transparency, and ensuring investors' timely access to information on operations and material events.

### 报告期内，公司

During the reporting period, the Company



#### 披露定期公告

4份

Disclosed four periodic announcements;

#### 披露临时公告

35份

Disclosed 35 interim announcements



公司获第十六届“中国上市公司投资者关系股东回报天马奖”

The Company received the 16th China Tianma Award for Investor Relations and Shareholder Return of Listed Companies by Securities Times

# 沟通机制

## Communication Mechanism

公司持续完善投资者关系管理体系，建立规范、透明的沟通机制，并制定实施《投资者关系管理制度》，依法保障投资者知情权、参与权和监督权。通过投资者热线、上证 e 互动平台及业绩说明会等渠道，加强与投资者的日常沟通，及时回应市场关切，持续提升投资者关系管理的规范化水平，促进投资者关系长期稳定发展。

The Company continuously refines its investor relations management system, establishes standardized and transparent communication channels, and has formulated and implemented an Investor Relations Management System to legally protect investors' rights to information, participation, and oversight. Through investor hotlines, the SSE e-Interaction platform, and earnings briefings, the Company strengthens daily engagement with investors, responds promptly to market concerns, continuously elevates the standardization of investor relations management, and fosters long-term, stable investor relationships.

### 报告期内，公司

During the reporting period, the Company:



#### 接待专业机构调研

7 场次

Hosted seven research visits from professional institutions

#### 共

30 家

Involving a total of 30 organizations

#### 累计

34 人次

Welcomed a cumulative total of 34 individual attendees across these sessions

#### 回复机构问题

64 个

Responded to 64 inquiries raised by these institutions

#### 制定投资者问题与解答 (Q&A)

清单，完成股东分析

34 次

Developed comprehensive investor Q&A lists and conducted shareholder analysis 34 times

#### 投资者提问回答率

100%

Achieved a 100% response rate to investor questions



# 质效护航 建设智慧枢纽港口

## Ensuring Quality and Efficiency in Building a Smart Hub Port

- 强化创新驱动发展  
Strengthening Innovation-Driven Development
- 提升货运质量效率  
Improving Freight Quality and Efficiency
- 深化客户服务品质  
Enhancing Customer Service Quality
- 筑牢信息安全防线  
Build a Strong Line of Defense for Information Security
- 构建可持续供应链  
Building a Sustainable Supply Chain
- 夯实安全生产根基  
Consolidating the Foundation of Work Safety

响应联合国可持续发展目标 (SDGs)  
Responding to the UN Sustainable Development Goals (SDGs)



# 强化创新驱动发展

## Strengthening Innovation-Driven Development

公司坚持以智慧港口建设为抓手发展港口新质生产力，不断夯实研发创新管理体系，提升创新平台建设，加强知识产权管理，推动重大科技攻关，以科技赋能高质量发展。

The Company persists in leveraging smart port development to cultivate new-quality productive forces in the port industry, continuously strengthening its R&D and innovation management system, enhancing innovation platform construction, reinforcing intellectual property management, and undertaking major technological breakthroughs to empower high-quality development through technology.

### 战略

#### Strategy

#### 影响、风险和机遇分析及应对措施

#### Impact, risk and opportunity analysis and countermeasures

风险名称 Name of risk	风险描述及潜在影响 Risk description and potential impact	影响时间 Time of influence	应对措施 Countermeasures
<b>科技创新风险</b> Technological innovation risk	新技术的研发和应用过程中，存在技术瓶颈或失败风险，或者未能及时有效把握科技前沿方向，可能影响公司的资源配置，造成公司发展速度减缓，降低竞争力。 In the process of researching and applying new technologies, there are risks of technical bottlenecks or failures, or failure to timely grasp the forefront of technological advancements, which may affect resource allocation and slow down company development, reducing competitiveness.	中期 Medium-term  长期 Long-term	坚持全面创新，聚焦“三型港口”升级，发力核心技术创新。 Adhere to comprehensive innovation, focusing on upgrading "Three Types of Ports" and making efforts in core technology innovation.
<b>知识产权风险</b> Intellectual property risk	公司对外技术许可前未开展相应自由实施分析，或者产权的归属未事先约定或不明确，可能导致其他公司未经授权擅自使用，造成关键技术被窃取或被侵权影响。 Before licensing technology externally, the Company did not conduct corresponding freedom-to-operate analysis, or the ownership was not pre-agreed or unclear, potentially leading to unauthorized use by other companies, resulting in theft or infringement of key technologies.	短期 Short-term  中期 Medium-term	加强知识产权管理体系建设，强化知识产权风险管理，持续加强对外技术许可审查，避免发生知识产权侵权纠纷。 Strengthen the intellectual property management system, reinforce IP risk management, continuously enhance external technology licensing reviews, and avoid IP infringement disputes.

### 治理

#### Governance

公司坚决落实科技强港战略，以科技创新全面赋能产业转型升级，以高水平科技自立自强为目标，完善创新体系建设，健全创新体制机制，加强产学研深度融合，加大关键核心技术攻关；推动实施重点科技项目“揭榜挂帅”攻坚机制，强化顶层设计与制度保障；修订《科技项目管理办法》，搭建从创新项目立项、执行到成果转化的全流程管理闭环。建立系统完备、协同高效、管控有力、激励有效的科技创新评价体系，加强技术人才培养，加大研发投入，营造创新浓厚氛围，加快打造彰显“双一流”建设的创新高地，为服务国家战略和行业高质量发展贡献天津港力量。

The Company resolutely implements the strategy of building a technologically advanced port, comprehensively empowering industrial transformation and upgrading through scientific and technological innovation. Aiming for high-level technological self-reliance, it improves the construction of its innovation system, perfects innovation systems and mechanisms, strengthens the deep integration of industry, academia, and research, and intensifies efforts to tackle key core technologies; promote the implementation of a competitive bidding mechanism for key science and technology projects, and strengthen top-level design and institutional guarantees; revise the *Measures for Management of Science and Technology Projects* to establish a closed-loop management system covering the entire process from innovation project initiation and execution to result commercialization. Establish a systematic, complete, coordinated, efficient, robustly controlled, and effectively incentivized evaluation system for scientific and technological innovation. Strengthen the cultivation of technical talent, increase R&D investment, foster a strong innovative atmosphere, and accelerate the creation of an innovation hub that demonstrates the achievements of the "Double First-Class" initiative, contributing Tianjin Port's strength to serving national strategies and the high-quality development of the industry.

机遇名称 Opportunity name	机遇描述及潜在影响 Opportunity description and potential impact	影响时间 Time of influence	应对措施 Countermeasures
政策机遇 Policy opportunities	科技创新投入会有税收优惠、融资支持等，可能会减少公司运营成本，为公司提供创新发展的资金和资源支持。 Investment in scientific and technological innovation enjoys tax incentives and financing support, potentially reducing operating costs and providing financial and resource support for innovative development.	短期 Short-term 中期 Medium-term	关注政策发展动态，制定政策落实方案，进一步强化战略规划、项目管理，完善公司创新资源配置。 Monitor policy developments, formulate implementation plans, further strengthen strategic planning and project management, and improve the allocation of innovative resources within the Company.
市场机遇 Market opportunities	技术发展：行业技术不断迭代，公司引领行业发展潮流，公司能满足客户要求，获得竞争优势。 Technology development: With continuous industry technology iteration, the Company leads industry trends, meets customer requirements, and gains competitive advantages.	中期 Medium-term 长期 Long-term	以“技数碳”为抓手发展港口新质生产力，开展重大科技攻关，以科技赋能促转型发展。 Develop new-quality productive forces at the port with "Technology, Digitalization, and Carbon Reduction", carry out significant scientific research projects, and promote transformational development through technological empowerment.

## 打造创新载体 Create innovation carriers

公司建立装卸板块技术管理和设备维保“双中心”。依托技术管理中心参与多项国家、行业及团体标准编制、开展关键技术攻关，打造技术管理创新先行先试改革试点；统筹各码头公司设备维保业务模式，与金岸重工合力打造东疆港区区域维保中心试点。

The Company has established a "Double Center" for technical management and equipment maintenance in the loading and unloading sector. Relying on the technology management center, participate in drafting several national, industrial, and group standards, carry out key technology breakthroughs, and create pilot reform projects for technological management innovation; coordinate equipment maintenance business models across various terminal companies, and jointly build a regional maintenance center in Dongjiang Port Area with Tianjin JinAn Heavy Equipment Co., Ltd.

## 营造创新氛围 Cultivate an innovative atmosphere

聚焦港口数智化升级、绿色化转型等重点，持续深化智慧绿色升级、工属具革新、“五小”攻关等全员创新活动，围绕生产运营各环节难点痛点，鼓励基层员工深度参与科技创新实践，拓宽科技创新覆盖面，形成“人人参与创新、事事追求创新”的良好局面，不断拓强创新链。2025 年，公司创新成果立项 652 项，五小创新立项 232 项；获得 2025 年度集团公司创新成果奖 19 项、集团五小创新奖 33 项。

Focusing on key areas such as the digital and intelligent upgrading and green transformation of the port, the Company continuously deepens all-employee innovation activities, including smart and green upgrades, innovations in tools and equipment, and "Five Small" innovations. Centering on the difficulties and pain points in all aspects of production and operation, it encourages grassroots employees to deeply participate in scientific and technological innovation practices, broadens the coverage of innovation, and creates a positive atmosphere where "Everyone Participates In Innovation, and Everything Strives for Innovation", continuously strengthening the innovation chain. In 2025, the Company initiated 652 innovation projects and 232 "Five Small" innovation projects; received 19 Group Company Innovation Achievement Awards and 33 Group "Five Small" Innovation Awards for 2025.

## 创新人才培养 Cultivating innovative talent

公司统筹管理、技术、技能三支人才队伍建设，培育造就一批津港工匠、高技能人才，大力开展群众性创新活动。落实“三个区分开来”要求，建立容错纠错机制，营造“鼓励创新、宽容失败”的文化氛围，激发全员创新活力。

The Company coordinates the development of three talent teams—managerial, technical, and skilled—cultivating a group of Tianjin Port craftsmen and highly skilled talents, and vigorously promotes mass innovation activities. It also implemented the "Three Distinctions" requirement, established a fault-tolerant and error-correction mechanism, and cultivated a cultural atmosphere that "Encourages Innovation and Tolerates Failure" to stimulate the innovative vitality of all employees.

## 推动成果转化 Promoting the commercialization of achievements

公司坚持问题导向、效益导向，围绕“智慧、绿色、枢纽”港口建设需求，加大研发经费投入，组织实施一批重大科技攻关项目，着力提升知识产权创造质量与成果转化效能，加速培育港口新质生产力。2025 年，《自动化四绳轮胎吊多源信息感知和协同控制技术与系统》等 5 项科技成果，获得中国港口协会 2025 年度科技进步奖，其中：一等奖 1 项，二等奖 2 项，三等奖 2 项。9 项科技成果通过天津市科学技术评价中心鉴定，其中 2 项被评价为国际领先水平。

The Company adheres to a problem-oriented and benefit-oriented approach. Focusing on the needs of building a "Smart, Green, and Hub" port, it increases R&D investment, organizes and implements a number of major technological research projects, and strives to improve the quality of intellectual property creation and the efficiency of commercializing achievements to accelerate the cultivation of new-quality productive forces in the port. In 2025, five scientific and technological achievements, including the *Multi-source Information Perception and Coordinated Control Technology and System for Automated Four-rope Rubber-Tired Gantry Cranes*, won the 2025 Science and Technology Progress Award from the China Ports & Harbours Association, comprising one first prize, two second prizes, and two third prizes. Nine scientific and technological achievements were certified by the Tianjin Science and Technology Evaluation Center, with two of them being evaluated as internationally leading.

## 数字智慧升级 Digital smart upgrade

### 加快港口自动化升级 Accelerate the automation upgrade of the port



公司开展传统集装箱码头全流程自动化升级，太平洋 D6、欧亚 N9 泊位两个泊位完成全流程自动化运行落地，全年作业船舶 343 艘次，超 9 万箱；散货自动化改造加快落地，煤码头自动化门机已具备单机及协同作业能力，远控下舱机械与自动化门机实现舱内实时作业图像共享。

The Company has advanced full-process automation upgrades for traditional container terminals. Two berths, Pacific D6 and Euroasia N9, have successfully achieved fully automated operations, handling 343 vessel calls and over 90,000 TEUs throughout the year. Concurrently, automation upgrades for bulk cargo operations accelerated: automated gantry cranes at coal terminals now feature both stand-alone and collaborative operation capabilities, while remote-controlled hold machinery and automated gantry cranes have enabled real-time image sharing of in-hold operations.

### 数字化转型广域覆盖 Wide-area coverage of digital transformation



公司持续提升数据要素治理能力，构建覆盖“采集—治理—应用”全链条数据治理体系，形成体系化数据成果，聚焦业务实际需求深化数据分析应用，为生产管理决策优化提供数据支撑；推进数字转型重点项目，全栈信创集装箱码头管控系统 JTOS 在联盟公司、欧亚公司一体化上线，实现全港 4 家集装箱码头全面上线运行；ECS 系统在太平洋、欧亚、联盟全面部署上线，累计作业 300 万 TEU，实现自动化场桥智能调度的规模应用；TCA 二期实现对全货类核心作业过程全覆盖，依托运营状况的量化追踪，为运营决策提供精准助力；标识解析及应用服务平台完成核心功能构建，开展千万级标识注册与解析，为数据推广与深度应用提供坚实支撑。

The Company continuously enhanced its data governance capabilities, establishing an end-to-end data governance framework encompassing "Collection—Governance—Application." This initiative yielded systematic data assets and deepened data analytics applications tailored to operational needs, providing data-driven support for optimized production management decisions. Key digital transformation projects advanced steadily: the full-stack, domestically developed JTOS container terminal management and control system was seamlessly deployed at Alliance and Euroasia terminals, achieving full-scale operation across all four of the port's container terminals; the ECS system was fully implemented at Pacific, Euroasia, and Alliance terminals, handling 3 million TEUs cumulatively and realizing large-scale intelligent scheduling of automated yard cranes; TCA Phase II achieved comprehensive coverage of core operational processes across all cargo categories, leveraging quantitative tracking of operational status to deliver precise support for decision-making; and the identification resolution and application service platform completed its core functionality development, conducting tens of millions of identifications for registration and resolution, thereby providing a robust foundation for data promotion and in-depth application.

## 保护知识产权 Protect intellectual property rights

公司严守《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》等法规，制定并发布《天津港股份有限公司专利工作管理办法》等内部文件，规范知识产权相关工作，激励员工发明创造积极性，提高创新能力。

The Company strictly abides by laws such as the *Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China*, and the *Copyright Law of the People's Republic of China*. It formulates and releases internal documents like the *Measures for the Administration of Patent Work of Tianjin Port Holdings Co., Ltd.*, standardizing IP-related work, motivating employees' enthusiasm for invention creation, and enhancing innovation capabilities.

### 案例 Case 知识产权培训助力员工意识提升 IP training for enhancing employee awareness

2025 年 5 月，公司组织相关从业人员参加知识产权专题培训。培训紧扣企业知识产权保护的痛点，围绕常见风险识别、典型案例剖析、侵权认定标准、维权路径选择及合规管理要点等内容展开系统讲授。通过专业解读与实务指导，有效助力参训人员提升知识产权风险防范意识与纠纷应对能力，进一步强化了企业整体的知识产权保护水平。

In May 2025, the Company organized relevant practitioners to participate in specialized training on intellectual property rights. The training closely addressed the actual pain points of corporate intellectual property protection, offering a systematic lecture covering common risk identification, typical case analysis, infringement determination standards, rights protection path selection, and key points of compliance management. Through professional interpretation and practical guidance, it effectively helps trainees enhance their awareness of IP risk prevention and dispute response capabilities, further strengthening the overall level of IP protection within the enterprise.



## 贡献行业发展

### Contribution to industry development

公司积极参与各类协会交流研讨活动，与会员单位凝聚行业共识、共享先进经验、共探技术方向，以实际行动践行行业责任，推动产业健康发展。

The Company actively participates in various association exchange and discussion activities, building industry consensus with member units, sharing advanced experiences, exploring technical directions, practicing industry responsibilities through concrete actions, and promoting healthy industry development.

协会名称 Name of Association	会员资质 Membership Qualification
天津市安全生产协会 Tianjin Association of Work Safety	会员单位 Member Unit
全国起重机械标准化技术委员会 National Technical Committee on Lifting Appliances of Standardization Administration of China	会员单位 Member Unit
全国工业车辆标准化技术委员会 National Technical Committee on Industrial Trucks of Standardization Administration of China	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 Subcommittee on Jib Cranes of National Technical Committee on Lifting Appliances of Standardization Administration of China	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
《劳动保护》理事会 Council on Labour Protection	理事单位 Governing Units

## 影响、风险和机遇管理

### Impact, Risk, and Opportunity Management

公司建立重大风险预警机制和突发事件应急处理机制，全面系统持续地收集相关信息，梳理编制公司风险点清单，及时进行风险评估，制订相应的应对措施，将创新驱动相关风险，纳入整体风险管理体系中，作为公司全面风险管理的重要组成部分，明确了创新驱动管理机制和工作流程，责任部门承担相关领域和专业风险管理责任，识别和评估专业及专项风险，落实管控政策。

The Company has established an early warning mechanism for major risks and an emergency response mechanism for incidents, systematically and continuously collecting relevant information, compiling a risk point inventory, conducting timely risk assessments, and formulating corresponding countermeasures. Innovation-driven risks are integrated into the overall risk management system as a key component of the Company's comprehensive risk management framework. The Company has clarified its innovation-driven management mechanisms and workflows, with responsible departments assuming domain-specific and professional risk management responsibilities, identifying and assessing specialized and project-specific risks, and implementing control policies.

## 指标与目标

### Indicators and Objectives

#### 管理指标

#### Management indicators

##### 报告期内，公司

During the reporting period, the Company



研发投入达 **0.97** 亿元，同比增长 **2.4%**  
Invested 97 million yuan in R&D, marking a year-on-year increase of 2.4%

**5** 项科技成果荣获中国港口协会科技进步奖，  
**9** 项通过天津市科学技术评价中心鉴定，  
其中 **2** 项被评价为国际领先水平

Secured five Science and Technology Progress Awards from the China Ports & Harbours Association for its technological achievements; furthermore, nine achievements passed the appraisal by the Tianjin Science and Technology Evaluation Center, with two being rated as reaching an internationally leading level

新申请专利数达 **88** 件  
Filed 88 new patent applications

公司研发人员总人数达 **584** 人，  
占公司总人数的 **11.84%**

Expanded its R&D workforce to 584 personnel, accounting for 11.84% of the Company's total headcount

公司研发人员总人数实现  
**四年连续增长**

Realized continuous growth in the total number of R&D personnel for four consecutive years



新授权专利数达 **40** 件  
Obtained grants for 40 new patents

##### 截至报告期末，公司

As of the end of the reporting period, the Company



拥有专利数量达 **456** 件  
Held 456 patents

持有软件著作权达 **54** 件  
Held 54 software copyrights

按年龄划分的研发人员情况  
R&D personnel by age



- 50岁及以上 (含50岁) 研发人员占比 **22.95%**  
Proportion of R&D personnel aged 50 and above (inclusive)
- 40至50岁 (含40岁, 不含50岁) 研发人员占比 **54.11%**  
Proportion of R&D personnel aged 40 to 50 (inclusive of 40, exclusive of 50)
- 30至40岁 (含30岁, 不含40岁) 研发人员占比 **15.24%**  
Proportion of R&D personnel aged 30 to 40 (inclusive of 30, exclusive of 40)
- 30岁以下 (不含30岁) 研发人员占比 **7.71%**  
Proportion of R&D personnel under 30 (exclusive)

按学历划分的研发人员情况  
R&D personnel by educational background



- 拥有博士研究生学历的研发人员占比 **0%**  
Proportion of R&D personnel with doctoral degrees
- 拥有硕士研究生学历的研发人员占比 **22.09%**  
Proportion of R&D personnel with master's degrees
- 拥有本科学历的研发人员占比 **69.52%**  
Proportion of R&D personnel with bachelor's degrees
- 拥有专科学历的研发人员占比 **7.02%**  
Proportion of R&D personnel with associate degrees
- 拥有高中及以下学历的研发人员占比 **1.37%**  
Proportion of R&D personnel with high school education or below

▲ (2025年度研发人员情况饼状图)  
(Pie chart of R&D personnel in 2025)

管理目标  
Management objectives

公司坚持健全创新体制机制，完善创新体系，加强产学研深度融合，建强创新平台，加大关键核心技术攻关。抓好投入转化机制，推动创新成果快速转化，加快布局新技术、新赛道、新产业；抓好创新激励机制，完善项目全周期管理，推行新机制，探索新激励措施。

The Company adheres to improving innovation mechanisms and systems, enhancing the innovation ecosystem, deepening integration among industry, academia, and research, strengthening innovation platforms, and intensifying efforts on core technology breakthroughs. Strengthen the input-to-output conversion mechanism to accelerate the commercialization of innovation outcomes and expedite deployment in new technologies, emerging sectors, and industries; enhance innovation incentive mechanisms, improve full-cycle project management, implement new mechanisms, and explore novel incentive approaches.

提升货运质量效率  
Improving Freight Quality and Efficiency

治理  
Governance

公司制定《2025年股份公司货物防损工作安排》《天津港股份有限公司恶劣天气货物防损工作管理规定》《天津港股份有限公司货运理赔工作管理办法（试行）》《货运质量事故处置及理赔管理规定》《天津港装卸板块作业效率考核办法》等内部文件，充分落实“五保五即”举措，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。

The Company formulated internal documents including the 2025 *Work Arrangement for Cargo Loss Prevention of Tianjin Port Holdings Co., Ltd.*, the *Management Regulations for Cargo Loss Prevention during Adverse Weather of Tianjin Port Holdings Co., Ltd.*, the *Administrative Measures for Freight Claims Handling of Tianjin Port Holdings Co., Ltd. (Trial)*, the *Management Regulations for Freight Quality Incident Response and Claims Settlement*, and the *Assessment Measures for Operational Efficiency of Tianjin Port's Stevedoring Sector*. It fully implemented the Five Guarantees and Five Immediate Actions, coordinated production resources across all links, and used operational efficiency assessment as a lever to continuously improve the efficiency assessment mechanism, formulate detailed internal assessment rules, stimulate employees' enthusiasm and initiative to improve efficiency, enhance the level of efficiency services, and build the "Bohai Efficiency" service brand.



## 战略 Strategy

### 影响、风险和机遇分析及应对措施 Impact, risk and opportunity analysis and countermeasures

风险名称 Name of risk	风险描述及潜在影响 Risk description and potential impact	影响时间 Time of influence	应对措施 Countermeasures
市场风险 Market risk	<p>公司所处的环渤海港口群，各主要竞争港口积极扩建产能，发展势头均较为迅猛，枢纽港地位竞争激烈，同业公司通过技术革新、拓宽服务范围，推出质量更好的产品或服务，导致公司订单受损。</p> <p>In the Bohai Rim port cluster where the Company operates, major competing ports are aggressively expanding capacity and developing rapidly, intensifying competition for hub port status. Peer companies, through technological innovation and expanded service offerings, provide higher-quality products or services, resulting in order losses for the Company.</p>	<p>中期 Medium-term</p> <p>长期 Long-term</p>	<p>积极拓展港口功能，提升服务质量，坚持可持续发展战略，不断增强抵御风险能力，达到长期稳定发展目标。</p> <p>Actively expand port functions, improve service quality, adhere to a sustainable development strategy, and continuously enhance risk resilience to achieve long-term stable development goals.</p>
声誉风险 Reputational risk	<p>如果在质量、可靠性等方面存在问题，公司可能面临声誉危机，影响其市场形象和客户信任，导致公司的营业收入减少。</p> <p>If issues arise regarding quality or reliability, the Company may face a reputational crisis, damaging its market image and customer trust, thereby reducing operating revenue.</p>	<p>中期 Medium-term</p> <p>长期 Long-term</p>	<p>公司通过优化质量流程、构建货损风险分级防控体系等措施不断提升货运质量和可靠性。</p> <p>The Company continuously enhances freight quality and reliability by optimizing quality processes and establishing a tiered cargo damage risk prevention and control system.</p>

机遇名称 Opportunity name	机遇描述及潜在影响 Opportunity description and potential impact	影响时间 Time of influence	应对措施 Countermeasures
政策机遇 Policy opportunities	<p>港口运输作为交通运输基础设施行业，长期以来受国家产业政策的支持和鼓励。</p> <p>As a transportation infrastructure sector, port transport has long been supported and encouraged by national industrial policies.</p>	<p>中期 Medium-term</p> <p>长期 Long-term</p>	<ul style="list-style-type: none"> <li>积极响应国家战略，不断发挥“港口+物流”的协同效应，拓展全球航线，拓宽服务边界。</li> <li>Actively respond to national strategies, continuously leverage the synergy of "Ports + Logistics", expand global shipping routes, and broaden service boundaries.</li> </ul>
市场机遇 Market opportunities	<p>公司通过精益生产、技术革新等方式，不断提升货运质效，服务质量遥遥领先，满足客户成本、效率等方面更多要求，获得竞争优势。</p> <p>Through lean production and technological innovation, the Company continuously improves freight quality and efficiency. Its service quality significantly leads the industry, meeting customers' increasing demands on cost and efficiency, thereby gaining competitive advantage.</p>	<p>长期 Long-term</p>	<ul style="list-style-type: none"> <li>不断推出精品航线，降低物流成本。</li> <li>精细统筹提升效率，不断推进生产效能提升。</li> <li>需求导向优化客户体验，通过组织编制货损风险清单，专项部署、实地检查防潮防汛准备等方式，持续升级服务品质。</li> <li>Continuously launch premium shipping routes to reduce logistics costs.</li> <li>Enhance efficiency through meticulous coordination and continuous improvement of production performance.</li> <li>Optimize customer experience based on demand orientation—by compiling cargo damage risk inventories, deploying targeted measures, and conducting on-site inspections of moisture and flood prevention preparations—to continuously upgrade service quality.</li> </ul>

### 加强货运质量保障 Strengthen freight quality assurance

公司组织货运管理培训、货运质量综合培训及港口业务风险防控专题培训，不断提升货运管理人员专业技能，强化货物全流程质量管控，筑牢公司货运质量风险防控防线；精细研判春运、“五一”等假期特征、摸排重点船货到港趋势、分析气象条件，制定针对性保障方案；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。

The Company organizes training programs on freight management, comprehensive freight quality, and specialized risk prevention for port operations, continuously enhancing the professional capabilities of freight management staff, strengthening end-to-end quality control of cargo, and reinforcing the Company's defense against freight quality risks; conduct detailed assessments of holiday characteristics such as Spring Festival travel rush and May Day, map out arrival trends of key vessels and cargoes, analyze weather conditions, and formulate targeted support plans; continuously strengthen cargo damage prevention during adverse weather, including issuing alerts for extreme conditions such as heavy rain, strong winds, and storm surges, providing tidal warnings, and making advance arrangements.

## 提升航道通航效能

### Improve waterway navigation efficiency

公司严格按照《关于保障自引船舶安全靠离泊的指导意见》及公司各自靠离泊管理办法，适时、视情增配拖轮等助航资源，同步推动建立“黑名单”制度，为靠离泊管理提供坚实抓手。加强靠港船舶岸电使用，建立常态化工作机制，加快推动岸电连船服务纵深发展。2025 年以来，累计实现 16 艘船舶因接入岸电设施而优先进港。

The Company strictly complies with the *Guiding Opinions on Ensuring Safe Berthing and Departure of Self-Piloted Vessels* and its own berthing and departure management measures, timely and appropriately allocating additional navigational aids such as tugs, and simultaneously promoting the establishment of a "Blacklist" system to provide a solid foundation for berthing and departure management. Strengthen the use of shore power by berthing vessels, establish a regular working mechanism, and accelerate the in-depth development of shore power connection services. Since 2025, a total of 16 vessels have been granted priority berthing for connecting to shore power facilities.

## 构建货损风险分级防控体系

### Build a tiered cargo damage risk prevention and control system

以“双重预防机制”为核心，创新打造“风险分级管控”与“隐患排查治理”双轮驱动的闭环管理体系，帮助港口货运质量管理提质增效。通过系统化的全流程风险识别，建设货运质量综合管控平台，形成标准化的《货损风险点识别清单》，实现货运质量管理从被动应对到主动预防、从经验驱动到数据驱动的变革。

Centered on the "Dual prevention mechanism", innovatively establish a closed-loop management system driven by "Risk-tiered Control" and "Hazard Identification and Rectification" to enhance the quality and efficiency of port freight quality management. Through systematic end-to-end risk identification, build an integrated freight quality management platform and develop a standardized *Cargo Damage Risk Point Identification List*, transforming freight quality management from reactive response to proactive prevention and from experience-based to data-driven.

### 案例 Case

#### 保障雪天港口生产作业平稳有序 Ensuring smooth and orderly port operations during snowfall

2025 年 12 月 12 日，天津港迎来今年冬季首场降雪，公司各单位闻雪而动、向雪而行，迅速开展清雪化冰行动，全力保障港区安全畅通；加强怕湿货物及坑洼区域巡查，及时采取垫高、苫盖、加固等措施防货损；精心检查出勤设备运行状况，确保作业机械稳定高效地运转，以周密部署与高效行动，用责任与担当筑牢安全防线，全方位保障港口生产作业平稳有序。

On December 12, 2025, Tianjin Port experienced its first snowfall of the winter. All Company units responded immediately, launching rapid snow and ice removal operations to ensure safe and smooth port operations; strengthen inspections of moisture-sensitive cargo and uneven areas, promptly implementing measures such as elevation, covering, and reinforcement to prevent cargo damage; carefully inspect the operational status of deployed equipment to ensure stable and efficient machinery performance. Through meticulous planning and effective execution, uphold safety responsibilities and comprehensively safeguard smooth and orderly port production operations.



## 拓展全球航线

### Expanding global shipping routes

2025 年，公司构建“干支衔接、通江达海”物流通道；新增地中海欧洲线、黑海线，双子星美西线、中东线等，“天津—镇海”内贸干线、海丰、地中海、长荣阳明万海东南亚航线顺利开通，航线总数提升至 150 条，同全球 180 多个国家和地区的 500 多个港口有贸易往来；打造“津港效率”“四千行动”“海上高速-FAST”“在渤效率”等一批服务品牌，形成一批“全球领先”“行业标杆”三型港口建设成果，进一步缩短货物周转时间。报告期内，公司完成货物吞吐量 4.57 亿吨，同比增长 0.88%，完成年度计划 4.56 亿吨的 100.22%；集装箱吞吐量 2,081 万 TEU，同比增长 1.66%，完成年度计划 2,077 万 TEU 的 100.19%。

In 2025, the Company established a logistics corridor featuring "Seamless Integration of Trunk And Feeder Networks, Connecting Rivers to the Sea"; new services—including the Mediterranean-Europe line, Black Sea line, Gemini US West Coast line, and Middle East line—were launched, along with the "Tianjin-Zhenhai" domestic trunk route and Southeast Asia services operated by SITC, MSC, Evergreen, YangMing, and Wan Hai. The total number of shipping routes increased to 150, linking Tianjin Port with over 500 ports across more than 180 countries and regions worldwide; developed a number of service brands such as "Tianjin Port Efficiency", "Four-Thousand Actions", "Marine Express-FAST", and "Bohai Efficiency", delivering a series of "world-leading" and "industry-benchmark" achievements in building a smart, green, and hub port, further reducing cargo turnaround time. During the reporting period, the Company handled 457 million tonnes of cargo throughput, an increase of 0.88% year-on-year, achieving 100.22% of its annual target of 456 million tons; container throughput reached 20.81 million TEU, up 1.66% year-on-year, fulfilling 100.19% of the annual target of 20.77 million TEU.

### 案例 Case

#### 两条全新集装箱航线开通，加密外贸航线网络 Two new container shipping routes launched, enhancing the foreign trade route network

2025 年 11 月，“长胜”轮顺利启航，标志着由长荣海运、阳明海运、万海航运联合运营的东南亚新航线正式开通。同时，在天津港太平洋国际集装箱码头，随着“迭戈”轮平稳驶离，由 MSC（地中海航运）独家运营的全新东南亚航线同期开通。两条全新集装箱航线开通，为天津港外贸航线网络增添了新的“生力军”，也将进一步推动中国北方国际航运枢纽建设，助力打造我国北方地区联通国内国际双循环的重要战略支点。

In November 2025, the vessel "EVER OUTWIT" set sail, marking the official launch of a new Southeast Asia service jointly operated by Evergreen Marine, YangMing Marine Transport, and Wan Hai Lines. Simultaneously, at Tianjin Port Pacific International Container Terminal, a new Southeast Asia route exclusively operated by MSC (Mediterranean Shipping Company) commenced service as the vessel "Diege" departed smoothly. The launch of these two new container routes adds fresh momentum to Tianjin Port's foreign trade network and will further advance the development of northern China as an international shipping hub, supporting its role as a strategic node linking domestic and international dual circulation.



## 推动港口物流一体化 Promoting port-logistics integration

公司着力构建“陆海内外联动、东西双向互济”开放格局，强化海港和陆港口岸联动，以中欧（中亚）班列为载体，让天津港与中亚、欧洲国家国际货运联系愈加紧密，促进我国北方地区与上合组织国家区域经济合作。

公司不断延伸业务链条，在大宗商品领域，通过增强港口仓储物流功能，发挥新建货场堆存能力；大力发展冷链物流，依托国家骨干冷链物流基地，精心打造“水果快线”，推动建设辐射服务京津冀的“城市冰箱”，实现港口物流贸易一体化，为京津冀及周边市民带来油桃、牛油果、秘鲁蓝莓、智利帝王蟹等多种南美美食，进一步巩固了天津港北方高端果蔬进出口枢纽港地位。

The Company is committed to building an open architecture characterized by "Land-sea Coordination and East-west Mutual Reinforcement", strengthening linkages between seaports and inland ports. Leveraging China-Europe (Central Asia) rail freight services, Tianjin Port has deepened international freight connections with Central Asian and European countries, fostering regional economic cooperation between northern China and SCO member states.

The Company continues to extend its business chain; in the bulk commodities sector, it enhances port warehousing and logistics capabilities and leverages the storage capacity of newly built cargo yards; the Company vigorously develops cold chain logistics, leveraging its status as a national backbone cold chain logistics hub to carefully build a "Fruit Express" service and advance the creation of a "City Refrigerator" serving the Beijing-Tianjin-Hebei region. This integrates port logistics and trade, delivering a variety of South American delicacies—including nectarines, avocados, Peruvian blueberries, and Chilean king crabs—to residents of the region, further solidifying Tianjin Port's position as northern China's premier hub for high-end fruit and vegetable imports and exports.

### 案例 Case 构建高效物流服务体系，保障“水果快线”“抢鲜优质” Building an efficient logistics service system to ensure the "Fruit Express" delivers freshness and quality

在中国和智利携手共建“一带一路”的大背景下，天津港作为中智经贸往来的核心枢纽港之一，向外界全面展示出在全面保障中智商品供应链畅通、促进两国经贸繁荣的可靠实力。2025—2026 产季是智利车厘子从天津港进入中国的第 3 年，共计 4 船车厘子抵港。为更好保障这些当季水果顺利来津，公司组建专业团队深入智利，与国内外进、出口商、船公司、口岸部门等共同构建起高效可靠的“端到端”物流服务体系，扎实做好从原产果园到销售终端的“大自然搬运工”。

Against the backdrop of China and Chile jointly advancing the Belt and Road Initiative, Tianjin Port—as a core maritime hub for China-Chile economic and trade exchanges—has demonstrated its reliable capability in ensuring seamless commodity supply chains and promoting bilateral economic prosperity. The 2025–2026 harvest season marks the third year that Chilean cherries have entered China via Tianjin Port, with a total of four shipments of cherries arriving at the port. To better ensure the smooth arrival of these seasonal fruits, the Company dispatched a specialized team to Chile to collaborate with domestic and international importers, exporters, shipping lines, and port authorities in establishing an efficient and reliable end-to-end logistics service system—acting as a diligent "Nature's Courier" from orchard to retail shelf.



## 提升港口运行效能 Enhancing port operational efficiency

公司多措并举提升港口运行效能。一是强化港航保障，重点物资通行顺畅。发挥“港一特装”等件杂货专业优势，圆满完成救灾物资、工程车辆、援古物资等装载任务；高效完成空客大部件、重点设备、车厘子等物资接卸；刷新超大型原油船进港吃水纪录，保障高端邮轮首航顺利落地。二是细化生产组织，通航效能稳步提升。精准研判制定专项保障方案，高效应对恶劣天气完成船舶抢运；完善通航管理，优化助航资源配置，建立“黑名单”制度；强化引航拖轮协同管理，通航效率显著提升。三是优化陆运统筹，集疏运体系愈发完善。依托“津港通”平台打通数据通路，实现核心信息实时共享；完善车辆信息可视化管理，优化南疆区域车辆运行组织，提出交通模式、硬件建设等优化建议，降低通行安全风险。四是深化提效攻坚，品牌影响力持续扩大。各货类 34 次打破效率纪录，刷新 14 条集装箱航线纪录，3 条重点航线效率居全球首位；发布“在渤效率”品牌，吸引 14 艘船舶临时加挂，船舶平均在港停时 1.67 天，大幅领先国内主要港口。

The Company has adopted multiple measures to improve port operational efficiency. First, it strengthened port and shipping support to ensure smooth passage of critical goods. Leveraging specialized capabilities such as "Port One Specialized Loading" for breakbulk cargo, it successfully completed loading operations for disaster relief supplies, engineering vehicles, and aid materials destined for Cuba; it efficiently handled the discharge of Airbus large components, key equipment, and cherries; it set a new record for the draft of ultra-large crude carriers entering the port, ensuring the successful inaugural call of a premium cruise ship. Second, it refined production organization to steadily improve navigational efficiency. It developed precise, targeted contingency plans and efficiently executed emergency vessel operations during adverse weather; it enhanced navigation management, optimized aids-to-navigation resource allocation, and implemented a "Blacklist" system; it strengthened coordinated pilotage and tugboat management, significantly boosting navigational efficiency. Third, it optimized land transport coordination, further refining the collection and distribution system. Leveraging the "Jingangtong" platform, it established seamless data connectivity and enabled real-time sharing of core information; it enhanced visual management of vehicle information, optimized vehicle operations in the Nanjiang area, and proposed improvements in traffic patterns and infrastructure to reduce safety risks. Fourth, it intensified efficiency-enhancement initiatives, continuously expanding its brand influence. Across all cargo types, efficiency records were broken 34 times, including new benchmarks on 14 container routes, with three key routes achieving world-leading efficiency; the launch of the "Bohai Efficiency" brand attracted 14 vessels to make unscheduled calls, with an average port stay of 1.67 days—significantly shorter than at other major Chinese ports.



**案例** 打造‘在渤效率’服务品牌，提升港口货运质效  
Case Building the "Bohai Efficiency" service brand to enhance port freight quality and efficiency

2025 年，公司正式发布“在渤效率”品牌，内外贸协同形成提效“组合拳”，帮助企业降低物流成本，为区域经济注入流通活力。

In 2025, the Company officially launched the "Bohai Efficiency" brand, integrating domestic and international trade operations into a synergistic "Efficiency Package" that helps enterprises reduce logistics costs and injects vitality into regional economic circulation.

**三个全覆盖 Threefold comprehensive coverage**

全港 5 家集装箱码头全部纳入服务体系，新增联盟国际“双子星中东线 FM1”等重点航线；首次将“海丰外运日本关西线 TYS”等 3 条近洋航线纳入服务范围，实现远近洋航线无缝衔接；加入“中远海南沙线 IC10”等海上高速“FAST”内贸航线，让内贸航运企业首次共享效率红利。

All five container terminals across the port were integrated into the service system, with key new routes such as Tianjin Port Alliance International Container Terminal Co., Ltd.'s "Gemini Middle East Line FM1" added; for the first time, three near-ocean routes—including "SITC Kansai Express TYS"—were included in the service scope, enabling seamless connectivity between near- and far-ocean services; domestic trade shipping companies gained access to high-speed "FAST" services such as "COSCO Shipping Nansha Line IC10", allowing them to share in efficiency gains for the first time.

**“全链条管控”体系 The "End-to-end Control" system**

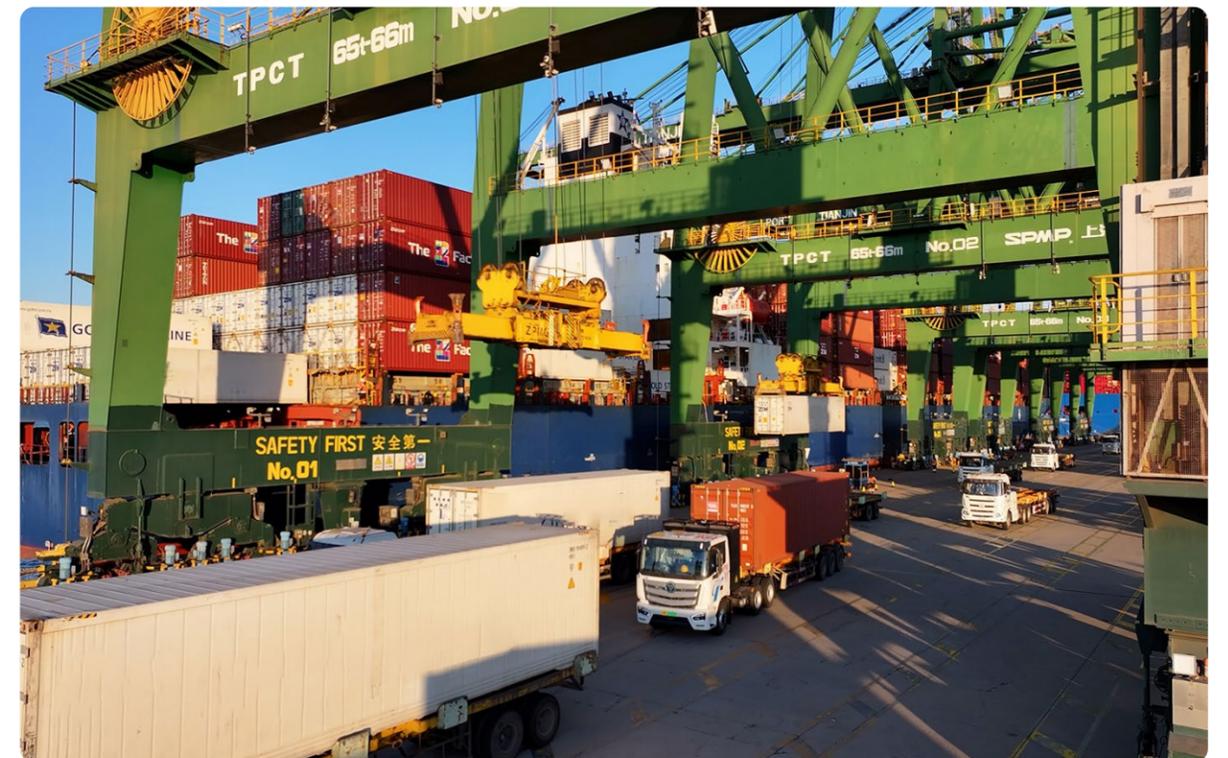
实现“事前—事中—事后”闭环管理，同时智能调度系统“在渤效率”查询模块每月生成 100 余条数据报表，通过人工智能分析船舶轨迹，精准预测到港时间，准确率达 95%。

The "End-to-end Control" system enables closed-loop management across pre-, in-, and post-operation phases. Meanwhile, the "Bohai Efficiency" query module in the intelligent scheduling system generates over 100 data reports monthly, using AI to analyze vessel trajectories and predict arrival times with 95% accuracy.

**“港口作业 + 口岸服务” "Port Operations + Port Services"**

建立 VTS 联合值班机制，形成航道管控预警，2025 年因渔船碍航导致的航道管制时长同比下降 68%；“卸船直取”“二零举措”等政策落地，让通关时间压缩近四成，形成“港口作业 + 口岸服务”的效率合力。

A VTS joint watch mechanism was established to provide early warnings for waterway control, reducing the duration of channel restrictions due to fishing vessel interference by 68% year-on-year in 2025; policies such as "Direct Pickup Upon Discharge" and the "Three Zeros Initiative" have reduced customs clearance time by nearly 40%, creating synergistic efficiency between port operations and port services.



## 影响、风险和机遇管理 Impact, Risk and Opportunity Management

公司建立重大风险预警机制和突发事件应急处理机制，全面系统持续地收集相关信息，梳理编制公司风险点清单，及时进行风险评估，制订相应的应对措施，将货运效率与质量相关风险，纳入整体风险管理体系中，作为公司全面风险管理的重要组成部分，明确了货运效率与质量管理机制和 workflow，责任部门承担相关领域和专业风险管理责任，制定了《货损风险点识别清单》，通过全过程监控、风险预警与数据分析，主动预防质量事故，直接减少货损赔偿、客户索赔等重大财务损失。

The Company has established an early warning mechanism for major risks and an emergency response mechanism for incidents, systematically and continuously collecting relevant information, compiling a risk point inventory, conducting timely risk assessments, and formulating corresponding countermeasures. Risks related to freight efficiency and quality are integrated into the overall risk management system as a key component of the Company's comprehensive risk management framework. The Company has clarified its freight efficiency and quality management mechanisms and workflows, with responsible departments assuming domain-specific and professional risk management responsibilities. It has developed the *Cargo Damage Risk Point Identification List* and, through end-to-end monitoring, risk alerts, and data analytics, proactively prevents quality incidents, directly reducing significant financial losses such as cargo damage compensation and customer claims.

## 指标与目标 Indicators and Objectives

### 管理指标 Management indicators

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



GB/T19001 质量管理体系认证覆盖率达 **77.78%** (%)  
Achieved a GB/T19001 Quality Management System certification coverage rate of 77.78%

重大货运质量事故为 **0**  
Maintained a record of zero major freight quality accidents

打破效率纪录 **34** 次  
Broke operational efficiency records 34 times

**3** 条重点航线效率居全球首位  
Ranked first globally in efficiency across three key shipping routes

未发生 货运质量事故  
Recorded zero freight quality incidents

货损货差率 **0%**  
Kept the cargo damage and discrepancy rate at 0%

**14** 条集装箱航线效率纪录被刷新  
Refreshed efficiency records on 14 container shipping routes



### 管理目标 Management objectives

报告期内  
During the reporting period



重大货运事故为 **0**  
Zero major freight incidents

“货损货差率” 低于 **0.0012%**  
Cargo loss and discrepancy rate below 0.0012%

“对外赔偿率” 低于 **0.025%**  
External compensation rate below 0.025%

## 深化客户服务品质 Enhancing Customer Service Quality

### 治理 Governance

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。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，为客户提供优质、高效的各类港口信息查询、业务咨询、业务协助及投诉受理等服务，及时解决客户在港口作业中存在的问题和困难，虚心接受客户提出的宝贵意见和建议。

The Company remains steadfastly customer-oriented, upholding the service philosophy of "Quality First, Customer Respect, Win-win Cooperation", and fulfilling its service commitment of "24/7 Hotline Availability, 100% Business Acceptance, and Full Coverage of Customer Response". The Company continuously optimizes its customer service management system, formulating internal documents such as the *Customer Service Center Management Measures of Tianjin Port Holdings Co., Ltd.* to provide customers with high-quality, efficient services including port information inquiries, business consultation, assistance, and complaint handling, promptly resolving issues and difficulties encountered during port operations, and humbly accepting valuable feedback and suggestions from customers.



## 战略

### Strategy

#### 影响、风险和机遇分析及应对措施

Impact, risk and opportunity analysis and countermeasures

风险名称 Name of risk	风险描述及潜在影响 Risk description and potential impact	影响时间 Time of influence	应对措施 Countermeasures
客户投诉处理 延误风险 Risk of delayed customer complaint resolution	若客户反馈响应不及时或跨部门协调不畅，可能导致客户满意度下降，进而影响品牌形象与客户续约意愿，导致营业收入下降。 Delayed responses to customer feedback or poor cross-departmental coordination may reduce customer satisfaction, which in turn could damage the brand image, affect customer renewal willingness, and lead to a decrease in operating revenue.	中期 Medium-term	实行“集中受理，对口流转，归口办理，事后回访”的客户投诉处理模式，在方便客户的同时提高投诉处置效率。 Implement a customer complaint handling model of "Centralized Intake, Designated Routing, Departmental Processing, and Post-resolution Follow-up" to enhance resolution efficiency while facilitating customer convenience.
客户服务质量 波动风险 Risk of fluctuating customer service quality	随着业务规模扩张及客户结构多元化，若服务标准未能统一或质量监控机制不足，可能出现服务差异化，影响客户黏性与市场口碑，造成运营成本上升，营业收入下降。 With business expansion and increasingly diverse customer profiles, inconsistent service standards or inadequate quality monitoring may lead to service inconsistencies, weakening customer loyalty and market reputation, increasing operating costs, and reducing revenue.	长期 Long-term	开展“四千行动”进行客户走访，了解客户需求，不断完善客户服务管理体系，立足客户体验角度，明确各环节服务标准、时限要求与责任主体。 Carry out the "Four-Thousand Actions" to visit customers, understand their needs, continuously refine the customer service management system, and—based on the customer experience perspective—clarify service standards, time limits, and responsible parties for each process stage.

机遇名称 Opportunity name	机遇描述及潜在影响 Opportunity description and potential impact	影响时间 Time of influence	应对措施 Countermeasures
客户满意度提升机遇 Customer satisfaction enhancement opportunity	通过建立系统化客户反馈分析与改进机制，公司可及时识别客户需求变化，提升客户黏性与市场口碑，增强品牌竞争力与长期营收稳定性。 By establishing a systematic customer feedback analysis and improvement mechanism, the Company can promptly identify evolving customer needs, enhance customer loyalty and market reputation, and strengthen brand competitiveness and long-term revenue stability.	中期 Medium-term	定期开展满意度调查，建立客户需求常态化调研机制，精准对接物流全流程诉求，构建问题快速响应与闭环处理体系，保障生产作业与客户需求高效匹配。 Conduct regular satisfaction surveys, establish a routine mechanism for understanding customer needs, precisely align with end-to-end logistics requirements, and build a rapid-response, closed-loop issue resolution system to ensure efficient alignment between operations and customer demands.
数字化客户服务升级 Digital customer service upgrade	通过智能化、数字化手段应用于客户服务，能有效降低人力成本、提升服务效率并提升客户体验，促进营业收入增长。 Applying intelligent and digital methods to customer service can effectively reduce labor costs, improve service efficiency, enhance customer experience, and promote revenue growth.	长期 Long-term	推动“三化”建设，优化业务流程，推动单证电子化升级；搭建“津港通”一体化服务平台，实现全货类线上办理功能。 Advance the standardization, normalization, and digitalization of business processes, optimize business processes, and promote electronic documentation upgrades; launch the integrated "Jingangtong" service platform to enable online processing for all cargo types.

## 客户沟通与交流

### Customer communication and engagement

公司深化“四千行动”，2025 年累计开展走访客户 1,500 余家次；先后组织 6 个货类 5 场客户座谈会、环渤海客户恳谈会、港航联席会等营销活动，精准推介优质服务举措和物流解决方案，推动港航合作共赢；出席海洋联盟 2025 年全球港航合作伙伴大会，荣获中远海运全球港口合作伙伴奖、卓越供应链合作伙伴奖、全球码头效率奖。

The Company deepened the "Four-Thousand Actions", conducting over 1,500 customer visits in 2025; organized five customer forums across six cargo categories, Bohai Rim customer dialogues, and port-shipping joint meetings to precisely promote high-quality service initiatives and logistics solutions, fostering win-win port-shipping collaboration; attended the Ocean Alliance 2025 Global Port & Shipping Partner Conference, receiving the COSCO Shipping Global Port Partner Award, Excellence in Supply Chain Partnership Award, and Global Terminal Efficiency Award.

## 客户投诉处理

### Customer complaint handling

公司实行“集中受理，对口流转，归口办理，事后回访”的客户投诉处理模式，在方便客户的同时提高投诉处置效率。投诉处理渠道包括电话、微信公众号，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，客服中心负责事后回访及考核。

The Company implements a customer complaint handling model of "Centralized Intake, Designated Routing, Departmental Processing, and Post-resolution Follow-up" to enhance resolution efficiency while facilitating customer convenience. Complaint channels include phone and WeChat official account. The Customer Service Center handles registration, intake, and record keeping; grassroots companies investigate, process, and respond to complaints referred by the center; the Customer Service Center conducts post-resolution follow-ups and performance evaluations.

## 数字化助力提升服务水平

### Digitization enhances service delivery

公司大力推动“三化”建设，优化 5 大货类业务流程，推动完成 150 个单证电子化升级；搭建“津港通”一体化服务平台，实现全货类线上办理功能，注册企业用户超 7,200 家，注册车辆达 10.9 万辆，集疏运业务线上办理率提升至 99%，有效实现“数据多跑路、客户少跑腿”。集装箱公司研发“Q-dada 智慧服务数字化管控平台”“15PLUS 无感服务数智平台”创新项目，优化线上服务体验；远航国际、滚装码头加强系统化建设，优化单据办理全流程，推行线上申报审核模式，减少客户线下办理环节。

The Company vigorously advances the standardization, normalization, and digitalization of business processes, optimizes business processes for five major cargo categories, and completes the electronic upgrade of 150 documents; the integrated "Jingangtong" service platform enables online processing for all cargo types, with over 7,200 registered enterprise users and 109,000 registered vehicles, increasing the online processing rate for collection and distribution to 99%—effectively realizing "Let Data Run More, So Customers Run Less". Tianjin Port Container Terminal Co., Ltd. developed innovative projects—the "Q-dada Smart Service Digital Control Platform" and the "15PLUS Seamless Service Digital Intelligence Platform"—to optimize online service experiences; Tianjin Port Yuanhang International Ore Terminal Co., Ltd. and Tianjin Port RO-RO Terminal Co., Ltd. enhanced systematization, optimized the entire document processing workflow, implemented online declaration and review, and reduced offline customer procedures.

## 客户服务提升举措

### Customer service enhancement initiatives

立足客户体验角度，明确各环节服务标准、时限要求与责任主体；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；建立客户需求常态化调研机制，精准对接物流全流程诉求，构建问题快速响应与闭环处理体系，保障生产作业与客户需求高效匹配。

From the customer experience perspective, clarify service standards, time limits, and responsible parties for each process stage; establish seasonal "Cooling Service Stations" and "Warming Service Stations" to serve frontline truck drivers; establish a routine customer needs research mechanism, precisely align with end-to-end logistics requirements, and build a rapid-response, closed-loop issue resolution system to ensure efficient alignment between operations and customer demands.

### 案例 Case

#### 定制化服务解决客户难题 Customized services address customer challenges

2025 年 11 月，外理公司凭借精准定制服务与高效执行，成功化解客户货物退运难题，赢得业内高度赞誉。针对某货代公司一票进口拼箱货物不符合通关要求的紧急情况，公司打破常规流程，为客户量身定制“监装理货 + 流程优化 + 快速出证”的一体化解决方案，货物最终成功赶上预定船期，挽回了客户的重大损失。

In November 2025, Tianjin Ocean Shipping Tally Co., Ltd. received high industry acclaim for successfully resolving a client's cargo return issue through precisely tailored services and efficient execution. In response to an emergency where a freight forwarder's imported LCL shipment failed to meet customs clearance requirements, the Company deviated from standard procedures and delivered a customized integrated solution—"Supervisory Loading and Tallying + Process Optimization + Rapid Certification"—enabling the cargo to catch its scheduled vessel and recover significant losses for the client.



## 影响、风险和机遇管理

### Impact, Risk and Opportunity Management

公司建立重大风险预警机制和突发事件应急处理机制，全面系统持续地收集相关信息，梳理编制公司风险点清单，及时进行风险评估，制订相应的应对措施，将客户服务与权益保障相关风险，纳入整体风险管理体系中，作为公司全面风险管理的重要组成部分，明确了客户服务与权益保障管理机制和 workflow，责任部门承担相关领域和专业风险管理责任，识别和评估专业及专项风险，落实管控政策。

The Company has established an early warning mechanism for major risks and an emergency response mechanism for incidents, systematically and continuously collecting relevant information, compiling a risk point inventory, conducting timely risk assessments, and formulating corresponding countermeasures. Risks related to customer service and rights protection are integrated into the overall risk management system as a core component of the Company's comprehensive risk management framework. The Company has clarified its customer service and rights protection management mechanisms and workflows, with responsible departments assuming domain-specific and professional risk management responsibilities, identifying and assessing specialized and project-specific risks, and implementing control policies.

## 指标与目标

### Indicators and Objectives

#### 管理指标

##### Management indicators

#### 报告期内，公司

During the reporting period, the Company



客户总体满意度达 **99.7%**

Achieved an overall customer satisfaction rate of 99.7%

客户投诉受理电话 **70** 通

处理客户投诉 **63** 起

投诉工单处理时限合格率为 **100%**

投诉数量同比下降 **28.9%**

Received 70 customer complaint calls, handled 63 complaints, maintained a 100% compliance rate for complaint resolution time limits, and reduced the number of complaints by 28.9% year-on-year.

#### 管理目标

##### Management objectives

公司以提升客户满意度为核心导向，持续优化全流程服务体验，打造高效、便捷、透明的港口服务窗口。强化主动服务意识，建立快速响应与闭环处理机制，确保客户诉求及时受理、有效解决。深化客户合作关系，通过定制化解决方案与常态化走访交流，增强服务黏性与客户信任。同时，依托数字化手段推动服务标准化与信息透明化，构建规范有序、便捷高效的服务体系，塑造专业可靠的港口服务品牌，实现客户感知与运营效能的双重提升。

The Company prioritizes enhancing customer satisfaction, continuously optimizes end-to-end service experiences, and builds an efficient, convenient, and transparent port service interface. Strengthen proactive service awareness and establish a rapid-response, closed-loop handling mechanism to ensure timely acceptance and effective resolution of customer requests. Deepen customer relationships through customized solutions and regular engagement visits to enhance service stickiness and customer trust. Meanwhile, leverage digital tools to advance service standardization and information transparency, build a standardized, orderly, convenient, and efficient service system, cultivate a professional and reliable port service brand, and achieve dual enhancement in customer perception and operational efficiency.

## 筑牢信息安全防线

### Building a Strong Line of Defense for Information Security

公司高度重视数据与客户隐私安全保护，严格遵守《中华人民共和国网络安全法》相关规定，制定《网络安全管理办法》《工控网络安全技术管理标准》等配套制度，确立“积极利用、依法管理、科学发展、确保安全”的管理方针，压实信息安全防线。

The Company places high priority on data and customer privacy protection, strictly complies with the relevant provisions of the *Cybersecurity Law of the People's Republic of China*, and has formulated supporting policies including the *Measures for Management of Network Security* and *Industrial Control Network Security Technology Management Standards*. It upholds the management principle of "Active Utilization, Lawful Management, Scientific Development, and Security Assurance" to reinforce its information security defenses.

#### 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  
Experienced no incidents of customer information or privacy breach



#### 信息安全管理

##### Information security management

建立健全网络安全建设责任制，细化各环节安全管理职责，明确网络安全责任人并签订责任承诺书；系统开展网络数据分类分级工作，编制完善数据分类分级清单，持续提升数据与隐私安全防护水平。

Established and improved a cybersecurity accountability system, clarified security responsibilities across all operational stages, designated cybersecurity officers, and required them to sign responsibility commitment letters; systematically implemented network data classification and grading, developed and refined a data classification and grading inventory, and continuously enhanced data and privacy protection capabilities.



#### 信息安全应急机制

##### Information security emergency response mechanism

制定完善安全事件应急预案，定期开展应急演练，并根据演练结果完善应急预案；加强网络安全事件预防准备，制定详细的应急处置流程。

Developed and refined emergency response plans for security incidents, conducted regular drills, and updated the plans based on drill outcomes; strengthened preparedness for cybersecurity incidents and established detailed emergency response procedures.



#### 开展定期检查

##### Conduct regular inspections

定期对公司及所属子公司网络安全工作开展现场检查，并定期组织开展网络安全督查工作，评估公司网络安全防护能力，对检查发现的问题，及时整改。

Performed on-site cybersecurity inspections at the Company and its subsidiaries, regularly organized cybersecurity oversight activities to assess the Company's cybersecurity posture, and promptly rectified any identified issues.



### 信息安全能力建设 Information security capability building

加强网络安全自身能力建设，积极推动监测预警、安全防护、应急处置等技术支撑条件；加强网络安全专业人才培养，支持网络安全技术研究和创新；不定期组织网络安全宣传教育，加强全员网络安全意识和知识技能培训。

Strengthened internal cybersecurity capabilities and actively advanced technical support infrastructure for monitoring and early warning, security protection, and incident response; enhanced the cybersecurity professional talent pool and supported R&D and management innovation in cybersecurity technologies; organized irregular cybersecurity awareness campaigns and reinforced organization-wide training on cybersecurity awareness and skills.



### 客户隐私保护 Customer privacy protection

妥善做好客户信息保密工作，在业务处理过程中所有客户服务人员不得向无关方泄露客户信息，不得将客户任何信息提供给相关单位以外的单位和人员。

Ensured strict confidentiality of customer information; during business operations, all customer service personnel are prohibited from disclosing customer information to unauthorized parties or providing any customer data to entities or individuals outside the relevant units.

## 构建可持续供应链

### Building a Sustainable Supply Chain

公司将可持续发展理念融入供应链全流程，积极通过电话、供应商大会、走访、采购平台等渠道与供应商保持沟通，助力供应商发展，引导供应商履行环境和社会责任。

The Company integrates sustainability principles across the entire supply chain and maintains active communication with suppliers through channels such as phone calls, supplier conferences, site visits, and procurement platforms to support supplier development and encourage them to fulfill their environmental and social responsibilities.

## 供应商管理体系

### Supplier Management System

#### 供应商准入 Supplier access

公司依照《招标采购服务中心供应商管理实施细则（试行）》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察不通过的供应商不予使用。

The Company manages its suppliers in accordance with the *Implementation Rules for Supplier Management of the Bidding and Procurement Service Center (Trial)*. It requires suppliers to provide truthful and legitimate information and assesses registered suppliers through online declarations and on-site inspections. Suppliers who fail to submit qualified information or pass inspections are not engaged.



## 供应商评价、处罚与激励

### Supplier evaluation, penalties, and incentives

公司通过供应商日常管理及供应商绩效考核与评价两种方式开展供应商考核，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，以及存在违规排放污染物、破坏生态环境等违反有关环保规定，雇佣童工、强制劳工、违法欠薪等违反劳工准则，及其他环境和社会风险等严重违规情形并不接受整改，取消供应商的成交资格及参与采购活动的资格。

供应商分别采用“初评和年度评价相结合”及“次评和年度评价相结合”的两种不同方式进行持续监督和考核。依据评价结果对供应商实行分级管理，等级从高到低分为 A 级、B 级、C 级和 D 级四个等级。

The Company assesses suppliers through both daily management and performance evaluations. If an existing supplier is found to be involved in serious violations such as malicious collusion in bidding, causing safety accidents or significant safety hazards, violating anti-corruption regulations, illegally discharging pollutants, damaging the ecosystem, violating labor standards (e.g., employing child or forced labor, or wage arrears), or other environmental and social risks, and refuses to rectify, their transaction and procurement eligibility will be revoked.

Suppliers are continuously monitored and assessed through two different methods: a combination of initial and annual evaluations, or a combination of periodic and annual evaluations. Based on the evaluation results, suppliers are managed through a tiered system with four levels, from highest to lowest: Grade A, Grade B, Grade C, and Grade D.

## 平等对待中小企业

### Equal Treatment of Small and Medium-Sized Enterprises

公司招采工作坚守透明、多元、公平原则，特别重视与中小型供应商构建长期稳定的合作关系。报告期内，公司无恶意款项拖欠情形，切实保障供应商合法权益；同时主动为中小型供应商提供技术指导与专业培训，助力其提升产品质量、优化服务水平，携手推动双方实现共同发展、互利共赢。

The Company upholds transparency, diversity, and fairness in procurement and places special emphasis on building long-term, stable partnerships with small and medium-sized enterprises (SMEs). During the reporting period, the Company had no malicious payment arrears, effectively safeguarding suppliers' legitimate rights and interests; it also proactively provides SMEs with technical guidance and professional training to help them improve product quality and service delivery, jointly advancing mutual growth and win-win outcomes.



**A 级 95 (含) -100 分**  
Grade A 95 (inclusive) – 100 points

视情况免收下一年度的投标保证金

在战略合作与非招标采购项目的询价、比价、竞争性谈判中，优先推荐

Waived from paying the bid bond for the following year, depending on the situation

Prioritized for recommendation in inquiries, price comparisons, and competitive negotiations for strategic cooperation and non-tender procurement projects



**B 级 90 (含) -95 分**  
Grade B 90 (inclusive) – 95 points

在战略合作与非招标采购项目的询价、比价、竞争性谈判中，优先推荐

Prioritized for recommendation in inquiries, price comparisons, and competitive negotiations for strategic cooperation and non-tender procurement projects



**C 级 80 (含) -90 分**  
Grade C 80 (inclusive) – 90 points

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**D 级 80 分以下**  
Grade D Below 80 points

待全部交易业务执行完毕后，对其做清退处理，并在三年内不得再次参与天津港采购项目

After all transaction services are completed, they will be removed from the supplier list and barred from participating in Tianjin Port's procurement projects for three years

# 夯实安全生产根基

## Consolidating the Foundation of Work Safety

公司坚守安全生产与职业健康并重的发展理念，锚定港口行业运营特点，系统推进安全生产标准化建设与全流程风险防控，同时以制度化、精细化的举措构建全方位职业健康管理体系，将安全保障与人文关怀深度融入生产运营各环节，为企业高质量发展筑牢安全健康防线。

The Company adheres to a development philosophy that equally prioritizes work safety and occupational health. Anchored in the operational characteristics of the port industry, it systematically advances safety standardization and end-to-end risk prevention. Through institutionalized and refined measures, it has built a comprehensive occupational health management system, deeply integrating safety assurance and humanistic care into every aspect of operations to fortify the safety and health foundation for high-quality enterprise development.

## 安全生产建设 Work Safety Construction

### 治理 Governance

公司持续深入学习领悟总书记关于安全生产工作的重要论述，坚持人民至上、生命至上，更好统筹发展和安全，聚焦安全生产治本攻坚三年行动主线，紧扣行业安全管控重点，深化安全生产体系建设，规范安全管理全流程内容。

The Company continues to study and internalize General Secretary's important directives on work safety, upholding the principles of "people first, life first", better balancing development and safety, focusing on the three-year action plan for addressing root causes of safety issues, aligning with industry safety priorities, deepening its safety management system, and standardizing safety practices across the entire operational lifecycle.

### 安全生产管理架构 Work safety management framework

**安全生产组织领导机构：**安全生产委员会，由公司主要负责人担任主任，在上级安委会和公司党委、董事会的领导下，统筹安排和组织协调安全生产工作，研究解决安全生产重大问题。

**Leadership body:** The Work Safety Committee, chaired by the Company's principal executive, operates under the guidance of the higher-level safety committee, the Company's Party Committee, and the Board of Directors, responsible for overall coordination of safety efforts and resolution of major safety issues.

**日常工作机构：**安委会办公室，负责承办安委会交办事项、推动安委会部署工作的落实、研究提出安全生产工作的建议、定期承办安委会召开的会议以及其他日常工作。

**Operational body:** The Safety Committee Office handles assigned tasks, drives implementation of committee decisions, proposes safety recommendations, organizes regular committee meetings, and manages day-to-day operations.

公司开展本质安全管理体系深化建设，结合安全生产法律法规变化优化完善本质安全管理体系《指导手册》。做好消防标准化管理体系运行，对照体系管理要素标准化运行各项管理机制，健全基础档案资料，规范消防设备设施配置、检查、维护等管理标准。定期评估完善《全员岗位安全生产责任清单》，压实各层级主体与岗位责任，强化检查督导力度，持续筑牢安全发展根基，稳步推进平安港口建设。截至报告期末，公司下属石化码头等 11 家单位获得安全生产标准化一级达标证书，一公司等 6 家单位获得安全生产标准化二级达标证书，太平洋国际等 8 家单位取得 SOLAS 核验。

The Company has deepened its intrinsic safety management system, updating and refining the Intrinsic Safety Management System *Guidance Manual* in alignment with evolving safety laws and regulations. It ensures effective operation of the standardized fire safety management system by aligning all management mechanisms with system elements, maintaining comprehensive archival records, and standardizing the configuration, inspection, and maintenance of fire protection equipment and facilities. The Company regularly reviews and enhances the *All-Staff Work Safety Responsibility List*, clarifying and reinforcing accountability at all levels and positions, strengthening inspection and supervision, continuously solidifying the foundation for safe development, and steadily advancing the construction of a safe port. As of the end of the reporting period, 11 of the Company's subsidiaries, including the Petrochemical Terminal, have obtained Level 1 certification for work safety standardization, while 6 subsidiaries, including Tianjin Port No. 1 Stevedoring Co., Ltd., have obtained Level 2 certification. Eight units, including Tianjin Port Pacific International Container Terminal Co., Ltd., have obtained SOLAS verification.



## 战略 Strategy

公司聚焦安全生产全流程管控需求，系统识别核心风险与发展机遇，明确影响维度与应对路径，为夯实安全发展根基提供有力支撑。

Focusing on end-to-end safety management needs, the Company systematically identifies core risks and opportunities, clarifies impact dimensions and response pathways, and provides robust support for strengthening its safety foundation.

风险名称 Risk type	风险描述及潜在影响 Risk description and potential impact	影响时间 Time of influence	应对措施 Countermeasures
作业环节 Operational link	危险货物存储运输、港口装卸、船舶靠离泊等关键环节操作不当，或设备老化失修，易引发安全事故。 Improper handling of critical operations—including storage and transport of dangerous goods, port loading/unloading, and vessel berthing/departure—or aging, poorly maintained equipment can easily trigger safety incidents.	短期 Short-term 中期 Medium-term	完善安全管理体系，细化各项重点环节管控，定期监测并维护设备。 Enhance the safety management system, refine controls for key operational links, and conduct regular equipment monitoring and maintenance.
操作环节 Operational link	人员安全意识不足、操作不规范，或物流运输车辆进出港调度不当，引发安全隐患。 Insufficient safety awareness, non-compliant operations, or poor scheduling of logistics vehicles entering/exiting the port can create safety hazards.	短期 Short-term 中期 Medium-term	实施专项整治行动，加强外包队伍安全培训与资质审核。 Launch targeted rectification campaigns and strengthen work safety training and qualification reviews for outsourced teams.
应急管理 Emergency management	极端天气、突发险情等应急场景下，预案不完善或演练不足，导致处置不及时。 In emergencies such as extreme weather or sudden incidents, inadequate contingency plans or insufficient drills may lead to delayed response.	短期 Short-term 中期 Medium-term	健全应急预案，完善应急管理机制，定期开展培训和演练。 Strengthen emergency response plans, improve emergency management mechanisms, and conduct regular training and drills.

机遇名称 Opportunity type	机遇描述及潜在影响 Opportunity description and potential impact	影响时间 Time of influence	应对措施 Countermeasures
技术赋能 Technology enablement	智慧港口建设中，引入自动化设备、智能监测系统等技术，可实现风险实时预警与精准管控。 In smart port development, deploying automated equipment and intelligent monitoring systems enables real-time risk alerts and precise control.	中期 Medium term 长期 Long term	打造智慧港口升级版，应用自动化改造、无人集卡、智能闸口等关键技术，构建全要素数字孪生港口。 Develop an upgraded version of the smart port by applying key technologies such as automation retrofitting, autonomous container trucks, and intelligent gates to build a full-element digital twin port.

## 应急演练 Emergency drills

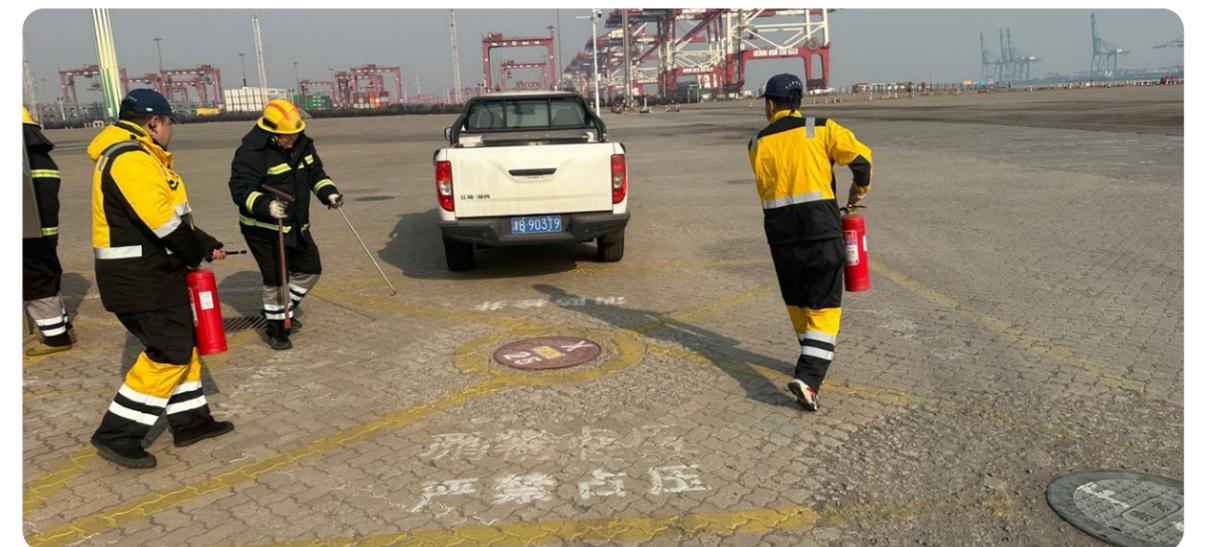
公司常态化开展专业技能培训与应急演练，通过系统教学与实践实操相结合的方式，持续提升员工的专业知识储备与应急处置能力，夯实公司安全管理基础。

The Company routinely conducts professional skills training and emergency drills, combining systematic instruction with hands-on exercises to continuously enhance employees' expertise and emergency response capabilities, thereby reinforcing its safety management foundation.

### 案例 Case 商品车纵火保安演练 Commercial vehicle arson security drill

2025 年，滚装码头开展了商品车纵火破坏保安措施应对训练，模拟外贸船的电动商品车突发自燃的场景。演练期间，由监控中心、应急指挥中心发现并汇报事故，保安主管迅速组织保安员、理货员、值班员前往现场进行灭火。在此过程中，各岗位及时有序开展应急处置，消防控制室人员启动消防栓灭火，并用灭火毯盖住起火点，防止火灾扩大；保安员持防爆器材对人员进行排查，并封闭闸口通道。演练后，保安主管组织人员对现场情况进行善后处理。此次演练顺畅衔接各岗位处置环节，强化了协同响应效率，切实提升了码头应对突发火情的实战能力。

In 2025, the Tianjin Port RO-RO Terminal Co., Ltd. conducted a security response drill for arson of commercial vehicles, simulating the scenario of sudden spontaneous combustion of electric commercial vehicles on foreign trade ships. During the drill, the monitoring center and emergency command center discovered and reported the incident, and the security supervisor promptly organized security guards, tally clerks, and on-duty personnel to proceed to the scene for firefighting. During this process, each post carried out emergency response measures in a timely and orderly manner; fire control room personnel activated fire hydrants to extinguish the fire and covered the ignition point with fire blankets to prevent the fire from spreading; security guards used explosion-proof equipment to screen individuals and closed gate passages. After the drill, the security supervisor organized personnel to handle the on-site aftermath. The drill seamlessly connected the response procedures of all posts, enhanced coordinated response efficiency, and effectively improved the terminal's practical capability to respond to sudden fire incidents.



案例  
Case

春季安全生产小课堂  
Spring work safety workshop

2025 年，远航国际开展“平安 2025·春季安全生产教育小课堂”专项活动，聚焦安全生产事故警示与春季消防安全两大内容，以“请进来 + 走出去”的双向模式推动培训，累计开展 36 场，覆盖在岗及承包单位人员 2,338 人，覆盖率达 96.2%。

In 2025, Tianjin Port Yuanhang International Ore Terminal Co., Ltd. launched the "Safe 2025 · Spring Safety Production Education Workshop" special initiative, focusing on two key areas: work safety accident warnings and spring fire safety. Using a dual "Bring-in + Go-out" training model, it held 36 sessions in total, covering 2,338 on-duty and contractor personnel, achieving a coverage rate of 96.2%.



影响、风险和机遇管理  
Impact, risk and opportunity management

公司以合规要求为底线，结合作业全流程关键节点，通过全员排查、专项研判、协同方反馈等多渠道识别安全生产风险，形成闭环识别流程，确保风险早发现、早管控。公司定期评估更新安全生产风险台账底数，对标《港口领域安全风险分级管控和隐患排查治理双重预防机制建设工作指南》工作标准，动态开展危险源辨识、风险评估及安全评价，落实有效管控措施，确保双重预防机制运行实效。同时，全面落实上级重大事故隐患数据库和常态化督导推动机制，对排查发现的重大事故隐患要立即采取措施，坚持边查边改、立查立改，实现重大事故隐患动态清零。

Taking compliance requirements as the baseline and integrating key nodes across the entire operational process, the Company identifies work safety risks through multiple channels—including full-staff screening, specialized assessments, and collaborator feedback—to establish a closed-loop identification process that ensures early detection and early control of risks. The Company regularly evaluates and updates the baseline data of its work safety risk register, aligns with the working standards of the *Guidelines for the Construction of the Dual Prevention Mechanism for Graded Control of Safety Risks and Hazard Identification and Remediation in the Port Sector*, dynamically conducts hazard identification, risk assessment, and safety evaluation, and implements effective control measures to ensure the dual prevention mechanism operates effectively. Meanwhile, the Company fully implements the higher-level database of major accident hazards and the routine supervision and promotion mechanism. Any major hazards identified during inspections are addressed immediately, adhering to the principle of concurrent inspection and rectification to achieve dynamic zeroing of major accident hazards.

案例  
Case

受限空间作业安全管理培训  
Confined space operation safety management training

2025 年 6 月 25 日，石化码头公司结合安全月开展受限空间安全管理培训，培训内容包括典型案例分析、受限空间风险、作业管理要求以及工作职责等，重点强调了气体检测、通风置换、现场监护和应急处置等关键环节的实操要点与责任闭环。本次培训采用“主会场 + 部门”双轨模式，公司各部门代表共 31 人参加现场培训和考核，培训后各自组织部门内部培训。本次培训覆盖公司员工 137 人，相关方 118 人。

On June 25, 2025, Sinopec Terminal Company conducted confined space safety management training in conjunction with Safety Month. The training covered typical case analyses, confined space risks, operational management requirements, and job responsibilities, with emphasis on practical implementation and closed-loop accountability for key steps such as gas detection, ventilation replacement, on-site supervision, and emergency response. The training adopted a dual-track "Main Venue + Department" model. A total of 31 representatives from various departments participated in the on-site training and assessment. Following the session, they organized internal departmental training. The training covered 137 company employees and 118 stakeholders.



受限空间作业安全管理培训现场  
Confined space operation safety management training site

## 指标与目标 Indicators and objectives

公司紧紧围绕全年安全工作目标，按照“12345”工作思路，即聚焦“一条主线”，持续“两个提升”，夯实“三基管理”，紧盯“四个关键”，做好“五项工作”，全面提升“十严格”工作标准，不断压实各级安全生产主体责任，消除事故隐患，降低各类事故风险，有效防范遏制生产安全事故，努力实现安全生产目标。2025 年，持续开展安全环保“三基”提升，有序推进治本攻坚三年行动集中攻坚任务，高标准完成各级安全环保考核巡查迎检准备，全面推广消防安全标准化管理体系，积极应用安全领域创新项目，年度安全重点任务总体完成。

The Company closely aligns with its annual safety objectives and follows the "12345" work approach—focusing on "One Main Thread", continuously advancing "Two Enhancements", strengthening "Three Foundational Managements", closely monitoring "Four Critical Areas", and executing "Five Key Tasks"—to comprehensively elevate the "Ten Strict" work standards. It consistently reinforces primary safety responsibilities at all levels, eliminates accident hazards, reduces various types of accident risks, effectively prevents and mitigates work safety incidents, and strives to achieve its safety goals. In 2025, the Company continued to enhance the "Three Fundamentals" of safety and environmental protection, steadily advanced the focused tasks under the three-year action plan for addressing root causes, completed high-standard preparations for safety and environmental inspections at all levels, fully rolled out the standardized fire safety management system, actively implemented innovative projects in safety and fields, and overall accomplished its annual key safety tasks.

### 2025 年管理目标 | Management objectives for 2025



不发生亡人、重伤，或者 10 万元以上直接财产损失的火灾责任事故  
No fire liability incidents resulting in fatalities, serious injuries, or direct property losses exceeding 100,000 yuan



消防安全重点部位不发生火灾责任事故  
No fire liability incidents at key fire safety locations



不发生负事故全部或者主要责任的道路交通死亡事故  
No road traffic fatality incidents for which the Company bears full or primary responsibility



隐患排查计划兑现率 100%，隐患整改率 100%，整改通知书按时反馈完成率 100%，上级检查隐患问题按时整改完成率 100%  
Implementation rate of hazard inspection plans: 100%; hazard rectification rate: 100%; on-time feedback and completion rate for rectification notices: 100%; on-time rectification completion rate for hazards identified in superior inspections: 100%



指标名称 Indicator name	单位 Unit	2025 年数据 2025 data
安全生产投入金额 Input amount of work safety	万元人民币 Ten thousand yuan	9,622.8
安全生产培训场次 Training sessions on work safety	次 Times	1,105
安全生产培训参与人次 Number of participants in work safety training	人次 Person-times	154,162
安全生产培训总时长 Total duration of work safety training	学时 Training hours	549,019
应急事件演练数 Number of emergency event drills	次 Times	487
应急事件演练参与人次 Number of participants in emergency drill	人次 Person-times	7,580
完善改造和维护安全防护设施设备投入金额 Amount invested in improvement, renovation and maintenance of safety protection facilities and equipment	万元人民币 Ten thousand yuan	3,134.90
安全生产检查次数 Number of inspections of work safety	次 Times	6,956
安全生产检查问题整改率 Rectification rate of work safety inspection problems	%	100

## 职业健康管理 Occupational Health Management

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，开展并实施职业健康管理工作，制定《天津港股份有限公司 2025 年生态环境保护 and 职业健康工作方案》《天津港股份有限公司本部员工体检管理办法》等，强化职业健康管控水平，规范职业卫生档案与动态信息台账管理，开展《职业病防治法》宣传培训，落实职业病防治主体责任，组织员工体检，探索研究在港口一线操作的员工应用“身心晴雨表”，并推动各单位配置 AED 设备，筑牢职业健康安全防线。截至报告期末，公司下属子公司职业健康安全管理体系认证覆盖率达 78%。

In alignment with requirements such as 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 carries out and implements occupational health management. It has formulated documents including the *Work Plan for Ecological Environment Protection and Occupational Health in 2025 of Tianjin Port Holdings Co., Ltd.* and the *Administrative Measures for Employee Health Examinations at Headquarters of Tianjin Port Holdings Co., Ltd.*, strengthened occupational health control capabilities, standardized the management of occupational health records and dynamic information ledgers, conducted publicity and training on the *Law on the Prevention and Control of Occupational Diseases*, fulfilled primary responsibilities for occupational disease prevention, organized employee health check-ups, explored the application of the "Body and Mind Barometer" among frontline port operators, and promoted the deployment of AED equipment across all units to reinforce the occupational health and safety defense line. As of the end of the reporting period, the coverage rate of occupational health and safety management system certification among the Company's subsidiaries reached 78%.

公司及下属子公司全方位完善员工健康保障，设工会服务站，配备应急救援设施与急救药品；各区域配置急救药箱，备有救心丹、藿香正气水等常用药，车间另设专属小药箱；开展颈腰椎、高血压等一线常见健康问题的专题讲座，聘请中医进车间义诊；设立健康驿站提供医疗、救护、培训等服务，同时为一线车间配备血压计，多维度守护职工健康。

The Company and its subsidiaries have comprehensively enhanced employee health protection by establishing labor union service stations equipped with emergency rescue facilities and first-aid medicines. First-aid kits are provided in all areas, stocked with commonly used medicines such as Jiuxin Pill and Huoxiang Zhengqi Oral Liquid; workshops have additional dedicated mini first-aid kits; special lectures on common frontline health issues such as cervical/lumbar disorders and hypertension are held, and traditional Chinese medicine practitioners are invited to provide free clinic services in workshops; health stations are established to provide medical care, rescue, and training services, and sphygmomanometers are deployed in frontline workshops to safeguard employee health from multiple dimensions.



太平洋国际配备的急救药箱  
First aid kit provided by Tianjin Port Pacific International Container Terminal Co., Ltd.

### 案例 员工客户健康驿站 Case Employee and customer health station

新疆外代物流结合堆场现场实际情况，与港口医院合作设立“员工客户健康驿站”提升健康应急救援和职业病防治水平。驿站配备了港口医院专业急救医生常驻现场，同时建立线上专家问诊和心理咨询功能；在硬件设施方面，配备了 AED 自动除颤仪、血压测量仪、心率监测仪等医疗设备。

Tianjin Dongjiang Penavico Logistics Co., Ltd., based on actual conditions at the yard, partnered with the port hospital to establish the "Employee and Customer Health Station", thereby enhancing health emergency response and occupational disease prevention. The station is staffed with a professional emergency physician from the port hospital on-site and offers online expert consultation and psychological counseling services. In terms of hardware, it is equipped with medical devices including an AED, a blood pressure monitor, and a heart rate monitor.



### 案例 “身心晴雨表”应用 Case "Body and Mind Barometer" application

太平洋国际公司持续推进“身心晴雨表”的有效应用，根据监测情况针对性优化健康指导、调整排班。该机制已融入日常，自测效率与准确性提升，员工健康意识增强，形成健康互助氛围。2025 年 10 月，一线员工上岗前自测完成率 100%。

Tianjin Port Pacific International Container Terminal Co., Ltd. continues to promote the effective application of the "Body and Mind Barometer", optimizing health guidance and adjusting work schedules based on monitoring results. This mechanism has been integrated into daily routines, improving the efficiency and accuracy of self-assessments, enhancing employee health awareness, and fostering a culture of mutual health support. In October 2025, the pre-shift self-assessment completion rate among frontline employees reached 100%.



- 01 滚装码头职业健康安全管理体系  
Occupational health and safety management system of Tianjin Port RO-RO Terminal Co., Ltd.
- 02 石化码头职业健康安全管理体系  
Occupational health and safety management system of petrochemical terminal
- 03 太平洋国际职业健康安全管理体系  
Occupational health and safety management system of Tianjin Port Pacific International Container Terminal Co., Ltd.
- 04 外代公司职业健康安全管理体系  
Occupational health and safety management system of Tianjin Dongjiang Penavico Logistics Co., Ltd.
- 05 外理公司职业健康安全管理体系  
Occupational health and safety management system of Tianjin Ocean Shipping Tally Co., Ltd.
- 06 一公司职业健康安全管理体系  
Occupational health and safety management system of Tianjin Port No. 1 Stevedoring Co., Ltd.

# 低碳引领 打造绿色安全港口

## Low Carbon Leading to Create a Green and Safe Port

- 夯实环境合规管理  
Strengthening Environmental Compliance Management
- 系统应对气候变化  
Systematic Response to Climate Change
- 促进资源节约利用  
Promoting Economic Utilization of Resources
- 加强生态保护与修复  
Strengthening Ecological Protection and Restoration

响应联合国可持续发展目标 (SDGs)  
Responding to the UN Sustainable Development Goals (SDGs)



# 夯实环境合规管理

## Strengthening Environmental Compliance Management

### 治理 Governance

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。截至报告期末，天津港所属 12 家子公司已通过环境管理体系认证。太平洋国际公司持有中国五星级绿色港口证书，远航、欧亚、联盟等四家子公司持有中国四星级绿色港口证书。

The Company complies with laws and regulations including the Environmental Protection Law of the People's Republic of China and the Air Pollution Prevention and Control Law of the People's Republic of China, steadfastly practices the green development concept, commits to optimizing its internal environmental management system, conducts research on compliance management processes, ensures environmental measures comprehensively cover key stages such as planning, construction, and production, enhances integrated environmental governance and protection capabilities, and lays a solid foundation for achieving sustainable development goals. As of the end of the reporting period, 12 subsidiaries of Tianjin Port have obtained environmental management system certification. Tianjin Port Pacific International Container Terminal Co., Ltd. holds a China Five-Star Green Port certificate, while four subsidiaries—including Tianjin Port Yuanhang International Ore Terminal Co., Ltd., Tianjin Port Euroasia International Container Terminal Co., Ltd., Tianjin Port Alliance International Container Terminal Co., Ltd.—hold China Four-Star Green Port certificates.



▲ 一公司环境管理体系认证证书  
Certificate of environmental management system of Tianjin Port No. 1 Stevedoring Co., Ltd.

### 战略 Strategy

公司以环境合规为核心，系统识别环境管理全流程中的风险与机遇，明确影响周期与应对路径，为筑牢生态环保防线，进一步推动实现绿色可持续发展打牢基础。

With environmental compliance at its core, the Company systematically identifies risks and opportunities throughout the environmental management lifecycle, clarifies impact timelines and response pathways, and establishes a solid foundation for strengthening ecological and environmental defenses and further advancing green, sustainable development.

风险类型 Risk type	具体描述 Description	影响时间 Time of influence	应对措施 Countermeasures
合规风险 Compliance risk	未严格遵守环保法律法规，或环境管理体系运行不规范，可能引发环保违法违规事件、罚款及声誉受损。 Failure to strictly comply with environmental laws and regulations or non-standard operation of the environmental management system may lead to violations, fines, and reputational damage.	短期 Short-term 中期 Medium-term	严格落实相关法律法规要求，持续优化环境管理体系；开展合规性管理流程研究；强化环保检查与隐患整改。 Strictly implement relevant legal and regulatory requirements and continuously optimize the environmental management system; conduct research on compliance management processes; strengthen environmental inspections and hazard rectification.
政策风险 Policy risk	环保政策收紧、排放标准提高，需额外投入成本进行设施升级与技术改造。 Tightening environmental policies and stricter emission standards require additional investment in facility upgrades and technological retrofits.	中期 Medium-term 长期 Long-term	密切跟踪环保政策动态，提前布局环保设施升级；加大环保投入，推广节能减碳技术。 Closely monitor environmental policy developments and proactively plan facility upgrades; increase environmental investment and promote energy-saving and carbon-reduction technologies.

机遇类型 Opportunity type	具体描述 Description	影响时间 Time of influence	应对措施 Countermeasures
技术升级 Technological upgrade	环保技术创新与应用，可提升污染治理效率、降低环保成本，打造绿色港口标杆。 Innovation and application of environmental technologies can improve pollution control efficiency, reduce environmental costs, and establish green port benchmarks.	中期 Medium-term 长期 Long-term	推广岸电、新能源车车辆等绿色技术与设备；拓展资源能源循环利用技术研发。 Promote green technologies and equipment such as shore power and new energy vehicles; expand R&D in resource and energy recycling technologies.

## 应急演练 Emergency drills

公司根据《中华人民共和国安全生产法》《中华人民共和国突发事件应对法》等法律法规，识别各类环境风险因素，制定应急及风险控制方案。针对重污染天气及应急减排工作，公司督促下属各部门及子公司落实各项响应措施，并定期开展专项检查行动，确保相关管控要求落地实施。

公司各级企业制定《突发环境事件应急预案》《环境风险排查及隐患整改制度》，系统开展环境风险和隐患的排查工作，建立重大危险源监控、重大隐患排查治理机制及分级管理制度，有效防范和遏制环境重特大事故发生，持续提升公司环境合规管理水平。

In accordance with laws such as the *Work Safety Law of the People's Republic of China* and the *Emergency Response Law of the People's Republic of China*, the Company identifies various environmental risk factors and formulates emergency and risk control plans. Regarding heavy pollution episodes and emergency emission reduction, the Company urges its departments and subsidiaries to implement all response measures and conducts regular special inspections to ensure effective implementation of control requirements.

Units at all levels of the Company have formulated the *Emergency Response Plan for Environmental Emergencies* and the *Hidden Environmental Risk Identification and Rectification System*. They systematically conduct environmental risk and hazard inspections and have established mechanisms for monitoring major hazard sources, investigating and remediating significant hazards, and hierarchical management. These measures effectively prevent and curb major environmental accidents and continuously enhance the Company's environmental compliance management.

### 案例 海上溢油事故演练 Case Offshore oil spill accident drill

2025 年 5 月 15 日，四公司开展海上溢油泄漏应急演练，模拟“枫叶”轮废油桶泄漏场景，通过“发现上报—预案启动—现场处置—污染防控”全流程实操，检验《防治船舶污染海洋环境应急预案》的有效性及各多部门协同作战能力。演练配备防化服、吸油棉等专业物资，事后形成改进方案，并通过月度培训强化流程落地与沟通效率，切实提升海域污染风险防控与应急响应水平。

On May 15, 2025, Tianjin Port No. 4 Stevedoring Co., Ltd. conducted a marine oil spill emergency drill, simulating a waste oil drum leak from the vessel "Fengye". Through the full operational cycle of "discovery and reporting – plan activation – on-site response – pollution containment", the drill tested the effectiveness of the *Emergency Plan for Prevention and Control of Marine*

*Environmental Pollution from Vessels* and multi-departmental coordination capabilities. The drill was equipped with professional materials such as chemical protective suits and oil-absorbent pads. An improvement plan was developed afterward, and monthly training will be used to reinforce procedural implementation and communication efficiency, thereby substantially enhancing marine pollution risk prevention and emergency response capabilities.



海上溢油事故演练现场  
Drill site of offshore oil spill accident

## 环保宣教 Environmental protection education

公司深入践行绿色发展理念，落实“六·五”世界环境日活动部署，组织各单位开展多元化环保实践。活动涵盖专题宣传、环保知识科普及竞赛答题等普及类内容，从理念传播、知识普及到专业提升多维度发力。通过丰富多样的活动形式，全面强化全员环保认知与责任意识，推动环保理念融入生产运营各环节。

The Company deeply practices the green development concept, implements the World Environment Day initiative, and organizes diverse environmental activities across its units. Activities include thematic campaigns, environmental knowledge dissemination, and quiz contests, exerting efforts across multiple dimensions—from concept promotion and knowledge sharing to professional enhancement. Through diverse formats, the Company comprehensively strengthens environmental awareness and responsibility among all staff and integrates environmental principles into every aspect of operations.

### 案例 积极践行“美丽中国我先行” Case Actively Practicing "Beautiful China Starts with Me"

2025 年六五环境日期间，集装箱公司紧扣“美丽中国我先行”主题，组织开展了形式多样的环保宣传活动。活动坚持党建引领，充分发挥党员先锋队的模范带头作用，多部门协同联动，营造了浓厚的绿色环保氛围。活动中，宣传队伍深入办公楼、闸口智慧服务中心、航运窗口等人流密集区域，向公司员工、往来司机及客户发放环保宣传资料 200 余份。工作人员现场普及了国家环保政策、日常环保知识，并结合行业特点，重点讲解了货物运输过程中的环保要点，同时积极展示了公司近年来在推动绿色航运、低碳发展方面取得的成效。

During the 2025 World Environment Day period, Tianjin Port Container Terminal Co., Ltd. organized a variety of environmental awareness activities centered on the theme "Beautiful China Starts with Me". Guided by Party-building principles, the activities fully leveraged the exemplary role of Party member vanguard teams and involved multi-departmental collaboration, creating a strong green and eco-friendly atmosphere. During the event, promotional teams visited high-traffic areas such as office buildings, the smart service center at the gate, and shipping service windows, distributing over 200 copies of environmental protection materials to employees, visiting drivers, and clients. Staff provided on-site education on national environmental policies and everyday eco-friendly practices. Tailored to industry characteristics, they emphasized key environmental considerations in cargo transportation and actively showcased the Company's recent achievements in promoting green shipping and low-carbon development.



党员先锋队分发宣传单  
Party members' vanguard distributing leaflets



在闸口智慧服务中心向司机发放宣传单  
leaflets distributed to drivers at the gate smart service center

案例 Case 爱国卫生月暨 73 周年活动  
Patriotic health month and 73rd anniversary

2025 年，一公司以“爱卫新篇章 健康‘心’生活”为主题开展爱国卫生月系列活动，并紧扣《天津港集团整体环境提升专项行动方案》要求，建立常态化环境整治机制，重点开展卫生死角清理、绿化整治工作，同步巡查整改楼宇、绿化、标牌等设施问题，有效提升全员卫生健康意识，切实改善园区工作生活环境。

In 2025, Tianjin Port No. 1 Stevedoring Co., Ltd. launched a series of Patriotic Health Month activities under the theme "A New Chapter in Public Health, a Healthy 'Heart' Life", closely following the *Special Action Plan for Overall Environmental Improvement of Tianjin Port Group*. It established a routine environmental remediation mechanism, prioritized cleaning of sanitary blind spots and greening improvements, and concurrently inspected and rectified issues related to buildings, landscaping, and signage, effectively enhancing health awareness and significantly improving the working and living environment in the park.



▲ 常态化集中清理活动  
Normalized centralized clean-up activities



## 影响、风险和机遇管理 Impact, Risk, and Opportunity Management

2025 年，公司围绕环保风险防控与绿色发展推进，从专项治理、督察迎检、攻坚行动、排口管控、应急应对多维度系统落实环保管理措施，全方位筑牢生态环保防线，持续提升环保管理规范化、精细化水平。

In 2025, the Company systematically implemented environmental management measures across multiple dimensions—including targeted governance, inspection preparedness, key campaigns, discharge outlet control, and emergency response—to comprehensively strengthen ecological and environmental defenses and continuously enhance the standardization and refinement of environmental management.

### 在污染专项治理上 Regarding targeted pollution control

持续推进干散货码头扬尘综合管控，印发《环保型抑尘剂示范应用工作方案》《环保型抑尘剂示范应用标准化工作机制》等文件，并编制配套管理体系制度文件，有序开展抑尘剂应用、试验及项目前期建设工作。在督察迎检筹备上，赴兄弟港口调研学习迎检经验，印发专项迎检工作方案，成立组织机构并明确工作要求，做好督察通报问题整改反馈；同时组织环境管理人员素质提升培训，邀请专业人员开展专题解读，全面提升迎检能力。

The Company continued comprehensive dust management at dry bulk terminals, issued documents such as the *Work Plan for Demonstration Application of Environmentally Friendly Dust Suppressants* and the *Standardized Working Mechanism for Demonstration Application of Environmentally Friendly Dust Suppressants*, developed supporting management system documents, and orderly advanced dust suppressant application, testing, and preliminary project construction. For inspection preparedness, the Company visited peer ports to study best practices, issued a dedicated inspection readiness plan, established an organizational structure with clear responsibilities, and ensured timely rectification and feedback on issues raised in inspection bulletins; it also organized capacity-building training for environmental management personnel and invited experts for thematic briefings to comprehensively enhance inspection readiness.

**在生态攻坚行动上** In ecological protection campaigns

扎实开展生态环境保护百日攻坚专项行动，统筹各单位落实承接要求，通过“视频巡查+现场督察+专家核查”模式开展日常检查与专项督导，完成环保检查，并督促整改发现问题。在入海排口与污水管控上，系统推进入海排口管控，组织 14 家涉排口单位完成 40 余个入海排口网上备案，严禁污水、初期雨水直排；梳理 27 家单位污水全过程管理数据，对重点排污单位开展专项督导，推动污水管理体系精细化升级，强化污水全过程管控。

The Company rigorously implemented the 100-day special action for environmental protection, coordinated all units to fulfill assigned tasks, and conducted routine inspections and special supervision through a "Video Patrol + On-site Inspection + Expert Verification" model, completing environmental checks and urging rectification of identified issues. Regarding sea-discharging outlets and wastewater control, the Company systematically advanced outlet management by organizing 14 relevant units to complete online registration for over 40 sea-discharging outlets and strictly prohibiting direct discharge of sewage and initial rainwater; it compiled wastewater management data across the entire process for 27 units, conducted targeted supervision of key polluting units, promoted refinement and upgrading of the wastewater management system, and strengthened end-to-end wastewater control.

**在应急风险应对上** For emergency risk response

妥善处置重点时期重污染天气，针对重污染预警，督促落实各项应急响应措施；做好重点时期空气质量保障联防联控，推动各单位严格落实集疏运车辆压减、非道路移动机械停用等措施，同步开展门禁系统进场车辆、非道路移动机械管控情况检查，确保应急措施落地见效。

The Company properly managed heavy pollution episodes during critical periods and urged implementation of all emergency measures in response to heavy pollution alerts; it implemented joint air quality protection measures during key periods, requiring all units to strictly enforce reductions in collection/distribution vehicles and shutdowns of non-road mobile machinery, while concurrently inspecting access control systems and compliance of vehicles and machinery to ensure emergency measures were effectively implemented.

## 指标与目标 Indicators and Objectives

指标名称 Indicator name	单位 Unit	2025 年数据 2025 data
环保总投入 Total investment in environmental protection	亿元 RMB 100mn	1.59
环保违法违规事件数 Number of environmental violations and illegal incidents	件 Cases	0
环境污染罚款额 Penalty amount for environmental pollution	万元 Ten thousand yuan	0
重大溢油溢漏事件数 Number of major oil spill incidents	件 Cases	0
环境应急培训开展次数 Number of environmental emergency training sessions conducted	次 Times	40
环境应急培训参与人次 Number of participants in environmental emergency training	人次 Person-times	3,872
环境应急演练开展次数 Number of environmental emergency drills conducted	次 Times	35
环境应急演练参与人次 Number of participants in environmental emergency drills	人次 Person-times	569
开展环保检查 Conduct environmental inspections	次 Times	429

# 系统应对气候变化

## Systematic Response to Climate Change

### 治理

#### Governance

公司多维度推进碳管理体系建设，按照《天津市扩大地方碳排放权交易市场覆盖范围工作方案》的要求，组织下属子公司开展调研、培训、碳核查及温室气体排放报告编制工作，主动适配碳交易相关工作；积极探索港口企业碳排放范围三核算方法，开展数据采集、统计与分析；持续推动体系化规范化建设，助力子公司搭建碳管理体系，全面强化碳管理效能。

公司制定《环境、社会及公司治理（ESG）管理制度》，构建“决策层—管理层—执行层”三级可持续发展治理架构及工作职责。

The Company advanced the construction of its carbon management system across multiple dimensions. In accordance with the *Work Plan for Expanding the Coverage of the Local Carbon Emission Trading Market in Tianjin*, it organized its subsidiaries to conduct research, training, carbon verification, and greenhouse gas emissions reporting, proactively aligning with carbon trading requirements. It actively explored accounting methodologies for Scope 3 carbon emissions of port enterprises and carried out data collection, statistics, and analysis; it continues to promote systematic and standardized development, supporting subsidiaries in establishing carbon management systems and comprehensively enhancing carbon management effectiveness.

The Company has formulated the *Environmental, Social and Governance (ESG) Management System*, establishing a three-tier sustainable development governance structure—"Decision-making, Management, and Execution"—along with corresponding responsibilities.

组织架构  
Organizational structure



董事会

Board of directors



ESG 工作领导小组  
ESG Steering Group



各部门及各子公司  
Departments and subsidiaries

工作职责  
Job responsibilities

董事会是公司气候相关风险和机遇管理的最高负责机构。董事会战略委员会负责对气候战略、目标及行动计划进行研究、建议和指导，并对其进行监督、审核和决策。

The Board of Directors is the highest authority responsible for managing the Company's climate-related risks and opportunities. The Strategy Committee of the Board of Directors is responsible for researching, advising on, and guiding climate strategies, targets, and action plans, as well as overseeing, reviewing, and making decisions on them.

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 established an ESG Steering Group chaired by the President to coordinate climate-related initiatives. The group includes the Board Secretary, heads of departments, and subsidiary leaders to ensure effective implementation of climate strategies across all levels. The group regularly reports progress to the Board's Strategy Committee to ensure timely identification and response to climate-related risks and opportunities.

各部门、各子公司作为执行机构，在职能部门的管理下开展节能减排工作的执行、统计、分析和监督检查。

All departments and subsidiaries, as implementing entities, carry out execution, data collection, analysis, and supervision of energy conservation and emission reduction activities under the oversight of functional departments.

## 战略 Strategy

公司立足港口行业特性与可持续发展需求，系统识别气候相关各类风险与机遇，构建覆盖实体风险、转型风险及转型机遇的全维度分析框架；通过精准研判不同风险与机遇的核心特征、潜在影响，明确差异化时间跨度与应对方向，制定科学有效的气候战略、保障业务稳定运营与绿色转型提供坚实支撑。

Grounded in the characteristics of the port industry and sustainability needs, the Company systematically identifies climate-related risks and opportunities, establishing a comprehensive analytical framework covering physical risks, transition risks, and transition opportunities; by precisely assessing the core characteristics and potential impacts of different risks and opportunities, it defines differentiated time horizons and response directions, formulating scientifically sound climate strategies that provide robust support for stable operations and green transition.

风险和机遇类型 Types of risks and opportunities	具体描述 Description	潜在影响 Potential impact	影响时间 Time of influence	应对措施 Countermeasures
急性实体风险 Acute physical risk	<p><b>极端高温</b> Extreme high temperature</p> <ul style="list-style-type: none"> <li>极端高温导致港口作业环境恶化，造成员工健康安全事件 Extreme high temperatures deteriorate port working conditions, leading to employee health and safety incidents</li> <li>极端高温导致公司制冷设备及防暑降温用品需求增加 Extreme high temperatures increase demand for cooling equipment and heatstroke prevention supplies</li> </ul>	<p>运营成本上升 Increase in operating costs</p> <p>营业收入下降 Decrease in operating income</p> <p>营业外支出增加 Increase in non-operating expenses</p>	<p>短期 Short-term</p>	<ul style="list-style-type: none"> <li>密切关注高温气象预警 Closely monitor high-temperature weather alerts</li> <li>制定高温应急响应预案，不断完善机制 Develop high-temperature emergency response plans and continuously improve mechanisms</li> <li>做好防暑降温物资储备 Maintain adequate reserves of heatstroke prevention supplies</li> </ul>
	<p><b>极端降雪 / 寒潮</b> Extreme snowfall/cold wave</p> <ul style="list-style-type: none"> <li>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件 Extreme snowfall/cold waves deteriorate port working conditions, causing employee health and safety incidents</li> <li>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 waves increase energy consumption of heating equipment in office areas</li> </ul>	<p>运营成本上升 Increase in operating costs</p> <p>营业收入下降 Decrease in operating income</p> <p>营业外支出增加 Increase in non-operating expenses</p>	<p>短期 Short-term</p>	<ul style="list-style-type: none"> <li>密切关注极端天气气象预警 Closely monitor extreme weather alerts</li> <li>制定恶劣天气应急响应预案，不断完善机制 Develop severe weather emergency response plans and continuously improve mechanisms</li> </ul>
	<p><b>极端降雨 / 洪涝</b> Extreme rainfall/flooding</p> <ul style="list-style-type: none"> <li>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 soaks cargo at the port, causing customer losses requiring compensation</li> <li>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 deteriorates port operating conditions, affecting operational efficiency</li> </ul>	<p>运营成本上升 Increase in operating costs</p> <p>营业收入下降 Decrease in operating income</p> <p>营业外支出增加 Increase in non-operating expenses</p>	<p>短期 Short-term</p>	<ul style="list-style-type: none"> <li>定期开展应急演练及培训 Conduct regular emergency drills and training</li> </ul>
	<p><b>台风</b> Typhoon</p> <ul style="list-style-type: none"> <li>台风导致港口设施遭受损失 Typhoons cause damage to port infrastructure</li> <li>台风导致港口堆积货物损失，公司需要做出赔偿 Typhoons damage stacked cargo at the port, requiring compensation</li> <li>台风导致港口运营中断 Typhoons disrupt port operations</li> <li>台风导致进港船只大幅减少 Typhoons significantly reduce vessel arrivals</li> </ul>	<p>资产减值 Impairment of assets</p> <p>营业外支出增加 Increase in non-operating expenses</p> <p>运营成本上升 Increase in operating costs</p> <p>营业收入下降 Decrease in operating income</p>	<p>短期 Short-term</p>	<ul style="list-style-type: none"> <li>密切关注极端天气气象预警 Closely monitor extreme weather alerts</li> <li>制定恶劣天气应急响应预案，不断完善机制 Develop severe weather emergency response plans and continuously improve mechanisms</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 Maintain routine upkeep of port facilities and equipment, and conduct regular emergency drills and training</li> </ul>

风险和机遇类型 Types of risks and opportunities	具体描述 Description	潜在影响 Potential impact	影响时间 Time of influence	应对措施 Countermeasures
慢性实体风险 Chronic physical risk	海平面上升 Sea-level rise	<ul style="list-style-type: none"> <li>资产减值 Impairment of assets</li> <li>运营成本上升 Increase in operating costs</li> <li>营业收入下降 Decrease in operating income</li> </ul>	<ul style="list-style-type: none"> <li>中期 Medium-term</li> <li>长期 Long-term</li> </ul>	<ul style="list-style-type: none"> <li>及时跟踪并预测海平面上升情况 Timely track and forecast sea-level rise trends</li> <li>定期对航道进行疏浚与巡查 Regularly dredge and inspect navigation</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 Continue green operations and drive the industry and supply chain toward low-carbon, green development</li> </ul>
	海水温度上升 Sea temperature rise	<ul style="list-style-type: none"> <li>运营成本上升 Increase in operating costs</li> <li>营业收入下降 Decrease in operating income</li> </ul>	<ul style="list-style-type: none"> <li>中期 Medium-term</li> <li>长期 Long-term</li> </ul>	
	气温上升 Temperature rise	<ul style="list-style-type: none"> <li>运营成本上升 Increase in operating costs</li> <li>营业收入下降 Decrease in operating income</li> </ul>	<ul style="list-style-type: none"> <li>中期 Medium-term</li> <li>长期 Long-term</li> </ul>	
政策转型风险 Policy transition risk	<p>碳市场机制 Carbon market mechanism</p> <ul style="list-style-type: none"> <li>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 Future expansion of carbon trading mechanisms may include the port sector, requiring additional human and financial resources for carbon inventories, allowance procurement, and carbon specialist staffing</li> </ul>	<ul style="list-style-type: none"> <li>运营成本上升 Increase in operating costs</li> </ul>	<ul style="list-style-type: none"> <li>中期 Medium-term</li> </ul>	<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 Implement energy-saving and carbon-reduction measures to lower operational emissions, including promoting clean-energy vehicles, shore power adoption, photovoltaic facility construction, and energy-efficient retrofits</li> <li>开展节能降碳培训 Conduct energy-saving and carbon-reduction training</li> </ul>
市场转型风险 Market transformation risk	<p>客户价值链减碳需求 Customer value chain decarbonization demands</p> <ul style="list-style-type: none"> <li>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 impose stricter green operation requirements on ports to meet value chain decarbonization goals; failure to meet these demands may reduce vessel calls</li> </ul>	<ul style="list-style-type: none"> <li>营业收入下降 Decrease in operating income</li> </ul>	<ul style="list-style-type: none"> <li>中期 Medium-term</li> <li>长期 Long-term</li> </ul>	<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 and build a strong brand image</li> <li>推出符合市场需求的绿色低碳服务 Launch green and low-carbon services aligned with market demand</li> </ul>

风险和机遇类型 Types of risks and opportunities	具体描述 Description	潜在影响 Potential impact	影响时间 Time of influence	应对措施 Countermeasures
声誉转型风险 Reputational transition risk	资本市场关注 Capital market concerns	<ul style="list-style-type: none"> <li>融资成本上升 Increase in financing costs</li> <li>运营成本上升 Decrease in operating income</li> </ul>	<ul style="list-style-type: none"> <li>中期 Medium-term</li> <li>长期 Long-term</li> </ul>	<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 stakeholder engagement and proactively disclose the Company's climate-related initiatives and progress in a timely manner</li> <li>开展节能减碳举措，减少运营过程中的碳排放 Implement energy efficiency and carbon reduction measures to lower operational emissions</li> </ul>
	负面环境舆情 Negative environmental sentiment	<ul style="list-style-type: none"> <li>若环境绩效披露不充分，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 disclosure may fail to address stakeholder concerns and result in reputational damage</li> <li>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 reduce the Company's appeal to investors and customers</li> </ul>	<ul style="list-style-type: none"> <li>中期 Medium-term</li> <li>长期 Long-term</li> </ul>	<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 Conduct research on carbon management systems to continuously track and monitor operational carbon emissions</li> </ul>
政策转型机遇 Policy-driven transition opportunities	碳市场机制 Carbon market mechanism	<ul style="list-style-type: none"> <li>营业收入上升 Increase in operating income</li> </ul>	<ul style="list-style-type: none"> <li>中期 Medium-term</li> <li>长期 Long-term</li> </ul>	<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 Conduct research on carbon management systems to 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 Implement energy efficiency and carbon reduction measures to lower operational emissions</li> </ul>
市场转型风险 Market transformation risk	客户价值链减碳需求 Customer value chain decarbonization demands	<ul style="list-style-type: none"> <li>营业收入上升 Increase in operating income</li> </ul>	<ul style="list-style-type: none"> <li>中期 Medium-term</li> <li>长期 Long-term</li> </ul>	<ul style="list-style-type: none"> <li>加快绿色智慧港口建设 Accelerate the development of green and smart ports</li> <li>推出符合市场需求的绿色低碳服务 Launch green and low-carbon services aligned with market demand</li> </ul>
声誉转型机遇 Reputational transition opportunities	正面环境舆情 Positive environmental sentiment	<ul style="list-style-type: none"> <li>融资成本下降 Decline in financing costs</li> <li>营业收入上升 Increase in operating income</li> </ul>	<ul style="list-style-type: none"> <li>中期 Medium-term</li> <li>长期 Long-term</li> </ul>	<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 Conduct research on carbon management systems to continuously track and monitor operational carbon emissions</li> </ul>

## 减排实践 Emission reduction practices

公司碳管理聚焦绿色港口建设与碳管控转型，在全国港口行业率先获碳管理体系评价证书后，开发能源与碳管理系统。系统融合五大模块及多项技术，通过双维度数据闭环分析实现能碳全流程管控与节能降碳潜力挖掘，科技成果达国际先进水平，已纳入交通运输行业节能低碳技术推广目录。

The Company's carbon management focuses on green port development and carbon control transformation. Following its achievement as the first port enterprise nationwide to obtain a carbon management system certification, it developed an integrated energy and carbon management system. The system integrates five modules and multiple technologies, enabling end-to-end energy and carbon management and unlocking energy-saving and emission-reduction potential through two-dimensional closed-loop data analysis. The technological outcomes have reached international advanced standards and have been included in the Ministry of Transport's catalog of promoted energy-efficient and low-carbon technologies.

## 影响、风险和机遇管理 Impact, Risk, and Opportunity Management

公司运用情景分析方法评估气候相关风险，针对实体风险，采用 RCP8.5 最高温室气体排放基线情景进行保守预测，全面考量极端气候下的潜在隐患；评估转型风险时，参考国际能源署（IEA）可持续发展情景（2DS），精准衡量低碳转型进程中政策、市场及技术变化带来的风险与机遇。

The Company uses scenario analysis to assess climate-related risks. For physical risks, it adopts the high-emission RCP8.5 baseline scenario for conservative forecasting, comprehensively evaluating potential hazards under extreme climate conditions; in assessing transition risks, it references the International Energy Agency's (IEA) Sustainable Development Scenario (2DS) to accurately gauge risks and opportunities arising from policy, market, and technological shifts during the low-carbon transition.

## 指标与目标 Indicators and Objectives

2025 年，公司聚焦合规要求与绿色转型战略，开展范围三温室气体排放核算研究。通过构建适配综合港口业务特性的核算体系，厘清商务旅行和雇员通勤中产生的二氧化碳排放量，为 ESG 报告规范披露与“双碳”目标落地提供权威数据支撑与科学依据。此次核算也同步梳理出数据采集、基础储备等关键优化方向。报告期内，远航国际公司等 2 家子公司主动开展了碳排放核查工作。

In 2025, the Company focused on compliance requirements and its green transition strategy by conducting research on Scope 3 greenhouse gas emissions accounting. By establishing an accounting framework tailored to the characteristics of integrated port operations, the Company will quantify CO<sub>2</sub> emissions from business travel and employee commuting, providing authoritative data and scientific basis for standardized ESG reporting and implementation of China's "Dual Carbon" goals. This accounting effort also identified key optimization areas, including data collection and foundational capacity building. During the reporting period, two subsidiaries, including Tianjin Port Yuanhang International Ore Terminal Co., Ltd., proactively conducted carbon emission verification.

指标名称 Indicator name	单位 Unit	2025 年数据 2025 data
范围一温室气体排放量 Scope 1 greenhouse gas emissions	吨二氧化碳当量 Tonnes of carbon dioxide equivalent	34,682
范围二温室气体排放量 Scope 2 greenhouse gas emissions	吨二氧化碳当量 Tonnes of carbon dioxide equivalent	150,779
范围三温室气体排放量（类别 6、7） Scope 3 greenhouse gas emissions (categories 6, 7)	吨二氧化碳当量 Tonnes of carbon dioxide equivalent	4,265
温室气体排放总量（范围一 + 范围二） Total greenhouse gas emissions (Scope 1 + Scope 2)	吨二氧化碳当量 Tonnes of carbon dioxide equivalent	185,461

## 促进资源节约利用

### Promoting Economic Utilization of Resources

公司深耕绿色低碳发展，聚焦水资源与能源高效利用，通过制度完善、技术创新、设备升级等多元举措，推进水资源循环利用、清洁能源替代与能碳精细化管理，构建节能降碳长效机制。

The Company is deeply committed to green and low-carbon development, focusing on efficient water and energy use. Through institutional enhancements, technological innovation, and equipment upgrades, it advances water recycling, clean energy substitution, and refined energy-carbon management to establish a long-term mechanism for energy conservation and emission reduction.

## 水资源利用 Water Resource Utilization

公司高度重视水资源节约与循环利用，秉持循环用水理念，通过制度完善、技术创新、管路管控等多元举措降低水资源消耗，推动达标污水实现高效循环再利用，着力构建节约与循环用水发展模式。

The Company places high priority on water conservation and recycling, adhering to a circular water use philosophy. It reduces water consumption through institutional improvements, technological innovation, and pipeline management, promoting efficient reuse of treated wastewater and fostering a model of conservation-oriented and circular water use.

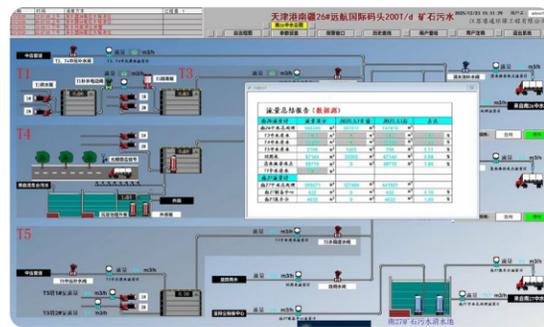
**案例** 推动水资源“应用尽用、循环再生”  
Case Maximizing water utilization and regeneration

焦炭码头公司制定《天津港焦炭码头有限公司用水管理办法》《天津港焦炭码头有限公司供水突发事件应急预案》等制度；加强供水管路维护，杜绝跑冒滴漏；在后货场内建立供水管路泄露监测系统，安装区域分支阀门和区域水表，及时发现管路暗漏并区域截断供水，以便进行维修。

Tianjin Port Coke Terminal Co., Ltd. has established internal policies including the *Water Use Management Measures of Tianjin Port Coke Terminal Co., Ltd.* and the *Emergency Response Plan for Water Supply Incidents of Tianjin Port Coke Terminal Co., Ltd.*; strengthen maintenance of water supply pipelines to eliminate leaks and wastage; a leak detection system has been installed in the rear cargo yard, equipped with zonal branch valves and water meters to promptly identify hidden leaks and isolate affected sections for repair.

远航国际公司年内完成污水处理量 261.44 万立方米，其中含矿污水 250.72 万立方米、生活污水 10.71 万立方米。所有污水经处理后实现 100% 重复利用，广泛应用于生产抑尘、道路扫保等场景。同期外购自来水 103.98 万立方米，重复利用水资源比例达 71.5%，循环利用成效显著。

Tianjin Port Yuanhang International Ore Terminal Co., Ltd. treated 2.6144 million cubic meters of wastewater during the year, including 2.5072 million cubic meters of mineral-laden wastewater and 107,100 cubic meters of domestic sewage. All treated wastewater is reused at a 100% rate, widely applied in dust suppression, road cleaning, and other operational scenarios. During the same period, 1.0398 million cubic meters of municipal water were purchased, achieving a 71.5% water reuse rate—demonstrating significant progress in circular utilization.



▲ 远航国际公司污水处理系统  
The sewage treatment system of Tianjin Port Yuanhang International Ore Terminal Co., Ltd.

**能源利用**  
Energy Use

公司积极推动电能领域技术标准制定，参与编制《靠港船舶岸电系统技术条件：第 1 部分：高压供电》《靠港船舶岸电系统技术条件：第 2 部分：低压供电》两项国家标准。并且，公司深入落实岸电使用相关行动方案，推动完成邮轮母港岸电项目验收移交，实现邮轮岸电 100% 应接尽接，同步推进联盟国际高压岸电项目设备安装；加速推动纯电智能拖轮项目进程，完成图纸审查并开工建造。

The Company actively contributed to the development of national technical standards in the electric power domain, participating in drafting *Shore-to-ship Power Supply System Technical Conditions – Part 1: High Voltage Connection and Part 2: Low Voltage Connection*. Furthermore, the Company fully implemented its shore power action plan, completed the acceptance and handover of the cruise homeport shore power project to achieve 100% shore power connectivity for all eligible cruise vessels, and simultaneously advanced equipment installation for the high-voltage shore power project of Tianjin Port Alliance International Container Terminal Co., Ltd.; it accelerated the pure electric intelligent tugboat project, completed drawing review, and commenced construction.

**能源管理体系建设**  
Energy management system development

公司持续推进系统功能迭代升级，开发能源与碳数据分析驾驶舱功能，实现能碳数据全要素信息化管理。该功能可针对能源与碳排放过程进行双维度统计分析，涵盖循环低碳项目数据查询与分析、节能管理数据监测与跟踪、预警报警功能等，助力深度挖掘节能降碳潜力。截至报告期末，公司下属 7 家子公司已取得能源管理体系证书。

在能源及碳管理提升方面，公司按天津市碳市场扩围工作要求，组织远航国际等单位开展碳市场调研、培训及碳核查，编制温室气体排放报告以适配未来碳交易；同时探索港口企业碳排放范围三核算方法，统筹各单位开展数据采集和统计分析，进一步强化管理的体系化与规范化。

The Company continues to iteratively enhance system capabilities, developing an energy and carbon data analytics dashboard to achieve comprehensive digital management of all relevant data elements. This functionality enables two-dimensional statistical analysis of energy and carbon emissions, supporting data query and analysis for circular low-carbon projects, real-time monitoring and tracking of energy-saving metrics, and early warning alerts—thereby facilitating deeper identification of energy and emission reduction potential. As of the end of the reporting period, seven subsidiaries had obtained energy management system certifications.

To enhance energy and carbon management, the Company organized Tianjin Port Yuanhang International Ore Terminal Co., Ltd. and other units to conduct carbon market research, training, and carbon verification in line with Tianjin’s carbon market expansion requirements, and prepared greenhouse gas emissions reports to prepare for future carbon trading; it also explored methodologies for Scope 3 emissions accounting specific to port enterprises, coordinating data collection and statistical analysis across units to strengthen systematic and standardized management.



01



02

01 太平洋国际能源管理体系认证  
Tianjin Port Pacific International Container Terminal Co., Ltd. Energy Management System Certification

02 远航国际能源管理体系认证  
Tianjin Port Yuanhang International Ore Terminal Co., Ltd. Energy Management System Certification

## 能源高效利用 Efficient energy use

公司重视能源的高效利用，采取多种措施提高能源利用效率，包括但不限于岸电设备管理、绿色运输、充电桩改造等。  
The Company prioritizes energy efficiency, implementing diverse measures—including shore power equipment management, green transportation, and charging infrastructure upgrades—to enhance energy utilization.

### 绿色清洁运输 Green and clean transportation

公司码头内部短倒车辆实现 100% 新能源。集装箱公司运营氢能集卡 90 台、电动集卡 82 台，是天津港最大氢能集卡运营码头。  
100% of short-haul vehicles within the Company's terminals are new-energy vehicles. Tianjin Port Container Terminal Co., Ltd. operates 90 hydrogen-powered and 82 electric terminal tractors, making it the largest hydrogen tractor deployment among Tianjin Port.

### 岸电设备管理 Shore power equipment management

公司制定《岸电设备管理办法》，以保障船舶靠港安全以及规范岸电使用方式。  
The Company has formulated the *Shore Power Equipment Management Measures* to ensure safe vessel berthing and standardized shore power usage.

### 充电桩建设 Charging infrastructure

公司配备充电桩超 200 余个。太平洋国际公司现场、C19 场均配套建设大功率充电桩，其中 C19 场的华为全液冷超充电桩相较传统风冷桩，充电快、占地小易操作且更智慧，还可升级功率，适配港口绿色运营需求。  
The Company has deployed over 200 charging points. High-power chargers have been installed at both the Tianjin Port Pacific International Container Terminal Co., Ltd. site and C19 yard. The Huawei full-liquid-cooled ultra-fast charger at C19 offers faster charging, smaller footprint, easier operation, smarter functionality, and upgradable power output compared to conventional air-cooled units, aligning with the port's green operational needs.



太平洋国际超冷风 1 号桩  
Tianjin Port Pacific International Container Terminal Co., Ltd. Supercharger Cold Air Pile No. 1

### 全员节能行动 Company-wide energy conservation initiative

公司通过完善管理制度，积极倡导“关机下班、按需照明”的微节能行动，让每一度电都发挥最大效用；供暖季则实行弹性低温运行，并辅以科学的能源定额，既守住办公温度，又算好能耗细账，推动绿色办公理念落地生根。  
Through improved management systems, the Company promotes micro-saving behaviors such as "Powering Down After Work" and "Lighting Only When Needed" to maximize the utility of every kilowatt-hour; during the heating season, flexible low-temperature operation is implemented alongside scientifically calibrated energy quotas—maintaining comfortable office temperatures while optimizing energy consumption and embedding green office practices.

## 强化能力建设 Strengthening capacity building

公司积极主导电能领域技术标准制定，开展《码头二氧化碳排放强度等级及评定方法》《靠港船舶岸电系统技术条件：第 1 部分：高压供电》《靠港船舶岸电系统技术条件：第 2 部分：低压供电》船舶岸电、港口碳排放相关 3 项国家及行业技术标准编制。

The Company actively led the formulation of three national and industry technical standards related to shore power and port carbon emissions: *Classification and Assessment Method for CO<sub>2</sub> Emission Intensity of Terminals*, *Shore-to-ship Power Supply System Technical Conditions - Part 1: High Voltage Connection* and *Part 2: Low Voltage Connection*.

### 案例 智慧零碳堆场观摩 Case Smart zero-carbon yard demonstration

2025 年 10 月，外代公司在东疆外代物流堆场举办智慧零碳堆场观摩活动，展示在智慧化运营与零碳化管理方面的创新成果与实践经验，通过流程优化与技术创新，实现运营效率与环保效益双提升。在闸口处进行精细化管控，打造高效访客服务；场内搭建“8W”安全体系与货物分类管理模式，无人叉车实现自动化作业；配套安全文化长廊与员工客户健康驿站，彰显人文关怀。

In October 2025, Tianjin Dongjiang Penavico Logistics Co., Ltd. hosted a smart zero-carbon yard demonstration at Dongjiang Penavico Logistics Yard, showcasing innovations and practical experience in intelligent operations and zero-carbon management. Process optimization and technological advancements delivered dual improvements in operational efficiency and environmental performance. Fine-grained gate control ensures efficient visitor services; an "8W" safety framework and cargo classification system have been implemented onsite, enabling unmanned forklifts to perform automated operations; supporting facilities include a safety culture corridor and an employee-customer wellness station, reflecting human-centered care.



闸口处入场演示  
Gate entry demonstration



无人叉车智能操作  
Intelligent operation of unmanned forklift

# 加强生态保护与修复

## Strengthening Ecological Protection and Restoration

公司严格遵守《中华人民共和国大气污染防治法》《中华人民共和国水污染防治法》《固体废物污染环境防治法》等法律法规，规范废气、废水和固体废弃物的处理与排放流程，实现污染物与废弃物合规处理并排放。

The Company strictly complies with *Air Pollution Prevention and Control Law of the People's Republic of China*, *Water Pollution Prevention and Control Law of the People's Republic of China*, and *Law on the Prevention and Control of Environmental Pollution by Solid Waste*, standardizing treatment and discharge procedures for exhaust gases, wastewater, and solid waste to ensure full regulatory compliance.

### 污染物管控 Pollutant Control

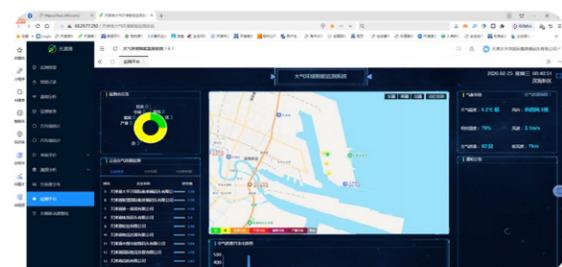
港区内布设了 100 余处监测点，整合多系统数据搭建大气智慧监测管控系统。借助物联网、大数据等技术，形成全天候多源感知体系，实时监测分析固定与移动污染源，通过模型分析实现数据可视化与污染预警，推动环境管控从事后转向事前，提升大气污染防治精准度与效率。

Over 100 monitoring points have been deployed within the port area, integrating multi-system data to build an intelligent atmospheric monitoring and control system. Leveraging IoT and big data, the system establishes an all-weather, multi-source sensing network to monitor and analyze fixed and mobile pollution sources in real time. Model-based analytics enable data visualization and early warnings, shifting environmental control from reactive to proactive and enhancing the precision and efficiency of air pollution mitigation.

### 案例 Case 大气智能监测管控系统运行实践 Operation of the intelligent atmospheric monitoring and control system

太平洋国际公司聚焦港口大气环境治理，建成并投用大气智能监测管控系统，布设 4 处监控点位，通过专业运维保障系统稳定运行。公司设专人按 1 小时响应要求管控系统，实时监测数据、处置预警，联动优化作业计划与车辆管控；同步强化扬尘治理、车辆疏导限流等措施，有效管理当地空气质量水平。针对部分点位尾气排放密集问题，公司不断完善生产作业联动响应机制，深化关键要素管控，推动大气污染防治从被动应对向主动干预转变。

Tianjin Port Pacific International Container Terminal Co., Ltd. focused on port air quality management, commissioning an intelligent atmospheric monitoring and control system with four monitoring points, supported by professional operations and maintenance to ensure stable performance. Dedicated personnel manage the system with a one-hour response protocol, enabling real-time data monitoring, alert handling, and coordinated optimization of operational scheduling and vehicle management; concurrently, enhanced measures—including dust suppression and traffic flow management—effectively maintain local air quality. To address concentrated tailpipe emissions at certain locations, the Company will refine its integrated production-response mechanism and strengthen control over critical factors, transitioning air pollution prevention from passive response to proactive intervention.



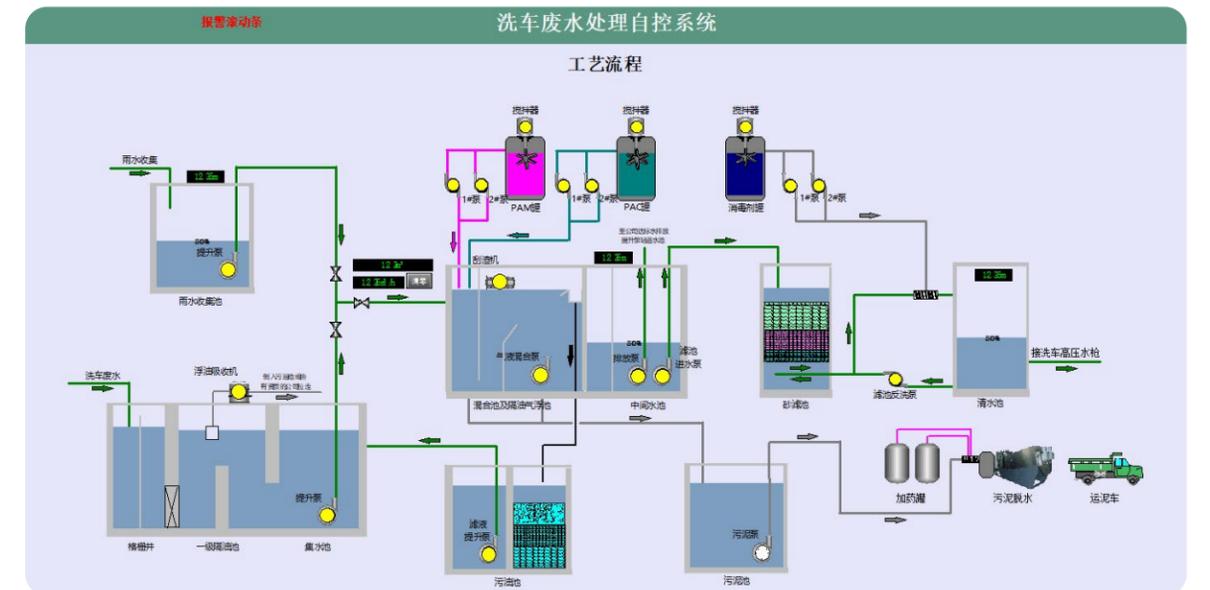
大气智能监测管控系统  
Intelligent atmospheric monitoring and control system



### 案例 Case 洗车废水及初期雨水处理项目 Vehicle washwater and initial rainwater treatment project

一公司建成新建污水处理设施及管网工程，专注处理雨季初期雨水与洗车废水，设计处理能力 8 立方米 / 小时。该项目采用“隔油—气浮—过滤—消毒”工艺，配套污泥、臭气处理系统，通过投加 PAC、PAM 及消毒剂，结合自动与手动双控制模式，实现污水达标排放与厂区回用双重目标。油污、泥饼均交由有资质单位规范处置，系统配备完善运维机制与异常应对方案，既保障排水符合相关标准，又提升水资源循环利用效率，筑牢港口水污染治理防线。

Tianjin Port No. 1 Stevedoring Co., Ltd. completed a new wastewater treatment facility and pipeline network, specifically designed to treat initial rainwater runoff and vehicle washwater, with a capacity of 8 m<sup>3</sup>/hour. The project employs an "Oil Separation-Dissolved Air Flotation-Filtration-Disinfection" process, complemented by sludge and odor treatment systems. With dosing of PAC, PAM, and disinfectants, and dual-mode (automatic/manual) controls, it achieves both compliant discharge and on-site reuse. Waste oil and sludge cakes are handed over to licensed entities for proper disposal. The system features robust O&M protocols and contingency plans, ensuring effluent compliance while enhancing water recycling efficiency and reinforcing the port's water pollution control defenses.



洗车废水处理自控系统  
Automatic control system for vehicle washwater treatment

### 案例 Case 一公司重污染天气应急减排实践 Emergency emission reduction during heavy pollution episodes – Tianjin Port No. 1 Stevedoring Co., Ltd.

一公司严格落实《重污染天气应急响应预案》要求，接到上级部门发布的应急响应启动及减排要求后，迅速传达部署，通过卡口信息公示、机械车辆管控、施工工地管理、卫生清理强化等措施推进减排工作。2025 年，一公司共启动重污染天气二级应急响应 4 次，开展各类协商减排 7 次，全力筑牢大气污染防治防线。

Tianjin Port No. 1 Stevedoring Co., Ltd. strictly implemented the *Heavy Pollution Weather Emergency Response Plan*, rapidly deploying measures—including checkpoint information displays, machinery and vehicle controls, construction site management, and enhanced sanitation—upon receiving official activation orders. In 2025, Tianjin Port No. 1 Stevedoring Co., Ltd. activated Level II emergency responses four times and conducted seven negotiated emission reduction initiatives, reinforcing its air pollution defense.

## 废弃物处理 Waste Disposal

公司推行固体废物分类管理模式，建立健全固废管理台账，详细记录并留存废物种类、数量、流向、贮存及处置等全流程资料，且与具备资质的单位签订处置协议。针对危险废物，严格执行四级联单制度，保障全过程合规可控。同时，公司深入开展固废合规管理流程研究，通过制定分类清单、完善管理制度、构建物质流动态图谱、搭建管控系统推进系统化管理，并开展专项整治，督促下属公司落实固废全链条合规管控。

The Company implements a classified solid waste management model, maintaining comprehensive records of waste type, quantity, flow, storage, and disposal, and signing agreements only with qualified disposal vendors. For hazardous waste, it strictly enforces the four-part manifest system to ensure full-chain compliance and traceability. The Company also conducts in-depth research on compliant solid waste management, advancing systematization through classification lists, improved policies, dynamic material flow mapping, and digital control systems, supplemented by special rectification campaigns to ensure subsidiaries implement full-chain compliance.

指标名称 Indicator name	单位 Unit	2025 年数据 2025 data
危险废弃物排放总量 Total hazardous waste generated	吨 Tonnes	249
危险废物处置率 Hazardous waste disposal rate	%	100
一般固体废弃物排放总量 Total general solid waste generated	吨 Tonnes	7,016.6
可回收废弃物排放总量 Total recyclable waste generated	吨 Tonnes	4,661.4

### 案例 Case 危废规范化管理宣传 Public awareness campaign on hazardous waste compliance

为落实《固体废物污染环境防治法》，滚装码头发布危废知识宣传专刊，普及危废特性、危害及贮存、处理要求。宣传聚焦分类贮存、标识设置、转移联单等规范化管理要点，配套应急预案演练与人员培训，强化全员危废管控意识，防范环境与健康风险，筑牢危废合规管理防线。

To implement the *Law on the Prevention and Control of Environmental Pollution by Solid Waste*, Tianjin Port RO-RO Terminal Co., Ltd. issued a special bulletin on hazardous waste, disseminating knowledge on its characteristics, hazards, and storage/disposal requirements. The campaign emphasized standardized practices—classified storage, labeling, and manifest documentation—supported by emergency drills and staff training to strengthen company-wide awareness, mitigate environmental and health risks, and reinforce compliance.



▲ 危险废物知识宣传专刊  
Special bulletin on hazardous waste knowledge

## 生态环境保护 Eco-Environmental Protection

公司制定《天津港股份有限公司 2025 年生态环境保护和职业健康工作方案》，聚焦生态环境保护与职业健康管控核心要点，锚定全年工作目标，坚持减污、降碳、扩绿、增长协同推进，以系统化举措筑牢生态环保与职业健康双重防线，全力争当绿色低碳、生态美丽的中国式现代化港口排头兵。

公司积极践行生态港口建设理念，严格要求各子公司恪守生物多样性保护承诺，多维度推进生态保护工作。陆地层面，通过货场绿化改造、土壤改良、植被种植及精细化养护等举措，提升园区绿化覆盖率与环境品质；海洋层面，开展增殖放流活动，补充水生生物种群数量，维护海洋生态平衡，全力营造人与自然是和谐共生的生态环境，助力绿色港口高质量发展。

The Company issued the *2025 Work Plan for Ecological Environment Protection and Occupational Health of Tianjin Port Holdings Co., Ltd.*, focusing on core priorities. Anchored to annual objectives, it advances coordinated pollution reduction, carbon mitigation, greening, and growth through systematic actions to strengthen dual safeguards for ecological health and occupational safety, striving to be a pacesetter in building a green, low-carbon, and ecologically beautiful modern Chinese port.

The Company actively implements its ecological port vision, requiring all subsidiaries to uphold biodiversity commitments and advance conservation through multiple dimensions. On land, it enhances green coverage and environmental quality through freight yard landscaping, soil remediation, vegetation planting, and meticulous maintenance; at the marine level, the Company carries out stock enhancement and release activities to replenish aquatic populations and maintain marine ecological balance, making every effort to foster a harmonious coexistence between humans and nature and supporting the high-quality development of a green port.

报告期内，公司

During the reporting period, the Company



生态系统和生物多样性保护资金投入

**370.76** 万元

Investment in ecosystem and biodiversity protection: 3.7076 million yuan;

运营区域内绿化面积

**591,560.78** 平方米

591,560.78 square meters of green space within operational areas;

运营区域内植树

**290,049** 棵

290,049 trees planted within operational areas;

生物多样性保护培训开展次数

**1** 次

1 biodiversity conservation training session conducted;

生物多样性保护培训总时长

**1.5** 小时

Total duration of biodiversity conservation training: 1.5 hours;

生物多样性保护培训参与人次

**15** 人次

15 participants in biodiversity conservation training.

案例 “美丽海湾 志愿有我” 生态保护志愿活动

Case "Beautiful Bay, Volunteering with Me" ecological conservation volunteer event

2025 年 5 月 29 日，由天津市滨海新区生态环境局主办、四公司等单位承办的生态环境志愿服务活动在东疆亲海公园举行。11 家首批成员单位成立滨海新区生态环境志愿联盟，百余名国企员工及社区志愿者沿 400 米海岸线开展净滩行动，清理塑料袋、烟蒂等废弃物 50 余公斤，同时发放百余份海洋环保宣传手册，惠及千余名市民游客。

On May 29, 2025, an ecological and environmental volunteer service event, organized by the Tianjin Binhai New Area Ecology and Environment Bureau and co-hosted by units including Tianjin Port No. 4 Stevedoring Co., Ltd., was held at Dongjiang Pro-Sea Park. The first 11 founding members established the Binhai New Area Ecological and Environmental Volunteer Alliance. Over 100 employees from state-owned enterprises and community volunteers conducted a beach cleanup along a 400-meter coastline, removing more than 50 kg of waste such as plastic bags and cigarette butts, and distributed over 100 marine environmental protection brochures, benefiting more than 1,000 citizens and tourists.



四公司开展生态保护志愿活动

Tianjin Port No. 4 Stevedoring Co., Ltd. conducting ecological conservation volunteer activities

案例 海洋生态保护增殖放流

Case Marine conservation through stock enhancement

2025 年 7 月，石化码头公司以“守护多样海洋 共创美丽津港”为主题开展增殖放流活动，投放棒花舌鳎鱼苗 30,000 尾，有效助力恢复水生生物种群，强化全员环保意识，推动海洋生态保护与日常环保工作深度融合。

In July 2025, Tianjin Port Petrochemical Terminal Co. Ltd. released 30,000 *Cynoglossus clavatus* fry under the theme "Protecting Ocean Diversity, Building a Beautiful Tianjin Port", aiding aquatic population recovery, raising company-wide environmental awareness, and integrating marine conservation into daily operations.



石化码头增殖放流活动

Stock enhancement activity at Petrochemical Terminal

案例 货场绿化改造与复绿

Case Freight yard greening and re-vegetation

2025 年，远航国际分阶段推进南货场绿化提升改造工程。3 月，完成原南货场生态园改造，改良回填土壤 200 立方米，种植栾树、榆叶梅、海棠树共 80 棵，同步改造 120 平方米微喷灌溉系统、硬化地面 50 平方米，实现荒地复绿美化。11 月，启动南货场辅建区商务通道外绿化升级，改良回填土壤 750 立方米，规模化种植梧桐树、紫薇树等各类苗木及冬青植被，漫撒花种 250 平方米，配套改造 575 平方米微喷灌溉系统、硬化地面 80 平方米。两阶段项目的落地，显著提升了生态园整体绿化覆盖率与环境品质，打造了生态友好的园区空间。

In 2025, Tianjin Port Yuanhang International Ore Terminal Co., Ltd. implemented the South Freight Yard greening upgrade in phases. In March, it renovated the former South Freight Yard eco-park, amending 200 m<sup>3</sup> of backfill soil, planting 80 trees (*Koelreuteria*, *Prunus triloba*, *Malus*), upgrading 120 m<sup>2</sup> of micro-sprinkler irrigation, and paving 50 m<sup>2</sup> of ground—transforming barren land into green space. In November, it initiated greening along the business corridor's auxiliary zone, amending 750 m<sup>3</sup> of soil, planting plane trees, crape myrtles, hollies, and sowing wildflowers across 250 m<sup>2</sup>, plus upgrading 575 m<sup>2</sup> of irrigation and paving 80 m<sup>2</sup>. The two-phase project significantly enhanced the eco-park's green coverage and environmental quality, creating an ecologically friendly campus.



远航国际公司植被修复地

Vegetation restoration site at Tianjin Port Yuanhang International Ore Terminal Co., Ltd.

# 以人为本 构筑美丽幸福津港

## Building a Beautiful and Happy Tianjin Port with People as the Foundation

- 保障员工合法权益  
Protecting Employees' Legitimate Rights and Interests
- 落实员工关怀举措  
Implementing Employee Care Initiatives
- 赋能员工职业发展  
Empowering Employee Career Development
- 贡献社区和谐进步  
Contributing to Harmonious Community Progress

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



# 保障员工合法权益

## Building a Beautiful and Happy Tianjin Port with People as the Foundation

公司立足企业与员工共同成长价值导向，持续完善人力资源体系与激励机制，以多元包容润泽职场，于公平薪酬与关怀福利中涵养动能，在结构优化与协商共治中汇聚力，以有温度的制度支撑企业与员工同频共进。

Guided by the principle of mutual growth between enterprise and employees, the Company continuously refines its HR systems and incentive mechanisms. It fosters an inclusive workplace, cultivates motivation through fair compensation and caring benefits, builds synergy through structural optimization and collaborative governance, and supports shared progress with warm, people-centered policies.

### 员工雇佣

#### Employee Hiring

公司严格遵守《中华人民共和国劳动法》《中华人民共和国劳动合同法》《中华人民共和国就业促进法》《中华人民共和国社会保险法》等法律法规与监管要求，规范开展招聘、录用、考核与劳动关系解除等环节管理，确保用工公平透明、程序合规。持续优化岗位配置与员工结构，倡导平等就业、反对歧视，营造安全有序、充满活力的工作环境，为人才成长与企业发展提供坚实支撑。

The Company strictly complies with the Labor Law of the People's Republic of China, Labor Contract Law of the People's Republic of China, Employment Promotion Law of the People's Republic of China, and Social Insurance Law of the People's Republic of China, standardizing recruitment, onboarding, performance evaluation, and termination processes to ensure fair, transparent, and compliant employment practices. It continuously optimizes job allocation and workforce structure, promotes equal opportunity, opposes discrimination, and cultivates a safe, orderly, and dynamic workplace to support talent development and enterprise growth.

### 多元、公平与包容

#### Diversity, Equity, and Inclusion

公司尊重员工多样性，平等保障女性职工、残疾人等群体在用工、流动与发展中的合法权益。在岗位竞聘、招聘及交流轮岗等环节，坚持以任职条件、绩效表现和岗位匹配度为核心评价标准，不设歧视性限制；通过统一流程、公示和综合测评等机制，确保相关群体享有平等参与晋升机会，推动构建开放、包容的职场文化。

The Company respects workforce diversity and equally safeguards the legitimate rights of women, persons with disabilities, and other groups in employment, mobility, and career development. In recruitment, promotions, and rotations, it evaluates candidates solely on job qualifications, performance, and role fit, without discriminatory barriers; through standardized processes, transparent disclosures, and holistic assessments, it ensures equitable access to advancement opportunities, fostering an open and inclusive workplace culture.

### 2025 年

指标名称 indicator name	数值 Numerical value	单位 Unit
拥有女性员工 Female employees	1,273	人 Persons
女性员工占比 Proportion of female employees	25.81	%
中级管理人员中女性员工占比 Proportion of female employees in middle management	23.01	%
高级管理人员中女性员工占比 Proportion of female employees in senior management	6.93	%
拥有少数民族员工 Ethnic minority employees	173	人 Persons
少数民族员工占比 Proportion of ethnic minority employees	3.51	%

### 员工结构

#### Workforce Composition

截至报告期末

As of the end of the reporting period



员工总数

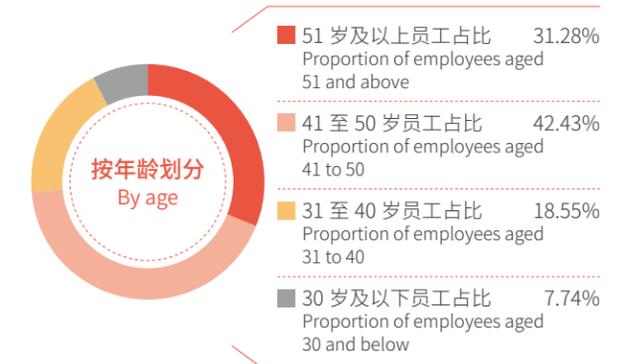
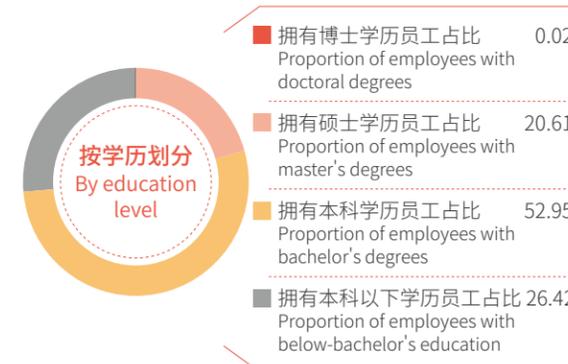
**4,933** 人

Total number of employees 4,933 Persons

劳动合同覆盖率

**100%**

Labor contract coverage rate 100%



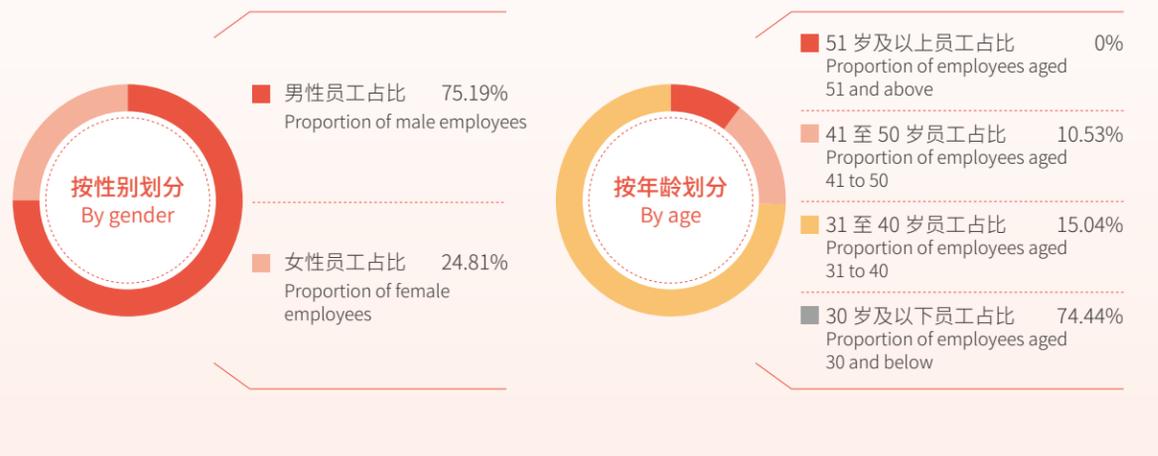
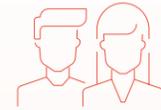
2025 年



新入职员工总数

**133** 人

Total new hires 133 Persons



员工离职总人数

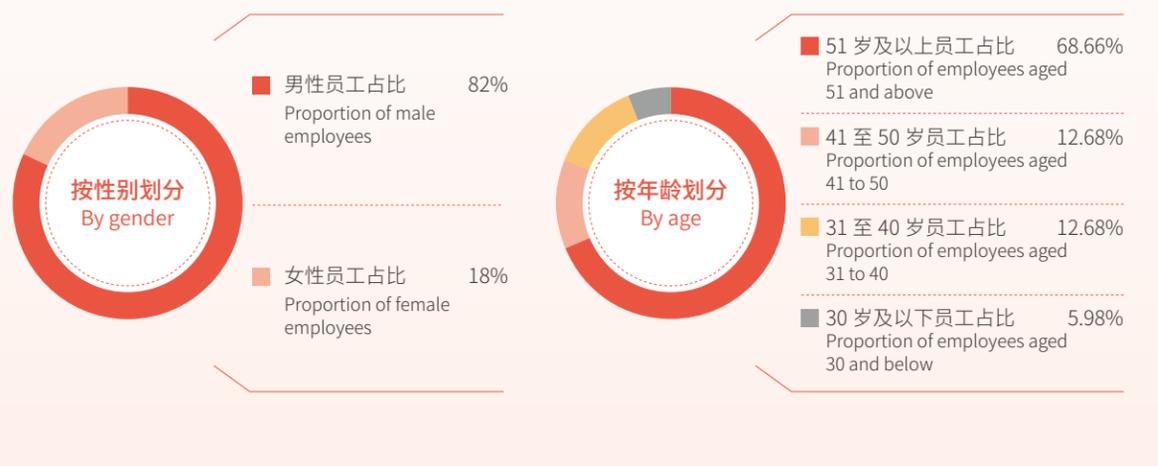
**284** 人

Total number of employee separations 284 Persons

员工总流失率

**5.59%**

Total employee attrition rate 5.59 %



## 民主管理

### Democratic Management

公司持续完善民主管理机制，依法保障员工知情权、参与权和监督权。通过职工代表大会、意见征集等方式，畅通员工参与企业治理和表达诉求的渠道，推动企业重大事项民主决策、规范运行。公司充分发挥工会桥梁纽带作用，积极回应员工关切，维护员工合法权益，不断增强员工的参与感、获得感与归属感。

The Company continued to improve its democratic management mechanism and safeguarded employees' right to know, participate, and supervise in accordance with the law. Through employee representative assemblies, opinion solicitation, and other means, the Company facilitated channels for employees to participate in corporate governance and express their concerns, promoting democratic decision-making and standardized operations on major corporate matters. The Company fully leveraged the trade union's role as a bridge and link, actively responded to employee concerns, protected their legitimate rights and interests, and continuously enhanced their sense of participation, fulfillment, and belonging.



▲ 外理公司设置员工意见箱  
Staff comment box set up at Tianjin Ocean Shipping Tally Co., Ltd.



▲ 远航国际公司召开四届三次职代会联席会  
Tianjin Port Yuanhang International Ore Terminal Co., Ltd. held the joint meeting of the third session of the fourth employee representative assembly

## 落实员工关怀举措

### Implementing Employee Care Initiatives

公司持续强化员工关怀与保障体系建设，坚持关怀导向、温度管理，完善健康、福利、慰问等工作机制，关注一线、贴近实际，努力打造温暖有力的员工支持体系。

The Company continued to strengthen its employee care and support system, adhering to a care-oriented and empathetic management approach, improving mechanisms related to health, welfare, and condolences, focusing on frontline needs and practical realities, and striving to build a warm and robust employee support system.

## 员工薪酬与福利 Employee Compensation and Benefits

公司严格依照《工资管理办法》等制度，实行以岗级工资为基础、津贴补贴、绩效奖金和加班工资相结合的岗位工资制，突出效率优先、兼顾公平和合法合规。依托企业年金实施方案和职业经理人薪酬与业绩考核办法，构建与贡献挂钩的中长期激励约束机制。通过住房货币分配补充住房公积金和本部员工体检管理办法等措施，完善补充养老、住房和健康保障，持续提升员工获得感。

In strict accordance with the Wage Management Measures and other policies, the Company implemented a position-based wage system combining grade-based salaries, allowances, performance bonuses, and overtime pay, prioritizing efficiency while ensuring fairness and legal compliance. Building on the enterprise annuity implementation plan and the remuneration and performance appraisal method for professional managers, the Company established a medium- and long-term incentive and restraint mechanism linked to individual contributions. Through measures such as monetary housing allowances to supplement the housing provident fund and the headquarters' employee health examination management measures, the Company enhanced supplementary pension, housing, and health security, continuously improving employees' sense of fulfillment.

为保障薪酬分配与员工贡献相匹配，公司同步完善与薪酬激励相衔接的绩效管理评价机制，建立员工目标绩效管理，围绕岗位职责和工作目标开展绩效评价，并将结果与薪酬分配、岗位竞聘和培训发展相衔接。同时，公司明确绩效申诉渠道和处理流程，保障员工对绩效考核结果提出异议并获得反馈的权利，维护员工合法权益。

To ensure alignment between compensation and employee contributions, the Company simultaneously refined its performance management and evaluation mechanism integrated with remuneration incentives, established an employee goal-based performance management system, conducted evaluations based on job responsibilities and objectives, and linked outcomes to compensation, internal recruitment, and training development. Meanwhile, the Company clarified performance grievance channels and procedures, guaranteeing employees the right to challenge appraisal results and receive feedback, thereby safeguarding their legitimate rights and interests.

公司持续完善员工福利保障体系，稳步提升员工获得感与幸福感。报告期内，根据员工薪酬变化情况，动态调整社会保险、企业年金及住房公积金缴存基数，确保各项保障依法合规、足额落实；同步优化薪酬与绩效管理机制，强化激励约束导向。围绕员工健康保障需求，公司持续完善医疗保障政策，组织开展年度健康体检，并落实退休职工慰问等关怀举措，不断增强员工归属感与凝聚力，推动企业发展成果更好地惠及员工。

The Company continued to enhance its employee welfare and support system, steadily improving employees' sense of fulfillment and well-being. During the reporting period, the Company dynamically adjusted the contribution bases for social insurance, enterprise annuity, and housing provident fund in line with changes in employee compensation, ensuring all benefits were fully and legally implemented; it also optimized the remuneration and performance management mechanism to reinforce incentive and restraint orientation. Addressing employee health protection needs, the Company continuously improved medical insurance policies, organized annual health check-ups, and implemented care measures such as condolences for retired employees, thereby strengthening employees' sense of belonging and cohesion and ensuring that corporate development outcomes better benefit staff.

### 案例 Case

#### 开展在职职工重大疾病及住院互助保障参保工作 Launching mutual assistance insurance for in-service employees covering critical illness and hospitalization

公司各单位持续完善员工健康保障体系，通过组织职工参加“在职职工重大疾病及住院互助保障”项目，为员工面临重大疾病或住院治疗时提供互助性经济支持，减轻个人及家庭医疗负担，增强职工对企业的情感信任与安全感。2025年初，太平洋国际公司和远航国际码头公司分别完成参保及缴费手续，共惠及近600名在职职工，实现健康风险兜底机制在基层单位的落地实施，在温度与制度并重的关怀中筑牢员工安全感。

Units across the Company continued to enhance the employee health protection system by enrolling staff in the "Mutual Assistance Protection for In-Service Employees Covering Critical Illness and Hospitalization" program, providing mutual financial support during critical illness or hospitalization, reducing personal and family medical burdens, and strengthening employees' emotional trust and sense of security toward the Company. At the beginning of 2025, Tianjin Port Pacific International Container Terminal Co., Ltd. and Tianjin Port Yuanhang International Ore Terminal Co., Ltd. completed enrollment and payment procedures, benefiting nearly 600 in-service employees and implementing the health risk safety-net mechanism at grassroots units, reinforcing employee security through a balanced blend of empathy and institutional care.

### 案例 Case

#### 普惠慰问行动—让暖心支持抵达一线日常 Inclusive condolence action – delivering warm support to frontline daily life

公司各单位结合季节特点和一线岗位实际需求，持续开展普惠性慰问与暖心关怀举措，为一线员工送去节日物资、健康用品和工作生活必需品，以实际行动传递温度与支持。通过组织物资发放、现场慰问与互动交流等方式，让关怀真正抵达一线、落在日常，持续营造有温度的港区文化和稳健向上的工作氛围。

Based on seasonal characteristics and actual frontline needs, units across the Company consistently carried out inclusive condolence and caring initiatives, delivering holiday supplies, health products, and essential work-life items to frontline staff, conveying warmth and support through concrete actions. Through material distribution, on-site visits, and interactive exchanges, care was genuinely delivered to the frontline and embedded in daily routines, continuously fostering a warm port culture and a stable, uplifting work environment.



▲ 太平洋国际公司组织开展节日普惠慰问  
Tianjin Port Pacific International Container Terminal Co., Ltd. organized holiday inclusive condolences



▲ 四公司发放常用健康用品  
Tianjin Port No. 4 Stevedoring Co., Ltd. distributed common health supplies

**案例** 女性员工关爱在行动  
Case Women employees care in action

公司各单位积极落实女性友好型职场建设要求，围绕健康守护与人文关怀持续开展主题活动，通过女性健康讲座、“三八”节特色活动等形式，提升女性职工参与度、幸福感与归属感，营造尊重、理解与关爱的良好氛围，让“她力量”在企业发展中更具温度与价值。

Units across the Company actively implemented requirements for building a women-friendly workplace, continuously organizing thematic activities centered on health protection and humanistic care—such as women's health seminars and special International Working Women's Day events—to enhance female employees' participation, happiness, and sense of belonging, foster an atmosphere of respect, understanding, and care, and empower "Her Power" with greater warmth and value in corporate development.



▲ 外理公司举办“蕙美暖春”女性健康讲座  
Tianjin Ocean Shipping Tally Co., Ltd. held the "Elegance and Warmth in Spring" women's health seminar



▲ 集装箱公司举办“三八”节手工DIY养生锤制作活动  
Tianjin Port Container Terminal Co., Ltd. held the International Working Women's Day festival Handmade DIY wellness hammer crafting activity



▲ 物流发展公司举办“巧手织风华 帽美映初心”女职工“三八”节活动  
Tianjin Port Logistics Development Co., Ltd. held the "Skillful Hands Weave Elegance, Hats Reflect Original Aspirations" Women's Day event for female employees



▲ 滚装码头公司举办“春暖花开，美好如你”妇女节活动  
Tianjin Port RO-RO Terminal Co., Ltd. organized the "Spring Blooms, Beautiful as You" Women's Day activity

**员工活动**  
Employee Activities

公司持续推进员工文化建设，组织开展多样化互动项目，形成公开参与、协作共进的良好氛围，促进沟通融合与团队稳定。通过提升职场体验与情绪支持感受，强化组织温度与人文底色，推动员工成长与企业发展的同频共进。

The Company continued to advance employee cultural development by organizing diverse interactive programs, fostering an atmosphere of open participation and collaborative progress, and enhancing communication, integration, and team stability. By enhancing workplace experience and emotional support, the Company reinforced organizational warmth and humanistic values, aligning employee growth with corporate development.



▲ 远航国际公司举办“远航杯”乒乓球团体赛  
Tianjin Port Yuanhang International Ore Terminal Co., Ltd. hosted the "Yuanhang Cup" table tennis team tournament



太平洋国际公司举办沙滩趣味运动会  
Tianjin Port Pacific International Container Terminal Co., Ltd. hosted a beach fun sports day



外理公司举办电子竞技大赛  
Tianjin Ocean Shipping Tally Co., Ltd. hosted an e-sports competition



▲ 物流发展公司开展“迎十一奋进杯”团体活动  
Tianjin Port Logistics Development Co., Ltd. carried out the "Welcome National Day - Endeavor Cup" group activity

# 赋能员工职业发展

## Empowering Employee Career Development

公司坚持人才强企导向，完善员工成长支持体系，优化职业发展路径与能力提升机制，强化培养、使用与激励协同联动，推动员工与企业共同进步、双向成就。

Adhering to a talent-driven enterprise strategy, the Company enhanced its employee growth support system, optimized career pathways and capability development mechanisms, strengthened the synergy among cultivation, deployment, and incentives, and promoted mutual advancement and shared success between employees and the organization.

### 人才培养体系

#### Talent Development System

公司坚持人才强企、人才强港战略，紧扣建设世界一流绿色智慧枢纽港口目标，围绕管理、技术、技能三支队伍一体谋划，系统推进“一三五七”人才工作方略和中长期人才队伍建设实施方案，持续优化岗位结构和人才梯队布局，打通员工成长路径。通过实施“津港专家工程”“津港工匠工程”等品牌工程，推动形成管理与技术“双通道”发展格局。同时，依托“新八级工”技能等级体系，支持员工在专业精进、技能提升及岗位发展方面实现梯度跃升，增强员工的获得感与发展空间。

The Company adhered to its "Talent-strengthened Enterprise and Port" strategy, closely aligned with the goal of building a world-class green, smart hub port. It holistically planned for management, technical, and skilled talent teams, systematically advancing the "1357" talent strategy and the medium- to long-term talent team development plan, continuously optimizing position structures and talent pipeline layouts, and creating clear pathways for employee growth. Through branded initiatives such as the "Tianjin Port Expert Program" and "Tianjin Port Artisan Program", the Company promoted a dual-track development model for management and technical careers. Additionally, leveraging the "New Eight-Level Worker" skill grading system, the Company supported employees in achieving progressive advancement in professional expertise, skill enhancement, and career progression, thereby increasing their sense of fulfillment and development opportunities.

### 培训管理机制

#### Training Management Mechanism

##### 教育培训工作原则 Principles of education and training



坚持服务大局、按需培训  
Serve the overall strategic priorities and deliver training based on needs



坚持分级分类、全员培训  
Implement tiered and categorized training for all employees



坚持联系实际、学以致用  
Link training to real-world practice and emphasize application

2025 年，公司印发《天津港股份有限公司教育培训管理规定》，明确人力资源部统筹牵头，各职能部门和所属单位分工协同，建立从需求调研、年度计划、方案策划到效果评估的全流程闭环管理机制。围绕集团三级培训体系，公司统筹开展中层管理人员、专业技术人员、高技能员工、新入职员工等分层分类培训，覆盖专业知识更新、管理素质提升、法律法规、企业文化及岗位技能等内容，并将培训计划完成情况 and 培训结果纳入年度考核，作为员工岗位调整、聘任和晋升的重要参考依据。报告期内，员工培训支出投入超 875 万元。

In 2025, the Company issued the Regulations on Education and Training Management of Tianjin Port Holdings Co., Ltd., designating the Human Resources Department as the lead coordinator, with functional departments and subsidiaries collaborating in a closed-loop management mechanism covering needs assessment, annual planning, program design, and effectiveness evaluation. Aligning with the Group's three-tier training system, the Company coordinated layered and segmented training for middle managers, professional and technical staff, high-skilled workers, and new hires, covering professional knowledge updates, management competency enhancement, laws and regulations, corporate culture, and job-specific skills. Completion rates and training outcomes were incorporated into annual performance reviews and used as key references for position adjustments, appointments, and promotions. During the reporting period, total training expenditure amounted to over 8.75 million yuan.

指标名称 Indicator name	数值 Numerical value	单位 Unit
<b>全年培训总人次</b> Total number of training participants in the year	8,720	人次 Person-times
<b>按性别划分</b> By gender		
男性员工接受培训的总人次 Total number of training participants among male employees	6,484	人次 Person-times
女性员工接受培训的总人次 Total number of training participants among female employees	2,236	人次 Person-times
<b>按职级划分</b> By rank		
基层员工接受培训的总人次 Total number of training participants among grassroots employees	7,755	人次 Person-times
中级管理层员工接受培训的总人次 Total number of training participants among middle management employees	848	人次 Person-times
高级管理层员工接受培训的总人次 Total number of training participants among senior management employees	107	人次 Person-times
<b>培训考核总体通过率</b> Overall pass rate of training assessments		
<b>按性别划分</b> By gender		
男性员工培训考核通过率 Pass rate of training assessments for male employees	97	%
女性员工培训考核通过率 Pass rate of training assessments for female employees	99	%
<b>按职级划分</b> By rank		
基层员工培训考核通过率 Pass rate of training assessments for grassroots employees	96	%
中级管理层员工培训考核通过率 Pass rate of training assessments for middle management employees	99	%
高级管理层员工培训考核通过率 Pass rate of training assessments for senior management employees	100	%

## 畅通晋升渠道 Smooth Promotion Channels

公司持续关注员工职业发展与能力提升，健全岗位管理体系与多元化发展通道，明确岗位设置、人员配置与调整流程，通过评选推荐、聘任解聘、任期管理与考核等机制，进一步畅通专业技术人才发展路径，支持员工在不同专业方向和管理序列中实现成长与晋升。

The Company consistently focused on employee career development and capability enhancement, strengthening its position management system and diversified career pathways. It clarified processes for position establishment, staffing, and adjustments, and further streamlined development paths for professional and technical talent through mechanisms such as selection and recommendation, appointment and dismissal, term-based management, and performance evaluation, enabling employees to grow and advance across various professional tracks and management sequences.

## 贡献社区和谐进步 Contributing to Harmonious Community Progress

公司坚持履行社会责任，践行公益理念，围绕社区关怀、志愿服务、乡村振兴等方向持续开展实践行动，通过多元化参与和稳步投入，汇聚向善力量，以实际行动融入社会发展、服务民生福祉。

The Company upheld its social responsibility and public welfare ethos, continuously implementing initiatives in community care, volunteer service, and rural revitalization. Through diversified engagement and steady investment, it harnessed forces for good, integrating into societal development and serving public well-being through concrete actions.

## 社会贡献 Social Contribution

公司坚持贯彻落实总书记关于学雷锋志愿服务工作一系列重要指示精神，积极培育和践行社会主义核心价值观，大力弘扬“奉献、友爱、互助、进步”的志愿精神，以责任发展回馈社会，通过志愿服务、爱心公益等举措传递温暖，让企业成长与社会进步同行。报告期内，公司及所属企业积极践行志愿服务活动，彰显国企的社会责任担当。其中，股份公司“暖阳润心 双互同行”志愿服务项目等 7 个项目被认定为集团优秀志愿服务项目。

The Company remains committed to implementing the General Secretary's important instructions on Lei Feng-inspired volunteer service, actively cultivates and practices core socialist values, and vigorously promotes the volunteer spirit of "Dedication, Friendship, Mutual Assistance, and Progress". Through responsible development, volunteer service, and charitable initiatives, it gives back to society and ensures corporate growth advances in step with social progress. During the reporting period, the Company and its affiliated enterprises actively engaged in volunteer service activities, demonstrating the social responsibility of a state-owned enterprise. Among them, seven projects—including the Company's "Warm Sun, Nurturing Hearts, Mutual Companionship" volunteer service project—were recognized as outstanding volunteer service projects by the Group.

### 案例 Case 霜降送温暖志愿行动 Frost Descent warmth-delivery volunteer action

2025 年 10 月，物流发展公司团委“多 young 物流”志愿服务队走进滨海新区阳光家园启智托养院，开展“霜降送温暖，爱心暖阳光”公益慰问活动，通过捐赠应季物资和文具、陪伴儿童手工互动及力所能及的义务劳动，为残障儿童送去关怀与温暖。活动由公司党委、工会联合推动，充分展现青年员工的责任担当，促进港企与社区公益资源联动，传递向善力量，营造扶弱助残的良好社会氛围。

In October 2025, the "MultiYoung Logistics" volunteer team from the Youth League Committee of Tianjin Port Logistics Development Co., Ltd. visited Qizhi Nursing Home in Binhai New Area, conducting the "Frost Descent Delivers Warmth, Love

Warms Sunshine" charity visit. Through donations of seasonal supplies and stationery, hands-on craft activities with children, and voluntary labor within their capacity, they brought care and warmth to children with disabilities. Jointly organized by the Company's Party Committee and Trade Union, the event fully demonstrated young employees' sense of responsibility, fostered collaboration between port enterprises and community public welfare resources, conveyed positive social values, and cultivated an inclusive atmosphere supporting vulnerable groups and persons with disabilities.



**案例** 青年志愿服务赋能绿色港口建设  
Case Youth volunteering enables green port construction

2025 年，滚装码头公司深耕“青  
心滚装”志愿服务品牌，聚焦“服  
务企业 + 服务社会”双主线赋能  
港口高质量发展。团员青年积极  
参与全国首艘绿色甲醇动力滚装  
船加注仪式现场志愿服务，在秩  
序引导、流程对接、科普讲解等  
环节提供支持；同步面向公众开  
展绿色低碳理念宣讲与港口科普  
活动，以专业素养展现青年力量。  
全年累计 60 余人次参与，推动绿  
色港口理念走近社会公众。

In 2025, Tianjin Port RO-RO Terminal  
Co., Ltd. deepened its "Qingxin  
Ro-Ro" volunteer brand, focusing  
on the dual pillars of "Serving  
The Enterprise + Serving Society"  
to empower high-quality port  
development. League members  
and young employees actively  
participated in on-site volunteer  
services for China's first green  
methanol-powered ro-ro vessel  
bunkering ceremony, providing  
support in crowd management,  
process coordination, and  
science communication; they also  
conducted public outreach on  
green and low-carbon concepts  
and port-related science education,  
demonstrating youth strength  
through professional competence.  
Over 60 person-times participated  
throughout the year, bringing the  
concept of green ports closer to the  
public.



▲ 加注仪式现场志愿服务  
Volunteer service at the bunkering ceremony



▲ 港口科普宣讲活动  
Port science communication activities

**乡村振兴**  
Rural Revitalization

公司深入贯彻落实乡村振兴战略部署，充分发挥国有企业示范引领作用，围绕产业振兴、消费帮扶等重点方向，持续加大资源投入和帮扶力度，推动乡村特色产业发展壮大，切实将企业优势转化为乡村振兴的发展动能。

The Company thoroughly implemented national rural revitalization strategies, fully leveraging its role as a state-owned enterprise to lead by example. Focusing on industrial revitalization and consumption-based assistance, it continuously increased resource allocation and support, driving the growth of rural specialty industries and effectively converting corporate strengths into developmental momentum for rural revitalization.

**案例** 以乡村消费帮扶激发区域产业内生动力  
Case Stimulating endogenous regional industrial growth through rural consumption-based assistance

2025 年 9 月，集装箱公司积极响应国家乡村振兴战略，践行“以购代扶、以买代帮”理念，自主开展消费帮扶行动，直接采购湖南安化地区茶叶产品支持当地特色产业销售，以实际行动助力乡村特色产业拓宽销售渠道，带动茶农增收，推动“企业参与—产业发展—农户受益”的良性循环，为乡村振兴贡献港口力量。

In September 2025, Container International actively responded to the national rural revitalization strategy by embracing the "Purchase-to-assist, Buy-to-help" approach. It independently launched a consumption-based assistance initiative, directly procuring tea products from Anhua, Hunan, to support local specialty industry sales. This concrete action helped rural businesses expand market access, increased tea farmers' incomes, and advanced a virtuous cycle of "Enterprise Participation-Industry Development-Farmer Benefits", contributing port-led strength to rural revitalization.



# ESG 绩效表

## ESG Performance Table

### 经济绩效

#### Economic performance

指标名称 Indicator name	单位 Unit	2025	2024	2023
营业收入 Operating revenue	亿元 RMB 100mn	127.92	120.70	117.04
归属于上市公司股东的净利润 Net profit attributable to shareholders of the listed company	亿元 RMB 100mn	9.81	9.94	9.82
资产总额 Total assets	亿元 RMB 100mn	357.60	360.19	350.78
现金分红总额 Total cash dividends	亿元 RMB 100mn	2.95 <sup>1</sup>	3.01	2.95
每 10 股派息数 (含税) Dividend payout per 10 shares (including tax)	元 Yuan	1.02 <sup>1</sup>	1.04	1.02
稀释每股收益 Diluted earnings per share	元 / 股 Yuan per share	0.34	0.34	0.34
加权平均净资产收益率 ROE	% %	4.98	5.23	5.37
全年完成货物吞吐量 Total cargo throughput for the year	亿吨 100 million tonnes	4.57	4.53	4.45
集装箱吞吐量 Container throughput	万标准箱 TEUs	2,081	2,047	2,002

<sup>1</sup>公司 2025 年度拟发放现金分红 2.95 亿元, 每 10 股派息 1.02 元, 分红方案尚未经过股东会审议批准, 实际分红数据以股东会决议为准。

<sup>1</sup> The company plans to pay a total cash dividend of 295 million yuan in 2025, a dividend of 1.02 yuan per share. The dividend plan has not been reviewed by the General Meeting of Shareholder. 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	2025	2024	2023
<b>公司治理 Corporate governance</b>				
董事会规模 Board size	人 Persons	9	9	9
独立董事人数 Number of independent directors	人 Persons	4	4	4
女性董事人数 Number of female directors	人 Persons	1	1	1
股东会召开次数 Number of Shareholders' Meetings	次 Times	2	2	2
董事会会议次数 Number of Board of Directors meetings	次 Times	8	10	10
监事会会议次数 Number of Board of Supervisors meetings	次 Times	2	5	5
董事会各类委员会会议次数 Number of meetings of various committees of the Board of Directors	次 Times	16	16	16
<b>内控合规与风险管理 Internal control compliance and risk management</b>				
合规管理与风险防控培训场次 Compliance management and risk prevention training sessions	场 Sessions	1	1	1
<b>反商业贿赂与反贪污 Anti-commercial bribery and anti-corruption</b>				
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 awareness campaigns	% %	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 Sessions	135	138	272
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	小时 Hours	172.21	192.5	217.7

指标名称 Indicator Name	单位 Unit	2025	2024	2023
<b>Investor rights protection</b>				
定期公告披露数量 Number of regular announcements disclosed	则 Times	4	4	4
临时公告披露数量 Temporary announcement disclosure quantity	则 Times	35	35	44
业绩说明会召开场次 Performance briefing sessions held	场 Sessions	3	3	3
投资者交流活动开展场次 Investor relationship activities held in sessions	场 Sessions	7	17	9
接待投资者人次 Reception of investors	人次 Person-times	34	126	48
收到并回答投资者问题数量 Number of investor questions received and answered	个 Pcs	64	156	86
投资者提问回答率 Investor response rate to questions	% %	100	100	98.85

## 环境绩效 Environmental performance

指标名称 Indicator Name	单位 Unit	2025	2024	2023
<b>应对气候变化 Climate change response</b>				
范围一温室气体排放量 Scope 1 greenhouse gas emissions	吨二氧化碳当量 Tonnes of carbon dioxide equivalent	34,682	44,102	50,529
范围二温室气体排放量 Scope 2 greenhouse gas emissions	吨二氧化碳当量 Tonnes of carbon dioxide equivalent	150,779	155,442	178,465
运营边界内（范围一 + 范围二）温室气体排放量 Greenhouse gas emissions within the operational boundary (Scope 1 + Scope 2)	吨二氧化碳当量 Tonnes of carbon dioxide equivalent	185,461	199,544	228,994

指标名称 Indicator Name	单位 Unit	2025	2024	2023
范围三温室气体排放量（类别 6、7） Scope 3 greenhouse gas emissions (categories 6, 7)	吨二氧化碳当量 Tonnes of carbon dioxide equivalent	4,265	4,434	未统计 Not reported
<b>污染物排放 Pollutant emissions</b>				
废水排放总量 <sup>2</sup> Total amount of wastewater discharge	吨 Tonnes	250,315	285,082	324,744
入海排口水质达标率 Water quality compliance rate of marine discharge outlets	% %	100	100	100
厂界噪声达标率 Noise compliance rate at facility boundary	% %	100	100	100
<b>废弃物处理 Waste management</b>				
可回收废弃物排放总量 Total recyclable waste generated	吨 Tonnes	4,661.4	3,503.3	2,225
一般固体废弃物排放总量 Total general solid waste generated	吨 Tonnes	7,016.6	8,563.6	6,100
危险废弃物排放总量 Total hazardous waste generated	吨 Tonnes	249	197	149
危险废物处置率 Hazardous waste disposal rate	% %	100	100	100
<b>环境合规管理 Environmental compliance management</b>				
环保总投入 Total investment in environmental protection	亿元 RMB 100mn	1.59	2.13	1.81
环境违法违规事件数 Number of environmental violations and irregularities	件 Cases	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 Cases	0	0	0
环境应急培训开展次数 Number of environmental emergency training sessions conducted	次 Times	40	39	26
环境应急培训参与人次 Number of participants in environmental emergency training	人次 Person-times	3,872	1,740	368

<sup>2</sup> 废水排放总量：本年度数据不包含公司自行处理的废水，同时 2023 年和 2024 年统计口径与本年度保持一致。

<sup>2</sup>Total wastewater discharge: The current year's data excludes wastewater treated internally by the Company, and the statistical scope for 2023 and 2024 remains consistent with that of the current year.

指标名称 Indicator Name	单位 Unit	2025	2024	2023
环境应急演练开展次数 Number of environmental emergency drills conducted	次 Times	35	59	34
环境应急演练参与人次 Number of participants in environmental emergency drills	人次 Person-times	569	1,143	317
开展环保检查 Conduct environmental inspections	次 Times	429	188	未统计 Not reported
<b>能源利用 Energy utilization</b>				
天然气消耗量 Natural gas consumption	立方米 Cubic meters	0	17,036	28,106
液化天然气消耗量 Liquefied gas consumption	吨 Tonnes	849	852	1,244
煤消耗量 Coal consumption	吨 Tonnes	0	0	0
柴油消耗量 Diesel consumption	吨 Tonnes	10,337	13,259	14,907
汽油消耗量 Gasoline consumption	吨 Tonnes	63	85	101
外购热力总量 Total amount of purchased heat	百万千焦 GJ	3,636	3,636	4,938
外购电力总量 Total amount of purchased electricity	万千瓦时 10,000 kWh	21,358	21,080	20,120
直接能源总消耗量 Total direct energy consumption	吨标煤 Tonnes of standard coal	16,648	20,967	24,096
间接能源总消耗量 Total indirect energy consumption	吨标煤 Tonnes of standard coal	26,373	26,001	24,876
能源消耗总量 Total energy consumption	吨标煤 Tonnes of standard coal	43,021	46,968	48,972
总能耗强度 Total energy consumption intensity	吨标煤 / 万元 Tonnes of standard coal / ten thousand yuan	0.034	0.039	0.042
清洁能源消耗量 Clean energy consumption	吨标煤 Tonnes of standard coal	11,248	15,913	11,533

指标名称 Indicator Name	单位 Unit	2025	2024	2023
新能源动力车辆配套设施数量 Number of supporting facilities for new energy vehicles	个 Pcs	142	111	71
<b>水资源利用 Water resources utilization</b>				
新鲜水取水总量 Total fresh water intake	吨 Tonnes	3,104,143	2,937,943	2,648,855
雨水收集使用量 Rainwater collection usage	吨 Tonnes	2,523,903	1,750,892	1,181,911
循环水 / 再生水使用量 Usage of recycled water/reclaimed water	吨 Tonnes	2,619,231	1,240,167	1,267,263
港口区域节水设施节水量 Water saved by water-saving facilities in port areas	吨 Tonnes	769,173	534,713	333,034
办公区域节水设施节水量 Water saved by water-saving facilities in office areas	吨 Tonnes	5,552	50,358	30,432
总耗水量（新鲜水取水总量 + 循环水总量 - 废水排放总量） Total water consumption (total fresh water intake + total recycled water - total wastewater discharge)	吨 Tonnes	5,473,059	3,893,028	3,591,374
<b>生态系统和生物多样性保护数据 Ecosystem and biodiversity conservation data</b>				
生态系统和生物多样性保护资金投入 Investments in ecosystem and biodiversity conservation	万元 Ten thousand yuan	370.76	未统计 Not reported	未统计 Not reported
运营区域内绿化面积 Greening area in the operational area	平方米 Square meters	591,561	540,000	673,200
运营区域内植树棵树 Number of trees planted in the operational area	棵 Trees	290,049	390,000	319,000

## 社会绩效 Social performance

指标名称 Indicator Name	单位 Unit	2025	2024	2023	
<b>社会贡献 Social contribution</b>					
员工志愿活动参与总人数 Total number of employee volunteers	人 Persons	243	78	316	
员工志愿活动人均参与时长 Average volunteer hours per employee	小时 Hours	1,830	120	117.63	
<b>创新驱动 Innovation-driven development</b>					
研发人员总数 Total number of R&D personnel	人 Persons	584	579	547	
研发投入总额 Total R&D investment	万元 Ten thousand yuan	9,734.88	9,507.07	9,306.49	
持有专利数量 Number of patents held	件 Cases	456	425	385	
持有软件著作权数量 Number of software copyrights held	件 Cases	54	51	31	
年度新申请专利数量 Annual number of new patent applications	件 Cases	88	66	70	
年度新授权专利数量 Annual number of newly granted patents	件 Cases	40	49	57	
<b>产品和服务安全与质量 Product and service safety and quality</b>					
客户总体满意度 Overall customer satisfaction	% %	99.7	99.0	96.0	
<b>雇佣 Employment</b>					
员工总数 Total number of employees	人 Persons	4,933	5,084	5,395	
按性别划分 By gender	男性员工总数 Total number of male employees	人 Persons	3,660	3,792	4,067
	男性员工占比 Proportion of male employees	% %	74.19	74.59	75.38

指标名称 Indicator Name	单位 Unit	2025	2024	2023	
按性别划分 Divided by gender	女性员工总数 Total number of female employees	人 Persons	1,273	1,292	1,328
	女性员工占比 Proportion of female employees	% %	25.81	25.41	24.62
按雇佣类型划分 By type of employment	劳动合同制员工总数 Total number of employees under labor contracts	人 Persons	4,933	5,084	5,395
	劳动合同制员工占比 Proportion of employees under labor contracts	% %	100	100	100
	其他雇佣类型员工总数 Total number of employees under other employment types	人 Persons	0	0	0
	其他雇佣类型员工占比 Proportion of employees under other employment types	% %	0	0	0
按年龄划分 By age	51岁及以上员工总数 Total number of employees aged 51 and above	人 Persons	1,543	1,644	1,806
	51岁及以上员工占比 Proportion of employees aged 51 and above	% %	31.28	32.34	33.48
	41岁至50岁员工总数 Total number of employees aged 41 to 50	人 Persons	2,093	1,962	1,787
	41岁至50岁员工占比 Proportion of employees aged 41 to 50	% %	42.43	38.59	33.12
	31岁至40岁员工总数 Total number of employees aged 31 to 40	人 Persons	915	1,145	1,485
	31岁至40岁员工占比 Proportion of employees aged 31 to 40	% %	18.55	22.52	27.53
	30岁及以下员工总数 Total number of employees aged 30 and below	人 Persons	382	333	317
	30岁及以下员工占比 Proportion of employees aged 30 and below	% %	7.74	6.55	5.88

指标名称 Indicator Name		单位 Unit	2025	2024	2023
按学历划分 By education level	拥有博士学位员工总数 Total number of employees with doctoral degrees	人 Persons	1	0	3
	拥有博士学位员工占比 Proportion of employees with doctoral degrees	% %	0.02	0.00	0.06
	拥有硕士学位员工总数 Total number of employees with a master's degree	人 Persons	1,017	995	997
	拥有硕士学位员工占比 Proportion of employees with master's degrees	% %	20.61	19.57	18.48
	拥有本科学历员工总数 Total number of employees with a bachelor's degree	人 Persons	2,612	2,625	2,581
	拥有本科学历员工占比 Proportion of employees with bachelor's degrees	% %	52.95	51.63	47.84
	拥有本科以下学历员工总数 Total number of employees with education below bachelor's level	人 Persons	1,303	1,464	1,814
	拥有本科以下学历员工占比 Proportion of employees with below-bachelor's education	% %	26.42	28.8	33.62
按雇员类别划分 By type of employee	基层员工总数 Total number of grassroots employees	人 Persons	3,963	4,124	4,451
	基层员工占比 Proportion of frontline employees	% %	80.34	81.12	82.50
	中级管理层员工总数 Total number of middle management employees	人 Persons	869	847	823
	中级管理层员工占比 Proportion of mid-level management employees	% %	17.62	16.66	15.25

指标名称 Indicator Name		单位 Unit	2025	2024	2023
按雇员类别划分 By type of employee	其中：中级管理层女性员工总数 Among them: total number of female employees in middle management	人 Persons	200	196	174
	其中：中级管理层女性员工占比 Among them: proportion of female employees in middle management	% %	23.01	23.14	21.14
	高级管理层员工总数 Total number of senior management employees	人 Persons	101	113	121
	高级管理层员工占比 Proportion of senior management employees	% %	2.05	2.22	2.24
	其中：高级管理层女性员工总数 Among them: total number of female employees in senior management	人 Persons	7	6	6
	其中：高级管理层女性员工占比 Among them: proportion of female employees in senior management	% %	6.93	5.31	4.96
	残疾人保障金缴纳总额 Total payment amount of disability protection fund	万元 Ten thousand yuan	637.83	701.92	672.80
	残障人士雇佣总数 Total employment of persons with disabilities	人 Persons	24	26	43
<b>员工权益与福利保障 Employee rights and welfare protection</b>					
劳动合同签订比例 Proportion of labor contracts signed	% %	100	100	100	
员工薪酬总投入 Total investment in employee compensation	万元 Ten thousand yuan	101,042.83	101,800.27	99,914.27	
员工福利投入 Employee welfare investment	万元 Ten thousand yuan	6,654.82	9,330.46	8,082.39	
已享受育儿假的员工总数 Total number of employees who have taken parental leave	人 Persons	157	74	74	

指标名称 Indicator Name	单位 Unit	2025	2024	2023
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 Persons	82	31	29
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 Persons	75	43	53
有权享受育儿假的员工总数 Total number of employees entitled to parental leave	人 Persons	761	257	648
育儿假结束后返岗员工总数 Total number of employees returning to work after parental leave	人 Persons	129	53	70
育儿假结束后返岗且 12 个月后仍在职工总数 Total number of employees who returned to work after parental leave and remained employed after 12 months	人 Persons	131	56	74
育儿假员工返岗率 Return-to-work rate of employees on parental leave	% %	100	100	100
育儿假员工留存率 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 Times	31	40	40
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-times	1,896	1,800	2,023
<b>员工培训与发展 Employee training and development</b>				
员工培训总人次 Total number of employee training participants	人次 Person-times	8,720	8,826	8,978
按性别划分 By gender				
男性员工培训总人次 Total number of training participants among male employees	人次 Person-times	6,484	6,628	6,992
女性员工培训总人次 Total number of training participants among female employees	人次 Person-times	2,236	2,198	1,986

指标名称 Indicator Name	单位 Unit	2025	2024	2023
基层员工培训总人次 Total number of training participants among grassroots employees	人次 Person-times	7,755	7,849	8,043
按雇员类别划分 By type of employee				
中级管理层员工培训总人次 Total number of training participants among middle management employees	人次 Person-times	848	858	813
高级管理层员工培训总人次 Total number of training participants among senior management employees	人次 Person-times	107	119	122
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	次 Times	3	6	6
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-times	413	418	123
<b>职业健康与安全 Occupational health and safety</b>				
安全生产投入总额 Total investment in work safety	亿元 RMB 100mn	0.96	0.89	0.90
安全生产培训开展次数 Number of work safety training sessions conducted	次 Times	1,105	1,226	754
安全生产培训参与人次 Number of participants in work safety training	人次 Person-times	154,162	144,414	86,040
应急事件演练数 Number of emergency event drills	次 Times	487	1,433	941
应急事件演练参与人次 Number of participants in emergency drills	人次 Person-times	7,580	14,404	11,967
安全生产装备维护投入总额 Total investment in maintenance of work safety equipment	万元 Ten thousand yuan	3134.9	2,250.3	2,317.3

指标名称 Indicator Name	单位 Unit	2025	2024	2023
职业病新增病例 New cases of occupational diseases	例 Cases	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 Persons	2,203	700	1,072
风险岗位职业病体检覆盖率 Coverage rate of occupational disease physical examination for high-risk positions	% %	100	100	100
职业健康培训总时长 Total duration of occupational health training	学时 Training hours	20,186	4,550	4,604
职业健康培训参与人次 Number of participants in occupational health training	人次 Person-times	7,339	5,997	5,372
特别重大事故发生数 Number of particularly serious accidents	次 Times	0	0	0
重大事故发生数 Number of major accidents	次 Times	0	0	0
较大事故发生数 Number of significant accidents	次 Times	1	0	0
一般事故发生数 Number of general accidents	次 Times	0	0	0
员工伤亡人数 Number of employee casualties	人 Persons	0	0	0
<b>民主管理 Democratic management</b>				
职工代表大会召开次数 Number of employee representative assemblies held	次 Times	56	47	40
职工代表大会参与人次 Number of participants in employee representative assemblies	人次 Person-times	2,831	1,739	2,668

## 对标索引

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强化创新驱动发展 Strengthening innovation-driven development	创新驱动 Innovation-driven development 科技伦理：公司主营业务不涉及可能引发科技伦理争议的相关科研或应用活动。报告期内，公司未开展需进行科技伦理审查的项目，不存在因科技伦理问题受到监管处罚或调查的情形。 Technology ethics: The Company's core business does not involve research or application activities that could raise technology ethics concerns. During the reporting period, the Company did not undertake any projects requiring technology ethics review and was not subject to any regulatory penalties or investigations related to technology ethics issues.	
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构建可持续供应链 Building a sustainable supply chain	供应链安全、平等对待中小企业 Supply chain security, equal treatment of small and medium-sized enterprises	308-1, 308-2, 414-1, 414-2

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）》 Self-Regulatory Guidelines for Listed Companies of Shanghai Stock Exchange No. 14 – Sustainability Report (Trial)	《可持续发展报告标准》 GRI Standards
夯实安全生产根基 Consolidating the foundation of work safety	产品和服务安全与质量 Product and service safety and quality	403-1, 403-3, 403-5, 403-6
<b>第三章 低碳引领 打造绿色安全港口</b> Chapter III Low Carbon Leading to Create a Green and Safe Port		
夯实环境合规管理 Strengthening environmental compliance management	环境合规管理 Environmental compliance management	
系统应对气候变化 Systematic response to climate change	应对气候变化 Climate change response	201-2
促进资源节约利用 Promoting economic utilization of resources	水资源利用、能源利用、循环经济 Water resource utilization, energy utilization, circular economy	303-1, 303-2, 306-1, 306-2
加强生态保护与修复 Strengthening ecological protection and restoration	污染物排放、废弃物处理、生态系统和生物多样性保护 Pollutant discharge, waste disposal, ecosystem and biodiversity conservation	101-1, 101-2, 303-2, 306-2
<b>第四章 以人为本 构筑美丽幸福津港</b> Chapter IV Building a Beautiful and Happy Tianjin Port with People as the Foundation		
保障员工合法权益 Protecting employees' legitimate rights and interests	员工 Employees	2-7, 2-8, 401-1, 405-1
落实员工关怀举措 Implementing employee care initiatives	员工 Employees	401-2
赋能员工职业发展 Empowering employee career development	员工 Employees	404-2
贡献社区和谐进步 Contributing to Harmonious Community Progress	社会贡献、乡村振兴 Social contribution, rural revitalization	203-1
ESG 绩效表 ESG Performance Table		201-1, 205-2, 302-1, 302-2, 303-3, 303-4, 303-5, 304-1, 305-1, 305-2, 305-3, 306-3, 2-7, 401-3, 403-5, 403-9, 404-1

# 公司一览表

## List of Subsidiaries

公司名称 Company Name	公司简称 Short Name
天津港第一港埠有限公司 Tianjin No.1 Harbor & Port Co., Ltd.	一公司
天津港第四港埠有限公司 Tianjin Port NO.4 Stevedoring Co., Ltd.	四公司
天津港焦炭码头有限公司 Tianjin Port Coke Terminal Co., Ltd.	焦炭码头公司
天津港远航国际矿石码头有限公司 Tianjin Port Yuanhang International Ore Terminal Co., Ltd.	远航国际公司
天津港中煤华能煤码头有限公司 Tianjin Port Zhongmeihuanengmei Dock Co., Ltd.	煤码头公司
天津港太平洋国际集装箱码头有限公司 Tianjin Port Pacific International Container Terminal Co., Ltd.	太平洋国际公司
天津港欧亚国际集装箱码头有限公司 Tianjin Port Euroasia International Container Terminal Co., Ltd.	欧亚国际公司
天津港联盟国际集装箱码头有限公司 Tianjin Port Alliance International Container Terminal Co., Ltd.	联盟国际公司
天津港石油化工码头有限公司 Tianjin Port Petrochemical Terminal Co., Ltd.	石化码头公司
天津港中航油码头有限公司 Tianjin Port Zhonghangyou Terminal Co., Ltd.	中航油码头公司
天津港滚装码头有限公司 Tianjin Port Roll-on Roll-off Terminal Co., Ltd.	滚装码头公司
天津港环球滚装码头有限公司 TPG Global RO-RO Terminal Co., Ltd.	环球滚装码头公司
天津港海嘉汽车码头有限公司 Tianjin Port Haijia Automobile Terminal Co., Ltd.	海嘉码头公司
天津港物资供应有限责任公司 Tianjin Port Material Supply Co., Ltd.	物资公司

公司名称 Company Name	公司简称 Short Name
天津港物流发展有限公司 Tianjin Port Logistics Development Co., Ltd.	物流发展公司
天津港海丰保税物流有限公司 Tianjin Port Haifeng Bonded Logistics Co., Ltd.	海丰物流公司
天津海天保税物流有限公司 Tianjin Haitian Bonded Logistics Co., Ltd.	海天物流公司
天津港东疆物流园有限公司 Tianjin Port Dongjiang Logistics Park Co., Ltd.	东疆物流园公司
中国天津外轮代理有限公司 China Ocean Shipping Agency Tianjin Co., Ltd.	外代公司
天津外轮理货有限公司 Tianjin Ocean Shipping Tally Co., Ltd.	外理公司
天津港实华原油码头有限公司 Tianjin Shihua Crude Oil Terminal Company Limited	实华码头公司
天津港中远海运船务代理有限公司 COSCO SHIPPING Air Freight (Tianjin) Co., Ltd.	天津中远海运船务公司
天津中联理货有限公司 China United Tally Co.,Ltd. Tianjin	中联理货公司
国能（天津）港务有限责任公司 Shenhua (Tianjin) Coal Dock Co.,Ltd.	国能天津港务公司
天津港集装箱码头有限公司 Tianjin Port Container Terminal Co., Ltd.	集装箱公司
天津港劳务发展有限公司 Tianjin Port Labour Development Co., Ltd.	劳务发展公司
天津港财务有限公司 Tianjin Port Finance Co., Ltd.	财务公司

# 读者反馈表

## Reader Feedback Form

非常感谢您阅读本报告！请将您对本报告的宝贵意见或建议反馈给我们，帮助我们完善今后的报告，以更好地满足您的阅读需求

Thank you very much for reading this report! Please share your valuable comments or suggestions on this report to help us improve future editions and better meet your needs

### 1. 您属于以下哪一项？

1.Which of the following do you belong to?

- 政府机构  
Government agencies
- 媒体 / 大众  
Media/public
- 员工  
Employees
- 股东  
Shareholders
- 合作伙伴  
Partners
- 客户  
Customers
- 社会团体  
Social organizations
- 监管机构  
Regulators
- 其他（请注明）  
Others (please specify)

### 2. 您想从本报告中了解什么内容？

2. What would you like to know from this report?

- 公司介绍  
Company introduction
- 财务绩效相关内容  
Financial performance related content
- 与利益相关方的沟通  
Communication with stakeholders
- 安全生产  
Work safety
- 合作伙伴内容  
Partner content
- 雇佣情况与工作环境内容  
Employment and work environment content
- 节能减排  
Energy saving and emission reduction
- 公益捐赠  
Public welfare donation
- 应对气候变化  
Climate change
- 其他（请注明）  
Others (please specify)

### 3. 您觉得报告内容和版面安排是否有助于您寻找相关信息？

3. Do you find the content and layout of the report helpful in finding relevant information?

- 是  
Yes
- 否  
No

### 4. 本报告中最令您满意的内容是什么？

4.What is the most satisfying aspect of this report?

- 关于天津港  
About Tianjin Port
- ESG 管理  
ESG management
- 公司治理  
Corporate governance
- 商业道德  
Business ethics
- 创新驱动  
Innovation-driven development
- 货运质效  
Freight quality & efficiency
- 客户服务  
Customer service
- 信息安全  
Information security
- 供应链管理  
Supply chain management
- 安全生产  
Work safety
- 环境管理  
Environmental management
- 应对气候变化  
Climate change
- 资源利用  
Resource utilization
- 生态保护  
Ecological protection
- 员工权益  
Employee rights
- 员工发展  
Employee development
- 社会公益  
Social welfare

### 5. 在本报告中需要进一步完善的内容是什么？

5. What needs to be further developed in this report?

- 关于天津港  
About Tianjin Port
- ESG 管理  
ESG management
- 公司治理  
Corporate governance
- 商业道德  
Business ethics
- 创新驱动  
Innovation-driven development
- 货运质效  
Freight quality & efficiency
- 客户服务  
Customer service
- 信息安全  
Information security
- 供应链管理  
Supply chain management
- 安全生产  
Work Safety
- 环境管理  
Environmental management
- 应对气候变化  
Climate change
- 资源利用  
Resource utilization
- 生态保护  
Ecological protection
- 员工权益  
Employee rights
- 员工发展  
Employee development
- 社会公益  
Social welfare

### 6. 您对本报告其他意见或建议。

6. Your other comments or suggestions on this report.

您的信息：  
Your information: \_\_\_\_\_

职务：  
Position: \_\_\_\_\_

姓名：  
Name: \_\_\_\_\_

联系电话：  
Contact number: \_\_\_\_\_

工作单位：  
Company: \_\_\_\_\_

邮箱：  
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