厦门港务发展股份有限公司
Xiamen Port Development Co.,Ltd.

Xiamen Port Development Co., Ltd.

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厦门港务发展股份有限公司
Xiamen Port Development Co.,Ltd.

深交所上市公司

2024
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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About this report

This is the 3rd Environmental, Social and Governance (ESG) / social responsibility report released to the public by Xiamen Port Development Co., Ltd. (hereinafter referred to as "Xiamen Port" or the "Company"). In adherence to the principles of authenticity and reliability, the Report discloses to all stakeholders the work and results achieved by Xiamen Port in the field of environment, society and governance in 2024.

Reporting scope

Unless otherwise stated, the organizational scope of the Report covers the Company and its subsidiaries. This is an annual report, with the reporting period from January 1, 2024 to December 31, 2024, and with some of the contents exceeding that period.

Basis of preparation

The Report is prepared in strict accordance with the relevant requirements of "the No. 17 Self-Regulatory Guidelines for Listed Companies of Shenzhen Stock Exchange - Sustainability Report (Trial)" issued by Shenzhen Stock Exchange ("SZSE"). It also takes a reference to the ESG requirements in the Work Plan for Improving the Quality of Listed Companies Owned by Centrally Administered State-owned Enterprises issued by State-owned Assets Supervision and Administration Commission of the State Council ("SASAC"), the Reference of ESG Indicators System for ESG Reports of Listed Companies Controlled by Central Enterprises, the GRI Sustainability Reporting Standards issued by the Global Reporting Initiative (GRI), and the United Nations Sustainable Development Goals: A Corporate Action Guide (SDGs).

Reporting principles

Materiality: Based on the results of stakeholder communication and using materiality assessment, the materiality issues during the Reporting Period were identified, and then this Report is prepared based on materiality issues.

Quantitative: Disclose the standards, methodologies and applicable assumptions used for quantitative information where appropriate.

Consistency: Where feasible and unless otherwise stated, the disclosure of statistical methods is consistent with previous reports to ensure meaningful comparisons.

Data Source: Unless otherwise indicated, all information and data referenced in this report is based on the Company's internal documentation or relevant public documents. This report has been reviewed and approved by the Company's Board of Directors. The Board of Directors of the Company warrants that this report contains no inaccurate records, misleading statements or major omissions.

Monetary Unit

Unless otherwise indicated, all monetary amounts are listed in RMB for this report.

Report Preparation Process

This Report is compiled through stages including interview, data collection, framework establishment, report writing, report design, and is reviewed by departments and executives.

Access to the report

Once this Report is officially disclosed, an electronic version of the report will be available on the public website

Contact Information

Your feedback is immensely important for the Company to continually enhance its environmental and social performance. If you have any questions or suggestions regarding the Report, please contact the Company via the following ways:

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Message from the Chairman

Zhaohui Chen

Chairman of Xiamen
Port Development Co., Ltd.

The year 2024 marks the 75th anniversary of the founding of the People's Republic of China, a crucial year for advancing the implementation of the targets set in the 14th Five-Year Plan, and the 20th anniversary of Xiamen Port's reorganization listing.

This year, we have synergized Party building with business growth.This dual empowerment has driven the high-quality advancement of the port. First, we focus on Party building leadership to drive the Company's development. In 2024, the Company fortified its Party building foundations, crafted a list of 17 high-quality Party building initiatives for 2024 and launched 49 unique projects, each tailored to a specific branch. We have achieved an operating income of RMB 22.147 billion, and the net profit attributable to shareholders is RMB 0.2 billion, utilizing high-quality Party building to empower high-quality enterprise development. Second, we concentrate on core responsibilities and main business, refining the business layout. Shihushan Terminal achieved a "dual improvement" in service quality and main business, Hailong Terminal experienced "dual growth" in its main business, woodchip and dredged material operations, and Huajin Terminal marked "dual breakthroughs" in foreign trade container and bulk services, collectively driving the vigorous development of the Company's main business. Third, we focus on collaborative efforts to foster integrated development. The Company continues to coordinate the integration of bulk and terminal resources, warehouse resources, and the unified operation of transportation services. Special teams have been established for various integration projects, alongside a business information-sharing mechanism. By collaborating to expand the market, we continuously enhance the port's capability to attract and influence.

This year, we have embraced innovation for development and pursued breakthroughs for tangible results, expanding our vision and advancing high-level port construction. The first is to expand new logistics routes and boost port vitality. As the end of 2024, the expansion of berth #4 by Huajin Terminal was completed and successfully passed the national-level port opening inspection. This will facilitate the launch of foreign trade feeder and direct routes, marking new breakthroughs in foreign trade operations. The multipurpose berths North #1-2 of Gulei Port has put into operation, introducing the "Gulei-Xiamen" container liner route, while the main structures for bulk transport has been completed. Additionally, Chaozhou Port began to handle rail containers via the "Xiamen-Chaozhou" feeder barge, pioneering a new model of "rail-sea intermodal transport + feeder transfer." The second is to expand new towering business for revenue growth. In 2024, Xiamen Port Shipping begins to participate in various projects, such as the power plant terminal in the Shenzhen-Shantou Special Cooperation Zone, completing 108 special towing operations and rescuing 55 ships, with income from operations beyond Xiamen Port growing by 17.68% year on year. The third is to enhance new productive capacities for a green and smart port. Xiamen Port Shipping has officially commenced the construction of four new energy tugs, with related research topics having passed evaluation and acceptance by the Provincial Department of Transport. Xiamen Ocean Shipping Tally continues to innovate technologically and has been recognized as a technologically advanced service enterprise by Xiamen City. Xiamen Ocean Shipping Agency is enhancing its efforts in developing a green and smart port, undertaking six projects that qualify for additional R&D tax deductions. In 2024, the Company is committed to innovation development, acquiring a total of 15 new software copyrights.

This year, we focus on boosting governance efficiency and giving back to society. Through meticulous management, we have achieved high-efficiency port operations. We improve our governance through compliance construction, establishing robust systems, refining internal controls, and securing employee well-being. We safeguard our development through safety inspections, corrective measures, and hazard identification. We revitalize our development through social contributions, such as public welfare activities, community partnerships, and rural revitalization. We strengthen our development through environmental inspections, pollution control, technical enhancements, and the development of a green port. In 2024, embracing a philosophy of integration and mutual benefit, the Company has participated in 110 volunteer and public welfare activities, involving a total of 1,131 participants, and contributing to society with a value of RMB 1.601 billion. It has courageously fulfilled its duties as a state-owned enterprise.

Reflecting on the past twenty years, we see growth and transformation amid challenges, charting the steadfast journey of Xiamen Port, highlighting the drive and ambition of the port's people to revitalize industry and strengthen the port in service of the nation. "Though the dream is distant, persistence makes it attainable; though the goal is challenging, perseverance makes it achievable". As 2025 begins, Xiamen Port will mark its twenty-first year since reorganization listing. At this new starting point, Xiamen Port aims to make significant strides in building a world-class port and to write a new chapter in leading Xiamen's progress toward socialist modernization.

About Xiamen Port

Company profile

Xiamen Port is a state-owned holding company listed on the Shenzhen Stock Exchange (Stock Code: 000905), with registered capital of RMB 741.8096 million. The Company's majority shareholder, Xiamen International Port Co., Ltd., holds 52.16% of the shares, while ultimate control rests with the State-owned Assets Supervision and Administration Commission of the Fujian Provincial People's Government. The Company is a national 5A logistics enterprise and 5A supply chain service provider. It is the only publicly listed port platform under Fujian Provincial Port Group, a major bulk and general cargo terminal operator, and a comprehensive logistics service provider at Xiamen Harbor. Additionally, it is the investor and operator of the Xiamen Xiangyu Comprehensive Bonded Zone.

National 5A logistics enterprise

National 5A supply chain service enterprise

Corporate culture

Mission

Embracing global visitors and connecting ports worldwide

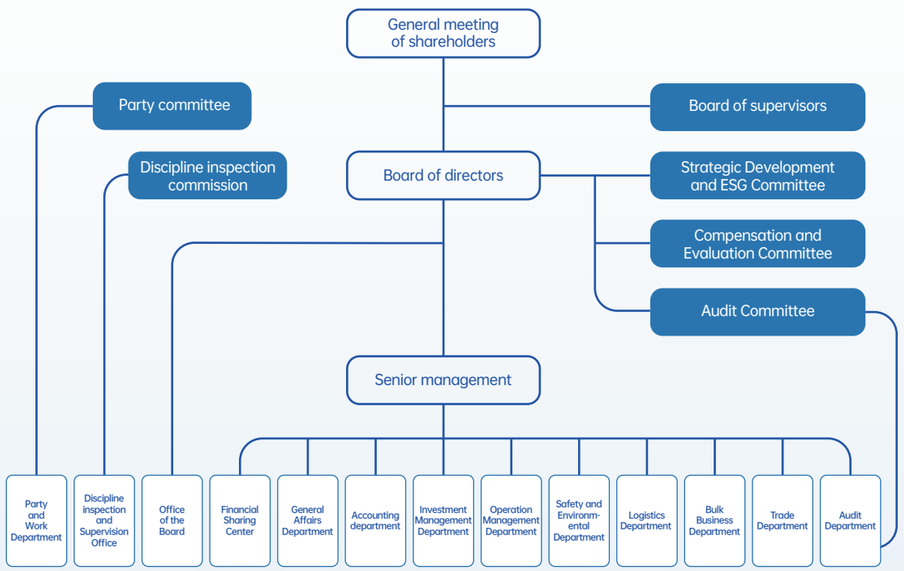
Vision

To become a leading port logistics and supply chain service provider on the Southeast coast

Values

Responsibility, innovation, passion, efficiency

Company structure



Business overview

Xiamen Port is mainly engaged in the investment and operation of bulk terminals, comprehensive port logistics services and port trade services. Its operations encompass complete and efficient port logistics supply chain, including terminal loading and unloading, tug assistance, ship agency, tally inspection, freight forwarding and customs clearance, container yard, transportation and distribution, and port trade activities.

Honors

Awarded unit	Title of honors	Awarding body
Xiamen Port	Ranked first in the "Top 10 Logistics Enterprises in Xiamen in 2024"	Xiamen Federation of Enterprises and Entrepreneurs, School of Management, Xiamen University, and Xiamen Daily and Xiamen Radio and Television Group
Xiamen OSA International Freight	The case "Xiamen OSA International Freight's Innovation of a Multimodal 'Single-Document' System Based on Freight Forwarding Bills of Lading to Create a Distinctive Sea-Rail Intermodal Service System" was selected for the national list of typical cases in transport logistics cost reduction and quality and efficiency improvement (second batch).	Ministry of Transport of the People's Republic of China (MOT)
Xiamen Port Logistics	The initiative to establish the "Xiangyu Zero-Carbon Comprehensive Bonded Zone" has been recognized as relevant experiences and practices of "Xiamen Practice" in ecological civilization construction	Ministry of Ecology and Environment of the People's Republic of China (MEE)
SDIC Xiamen Port Hainan Towing	2023 National Maritime Search and Rescue Award Title; 2023 Provincial Maritime Search and Rescue Award Title	China Maritime Rescue Coordination Centre (MRCC); Hainan MRCC
Youth League Branch of Xiamen Port Shipping	Bronze Award in the First National Water Transport Industry Youth Volunteer Service Project Competition	National Waterway Communist Youth League Work Guidance and Promotion Committee
Ludao Customs Office, Xiamen OSA Customs Broker	Excellent Office of 2023	China Customs Brokers Association (CCBA)
Xiamen Ocean Shipping Agency	The 21st "Golden Wheel Cup" user-satisfied shipping agency	China Shipping Gazette

Awarded unit	Title of honors	Awarding body
Xiamen Port Logistics	Excellent cases of digital transformation/application of Chinese logistics and supply chain enterprises in 2024	China Federation of Logistics and Purchasing (CFLP)
General Party Branch of Xiamen Port Shipping	Advanced Grassroots Party organization of enterprises in Fujian Province	State-owned Assets Supervision and Administration Commission of the Fujian Provincial People's Govern-ment
Xiamen Port Shipping, Huajin Terminal	Commended Units in the 2023 Fujian Province "Ankang Cup" Competition	Fujian Federation of Trade Unions, Fujian Provincial Department of Emergency Management, Fujian Provincial Health Commission
Party Branch of Gulei Towing, Party Branch of Xiamen OSA International Freight	Advanced Grassroots Party Organization under Xiamen City State-owned Assets System	CPC State-owned Assets Supervision and Administration Commission of Xiamen City
Communist Youth League China Xiamen Shipping Agency Committee	2024 Demonstration site for Learn- from Lei Feng activities in Xiamen	CPC Publicity Department of Xiamen Municipal Committee
Shihushan Terminal, Hailong Terminal, Xiamen OST Health Quarantine, Xiamen Port Shipping, Gulei Towing, Haihong Terminal, Xiamen OSA shipping Development Co., LTD, Xiamen Ocean Shipping Tally	Trustworthy Port and Shipping Enterprise in Xiamen Port (Grade AA Demonstration Trustworthy Port and Shipping Enterprise in Xiamen)	Xiamen Port Authority
Xiamen Ocean Shipping Tally	Xiamen Technologically Advanced Service Enterprise	Xiamen Municipal Science and Technology Bureau, Xiamen Municipal Finance Bureau, State Administration of Taxation, Xiamen Municipal Taxation Bureau, Xiamen Municipal Commerce Bureau, Xiamen Municipal Development and Reform Commission

Qualifications

Qualified units	Qualifications
Xiamen Port	"National AAAAA Supply Chain Provider" title
Xiamen Port, Xiamen Ocean Shipping Agency	"National AAAAA Logistics Enterprise" title
Hailong Terminal, Xiamen Port Transport, Xiamen Port Logistics, Huajin Terminal	"National AAAA Logistics Enterprise" title
Xiamen OSA International Freight, Xiamen Bonded Logistics	"National AAA Logistics Enterprise" title
Xiamen Port Trading, Xiamen OSA Customs Broker, Xiamen Bonded Logistics, Xiamen Ocean Shipping Tally, Zhangzhou Haiming	Customs AEO Enterprise
Hailong Terminal	Designated ports for entry of grain by the General Administration of Customs
Haiyu Terminal, Shihushan Terminal	Fujian Coal Reserve Base
Xiamen Port Transport	Online freight platform business qualifications
Xiamen Haiheng	Parallel imported automobile pilot enterprise
Xiamen Ocean Shipping Agency, Xiamen OSA International Freight	NVOCC business qualification
Xiamen Port Trading	Key foreign trade enterprises in Xiamen City (leader)
Xiamen Port Trading	Xiamen Supply Chain Innovation and Application Pilot Enterprise
Xiamen OSA International Freight	Multimodal Transport Operator (Three-star)

Key performance

Economic indicators

	2023	2024	Decrease year-on-year
Total assets	RMB 13.359 billion	RMB 13.039 billion	2.40%
Net assets attributable to parent company	RMB 4.876 billion	RMB 4.96 billion	Increase year-on-year 1.72%
Total revenue	RMB 22.927 billion	RMB 22.147 billion	3.40%
Net profit attributable to parent company	RMB 0.232 billion	RMB 0.2 billion	13.79%

Environmental indicators

	2023	2024	Increase year-on-year
Total investment in environmental protection	RMB 54.78 million	RMB 69.28 million	26.47%
Comprehensive energy consumption	27,263 tons of standard coal	26,532 tons of standard coal	Decrease year-on-year 2.68%
Total greenhouse gas emissions	63,487 tons of carbon dioxide equivalent	61,083 tons of carbon dioxide equivalent	Decrease year-on-year 3.79%
Fresh water consumption	1,247,471 tons	1,221,055 tons	Decrease year-on-year 2.12%

Social indicators

	2023	2024	Decrease year-on-year
Social value contributed [1]	RMB 1.664 billion	RMB 1.601 billion	3.79%
Number of participants in safety training	24,245 people	28,745 people	Increase year-on-year 18.56%
Employee training hours	76,343 hours	88,444 hours	Increase year-on-year 15.85%
Number of work-related deaths	0 people	0 people	Remain unchanged -

Governance indicators

	2023	2024	Decrease year-on-year
Number of board and special committee meetings	23	20	13.04%
Number of responses in "irm.cninfo.com.cn"	25	40	Increase year-on-year 60%
Information disclosure rating	B level	A level	Rise year-on-year -
Corporate credit rating	AA+	AA+	Remain unchanged -

[1] Social value contributed, It refers to the sum of the Company's net profit, employee compensation, tax payment (Including enterprise income tax), donation expenses, and various interest payments to creditors such as banks in 2024.

Embracing the responsibilities of Our Era, committing to Sustainable Development

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ESG governance

ESG governance strategy

Amid a complex and dynamic domestic and international landscape, Xiamen Port is actively promoting ESG practices to achieve sustainable development. In terms of top-level design, the Company publishes an annual ESG report externally and establishes an ESG information system and management framework internally to realize its vision of developing a "world-class" port. On the fundamental level, the Company drives development through innovation, green growth, compliance and safety, and a people-centered approach. The Company aims to drive innovation by building smart terminals, smart plants and smart logistics; enhance environmental protection through energy conservation and emission reduction, low-carbon operation, and resource saving; advance safety through safe production, compliant operations, and a healthy environment; pursue humanistic development by protecting employee rights and interests, contributing to society, and fostering community collaboration.

ESG vision

Enabling high-quality development with ESG, so as to become a responsible corporate citizen.

ESG commitment

As a responsible corporate citizen, the Company is dedicated to robust growth while actively supporting and advancing the 17 "Sustainable Development Goals of the United Nations'2030 Agenda'". The Company strives to achieve leading ESG standards within its industry.

ESG development

1) In March 2024, based on the "Reference Index System for Special Reports on ESG for State-owned Listed Companies" issued by the General Office of SASAC in 2023, the Company independently compiled its 2023 ESG Report. This report highlights the Company's efforts and achievements in key areas such as information disclosure quality, governance structure, environmental sustainability, and climate change.

2) Xiamen Port is committed to enhancing its ESG capabilities, having engaged third-party organizations to provide training on the latest ESG policy trends and report drafting techniques, thereby boosting the competency of the its ESG personnel and accelerating the development of its ESG framework.

3) The Company has developed an "Xiamen Port Green Low-Carbon Development Plan (2024–2030)" to accelerate the establishment of an ESG governance system and to outline specific action strategies.

ESG honors

In 2024, the Company has actively participated in ESG case evaluation events in the capital market. The submitted case, "Green Initiatives at Xiamen Port: Pursuing the Dream of Port Workers,"", was recognized with the Best Practice in Sustainable Development by the China Association for Public Companies. Additionally, the Company received the ESG Value Transmission Award for Listed Companies from Value Online for its exemplary performance in ESG governance. It also won the Cross-Strait Carbon Neutral Sustainable Development Excellence Award, jointly selected by the Fuzhou Municipal Government, the Cross-Strait Carbon Neutrality Committee, and Tsinghua University. Furthermore, Additionally, it once again received the China Securities Journal's Golden Bull Award for High-Quality Development, ranking among the "Top 20 in ESG Governance."

the Best Practice in Sustainable Development by the China Association for Public Companies in 2024

the China Securities Journal's Golden Bull Award for High-Quality Development, ranking among the "Top 20 in ESG Governance"

innovation-driven	Smart terminals, smart parks and smart logistics drive innovation construction
Green development	Energy conservation and emission reduction, low-carbon operation, resource conservation to develop environmental protection construction
Compliance security	Safe production, compliant operation and healthy environment promote safety construction
people-oriented	Employee rights and interests, contribution to society, community construction to achieve humanistic construction

ESG governance structure

Xiamen Port has developed a top-down ESG governance structure with clearly defined responsibilities. This system is led by the Company's Board of Directors and its Strategy Development and ESG Committee, managed by the ESG Leadership Team, and implemented by dedicated ESG task forces. Each department and subsidiary acts as a unit of responsibility.

	Structure	Responsibilities
Decision-making level	Board of Directors and Board of Strategic Development and ESG Committee	Handles the coordination and decision-making for ESG-related concepts and major matters
Senior management	ESG Leadership Team	Oversees the entire ESG reporting process and content, ensuring effective achievement of ESG objectives
Implementation level	ESG Task Forces	Collects and organizes ESG data and drafts ESG work reports

ESG performance assessment

The Company has established three specialized ESG task forces focusing on social, environmental, and governance aspects. They will track and assess the progress of sustainable development goals in line with the primary functions and key tasks of each department. Focus on combining the annual energy conservation and emission reduction, compliance operation, safety production and other indicators with the annual performance assessment of the management level, and link it with the annual salary of the management level. By recognizing outstanding projects, the Company encourages its departments and subsidiaries to enhance their engagement in ESG initiatives.

ESG risks and opportunities

Identification and assessment

ESG risks differ from traditional risks due to their multifaceted and interconnected nature, affecting a company's business and operations on multiple levels. Xiamen Port leads its development with top-level ESG strategies, incorporating ESG risks into its governance structure, system procedures, and management processes. The Company takes proactive measures to identify and assess ESG risks.

1. Review the Company's existing risk inventory, including strategic, operational, financial, and compliance risks.
2. Communicate with risk management leaders and stakeholders; Facilitate ESG risk identification through various actions and processes, aligning the results with the company's strategy and goals to pinpoint ESG-related risks and opportunities.
3. Analyze the origins of ESG risks and their impact on the Company. Perform a SWOT analysis on the risk origins and their effects on the Company; Categorize risks into opportunities, threats, strengths, and weaknesses, and develop appropriate policies and measures for management.

Dimensions	Description	Countermeasures
Safety production	Production safety risks arise from insufficient safety knowledge training for new employees, delayed rectification or failure to meet requirements, improper handling of safety accidents, and failure to effectively activate emergency plans.	Reinforce the implementation of safety responsibility systems, enhance the inspection of potential hazards, ensure timely rectification, improve on-site management strategies, and strengthen the assessment of safety responsibilities.
Occupational health	Certain positions can have an impact workers' health.	Implement occupational health and safety prevention measures for these specific positions in strict accordance with national laws and regulations.
Environmental protection	Failure to meet environmental standards can lead to lockouts, fines, and other consequences that harm a company's social reputation and cause economic losses.	Enhance the commitment to environmental responsibilities by ensuring proper hazardous waste management, improving wastewater treatment and discharge procedures, effectively controlling operational dust, and achieving compliance in all aspects of environmental management.
Tax	1. Due to non-compliance with tax laws and regulations, a company has unpaid or underpaid taxes, thereby facing risks such as back taxes, fines, interest on late payments, criminal penalties, and reputational damage. 2. Due to inaccurate application of tax laws in its operations, a company fails to fully utilize available tax incentives, leading to overpayment and an unnecessary tax burden.	Establish a basic information system, regularly identify and manage tax risk control points, track tax risks related to major matters, formulate coping strategies, and strengthen tax law learning and related training.
Customer management	Inadequate management of existing customers and insufficient development of potential market demand can result in customer loss or hinder market expansion. Incomplete customer records and a lack of proper credit evaluation may lead to poor customer selection, resulting in uncollected payments or financial losses.	Enhance customer management, aggressively tap into potential market demand, and develop comprehensive.customer records for regular updates, along with conducting credit evaluations for new customers.
Supply chain	Uncontrolled price reductions or increases can lead to decreased revenue or a loss of market share. Credit sales are out of control. Risks arising from unauthorized changes to the standard contract terms regarding rights and obligations without proper review.	Enhance customer credit investigations, improve contract risk assessments, strengthen contract performance monitoring, and fortify capital risk management.
Information system planning	Unclear information system planning, unscientific project development, and irregular maintenance and change procedures can lead to low operational efficiency and inefficiency; lack of effective oversight may cause development projects to deviate from strategic objectives, resulting in resource wastage and economic losses.	Increase awareness of information system planning, and hire professionals to support development, maintenance, and modifications. Relevant departments should ensure robust supervision.
Energy saving and emissions reduction	Inadequate efforts in energy conservation and emissions reduction may increase production costs, damage a company's social reputation and cause economic losses.	Enhance corporate awareness of energy conservation and emissions reduction, accept guidance and supervision from higher authorities, continually optimize energy consumption and production structures, improve management of external partners, and strive to build a resource-efficient and environmental-friendly enterprise.

ESG information disclosure

Xiamen Port prioritizes the continuous and accurate disclosure of ESG information. It diligently completes ESG disclosures and compiles an annual ESG report to present to the board of directors.

To further standardize the management of ESG information, the Company introduces an ESG management system and platform, which ensures the regular and standardized handling of ESG-related metrics and information, thereby effectively advancing initiatives in the ESG domain.

Identification of dual materiality issues

Xiamen Port conducts research and evaluations from both internal and external stakeholder perspectives to identify issues of both financial and impact significance to the Company. In 2024, based on internal and external feedback and industry benchmarking results, the Company identified 38 substantive issues that significantly affect both the Company and its stakeholders. These issues form the foundation for this report and provide crucial guidance for Xiamen Port's ongoing ESG management efforts.

38 items
Substantive issue

Step one: identification of key issues

The Company initially identified 38 topics related to the Company's efforts in terms of environmental, social and governance in combination with topics outlined in the SSE "Guidelines", the characteristics of the port industry, the nature of the Company, the stage of industry development, and the Company's own business model.

Step two: materiality analysis

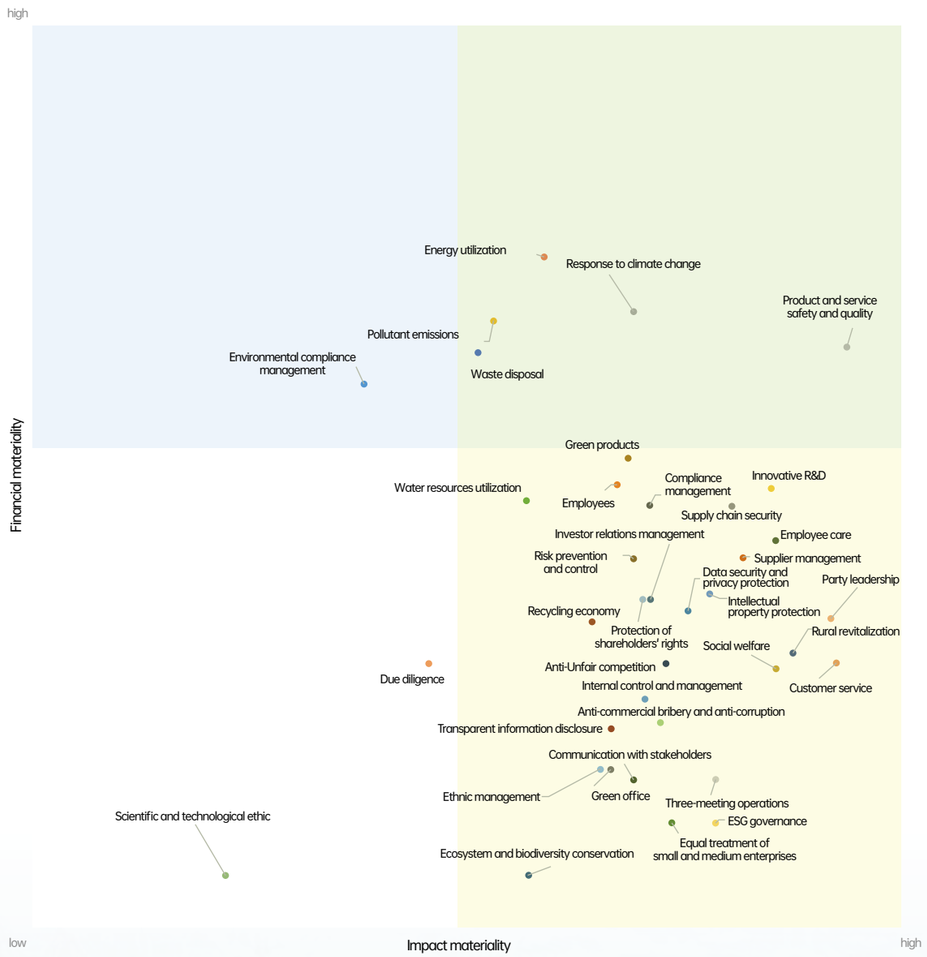
For the identified issues, the Company collects stakeholder feedback through questionnaires, expert evaluations, and industry benchmarking. It then assesses both the impact significance and financial importance to assign scores for each issue.

Materiality category	Description	Survey method
Impact materiality	Whether the Company's performance on specific issues will significantly affect the economy, society, and environment	Questionnaire
Financial materiality	Whether these issues are expected to have a substantial impact on the Company's business model, operations, development strategy, financial condition, performance, cash flow, and financing methods and costs in the short, medium, and long term.	Questionnaire

Step three: comprehensive analysis of materiality issues

Utilizing the analysis results of impact and financial materiality, and considering the Company's development status, we determine the thresholds for both impact and financial materiality issues. The materiality of each issue serves as an essential reference for the Company's ongoing disclosure related to sustainable development and social responsibility.

Among these, addressing climate change, pollutant discharge, waste management, energy utilization, and the safety and quality of products and services are considered issues of dual materiality.



Communication with stakeholders

Xiamen Port's stakeholders include shareholders, customers, employees, suppliers, the government/associations, the environment and communities. The Company highly values the concerns and needs of its stakeholders, actively expanding communication channels with them and establishing a regular dialogue mechanism, which enhances understanding and recognition of the Company among both internal and external stakeholders and allows it to promptly address stakeholder feedback. By integrating stakeholders' expectations and concerns into its strategy and operations, the Company fosters a cooperative relationship based on mutual respect, mutual benefit, and shared progress.

Stakeholders	Demands and expectations	Communication channels	Communication frequency
Government and regulatory bodies	Compliance management Business ethics and integrity Energy saving and emissions reduction	Inspections by leaders and competent departments Compliance inspections Daily policy implementation	Unscheduled Unscheduled Unscheduled
Shareholders and investors	Compliance management Pay taxes according to law Innovative R&D Business ethics and integrity Intellectual property protection Risk management High-quality information disclosure Communication with investors Protection of shareholders' rights	General meeting of shareholders Periodical reports Investor hotline Interactive platform Investor relations contact Email Investor relations section on the Company website	Unscheduled Quarterly Daily Daily Daily Unscheduled
Customers	Product quality Protection of customer privacy After-sales service Responsible marketing Customer complaint handling	Customer satisfaction survey Email and daily phone calls Customer email Respond to customer complaints Customer visit	Yearly Unscheduled Unscheduled Unscheduled Unscheduled
Partners	Compliance with laws and regulations Transparent procurement Leading the healthy development of the industry Exchange and cooperation Business ethics and integrity	Selection and evaluation Procurement process Performance assessment Communication with business partners (e.g. emails, meetings)	Periodical Yearly Yearly Unscheduled
Employees	Employee health and safety Employee care Protection of employee rights Employee growth	Training and induction Email and suggestion box Workers' congress Employee performance evaluation Employee activities	Unscheduled Unscheduled Yearly Yearly Unscheduled
Communities and public	Community welfare Community development Recycling economy Green office	E-mail, telephone Company announcement Social network platform Company website Social media Charitable donations and volunteer services Community activities	Unscheduled Unscheduled Daily Daily Daily Yearly Unscheduled

Topic 1
Empowering with digital intelligence for embarking on a new journey

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Smart port

Xiamen Port is actively fostering the development of a smart port by innovatively integrating various smart platforms and systems, which has achieved both the automation and greening of terminal operations, enhanced operational efficiency and safety, and provided valuable experience for the smart development of bulk terminals nationwide.

Case 5G electric loader remote control operating room

To develop a smart bulk terminal, Shihushan Terminal has established a 5G electric loader remote control operating room. The unmanned and remote-controlled electric loader can take over labor-intensive and highly repetitive tasks from workers, effectively addressing the hazards of dust, noise, and vibration associated with manual loader operations. This eliminates potential dangers to personal safety and occupational health caused by work environments, eases human burdens, and reduces the risks of human-machine cross-operations.

Picture: 5G electric loader remote control operating room

Smart logistics

Xiamen Port is committed to innovation-led growth and tech-driven transformation, advanc its digitalization efforts. By progressively digitizing traditional logistics business processes, it is committed to providing modern port-centered logistics services driven by informatization.

Case Xiamen Ocean Shipping Agency's X-service platform

The company has continuously integrated its internal information systems to develop the "Xiamen Port International Container Transport Collaboration Platform (X-Service Platform)". This platform encompasses various e-commerce applications, including electronic stowage planning, electronic pre-declaration, self-service equipment interchange documentation, electronic booking, electronic bill of lading verification, electronic freight forwarding, online payments, online declarations, and online insurance. Since its launch, the platform has received several prestigious awards, such as the inaugural "China Port Science and Technology Progress Award", the "Fujian Provincial Science and Technology Award", the "Xiamen Science and Technology Progress Award", and the "China Federation of Logistics & Purchasing Science and Technology Progress Award". As the end of 2024, the platform had engaged over 40,000 active users.

- China Port Science and Technology Progress Award
- Fujian Provincial Science and Technology Award
- Xiamen Science and Technology Progress Award
- China Federation of Logistics & Purchasing Science and Technology Progress Award

Smart towing

Xiamen Port is committed to accelerating the planning and development of new energy intelligent tugboats to pioneer the use of renewable energy in Fujian Province's maritime sector, supporting the "Electric Fujian" and "Beautiful Xiamen" initiatives by contributing the strength of port vessels.

Case The intelligent new energy hybrid tugboat development by Xiamen Port Shipping

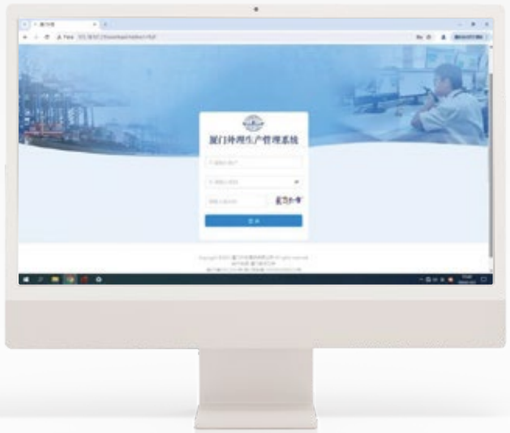
Xiamen Port Shipping has successfully developed the first green, intelligent, new-energy hybrid tugboat, "Xiamen Port Tug 30", in Fujian Province. This vessel features cutting-edge series hybrid technology and an advanced intelligent ship system. It can autonomously dock and undock, ensure safe navigation and operation, provide intelligent monitoring and decision support for engine room equipment, manage smart operations and maintenance, and facilitate integrated ship-to-shore collaboration. As the first "green emergency tugboat" in China, it also serves as an emergency support vessel for Xiamen's National Oil Spill Emergency Equipment Library.

Intelligent tally

Xiamen Port has taken a pioneering role in smart tally technology nationwide by co-authoring the industry standard, "Technical Requirements for Intelligent Tallying of Port Containers", which establishes a framework for the intelligent tally industry. With a "5G-based smart tally platform", the Company won "the Most Innovative Service Award" at the Second Xiamen 5G Application Competition, and was listed in the "2023 5G Factory Directory" by the Ministry of Industry and Information Technology.

Case Empowering with technology for enhanced quality and efficiency

By December 2024, Xiamen Ocean Shipping Tally's container handling and tally system was officially launched, marking full digital coverage across the its three main business modules of the Company. The system leverages big data to deeply integrate "data, technology, and business". By interfacing with data from stations and warehouses, it enables mobile management of container loading and unloading, electronic transmission of operational information, and real-time updates of results, instant issuance of tally documents, and streamlined electronic circulation of documents. This enhances digital management, creating an efficient and convenient operational framework, providing customers with faster and superior tally services.



Intelligent operation

Xiamen Port places great emphasis on digital transformation and has developed and launched a series of intelligent platforms. These efforts have boosted the operational efficiency and management capabilities of the Company while providing robust support for the intelligent transformation of port ecosystem.

Case Upgrading smart platforms for green and intelligent success

Fujian Ganglianjie Logistics is actively developing smart gateways, dynamic container management, and intelligent storage yard projects to enhance truck operation efficiency. This enables real-time tracking and querying of container movements, helping the trailer transport industry to reduce carbon emissions, cut costs, and improve efficiency. In 2024, the management of dynamic containers at the terminal resulted in 50,188 fewer empty container transport trips, cutting carbon dioxide emissions by approximately 79.197 tons.

In 2024, the terminal dynamic container management business

Reduce empty container transport **50,188** trips

cutting carbon dioxide emissions by approximately **79.197** tons

Legal informatization platform

The Company is actively developing a legal informatization platform through implementing a standardized, fully online legal management system. This enhances real-time dynamic monitoring of key areas and critical points, promotes process standardization, simplifies audits, and boosts management efficiency, thereby enabling dynamic compliance risk monitoring, instant alerts, and rapid response. In 2024, a total of 21,469 contracts were processed online.

Financial sharing system

The Company has launched a financial shared services system, facilitating corporate-bank connectivity and improving management efficiency. By optimizing processes, integrating data, and automating workflows, it enables businesses to achieve digital transformation in financial management, thereby strengthening overall management capabilities. For business collaboration, the system integrates with ERP, OA, HR, and other platforms, facilitating seamless cooperation between financial and business departments. Through deep financial data analysis, the system provides precise financial support to business units, helping them optimize resource allocation, control costs, and enhance profitability.

Xiamen Port Trading ERP system

In line with its specific business management needs, models, and characteristics, Xiamen Port Trading has developed a supply chain management system, enabling "synchronized business and financial operations, concurrent management and regulation, seamless integration of internal and external business processes, and shared information resources", having significantly improved the operational, risk management, and decision-making capabilities of port trade.In 2024, Xiamen Port Trading ERP system successfully processed a total of 7,046 transactions（base on the data of contract）.

successfully processed a total of **7,046** transactions

Xiamen Port Logistics' digital ERP data interaction platform for comprehensive bonded zone

To enhance customs clearance efficiency, Xiamen Port Logistics has developed a digital ERP data interaction platform for the comprehensive bonded zone (CBZ). This innovative platform enables the real-time tracking and data sharing between ERP systems of business entities in the CBZ and customs networked supervision process points. It facilitates convenient customs supervision and rapid customs clearance, thereby improving the logistics service level of Xiangyu CBZ.

Topic 2
Pursuing green development for a new port

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Focus on two objectives 27
Follow three basic principles 27
Establish four model initiatives 27
Green construction achievements 27

In the global context of addressing climate change and promoting green development, Xiamen Port actively embraces the "dual carbon" strategy by embedding green and low-carbon philophy into every facet of production and operations. The Company has developed an "Xiamen Port Green Low-Carbon Development Plan (2024–2030)", aiming to achieve its development goals in green transformation and environmental management through a series of initiatives, and contributing the port strength to the national "dual carbon" strategy.

Adhere to one principle

Achieve an "exemplary" domestic level in overall green and low-carbon development

Focus on two objectives

1. Attain a leading domestic position in green and low-carbon development within the logistics sector
2. Achieve an advanced domestic level in green and low-carbon development in the port, tug, and transportation sectors

Follow three basic principles

1. Pursue green development for comprehensive transformation
2. Port-centered coordination for unified progress
3. Innovation-driven strategies for sustainable growth

Establish four model initiatives

1. Model for green and low-carbon transformation and upgrading of bulk terminals
2. Model for breakthrough advancements in new and clean energy port tugs
3. Zero-carbon pilot demonstration model
4. Model for the integrated green and low-carbon development of ports, industries, and urban areas

Green construction achievements

1 Energy conservation and carbon reduction

By promoting the use of electric machinery such as electric loaders and forklifts, we've effectively reduced fuel consumption and carbon emissions. In 2024, the Company achieved a total energy savings of138.29 tons of standard coal and a reduction in carbon dioxide emissions by 370.61 tons through continuous equipment electrification.

Achieved a total energy savings of **138.29** tons of standard coal

Achieved a reduction in carbon dioxide emissions by **370.61** tons

2024 Green Port Programs

Program	Achievements	Save energy	A reduction in carbon dioxide emissions
Xiamen Port Logistics procured two electronic stackers	Upon completion, it is estimated to save approximately 15.36 tons of standard coal annually, resulting in a reduction of over 41.16 tons of carbon dioxide emissions.	**15.36** tons of standard coal	**41.16** tons
Xiamen Bonded Logistics procured five electronic forklifts	Upon completion, it is estimated to save approximately 3.87 tons of standard coal annually, resulting in a reduction of over 10.37 tons of carbon dioxide emissions.	**3.87** tons of standard coal	**10.37** tons
Gulei Port procured three shore power systems, three forklifts and 30 charging piles	Upon completion, it is estimated to save approximately 4.06 tons of standard coal annually, resulting in a reduction of over 10.88 tons of carbon dioxide emissions.	**4.06** tons of standard coal	**10.88** tons
Hailong Terminal procured 9 electric loaders, and 1 electric pickup	Upon completion, it is estimated to save approximately 100 tons of standard coal annually, resulting in a reduction of over 268 tons of carbon dioxide emissions.	**100** tons of standard coal	**268** tons
Shihushan Terminal procured one 5G remote-controlled EV reloading machine and two all-electric wide-body mining dump trucks	Upon completion, it is estimated to save approximately 15 tons of standard coal annually, resulting in a reduction of over 40.2 tons of carbon dioxide emissions.	**15** tons of standard coal	**40.2** tons

The capacity for clean energy supply has been continuously enhanced. The Company is actively advancing the construction of solar photovoltaic systems by developing installations and energy storage facilities at locations such as the Hailong Terminal, Haixiang Terminal and logistics parks. As of 2024, the Company continues to expand its photovoltaic projects.

Photovoltaic installed capacity has reached **19.28** MW

In 2024

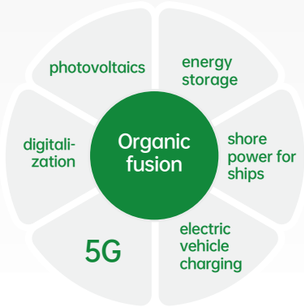
Its clean energy production has totaled **14.0937** million KWh

Can save standard coal **1,732.12** tons

A reduction in carbon dioxide emissions **4,642.07** tons

Case Completion of the 6MW distributed photovoltaic project by Hailong Terminal

In December 2024, Hailong Terminal's 6MW distributed photovoltaic project successfully connected to the grid at full capacity, making it the largest port-based distributed photovoltaic power plant in Fujian Province. The project utilizes approximately 60,000 square meters of rooftop space across Warehouses 1#-6# of Hailong Terminal. It features two construction phases using the "conventional modules + water drainage channels + color steel tiles" model and the "detachable flexible modules + fiberglass composite tiles" model. Upon completion, the plant will generate nearly 7 million KWh annually, significantly surpassing the total annual electricity consumption of Hailong Terminal. The green electricity produced annually can replace around 2,200 tons of standard coal and reduce carbon dioxide emissions by 7,000 tons, equivalent to planting 390,000 trees. Additionally, the project's 5MW/10MWh centralized energy storage facilities are in the commissioning phase. The project maximizes the resource advantages of the port's incremental distribution network, achieving seamless integration of "photovoltaics + energy storage + shore power for ships + electric vehicle charging + 5G + digitalization".



Annual electricity generation	It can replace standard coal	Carbon dioxide reduction	Be equivalent to planting green trees
7million KWh	2,200 tons	7,000 tons	390,000 trees

The sustainability of our infrastructure has been significantly enhanced. The Company has implemented a green lighting project, utilizing LED energy-saving lighting fixtures on high mast lights, street lights, and large equipment in the port area. As the end of 2024, the Company have installed a total of 217 LED high mast lights, marking a 58.39% increase compared to the previous year.

Build LED high pole light	Increase year-on-year
217 seat	58.39%

2 Pollution control efforts

Continuously advance shore power utilization for docked vessels

Shore power facilities have been installed at every berth of the Company except for liquid chemical berths, achieving 100% coverage at dry bulk berths, and thereby reducing fuel consumption and pollutant emissions during berthing. Cumulative shore power consumption (including tugs) during the reporting period was 1,476,072 KWH, up 106.37% year-on-year.

Shore power coverage of dry bulk berth

100%

Case Achieve significant reductions in exhaust emissions through the implementation of shore power

The terminals under Shihushan Terminal have collectively installed 15 shore power piles. As of 2024, the cumulative number of connected vessels is expected to reach 184, with a total electricity consumption of 82,507 KWh, significantly reducing the impact of ship exhaust emissions on air quality.

Cumulative docking vessels	Cumulative electricity consumption
184 ships	82,507 KWh

Take multiple measures to reduce air pollution

To combat dust pollution, rotating fixed mist cannons, mobile mist cannon vehicles, sweepers, and sprinklers are deployed to spray storage yards and roads.

Case Reduce air pollution with comprehensive wind and dust control measures

At the Haiyu Port area of Hailong Terminal, there are 15 rotating fixed mist cannons and 6 mobile mist cannon vehicles. The port is also equipped with 5 sweepers, 4 water sprinkler trucks, and 3 multifunctional sweepers for ongoing dust suppression and cleaning of roads and storage yards. Additionally, the port area features 5 fully automatic wheel washing systems, mandating all outbound trucks to pass through for cleaning. Around the facility perimeter, a 1.42-kilometer wind and dust suppression net, standing 15.3 meters tall, has been installed. Using aerodynamic principles, windbreak and dust suppression walls create interfering airflow patterns inside the wall, effectively preventing dust from spreading outward and achieving optimal wind and dust control.

Equip

15	6	5	4	3	5
Rotating fixed mist cannons	Mobile mist cannon vehicles	Sweepers	Water sprinkler trucks	Multifunctional sweepers	Fully automatic wheel washing systems

Promote centralized treatment and discharge of wastewater

All port areas and logistics warehouses are equipped with wastewater treatment plants and rainwater/sewage collection pools have been built to manage and reuse sewage and rainwater from port activities.

Ensure compliant disposal of ship pollutants and waste

Agreements have been made with third parties to delegate the reception of ship pollutants to qualified units, ensuring proper treatment of pollutants. Hazardous wastes such as used oil are temporarily stored and regularly handed over to qualified units for safe disposal. General industrial solid wastes like scrap iron are temporarily stored and periodically entrusted to recycling companies for reclamation and reuse.

In the future, Xiamen Port continue to invest in the research and application of green technologies, striving to explore innovative green and low-carbon development models. This will drive all sectors toward higher levels of green development, creating more replicable and promotable green models, and ensuring that sustainability remains the lasting cornerstone of Xiamen Port's development.

Adhering to the principle of efficiency and strengthening the management foundation

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Enhancing Party leadership

Management system

In accordance with the "Constitution of the Communist Party of China", the "Company Law of the People's Republic of China", and the "Regulations on the Primary-level Working Organization of Communist Party Committees in State-owned Enterprises（trial implementation）", Xiamen Port integrates the Party's activities into the its articles of association, clearly outlining the responsibilities and authority of the Party organization and its structure, and affirming the organization's legal status within the corporate governance framework. It has developed and continuously revised a series of policies including the "Three Majors and One Large System", "Committee 'First Topic' Study System", "Party Committee Meeting Rules of Procedure", "Party Committee Theoretical Study Center Group Implementation Measures" and the "Committee Party Organization Fund Management Measures". These systems ensure that the Party committee can "set the direction, manage the overall situation, and promote implementation", while securing the funds necessary for party-related activities. This approach maximizes the role of the Party as a guiding force, seamlessly integrating party leadership with corporate governance.

In 2024

Held party committee **36** times

Review **188** proposals

Party building activities

Guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, the Company thoroughly studies and implements the spirit of the 20th National Congress of the Communist Party of China, and the Second and Third Plenary Sessions of the 20th Central Committee. It thoroughly applies Xi Jinping's key insights on the reform, development, and Party building of state-owned enterprises. It fully utilizes the guiding role of the Party organization. It aligns closely with the corporate development strategy and core objectives, leveraging the powerful influence of Party building to guide business and drive reform and development. The Company aims to steer and empower high-quality development through high-quality Party building.

Theoretical study

The Company consistently considers studying the guiding principles of the 20th National Congress of the Communist Party of China and the Third Plenary Session of the 20th Central Committee as a "compulsory course" for the theoretical learning of the central group, cadre education and training, as well as Party member learning and education.Party committee members set an example by demonstrating the "leading geese effect", actively connecting with and supporting Party branches, and spearheading Party lectures on "deeply studying the spirit of the Third Plenary Session of the 20th Central Committee". This effort ensures that all leaders complete the "State-owned Enterprise e-Learning" online specialized training program, integrating these principles into every aspect of the Company's reform and development. The aim is to transform these principles into concrete actions that drive the Company's high-quality growth, fulfill duties and responsibilities with a sense of mission, and provide the motivational energy needed for innovation and entrepreneurship.

Party spirit education

The Company enhances the political awareness and organizational discipline of its Party members through regular study sessions, themed Party day activities, the "One Branch, One Project" initiative, and the establishment of pioneer posts and youth commando teams. These efforts encourage Party members to take the lead and reinforce the foundational strength of the Party branches. By converting the impetus of Party-building into momentum for advancing business operations, the Company gains solid organizational support for its high-quality development.

Party discipline study

In compliance with the central mandate for "Party Discipline Learning and Education", the Company has seized the opportunity presented by the new "Regulations" to enhance disciplinary education among its Party members. At the headquarters and its subsidiaries, 25 special sessions and training programs on the "Regulations" were conducted. A total of 715 copies of the "Regulations" and related interpretation materials were distributed to Party cadres. Additionally, 204 online self-assessment knowledge tests about the "Regulations" were completed. The Company also hosted expert-led lectures on Party discipline and organized a themed reading event.

Strengthening Party discipline

The Company reinforces Party governance accountability by thoroughly advancing comprehensive and strict governance of the Party. To fully implement the key tasks of strict Party governance, it formulates an annual list of primary responsibilities and supervisory responsibilities to ensure effective Party governance. The Party secretary firmly fulfills the role of "primary responsible person", while members of the leading team actively perform their "dual responsibilities" in researching, deploying, supervising, and inspecting strict Party governance within their areas, ensuring clear accountability and full commitment.

Case Held a lecture themed on "Strengthening Ideological Fronts and Enhancing Online Public Opinion Management"

In November 2024, the Company invited the experts from the Xiamen Network Security Emergency Command Center (Public Opinion Center) to deliver a lecture focusing on "Strengthening Ideological Fronts and Enhancing Online Public Opinion Management". Approximately 60 participants attended the lecture, including members of the Company's Party committee, leaders overseeing ideological work from subsidiary enterprises, relevant department heads and personnel, and online commentators. The successful conduct of this special lecture has enhanced the ideological awareness and online public opinion management skills throughout Xiamen Port. It has elevated the ideological awareness across the Company and strengthened its capability to manage online public opinion, offering strong support for the Company's stable growth.

Picture: During the lecture

Case Xiamen Port's Party committee conducted training to enhance grassroots Party workers' skills

In April 2024, to deeply study and implement Xi Jinping Thought on Socialism with Chinese characteristics for a New Era and the spirit of the 20th National Party Congress of the Communist of China, strengthen the Company's grassroots Party organization construction, stimulate their "driving force", and enhance the professional skills and business competence of Party branch secretaries and Party workers, the Company's Party committee organized a series of training sessions to enhance the capabilities of grassroots Party affairs workers. Nearly 50 grassroots Party branch secretaries took part in this focused training program.

Picture: Xiamen Port's Party committee conducted training to enhance grassroots Party workers' skills

Case Xiamen Ocean Shipping Agency conducted specialized Party discipline training

From November to December 2024, Xiamen Ocean Shipping Agency organized a series of Party education activities themed "Unite Hearts and Forge Ahead with Determination". Party members visited key locations such as Chushan Village, Dazhai Village, Jinsha Academy, Jimei Tower, and the Chen Jiageng Memorial Hall. These visits facilitated in-depth studies of the "Spirit of the Soil", the "Jiageng Spirit" and the strategy of "Rural Revitalization". The Company's Party committee also invited, the lecturer from municipal Party committee to deliver a special lecture titled "In-depth Study and Implementation of the Spirit of the 20th Party Central Committee's Third Plenary Session: Promoting Reform with Determination and Action". The lecture guided members in exploring the core spirit of the plenary session, and deepening their understanding of the Party's latest theoretical advancements.

Picture: The specialized Party discipline training organized by Xiamen Ocean Shipping Agency

Optimize governance structure

Construction of "Three Committees and One Level"

In accordance with the "Company Law of the Peoples Republic of China", "Securities Law of the People's Republic of China", and other relevant regulations, and based on its strategic aim of becoming a "leading port logistics supply chain service provider in the southeast coastal region", Xiamen Port has established a governance structure characterized by "clear distinctions of rights and responsibilities, scientific efficiency, coordinated operation, and effective checks and balances". This "Three Committees and One Level" model facilitates the smooth functioning of the shareholders' general meeting, board of directors, board of supervisors, and executive management, thereby consistently enhancing the Company's operational performance. In the meanwhile, each subsidiary are firmly cultivating a public company mindset, maintaining strict adherence to compliance in operations, strengthening risk management and internal controls, and enhancing the quality of board, supervisory and shareholder meetings.

In 2024, the Company held a total of 5 shareholder meetings to review 24 proposals,9 board meetings to review 53 proposals; 11 board committee meetings to review 24 proposals; 4 independent director meetings to review 10 proposals; 6 supervisory meetings to review 12 proposals; and 37 management meetings to review 120 operational matters.

5 times shareholder meetings	9 times board meetings	11 times board committee meetings	4 times independent director meetings	6 times supervisory meetings	37 times management meetings
24 proposals	53 proposals	24 proposals	10 proposals	12 proposals	120 operational matters

In 2024, the Company's subsidiaries

120 times shareholder meetings	62 times board meetings	18 times supervisory meetings
257 proposals	149 proposals	21 proposals

Board of directors

In strict adherence to the "Code of Corporate Governance for Listed Companies" and other relevant guidelines, the Company continuously enhances the development of its board by implementing six key authorities: long-term decision-making power of the board, appointment of management, performance evaluation of management, management of executive compensation, management of employee wage distribution, and oversight of major financial matters. With structured board operations, external directors constitute the majority of the Company's and its subsidiaries' boards, effectively leveraging the Board of Directors' critical role in setting strategy, making decisions, and managing risks.

The Company's board development was recognized as the "2024 Outstanding Practice Case" by the China Association for Public Companies.

Board diversity

The Company uses a cumulative voting system to elect board candidates. The board of directors or shareholders holding more than 3% of the Company's outstanding voting shares can nominate candidates for the board. The board consists of nine members, including three independent directors. Independent directors fulfill their responsibilities diligently, contributing to decision-making, maintaining checks and balances, offering professional advice, safeguarding the Company's overall interests, and protecting the legitimate rights of minority shareholders. The diverse composition of the board demonstrates strong complementarity in many aspects, such as age, educational background, professional experience, work history, skills, and tenure. This diversity enhances the effectiveness and quality of the board's decision-making.

Board of supervisors

In strict adherence with relevant laws and regulations, the board exercises its authority to oversee the Company's operations, financial status, and the performance of duties by directors and senior management. The board consists of five members, including two employee representative supervisors, who are democratically elected by the Company's employees.

Senior management

Senior management is appointed by the board of directors and operates with a commitment to shareholders, stakeholders, and the public. They diligently and faithfully fulfill their fiduciary responsibilities by focusing on "strategizing business operations, ensuring execution, and enhancing management" to maximize the Company's long-term value.

Case Xiamen Port held key objectives meeting of 2024

In January 2024, Xiamen Port held a special meeting on key objectives for the year 2024. The meeting was chaired by the secretary of the Company's party committee and general manager. Attendees included the Company's leading team, managers from the headquarters' functional departments, and key representatives from subsidiaries. The meeting outlined the production and operational targets, major tasks, and safety and environmental responsibilities for both the Company and its subsidiaries for the year 2024.

Development of special committees

There are several special committees under the Company's board of directors, including the Strategic Development and ESG Committee, the Audit Committee, and the Compensation and Evaluation Committee. Each committee strictly adheres to relevant institutional regulations and diligently fulfill their responsibilities, thereby significantly enhancing the efficient and standardized functioning of the board.

Specialized committees	Responsibilities
Strategic Development and ESG Committee	Conduct researches and provide recommendations on the Company's medium- to long-term development strategy, major investment decisions, and significant ESG-related matters.
Audit Committee	Supervise and evaluate the Company's internal audit activities, establish and enhance the internal audit framework, and guide the effective operation of the internal audit department. It also oversees the Company's internal control systems, reviews the annual internal control assessment report, suggests necessary actions or improvements, and reports directly to the board of directors.
Compensation and Evaluation Committee	Develop and conduct assessments based on standards for appraising the Company's directors and senior management. It also formulates and reviews the compensation policies and plans for these roles.

Board compensation management

Xiamen Port enhances motivation and creativity across all levels by implementing standardized compensation management. The Company's compensation structure adheres to the principles of competitiveness, fairness, and incentivization. Compensation is determined based on various factors, including the specific position, job level, company performance, and performance evaluations. The remuneration for directors and supervisors is reviewed by the Board Compensation and Assessment Committee, approved by the board of directors, and then submitted for approval by the shareholder meeting. The remuneration for senior management is also reviewed by the Board Compensation and Assessment Committee and approved by the board of directors. Additionally, the compensation details for directors, supervisors, and senior management are publicly disclosed.

Transparent and steady operation

Internal control

Xiamen Port places great importance on its internal control processes by establishing a comprehensive internal control system. The Company has formulated several regulations, including the "Internal Audit System", "Internal Control Inspection and Evaluation System", "System Management Measures", and the "Accountability Measures for Violations of Production and Business Management Rules", which clearly define the roles and responsibilities for evaluating the internal control system. It also encourages all departments and affiliated enterprises to conduct timely self-inspections and assessments, continuously improving and optimizing the construction of the internal control system. The Company organizes a comprehensive evaluation of the design and operation of internal controls across both the headquarter and its subsidiaries, thereby promptly providing recommendations for rectification and ensures their implementation. As the end of 2024, the Company had established a total of 131 corporate regulations, with 17 revised in the year 2024.

The Company has established a total of **131** corporate regulations

Revision of the company regulations **17** items

The Company has established a Board Audit Committee, with the Audit Department serving as the internal audit body. The department operates independently and objectively under the direct leadership of the Company's Party committee and Audit Committee of the Board, diligently carrying out audit supervision and service functions. It continuously monitors, evaluates, and assesses the effectiveness of the internal control system to ensure compliant operations and enhance corporate governance.

Internal audit

Focusing on increasing revenue, reducing expenses, enhancing internal controls, and compliance management, we explored critical, challenging, and high-risk areas of business management. A total of five specialized audits and two targeted inspections were conducted, focusing on major issues like related-party transactions, guarantee provisions, use of raised funds, and financial assistance. We performed compliance audits of internal control processes, which spanned 52 instances across secondary and tertiary enterprises.

Internal control

We initiated a self-assessment of internal controls among the Company's functional departments and subsidiaries. Through inspection, testing, and evaluation of internal control design and operations, we identified vulnerabilities and potential risks, ensuring efficient remediation of deficiencies and enhancement of the internal control system.

Problem rectification

Adhering to the principle that both the follow-up on audit rectification and the identification of issues are equally important and must progress in tandem, routine efforts include monthly tracking of issue remediation identified in audits, maintaining closure records, and coordinating rectification tasks. On this basis, a "look back" inspection has been carried out to review how subsidiaries have addressed audit findings over the past three years. This inspection aims to reinforce accountability and ensure effective remediation, involving 21 subsidiaries.

Risk management

Xiamen Port is continually enhancing its risk management by strengthening mechanisms to control major operational risks. It has developed several foundational and supplementary risk management systems, such as the "Risk Assessment Management Measures" and "Major Operational Risk Event Reporting Work Rules". The risk management process consists of several key points, including risk assessment, tracking and monitoring, control, and event reporting. It aims to ensure effective guidance for daily risk management and the development of the risk control system.

Organizational structure

Board of directors

Ensures effective comprehensive risk management and is accountable to shareholders.

Senior management

Reviews and decides on key risk management issues and significant matters, overseeing risk assessment efforts.

Audit Department

Coordinates and manages all aspects of daily risk management, organizes regular or special risk assessments, collects risk information, and compiles risk assessments from various subsidiaries.

Functional departments and subsidiaries

Develops the risk management mechanism for their own department or the Company, and carries out specific daily risk management activities.

Risk identification

Considering industry characteristics, the Company identifies and mitigates various risks associated with daily operations by classifying them into seven primary categories: strategic risk, financial risk, market risk, operational risk, legal compliance risk, safety risk, and information system risk. Each of them is further divided into 70 secondary risk categories, such as investment risk, cash flow risk, price risk, logistics management risk, environmental protection risk, compliance risk, and information system security risk.

Risk warning and tracking

The Company undertakes regular and special risk assessments, collects risk information, guides and organizes routine internal control inspections and evaluations, and compiles internal control evaluations and risk assessments from all subsidiaries. Moreover, it formulates the "Major Operational Risk Event Reporting Guidelines", establishes and refines mechanisms for managing and controlling major operational risks, defines the reporting procedures, and swiftly implements countermeasures to effectively prevent and mitigate these risks.

Risk control measures

The Company formulates risk response strategies by assessing risk analysis results, weighing risks and returns, and aligning with its risk tolerance. It aims to effectively control risks through a comprehensive application of risk avoidance, risk reduction, risk sharing, and risk acceptance strategies.

Special risk control mechanism for key business

The Company enhances risk management in port logistics and supply chain operations by establishing a three-tier risk control system, thereby forming a scientifically hierarchical management model for special control of key business operations. In 2024, the Port Logistics Supply Chain Business Management Team has conducted assessment and reviews on key business risks, such as new types of cargo, major contracts, and credit approvals for significant clients.

Compliance management

Xiamen Port remains steadfast in its commitment to compliant business practices through rigorously following the Fujian Provincial SASAC's "Compliance Management Measures for Funded Enterprises" along with other relevant laws, regulations, and industry standards. The Company has established the "Compliance Management Measures" to ensure that legal compliance is integrated into every aspect of its production and business management processes. No major violations were recorded throughout the year 2024.

Organizational structure

Head of the Company

Serves as the chief person responsible for the promotion of legal governance, effectively assuming the roles of organizer, promoter, and practitioner of lawful and compliant operations management, and actively advancing compliance management efforts;

Compliance management committee

Oversees and coordinates compliance activities, addressing and resolving key challenges;

Chief Compliance Officer and Compliance Management Department

Organize, coordinate, and oversee compliance management tasks, providing support for various departments and subsidiaries;

Business and functional departments

Appoint compliance liaison officers who receive guidance and training from the Compliance Management Department. They assist department heads in conducting compliance reviews of their operations and management within the departments or business areas, ensuring seamless integration of compliance with business activities.

Special research

In line with the high incidence of labor and personnel dispute cases in the sector, the Company has developed the "Labor and Personnel Compliance Guide". Based on the new "Company Law", the Company has produced a report titled "Summary and Insights into Important Revisions in the New 'Company Law'".

Auditing mechanism

To strengthen compliance management in key areas and crucial points, the Company is consistently refining its legal risk prevention mechanisms and internal control systems. It rigorously applies a compliance review process for matters such as economic contracts, regulations, and major decisions.

Legal construction

In 2024, Xiamen Port organized and participated in 27 legal education seminars, involving approximately 280 participants. Additionally, the Company's legal team organized eight thematic legal education exchange sessions, addressing key and complex issues encountered in subsidiaries' operations. Utilizing a combination of online and offline methods, such as WeChat public accounts, web pages, bulletin boards, and thematic meetings, the Company has conducted a series of legal education and publicity activities on topics like the Civil Code, intellectual property, promoting business integrity, and the Constitution, further integrating legal and business practices and enhanceing compliance awareness.

Case Special legal lecture on the new "Company Law"

In April 2024, the Company invited a senior partner from a law firm to present a special seminar on the new "Company Law". The seminar highlighted modifications in the new law, focusing on the duties of loyalty and diligence of directors, supervisors, and senior management, as well as regulations concerning single-shareholder companies. Through this training activity, the Company aims to reinforce compliance standards, foster a legal-conscious corporate culture, and drive high-quality business development.

Picture:The legal affairs leader is conducting a legal education seminar

Anti-Corruption and integrity

Xiamen Port rigorously ensures that Party members and cadres adhere to the "Regulations on Disciplinary Actions of the Communist Party of China", the "Provisions on the Integrity of Leaders in State-Owned Enterprises", the "Guidelines for Clean Governance of the Communist Party of China" and other relevant Party rules and laws. The Company is dedicated to strengthening the culture of Party conduct and integrity within the enterprise and advancing anti-corruption initiatives, consistently upholding a resolute political stance against corruption. Through relentless pressure, it is also committed to deter corruption, deepen and expand preventive measures, and strengthen efforts to eliminate the desire for corruption, fostering a culture of integrity and consolidate a healthy political environment to drive the rapid and high-quality development of the Company.

Strengthen political leadership and enhance regulatory systems and mechanisms

The Company continuously implements a robust Party governance mechanism where its Party committee assumes the "primary responsibility", the discipline inspection commission undertakes "supervisory responsibility", the Party organization secretary shoulders the main accountability, the discipline inspection commission secretary carries out specialized supervision, and other leading teams fulfill dual responsibilities in their roles. Its Party committee conducted two special sessions on Party conduct, integrity, and anti-corruption work, one special investigation of the Company's political environment, and issued the "2024 Guiding Opinions on Party Conduct and Anti-Corruption Work". Additionally, the Company has established a "comprehensive supervision" framework involving the collaboration of discipline inspection, auditing, finance, legal affairs, and functional oversight to maximize supervisory effectiveness at various levels and categories, thereby embedding a coordinated, efficient, and rigorous supervision mechanism into enterprise governance.

Maintain a stance of high pressure and strengthen regular supervision

Focusing on political oversight, the Company has reviewed 147 Programs related to major decisions and significant matters, and issued integrity certifications for 162 instances. Discipline inspection and supervision agencies have also thoroughly implemented checks on the adherence to the spirit of the "Eight Regulations" and its implementation guidelines, and conducted special initiatives to rectify the "Four Forms" for maintaining a firm and uncompromising stance. By committing to a strict approach and focusing on key areas such as capital-intensive sectors, centralized power, and resource-rich environments, the Company has conducted "1+X" inspections, dismantled the unwritten rules of exploiting corporate resources, and carried out comprehensive investigations into public vehicle usage.

reviewed
147 programs
issued integrity certifications for
162 instances

Strengthen implementations and optimize the control system

The Company continuously updates the "Integrity Control Manual". In 2024, there were 21 new risk points based on supervisory findings, introducing 13 risk points and control measures for new business areas, optimizing 53 control measures based on new management requirements, updating 15 risk points and control measures in response to organizational changes, and promptly establishing control manuals for two companies transitioning from construction to production. An "Internal Control Enhancement Team" has been established to conduct self-assessments of the Company's internal control processes. By maintaining a problem-oriented approach, the Company conducts self-examinations to learn from common issues. The supervision department provides dynamic feedback on identified risks to functional departments, promoting a proactive approach to risk management.

Stay continually alert in our mindset to ensure an atmosphere of integrity and righteousness

The Company has also carried out the "Integrity Culture Education Month" event, organizing a total of 59 educational activities such as visits to integrity education centers, family ethics exhibits, screenings of cautionary films, and studies of exemplary cases, with a total of 3,688 participants. Three self-produced micro-lecture videos titled "Integrity in Action, Ethics in the Heart" have been released via the official account, continually fostering a positive culture of promoting and practicing integrity.

the "Integrity Culture Education Month" event
59 activities
3,688 participants

Case Integrity in professional conduct and cultivating a culture of integrity at its core

1. The Company organized a 2024 Integrity and Compliance Training program for new employees, themed "Secure Integrity Firstly, Start Your Career Rightly". The training aims to educate new employees on party discipline, regulations, and company policies, effectively fortifying the first line of defense in their careers.
2. The Company organized a dedicated exchange meeting for key financial staff to address and highlight risk points in the process of expense reimbursement.
3. A focused discussion was also organized for procurement management staff. The meeting centered on analyzing and sharing risk control measures across four areas: approval processes, acceptance and settlement procedures, inventory management, and the disposal of obsolete materials. This initiative seeks to elevate the internal control standards in procurement management.

Picture: Party members and cadres visiting and learning at an integrity education base

Picture: The Secretary of the Discipline Inspection Commission of Xiamen Ocean Shipping Agency delivering a lecture to the new employees.

Fair competition

Xiamen Port is committed to creating a fair, transparent, and orderly business environment, ensuring that all stakeholders can participate in competition on an equal basis. The company strictly adheres to national laws and regulations such as the "Law of the People's Republic of China for Countering Unfair Competition", the "Anti-Monopoly Law of the People's Republic of China", and the "Regulations on Fair Competition Review". It upholds the principles of fair competition and opposes any form of unfair competitive behavior. In 2024, the Company did not face any lawsuits or significant administrative penalties related to unfair competition.

The company ensures all business activities are conducted within a legal framework. The Company diligently safeguards its legal rights and maintains market order through strict adherence to laws and regulations, standardization of market behavior, protection of trade secrets, regulation of investment and procurement, and comprehensive education and training initiatives.

Anti-Unfair competition initiatives

Compliance with laws and regulations

Uphold the principle of legal operations by strictly following the "Law of the People's Republic of China for Countering Unfair Competition" and related regulations, and avoiding all forms of unfair competition;

Market conduct standards

Commit to integrity in business practices by improving service quality and standards, building a strong brand image, and enhancing customer trust and loyalty;

Protection of trade secret

Implement robust mechanisms to protect trade secrets, including signing confidentiality agreements with employees and business partners to jointly safeguard confidential information;

Investment and procurement guidelines

Establish investment and procurement regulations to ensure independence and fairness in external investments and service procurement, and firmly oppose any form of unfair competition.

Education and training

Strengthen education on integrity and enhance employees' awareness of self-discipline, consciously maintaining a good social competition order.

Protection of investors' rights

Transparent information disclosure

In strict accordance with the information disclosure regulations outlined in the "Company Law of the Peoples Republic of China Company Law", "Securities Law of the Peoples Republic of China" and other relevant legal and departmental guidelineslaws and regulations and relevant provisions on information disclosure, Xiamen Port has established the "Company Information Disclosure Management System" and the "Company Investor Relations Management System". Dedicated to enhancing the quality of information disclosure, the Company meticulously prepares and releases periodic reports and various interim announcements. This ensures that all disclosed information is truthful, accurate, complete, timely, and fair, allowing investors to stay informed about significant developments in the Company's day-to-day operations. In 2024, the Company was awarded the highest rating of A in the 2023-2024 Information Disclosure Work Evaluation by the SZSE.

A
the highest rating in the 2023-2024 Information Disclosure Work Evaluation by the SZSE

Financial information disclosure

The company has established strict systems for financial management, financial reporting, and information disclosure management to ensure that the financial information disclosed is true, accurate, and complete. In 2024, the Company released four regular financial reports.

regular financial reports
4 items

Non-financial information disclosure

Information disclosure serves as a crucial channel for investors and the public to obtain information about listed companies, and for companies and investors to achieve positive interactions. The Company has set up a multi-tiered review system, involving drafting by functional departments, review by the securities representative, and examination by the board secretary, as well as a joint review mechanism for significant announcements. The Company strictly adheres to policies such as the "Company Information Disclosure Management System" and the "Company Investor Relations Management System", ensuring that confidential informants are managed appropriately and all information is disclosed in a truthful, accurate, complete, timely, and fair manner.

In 2024, the Company issued 21 temporary announcements and 93 disclosure documents.

Issued temporary announcements
21 times

announcement documents
93 items

Protection of shareholders' rights

Xiamen Port convenes and holds shareholder meetings in strict accordance with the "Company Articles of Association" and the "Rules of the Shareholders Meeting". It implements voting mechanisms such as separate and cumulative voting and provides online voting options for minority investors. This ensures that all shareholders are fully respected in their rights to information, participation, voting, and oversight concerning major company matters, effectively safeguarding the interests of all shareholders, particularly minority shareholders.

When voting on proposals during the shareholders meeting, lawyers, shareholder representatives, and supervisor representatives collaborate to ensure accurate vote counting and supervision. Meanwhile, lawyers issue legal opinions evaluating the compliance of meeting procedures with laws, administrative regulations, and the "Articles of Association". They also verify the legitimacy and validity of the voting procedures and meeting results. These legal evaluations are disclosed alongside the resolutions of the shareholders' meeting. These legal opinions are disclosed together with the resolutions of the shareholders meeting.

Protection of creditor's rights

By adhering to relevant laws and regulations, Xiamen Port is committed to fully safeguard the legitimate rights of creditors. It strictly follows credit cooperation business rules and ensures timely repayment of loans and tax payments. In 2024, the Company maintained a clean credit record, with no incidents of debt default. Owing to its strong creditworthiness and reliable financial status, the Company received an AA+ issuer credit rating for three consecutive years from 2022 to 2024.

AA+
issuer credit rating for three consecutive years from 2022 to 2024

Marching forward with great passions and strongly uplifting employees' dreams

Improving employee well-being 47
Safeguarding employee health and safety 51
Safeguard employees development 56
Lighting up employees' lives 58

Improving employee well-being

Employees

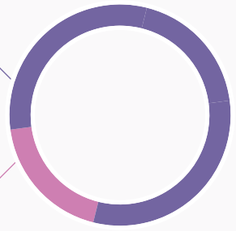
Xiamen Port has a total of **4,647** employees

Minority employees **62**
1.33 % of total employees

Employees with disabilities **15**
0.32 % of total employees

3,700 Male employees — **79.62%** of total employees

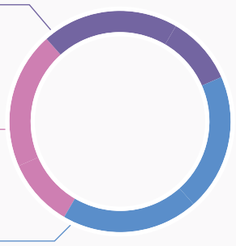
947 Female employees — **20.38%** of total employees



1,528 Employees under the age of 35 — **32.88%** of total employees

1,415 Employees between the age of 35 and 45 — **30.45%** of total employees

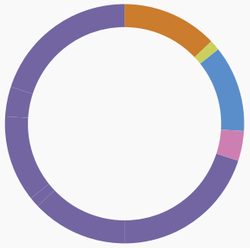
1,704 Employees over the age of 45 — **36.67%** of total employees



3,446 Production staff — **74.16%** of total employees

153 Sales personnel — **3.29%** of total employees

395 Technical staff — **8.50%** of total employees

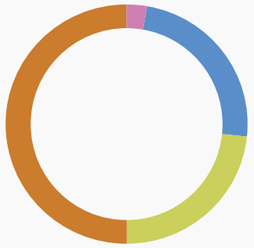


104 Financial personnel — **2.24%** of total employees

549 Administrative staff — **11.81%** of total employees

126 Employees with a master degree and above — **2.71%** of total employees

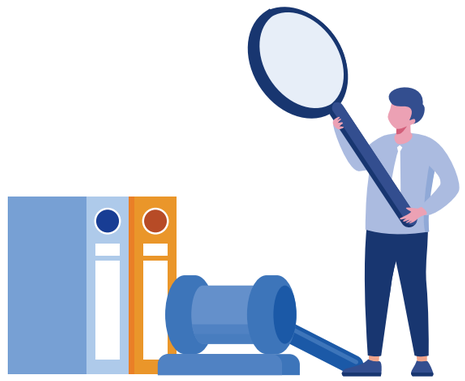
1,113 Employees with a bachelor degree — **23.95%** of total employees



1,083 Employees with an Associate degree — **23.31%** of total employees

2,325 Employees with a high School diploma or below — **50.03%** of total employees

In the year 2024, the Company recorded **173** voluntary resignations, which is **3.72%** of the total employees. Labor dispute cases are handled according to national laws and standards. In 2024, there were **3** new dispute cases.



Equal employment

In strict accordance with the "Labor Law of the People's Republic of China", "Law of the People's Republic of China on Labor Contracts", "Law of the People's Republic of China on the Protection of Minors", and other applicable laws and regulations, Xiamen Port upholds the principles of "openness, fairness, justice", "mutual selection and merit-based hiring", and "equal employment opportunities", free from discrimination based on nationality, race, religion, gender, or age. It resolutely opposes the employment of child labor and any form of forced labor, striving to create a lawful, compliant, fair, and supportive workplace that fosters mutual assistance and camaraderie. The Company continually enhances employees' sense of human rights protection, well-being, and security.

The Company mainly adopts campus and social recruitment, utilizing multiple channels to publish job announcements and conduct recruitment interviews and evaluations. Candidates are selected based on their performance, enabling the Company to bring in diverse and professional talent to meet the staffing needs of various business departments and subsidiaries. In 2024, the Company recruited a total of 188 talents, including 61 fresh graduates, 125 individuals from the general society, and 2 through internal recruitment and transfers.

In addition, it maintained a 100% labor contract signing rate and is committed to protect employee rights.

Recruited a total of	Fresh graduates
188 talents	61
Individuals from the general society	**Internal recruitment and transfers**
125	2

Case Campus recruitment event

In October 2024, the Company went to Shanghai Maritime University for a campus recruitment event. They provided graduating students with an overview of the Company, its core business areas and corporate culture. They also conducted face-to-face interactions and on-site interviews with interested graduates, offering them job positions to infuse new energy into the Company's growth.

▲ Picture: On-site interview

Employee compensation and benefits

Xiamen Port strictly complies with national laws and regulations, such as the"Labor Law of the People's Republic of China"and the "Social Insurance Law of the People's Republic of China", as well as local legal requirements where it operates. The Company has developed tailored compensation management systems for different personnel levels, including senior management, enterprise leaders, middle managers, and employees.

Compensation distribution

The Company is striving to establish a competitive, incentive-based, position-centered, and performance-based compensation distribution system. Compensation is linked to the Company's overall performance, allowing employees to share in the success of the Company's growth, and embodying the principle of rewarding employees in proportion to their contributions.

Working hour system

The Company implements a humane working hours system, prohibiting forced labor and granting employees statutory holidays and considerate leave benefits. It also strictly adheres to national regulations concerning various types of leave and establishes relevant policies to safeguard employees' attendance and vacation rights. Currently, the Company has 3,052 employees with fixed working hours, and 1,595 employees with no fixed working hours (including piece-rate workers).

Employee benefits

The Company covers all statutory social insurances and benefits for its employees, including basic pension insurance, basic medical insurance, unemployment insurance, work injury insurance, maternity insurance, and the housing provident fund, with a 100% coverage rate. The housing provident fund also achieves a 100% contribution rate. Furthermore, we offer additional benefits such as enterprise annuities and supplementary medical insurance.

Democratic management of employees

Union building

Xiamen Port has established labor unions in line with the "Trade Union Law of the People's Republic of China" and the "Constitution of the Chinese Trade Union", comprising 27 union organizations across its subsidiaries. They are legally funded to protect employees' legitimate rights and to facilitate the democratic management of employees.

The Company is committed to respecting employees' democratic rights and legal interests, highlighting the importance of their roles in democratic management, participation, and supervision. An extensive framework has been established and continuously refined, including union organizations and a democratic management system centered around the employee representative assembly. This ensures employees' rights to information, participation, expression, and supervision.

In 2024, a total of 27 employee representative assemblies were held to enhance the development of union leaders, monitor the enforcement of collective agreements within subsidiaries, and advance democratic management within the Company.

The Company has established various channels for communication and contact with employees, upholding democratic processes. Through employee representative meetings and online interactions, it engages in multi-level communication and dialogue, encouraging employees to participate in the management of production and operations.

Rights of female employees

Xiamen Port continuously enhances the development of its women's committee, with 17 unions having set up women's committees. Female employees are encouraged to strive for excellence in frontline work. These efforts ensure labor protection for grassroots female employees and actively guide them to be committed and dedicated in their roles, thereby fully leveraging the crucial contributions of women as "half the sky".

Safeguarding employee health and safety

System construction

Xiamen Port strictly complies with the "Safety Production Management System", "Emergency Safety Production Plan", and the "Implementation Measures for Safety Production and Environmental Protection Rewards and Penalties". Additionally, it formulated the "Three-Year Action Plan for Tackling the Root Causes of Safety Production (2024-2026)" based on actual conditions. The Company oversees each subsidiary in drafting their own plans and task lists according to their unique characteristics, systematically conducting the three-year action initiative to continually improve safety management levels. No production safety accidents classified as general or more severe (i.e., those with direct losses exceeding RMB 300,000) were recorded throughout the year 2024.

0 production safety accidents classified as general or more severe

Employee safety management

The Company has established a Safety Production Management Committee, along with a dedicated safety management department staffed by specialized personnel. Collectively, it is subsidiaries have invested RMB 31.44 million in safety production expenses. In 2024, the total number of accidents within the Company's jurisdiction decreased by 67% compared to 2023, achieving significant reductions in both the number and severity of incidents. The Company has 34 employees certified as Registered Safety Engineers; 26 subsidiaries have achieved safety production standardization certification, of which 4 are certified at level 1, 15 at level 2, and 7 at level 3. Additionally, it signed 13 "Safety Production and Environmental Protection Task Objective Management Responsibility Agreements" with its primary subsidiaries. All subsidiaries strictly adhere to the "All-Employee Safety Production Responsibility System".

Invested RMB 31.44 million in safety production expenses

The total number of accidents within the Company's jurisdiction decreased

▼ 67%

Employees certified as Registered Safety Engineers

34

Subsidiaries have achieved safety production standardization certification

26

Ensuring production safety

The Company has established a Safety and Environmental Protection Department, responsible for the daily management and supervision of its production safety. Each subsidiary develops its own safety management protocols and establishes dedicated departments and specialized personnel and management based on their unique characteristics. The Company has developed a "Mechanical and Electrical Equipment Management System", according to which the Safety and Environment Protection Department shall conduct annual inspections of facilities and equipment, handling their retirement declaration, evaluation, and disposal. This process ensures the timely removal of equipment that is uneconomical, unsafe, or environmentally unfriendly. Additionally, the Company strictly adheres to the equipment maintenance schedule and conducts routine monitoring of equipment conditions. Each subsidiary establishes maintenance protocols including routine, periodic, and special maintenance that align with their operational requirements. Maintenance is performed according to established procedures, preventing the operation of faulty equipment and ensuring safe production.

Accountability for safety incidents

The Company and its subsidiaries have established a comprehensive system for reporting, investigating, and handling production safety incidents. We adhere to the "Four Principles" , ensuring thorough cause analysis, investigation, handling, educational warnings, and accountability. Additionally, we have formulated the "Safety Production and Environmental Protection Target Responsibility Agreement" and the "Reward and Penalty Assessment Implementation Measures" to evaluate and manage safety-related incentives and penalties for responsible individuals within accountable units. A closed-loop mechanism was established for accident notification, alerting, supervision, and rectification. The Company provides group accident insurance for all employees, achieving 100% coverage to protect against potential accidental injuries. In 2024, the Company reported no fatal workplace accidents, and a total of 1,483 workdays were lost due to work-related injuries throughout the year. Over the past three years, the Company maintained a record of zero death due to workplace incidents, resulting in a work-related fatality rate of 0%.

Loss of work due to safety accident

1,483 workdays

Establishing sound contingency plan

The Company and its subsidiaries have established sound safety production contingency plan, overseeing each subsidiary in developing and regularly updating their own plans. In accordance with these plans, all subsidiaries conduct regular emergency exercises, ensuring they have necessary emergency supplies and equipment, and continuously improves their procedures. The company also has established mechanisms for reporting sudden incidents and for monitoring and disclosing information on public opinion during emergencies. Each subsidiary has a dual-control system in place for managing and controlling graded safety risks and for identifying and addressing hidden hazards, with regular assessments and updates.

Safety objectives and achievements

Control indicators of safety production

The mortality rate for production safety accidents shall be zero. The number of accidents causing direct economic losses exceeding RMB 1 million shall be zero.

Fire safety indicators

The mortality rate for fire accidents shall be zero. The number of fire accidents causing direct economic losses over RMB 1 million shall be zero. The rectification rate for enterprises with "three-in-one" issues and the rate of rectifying fire hazards shall be both 100%.

Road traffic accident indicators (including roads within port area)

Road traffic accidents resulting in fatalities, for which equal or greater responsibility is assigned, shall be zero.

Safety management indicators

Signing (issuance) rate of Safety Production Target Management Responsibility Letters shall be 100%; The execution rate for annual evaluations and the associated rewards and penalties shall be 100%; Rate of safety work information filing shall be 100%; Accident rectification rate shall be 100%.

Safety education and training indicators

"Three-level education" and "Four new" training, resumption training, and job transfer training rate shall be 100%; Ensure 100% certification compliance for special operations personnel.

Occupational health and disease prevention

Maintain a comprehensive occupational health management system with a zero occurrence rate of occupational diseases.

Case The Logistics IoT Center enhances fire safety for the Company

Xiamen Port Logistics has established a Fire IoT Center, having significantly improved the Company's fire safety by integrating fire equipment and facilities and connecting crucial safety information. This initiative creates a highly sensitive fire safety infrastructure that allows for real-time, dynamic, and interactive collection, transmission, and processing of fire safety data. As a result, the Center significantly enhances the command, dispatch, decision-making, and handling capabilities during fire extinguishing and rescue operations.

Picture: Xiamen Port Logistics' Fire IoT Center

Case The development of an integrated safety and fire platform by Xiamen Ocean Shipping Agency

Xiamen Ocean Shipping Agency has developed an integrated safety and fire platform, which serves as a comprehensive application system. This system includes an emergency command center, front-end sensing devices, user information transmission devices, communication networks, and platform management software. By leveraging technologies like the Internet of Things, geographic information systems, video surveillance, and sensors, the platform provides real-time monitoring and alerts on the status of firefighting facilities across networked units. It aims to establish a unified "one network" for safety management and a "one map" approach for resource sharing.

Safety culture

Upholding a culture of saftey-first, Xiamen Port has actively organized a series of distinctive safety activities. Leveraging platforms such as Safety Production Month, Disaster Prevention and Mitigation Day, and Fire Safety Awareness Month, the Company deeply integrates safety culture development.

Safety education

During Safety Production Month, under the theme "Everyone Speaks Safety, Everyone Masters Emergency Response - Keeping Lifelines Open", a diverse array of engaging safety culture activities are conducted. Collectively, its subsidiaries have hung 137 promotional banners, printed and distributed 4,587 safety brochures, and posted 1,177 safety posters. They have also overseen the revision of 81 regulations. In 2024, we carried out a total of 1,670 safety training sessions, which were attended by approximately 28,745 participants.

Hung	Printed and distributed	Posted	Overseen the revision of	Carried out a total of	Safety training
137	4,587	1,177	81	1,670	28,745
promotional banners	safety brochures	safety posters	regulations	safety training sessions	participants

Emergency exercise

The Company conducted a range of comprehensive emergency response exercises, including those for occupational health, special equipment accidents, as well as scenarios involving confined spaces, falls from heights, electrical shocks, power outages, natural disasters, fires, hazardous chemical leaks, oil spill prevention, and anti-terrorism measures. During the reporting period, the Company organized a total of 225 emergency exercises with approximately 4,453 participants. Additionally, 25 emergency plans were revised. These efforts have tested and improved the company's emergency response capability.

Organized	Attended emergency plan drills	Revised
225	4,453	25
emergency exercises	participants	emergency plans

Case Organize 2024 "Ankang Cup" knowledge contest themed on "Enhancing Learning Through Competition for United Safety"

In December 2024, the Company's labor union, in collaboration with Shihushan Terminal's labor union, held the 2024 "Ankang Cup" knowledge contest. A total of 10 representative teams from Xiamen Port Shipping, Shihushan Terminal, and Huajin Terminal participated in this contest. Through knowledge contest, the initiative aims to strengthen corporate safety culture by fostering an atmosphere where "everyone is conscious of safety and adept at emergency response".

Picture: 2024 "Ankang Cup" knowledge contest

Case Shihushan Terminal distributes warm safety tips to incoming drivers

Shihushan Terminal irregularly distributes warm tips of traffic safety to incoming drivers, clearly outlining the terminal's specific regulatory requirements to help drivers learn about traffic management rules, enhance their safety awareness, and reduce the chances of violations. Additionally, the tips include contact information for reporting supervision issues and emergencies, encouraging drivers to engage in on-site supervision and management.

Picture: Shihushan Terminal distributing warm safety tips

Case Training on the wearing and use of fall arrest kit by Hailong Terminal

Hailong Terminal conducted specialized training on how to properly wear and use the fall arrest kit. Through a combination of on-site explanations and hands-on experience, the training aims to help on-site managers and frontline workers master the use of fall arresters.

Picture: The Safety and Environmental Department at Hailong Terminal demonstrating the use of the fall arrest kit

Potential risks identification

In accordance with the relevant guidelines from higher authorities and the three-year action plan for addressing fundamental challenges in safety production, Xiamen Port has actively advanced the special rectification actions for major accident hazards by clarifying objectives, enhancing safeguards, and establishing a company expert team to supervise subsidiaries in fulfilling their responsibilities. We also have conducted quarterly and annual safety assessments and unannounced inspections of our subsidiaries. After a thorough investigation, no major hazards were found within the Company and its subsidiaries for the year 2024.

The Company leaders and those of its subsidiaries lead the effort in identifying major accident hazards. Leaders in general industries conduct safety inspections quarterly, while those in hazardous goods industries do so monthly. This ensures that all subsidiaries are actively researching and implementing measures to address and rectify significant accident hazards.

In 2024, the Company decides its annual priorities by focusing on key enterprises and key regional safety risks. In accordance with the safety requirements of various supervisory bodies, the Company organized 59 safety inspections of its subsidiaries and offered 51 recommendations, all of which were addressed through corrective actions or improvements. Additionally, it continuously monitors its subsidiaries to ensure effective hazard identification and control, and enhance safety measures. All subsidiaries have also diligently fulfilled their primary responsibilities, collectively conducting around 1,237 safety inspections, and identifying and rectifying 1,391 potential hazards, with a 100% rectification rate for identified hazards.

Organized	Offered	Conducting	Identifying and rectifying	Rectification rate for identified hazards
59	51	1,237	1,391	100%
safety inspections of its subsidiaries	recommendations	safety inspections	potential hazards	

Occupational health

Xiamen Port places a high priority on the occupational health protection of its employees and continually refines its occupational health management system. It engages third-party experts to assess and certify workplace environments for occupational disease risks, and consistently works on standardizing and enhancing labor protection by establishing a dual-control system for risk classification management and hazard identification and removal. To raise safety awareness among employees, the Company has organized various activities, including specialized activities, lectures, training sessions, practical exercises, equipment use practice, and the procurement of labor protection supplies. Additionally, it conducts occupational disease health checks, implements protective measures, and performs specialized inspections focused on labor protection and occupational health supervision. These efforts are significantly conducive to the control of occupational health hazards, ensuring the safety, health, and legal rights of all employees.

Health risk advise

Through identifying risks, the Company places risk warning signs in prominent locations in the workplace, illustrating on-site emergency handling methods. It also establishes occupational health bulletin boards to share regulations on occupational disease prevention, standard operating procedures, emergency measures for workplace hazards, and test results of hazard factors.

Enhancement of health facilities

According to the actual situation, some subsidiaries provide simple fitness facilities and spaces for activities like basketball and badminton, offering employees opportunities for physical exercise.

Strengthening awareness of protection

Some subsidiaries held health seminars and conducted comprehensive training on occupational health protection tailored to their needs, continuously boosting employees' health awareness. Additionally, the Company and its subsidiary unions organized to offer condolences to frontline employees.

Management of industrial injuries

The Company establishes relevant management systems in accordance with the national "Work Injury Insurance Regulations" and related laws, and taking into account the actual circumstances. Additionally, it pays work injury insurance premiums for employees on time. In the event of a work injury, relevant departments from the Company and its subsidiaries shall immediately go to the site to manage the situation and conduct an accident investigation. If necessary, the employee shall be promptly transported to an appropriate hospital for medical treatment. Meanwhile, the Company assists employees in applying for work injury recognition and benefits, and conducts regular support and visits with subsidiary unions. The subsequent process involves determining the cause of the accident and assessing the injuries, clarifying the nature and responsibility of the incident, developing improvement measures, and supervising their implementation.

Regular health checkups

The Company offers occupational health examinations for employees exposed to occupational hazards and maintains comprehensive occupational health monitoring records for them. It also provides protection gear to employees as per regulations, refine distribution and disposal standards, and guide employees on the proper use of protective equipment and personal safety gear. Some subsidiaries arrange regular occupational health checkups every year for workplaces and positions involving occupational hazards to ensure that employees' health is not affected by occupational hazards.

Safeguard employees development

Employees development

Xiamen Port emphasizes employee career planning by addressing diverse development needs and utilizing various training methods to provide a wide platform for career growth.

At its headquarter, job positions are categorized into seven levels across management and technical tracks. The Company sets clear regulations for determining these levels, evaluating employee qualifications, assessing performance, and adjusting job levels. Employee performance is evaluated comprehensively on a monthly and annual basis. Those who achieve excellent results are eligible for promotions, advancements, or exceptional elevation.

The Company is committed to addressing the evolving needs of its employees at various stages of their careers by designing and refining career development paths and employing diverse training methods, thus establishing a broad platform for their growth. It aims to build a talent pipeline aligned with the Company's strategic goals, ensuring the sustainable development of talent.

Employee training

Xiamen Port prioritizes the enhancement of its workforce quality by establishing a robust training system. This effort aims to create a learning-oriented organization, encouraging employees to realize their personal value in their respective roles.

Training planning

The Company integrates innovative learning and skills development into its long-term strategy. Annual training plans and implementation schemes are developed in accordance with the its growth strategy and yearly operational goals. These plans are tailored to the specific nature of each position, associated responsibilities, and the diverse capabilities and individual needs of the employees.

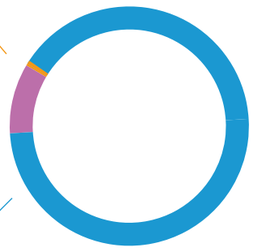
Training content

The Company conducts various training programs, including onboarding for new employees, professional development for in-service staff, operational skills for front-line employees, and management enhancement training.

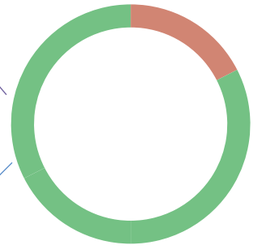
In 2024

Spent	Organized	The total training duration reached	Year-on-year increase	Employees participated	Training per person
RMB 1.8835 million on employee education	2,249 training sessions	88,444 hours	15.85 %	4,457	19.84 hours

Senior managers	66	Accounting for 1.48% of the total number of trainees
Middle managers	401	Accounting for 9.00% of the total number of trainees
Frontline employees	3,990	Accounting for 89.52% of the total number of trainees



Male employees	3,680	Accounting for 82.57% of the total number of trainees
Female employees	777	Accounting for 17.43% of the total number of trainees



Case Xiamen Port Shipping strived to weave a high-quality construction network through continuous training

1. Nurturing new talent and building a youth task force. In 2024, Xiamen Port Shipping established a Youth Task Force, and nearly 500 people have been trained. Through initiatives such as Youth Study Programs and Ship Standardization Projects, we will continuously conduct hands-on training and technical workshops to strengthen the foundation of our young workforce.

2. Empowering core strengths and driving growth through training. In April 2024, Xiamen Port Shipping launched its first management training program of the year for mid-level and junior employees. This program will include group discussions, role-playing scenarios, and case study analyses, guiding participants to integrate their personal goals with the company's strategic vision. By fostering a culture of heritage and growth, the company commits to relentless efforts in achieving high-quality development.

▲ Picture: Xiamen Port Shipping's Youth Task Force

▲ Picture: Training by Xiamen Port Shipping

Case Xiamen Port Trading organized a specialized training on "industrial silicon futures basis trading"

In response to market demand, Xiamen Port Trading organized a specialized training on "industrial silicon futures basis trading". The training covered the use of strategies like basis arbitrage and basis hedging, equipping practitioners with the skills to adapt their strategies flexibly across different market conditions to mitigate risks, and providing the Company with more diversified risk management tools to support its stable growth.

▲ Picture: The specialized training by Xiamen Port Trading

Lighting up employees' lives

Employee care and support

The Company is committed to a people-centered approach, placing the holistic development and welfare of employees at the heart of its corporate strategy. Through the development of a comprehensive employee care system, the Company prioritizes not only the physical health and working conditions of its staff but also actively promotes work-life balance and strengthens their connection to the corporate culture.

Case Implementing the "Summer Refreshment" high-temperature relief activity

To effectively implement heat prevention measures and ensure employees' health and production safety, the Company consistently carried out "Summer Refreshment" high-temperature relief activity to genuinely care for front-line employees, delivering care to a total of 2,861 employees working in high-temperature conditions and 491 stationed abroad.

▲ Picture: "Summer Refreshment" high-temperature relief activity

Case Organizing the "Releasing Childhood Spirits and Engaging in Joyful Summer Learning" parent-child educational program

The Company has organized a parent-child educational program themed "Releasing Childhood Spirits and Engaging in Joyful Summer Learning". This innovative initiative offered employees a platform to enhance parent-child communication, experience and embrace nature, allowing employees and their families to enjoy quality family time and feel the Company's warmth while experiencing the wonders of technological innovation and nature.

▲ Picture: The "Releasing Childhood Spirits and Engaging in Joyful Summer Learning" parent-child

Case Festival care

Huajin Terminal provides benefits to all employees during holidays and festivals, fostering a closer connection between the company and its staff. This approach enhances employees' sense of belonging and effectively aligns their well-being with the company's growth.

▲ Picture: Employees at Huajin Terminal receiving festival gifts

Cultural and sports activities

Xiamen Port is dedicated to enhancing the quality of life for its employees by providing more stable employment, satisfying income, reliable social security, ample life benefits, and a richer cultural and spiritual life.
The Company strives to foster a caring and passionate organizational environment. Through sports, cultural activities, and volunteer services, it enhances communication among employees, strengthens company cohesion, and promotes mutual growth between employees and the Company. This effort aims to significantly increase employees' sense of achievement, happiness, and security.

Case Organizing the calligraphy creation activity themed "Welcome the Spring Festival Amidst the Charm of Calligraphy"

The Company's unions organized the calligraphy creation activity themed "Welcome the Spring Festival Amidst the Charm of Calligraphy" to celebrate the Spring Festival in a traditional manner. The couplets and "Fu" characters, imbued with wishes for bidding farewell to the old year and ushering in the new, enhance the festive atmosphere with abundant joy.

▲ Picture: The calligraphy creation activity themed "Welcome the Spring Festival Amidst the Charm of Calligraphy"

Case Promoting collective growth amidst fun activities

In November 2024, Xiamen Port's labor union organized the "Container Cup" sports, featuring the participation of 11 local and 3 non-local subsidiaries. The event included individual competitions such as sprinting, pull-ups, and sit-ups. Team events featured relays, five-a-side football shooting, and group jump rope. There were also fun activities like the "Hot Wheels" and "Drum Marbles".

Leading growth through innovation and excelling in services for a brighter future

Driving the innovation engine 63
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Driving the innovation engine

Innovation system

In accordance with national and industry standards, Xiamen Port actively engages in innovation and research and development (R&D) efforts. The Company is committed to promoting technological innovation and energy-efficient upgrades in its equipment and information management systems. It also emphasizes the adoption of new technologies, processes, and materials to accelerate the transformation of scientific achievements.

With a focus on standardized management, the Company has established an effective R&D and innovation management framework that ensures the stability and growth of its talent pool. This framework guides researchers in implementing technological innovations and facilitates the swift, logical, and systematic implementation of R&D projects.

Case Xiamen Ocean Shipping Tally was recognized as a "Technologically Advanced Service Enterprise"

In December 2024, Xiamen Ocean Shipping Tally has successfully passed the joint evaluation by Xiamen Municipal Science and Technology Bureau, Xiamen Municipal Finance Bureau, State Administration of Taxation, Xiamen Municipal Taxation Bureau, Xiamen Municipal Commerce Bureau, Xiamen Municipal Development and Reform Commission, and has been recognized as a "Technologically Advanced Service Enterprise" in Xiamen.

2024年厦门市技术先进型服务企业名单

序号	企业名称	备注
1	厦门欣维发信息服务有限公司	新认定
2	厦门外轮理货有限公司	新认定
3	厦门星纵数字科技有限公司	新认定
4	晟景科技(厦门)股份有限公司	复核
5	厦门钧亮科技有限公司	复核
6	厦门星纵数字科技有限公司	复核
7	厦门梦加网络科技股份有限公司	复核
8	夏门点触科技股份有限公司	复核
9	厦门太古发动机服务有限公司	复核
10	厦门太古飞机工程有限公司	复核
11	厦门太古发动机服务有限公司	复核
10	太古部件维修(厦门)有限公司	复核
11	厦门太古起落架维修服务有限公司	复核

R&D platform

With a focus on key areas, Xiamen Port has established a comprehensive innovation platform that is multi-layered and multifaceted, fostering both internal and external collaboration while promoting openness and shared resources. The Company is dedicated to driving the transformation of innovative achievements through collaboration with a variety of universities and research institutions.

Case Construction of the Liu Yuanhe Employee Technical Innovation Studio at Hailong Terminal

The "Liu Yuanhe Employee Technical Innovation Studio" at Hailong Terminal is committed to tackling technical challenges and driving innovation in cost reduction, energy conservation, emissions reduction, technological upgrades, technological advancements, and safety production. In August 2024, the maintenance team led by Liu Yuanhe was awarded the title of "May 1 Pioneer" by the Xiamen Municipality.

In terms of competitions, in August, we participated in the 2024 Main Industry Vocational Skills (Shiyan) League for China Technical Association Cities and the Skilled Workers and Craftsmen Conference, earning a team third prize and an individual excellence award.

The Company has also made remarkable achievements in terms of technical improvements, such as the modification of eight grain grab buckets at Hailong Terminal to prevent spillage, the upgrade of the gantry crane lighting system, and the electrical overhaul of a C-2503 forklift. Additionally, it has also made some process improvements, such as the design and production of extended sleeves for 25T forklift tines, storage racks for gantry crane hooks, and calibration weights for loaders.

Picture: Gantry crane operational competition by Hailong Terminal

Case Unveiling ceremony of the "Deng Kaihui Captain Innovation Studio" held by Xiamen Port Shipping

On November 29, Xiamen Port Shipping established the "Captain Deng Kaihui Innovation Studio". Through the establishment of this innovation studio, the initiative aims to inspire employees with a spirit of craftsmanship, fostering collective wisdom and encouraging bold innovation, acting as a powerful catalyst for the Company and shipping industry's high-quality development and innovative advancement.

Picture: Unveiling of the "Deng Kaihui Innovation Studio"

Technological innovation achievements

Driven by innovation, reform breakthroughs, and digital transformation, Xiamen Port is committed to developing new quality productivity to support the creation of a modern port with "first-class facilities, technology, management, and services".

Case Shihushan Terminal's two provincial-level technology projects passed acceptance

In 2024, Shihushan Terminal successfully led the completion of two technological projects: "The Fully Hydraulic Intelligent Spiral Silo Cleaning Machine and Key Technologies for Port Granaries" and "Automation Upgrade of Bulk Cargo Port Cranes". Both projects passed the expert evaluation and acceptance by the Fujian Provincial Department of Transportation. This achievement highlights the company's strides in technological innovation and underscores its enhanced capabilities in technology application.

Case Research and Demonstration Project on Key Technologies for Coastal Green Intelligent Tugs by Xiamen Port Shipping

Xiamen Port Shipping has applied for the Fujian Provincial Department of Transportation's Science and Technology Development Plan with a project on the key technologies and demonstration research of a new generation of coastal green intelligent tugs. Since the "Xiamen Port Tug 30" was officially put into production, the company has formulated and issued the "Interim Measures for Incentives and Penalties for Energy Saving and Charging Operations of Electric Vessels", leveraging the vessel's energy-saving, low-carbon, and zero-emission attributes when operating on a pure electric mode. Multiple strategies have been implemented to strengthen the safety management of new energy-powered vessels, ensuring the "Xiamen Port Tug 30" operates safely and efficiently. According to calculations, the energy consumption per voyage decreased by approximately 0.090 tons of standard coal equivalent compared to conventional tugs, with comprehensive energy consumption reduced by about 47%. The carbon emissions per voyage were cut by 0.30 tons, and the per voyage carbon reduction rate reached 70%. In 2024, "Xiamen Port Tug 30" conducted a total of 2,505 operations, consuming 112.14 tons of fuel. This resulted in energy savings equivalent to 210.42 tons of standard coal and a reduction of 701.4 tons in carbon emissions, demonstrating significant energy-saving and emission-reducing effects.

Conventional tug VS Standard tug	The energy consumption per voyage decreased by approximately	Comprehensive energy consumption reduced	The carbon emissions per voyage reduced	The per voyage carbon reduction rate
	0.090 tons of standard coal	47%	0.30 tons	70%

2024	Total work	Total fuel consumption	Save energy	Carbon emission reduction
	2,505 voyage	112.14 tons	210.42 tons of standard coal	701.4 tons

Case Xiamen OST Health Quarantine was approved for a research project by the General Administration of Customs

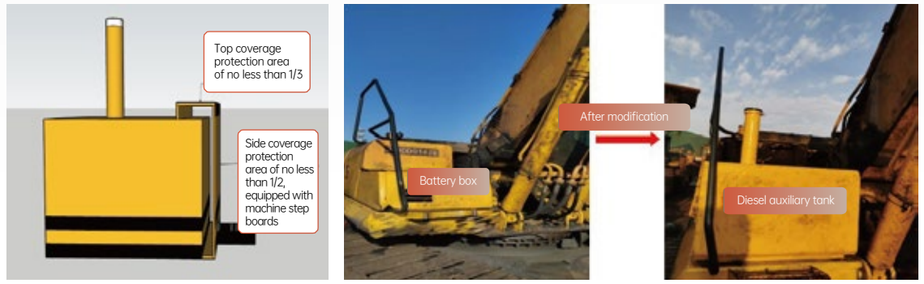
In November 2024, the collaborative research project between Xiamen OST Health Quarantine and Quanzhou Customs, titled "Innovative Rapid Pest Control Technology for Sealed Container Environments at Ports" (2024 - 2025), was approved as part of the General Administration of Customs' 2024 research initiatives. The project is currently in the phase of validating pest control equipment, with the assembly and testing of key components completed. Progress has also been made in the screening and preliminary testing of pesticides, the successful development of a compound insecticide capable of effectively eliminating mosquitoes, flies, cockroaches, and grain beetles. Initial efficacy tests show promising results.

Picture: Field test of the innovative rapid pest control technology for sealed container environments by Xiamen OST Health Quarantine

Case Remarkable achivements through minor technological upgrades

Shihushan Terminal conducted a thorough evaluation and retrofitted an excavator with an auxiliary tank. This successfully expanded the diesel capacity by 300 liters, demonstrating a major gain in cost-effectiveness and efficiency from a "minor technical upgrade". After the successful installation of the auxiliary tank, the excavator's operational endurance hold is extended by 25 hours. This not only saves the cost of employing two auxiliary refueling workers but also reduces costs and improves efficiency in frontline production, while enhancing operational safety.

operational endurance hold is extended by **25** hours



Intellectual property protection

In strict compliance with relevant laws and regulations such as the "Trademark Law of the People's Republic of China", "Patent Law of the People's Republic of China", and the "Civil Code of the People's Republic of China", Xiamen Port places a strong emphasis on intellectual property protection by educating employees about trademark, copyright, and patent laws to enhance their awareness and compliance regarding intellectual property rights.

The Company and its subsidiaries have engaged in specialized trainings on technology R&D subsidy policies and other related technical training initiatives, encouraging enterprises to actively leverage the benefits of technology innovation policies, stimulates R&D and innovation activities, and accelerates the pace of high-quality development. To meet business demands, Xiamen Port is actively promoting technological innovation. In 2024, the Company acquired 15 new software copyrights, including the Container Transport Agreement Intelligent Management System V1.0, the Digital ERP Data Interaction Platform for Xiamen Port Logistics Comprehensive Bonded Zone V1.0, and the Automobile Ship Tally System V1.0.

The Company has established and implemented an information project management system, adopting a zero-tolerance policy for the use of pirated software. In 2024, it procured a total of 796 legitimate licenses for operating systems, office, and antivirus software, continually strengthening its achievements in software legalization.

- The Container Transport Agreement Intelligent Management System V1.0
- The Digital ERP Data Interaction Platform for Xiamen Port Logistics Comprehensive Bonded Zone V1.0
- The Automobile Ship Tally System V1.0
- ...

Refined service quality and efficiency

Quality management system

Xiamen Port consistently views the quality management system as the core to its development. It continually optimizes management processes and strengthens the enforcement of standards, ensuring excellence in both service and operations. Relying on the quality management system, it is also dedicated to continuous innovation and upgrades, providing driving force for sustainable growth. In the face of fierce market competition, the Company has earned customer trust and built a strong reputation through high-quality service and management.

Xiamen Port's subsidiary companies Xiamen Port Transport, Xiamen Ocean Shipping Tally, Xiamen Ocean Shipping Agency and Haihong Terminal have successfully obtained ISO certification in quality management, environmental management, occupational health and safety management and energy management systems.

	ISO9001 Quality Management System	ISO14001 Environmental Management System	ISO45001 Occupational Health and Safety Management System	ISO50001 Energy Management System
Haihong Terminal	✓	✓	✓	
Xiamen Ocean Shipping Agency	✓	✓	✓	
Xiamen OST Health Quarantine	✓	✓	✓	
Xiamen Ocean Shipping Tally	✓			
Hailong Terminal	✓			✓
Xiamen Port Transport	✓			
Xiamen Port Shipping				✓

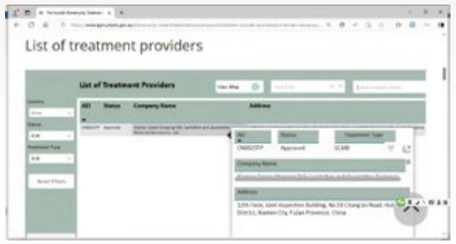
Case Xiamen Ocean Shipping Agency was awarded the national "5A-Level Logistics Enterprise" again

In August 2024, Xiamen Ocean Shipping Agency was awarded the national "5A-Level Logistics Enterprise" during the "38th Logistics Enterprises Awarding and Supply Chain Innovation Development Conference". Xiamen Ocean Shipping Agency first applied to be the "National 5A-Level Logistics Enterprises" in 2017 and was promptly approved, becoming the first comprehensive logistics enterprise in Haicang District to achieve this level of certification. It has successfully retained this title after re-evaluations in 2021 and 2024.

Picture: Xiamen Ocean Shipping Agency was awarded the "5A-Level Logistics Enterprise"

Case Xiamen OST Health Quarantine was certified as an "AusTreat Processing Service Provider"

In November 2024, Xiamen OST Health Quarantine was officially certified by the Australian Department of Agriculture, Fisheries and Forestry as an "AusTreat Processing Service Provider", becoming one of the few entities nationwide with this qualification, which marks a significant progress in import and export quarantine treatment and pest control technology.



Service capability enhancement

Jinshang operation area, Quanzhou Bay port area

In January, the Huajin Terminal at the Quanzhou Bay Port Area has officially passed state-level inspection for expanded foreign access. The terminal features 880 meters of coastline and four berths capable of accommodating vessels of 5,000 tons, 15,000 tons, 20,000 tons (also occasionally 35,000 tons), and 35,000 tons. It boasts a hinterland of approximately 300,000 square meters, with shipping routes covering major domestic ports and Southeast Asia, focusing on container and bulk operations.

Gulei operation area, Gulei Bay Port area in Xiamen Port

In August, the first phase of the North #1 and #2 Berth Project at the Gulei terminal in Xiamen Harbor was completed and successfully passed final inspection. This project was invested in and developed by Gulei Port. It is a key provincial project, having been selected by the Ministry of Transport for inclusion in its Century-Long Safe and Quality Projects Demonstration List.

Service innovation achievements

Adhering to a customer-oriented approach, Xiamen Port consistently embraces its responsibilities, fosters innovation, and continually develops new service models to provide a superior customer service experience.

"Cross-border One Lock" customs clearance model

It is an efficient cross-border transfer supervision model, seamlessly integrating the General Administration of Customs' "Highway Cross-border Rapid Clearance" reform with Hong Kong Customs' "Facilitation Scheme for Intermodal Transshipment Cargo". In December 2024, leveraging enforcement assistance and information sharing, together with technologies like satellite positioning, internet, and direct-link checkpoints, Xiamen Bonded Logistics implemented a unified secure smart lock and global positioning system devices. This has facilitated rapid customs clearance for cross-border goods between Hong Kong and mainland China, reducing redundant inspections for the same batch of goods in Xiamen and Shenzhen, offering businesses a more convenient and efficient customs clearance service. In 2024, the value of goods cleared in this mode is about RMB 8.5 million.

Futures Trading

In November, the Guangzhou Futures Exchange released the "Announcement on Adjusting the Designated Delivery Warehouses for Industrial Silicon Futures" (Guangzhou Futures Exchange [2024] No. 307). Xiamen Port Trading successfully obtained approval as a designated delivery warehouse for industrial silicon futures, marking a significant milestone for the company in the futures trading sector.

Case Streamlining intra-area transfers to enhance customs clearance efficiency

In August, over 6,500 bottles of Kinmen Kaoliang Liquor were processed through customs at the Xiangyu CBZ without leaving the warehouse or passing through bonded zone checkpoints. This enabled a seamless transition from "bonded" to "non-bonded" status with just one click. This event marks the official launch of the province's first "in-zone direct transfer" service for classified goods. By replacing the physical movement of goods with data processing, the "in-zone direct transfer" significantly reduces the time and costs associated with transitioning goods between "bonded" and "non-bonded" statuses, as well as bypassing the usual expenses related to checkpoint processing, loading, unloading, and external storage. This innovation enhances customs clearance and improves circulation efficiency, making it easier for businesses to connect with both domestic and international markets.

Quality culture

Xiamen Port consistently views quality culture as the cornerstone of its development. The Company continuously enhances the quality awareness and professional skills of its entire workforce through a variety of multi-tiered training and exchange programs.

Additionally, the Company hosts regular special seminars where industry experts are invited to discuss cutting-edge policies and industry planning, offering strategic insights to support informed decision-making. It also conducts tailored training sessions to meet business needs, combining theoretical knowledge with practical application to improve employees' technical skills and operational expertise. This fosters a culture of total involvement and ongoing enhancement in quality, establishing a solid foundation for the Company's high-quality growth.

Case Organized "Quality Month" activities

The Company and its subsidiary entities actively participated in the 47th National "Quality Month" initiative, centering on the theme of "Strengthening Quality Support and Building a Quality Powerhouse". Through diverse initiatives such as awareness campaigns and quality training, we have seamlessly integrated quality culture with specific quality efforts, continuously fostering an environment where all employees prioritize and engage in quality management.

Picture: Promotion of Quality Month by Chaozhou Terminal

Case Specialized training for precise targeting

On October 30, Xiamen Ocean Shipping Agency organized a specialized training for cruise operations. The training employed a "menu-style" course selection approach for targeted learning, aligning with business needs by focusing on specific business modules., helping participants gain a comprehensive and clear understanding of cruise service operations. The training laid a solid foundation for the successful handling of the upcoming cruise "peak season".

Picture: Specialized training for cruise operations by Xiamen Ocean Shipping Agency

Improving customer satisfaction

Xiamen Port is committed to the "customer first" principle, viewing the improvement of service quality as essential to building the Company's core competitiveness. It consistently focuses on enhancing customer satisfaction by offering comprehensive, personalized, efficient, and high-quality services from the customer's perspective, having earned industry recognition and customer praise.

Case Refined service capabilities to fulfill customer needs

In May 2024, Xiamen OSA shipping Development Co., LTD successfully provided food supplies for the research vessel "Xiang Yang Hong 03" at Male Island Port, Maldives. This marks the company's first overseas science expedition vessel food supply service since 2020. As the only state-owned enterprise in Xiamen with accreditation from the International Ship Suppliers Association (ISSA), Xiamen OSA shipping Development Co., LTD, upon receiving a request from the Third Institute of Oceanography of the Ministry of Natural Resources, swiftly identified and collaborated with top local suppliers in the Maldives by virtue of ISSA platform so as to fully meet customer needs.

Customer satisfaction survey

In 2024, the Company's logistics subsidiaries, including Xiamen Ocean Shipping Agency, Xiamen Port Logistics and Xiamen Ocean Shipping Tally, conducted a customer satisfaction survey based on their 2023 services. According to the statistics, Xiamen Ocean Shipping Agency has maintained a complaint-free record for two consecutive years, with a high customer satisfaction, particularly in its ship agency segment, which has been widely acknowledged by ship owners. With excellent service and upgrades in both software and hardware of its intelligent tally system, Xiamen Ocean Shipping Tally continues to earn customer recognition and praise, with customer satisfaction approaching 100%. The customer satisfaction rates for the warehousing and international freight forwarding services of Xiamen Port Logistics have exceeded 95% for two consecutive years, while satisfaction with its empty container services rose by 3.15% compared to 2022. The Company has earned recognition and appreciation from customers and the industry.

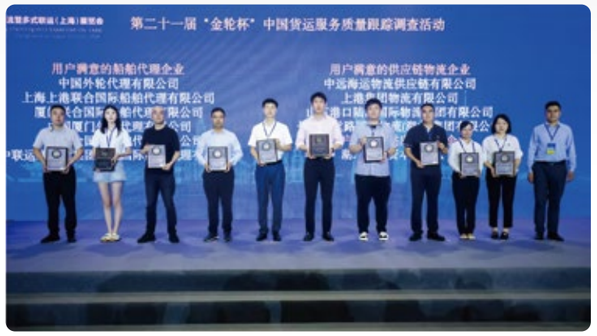
Xiamen Ocean Shipping Tally's customer satisfaction approaching

100%

The customer satisfaction rates for the warehousing and international freight forwarding services of Xiamen Port Logistics have exceeded **95%** for two consecutive years

Case Xiamen Ocean Shipping Agency was awarded the title of "User-Satisfied Shipping Agency" in the 21st "Golden Wheel Cup"

Xiamen Ocean Shipping Agency distinguished itself at the second International Port, Shipping, and Logistics & Multimodal Transport Expo (Shanghai) by winning the "User-Satisfied Shipping Agency" title in the "21st 'Golden Wheel Cup' China Freight Service Quality Survey".



Picture: The user-satisfied shipping agency in the 21st "Golden Wheel Cup"

Case Xiamen Ocean Shipping Tally received a banner for excellence in pest control

In September 2024, due to excellence in a new pest control service for empty warehouses at Zhangzhou grain storage facilities, Xiamen OST Health Quarantine received a banner from the client. This successful operation strengthened the Company's reputation in the grain storage sanitation .

Picture: Xiamen Ocean Shipping Tally received a banner

Picture:Xiamen Ocean Shipping Tally's pest control operations

Case Xiamen OST Health Quarantine was awarded the title of "2023 Outstanding Pest Control Service Provider"

In April 2024, Xiamen OST Health Quarantine, a board member of the China Pest Control Association, was invited to attend the "6th Members' Assembly and 2024 National Pest Control Conference" organized by the China Pest Control Association. At the event, they were honored with the title "2023 Outstanding Pest Control Service Provider".

证 书

厦门外理卫生检疫技术服务有限公司

2023 年度有害生物防制服务

优质服务商

▲ Picture: Xiamen OST Health Quarantine was awarded the title of "2023 Outstanding Pest Control Service Provider"

Data security

In strict compliance with the "Data Security Law of the People's Republic of China", "Personal Information Protection Law of the People's Republic of China", and the "Cybersecurity Law of the People's Republic of China", Xiamen Port has established an "Information Technology Management System" and formed an Informatization and Network & Information Security Leadership Group to guide and organize the Company's information management and data and network security efforts. In 2024, no incidents of data breaches or customer privacy leaks were recorded.

Assessment of data security management

The Company has developed a "Compensation and Performance Assessment Management Method for Heads of Subsidiaries", which outlines management evaluation criteria for its subsidiaries. Regarding information management, the Company conducts both annual assessments and incident-specific evaluations for network security, encouraging subsidiaries to implement relevant cybersecurity measures. The results of these assessments are directly tied to the annual performance evaluations of the management team.

Data security management structure

The Company has established an Informatization and Network & Information Security Leadership Group, with the Chairman as the leader and the General Manager as the first deputy leader. The group is responsible for guiding and organizing the Company's informatization initiatives, ensuring the implementation of guidelines, policies, and plans from national, provincial, and municipal authorities. Additionally, it manages overall network security, drives innovation in information technology applications, and coordinates the management of information assets.

Cybersecurity offense and defense exercises

The Company actively engages in cybersecurity offense and defense exercises organized by regulatory authorities. It routinely conducts self-assessments of cybersecurity risks and organizes on-call cybersecurity personnel during holidays to prevent and mitigate business interruptions and losses in production, operations, and management, as well as risks of social impact caused by cybersecurity incidents.

Enhancing supply chain management

Supply chain management

Xiamen Port strictly adheres to the "Tendering and Bidding Law of the People's Republic of China" and the "Regulations for the Implementation of the Tendering and Bidding Law of the People's Republic of China", and the Company's"Contract Management Guidelines", the contact department shall conduct due diligence on the creditworthiness of the contracting party and clarify the review content, which includes but is not limited to the contracting party's legal status, capacity to act, business scope, qualifications, credit status, and proof of relevant capability to fulfill contractual obligations.

Supplier admission

The Company adheres to a standardized set of criteria for supplier admission and continuously improves daily supplier management, so as to ensure the onboarding of qualified suppliers. By the end of 2024, a total of 2,750 suppliers have registered and been approved on our procurement platform, with 203 suppliers who have obtained ISO 9000 certification, 168 suppliers with ISO 14000 certification, 167 suppliers with ISO 45001 certification, and 495 suppliers who have signed the 'Integrity Agreement'. The annual procurement volume through the platform totals RMB 85.9 million, with a total of 2,355 orders, of which public bidding accounting for 99.15%.

Total number of suppliers	The annual procurement volume through the platform totals	Number of total orders	Number of public bidding orders
2,750	RMB 85.9 million	2,355	99.15%

Supplier assessment

The Company conducts regular assessment on suppliers from multiple dimensions, such as the quality, environmental compliance, occupational health and safety certification systems, and ethical conduct. Suppliers that do not pass evaluation will have their partnerships terminated, and those who are severely unqualified will be blacklisted.

Supplier training

Xiamen Port is committed to developing an outstanding supply chain ecosystem, prioritizing supplier training as a strategic component to enhance overall competitiveness. Through well-designed empowerment programs, the Company not only shares cutting-edge industry knowledge and best practices with suppliers but also focuses on strengthening their ESG management capabilities to achieve sustainable development goals.

By establishing dedicated communication channels, the Company encourages knowledge sharing and experience exchange among suppliers, helping them understand their role in the pursuit of sustainability and how to meet the Company's high standards through proactive management strategies.

Equal treatment for small and medium-sized enterprises

Xiamen Port consistently upholds the principles of equality and fairness in its commercial collaborations, with a strong focus on partnering with small and medium-sized enterprises (SMEs). Committed to timely and full payments, the Company ensures there are no overdue funds owed to SMEs, effectively supporting the stability of their cash flow. This dedication allows SMEs to concentrate on their business growth and fosters the development of long-term, stable, and mutually beneficial partnerships.

Living up to the mission of the Era and committing to public welfare for development

Actively contributing to society 75
Responding to national strategies 77

Actively contributing to society

Pay taxes according to law

In strict compliance with relevant laws and regulations, such as the "Law of the People's Republic of China on the Administration of Tax Collection", "Interim Regulation of the People's Republic of China on Value Added Tax", "Law of the People's Republic of China on Enterprise Income Tax", and the "Individual Income Tax Law of the People's Republic of China", Xiamen Port proactively aligns with tax policies, diligently fulfills its tax obligations, discloses tax information according to law, and ensures timely filing and payment of taxes.

Social contribution degree

In 2024, the Company has made a total social contribution of RMB 1,600.95 million, including a net profit of RMB 246.06 million, employee compensation of RMB 1,029.89 million, taxes (include corporate income tax) paid amounting to RMB 219.01 million, donation expenditures of RMB 0.65 million, and interest payments to banks and other creditors totaling RMB 105.34 million, strongly supporting local economic development.

Public service

Xiamen Port is committed to fulfilling its social responsibilities and has continuously promoted volunteer service brand creation and public welfare charity projects, including "Innocence Dream Building", "Maritime Emergency Rescue". It actively promotes the spirit of "dedication, friendship, mutual assistance, and mutual progress", striving to contribute to society with all its might. In 2024, the Company engaged in volunteer and charitable activities 110 times, with a total of 1,131 participants.

Voluntary blood donation:

We have been continuously establishing blood donation centers for more than twenty years, collecting over 340,000 milliliters of "life-saving blood".

Community service:

We take our social responsibilities as a state-owned enterprise seriously by promoting the spirit of Lei Feng in various ways. Our services extend to all aspects of community life, including caring for the elderly and the children, maintaining a clean environment, and enhancing legal awareness. We have built strong connections with community residents and earned widespread praise.

Educational support:

For over a decade, we have been embracing roles such as "psychological counselor", "logistical supporter" and "learning companion". Transitioning from broad assistance to targeted educational support, we offer financial aid and provide learning and emotional support to help underprivileged students grow.

Emergency rescue:

Serving as a vital force in maritime emergency response, Xiamen Port Shipping have successfully conducted multiple firefighting and medical rescue operations at sea for Xiamen Port and other locations. Since 2024, the company have assisted in the rescue of 31 distressed large vessels, deploying tugboats 55 times, with a cumulative rescue duration of 219.1 hours, thereby making a unique contribution to the safety of Xiamen Port and other stationed ports.

Case Xiamen Ocean Shipping Agency was honored with the title of "Model Site for Lei Feng Activities" in Xiamen

The Youth League Committee of Xiamen Ocean Shipping Agency upholds the volunteer service spirit of "dedication, friendship, mutual assistance and progress". They have launched the "Aimonxin" volunteer service brand, becoming a fresh emblem of the "Caring Xiamen" initiative. The name "Love & Care" is a homophone in the Minnan dialect, symbolizing that compassion is like a budding seed that needs to be continuously nurtured by all of us to enrich the spirit of "Caring Xiamen." In March 2024, the Communist Youth League Committee of Xiamen Ocean Shipping Agency was awarded the title of "Xiamen Lei Feng Activity Demonstration Site", highlighting the Company's pioneering role in youth volunteer services.

▲ Picture: Xiamen Ocean Shipping Agency was awarded the title of "Xiamen Lei Feng Activity Demonstration Site"

Case Developing distinct volunteer services through team building at Xiamen Port Shipping

The company follows the principle of "Party-building drives team-building, and team-building enhances Party-building", guiding its Youth League Committee to effectively serve as an assistant and reserve force for the Party, and continuously promote the development of the "Youth" brand. In September, the "Xiamen Port 'Ship Vanguard' Maritime Emergency Rescue Volunteer Service Project", initiated by Xiamen Port Shipping's General Branch, won the Bronze Award at the first National Youth Volunteer Service Competition in the Water Transport Industry.

▲ Picture: The result document for the First National Youth Volunteer Service Project Competition in the Water Transport Industry by Xiamen Port Shipping's General Branch

Case The Themed Group Day event by Hailong Terminal

On May 30th, Hailong Terminal visited the Xiamen Port Kindergarten to jointly organize a themed group day event titled "Building an Innocent Dream and Reuniting on Children's Day". During the event, young representatives from Hailong Terminal's Youth League Branch donated picture books to the Kindergarten and accompanied the children in reading the books, demonstrating the commitment of state-owned enterprises and contributing to social welfare initiatives through concrete actions.

▲ Picture:Hailong Terminal donating cartoon books to Xiamen Port Kindergarten

Rural revitalization

Xiamen Port consistently upholds its role as a state-owned enterprise by focusing on rural revitalization and fulfilling social responsibilities. This has resulted in a sustainable development model that equally values both economic and social impacts.

Support through consumption

The company emphasizes support initiatives by regularly implementing programs like "buying instead of donating" and "purchasing to assist." In 2024, it procured specialty agricultural products from regions like Ningxia Province and Yunxiao County as holiday benefits for employees, with total purchases nearing RMB 3.05 million.

Responding to national strategies

Belt and Road Initiative

Leveraging Xiamen's strategic position as a core area of the 21st Century Maritime Silk Road, the Company actively responses to the national "Belt and Road" initiative. Xiamen Port is continuously expanding its domestic and international markets and enhancing its supply chain business development strategy. The Company is committed to the principles of "consultation, collaboration, and shared benefits." By using the port as a strategic hub and its bulk commodity supply chain business as a key link, it enhances market responsiveness and service quality. Together with partner countries along the route, it aims to establish a mutually beneficial new global trade ecosystem, providing customers with more efficient and convenient supply chain solutions, thereby contributing to regional economic growth and the development of the "Belt and Road".

Sea-Rail Intermodal Transport

With Xiamen Port as a hub, the Company is vigorously expanding sea-rail intermodal transport to advance the development of a new Southeast land-sea logistics corridor, supporting a dual-cycle development pattern that integrates domestic and international markets. In 2024, a new dedicated sea-rail intermodal train route will be launched from Chengdu to Xiamen, effectively creating a two-way transport corridor between the two cities. Throughout this process, Xiamen Port is dedicated to enhancing service quality, innovating development models, and aligning with national strategies. This strategy strengthens connections between international and domestic markets and promotes dual cycles. In 2024, the company achieved a significant 27% year-on-year increase in sea-rail intermodal business volume.

Year-on-year increase
27%

Supply chain service

In 2024, the Company's subsidiaries, including Xiamen Port Trading, Xiamen OSA International Freight and Xiamen Port Logistics, collaborated with each other to integrate their trade and logistics resources. They actively push forward the "going out" strategy, focusing deeply on inland areas and expanding the trade and logistics supply chain business domestically and internationally. Xiamen Port Trading has established a diverse international client base across Asia, Europe, Africa, and the Americas, cooperating with well-known coal trade enterprises in Australia and Indonesia for coal business, importing starch from Southeast Asian countries such as Thailand and Vietnam, importing pulp from mills in South American countries like Brazil and Chile, and engaging in mineral business with mining companies in African nations such as South Africa and Egypt.

Case Huajin Terminal launches its first direct international trade route

In August, with the successful docking of the vessel "Mega 1", Huajin Terminal officially inaugurated its first direct international trade route to Manila of Philippines. As the first direct foreign trade shipping route of Huajin Terminal, this marks a crucial step in providing high-quality services and strengthening economic and trade ties with the Southeast Asian region.

Case Successful Maiden Voyage of the CPX5 Philippine Route

In September, the ship "HFDS" carrying galvanized steel strips and other goods docked at Huajin Terminal, marking the successful maiden voyage of SITC Container Lines' Philippines Line CPX5. The route to Manila North Harbor takes merely two days, providing customers with a superior and more efficient logistics channel, further promoting the prosperity and development of the regional economy.

Case Optimizing network layout for expanding channels

(1) Ningbo Office of Xiamen OSA International Freight: The Office was officially established in October. It is currently focused on import customs clearance and distribution services, aiming to provide customers with comprehensive, integrated logistics and supply chain solutions. These services encompass sea freight forwarding, warehousing and distribution, container transportation, customs declaration and inspection, non-vessel operating common carrier services, and project logistics.

Picture: Ningbo Office of Xiamen OSA International Freight

(2) Hongdong Office of Xiamen OSA International Freight: The Office was officially established in December, marking a crucial step in the Company's business expansion in the Northwest region. It is currently focused on coal supervision, extended transportation, and domestic trade services.

Picture: Hongdong Office of Xiamen OSA International Freight

Cross-strait integration

Xiamen Port is committed to promoting commerce through logistics and facilitating cooperation through exchanges. It actively explores and integrates into the development of the cross-strait integration pilot demonstration area.

Case

In terms of logistical corridor development, Xiamen Port has effectively integrated resources like "terminals + depots + shipping routes" to significantly expand cross-border e-commerce business with Taiwan. In 2024, the company's cross-border e-commerce supervision center completed 26.8973 million bills of cross-border e-commerce, an increase of 103.91%.

Case

Xiamen Ocean Shipping Agency champions the "Ship Watcher" brand by efficiently managing vessel agency services for the Xiamen-Kinmen "Mini Link" route. This effort contributes to the creation of the "Xiamen-Kinmen Half-Hour Living Circle" .In 2024, ships agent of the Company transported a total of 1.2534 million tourists on this route.

Case Haixiang Terminal launched its first "Xiang'an-Hualien" stone export business to Taiwan

In April, Haixiang Terminal successfully initiated the export of stone to Hualien, Taiwan. The exported stone primarily comes from domestic mines in Guangdong, Guangxi, and the southern Fujian regions, as well as market purchases. In collaboration with shipping companies for joint marketing, Haixiang Terminal proactively addresses customers' specific needs, and has developed an innovative business model: stones are first imported via domestic trade vessels and then re-exported through foreign trade vessels.

Digital transformation

In accordance with the "Work Plan for Accelerating the Digital Transformation of State-owned Enterprises in Fujian Province", Xiamen Port continues to make significant strides in digital transformation by clarifying strategic goals, streamlining management processes, and boosting resource investment. Its subsidiary, Xiamen Ocean Shipping Tally, was officially recognized as a "Technologically Advanced Service Enterprise" in Xiamen.

Informatization and digital transformation

The Company priorities the enhancement of its digital transformation, investing significant funds and human resources to establish a robust suite of information systems. This provides crucial support for business management and operational needs across areas such as port terminals, logistics supply chains, waterfront services, and corporate management. The initiative has effectively enhanced business efficiency and service quality, serving as a guiding and supporting force in the Company's growth. Additionally, with a demand-driven approach, the Company continually enhances the functionality of its information systems, optimizes platform resource integration, and deepens data utilization, collectively advancing the digital transformation of the port services sector. In 2024, the Company invested a total of RMB 20.18 million in its information technology projects, achieving an investment completion rate of 118.23%.

Construction of digital information system for bulk terminals

Based on varying system architectures and business types, the main terminals mainly utilize the Bulk Terminal Operations System (BTOS), ensuring seamless operations for the Company's breakbulk cargo business and fulfilling customer service requirements.

Development of the "Xiamen Port Logistics Service Cloud Platform" by Xiamen OSA International Freight

As the pilot execution platform for the "Single Document System", Xiamen OSA International Freight has independently developed a platform offering features such as online commissioning, comprehensive oversight, real-time tracking, cost inquiries, and statistical analysis. This promotes the paperless, electronic, and standardized exchange of multimodal transport documents. In 2024, the platform processed 8,865 bills for customer and added 12 new users. Currently, 240 companies are actively using the platform.

Construction of tugboat energy consumption online monitoring system by Xiamen Port Shipping

To improve energy efficiency and effectively control energy costs, Xiamen Port Shipping adopted the "Tugboat Energy Consumption Online Monitoring System" in 2015. As of 2019, all tugboats have been equipped with the system. The system is mainly designed to retrofit existing ship equipment like oil tanks, so as to collect and analyze energy consumption data, thus providing a scientific basis for establishing and evaluating fuel-saving strategies.

Adhering to green principles and reducing carbon emissions for ecological protection

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Strengthen environmental management

Development of environmental system

In strict compliance with relevant laws and regulations such as the " Law of the People's Republic of China on Environmental Protection", "Law of the People's Republic of China on the Assessment of Environmental Affects", and the "Regulations on Energy Conservation and Supervision of Ecological Environment Protection", Xiamen Port is committed to continuously optimizing the working environment and strengthening the construction of management systems. The Company has formulated a set of documents such as the "Environmental Protection Management System", "Energy Conservation Management System", and the "Emergency Response Plan Management Measures" to standardize the its environmental protection management work requirements. In 2024, neither the Company nor its subsidiaries were involved in any illegal or non-compliant activities in the environmental field.

Building of organizational structure

To ensure the effective operation of the environmental management system, the Company has established a vertically integrated organizational structure with clear responsibilities and defined requirements. Its subsidiary, Xiamen Ocean Shipping Agency, Haihong Terminal, Xiamen OST Health Quarantine and other companies have been certified for both the environmental management system and the Health, Safety, and Environment (HSE) management system.

Table: Organizational structure and responsibilities of environmental management

Organizational structure	Responsibilities
Environmental protection leading group	• Oversees and coordinates all environmental protection management activities
Safety and Environmental Department	• Carry out specific tasks related to environmental protection
Environmental protection departments of units concerned	• Implement initiatives related to energy conservation, emission reduction, management of the "three wastes" (wastewater, waste gas, and waste residue), climate risk management, carbon emission management, and carry out tasks related to environmental investment and technological advancements in environmental protection.

Environmental emergency management

The Company has developed policies such as the "Emergency Incident Response Plan Management Measures", categorizing environmental incidents into four levels based on their severity and urgency. All subsidiaries are required to proactively and promptly implement emergency response measures for relevant environmental incidents. When necessary, they should liaise with external entities, which may include requesting external assistance, coordinating with neighboring enterprises, and reporting to higher authorities.

Environmental risk control

Our key environmental protection risks include non-compliant emissions, significant or larger sudden environmental incidents, and illegal or non-compliant practices in construction projects. To enhance environmental risk management efforts, the Company guides production enterprises in strengthening their identification and mitigation of environmental risks, which includes compiling a risk list, implementing an emergency exercise plan, and regularly conducting exercises for incidents such as chemical leaks, oil spills, and excessive wastewater and gas emissions. These measures are designed to continually enhance the Company's capacity to manage environmental risks effectively.

Case Strictly implementing response to air quality emergency

In 2024, Shihushan Terminal is fully dedicated to overcoming the challenges of pollution prevention, and protecting both development and ecological baselines. They strive to create a port area characterized by "green and low-carbon initiatives, clear skies, harmonious human-water interaction, and clean soil". For addressing mild pollution weather, all response measures were strictly implemented within 30 minutes of the issuance of the response. A series of repsonse measures were strictly implemented to ensure effective responses, clear measures, and prompt feedback. We carried out over 900 responses carried out throughout the year. It also made continuous efforts to enhance the effectiveness of spraying and cleaning, ensuring clean and moist road surfaces to suppress dust in the port area and effectively improve air quality management.

Biodiversity conservation

Xiamen Port is committed to abiding by relevant policies and regulations, such as the "Law of the People's Republic of China on Environmental Protection", "Law of the People's Republic of China on the Assessment of Environmental Affects", "Marine Environmental Protection Law", "Biosecurity Act", "Opinions on Further Strengthening Biodiversity Conservation", "China Biodiversity Conservation Strategy and Action Plan (2023-2030)", and the "Convention on Biological Diversity". The Company proactively fulfills its responsibilities to protect the ecological environment and biodiversity, aiming to build a port community that fosters harmonious coexistence between people and nature.

The Company places significant emphasis on biodiversity conservation

The Company's port and shipping subsidiaries have developed internal policies such as the "Emergency Plan for Marine Pollution Incidents by Ships" and the "Oil Spill Emergency Plan", designed to support ecological protection and the sustainable use of natural resources. Various measures have been employed to mitigate the adverse effects of port construction, operations, and other activities on communities and marine ecosystems,

Neither the Company nor its subsidiaries have touched the ecological conservation redline

Relevant subsidiaries have adhered strictly to regulations covering wastewater treatment, compliant emissions of exhaust gases, proper disposal of hazardous and non-hazardous waste, and waste sorting. They also organized regular emergency exercises related to environmental protection measures, such as managing hazardous chemicals and preventing oil spills, ensuring that production activities do not exert an impact on the surrounding environment and biodiversity.

Case Building a green and beautiful Chaozhou through tree planting

Chaozhou Port's union, in collaboration with the Company's Youth League Branch, organized a volunteer activity themed "Building a Green Future through Planting". Over 20 participants, including company leaders, Party members, Youth League members, and employee representatives, joined the event.ensuring "green" becomes the core of the port's development.

Green operation

Xiamen Port adheres diligently to the "Environmental Protection Law of the People's Republic of China", integrating environmental protection principles into business operations, and actively implementing green procurement, green office practices, and sustainable operations. Through resource conservation and ecological preservation, it aims to achieve a harmonious balance of economic, social, and environmental benefits for the company.

Green procurement

The Company has procured electric loaders, electric dump trucks, electric forklifts, hybrid tugboats, and other new energy equipment from new energy equipment manufacturers. It aims to reduce energy consumption and greenhouse gas emissions by optimizing and updating equipment. In 2024,the Company made great effort to promote the electrification and renewal of its equipment, having deployed 8 electric forklifts, 10 electric loaders, and a converted "oil-to-electric" reach stacker, while also beginning construction on 4 electric tugboats throughout the year.

Number of electric forklifts used	Number of electric loaders used	Number of converted "oil-to-electric" reach stacker used	Number of electric tugboats under construction
8	10	1	4

Green office and operation

The Company has issued the "Conservation Management Regulations" to all employees, promoting the concepts of energy conservation and green office practices. Initiatives include paperless operations and ensuring electrical equipment and water valves are turned off after work hours. Additionally, some subsidiaries have stopped purchasing fuel-powered vehicles for official use.

Green logistics

Advanced pickup appointment systems have been implemented in terminal facilities, warehouses, and storage areas to reduce the waiting time for trucks, thereby lessening the environmental impact of logistics activities. It enhances the use of recyclable logistics pallets to improve the efficiency of logistics resources and promotes the development of sea-rail intermodal transportation. The Company aims to build a green, intelligent, and information-driven logistics supply chain, improving overall process quality and efficiency while achieving low-carbon emission reductions in the logistics industry.

Environmental activities

During the "National Energy Conservation Week & Low-Carbon Day", the Company organizes a series of energy-saving awareness campaigns, encouraging company-wide sharing, discussion, and implementation of successful projects such as the "Zero Carbon Comprehensive Protection Zone", "Conversion of Stackers from Oil to Electricity,"", and the "Implementation of New Energy Hybrid Tugboats".

Strictly controlling resource consumption

Energy management

In strict compliance with relevant laws and regulations such as the "Law of the People's Republic of China on Environmental Protection", and according to the actual situation, Xiamen Port has developed the "Environmental Protection Management System" and the "Energy Conservation Management System" to continuously optimize energy structure and strictly control energy consumption.

Target management

Based on the production and energy consumption of major energy units from the previous year, the Company sets energy-saving targets for the current year. In 2024, it issued the "Notification on the 2024 Energy-Saving Targets", specifying that the comparable comprehensive energy consumption for bulk loading and unloading shall be under 2.7 tons of standard coal per 10,000 tons of throughput. Other units shall maintain lower energy consumption than in the previous year. The Company also set and issued energy-saving and emission-reduction targets for 2024 in accordance with the "Energy Consumption Limit per Unit Product at Dry Bulk Terminals" and "Energy Consumption Limit per Unit Product at Container Terminals". Each subsidiary was required to manage operations according to these standards, ensuring indicators like energy consumption intensity and greenhouse gas emission intensity remain within national limits. In 2024, the Company and all its subsidiaries have successfully achieved their annual energy management targets.

Energy management system

The Company encourages its major energy-consuming subsidiaries to establish internal energy management systems. Key subsidiaries such as Xiamen Port Shipping, Shihushan Terminal, Hailong Terminal, and Xiamen Port Transport have developed relevant energy-saving management systems, including "Energy Management Policies" and "Energy Conservation Incentive and Penalty Regulations". They also implement energy management projects to continuously enhance energy control and reduce energy consumption.

Upgrading energy equipment

The Company is committed to pursuing the transition from oil to electricity for mechanical equipment and the adoption of clean energy. It has promoted projects like electric trailers and loaders, the acquisition and construction of new energy tugboats, and photovoltaic power generation in warehouse buildings to save energy and reduce emissions.

Use of clean energy

The Company is consistently advancing large-scale photovoltaic projects. Additionally, Xiamen Port Logistics has established a 0.5 MW energy storage station in the bonded zone, enabling more efficient "peak load shifting" for electricity consumption. It has also invested and established the Xiangyu Free Trade City smart charging station, which currently features 30 charging piles, handling an average of 300 vehicle charges per day, with each vehicle receiving about 40 kilowatt-hours of electricity. the largest "green electricity charging station" in the province. It saves 4.8 tons of standard coal and reduces carbon emissions by 12 tons daily.

In 2024, the Company primarily utilized diesel, purchased electricity, and gasoline as its main energy sources.

Total consumption of diesel	Total consumption of purchased electricity	Total consumption of gasoline
14,433.70 tons	38,219.18 KWh	106.38 tons
▼3.93%	▼0.90%	▼15.53%
A year-on-year reduction	A year-on-year reduction	A year-on-year reduction

In 2024, according to the "GB/T 2589-2020 General Principles for Calculating Comprehensive Energy Consumption"

Total fossil energy consumption	Percentage of fossil energy accounted of the total energy consumption
25,885 tons ofstandard coal	97.56%
▼4.28%	▼1.63 percentage points
A year-on-year reduction	A year-on-year reduction

For non-fossil energy, the Company primarily relied on photovoltaic power.

Total consumption of photovoltaic electricity	Total non-fossil energy consumption	Percentage of non-fossil energy accounted of the total energy consumption
5.2614 million kWh	646.62 tons of standard coal	2.44%
▲193.44%	▲193.44%	▲1.63 percentage points
A year-on-year increase	A year-on-year increase	A year-on-year increase

In 2024, the Company's total energy consumption reached 26,531.62 tons of standard coal.

Total amount of energy reduction	The company's total energy consumption a year-on-year decreased	The energy consumption of 10,000 yuan operating income
731.84 tons of standard coal	▼2.68%	0.0120 tons of standard coal/10,000 RMB

In 2024, the Company's major energy-consuming units (those with annual energy consumption exceeding 500 tons of standard coal) consumed a total of 26,057.58 tons of standard coal[2].

Total amount of energy increase	The energy consumption of 10,000 yuan operating income	The Company's major energy-consuming units a year-on-year decrease
384.51 tons of standard coal	0.12 tons of standard coal/10,000 RMB	▼1.34%

[2] The Company's major energy-consuming units (those with annual energy consumption exceeding 500 tons of standard coal)include Shihushan Terminal, Hilong Terminal, Xiamen Port Logistics, Xiamen Port Transport, Xiamen Port Shipping, Huajin Terminal and Xiamen Ocean Shipping Agency. Among them, the energy consumption data outside the port is added to the energy consumption of Xiamen Port Shipping. Relevant data in 2023 will be retroactively adjusted with the same caliber.

Case Noticeable energy savings with electric tractors

In 2024, Xiamen Port Transport's fleet of 80 electric traction equipment operated stably, achieving an energy savings rate of 75.99%. By replacing diesel tractors with electric ones, the company has saved 1,609.58 tons of standard coal in energy consumption and reduced carbon dioxide emissions by 4,594.66 tons, resulting in a reduction on energy costs by RMB 7.83 million compared to diesel tractors.

Picture: Pure electric tractor

Case Fujian Province launched its first front-loader converted from oil into electricity for trial operation

To enhance efficiency, and promote energy saving and emission reduction, in April 2024, Fujian Province launched its first front-loader converted from oil into electricity for trial operation. The conversion includes the replacement of engine, transmission, and fuel tank with a battery, motor, and electronic control system, integrating photovoltaic power to achieve zero emissions during front handling, reduce noise pollution, and enhance driving comfort. This initiative is expected to save 46.75 tons of standard coal, cut approximately 98.36 tons of carbon dioxide emissions, and reduce energy consumption costs by 60%.

Picture: The first front-loader converted from oil into electricity in Fujian Province

Case Shihushan Terminal electric loaders

In July 2024, Shihushan Terminal welcomed the delivery of 9 electric loaders. As of now, Shihushan Terminal has purchased a total of 21 electric loaders. Compared to fuel-powered loaders of the same tonnage, these electric loaders can reduce carbon dioxide emissions by about 132 tons per year, significantly lowering the environmental impact during operations. Moreover, with an estimated annual operation of 3,000 hours per unit, it saves approximately RMB 250,000 to 300,000 in diesel costs annually.

Picture: Shihushan Terminal electric loaders

Water resource management

In strict compliance with the requirements of relevant laws and regulations, such as the "Law of the People's Republic of China on Environmental Protection", "Water Law of the People's Republic of China", "Law of the People's Republic of China on the Prevention and Control of Water Pollution" and "Guidelines for Strengthening the Control of Resource and Ecological Redlines", Xiamen Port implements strict management of water resource usage, supply and demand, and protection. This ensures the recycling of water resources, thereby minimizing external water extraction and discharge into the environment, and reducing the impact on the region's water resources.

The Company is committed to strengthening water conservation in both office and production environments

For office water usage, water-saving fixtures such as taps are employed. Shihushan Terminal and Hailong Terminal have established an intelligent water meter monitoring system to use water resources to control dust emissions at key stages, effectively enhancing the efficiency of water resource management. Shihushan Terminal and Hailong Terminal have invested and established wastewater treatment and reclaimed water reuse systems in their key terminals. Haihong Terminal is equipped with oil-water separators. The reclaimed water after treatment at Shihushan Terminal and Hailong Terminal was recycled through water trucks and constant pressure systems for various purposes, including wheel washers for departing ships, daily spraying by water trucks and mist cannons, on-site vehicle cleaning, and dust suppression on cargo piles.

In the year 2024, the Company's total water usage was 1,402,178 tons.

1,221,055 tons	181,123 tons	55.13 tons
Fresh water usage	Recycled water usage	Fresh water consumption per million in revenue
▼ 2.12%	▼ 5.52%	▲ 1.32%
A year-on-year reduction	A year-on-year reduction	A year-on-year increase

Use of lightweight packaging materials

Xiamen Port prioritizes the packaging materials that are non-toxic, harmless, easily degradable, or easy to recycle. The packaging for cargo transport is appropriately designed so that the materials, structure, and cost align with the quality, specifications, and cost of the contents. This can reduce packaging waste and avoid over-packaging.

Recycling economy

In strict adherence to the "Recycling Economy Promotion Law of the People's Republic of China", Xiamen Port has established an "Energy Conservation Management System" and an "Environmental Protection Management System". It is deeply committed to sustainable development and actively promotes the recycling economy.

Material recycling

Xiamen Port Logistics has expanded the use of recyclable pallets, while Xiamen Port Transport has intensified efforts to refurbish used tires. These initiatives have saved operating costs, and reduced carbon emissions associated with the procurement, production, and transportation of related materials.

Reclamation of waste water

The Company's key terminals have invested and established wastewater treatment and reclaimed water reuse systems, and the relevant subsidiaries have been equipped with oil separators. Additionally, quality inspection reports indicate that the water quality meets discharge standards.

Reducing pollutant discharge

Wastewater management

Xiamen Port is committed to standardize the its wastewater management practices, safeguard the ecological environment, and combat pollution through strict compliance with relevant national laws and regulations, including the "Law of the People's Republic of China on Environmental Protection", "Law of the People's Republic of China on the Prevention and Control of Water Pollution", "Law of the People's Republic of China on Noise Pollution Prevention and Control", "Regulations on the Management of Key Environmental Supervision Units", "Regulations on the Legal Disclosure of Corporate Environmental Information", and the "Emission Permit Management Regulations". As the end of 2024, the Company has achieved a 100% compliance rate with pollutant discharge standards, including wastewater and noise emissions. The Company discharged a total of 116,079.01 tons of wastewater for the year, marking a decrease of 15.11% compared to the previous year. The main terminals of Xiamen Port have been equipped with sewage recycling systems, enabling the reuse of treated water. Other subsidiaries primarily use water for office purposes, with no discharge of harmful pollutants.

The Company is actively involved in maintaining, upgrading, and improving wastewater treatment facilities to ensure efficient reuse and compliant discharge. Each terminal subsidiary has strengthened the management of sea discharge outlets, acquired pollution discharge permits as required, and successfully connected terminal networks to the municipal system. This ensures no wastewater overflows or enters the sea. All surface runoff, domestic, and maintenance wastewater are collected and intercepted for treatment at wastewater facilities. Once treated to meet standards, the water is either reused or discharged into the municipal system.

Case Wastewater treatment and reuse of reclaimed water at Shishushan Terminal

Shihushan Terminal, along with its six subsidiary port areas, is committed to developing into a water-efficient enterprise. It has established eight sewage treatment plants and a comprehensive reclaimed water reuse system to optimize water resource recycling. Rainwater runoff sewage is collected through pipelines into a regulating pool where sewage is treated efficiently using chemical dosing and sedimentation. The reclaimed water after treatment is reused via water trucks and a constant-pressure reclaimed water system. The recycled water is utilized for departing vehicles, daily spraying by water trucks and mist cannons, on-site vehicle cleaning, and dust suppression on cargo piles. Sludge and coal ash are stored in the sludge pool.

The constant-pressure reclaimed water system is expected to transport 428 tons of reclaimed water per day, and the annual water saving cost is expected to be about RMB 616,700.

Case Strict control of sewage discharge and proper recovery and treatment

Xiamen Port Shipping:

(1) All vessels are equipped with sewage treatment systems approved by maritime authorities and hold type approval certificates. Treated sewage complies with discharge standards specified in Annex IV of the MARPOL 73/78 Convention, the "Technical Rules for the Inspection of Domestic Navigation Ships 2020", and the "Standards for the Control of Ship Water Pollutant Discharges" (GB3552-2018).

(2) Each vessel has obtained a "Certificate for the Prevention of Pollution by Sewage from Ships" and undergoes timely inspections to ensure the certificate's validity.

(3) Professional inspection and testing agencies are commissioned to sample and analyze the sewage treatment systems on all tugs in the port area according to the "Standards for the Discharge Control of Water Pollutants from Ships" and the "Sampling Methods for Engine Room Bilge Water and Sewage from Ships". Results confirm that all discharges meet required regulations. Sewage is discharged after treatment or collected by certified recovery units.

(4) Enhanced management of oily sewage disposal is enforced, strictly prohibiting direct discharge. All oily sewage from tugs is collected in designated tanks and entrusted to registered third-party recovery units for treatment. The entire process (from generation to transfer) is closely monitored to ensure safe handling of hazardous waste.

Waste gas management

In strict compliance with the "Air Pollution Prevention and Control Law of the People's Republic of China", Xiamen Port has established the "Exhaust Gas Pollution Prevention Management Regulations" and the "Dust Pollution Prevention Management Regulations". In response to Xiamen City's Blue Sky Campaign, the Company has employed various methods, including mist cannons, pile coverings, vehicle washing, road sweeping, and construction site barriers, to control and reduce dust emissions during operations. The Company have successfully achieved its management targets through these efforts.

Shihushan Terminal has established windbreak and dust suppression nets around the port area, and optimized its operational processes, ensuring "wet operations" and "full-time full coverage" of non-operational cargo piles, and effectively minimizing dust pollution within the port area. Since 2019, a routine, standardized, and quarterly environmental air self-monitoring protocol have been implemented in Shihushan Terminal. Additionally, Xiamen Port Authority regularly entrusts the Provincial Transportation Environmental Monitoring Center to conduct environmental assessments of the terminals. All monitoring data has consistently satisfied the "Xiamen City Air Pollutant Emission Standards" and the "Ambient Air Quality Standards", with pollutant concentrations at the plant boundaries remaining within environmental quality limits.

Waste management

In compliance with relevant laws and regulations such as the "Law on the Prevention and Control of Environmental Pollution by Solid Waste of the People's Republic of China" and the "Pollution Control Standards for Storage of Hazardous Waste", Xiamen Port is committed to minimizing waste generation, reducing the adverse environmental and human impacts of hazardous waste storage and treatment, and ensuring proper disposal of waste byproducts like used tires, discarded steel cables, and decommissioned equipment. As the end of 2024, the Company has achieved its management goals with a 100% compliance rate for hazardous waste disposal and 100% coverage in waste classification management.

Reduction of solid waste

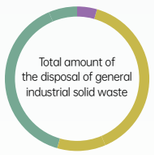
The Company is committed to three main objectives: reducing hazardous solid waste at its source, maximizing resource utilization, and ensuring safe disposal. It manages waste through promoting awareness of policies and regulations, enhancing system capabilities,implementing key projects, developing information systems, and conducting specialized supervision and inspections.

Disposal of solid waste

The Company's production subsidiaries have allocated specific areas for solid waste storage, managed by the production department. Waste is periodically collected and disposed of in batches through an open bidding process, handled by third-party entities with the required solid waste recycling qualifications. When outsourced units arrive for recycling, the Company assigns technical staff for on-site supervision to enhance regulatory oversight.

General waste disposal

The Company has enhanced on-site signage, and implemented a system for sorting and collecting both recyclable solid waste and non-recyclable waste such as household and construction debris. Household waste is collected at designated points and then promptly removed by sanitation services. General industrial solid waste is properly sorted and stored temporarily, and handed over to specialized processing units for recycling and disposal.



2024

In 2024, the Company disposed 661.75 tons of general industrial solid waste, consisting of 365.62 tons of scrap iron, 269.79 tons of scrap steel wire rope, and 5,929 discarded tires.

Hazardous waste disposal

The main hazardous wastes generated by the Company's production activities include waste lubricating oil, used oil barrels, used oil filters, waste lead-acid batteries, waste mineral oil, and oil sludge. The Company collects and stores hazardous waste like used oil and batteries by classification. It maintains management records and adheres strictly to regulations by partnering with certified third-party vendors for waste disposal. All transactions are logged online to ensure legal and compliant handling. The Company has established storage facilities for hazardous waste, categorizing and managing it through dedicated personnel. The ultimate disposal is entrusted to qualified third-party agencies. During the outsourcing of hazardous waste disposal, the Company enhances the on-site management and training of external personnel to strengthen supervision over their operations, ensuring that all external staff strictly follow the Company's hazardous waste disposal procedures to prevent any leaks or secondary pollution. In 2024, the Company disposed 54.642 tons of hazardous waste (including waste oil, used filters, and spent batteries), all of which was disposed of legally and in compliance with relevant regulations.

Response to climate change

Climate governance

Xiamen Port has been focusing on the impact of climate change on its business operations and industry development. The Company closely aligns with the latest domestic and international developments, fully considering the risks and opportunities related to sustainable development, such as climate change.

Governance level

The Safety and Environmental Department is responsible for managing environmental concerns and overseeing climate change management efforts. Its role is to enhance the Company's ability to address climate change risks and opportunities, thereby supporting the achievement of the Company's carbon peak goals.

Management level

The Safety and Environmental Department is tasked with developing relevant environmental policies, formulating annual and medium and long-term environmental plans, overseeing the Company's environmental initiatives, and coordinating these efforts among subsidiaries. The Company has established the "2024 Energy Conservation Targets for Major Energy-Consuming Enterprises" with specific annual goals and work measures. It also focuses on developing an environmental management system and benchmarking improvement measures. Subsidiaries are required to set up their own risk management systems to implement the Company's strategies on climate and environmental change, while strictly managing carbon emissions and energy-saving targets. Additionally, the Company has included energy conservation, environmental protection, and other low-carbon development indicators as obligatory goals within the annual performance evaluations for both senior management and subsidiaries. These goals are tied to the annual performance bonuses.

Strategic response

Xiamen Port is actively implementing a green and clean development strategy, prioritizing ecological sustainability, green transformation, and clean growth. It has promoted the cleansing of fossil fuels, scaling up clean energy, and reducing carbon in production processes, steadfastly following a path of green and low-carbon development. The Company has incorporated climate change response into its development strategy and operations, accelerating efforts to build green and low-carbon competitiveness. It aims to become an industry benchmark for green, clean, and low-carbon development while contributing to global climate change mitigation efforts. The Company has integrated green and low-carbon initiatives into its overall development strategy and overall planning. It has developed a "Green and Low-Carbon Development Plan (2024-2030)".

Strategic transformation

The Company has actively promoted the upgrade of new energy equipment, significantly reducing petroleum energy consumption and carbon emissions. Additionally, the Company has made continuous efforts to build shore power facilities, encouraging visiting ships to fully utilize these services to provide shore power to docked vessels. the Company primarily engages in the bulk business, which may affect the climate environment. To address climate change, it has an advanced environmental management system in place, along with a dedicated environmental management department and personnel. It has established an assessment mechanism and invested significantly in environmental protection each year. The Company has implemented comprehensive measures for dust pollution control and has installed an air quality monitoring system around the port area, which is overseen by local environmental authorities. During the reporting period, there were no instances of environmental pollution indexes exceeding the permissible limits.

Market opportunities

The Company is committed to capitalize on transformation opportunities, with its primary production subsidiaries actively advancing the shift from traditional energy equipment to new energy solutions, consistently expanding the upgrade of new energy equipment across all stages of production, and exploring green and low-carbon solutions. Xiamen Port Logistics have already achieved net-zero carbon emissions within the Xiangyu CBZ. Hailong Terminal is also proactively advancing green port initiatives, with a photovoltaic power station designed for a capacity of 7 megawatts. We are exploring net-zero emission solutions for individual terminals to boost the competitiveness of the Company's ports in future markets.

The company is committed to employing low-emission and renewable energy sources in its production processes. The Company and its energy-consuming subsidiaries have implemented relevant management systems and set annual energy management targets. Meanwhile, we have made a concerted effort to replace traditional energy equipment with new energy alternatives such as electric trailers, loaders, dump trucks, tugboats, stackers, and forklifts. Additionally, a pickup appointment system was used to reduce energy waste by minimizing external vehicle queues and waiting times.

When developing its climate strategy, the Company incorporates scenario analysis results to more effectively plan carbon reduction strategies. However, the uncertainty of external scenario changes may significantly impact future assumptions. In the future, the Company will continue to review scenario assumptions to ensure they are sufficient to meet the challenges of multiple external scenarios.

Countermeasures to typhoon risk

Beforehand

Develop relevant policies and a series of emergency response plans specifically for typhoon weather; conduct regular emergency exercises to prevent confusion when a typhoon approaches.

During the event

Establish a typhoon prevention office to manage risks; have vessels move into typhoon shelters to effectively avoid maritime risks; assign personnel on duty to monitor typhoon conditions throughout; promptly secure equipment, facilities, and cargo to provide effective protection against wind and water.

After the event

Inspect and review any damage to facilities and equipment, integrate all resources, and promote effective resumption of work and production to ensure the Company's production and operation.

Countermeasures to high temperature risk

Beforehand

Develop and implement the "Regulations on Increasing Heat Allowances for Frontline Workers"; distribute monthly heat allowances to employees working in high-temperature conditions to ensure their health; establish operational guidelines for high-temperature conditions, detailing necessary protective measures and operational requirements to mitigate risks.

During the event

Set up stations providing free herbal tea and mung bean soup to help employees stay cool and prevent heat-related issues; conduct union-led "Summer Refreshment" activities, distributing supplies for heat prevention.

After the event

Assess the impact of high temperatures on business operations and continuously improve contingency plans and preventative measures for future heat-related risks.

Countermeasures to flood risk

Beforehand

Manage heavy rain conditions typical of the flood season by devising risk avoidance strategies and implementing prevention and control measures; conduct regular emergency exercises and maintain a well-stocked supply of emergency materials to ensure readiness when risks occur; implement flood control exercises and prepare necessary supplies in line with the contingency plans.

During the event

Implement measures to prevent yard flooding and ensure drainage facilities and equipment are ready to protect goods; move goods into warehouses or temporary storage facilities, or cover them for rain protection; reduce yard storage levels, halt vessel loading and unloading operations, and secure hatch covers.

After the event

Conduct thorough inspections to identify and address potential hazards, and speed up the resumption of production.

Climate risk management

Xiamen Port is engaged in identifying, assessing, and managing climate change-related risks and opportunities to enhance its risk insight capabilities and take timely responsive actions. The Company has developed frameworks such as the "Risk Management System" to identify potential operational risks, assess their impacts and priorities, and manage them on a rolling basis. Collaboration with the Board's Strategic Development and ESG Committee ensures a thorough identification, assessment, and management of climate change-related risks and opportunities, forming the foundation for prevention, mitigation, and recovery strategies, as well as continuous monitoring, auditing, and simulation exercises.

To optimize resource allocation and improve the efficiency of climate change risk management, the Company has guided its subsidiaries to integrate climate change risk management into the Company's overall risk management framework. This involves proactive evaluation of identified risks and the implementation of effective management strategies to ensure these risks remain within manageable limits.

Indicators and targets

Xiamen Port is currently developing the "Green and Low-Carbon Development Plan (2024-2030)", establishing goals and strategies for energy conservation and emission reduction. The Company and its energy-consuming subsidiaries have implemented relevant management systems and set annual energy management targets.

Table: The Company's climate change-related goals and achievements

Implementing entities and Programs	Content	Achievements in 2024	Scheduled for Implementation in 2025
Xiamen Ocean Shipping Agency:Construction of a distributed photovoltaic power generation facility	Installing a 115.92 kW distributed photovoltaic power generation system on the rooftop of its office building	Completed on November 29. The electricity generation for the year 2024 is 10,999.2 kWh	A total estimated annual generation of 130,000 kWh. The plan is to finalize the project acceptance work.
Shihushan Terminal, Hailong Terminal: Application of electronic loaders	Shihushan Terminal and Hailong Terminal plan to purchase nine 5-ton/7-ton electric loaders annually. Over six years, they aim to replace a total of 54 diesel units with these green electric alternatives	Procured one 5G remote-controlled pure electric loader, five 5-ton electric loaders and four 7-ton electric loaders	Plan to procure ten 5-ton/7-ton electric loaders
Shihushan Terminal: Clean energy dump truck initiative	By 2025, Shihushan Terminal plans to replace 2 dump trucks with clean energy models, and by 2030, an additional 10 dump trucks will be converted to clean energy	Procured two electric mining dumper	Plan to procure three 105T or above electric mining dumper
Xiamen Port Transport:-Clean alternatives for in-Port container tractors	Aim to replace 72 in-use in-port container tractors with electric alternatives by the end of 2025, ensuring that over 60% of these tractors are powered by clean new energy sources. By 2030, strive for 100% of in-port container tractors to be powered by clean new energy	N/A	Plan to procure 40 terminal offset electric trailers
Xiamen Port Logistics: Clean energy equipment in logistics parks	Continuously advance the electrification of empty containerhandlers, reach stackers, and forklifts in Xiamen Port Logistics. All new equipment should ideally be electric-powered. Electric equipment is expected to constitute 50% and over 70% of the total by 2025 and 2030, respectively	Procured five electric forklifts	Plan to procure 10 electric forklifts and one electric stacker
Xiamen Port Shipping: Strongly promote new energy clean port tugboats	Between 2024 and 2025, four fully electric port tugboats will be constructed. During the "15th Five-Year Plan" period, an additional two new energy clean port tugboats will be built	In August, contracts were signed to purchase four new energy tugboats.	Two 5000-horsepower tugboats will be delivered, and two 4400-horsepower tugboats will be launched.

Carbon emissions management

Xiamen Port has made continuous effort to promote green port development through technological innovation, equipment upgrades, and process optimization, continually reducing the energy consumption and resource usage of its products, as well as decreasing greenhouse gas emissions and emission intensity. The primary sources of greenhouse gas emissions from the Company's production activities are fuel combustion and emissions from purchased electricity, such as carbon dioxide, methane, and nitrogen oxides.

The Company fully integrates the concept of carbon neutrality into the planning, construction, management, and operation of the bonded area. By leveraging intelligent management, it strives for low-carbon development in logistics, a transition to green energy, and digital operation upgrades. The objective is to transform Xiamen Port Logistics' Xiangyu CBZ into the nation's first "zero-carbon logistics park", featuring "green low-carbon, intelligent operations, and shared benefits", with complete photovoltaic energy coverage. It has transitioned stackers from oil to electric ones to achieve full electrification of its equipment, and continuously promoted green operations and office practices within the park. Xiamen Port Logistics' "zero-carbon CBZ" has been selected as a national third-batch intelligent photovoltaic pilot demonstration project, recognized as a model of green and low-carbon practice in 2022, and noted for related practices in Xiamen's ecological civilization construction in 2023.

	Unit	2023	2024	Year-on-year
Total greenhouse gas emissions	Tons of carbon dioxide equivalent	63,486.69	61,082.66	-3.79%
Scope one	Tons of carbon dioxide equivalent	47,288.67	45,687.97	-3.38%
Scope two	Tons of carbon dioxide equivalent	16,198.01	15,394.69	-4.96%
Greenhouse gas emission intensity	Tons of carbon dioxide equivalent per RMB 10,000 operating revenue	0.0286	0.0276	-3.50%
Calculation of greenhouse gas emissions: emission factor				

Case The practice of "Establishing Xiangyu Zero-Carbon Comprehensive Bonded Zone" has been recognized by MEE

In February 2024, the initiative titled "Establishing Xiangyu Zero-Carbon Comprehensive Bonded Zone" was recognized as one of the seven exemplary cases of Xiamen's practical approaches to ecological civilization. This zero-carbon park has gained significant media attention, leading to remarkable achievements. The CBZ has achieved a self-balancing of carbon emissions and carbon absorption within the park, creating a new type of zero-carbon CBZ that deeply integrates production and living. It has now become a striking new symbol of ecological civilization for the Free Trade Zone in its international engagement.

As of 2024, Xiamen Port Logistics has established a total photovoltaic installed capacity of 9.9 megawatts in the Xiangyu CBZ. The expected annual power output is 8 million kWh, potentially saving at least 2,520 tons of standard coal and reducing carbon dioxide emissions by roughly 7,986 tons. This initiative effectively optimizes the energy structure within the logistics park, reduces energy costs, and decreases carbon emissions.

2025

Outlook for 2025

The year 2025 is pivotal for thoroughly implementing the directives from the 20th CPC Central Committee's third plenary session, enhancing state-owned enterprise reforms, and serving as the concluding phase of the "14th Five-Year Plan." It also sets a solid foundation for the "15th Five-Year Plan." The Company is committed to fully implementing the spirit of the 20th National Congress of the CPC and the third plenary session of the 20th Central Committee. We aim to guide our efforts with the Party's political construction, focus on high-quality development, and deepen reform and innovation as driving forces. By actively aligning with major regional strategies, we will remain steadfast in our objectives, adhere to our strategic blueprint, and rapidly develop new integrated advantages in the "Silk Road Maritime" port, shipping, and trade sectors.

The year 2025 marks a crucial period for China's capital markets as they continue to implement the directives of the Central Financial Work Conference, the new "Nine Articles of the State", the "Six Rules for Mergers and Restructuring", and other key market value management policies. The Company has announced plans for a major asset restructuring, aiming to capitalize on its listed company platform and the fundamental advantages of port resources to significantly enhance its ESG management capabilities. The year 2025 is poised to be a milestone in the Company's development history.

"Though the dream is distant, persistence makes it attainable; though the goal is challenging, perseverance makes it achievable." In this critical year, as we accelerate momentum transformation, cultivate new production capabilities, and embark on asset restructuring, it is vital to reinforce our confidence in development and maintain strategic focus. Let us embrace a proactive and ambitious spirit, advancing with competitive determination, and strengthen our sense of responsibility, mission, and urgency. By prioritizing action and accelerating efficiency, we will ensure the effective implementation of all work initiatives. This will expedite our high-quality development to new heights, contributing to Xiamen's role as a leading demonstration zone for high-quality development and emphasizing Fujian's leadership in China's journey toward modernization, showcasing new responsibilities and achievements!

Appendices

Key performance

Environmental category

Primary indicator	Secondary indicator	Tertiary indicator	Unit	2024
Resource utilization and recycling economy	Water resources utilization	Total water consumption	ton	1,402,178
		Fresh water consumption	ton	1,221,055
		Total reused water	ton	181,123
	Energy utilization	Diesel	ton	14,433.70
		Gasoline	ton	106.38
		Photovoltaic (power generation)	thousand kilowatt-hours	14,093.7
		Photovoltaic (cumulative consumption of electricity generated)	thousand kilowatt-hours	5,261.4
		Purchased electricity (external procurement)	thousand kilowatt-hours	38,219.18
	Recycling economy	Total material consumption	ton	1,478.57
		Non-renewable material consumption	ton	3,962.72
		Consumption of toxic and hazardous materials	ton	10.68
		Packaging material used	ton	-
		Non-recyclable packaging material used	ton	-
Pollution prevention and ecosystem protection	Environmental compliance management	Total investment in environmental protection	RMB 10,000	6,927.73
		Major administrative penalties by environmental protection agencies	(s)	0
		Major environmental events	ton	0
	Pollutant emissions	Wastewater discharge	ton	116,079.01
		Industrial wastewater discharge	ton	12,000.00
		Domestic sewage discharge	ton	104,079.01
	Waste disposal	General industrial solid waste disposal	ton	661.75
		Scrap iron disposal	ton	365.62
		Waste wire rope disposal	ton	269.79
		Waste wood disposal	car	42.00
		Domestic waste disposal	car	175.50
		Ship waste disposal	ton	25.92
		Waste aluminum cables disposal	ton	0.42
		Scrapped electronic equipment disposal	set	27.00
		Waste tires disposal	(s)	5,929.00
		Hazardous waste disposal (including waste oil, used filters, and spent batteries)	ton	54.642

Social category

Primary indicator	Secondary indicator	Tertiary indicator		Unit	2024
Employees	Employment	Total new employees		people	188
		By gender	Male	people	145
			Female	people	43
		By recruitment channel	Fresh graduates	people	61
			Social recruitment	people	125
			Internal recruitment and internal transfer	people	2
		Labor contract signing rate		%	100.00
		Total active employees		people	4,647
		Minority employees		people	62
		Disabled employees		people	15
		By gender	Male	people	3,700
			Female	people	947
		By age	< 35	people	1,528
			35 - 45	people	1,415
			> 45	people	1,704
		By professionals	Production staff	people	3,446
			Sales staff	people	153
			Technicians	people	395
			Financial staff	people	104
			Administrative staff	people	549
		By educational level	Graduate degree and above	people	126
			Bachelor degree	people	1,113
			Associate degree	people	1,083
			High school and below	people	2,325
		Number of unresolved labor dispute cases		(s)	3
		Number of employees voluntarily resigned		people	173
	Employee compensation and benefits	Employee social insurance coverage rate		%	100.00
		Total number of paid vacation days for employees throughout the year		days	32,118.00
	Employee development and training	Employee education expenses		RMB 10,000	188.35
		Number of trainings held		Number of sessions	2,249
		Number of trainees		people	4,457
		By gender	Male	people	3,680
			Female	people	777

Primary indicator	Secondary indicator	Tertiary indicator		Unit	2024
Employees	Employee development and training	By management level	Senior management (including subsidiaries)	people	66
			Middle management	people	401
			Grassroots employees	people	3,990
		Total training hours		hour	88,444
	Employee health and safety	Number of enterprises meeting safety production standardization standards		(s)	26
		Safety training hours (Specifically safety training)		hour	4,166.25
		Number of safety training		(s)	1,670
		Number of participants in safety training		(s)	28,745
		Investment in safety production expenses		RMB 10,000	3,144
		Number of employees covered by occupational injury insurance (Industrial injury insurance)		(s)	4,647
		Number of employees meeting the insurance purchase requirements (Industrial injury insurance)		(s)	4,647
		Amount of investment in production safety liability insurance		RMB 10,000	49.341
		Number of employees covered by production safety liability insurance		(s)	2,481
		Number of production safety accidents		(s)	0
		Number of deaths due to work		people	0
		Number of work days lost due to work-related injuries		days	1,483
	Democratic management of employees	Frequency of employees participating in democratic management activities		(s)	43
		Number of employees participating in democratic management activities		people	1,635
		Proportion of employees participating in democratic management activities		%	35.18
	Employee care and support	Investing funds to help employees in need		RMB 10,000	67.56
		Number of employees in need assisted		people	289
	Employee satisfaction	Employee satisfaction score		/	95.57
		Number of employees participating in the survey		people	1,024
		Proportion of employees participating in the survey		%	22.04
Innovation-driven and scientific and technological ethics	Innovative R&D	Total R&D investment		RMB 10,000	845.89
		Number of R&D personnel		people	41
	Intellectual property	Number of new utility model patents		(s)	0
		Cumulative number of utility model patents		(s)	9
		Number of newly added software copyrights		(s)	15
		Cumulative number of newly added software copyrights		(s)	55
Supplier	Supplier management	Number of suppliers		(s)	2,750
		By region	China mainland	(s)	2,726
			Hong Kong, Macao and Taiwan	(s)	8
			Overseas	(s)	16
		Number of suppliers reviewed		(s)	2,750
		Number of suppliers whose cooperation was terminated due to non-compliance		(s)	1
		Number of potential suppliers removed due to non-compliance		(s)	2

Primary indicator	Secondary indicator	Tertiary indicator	Unit	2024
Supplier	Supplier management	Number of suppliers with ISO 9000 certification	(s)	203
		Number of suppliers with ISO 14000 certification	(s)	168
		Number of suppliers with ISO 45001 certification	(s)	167
		Number of suppliers who have signed the Integrity Agreement	(s)	495
Social response	Social contribution	Investment in charity activities	RMB 10,000	65
		Total number of charity activities	(s)	110
		Number of volunteers participating in charity activities	(s)	1,131
		Hours of volunteers participate in charity activities	hour	2,194.00
		Time invested in community	hour	195
	Rural revitalization	Investment in rural revitalization(support through consumption)	RMB 10,000	305

Governance category

Primary indicator	Secondary indicator	Tertiary indicator		Unit	2024
Governance strategy and structure	Party leadership	Number of Party Committee meetings		(s)	36
		Number of Party branches		(s)	49
		Number of party members		(s)	885
		Topics reviewed by Party committee (including preliminary research)		(s)	188
		Preliminary research and discussion of major business management matters		(s)	97
	Board of Directors, Board of Supervisors, and senior management	Meetings	Board of directors	(s)	9
			Audit Committee	(s)	6
			Strategic Development and ESG Committee	(s)	4
			Compensation and Evaluation Committee	(s)	1
			Board of Supervisors	(s)	6
		Proposals	Shareholders meeting	(s)	24
			Board of directors	(s)	53
			Audit Committee	(s)	18
			Strategic Development and ESG Committee	(s)	5
			Compensation and Evaluation Committee	(s)	1
			Board of Supervisors	(s)	12
		Board composition	Number of directors	people	9
		By gender	Male	people	9
			Female	people	0
		By age	≤ 35	people	0
			36 - 50	people	4
			> 50	people	5
		By educational level	PhD	people	1
			Master degree	people	6
			Bachelor degree and below	people	2
		Proportion of external directors		%	77.78
		Proportion of independent directors		%	33.33
		Average tenure of board members		years	3.83
		Board member attendance rate		%	100
		Board member turnover rate		%	0
		Composition of the Supervisory Board	Number of supervisors	people	5
		By gender	Male	people	4
			Female	people	1
		By age	≤ 35	people	1
			36 - 50	people	1
		By age	> 50	people	3
		Proportion of external supervisors		%	60
		Proportion of employee supervisors		%	40
		Average tenure of supervisors		years	2.25
		Senior management	Number of senior managers	people	5
		By gender	Male	people	4
			Female	people	1
		By age	≤ 35	people	0
			36 - 50	people	3
			> 50	people	2
		Average tenure of senior executives		years	4.25
Standardize governance	Anti-commercial bribery and anti-corruption	Anti-commercial bribery and anti-corruption trainings		(s)	96
		Total employees receiving anti-commercial bribery and anti-corruption training		(s)	4650
		By position	Senior management	(s)	67
			Employees	(s)	4583
	Compliance	Legal and compliance training sessions		(s)	3
		Hours of compliance training		hour	6
		Number of employees receiving legal and compliance training		(s)	210
	Anti-Unfair competition	The amount of litigation or major administrative penalties caused by the Company's unfair competition during the reporting period		RMB	0
		Number of major lawsuits		(s)	0
		Number of arbitration matters		(s)	0
		Number of violations and penalties		(s)	0
		Total penalties for violations		RMB	0
Investor relations and investor rights protection	Investor relations management	Number of roadshows		(s)	1
		Number of investor communication meetings		(s)	2
		Number of investors received		people	4
		Number of platform responses		(s)	40
		Number of investor calls received		(s)	50
		Number of periodic reports disclosed		(s)	4
		Number of temporary announcements issued		(s)	93
		Number of shareholder meetings		(s)	5

Index of indicators

Table: Shenzhen Stock Exchange's "Guidelines" Benchmark

Disclosure requirements	Corresponding chapter of this report
Response to climate change	Response to climate change
Pollutant emissions	Reducing pollutant discharge
Waste disposal	Reducing pollutant discharge
Ecosystem and biodiversity conservation	Strengthen environmental management
Environmental compliance management	Strengthen environmental management
Energy utilization	Strict resource consumption
Water resources utilization	Strict resource consumption
Recycling economy	Strict resource consumption
Rural revitalization	Actively contributing to society
Social contribution	Actively contributing to society
Innovation-driven strategy	Driving the innovation engine
Scientific and technological ethic	After evaluation, this issue is not of impact or financial importance and is not disclosed in the report
Supply chain security	Enhancing supply chain management
Equal treatment of small and medium enterprises	Enhancing supply chain management
Product and service safety and quality	Safeguarding employee health and safety Refined service quality
Data security and customer privacy protection	Refined service quality
Employees	Improving employee well-being
	Safeguarding employee health and safety
	Safeguard employees development
	Lighting up employees' lives
Due diligence	After evaluation, this issue is not of impact or financial importance and is not disclosed in the report
Communication with stakeholders	Communication with stakeholders
Anti-commercial bribery and anti-corruption	Transparent and steady operation
Anti-Unfair competition	Transparent and steady operation

Definition

Company abbreviation	Company's full name
Xiamen Port, the Company, our Company or We	Xiamen Port Development Co., Ltd.
Shihushan Terminal	Xiamen Port Group Shihushan Terminal Co., Ltd.
Hailong Terminal	Xiamen Hailong Terminal Co., Ltd.
Chaozhou Port	Chaozhou Port Development Co., Ltd.
Gulei Port	Zhangzhou Gulei Port Development Co., Ltd.
Huajin Terminal	Shishi Huajin Terminal Storage and Transportation Co., Ltd.
Haihong Terminal	Xiamen Haihong Petrochemical Terminal Co., Ltd.
Haixiang Terminal	Xiamen Port Haixiang Terminal Co., Ltd.
Xiamen Port Shipping	Xiamen Port Shipping Co., Ltd.
Gulei Towing	Zhangzhou Gulei Towing Co., Ltd.
Xiamen Ocean Shipping Agency (OSA)	China Xiamen Ocean Shipping Agency Co., Ltd.
Xiamen OSA Customs Broker	Xiamen OSA Customs Broker Co., Ltd.
Xiamen OSA International Freight	Xiamen OSA International Freight Co., Ltd.
Xiamen Ocean Shipping Tally (OST)	Xiamen Ocean Shipping Tally Co., Ltd.
Xiamen OST Health Quarantine	Xiamen OST Health Quarantine Technical Service Co., Ltd.
Xiamen Port Logistics	Xiamen Port Logistics Co., Ltd.
Xiamen Bonded Logistics	Xiamen Port Bonded Logistics Co., Ltd.
Xiamen Port Transport	Xiamen Port Transport Co., Ltd.
Xiamen Port Trading	Xiamen Port Trading Co., Ltd.
Xiamen Haiheng	Xiamen Port Haiheng Industrial Co., Ltd.

Feedback

Dear Stakeholders:
Thank you for reading the "Xiamen Port Development Co., Ltd. 2024 Environmental, Social, and Governance (ESG) Report". We are committed to providing valuable information to you and other stakeholders, and we aim to continuously enhance our performance in environmental, social, and governance areas. We sincerely invite your valuable feedback and suggestions on this report. We look forward to your insights and greatly appreciate your ongoing support!

1. What type of stakeholder do you belong to?

☐ Shareholders and investors ☐ Customers ☐ Employees ☐ Government and regulatory bodies
☐ Suppliers and partners ☐ Community ☐Public and media ☐ Others

2. What is your overall evaluation of this report:

☐ Very good ☐ Good ☐ Fair

3. Do you think this report fully reflects the Company's performance in ESG:

☐ Yes ☐ Fair ☐ No

4. Do you think the information, data and indicators disclosed in this report are clear, accurate and complete:

☐ Yes ☐ Fair ☐ No

5. Do you think the content arrangement and layout design of this report are clear, easy to understand and convenient to read:

☐ Yes ☐ Fair ☐ No

6. What other information do you think you are concerned about that has not been disclosed in this report?

7. What suggestions do you have on corporate ESG information disclosure and the practice of ESG concepts?

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