



2025

中水集团远洋股份有限公司 ESG 报告

Environmental, Social and Governance (ESG) Report of
CNFC Overseas Fisheries Co., Ltd. 2025





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报告编制说明

Note on the Preparation of the Report

报告范围

Scope of Reporting

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

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

发布周期

Cycle of Release

本报告为年度报告，报告时间跨度为 2025 年 1 月 1 日至 2025 年 12 月 31 日。为了遵循信息披露的完整性、连续性原则，部分内容在披露时间上向前或向后适当延伸。

As an annual report, this report covers the period from January 1, 2025 to December 31, 2025. To ensure compliance with the principles of completeness and continuity in information disclosure, certain disclosures have been appropriately extended to include both preceding and subsequent periods.

参考依据

References

本报告依据国务院国资委《关于新时代中央企业高标准履行社会责任的指导意见》，财政部等九部门《企业可持续披露准则——基本准则（试行）》，深圳证券交易所《深圳证券交易所上市公司自律监管指引第 17 号——可持续发展报告（试行）》《深圳证券交易所创业板上市公司自律监管指南第 3 号——可持续发展报告编制（2026 年修订）》，中国企业改革与发展研究会、责任云研究院《中国企业可持续发展报告指南（CASS-ESG 6.0）》，联合国可持续发展目标 2030（SDGs），全球报告倡议组织《可持续发展报告标准》（GRI Standards）等国内国际主流标准进行编制。

This report has been compiled in accordance with the major international and domestic standards, including: the *Guiding Opinions on High-standard Fulfillment of Social Responsibilities by Central Enterprises in the New Era* by the State-owned Assets Supervision and Administration Commission of the State Council(SASAC); the *Enterprise Sustainability Disclosure Standards – Basic Standard (Trial)* by the Ministry of Finance; the *Self-regulatory Guidelines for Listed Companies No.17–Sustainability Report (Trial)* by the Shenzhen Stock Exchange and the *Self-regulatory Guide for Listed Companies No.3–Sustainability Report Compilation (2026 Revision)* by the Shenzhen Stock Exchange; *China Corporate Sustainability Reporting Guidelines (CASS-ESG 6.0)* by China Research Institute of Business Reform and Development, Responsibility-Cloud Institute; the United Nations Sustainable Development Goals (SDGs), and the *Sustainability Reporting Standards (GRI Standards)* by the Global Reporting Initiative.

称谓说明

Appellation Description

为便于表达，报告中相关简称释义如下：

For ease of expression, the following abbreviations are used in this report:

· 中国农发集团、集团公司 CNADC or Group Company	· 中国农业发展集团有限公司 China National Agricultural Development Group Co., Ltd.
· 中水渔业、公司、我们 COFC, Company or We	· 中水集团远洋股份有限公司 CNFC Overseas Fisheries Co., Ltd.
· 中水舟山远洋 CNFC Zhoushan Overseas	· 中水集团舟山远洋渔业有限公司 CNFC Zhoushan Overseas Fisheries Co., Ltd.
· 舟山制品 Zhoushan Products	· 中国水产舟山海洋渔业制品有限公司 Aquatic Products Processing Factory of China National Zhoushan Marine Fisheries Company
· 深蓝食品 Shenlan Modern Food	· 深蓝现代食品有限公司 Shenlan Modern Food Co., Ltd.
· 中水海龙 CNFC Hailong	· 北京中水海龙贸易有限公司 Hailong Trading Co., Ltd. of CNFC
· 中瓦渔业 Sino-Van Fisheries	· 中瓦渔业有限公司 Sino-Van Fisheries Ltd.
· 丰汇公司 Fenghui Company	· 浙江丰汇远洋渔业有限公司 Zhejiang Fenghui Ocean Fisheries Co., Ltd.
· 中渔环球 Zhongyu Global	· 中渔环球海洋食品有限责任公司 Zhongyu Global Seafood Corp.

数据说明

Data Description

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

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

报告获取

Availability of the Report

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

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

董事长致辞

Chairman's Remarks

2025 年是“十四五”规划收官之年，是中国远洋渔业“走出去”40 周年，也是公司完成重组后，站在新起点上开启转型发展的关键之年。面对日益严峻的内外部发展环境，我们始终锚定世界一流综合性渔业企业建设目标，以服务国家战略为统领，紧扣集团“聚焦经营、狠抓效益”部署，进一步释放重组协同效能，深挖管理内生潜力，在攻坚克难中推动渔业板块转型突破，于变局中奋力开创高质量发展新局面。

The year 2025 marks the concluding year of China's 14th Five-Year Plan, the 40th anniversary of China's distant-water fishery industry "going global," and a pivotal year for our company as we stand at a new starting point following reorganization, embarking on a critical phase of transformation and development. Confronted with an increasingly challenging internal and external development environment, we have consistently anchored our efforts on the goal of building a world-class comprehensive fisheries enterprise. Guided by the overarching principle of serving national strategies and closely adhering to the Group's deployment of "focusing on operations and intensifying efforts for efficiency," we have further unleashed the synergistic effects of the reorganization, delved deeper into our management's endogenous potential, driven the transformation and breakthrough of the fisheries sector amidst overcoming difficulties, and strived to forge a new landscape of high-quality development amidst changing circumstances.

胸怀“国之大者”，在服务大局中挺膺担当。我们始终将服务国家战略作为一以贯之的主题主线，在践行海洋强国战略中当先锋，耕海牧渔，建强“蓝色粮仓”，保障国内优质蛋白稳定供应；在参与全球渔业治理中作表率，切实做好履约合规工作，坚决打击 IUU 行为，以专业和担当赢得国际社会尊重；在服务“一带一路”倡议中展作为，以渔业合作为纽带搭建国际渔业交流桥梁，帮助境外当地渔业经济发展，让中国远洋渔业的发展成果惠及更多国家和地区。

Embracing the “Nation's Paramount Priorities” and Bearing Responsibility in Serving the Greater Cause. We have consistently prioritized serving national strategies as our unwavering theme and main thrust. We act as a pioneer in implementing the Maritime Power Strategy, advancing mariculture and sustainable fishing, to strengthen the “Seafood Production System” and ensure a stable supply of high-quality protein for the domestic market. We act as a model for global fisheries governance, diligently fulfilling our compliance obligations, resolutely combating IUU activities, and earning the respect of the international community through professionalism and a strong sense of duty. We demonstrate our role in serving the Belt and Road Initiative, using fisheries cooperation as a bond to build bridges for international fisheries exchange, assisting in the development of local fisheries economies in host countries, and ensuring that the achievements of China's distant-water fishery industry benefit more countries and regions.

聚焦“价值创造”，在转型变革中锻造优势。我们坚定不移地走高质量发展之路，锚定渔业板块战略目标，推动构建“大中水、大远洋、大渔业”新发展格局，产业链中下游延伸工作继续推进，浙江海洋金枪鱼加工研发中心 10 月份竣工并正式投产；激活“科技兴渔”新引擎，中水现代化远洋渔业研究院正式揭牌成立，首套“苍鹭 AI 鱿鱼渔情预报系统”成功发布，加工贸易管理信息系统在中水海龙、深蓝食品投入试运行，推动远洋渔业向精细化、数字化、智能化不断升级；持续加强品牌建设，完善全链条质量管理体系，以品牌实力赢得市场高度评价。

Focusing on “Value Creation” and Creating Advantages through Transformation. We steadfastly pursue the path of high-quality development, firmly anchored to the strategic objectives of the fisheries sector. We are driving the formation of a new development paradigm defined by “the Comprehensive Company, Global Distant-Water Fishery Operations, and Whole industrial Chain Development.” Efforts to extend the downstream segments of the industrial chain continue to advance, with the COFC Zhejiang Tuna Processing and R&D Center completed and officially commencing operations in October. We have activated the new engine of “Technology-Driven Fishery Development” strategy, officially inaugurating the Modern Pelagic Fisheries Research

Institute (MPFRI), successfully launching the first “Heron AI Squid Fishing Forecast System,” and initiating trial operations of the Processing and Trade Management Information System at CNFC Hailong and Shenlan Modern Food. These initiatives collectively drive the continuous upgrading of distant-water fisheries towards refinement, digitalization, and intelligence. We consistently intensify our brand-building initiatives, enhance the integrated quality management system across the entire value chain, and secure strong market recognition through the robust equity of our brands.

夯实“治理根基”，在合规稳健中筑牢基石。我们始终把安全生产放在首位，压实责任、科技兴安；我们始终坚持以治理强根基，加快健全现代企业制度，优化治理架构，规范决策流程，推动治理能力与治理体系现代化，让企业发展更具韧性；秉持诚信合规经营理念，强化全员履约合规意识，完善全链条风险防控机制，确保企业在复杂多变的国际环境中行稳致远。

Consolidating the Routine Governance Practices,” Ensuring Resilience through Compliance and Stability. We consistently prioritize workplace safety, reinforcing accountability and using technology to enhance safety. We are committed to strengthening our operation through robust governance, accelerating the development of modern corporate systems, optimizing governance framework, standardizing decision-making processes, and advancing the modernization of governance capabilities and systems to enhance organizational resilience. Upholding the principles of integrity and compliance, we reinforce organization-wide awareness of regulatory adherence, refine comprehensive risk prevention and control mechanisms, and ensure the enterprise navigates steadily forward in a complex and ever-changing international landscape.

绘就“幸福底色”，在和谐共生中共享未来。我们坚定不移走生态优先、绿色低碳发展道路，将低碳环保融入生产运营全流程，加强海洋生物多样性保护，推进渔业资源科学养护，努力实现人与海洋的和谐共生；积极履行国企社会责任，深耕海内外公益实践，开展人道主义救援，关爱员工成长成才，保障船员合法权益，让企业发展成果更多惠及员工、社会与合作伙伴。

Laying a “Foundation for Shared Well-being,” Advancing Our Future through Harmonious Coexistence. We are unwavering in our commitment to an ecologically prioritized, green, and low-carbon development path, fully integrating sustainable and low-carbon principles across all production and operational processes. We enhance the protection of marine biodiversity, promote science-based conservation of fishery resources, and endeavor to realize a harmonious coexistence between humanity and the ocean. In actively discharging our social responsibilities as a state-owned enterprise, we deepen our commitment to public welfare initiatives domestically and internationally, undertake humanitarian rescue operations, foster the growth and career advancement of our employees, safeguard the legitimate rights and interests of seafarers, and ensure that the benefits arising from the enterprise's development are more widely distributed among our employees, society, and partners.

四十年栉风沐雨，四十年砥砺前行。站在“十四五”收官与“十五五”谋篇的历史交汇点，面对新的发展机遇与挑战，我们将传承发扬远洋渔业“拼搏、奉献、务实、创新”的精神，以更坚定的信念、更昂扬的斗志、更务实的行动，在远洋渔业高质量发展的道路上勇毅前行，奋力书写打造世界一流综合性渔业企业的新篇章！

Four decades of forging ahead through the wind and rain, we are now standing at the significant juncture where the 14th Five-Year Plan period concludes and that of the 15th Five-Year Plan commences facing fresh opportunities and challenges ahead. We will uphold and carry forward the spirit that has long defined distant-water fishing—“Endeavor, Dedication, Practicality, and Innovation.” With stronger conviction, heightened resolve, and more determined action, we will advance resolutely on the path of high-quality development in distant-water fishery, striving to transform COFC to a world-class, comprehensive fishery enterprise!

中水集团远洋股份有限公司董事长 叶少华
Ye Shaohua, Chairman of CNFC Overseas Fisheries Co., Ltd.

走进中水渔业

About CNFC Overseas Fisheries Co., Ltd.

公司简介

Company Profile

中水集团远洋股份有限公司（以下简称“中水渔业”）是中国农业发展集团有限公司（以下简称“中国农发集团”）旗下的以远洋捕捞业和加工贸易业为主业的股份制上市企业，是我国远洋渔业的开拓者和排头兵，资产规模位居我国远洋渔业企业前列。公司股票于 1998 年 2 月在深圳证券交易所 A 股市场挂牌交易（股票名称：中水渔业；股票代码：000798）。公司主要业务有远洋捕捞、渔业服务、水产品加工与贸易等，拥有各类渔船及辅助类作业船舶近 300 艘（注：含托管项目），在国内建有舟山、烟台、深圳 3 个远洋渔业基地，在 20 个国家和地区建有 60 多个分支机构，形成了境外投资项目多、船队规模大、地域跨度广、产业体系完善的全球化布局。

CNFC Overseas Fisheries Co., Ltd. (hereinafter referred to also as "COFC") is a joint-stock listed enterprise under China National Agricultural Development Group Co., Ltd. (hereinafter referred to as "CNADC") primarily engaged in the oceanic fishery industry and processing trade. As the pioneer and leader in China's distant-water fishery industry, our Company boasts an asset scale that ranks among the top in the sector in China. With its shares listed on the A-share market of the Shenzhen Stock Exchange in February 1998 (stock name: COFC, ticker symbol: 000798), the Company businesses include deep-sea fishing, fishery services, seafood processing, and trade. It owns more than 300 fishing vessels and supporting vessels (Note: includes projects entrusted to COFC management), has established 3 oceanic fishing bases in Zhoushan, Yantai, and Shenzhen in China, with over 60 branches in 20 countries and regions, presenting a global layout characterized by numerous overseas investment projects, a large vessel fleet, a wide geographical span, and a well-developed industrial system.

公司远洋捕捞作业区域遍布大西洋、太平洋、印度洋和南极海域，涉及近 20 个国家的专属经济区，年捕捞量 20 万吨，主要捕捞品种包括金枪鱼、鱿鱼、软体鱼、硬体鱼、虾、蟹、贝类等。公司渔业服务板块涵盖海上冷藏运输、油料补给等业务，拥有大型运输补给船舶 12 艘，年运输能力和海上供油能力均超过 20 万吨。

The Company's deep-sea fishing operations spread across exclusive economic zones of nearly 20 countries in the Atlantic, Pacific, Indian Oceans, and Antarctic waters. Boasting an annual catch of over 200,000 tons, the Company harvests a variety of species including tuna, squid, cephalopods, bony fish, shrimp, crab, shellfish, etc.. The Company's fishery services encompass ocean refrigerated transport and fuel supply and, operating a fleet of 12 large transport and supply vessels, with its annual transport and marine refueling capacity exceeding 200,000 tons each.



拥有各类渔船及辅助类作业船舶近

300 艘

with nearly

300 vessels of various types and auxiliary operational ships

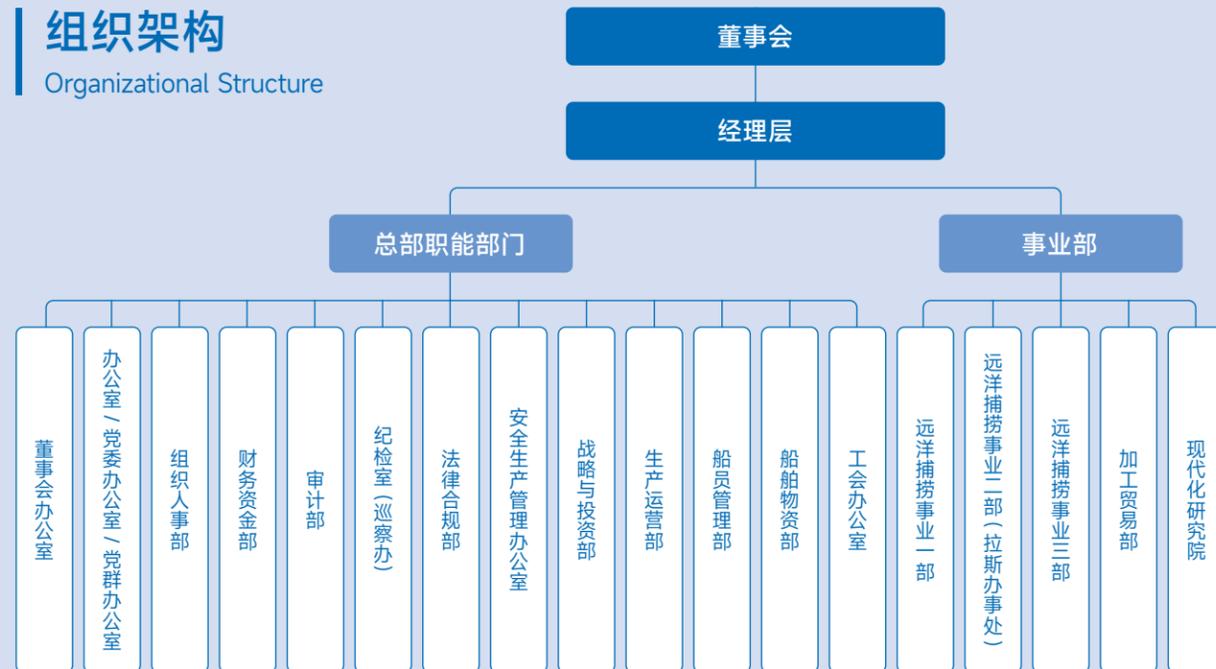


公司积极践行“大食物观”，深入开发水产品加工领域，加工贸易业务快速发展，逐步构建起国内国际市场的双循环格局，业务遍及中国、非洲、欧洲、亚洲、北美洲、南美洲、大洋洲市场，形成了全球性的销售渠道和区域性的销售中心，在全球市场具备较大的品牌影响力。产品包括多种水产品及其制品，其中金枪鱼、鱿鱼、虾类及其制品是公司的主打明星产品。公司在国内外拥有多家符合欧盟卫生标准的水产品加工企业，并通过了 ISO 22000/ISO 14001/HACCP/BRC 等管理体系认证，拥有“明珠”（中国驰名商标、中华老字号）、“中水远洋”“中渔鲜境”“中水海中金”“海思康”“中水 1 号”等知名品牌，产品畅销全球。

Actively practicing the "all-encompassing approach to food", the Company explores and researches the field of seafood processing. With the rapid development of its processing and trade business, the Company has gradually established a dual-circulation pattern for both domestic and international markets, with operations spanning across China, Africa, Europe, Asia, North America, South America, and Oceania, thus forming a global sales network and regional sales centers, holding significant brand influence in the global market. An array of COFC seafood products have made their global impact, among which tuna, squid, shrimp and their products are the best-sellers of all time. The Company operates multiple seafood processing facilities both in China and overseas, all of which comply with EU food hygiene standards and hold certifications for globally recognized management systems, including ISO 22000, ISO 14001, HACCP, and BRC. Our portfolio features a range of well-known brands, such as "MING ZHU" (a famous trademark and time-honored brand in China), "CNFC", "FISHING IN WONDERLAND", "ZHONGSHUI HAIZHONGJIN", "HAI SI KANG" and "ZHONGSHUI #1" with products of worldwide popularity.

组织架构

Organizational Structure



发展战略

Development Strategy

使命愿景 Mission & Vision

- ◆ 致力于提供健康优质的海洋产品，不断满足人类对美好生活的需求

We are committed to providing premium healthy seafood to fulfill people's need for a better life.

- ◆ 源于深海 共享美好

From the Deep Sea, Share a Better Future



战略目标 Strategic objective

不断发展远洋渔业产业新质生产力，加快公司业务从捕捞端到加工、贸易、服务等业务的拓展，形成“捕、加、贸、服”相互协调的产业格局，实现远洋渔业高质量发展，早日成为世界一流渔业企业。

COFC continuously develops new qualitative productive forces in the distant-water fishery industry, accelerates the expansion of its business from fishing to processing, trade, and services, thus forming an industrial structure where “fishing, processing, trade, and services” are well balanced enabling the high-quality development of the distant-water fishery industry, and helping COFC to become a world-class fishery enterprise as soon as possible.

ESG 管理

ESG Management

ESG 治理架构

ESG Governance Framework

中水渔业将 ESG 理念融入公司发展战略、经营管理活动中，积极构建科学高效的 ESG 管理体系，搭建由董事会、董事会战略与 ESG 委员会及 ESG 工作小组三个层级构成的 ESG 治理架构，明确各层级、各岗位人员的工作职责，修订《董事会战略与 ESG 委员会工作细则》，为公司 ESG 工作开展提供坚实保障。

COFC integrates ESG principles into its corporate development strategy and management activities, proactively establishing a scientific and efficient ESG management system. The Company has implemented a three-tier ESG governance structure comprising the Board of Directors, the Board's Strategy and ESG Committee, and the ESG Working Group, clearly defining the roles and responsibilities at each level and for each position. The *Rules of Procedure for the Board's Strategy and ESG Committee* have been revised, providing a solid institutional foundation for the Company's ESG initiatives.

层级 Level	组织 Organization	职责 Responsibility
最高决策机构 Highest Decision-making Body	董事会 Board of Directors	<ul style="list-style-type: none"> • 审议批准公司 ESG 战略、规划、计划和实施方案 Review and approve the Company's ESG strategy, plans, and implementation programs • 审议批准公司 ESG 治理架构及重要制度 Review and approve the Company's ESG governance framework and key policies. • 审议批准公司 ESG 报告 Review and approve the Company's ESG report. • 审议对公司有重大影响的 ESG 相关风险、重大 ESG 负面事件应对方案 Review ESG-related risks that have a significant impact on the Company and response plans for major ESG negative incidents. • 审议批准涉及公司 ESG 治理的其他重大信息 Review and approve other significant information related to the Company's ESG governance.

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

ESG 能力建设

ESG Competency Building

中水渔业立足自身实际，积极筹划开展 ESG 培训工作，主动参与外部培训，持续提升企业 ESG 履职能力与水平，推动 ESG 理念深入人心、落地见效。2025 年，累计组织或参与 ESG 培训 2 次，培训时长达 8 小时，覆盖 50 人次。

Given its specific circumstances, COFC actively plans and conducts internal ESG training while proactively participating in external training programs. These efforts are aimed at continuously enhancing the organization's ESG competency and performance, ensuring that ESG principles are thoroughly understood and effectively implemented throughout the entire organization. In 2025, the Company organized or participated in a cumulative total of 2 ESG training sessions, amounting to 8 training hours and reaching 50 participants.

2025 年 In 2025

-  累计组织或参与 ESG 培训 **2** 次
the Company organized or participated in a cumulative total of **2** ESG training sessions
-  培训时长达 **8** 小时
amounting to **8** training hours
-  覆盖 **50** 人次
reaching **50** participants



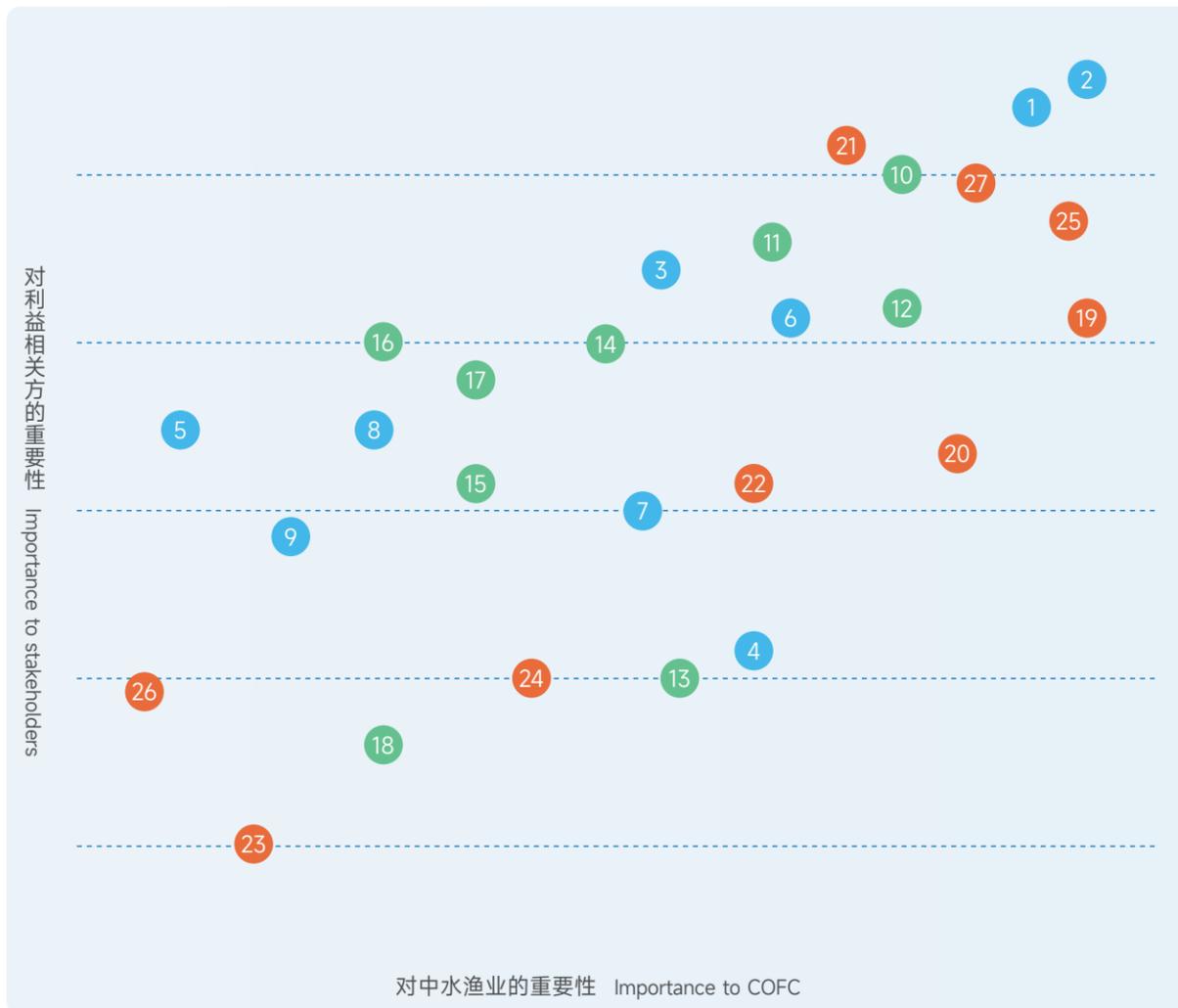
公司组织开展 ESG 培训
The Company organizes ESG training sessions

重要性议题评估

Materiality Assessment

重要性议题评估是企业开展 ESG 管理及信息披露的基石。中水渔业在深入分析国家政策、监管要求、行业发展形势、国内外 ESG 评价标准的基础上，识别 27 项重要实质性议题。通过与公司领导、内外部专家、重点单位、员工等利益相关方进行访谈，评估筛选出重要性议题，在报告中重点披露和回应。

Materiality assessment serves as the cornerstone for corporate ESG management and information disclosure. Based on an in-depth analysis of national policies, regulatory requirements, industry development trends, and domestic and international ESG evaluation standards, COFC has identified 27 material topics. Through interviews with company leadership, internal and external experts, key units, employees, and other stakeholders, the Company has assessed and prioritized these material topics, which are then prominently disclosed and addressed in this report.



治理 Governance

- | | |
|-------------|--------------------------------------|
| 1. 国际履约 | International Regulatory Compliance |
| 2. 服务国家战略 | Serving National Strategies |
| 3. 依法合规经营 | Law-abiding and Compliance Operation |
| 4. 廉洁从业 | Business Integrity |
| 5. 信息透明 | Information Transparency |
| 6. 投资者关系管理 | Investor Relations Management |
| 7. ESG 治理架构 | ESG Governance Framework |
| 8. ESG 能力建设 | ESG Competency Building |
| 9. 利益相关方沟通 | Stakeholder Engagement |

环境 Environment

- | | |
|-------------|-------------------------------------|
| 10. 应对气候变化 | Climate Change Response |
| 11. 渔业资源养护 | Fishery Resource Conservation |
| 12. 生物多样性保护 | Biodiversity Protection |
| 13. 环境合规管理 | Environmental Compliance Management |
| 14. 污染物排放 | Pollutant Emissions |
| 15. 废弃物处理 | Waste Management |
| 16. 能源利用 | Energy Utilization |
| 17. 水资源利用 | Water Resource Utilization |
| 18. 绿色办公 | Green Office Practices |

社会 Society

- | | |
|---------------|--|
| 19. 创新驱动 | Innovation Drive |
| 20. 数智转型 | Digital and Intelligent Transformation |
| 21. 产品质量与安全 | Product Quality and Safety |
| 22. 职业健康与安全生产 | Occupational Health and Safety |
| 23. 引领行业发展 | Leading Industry Development |
| 24. 供应链安全 | Supply Chain Security |
| 25. 劳工权益保障 | Labor Rights Protection |
| 26. 社会贡献 | Social Contributions |
| 27. 海外履责 | Overseas Social Responsibility Practices |

利益相关方沟通

Stakeholder Engagement

中水渔业高度重视与利益相关方的沟通，主动拓宽沟通渠道，通过官网设置“ESG”“投资者关系”专栏、常态化编发 ESG 报告等方式，全面倾听和研究利益相关方的需求与期望，切实回应社会各界期待。

COFC attaches great importance to stakeholder engagement and actively broadens its communication channels. By establishing dedicated sections for “ESG” and “Investor Relations” on its official website, the regular publication of ESG reports, and other initiatives, the Company diligently listens to, researches, and addresses the needs and expectations of its stakeholders, ensuring a substantive response to the wider societal outlook.

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

ESG 荣誉

ESG Accolades

2025 年，中水渔业凭借在远洋渔业领域的 ESG 实践首次荣登央视“中国 ESG 上市公司央企先锋 100 (2025)”榜单，继去年获“ESG 新秀企业”后再次荣获“海外 ESG 先锋”奖项，充分彰显了中水渔业的责任与担当。

In 2025, COFC earned a place for the first time on the “2025 ESG Pioneer 100 Index for Central State-Owned Listed Companies” published by China Central Television (CCTV) for its ESG practices in the distant-water fishing sector. Following its recognition as an “ESG Rising Star Enterprise” the previous year, the Company was once again honored with the “Overseas ESG Pioneer” award. These accolades fully demonstrate COFC’s commitment to responsibility and leadership.



序号	证券简称	企业标识	证券代码	评价星级	所属中央企业简称	行业分类
90	电投能源		002128.SZ	★★★★	国家电投集团	采矿业
91	华谊材料		301090.SZ	★★★★	华谊集团	制造业
92	中国外运		601598.SH (00598.HK)	★★★★	招商局集团	交通运输、仓储和邮政业
93	中水渔业		000798.SZ	★★★★	中国农发集团	农、林、牧、渔业
94	太极集团		600129.SH	★★★★	国药集团	制造业
95	华菱三九		000999.SZ	★★★★	华菱集团	制造业
96	香港中旅		00308.HK	★★★★	中国旅游集团	住宿和餐饮业
97	宝武钢铁		002182.SZ	★★★★	中国宝武	制造业
98	上海贝特		600171.SH	★★★★	中国电子	制造业
99	八一钢铁		600581.SH	★★★★	中国宝武	制造业
100	大唐发电		601591.SH (00991.HK)	★★★★	中国大唐	电力、热力、燃气及水生产和供应业

中水渔业首次荣登央视“中国 ESG 上市公司央企先锋 100 (2025)”榜单

COFC Included for the First Time in CCTV's "2025 ESG Pioneer 100 Index for Central State-Owned Listed Companies"

中水渔业荣获“海外 ESG 先锋”奖项

COFC Awarded the "Overseas ESG Pioneer" Prize

责任聚焦： 深耕远洋践行强国战略，护海兴渔引领持续发展

四十载深耕远洋，四十载笃行不怠。作为行业领先示范企业，中水渔业始终以践行海洋强国战略为己任，锚定远洋渔业高质量发展方向，在恪守合规履约、融入全球治理中坚定前行，在践行人文关怀、推动海外履责中深耕细作，在驱动科技创新、赋能产业升级中不断探索，以负责任渔业企业的担当，为海洋经济高质量发展注入源源不断的企业力量。

With four decades of unwavering commitment to the distant-water fishery industry and as a leading and exemplary enterprise, COFC has consistently embraced the mission of advancing the Maritime Power Strategy. Firmly anchored in the pursuit of high-quality development for distant-water fisheries, the Company progresses with resolve by steadfastly upholding compliance and engaging in global governance; it embeds its people-centered approach in daily operations and unwaveringly fulfills its social responsibilities overseas; and it continually pushes boundaries by driving technological innovation and industrial upgrading. As a dedicated and responsible fishery enterprise, COFC contributes a sustained and potent force to the high-quality development of the ocean economy.

履约 · 参与全球渔业治理

Commitment · Engaging in Global Fisheries Governance

坚决打击 IUU 捕捞、支持并开展渔业资源养护，是维护国际渔业秩序、实现海洋生物资源长期可持续利用的关键举措。中水渔业将合规履约作为参与全球渔业治理的核心抓手，持续加强船舶履约合规管理，增强全员合规履约意识，增强履约风险辨识能力，深化国际渔业合作，携手助力全球海洋可持续发展。

Resolutely combating IUU (Illegal, Unreported, and Unregulated) fishing and supporting as well as conducting fishery resource conservation are critical measures for upholding international fisheries order and achieving the long-term sustainable use of marine living resources. COFC regards compliance and regulatory fulfillment as the core objective for participation in global fisheries governance. The Company continuously strengthens vessel compliance management, enhances organization-wide awareness of regulatory adherence, improves the capability to identify compliance risks, deepens international fisheries cooperation, and works collectively to support the sustainable development of the ocean.

Accountability in Focus:

Committing to Sustainable Ocean Fishing for Marine Resources Preservation and Maritime Capacity Building

强化履约管理，坚决反对 IUU 渔业行为

Strengthening Compliance Management and Resolutely Opposing IUU Fishing Activities

公司通过强化业务培训、健全内部管控、常态化开展自查自检与问题整改，不断夯实管理基础，全面提升企业履约能力和水平；深化与上海海洋大学产学研合作，联合研发 AI 国际履约助手，并在渔船有序推广应用；以智能化手段优化履约流程，全面提升国际履约工作的精准性与高效性。

The Company systematically strengthens its management and elevates its overall compliance capacity and standards by enhancing professional training, strengthening internal controls, and establishing institutionalized mechanisms for routine self-inspections and systematic issue remediation. Through deepened industry-academia-research collaboration with Shanghai Ocean University, COFC has co-developed an AI-powered International Compliance Assistant, which is being progressively deployed across its fishing vessel fleet. By integrating intelligent solutions to streamline compliance workflows, the Company is significantly improving the accuracy and efficiency of its international regulatory adherence.



严格船舶管理 Strengthening Vessel Management

所有渔船按规定登记办理船舶所有权证书和国籍证书；按规定办理和持有合法有效捕捞作业许可证。

All fishing vessels are registered in accordance with regulations and are issued certificates of ownership and nationality. Each vessel also obtains and holds a valid fishing license as required.

严格遵守船舶检验制度规定，安排渔船接受法定检验，检验合格后由检验机关签证。

The Company strictly complies with statutory vessel inspection requirements, ensuring that all vessels undergo mandatory inspections. Upon passing inspection, vessels are duly endorsed by the inspection authority.

所有船只均配备船位监控设备，船舶更新改造按国家及国际履约要求进行。

All vessels are equipped with vessel monitoring systems. Any retrofitting or renewal of vessels is carried out in full compliance with both national and international regulatory requirements.



提升履约能力 Enhancing Compliance Capabilities

- 常态化组织开展各项履约培训，加强对船长、轮机长、大副等主要职务船员的履约合规培训。
The Company regularly organizes various compliance training sessions, with a particular focus on enhancing the regulatory awareness and competency of key officers such as captains, chief engineers, and chief mates.
- 加强与渔业管理部门沟通协作，及时了解最新渔业政策和法规要求。
The Company strengthens communication and cooperation with fisheries management authorities to stay abreast of the latest fisheries policies and regulatory requirements.
- 参加国际性区域渔业管理组织 WCPFC、ICCAT、CCAMLR、NPFC 等年会，研究履约新条款并落实。
COFC participates in the annual meetings of international and regional fisheries management organizations such as the Western and Central Pacific Fisheries Commission (WCPFC), the International Commission for the Conservation of Atlantic Tunas (ICCAT), the Commission for the Conservation of Antarctic Marine Living Resources (CCAMLR), and the North Pacific Fisheries Commission (NPFC), studying new compliance provisions and ensuring their implementation.
- 建立海上渔船履约自查机制，将海上履约工作常态化，积极接收和配合观察员工作。
A self-inspection mechanism for compliance at sea has been established, making onboard compliance routines standard practice. The Company actively accepts and cooperates with observer deployments.



数智赋能履约 Leveraging Digital Intelligence for Compliance

- 构建面向远洋渔业多语种国际履约大模型的智能问答系统与合规学习管理平台。
We have developed an intelligent Q&A system and a compliance learning management platform built on a multilingual, large-scale international compliance model tailored for distant-water fisheries.
- 已获得“远洋渔业国际履约大模型 AI 助手系统”软件著作权登记，形成自主知识产权成果。
We have obtained software copyright registration for the *Distant-Water Fishery International Compliance Large Model AI Assistant System*, making proprietary intellectual property achievements.



规范渔获物管理 Regulating Catch Management

- 作业中的船只严格按照规定，每日如实、规范填写渔捞日志，并按要求将渔捞日志上交。
Vessels actively engaged in operations strictly adhere to regulations by accurately and properly completing fishing logs on a daily basis and submitting them as required.
- 产量数据报送由专人负责，每月对各船只生产、转载数据汇总整理后按规定上报系统。
The reporting of catch data is assigned to dedicated personnel, who compile and submit summarized production and transshipment data from each vessel in accordance with regulations and within stipulated deadlines.
- 对照农业农村部、海关总署相关要求，对回运渔获进行自查，严禁任何船只与 IUU 运输船进行渔获转载。
In line with the requirements of the Ministry of Agriculture and Rural Affairs and the General Administration of Customs, the Company conducts self-inspections of inbound catches and strictly prohibits any of its vessels from engaging with vessels suspected of IUU activities.



斐济代表处组织开展合规履约和安全生产检查
The Fiji Representative Office organizes compliance and work safety inspections

丰富履约内涵，践行资源养护

Enriching Compliance Scope, Implementing Resource Conservation

公司持续拓展国际履约内涵，积极践行渔业资源养护责任，参加南极磷虾渔业生产性调查、协助科研机构采集生物数据，主动响应比绍渔业部请求，派船执行休渔期巡航检查，以实际行动守护渔业可持续发展。

The Company continuously enriches the scope of its international compliance by actively discharging its responsibility for the conservation of fishery resources. This encompasses participation in Antarctic krill fishery productive surveys, support for scientific research institutions in biological data collection, and the proactive deployment of vessels—such as in response to a request from the Ministry of Fisheries and Maritime Economy of Guinea-Bissau—to conduct patrols during closed season. Through these concrete measures, the Company contributes tangibly to the safeguarding of sustainable fisheries.

2025 年 1 月，比绍渔业部发出休渔期派船请求，中水渔业积极响应，派出 4 艘船只分别支持在比绍海域北部和南部执行生物休养期 (PRB) 的相关工作。第一批远渔 883/884 两船于 2025 年 1 月 8 日出海巡航，2025 年 1 月 18 日远渔 892/893 出海巡航。

In January 2025, upon receiving a request from the Ministry of Fisheries and Maritime Economy of Guinea-Bissau for vessel support during the closed season, COFC responded promptly, dispatching four vessels to assist with tasks related to the Biological Rest Period (PRB) in the northern and southern waters of Guinea-Bissau, respectively. The first two vessels, Yuan Yu 883 and Yuan Yu 884, commenced their patrols on January 8, 2025, followed by Yuan Yu 892 and Yuan Yu 893, which set sail on January 18, 2025.



1月14日 0720 时远渔 883 船位截图
Screenshot of vessel position for Yuan Yu 883 at 0720 hours on January 14.



1月14日 0720 时远渔 884 船位截图
Screenshot of vessel position for Yuan Yu 884 at 0720 hours on January 14.

尽责·彰显责任担当形象

Responsibility · Exemplify Social Responsibilities

中水渔业秉持以人为本理念，对内，以制度建设为基石，全方位保障船员合法权益与身心健康，筑牢船员权益保障根基；对外，积极参与国际人道主义救援，在灾害救助、海上守望相助中践行央企使命，以多元的海外履责行动推动构建海洋命运共同体。

COFC adheres to a people-oriented philosophy. Internally, with institutional development as the cornerstone, it comprehensively safeguards the legitimate rights and interests, as well as the physical and mental well-being, of seafarers, thereby solidifying the foundation for protecting their rights. Externally, the Company actively participates in international humanitarian rescue operations, fulfills its mission as a central state-owned enterprise through disaster relief and maritime assistance, and advances the building of a maritime community with a shared future through diversified overseas social responsibility initiatives.

保障船员权益

Safeguarding Seafarers' Rights and Interests

根据国内与国际相关法律法规，出台《中水集团远洋股份有限公司社会责任承诺》，制定并颁布《中水集团远洋股份有限公司船东社会责任实施办法》，就关键社会责任领域作出明确承诺与具体规定，切实维护船员尊严与权益，有力构建和谐稳定的海上劳动关系。

In accordance with relevant domestic and international laws and regulations, COFC has issued the Social Responsibility Commitment of CNFC Overseas Fisheries Co., Ltd. and formulated and promulgated the Implementation Measures for Shipowner Social Responsibility of CNFC Overseas Fisheries Co., Ltd. These documents make clear commitments and set forth specific provisions in key areas of social responsibility, effectively safeguarding the dignity and rights of seafarers and robustly fostering harmonious and stable maritime labor relations.





保障船员基本权益 Protecting the Fundamental Rights of Seafarers

- 严禁雇用未满 18 周岁的未成年劳工，建立严格的年龄核查程序与发现未成年船员后的保护遣返机制。
The employment of labor under the age of 18 is strictly prohibited. Rigorous age verification procedures and mechanisms for the protection and repatriation of underage seafarers, should any be discovered, are established.
- 严禁任何形式的强迫劳动，禁止船上存在任何形式的虐待、暴力、骚扰、恐吓和霸凌。
Any form of forced labor is strictly forbidden. Abuse, violence, harassment, intimidation, and bullying in any form are prohibited on board.
- 公平公正对待不同国籍、种族、性别、宗教信仰和文化背景的员工。
Employees of different nationalities, races, genders, religious beliefs, and cultural backgrounds are treated fairly and equitably.
- 按时、足额、透明支付协议约定的基本工资，严禁非法克扣船员工资或违规收费。
Basic wages as agreed in contracts are paid in full, on time, and transparently. The illegal deduction of seafarers' wages or the imposition of unauthorized charges is strictly prohibited.



职业安全与健康 Occupational Safety and Health

- 详尽规定船舶安全风险评估、安全装备配备、医疗急救、事故应急处理及人员伤亡事件报告与处置程序。
The Company establishes specific provisions for vessel safety risk assessments, safety equipment, medical first aid, accident emergency response procedures, and casualty reporting and handling procedures.
- 保障船员工作或休息时间符合船员劳务工作协议约定，在超出正常工作时间时安排船员补休或补偿。
The working and rest hours of seafarers are ensured to comply with the terms of their employment agreements. When work exceeds normal hours, compensatory rest or remuneration is arranged for the seafarers.
- 保障船员衣食住行区结构良好，食物配备充足，不得违反船员的任何道德、宗教或个人权利。
Accommodation, canteen, and living areas for seafarers are maintained in good condition, with adequate food provisions. The moral, religious, or personal rights of seafarers are respected.
- 所有船员接受岗前培训，定期开展安全演习，开展职业病防治宣传活动。
All seafarers receive orientation training, participate in regular safety drills, and are engaged in occupational disease prevention awareness campaigns.



畅通申诉通道 Ensuring Unimpeded Grievance Channels

- 使用船员能够理解的语言制定申诉程序。
Grievance procedures are established in languages understandable to the seafarers.
- 为船员提供投诉渠道。
Complaint channels are made available to the seafarers.



组织开展外籍船员培训
Organize training for foreign seafarers



举办船员及家属体育比赛
Host sports competitions for seafarers and their families



为船员健康配备蔬菜机
Equip vessels with vegetable cultivation equipment for seafarer health

开展海外履责

Conducting Overseas Social Responsibility Practices

公司积极践行共建“一带一路”倡议，主动投身项目所在地经济、社会、民生建设，通过渔业合作推动区域经济发展，借助民生项目改善民生福祉，充分尊重文化差异、深化交流互鉴，搭建民心相通桥梁，积极开展公益捐赠与灾害救助，以实际行动诠释中国渔业的责任与担当。

The Company actively implements the Belt and Road Initiative, proactively engaging in the economic, social, and livelihood development of project host countries. Through fisheries cooperation, it promotes regional economic growth; via livelihood projects, it improves public welfare. The Company fully respects cultural differences, deepens exchanges and mutual learning, builds bridges for people-to-people connectivity, and actively carries out charitable donations and disaster relief. Through these concrete actions, it exemplifies the responsibility and commitment of China's fisheries sector.

几内亚比绍政府称赞中水渔业是卓越的渔业合作伙伴

Government of Guinea-Bissau Praises COFC as an Outstanding Fisheries Partner

几内亚比绍渔业与海洋经济部信息与通信技术办公室主任苏艾拉·丰塞卡女士在该国主流媒体《民主报》上发表了题为《中水渔业——几内亚比绍渔业发展的卓越合作伙伴》的署名文章，高度称赞中水渔业在推进几内亚比绍渔业现代化、改善当地民生、促进社会经济发展和保护生态资源方面发挥的重要作用。

Ms. Suela Fonseca, Director of the Information and Communication Technology Office of the Ministry of Fisheries and Marine Economy of Guinea-Bissau, published a signed article titled "COFC - An Outstanding Partner for the Development of Fisheries in Guinea-Bissau" in the country's leading newspaper, O Democrata. The article highly commended the significant role played by COFC in advancing the modernization of Guinea-Bissau's fisheries, improving local livelihoods, promoting socio-economic development, and protecting ecological resources.

文章刊发后，中国驻几内亚比绍大使馆立即转载，并指出中水渔业以实际行动推动中-几内亚比绍渔业合作深入发展，是两国开展南南合作的成功范例，亦为促进地区经济与社会可持续发展作出了积极贡献。

Following its publication, the Embassy of the People's Republic of China in Guinea-Bissau promptly republished the article, noting that through its tangible actions, COFC has deepened China-Guinea-Bissau fisheries cooperation, serving as a successful example of South-South cooperation between the two countries and making positive contributions to promoting regional economic and social sustainable development.



几内亚比绍主流报刊《民主报》刊发文章专版报道

Page of the article in O Democrata, a mainstream newspaper in Guinea-Bissau



中国驻几内亚比绍大使馆官网转载文章专版报道

Page of the article republished on the official website of the Embassy of the People's Republic of China in Guinea-Bissau

助力缅甸抗震救灾，彰显央企担当

Supporting Earthquake Relief in Myanmar, Demonstrating the Responsibility of a Central State-Owned Enterprise

2025年3月28日14时20分，缅甸曼德勒市发生7.9级强烈地震，实皆省、曼德勒省及掸邦等周边地区均遭受重大的人员伤亡和财产损失。中水渔业缅甸代表处迅速响应，在保障代表处全体人员及设备安全无恙、生产生活未受实质影响的基础上，发起地震救灾捐款行动，全体员工积极参与，为缅甸人民送去了温暖与友爱，以实际行动诠释了央企的社会责任与担当。

At 14:20 on March 28, 2025, Mandalay, Myanmar, was struck by a magnitude 7.9 earthquake. Surrounding areas, including Sagaing Region, Mandalay Region, and Shan State, suffered severe casualties and property damage. The COFC Representative Office in Myanmar responded swiftly. While ensuring the safety of all its personnel and equipment, with no material impact on production or daily operations, the office initiated a donation drive for earthquake relief. All employees actively participated, delivering warmth and compassion to the people of Myanmar and, through concrete action, exemplifying the social responsibility and commitment of a central state-owned enterprise.

文化交流 民心相通 Cultural Exchange, People-to-People Bonds

中水渔业阿曼代表处中方员工受邀与阿曼籍员工及其亲属共庆古尔邦节，传递中阿特殊情谊。

Chinese employees from the COFC Representative Office in Oman were invited to celebrate Eid al-Adha with Omani employees and their families, conveying the special friendship between China and Oman.



举办“迎国庆 度中秋”主题交流活动，邀请外籍船员与中方人员共聚一堂，品尝月饼、共话佳节。

A themed exchange event, "Celebrating National Day and the Mid-Autumn Festival," was organized, bringing together foreign seafarers and Chinese personnel to gather, share mooncakes, and celebrate the festival in a spirit of camaraderie.

参与国际救援

Participating in International Rescue Operations

公司秉持守望相助、同舟共济的海洋情怀，将生命至上刻入远洋实践，面对外籍渔船失联、渔民遇险、船员突发疾病等各类突发险情，快速响应、专业施救，用实际行动诠释大国央企的人道主义担当。

救援纪实 Rescue Records

- **四海之内皆兄弟**: 6月11日，中水渔业舟山分公司接到韩国代理紧急电话，声称韩国 SAJO INDUSTRIES CO., LTD. 公司“OR YONG No.315”金枪鱼延绳钓渔船已在海上失联2天，恳请中方“金盛3号”帮助实施搜索救援。“金盛3号”团队以“精准响应、专业处置、人文关怀”的行动，紧急救援韩国籍渔船。韩国 SAJO INDUSTRIES CO.,LTD. 公司专门向中水渔业舟山分公司及“金盛3号”全体船员发来感谢信，对中方渔船在危机中的及时援手深表敬意。

All Men Are Brothers: On June 11, the Zhoushan Branch of COFC received an urgent call from its South Korean agent, reporting that tuna longliner “OR YONG No. 315”, owned by South Korea’s SAJO INDUSTRIES CO., LTD., had been missing at sea for two days, and requesting assistance from the Chinese vessel “Jin Sheng 3” for search and rescue. The team aboard “Jin Sheng 3” launched an emergency rescue of the South Korean fishing vessel, acting with “precise response, professional handling, and humanistic care.” SAJO INDUSTRIES CO., LTD. of South Korea specially sent a letter of gratitude to the Zhoushan Branch of COFC and all crew members of “Jin Sheng 3,” expressing deep respect for the timely assistance provided by the Chinese fishing vessel during the crisis.

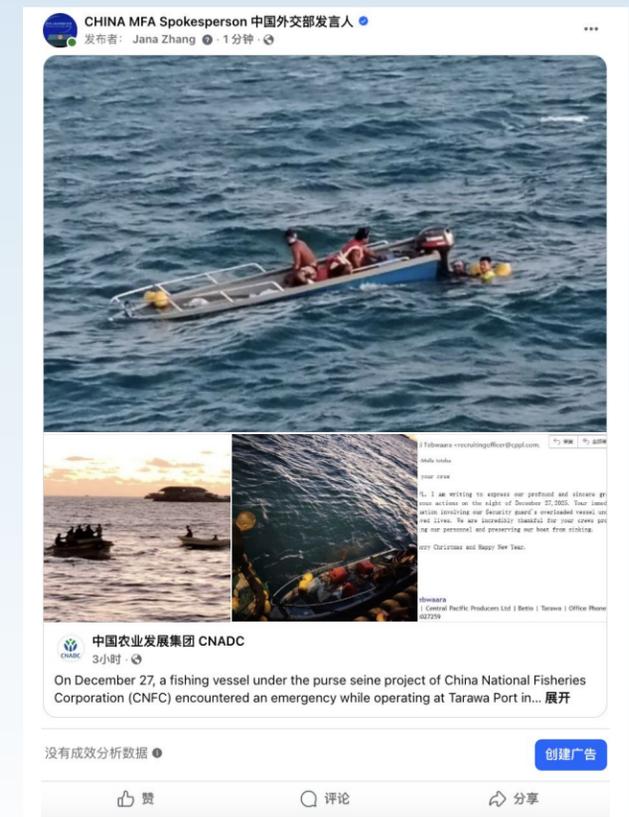
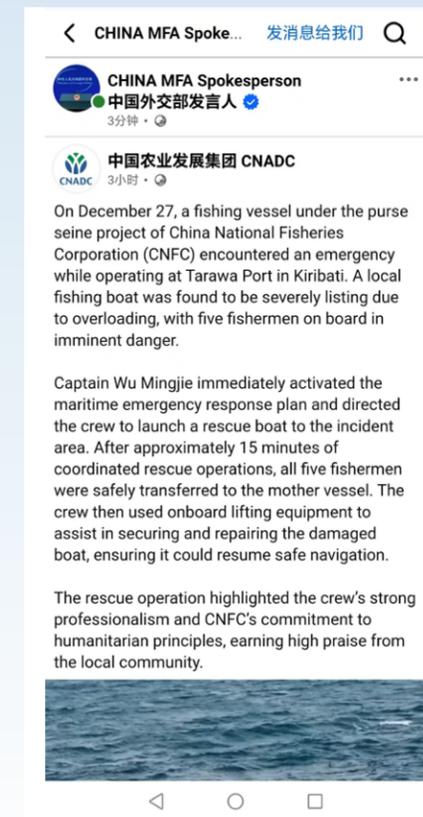
- **大海里的“渔家兄弟情”**: 7月28日，中水渔业所属丰汇公司负责人接到浙江省远洋渔业协会紧急救助电话，舟山太平洋金枪鱼远洋渔业有限公司所属“新世纪207”船在东太平洋作业期间，有一名印尼籍船员突发疾病，但该船当时未配备对症治疗的药品。“丰汇8”船中断作业，全力调度船舶传递药品，历经长达9个多小时的航行，与“新世纪207”船顺利汇合圆满完成送药任务。

“Fishermen’s Solidarity on the High Seas”: On July 28, the person in charge of Fenghui Company, a subsidiary of COFC, received an urgent distress call from the Zhejiang Distant-Water Fisheries Association. The call reported that an Indonesian seafarer aboard “New Century 207” vessel, owned by Zhoushan Pacific Tuna Distant-Water Fisheries Co., Ltd., had been struck by sudden illness while the vessel was operating in the eastern Pacific. The vessel, however, did not carry the specific medication required to treat the condition. “Fenghui 8” vessel suspended its operations and coordinated extensively to arrange for the delivery of the medicine. After a journey lasting over nine hours, it successfully rendezvoused with “New Century 207” and completed the mission.

- **跨越山海见真情**: 12月27日，在基里巴斯塔拉瓦港内，中水渔业围网项目部所属渔船在进行渔获转载作业时突遇一艘因严重超载而随时可能倾覆的当地小船，船长果断决策，全体船员迅速响应，成功救起5名遇险渔民，并协助修复受损船只。该事迹得到中国外交部转发并给予肯定。

Guided by the maritime ethos of mutual assistance and solidarity, and with the safety of life as an inviolable principle in all its distant-water operations, the Company responds promptly and executes professional rescue missions in the face of diverse emergencies—including missing foreign fishing vessels, imperiled fishermen, or sudden illnesses of seafarers. Through such decisive actions, it gives full expression to the humanitarian responsibility befitting a leading central state-owned enterprise.

True Friendship Across Mountains and Seas: On December 27, in the port of Tarawa, Kiribati, a purse seine vessel operated by COFC encountered a local small boat severely overloaded and in imminent danger of capsizing while engaged in catch transshipment operations. The captain made a decisive call, and the entire crew acted swiftly, successfully rescuing five fishermen in distress and assisting in repairs to the damaged vessel. This act was commended and reposted on social media by the China Ministry of Foreign Affairs.



中国外交部转发并给予肯定

Recognition and Repost by the China Ministry of Foreign Affairs

创新 · 赋能现代远洋渔业

Innovation · Empowering the Modern Distant-Water Fishery Industry

中水渔业以科技创新赋能产业升级，巩固提升远洋捕捞优势项目，进一步加大智慧渔业设施与装备、海洋功能食品与生物制品等渔业新科技和战略性新兴产业布局，大力拓展产业链条，推动远洋渔业产业向高端化、智能化、品牌化转型。

COFC empowers industrial upgrading through technological innovation, consolidating and enhancing its strengths in distant-water fishing operations. The Company is expanding its strategic footprint in emerging fisheries technologies and industries, such as smart fishing facilities and equipment, marine functional foods, and bio-products. By actively expanding the industrial chain, COFC is steering the transformation of the distant-water fishery sector toward higher value-added, smarter, and more brand-oriented development.

自主建造 装备焕新

Independent Construction and Fleet Renewal

2025 年，公司自主建造的多艘新型远洋船舶实现密集启航与吉水，涵盖拖网渔船、冷藏运输船及供油船等关键船型，形成捕捞、转运、补给一体化作业能力，有力推动远洋渔业装备升级与高质量发展。

In 2025, multiple new ocean-going vessels built independently by the Company commenced operations in close succession, covering mainstream vessel types such as trawlers, refrigerated transport vessels, and bunkers. Together, the operational synergy was created featuring fishing, transport, and fuel supply, strongly driving the upgrade of distant-water fishery equipment and high-quality development of the industry.

CNFC-R2500 型冷藏运输船“鲲宇 301”轮 CNFC-R2500 Refrigerated Cargo Vessel "Kun Yu 301"

总长 79.08 米，型宽 13.6 米，主机功率 1760 千瓦，设计冷藏舱容 2500 立方米，设计航速 13.5 节，续航力 5000 海里。采用的无人机舱设计 (AUT-0)，是国内首次在冷藏运输船的实船应用，冷冻系统供液阀站在货仓设计属国内首创，采用了货仓翅片管制冷等新技术。

Overall length: 79.08 meters
Breadth: 13.6 meters
Main engine power: 1,760 kilowatts
Designed refrigerated hold capacity: 2,500 cubic meters
Designed speed: 13.5 knots
Endurance: 5,000 nautical miles

It incorporates an unmanned engine room design (AUT-0), China's first application on a refrigerated cargo vessel. The design of the liquid supply valve station for the freezing system in the cargo hold is a domestic first. It also utilizes new technologies such as finned-tube cooling in the cargo holds.



六艘 CNFC398 型双甲板拖网渔船 Six CNFC398 Double-decked Trawlers

船舶总长 39.98 米，登记船长 35.52 米，型宽 9 米，型深 6.3 米，总吨位 494 吨，主机功率 905 千瓦，是融合国内外创新理念的新一代双甲板拖网渔船，设计先进，专业性强。

Overall length: 39.98 meters
Registered length: 35.52 meters
Breadth: 9 meters
Depth: 6.3 meters
Gross tonnage: 494 tons
Main engine power: 905 kilowatts

It represents a new generation of double-decked trawler that integrates innovative concepts from both domestic and international sources, featuring an advanced and highly specialized design.



CNFC-R8000 型冷藏运输船“海丰 188”轮 CNFC-R8000 Refrigerated Cargo Vessel "Hai Feng 188"

总长 135.38 米，型宽 19 米，主机功率 3600 千瓦，设计冷藏舱容 8000 立方米，设计航速 14.2 节，续航力 13000 海里，是公司首艘自主建造的深冷远洋运输船。

Overall length: 135.38 meters
Breadth: 19 meters
Main engine power: 3,600 kilowatts
Designed refrigerated hold capacity: 8,000 cubic meters
Designed speed: 14.2 knots
Range: 13,000 nautical miles
It is a deep-cooling ocean transport vessel built independently by the Company.



首制供油船“海供油 603” First Bunker "Hai Gong You 603"

总长 98.38 米，型宽 15.80 米，型深 7.10 米，设计吃水 5.90 米，载重吨位达 4800 吨。该船采用双底双壳钢质结构及艉机型布局设计，具备无限航区航行能力。

Overall length: 98.38 meters
Breadth: 15.80 meters
Depth: 7.10 meters
Designed draft: 5.90 meters
Deadweight tonnage: 4,800 tons
It features a double-bottom, double-hull steel structure and an aft-engine room layout. It possesses world-wide navigation capability.



链条延伸 创新布局

Extending the Value Chain, Innovating Strategic Layout

公司聚力发展远洋渔业基地建设，积极发展加工贸易业务，打造国际领先的金枪鱼研发加工中心，推动行业转型升级；加快战略性新兴产业布局，与高校共建“南极磷虾综合研发联合实验室”，协同开展海洋生物资源开发研究；启动加工贸易信息化系统建设，以数字化转型赋能产业高效运营，以多元举措拓展延伸远洋渔业产业链条。

The Company focuses its efforts on developing distant-water fisheries bases, actively expanding its processing and trade operations, and building a world-class tuna R&D and processing center to drive industrial transformation and upgrading. It speeds up expansion in strategic emerging industries by jointly establishing an integrated Antarctic krill R&D joint laboratory with academic partners to collaboratively conduct research on marine biological resource development. Furthermore, the Company has initiated the building of an information system for its processing and trade operations, empowering efficiency through digital transformation. Thanks to these diversified initiatives, COFC is extending and expanding the industrial chain of distant-water fisheries.

中水渔业与北京大学宁波海洋药物研究院成立“南极磷虾综合研发联合实验室” COFC and Peking University Ningbo Institute of Marine Medicine Establish “Antarctic Krill Comprehensive R&D Joint Laboratory”

中水集团远洋股份有限公司与北京大学宁波海洋药物研究院合作成立的“南极磷虾综合研发联合实验室”举行揭牌仪式。该实验室将专注于南极磷虾生物活性成分组成、分子结构和生物功能研究，开展功能性食品、生物材料开发和潜在药用功能筛选的研究，研发各类健康产品。

A joint laboratory, the “Antarctic Krill Comprehensive R&D Joint Laboratory,” established through cooperation between CNFC Overseas Fisheries Co., Ltd. and Peking University Ningbo Institute of Marine Medicine, held its unveiling ceremony. The joint laboratory will focus on researching the composition of bioactive components, molecular structure, and biological functions of Antarctic krill. It will conduct studies on the development of functional foods and biomaterials for potential medicinal functions health products.



南极磷虾综合研发联合实验室揭牌仪式
Unveiling Ceremony of the Antarctic Krill Comprehensive R&D Joint Laboratory

中水渔业加工贸易信息化系统建设项目顺利启动 COFC Processing and Trade Information System Project Successfully Launched

2025年6月17日，中水渔业加工贸易信息化系统建设项目启动会在公司总部大楼召开，作为中水渔业的综合性信息化工程，采用“1个核心+3个成功标准”的建设模式，致力于构建有效的数据治理体系，实现多系统间的业财深度集成，并推行高效的流程电子化管理，标志着中水渔业在数字化转型道路上迈出了关键一步。

On June 17, 2025, the kick-off meeting for the COFC Processing and Trade Information System Project was held at the Company's headquarters. Serving as a comprehensive digital transformation initiative for COFC, the project follows a “One Core + Three Success Criteria” development model. It was committed to establishing an effective data governance system, enabling deep integration across business and financial systems, and advancing efficient electronic process management—marking a pivotal step in COFC's digital transformation.

合规履约立基，责任担当铸魂，创新驱动领航。中水渔业将锚定全球海洋可持续发展愿景，以更坚定的步伐融入国际渔业治理体系，以更开放的姿态深化多元履责实践，以更前沿的科技锻造现代远洋产业链，为构建海洋命运共同体贡献中国智慧、展现央企担当。

With the vision of global sustainable marine development, COFC stays committed to regulatory compliance, responsibilities and innovation. It strives to integrate deeper into the international fishery governance in steady steps, deepen diversified responsibility practices with a more open approach, and forge a modern distant-water fishery industry chain with more cutting-edge technology. The Company will continue contributing Chinese wisdom and demonstrating the strength of a central state-owned enterprise in building a maritime community with a shared future.



01

稳健运营 筑牢发展根基

Resilient Operations: Fortifying the Foundation for Growth

中水渔业以建设世界一流综合性渔业企业为目标，推动治理架构与业务运营深度融合，通过精益治理优化决策机制、诚信合规筑牢风险防线、廉洁从业强化责任担当，以透明规范的治理实践和严谨高效的风控体系，为企业的可持续发展奠定坚实基础。

With the goal of building a world-class integrated fishing enterprise, COFC drives the deep integration of governance structures with business operations. Through lean governance that optimizes decision-making, integrity and compliance that fortify risk defenses, and ethical conduct that strengthens accountability, the Company underpins its sustainable development with a foundation of transparent, standardized governance practices and a rigorous, efficient risk-management framework.

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可持续发展
目标

16 和平、正义与
强大机构



精益治理 Lean Governance

我们持续落实“捕捞为基，构筑平台，调整结构，升级转型”16字战略方针，不断优化治理结构，完善管理制度，强化信息披露质量、深化投资者关系管理，为公司高质量发展打好基础。

Under the strategic guideline of “consolidating fishing operations while emphasizing platform building, structure adjusting, company upgrading and transformation,” We optimize the governance structure, improve management systems, strengthen the quality of information disclosure, and deepen investor relations management, laying a solid foundation for the Company’s high-quality development.

2025 年 Year 2025

组织董监事专题培训

12 次

Organized **12** thematic training sessions for directors and supervisors

其他培训交流活动

7 次

And **7** other training and exchange events

召开董事会会议

9 次

Held **9** board meetings

审议议题

50 项

Reviewing **50** proposals

召开监事会

6 次

Convened **6** supervisory committee meetings

审议议题

16 项

Reviewing **16** proposals

召开股东会

3 次

Conducted **3** shareholders’ meetings

审议议题

15 项

Reviewing **15** proposals

完善治理体系

Improving the Governance System

严格落实法律法规及监管要求，平稳完成治理结构变革，优化董事会构成与职能，及时修订内部管理制度，持续提升决策科学性，努力构建科学、规范、高效的现代企业治理体系。

We strictly comply with laws, regulations, and regulatory requirements, smoothly completed the reform of the governance structure, and optimized the composition and functions of the Board of Directors. At the same time, we promptly revised internal management provisions, continuously enhanced the scientific nature of decision-making, and strived to build a scientific, standardized, and efficient modern corporate governance system.

优化结构 Optimizing the Structure

▲ 严格落实《公司法》和相关《章程指引》要求，平稳完成监事会及监事的取消工作。2025 年董事会成员 **8** 名，其中独立董事 **3** 名，非独立董事 **5** 名，其他高管 **4** 名

In strict accordance with the new *Company Law* and the *Guidelines on Articles of Association*, we smoothly completed the dissolution of the Supervisory Committee and the removal of supervisors. In 2025, the Board of Directors consisted of 8 members, including 3 independent directors and 5 non-independent directors, along with 4 other senior executives.

▲ 及时披露并向监管部门汇报情况，协调董事会审计与合规委员会及公司相关部门代替监事会履行监督职责

We promptly disclosed and reported the situation to regulatory authorities and coordinated the Board Audit and Compliance Committee and relevant company departments to assume the supervisory responsibilities previously held by the Supervisory Committee.

完善制度 Improving systems and Provisions

▲ 制定《市值管理制度》，废止《监事会议事规则》，修订《公司章程》《董事会议事规则》《股东会议事规则》等制度文件，确保制度体系的合规性与适用性

We formulated the *Market Value Management System*, repealed the *Rules of Procedure for the Supervisory Committee*, and revised systems such as the *Articles of Association*, *Rules of Procedure for the Board of Directors*, and *Rules of Procedure for the Shareholders’ Meeting* to ensure the compliance and applicability of the institutional framework.

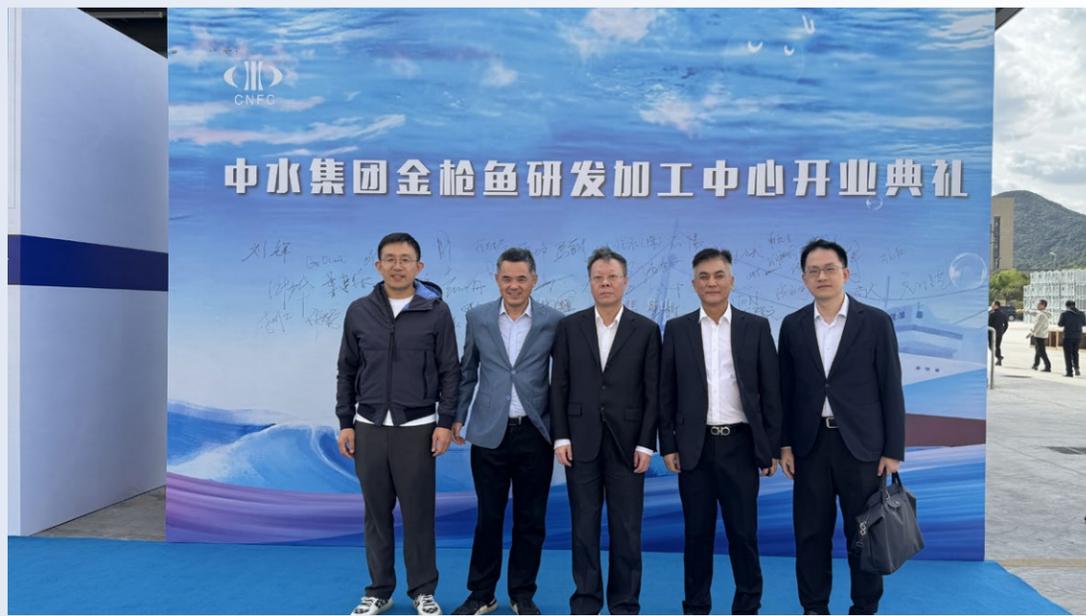
科学决策 Advancing Scientific Decision-Making

召开股东会、董事会及监事会，审议多项重要议案

We convened Shareholders' Meetings, Board meetings, and Supervisory Committee meetings to review multiple important proposals.

组织外部董事赴深圳渔博会及舟山募投项目实地调研，为董事会科学决策提供有力支持

We organized external directors to conduct field research at the Shenzhen Fisheries Expo and on Zhoushan fund-raising project, providing strong support for scientific decision-making by the Board of Directors.



外部董事赴舟山调研
External Directors Conduct Field Research in Zhoushan

提升信披质量 Enhancing the Quality of Information Disclosure



- 严格按照监管要求编制并发布定期报告与临时公告，全年未出现信息披露违规事项

We have maintained full compliance with regulatory requirements in the preparation and publication of all periodic reports and interim announcements throughout the year, with zero incidents of disclosure violation.

- 公司在深圳证券交易所信息披露工作评级中获评 B 级

The company received a Grade B rating in the Shenzhen Stock Exchange's information disclosure assessment.

加强舆情管控 Strengthening Public Sentiment Management



- 建立常态化舆情监控机制，特别是在面对股价异常波动时，迅速通过披露异动公告、监控舆情动态等方式主动回应市场关切，有效稳定市场预期及投资者情绪

We have established a regular mechanism for monitoring public sentiment. Particularly when faced with abnormal stock price fluctuations, we proactively respond to market concerns by promptly issuing volatility announcements and tracking sentiment developments. This enables us to effectively stabilize market expectations and investor sentiment.

严控信息保密 Strengthening Information Security Controls



- 严格执行内幕信息知情人登记管理，严守信息保密底线，完整报备相关人员、时间、内容等信息，坚持最小范围知悉原则，切实防范窗口期信息泄露，保障信息披露公平合规

We have rigorously enforced the registration and management of insiders with access to material non-public information, strictly upholding the baseline for information confidentiality. This included the complete reporting of involved personnel, timing, and content, the principle of minimal access, and effective prevention of information leakage during window periods. These efforts have ensured fairness and compliance in information disclosure.

规范信息披露

Standardizing Information Disclosure

重视信息披露的合规性与透明度，始终坚持真实、准确、完整、及时的原则。建立常态化舆情监控与内幕信息管理机制，严守保密底线，有效维护信息披露的公平性。

We attach great importance to the compliance and transparency of information disclosure, consistently adhering to the principles of truthfulness, accuracy, completeness, and timeliness. We have established regular mechanisms for monitoring public sentiment and managing inside information, strictly upholding confidentiality as a baseline, and effectively safeguarding the fairness of information disclosure.

投资者沟通交流

Investor Communication and Engagement

修订《投资者关系管理办法》，构建多层次、全方位的投资者沟通体系。通过多元化的沟通交流渠道，积极传递企业价值，倾听投资者诉求，切实增强投资者获得感，构建和谐、互信的资本市场公共关系。

The Company revised the *Investor Relations Management Measures* to build a multi-tiered, comprehensive investor communication framework. Through diversified communication channels, the Company actively conveys corporate value, addresses investor needs, strengthens investor's sense of engagement, and fosters harmonious and mutually trusting public relations in the capital market.

高质量召开业绩说明会 Conducting results announcement briefings

- 在年报及半年报披露后均举办业绩说明会，实现对投资者提问的百分百回复
The Company conducted results announcement briefings following the release of its annual and interim reports, achieving a 100% response rate to all investor inquiries.
- 首次联合集团旗下上市公司召开半年度集体业绩说明会，进一步增进市场对公司的价值认同
For the first time, a joint interim results briefing was held together with other listed subsidiaries under the Group, which further strengthened market recognition of our Company's value.

畅通多元化沟通渠道 Maintaining Open and Diversified Communication Channels

- 通过热线电话、互动易、公司邮箱等渠道，保持与投资者的良性互动，耐心解答疑问，全年未发生投资者投诉事件
The Company engaged constructively with investors through dedicated channels including its investor hotline, irm.cninfo.com.cn, and corporate email, responding to inquiries in a timely and thorough manner. No investor complaints were recorded during the reporting period.

践行投资者保护 Protecting investors

- 积极开展“5·15 投资者保护日”系列活动，通过图文宣传、合规培训等形式，向投资者普及风险防范知识，倡导理性投资理念
The Company actively organized a series of events for “5·15 Investor Protection Day,” using visual communications, compliance training, and other formats to educate investors on risk awareness and promote the principles of rational investment.



召开业绩说明会
Conduct results announcement briefings

诚信合规 Integrity and Compliance

我们严格遵守中国及业务所在国法律法规、国际公约与商业道德准则，持续提升法治合规水平，健全风险管控机制，以科学高效的组织管理保障稳健运营，助力企业高质量可持续发展。

We strictly abide by the laws and regulations of China and all host countries, international conventions, and ethical business standards. We continuously strengthen regulatory compliance, refine our risk governance mechanisms, and safeguard robust operations through a science-based and efficient organizational framework, thereby advancing the Company's sustainable, high-quality development.

2025 年 Year 2025



依法合规管理

Law-abiding and compliance management

坚持合规创造价值的理念，持续推进合规管理体系建设，通过制度完善、责任落实、流程管控及能力建设，构建权责清晰、全面覆盖、运行高效的合规管理闭环，为公司的健康运营提供了坚实的法治保障。

The Company has continuously enhanced its compliance management framework. By refining policies, strengthening accountability, enhancing process controls, and building organizational competence, we have established a closed-loop compliance management system characterized by clearly defined duties, comprehensive coverage, and efficient operation. This system provides a robust legal foundation for the Company's sound operations.

完善制度建设

Enhancing system development

- 构建并持续完善以《合规管理实施办法》为核心的“1+N”合规制度集群，2025 年新增制度 11 项，修订制度 8 项，废止制度 8 项

The Company has developed and continues to refine the “1+N” compliance policy framework anchored by *the Measures for the Implementation of Compliance Management*. In 2025, 11 new measures were introduced, 8 were revised, and 8 were rescinded

强化责任落实

Strengthening accountability implementation

- 总部设有合规管理员 12 名，所属企业设有合规管理员 46 名，各部门、各单位根据具体情况设置兼职合规联络员，强化业务部门作为“第一道防线”的主体责任

The Company has appointed 12 compliance officers at headquarters and 46 across its subsidiary. Each department and unit has also appointed part-time compliance officers as needed, reinforcing the business departments' role as the “first line of defense”

- 针对远洋渔业业务特点，在船舶、代表处等基层点位设立履约合规专员 254 名，筑牢海外业务合规防线

Given the unique characteristics of distant-water fishery operation, we have deployed 254 performance and compliance specialists to frontline posts such as vessels and overseas representative offices. This initiative fortifies strengthening the compliance framework supporting overseas operations

严守审查流程

Upholding strict review procedures

- 借助 OA 系统，通过多层级审核流程，确保各项活动合法合规。2025 年经济合同、规章制度、重大决策合规审核率 100%

With the support of the OA system and through multi-level review procedures, the Company ensured that all activities adhered to legal and compliance standards. In 2025, we achieved a 100% of compliance review rate for all economic contracts, internal regulations, and major decisions

深化法治教育

Increasing legal awareness

- 通过发布合规提示函、组织针对性法务培训等多种形式，及时宣贯法律法规及监管政策，强化全员合规意识

The Company enhanced compliance awareness across the entire workforce by promptly communicating relevant laws, regulations, and supervisory policies through measures such as issuing compliance advisories and organizing targeted legal training sessions



中水渔业组织公司法培训
COFC conducted dedicated training on the *Company Law*

强化风险防控

Strengthening Risk Prevention and Control

高度重视风险防控工作，2025 年修订并印发《中水集团远洋股份有限公司全面风险管理办法》《中水集团远洋股份有限公司重大经营风险事件报告工作办法》，持续完善风险管理体系，有效保障经营安全与资产稳定。

The Company places a high priority on risk prevention and control. In 2025, it revised and issued the *Comprehensive Risk Management Measures of CNFC Overseas Fisheries Co., Ltd.* and the *Major Operational Risk Event Reporting Measures of CNFC Overseas Fisheries Co., Ltd.*, continuously improving its risk management framework and effectively ensuring operational safety and asset stability

强化组织保障
Strengthening organizational safeguards

建立由公司主要领导、分管风险管理工作的领导、风险管理职能部门及其他部门、各下属单位组成的重大风险报告体系，确保责任落实到人，实现上下贯通、高效协同

The Company established a comprehensive system for reporting major risks, involving the Company's principal leadership, executives overseeing risk management, the dedicated risk management function, all relevant departments, and subordinate units. This framework ensured clear assignment of responsibilities, facilitating seamless top-down communication, and efficient coordination across the organization.

风险识别与预警
Enhancing risk identification and early warning capabilities

督促中水海龙、深蓝食品、舟山制品等下属企业完善客户信用管理及贸易业务制度

The Company directed its subsidiaries, including CNFC Hailong, Shenlan Modern Food, and Zhoushan Products, to enhance their internal systems for client credit management and trade operations.

风险追踪与控制
Operationalizing risk tracking and control

建立常态化监控机制，通过月度工作会、季度例会、履约会及涉外法律中心会议，加强与基层单位及集团法律合规部的沟通

A regular monitoring mechanism has been established to strengthen communication with frontline units and the Group's Legal and Compliance Department via monthly work meetings, quarterly meetings, compliance sessions, and meetings of the foreign-related legal affairs center.

针对风险事件，实施专项风险排查与定期进展报告

In response to risk events, dedicated risk screening and regular progress reporting mechanisms have been established.

廉洁从业 Business Integrity

我们坚守“廉洁合规、诚信经营”原则，将反腐败与商业道德建设深度融入经营管理全过程。通过强化内部监督、深化职业道德建设、抓实监管整改、提升风控队伍专业能力等举措，构建全方位廉洁防控体系，营造诚信透明的经营环境。

We adhere to the principles of "integrity, compliance, and ethical conduct," deeply integrating anti-corruption and business ethics development into the entire management process. The Company has implemented measures including strengthening internal monitoring, enhancing professional ethics training, diligently addressing regulatory findings, and improving the professional competence of its risk management team, to establish a holistic integrity risk management framework and maintain a transparent and trustworthy business environment.

2025 年 Year 2025

开展专题警示教育

4 次

Conducted **4** specialized cautionary education training sessions

覆盖

235 人次

Covering **235** participants.

组织反贪污培训

5 次

Organized **5** anti-corruption training sessions

覆盖

750 人次

Covering **750** participants.

排查廉洁风险点

12 ↑

Identified **12** integrity risk points.



公司纪委组织参观北京市全面从严治党警示教育基地

The Company's Discipline Inspection Commission organized a visit to the Beijing Educational Base for Cautionary Education

02 品质安全 稳固兴渔之本

Quality and Safety: Securing the Foundation of a Thriving Fishery Industry

中水渔业坚持品质立企、安全筑基，通过全链条协同发力筑牢稳产保供底线，保障国内优质蛋白供应，以严苛标准严守食品安全防线，持续擦亮优质品牌名片，以系统化治理织密生产安全防护网，用全方位品质实践守护民生需求，护航企业稳健运营。

COFC upholds quality as its corporate cornerstone and safety as its operational prerequisite. Through integrated efforts across the entire supply chain, the Company strengthens the foundations for stable production and secure supply, ensuring a consistent provision of high-quality protein to the domestic market. By enforcing stringent food safety standards, continuously improving its premium brand image, implementing systematic production safety governance, and carrying out comprehensive quality management practices, COFC safeguards public welfare and underpins the steady operation of the enterprise.

稳产保供 Stable Production and Secure Supply	48
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稳产保供 Stable Production and Secure Supply

我们锚定国家粮食安全保障需求，发挥远洋渔业产业链协同优势，有序组织鱿钓、秋刀鱼、金枪鱼、南极磷虾等各类渔船出航作业，保障渔获源头稳定；布局海上供油、冷藏运输等配套服务，延伸保供服务半径；强化渔获卸储全流程品控，高效完成渔获回运与卸载，持续向国内市场输送安全、优质、绿色的海洋食品，深化产品研发与精深加工，切实保障国内优质蛋白稳定供应。2025 年，捕捞产量 19.42 万吨，加工产量 1.82 万吨。

Guided by national food security objectives, we leverage the integrated strengths of our distant-water fishery industry chain. We adopt science-supported approach to schedule and dispatch our diversified fleet for fishing targeting species such as squid, Pacific saury, tuna, and Antarctic krill to ensure a steady source supply. We have strategically expanded supporting services including at-sea fuel supply and refrigerated transport, extending the reach of our supply service. By strengthening quality control across the entire process from catch unloading to storage, efficiently managing the backhaul and discharge of catches, and delivering safe, high-quality, and sustainable seafood products to the domestic market—along with deepening product development and advanced processing—we task ourselves with securing a stable supply of premium protein for the domestic market. In 2025, the catch volume reached 194,200 tons, with processed output amounting to 18,200 tons.



中水舟山远洋首批北太鱿钓生产船顺利出航
CNFC Zhoushan Overseas' First Squid Jigging Fleet Embarks on North Pacific Journey



中水舟山远洋 3 艘秋刀鱼船顺利出航
CNFC Zhoushan Overseas Launches Three Pacific Saury Fishing Vessels



强化渔业服务保障 Strengthening Fishery Service Support

公司持续探索强化渔业服务保障能力，加快提升远洋渔业产业链韧性及安全水平，为深耕“深蓝”提供坚实的后勤保障。2025 年，供油量达 23.79 万吨。

The Company continuously explores ways to enhance its fishery service support capabilities, accelerating the improvement of the resilience and security of the distant-water fishery industry chain, thereby establishing a robust logistical backbone for its commitment to the “deep blue”. In 2025, fuel supply volume reached 237,900 tons.

案例 Case Study “海供油 603” 轮开展供油作业 “Hai Gong You 603” Conducts Refueling Operations



11 月 13 日，“海供油 603” 轮抵达塞拉利昂渔场，靠泊代表处工作船并开始供油作业，为西非船队的生产运营提供坚实保障。

On November 13, “Hai Gong You 603” arrived at the fishing grounds off Sierra Leone. It was moored to the F/V operated by the local representative office and commenced refueling operations, providing solid support for the production activities of the West African fleet.

12 月 24 日，“海供油 603” 轮抵达大西洋深处，为舟山分公司大西洋金枪鱼船队的 8 艘延绳钓船提供燃油补给，不仅满足了远洋船队的燃油急需，更为其后续回港安全筑牢防线。

On December 24, “Hai Gong You 603” completed a mid-Atlantic refueling operation for eight longline tuna fishing vessels operated by COFC Zhoushan Branch. The mission successfully addressed critical fuel requirements and enhanced the fleet’s return voyage safety.



开展供油作业
Conducting Refueling Operations

渔获回运与卸载

Catch backhaul and Unloading

公司打通远洋渔获回运入关的“最后一公里”，从超低温冷链无缝衔接到散货卸载模式创新，从政企协同优化通关流程到港口基础设施加速配套，公司以高效运营实现渔获与国内市场的精准对接，以实际行动践行“蓝色粮仓”保供使命。

The Company has resolved the final logistical challenge of ocean catch backhaul through customs. By integrating ultra-low temperature cold chain technology, innovating bulk cargo unloading processes, optimizing customs clearance through public-private partnerships, and enhancing port infrastructure, the Company achieves seamless market access for its fishery products, contributing to the supply for the national "Seafood Production System".

案例

Case Study

“海丰 718”轮深圳首卸金枪鱼

"Hai Feng 718" Completes First Tuna Unloading in Shenzhen



10月9日，公司子公司中渔环球海洋食品有限责任公司所属“海丰 718”轮冷藏运输船，满载 7000 吨中西太平洋优质渔获回运深圳市区，10月14日起在蛇口港卸载渔获，渔获种类包括黄鳍金枪鱼、鲣鱼及大目金枪鱼，由中渔环球“中太 6”轮、“中太 7”轮在中西太平洋捕捞，充分彰显中水渔业供应链管理及服务大湾区、保障国内优质蛋白供应的责任担当。

On October 9, the refrigerated cargo vessel "Hai Feng 718," owned by the Company's subsidiary Zhongyu Global Seafood Corp., returned to the Shenzhen fully loaded with 7,000 tons of high-quality catch from the Western and Central Pacific. Unloading began at Shekou Port on October 14. The catch included yellowfin tuna, skipjack, and bigeye tuna, harvested by Zhongyu Global's vessels "Zhong Tai 6" and "Zhong Tai 7" in the Western and Central Pacific. This fully demonstrates COFC's supply chain management capabilities and its commitment to serving the Greater Bay Area and ensuring the supply of premium protein for the domestic market.



“海丰 718”轮冷藏运输船满载优质渔获回运深圳
The refrigerated cargo vessel "Hai Feng 718" returns fully loaded with premium catch to Shenzhen

产品研发与精深加工

Developing Products and Advancing Processing

公司聚焦产品研发与精深加工核心环节，打造专业化、智能化加工研发平台，实现渔获加工的高效化与精细化，推动产业向高端化、品牌化转型，夯实产品稳定供应基础。

The Company focuses on the core areas of product R&D and advanced processing, building specialized and intelligent processing and R&D platforms. This enables efficient and refined processing of catches, drives the industry towards higher value-added and brand-oriented development, and strengthens the foundation for stable product supply.

案例

Case Study

中水金枪鱼研发加工中心助力集团远洋渔业板块高质量发展

COFC Tuna R&D and Processing Center Contributes to High-Quality Development of the Group's Distant-Water Fishery Sector



2025年10月28日，中水金枪鱼研发加工中心在浙江舟山市定海区明珠工业园隆重开业。该中心总投资近2亿元，总建筑面积约3.2万平方米，是集仓储、精深加工、技术研发与冷链物流于一体的综合性产业中心。在存储与加工能力方面，中心配备-60°C超低温冷库，金枪鱼存储量可达5000吨；-25°C低温库可存储其他海产品16700吨，年加工金枪鱼能力达5000吨，为公司金枪鱼产品稳定供应与产业链延伸提供了坚实支撑。

On October 28, 2025, COFC Tuna R&D and Processing Center was officially inaugurated in the Mingzhu Industrial Park, Dinghai District, Zhoushan City, Zhejiang Province. With a total investment of nearly RMB 200 million and a total floor area of approximately 32,000 square meters, the center was designed as an integrated industrial complex encompassing storage, deep processing, technological R&D, and cold-chain logistics. In terms of storage and processing capacity, the center was equipped with a -60°C ultra-low-temperature cold storage facility capable of holding 5,000 tons of tuna, and a -25°C low-temperature warehouse for storing 16,700 tons of other seafood products. Its annual tuna processing capacity reached 5,000 tons, providing solid support for the stable supply of the Company's tuna products and the extension of its industrial chain.

总建筑面积约

3.2 万平方米

Total floor area of approximately **32,000** square meters

-60°C超低温冷库金枪鱼存储量可达

5,000 吨

The center was equipped with a -60°C ultra-low-temperature cold storage facility capable of holding **5,000** tons of tuna

-25°C低温库可储存其他海产品

16,700 吨

-25°C low-temperature warehouse for storing **16,700** tons of other seafood products



中水金枪鱼研发加工中心开业
Inauguration of COFC Tuna R&D and Processing Center

优质供给 Premium Supply

我们聚焦品牌建设核心目标，立牢食品安全底线红线，推动品质管控从深海捕捞向加工流通全流程延伸，在标准引领与认证贯标中夯实产品信誉，在技术比武与工艺优化中淬炼匠心品质，以可感知的消费体验、多元化的品牌表达，将深海优质资源转化为市场口碑，让公司品牌因优质而可信、因安全而致远。

We focus on brand building by strictly adhering to food safety protocols and implementing end-to-end quality control from harvesting to processing and distribution. We strengthen product credibility through compliance with international standards and certifications, and enhance craftsmanship through skills competition and process optimization. By providing immersive consumer experiences and diverse brand narratives, we transform premium deep-sea resources into market trust, making our brand reliable for its quality and enduring for its safety.

完善质量管理

Improving Quality Management

公司不断完善质量管理体系，健全质量管理制度与考核细则，压实各岗位质量责任，常态化开展质量检测与体系内审，推动质量管理体系持续优化，全方位夯实产品品质根基。

The Company continuously enhances its quality management system, improves quality management regulations and assessment rules, clarifies quality responsibilities for each position, regularly conducts quality inspections and internal system audits, and promotes the ongoing optimization of the quality management system, ensuring robust product quality across all operations.



保障食品安全

Safeguarding Food Safety

公司以全链条质量管控为抓手，聚焦捕捞、加工各环节质量痛点精准发力，强化标准落地与技能提升，开展质量标准培训、质量月技术比武等活动，锤炼全员质量素养与实操能力，保障食品安全生产。

Using end-to-end quality control as the primary approach, the Company targets key quality challenges in fishing and processing, strengthens the implementation of standards and skill enhancement, and organizes activities such as quality standards training and skills competitions during "Quality Month" campaign. These efforts sharpen the quality awareness and practical skills of all employees, ensuring the safety of food production.

2025 年，制品公司完成原辅料、微生物、理化指标、出口报检、食品接触面及环境卫生等检测共计 **2175** 批次。

In 2025, the subsidiary Zhoushan Product company completed a total of **2,175** batches of testing, covering raw materials and ingredients, microbiological indicators, physicochemical parameters, export inspection, food contact surfaces, and environmental hygiene.



对员工进行新版标准培训

Training Employees on New Standards

2025 年 4 月 25 日，面对《GB 7718 预包装食品标签通则》及《GB 28050 食品预包装营养成分标签通则》两项国家标准的更新，制品公司组织主要员工进行新版标准培训。

On April 25, 2025, in response to the updates of the two national standards, *GB 7718 General Standard for the Labeling of Prepackaged Foods* and *GB 28050 General Standard for Nutrition Labeling of Prepackaged Foods*, Zhoushan Product company organized training on the new standards for key employees.

进行质量月“技术比武”活动

Holding "Skills Competition" during "Quality Month" campaign

2025 年 9 月 22 日，制品公司组织质量月“技术比武”活动，不仅锤炼了职工操作技能，还营造了互学共进、岗位建功的竞赛氛围。

On September 22, 2025, Zhoushan Product company held the a "Skills Competition," which not only honed the operational skills of employees but also fostered a competitive atmosphere inspiring mutual learning and professional growth.

强化品牌引领

Strengthening Brand Leadership

公司持续以品牌引领释放市场价值，以产销协同赋能产品品牌。以创新模式链接市场需求，从“中水1号”“明珠”等知名品牌的品质背书，到切鱼秀、AIGC 视频、直播选品的创新表达，让深海馈赠以更鲜活的方式抵达消费前沿，并借助全球高端水产品交易平台推动深海优质蛋白走出渔场、走进市场、深入人心。

The Company continues to leverage brand leadership to unlock market value, enhance brand competitiveness through production-sales synergy, and meet with market demand through innovative models. From the quality reputation of renowned brands like “ZHONGSHUI #1” and “MING ZHU” to creative marketing such as fish-cutting live shows AIGC videos, and live-streaming sales, the Company ensures that the bounty of the deep sea reaches consumers in more vibrant ways. By utilizing the global high-end seafood trading platform, it expands the global reach of premium deep-sea protein, making it a trusted choice for consumers worldwide.



2025 年深圳渔博会金枪鱼切鱼秀
2025 Shenzhen Fisheries Expo Tuna Cutting Show

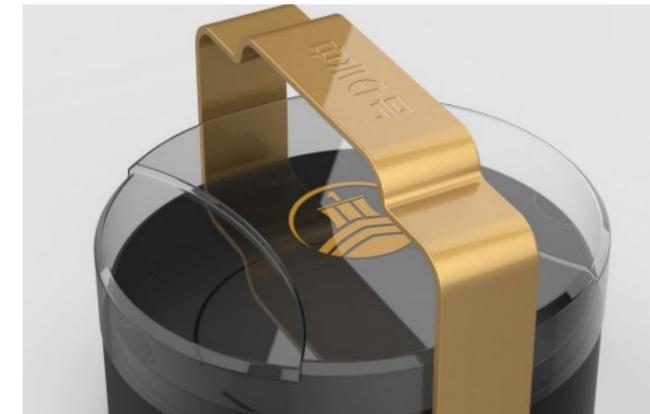
案例 Case Study

中水渔业推动超低温蓝鳍金枪鱼高品质产品开发与市场推广

COFC Promotes the Development and Market Expansion of High-Quality Ultra-Low Temperature Bluefin Tuna Products

中水渔业构建了“捕捞—转运—加工—流通—销售”全流程溯源架构，实现信息自动化采集上传。联合中水海龙，完成包装设计、商标注册、品牌建设、产品加工等工作，推出“中水1号”产品，为高端金枪鱼产品品牌化、市场化探索出一条可复制、可推广的实践路径。

COFC has established end-to-end traceability covering “fishing – transshipment – processing – distribution – sales,” enabling automated information collection and upload. In collaboration with CNFC Hailong, the Company completed packaging design, trademark registration, brand building, and product processing, launching the “ZHONGSHUI #1” product. This initiative has explored a replicable and scalable practical pathway for the branding and marketization of premium tuna products.



“中水1号”托盘升级款
ZHONGSHUI #1 Tray Upgraded Version



“中水1号”海报设计
ZHONGSHUI #1 Poster Design

顺利通过 BRC 证书及 ISO 22000 食品安全管理体系认证

Successfully obtained BRC certification and ISO 22000 Food Safety Management System certification.

取得烤鱼片、鱿鱼丝等 5 个产品的“绿色食品”证书

Secured “Green Food” certification for five products, including grilled fish fillets and squid strips.

取得中国绿色食品发展中心及浙江省农产品绿色发展中心颁发的“绿色食品认定主体”

Received the “Green Food Certification Entity” designation from the China Green Food Development Center and the Zhejiang Provincial Agricultural Product Green Development Center.

获得“舟山带鱼”等 5 个地理标志的使用许可

Received approval to use five geographical indications, including “Zhoushan Hairtail”.



生产安全

Production Safety

我们始终坚持“安全第一、预防为主、综合治理”核心方针，持续完善安全管理体系，压实安全生产责任，充分发挥科技进步对安全生产的支撑作用，高度重视隐患排查治理工作，切实防范化解各类安全生产隐患，确保公司安全生产形势持续稳定向好。公司全年未发生人员死亡、重伤及重大财产损失的生产安全责任事故。

We consistently adhere to the core principle of “safety first, prevention prioritized, and comprehensive management,” continuously improving the safety management system, reinforcing safety production responsibilities, leveraging technological advancements to enhance safety, and placing high importance on hazard identification and rectification. We effectively prevent and resolve various production safety risks, ensuring the Company maintains a consistently stable and positive safety production performance. Throughout the year, the Company recorded no production incidents resulting in fatalities, serious injuries, or significant property loss.

夯实安全管理

Strengthening Safety Management

公司以制度建设夯实管理底座，以责任落实织密防护网络，建立健全安全生产长效机制，推动安全治理从被动应对向主动防控纵深转型，全面夯实安全生产管理根基。

The Company strengthen safety management through institutional development and deploys a protection network with clear accountability mechanisms. We establish and refine long-term safety production mechanisms, driving the transformation of safety governance from reactive response to proactive prevention, laying a solid foundation for production safety management.

2025 年 Year 2025

开展安全环保培训
991 次
991 safety and environmental protection training sessions were conducted,

覆盖
16,858 人次^①
reaching 16858 participants.

^①该项数据为公司及各船舶的培训总和。
This data is the sum of the training of the company and each vessel.

压实安全生产责任 Specifying Safety Accountabilities

制定 2025 年度安全生产责任书，明确董事长与总经理、总经理与相关部门、各事业部与各下属单位之间的责任边界，构建起全覆盖、多层次的落实体系。

The 2025 Safety Production Responsibility Agreement was formulated to define the clear responsibility boundaries between the Chairman and the General Manager, the General Manager and relevant departments, and between business divisions and subordinate units, establishing a comprehensive, multi-tiered accountability framework.

开展安全教育培训 Conducting Safety Education and Training

系统制订并严格落实安全生产教育和培训计划，针对新造渔船出航、西非作业等场景开展专项培训，系统提升公司整体安全生产管理水平。

We systematically developed and strictly implemented the safety production education and training plan, conducting specialized training for scenarios including the commissioning of newly-built F/Vs and operations in West African fishing grounds, to enhance the Company's overall safety management capabilities.

营造安全文化氛围 Fostering a Safety Culture

依托“安全生产月”载体，通过警示教育、知识答题、专项集训等形式，持续强化全员安全素养，营造“人人讲安全、个个会应急”的文化氛围。

Through the “Safety Month” initiative, we conducted cautionary education, knowledge competitions, and specialized training programs to improve safety awareness across the Company. This helped build a safety culture focused on “everyone contributes to safety and is prepared for emergencies.”

防范安全风险

Preventing Safety Risks

公司聚焦风险源头管控，常态化开展专项整治排查与隐患治理，深化安全生产风险分级管控和隐患排查治理双重预防体系建设，扎实推动安全生产治本攻坚三年行动、“雷霆行动”等专项行动，组织实战演练，全面加强安全环保风险管控能力。2025 年，累计排查一般事故隐患 660 余项，整改完成率近 100%，公司领导带队开展安全隐患排查 30 余次。

The Company prioritizes risk source control through regular special inspections and hazard management. We strengthened the dual-prevention system for risk classification and hazard identification. It rigorously advances key campaigns, including the Three-Year Action Plan for Foundational Improvement in Work Safety and the “Thunder Action,” and organizes live drills to enhance safety and environmental risk management capacities. In 2025, over 660 general potential hazards were identified, with a rectification completion rate of nearly 100%. Company executives led more than 30 safety inspection campaigns.

深化隐患排查 Stepping up Hazard Inspection

- 由公司领导带队在重大节假日、安全生产月、船舶出航等关键节点组织专项检查。
Company executives led specialized inspections during critical periods such as major holidays, the "Safety Month", and vessel departures.
- 制定隐患排查清单，指导各单位规范自查，建立整改台账，实行闭环管理。
A checklist for hazard inspection was developed to guide all units in standardized self-inspections, and rectification tracking logs were established for closed-loop management.

- 制定《中水渔业安全生产治本攻坚三年行动方案》，出台《中水渔业安全生产治本攻坚三年行动 - 强基固本年任务台账》，动态跟踪任务进展，着力补齐安全管理短板、强化薄弱环节。

The COFC Three-Year Action Plan for Foundational Improvement in Work Safety was formulated, and a 2025 Task Tracking Log was issued to dynamically track progress, aiming to address weaknesses and reinforce vulnerable areas in safety management.

- 组织召开中水渔业“雷霆行动”实施方案专题会，结合各项目制定专项实施方案。统筹组织下属各单位有序开展自查自纠。

A special meeting on the implementation plan for "Thunder Action" was convened, and specialized implementation plans were developed in conjunction with each project. Subordinate units were coordinated to carry out self-inspections and corrections correspondingly.

安全专项行动 Implementing Specialized Safety Campaigns

组织实战演练 Organizing Live Drills

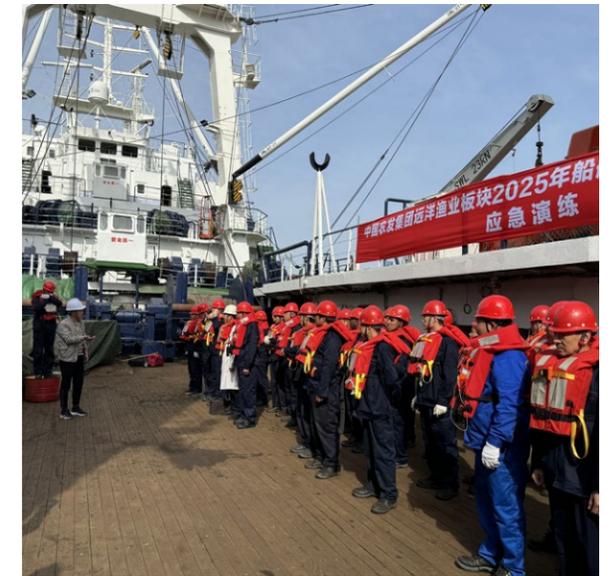
- 持续优化升级应急救援体系，全面提升突发事故综合应对能力
We continuously optimized and upgraded the emergency response system, comprehensively enhancing the capability to handle contingencies.
- 广泛开展培训和各类应急演练活动，强化全员安全意识和应急处置能力
We extensively conducted training sessions and various emergency drills, which strengthened all employees' safety awareness and emergency response capabilities.

案例 Case Study

中水渔业组织开展船舶火灾及氟利昂泄漏应急演练 COFC Conducts Onboard Fire and Freon Leak Drill

为进一步提高公司安全生产管理水平，增强海上生产安全事故应急处置能力，2025 年，公司受集团安全环保部委托，在舟山宏洲船厂码头停靠的“龙腾”轮开展船舶火灾及氟利昂泄漏应急演练。此次演练既全面检验了船员应对船舶火灾的应急处置能力，也考核了公司应急管理体系的实操效能。

To further improve the Company's safety management capabilities and enhance the emergency response capability for contingencies at sea, in 2025, commissioned by the Group's Safety and Environmental Protection Department, COFC conducted an emergency fire drill for onboard fire and Freon leak on F/V "Long Teng" docked at Zhoushan Hongzhou Shipyard. This drill thoroughly tested the crew's emergency response capabilities in case of onboard fire and evaluated the effectiveness of the Company's emergency management system.



中水渔业组织开展船舶火灾及氟利昂泄漏应急演练
COFC Organizes Onboard Fire and Freon Leak Drill

聚焦科技兴安

Focusing on "Technology for Safety"

公司将“科技兴安”战略深度融入船舶安全管控，有序推进远洋船舶智能机电设备预警管理系统项目落地实施。同步建立设备运行全周期跟踪监测机制，实时采集、分析系统运行数据，精准掌握机电设备工况动态。持续推动相关单位积极探索新设备、新技术、新工艺的融合应用，逐步扩大智能预警系统在远洋渔船船队中的覆盖范围，推动“技防”赋能传统的单一“人防”安全管理模式。

The Company deeply integrated the "Technology for Safety" strategy into vessel safety management, successfully advancing the implementation of the intelligent electromechanical equipment early-warning management system for its vessels. Concurrently, a full-cycle tracking and monitoring mechanism for equipment operation has been established, enabling real-time collection and analysis of system operational data to provide precise insights into electromechanical equipment performance. The Company encourages business units to explore the integrated application of new equipment, technologies, and processes, gradually expanding the coverage of intelligent early-warning systems within the distant-water fishing fleet. This drives the transformation of the safety management model from traditional "human only" oversight to technology-enhanced approach.

03 创新驱动 赋能新质生产

Innovation-Driven Development:
Empowering New Quality Productive
Forces

中水渔业始终锚定“科技兴渔”战略，以系统化创新管理夯实发展根基，以多元化创新生态凝聚协同合力，以高质量创新成果赋能产业升级，加速催生远洋渔业领域新质生产力，为公司高质量发展注入强劲科技动力。

COFC remains committed to its “Technology-Driven Fishery Development” strategy. It strengthens its development base through systematic innovation management, fosters collaborative synergy with a diversified innovation ecosystem, and empowers industrial upgrading with high-quality innovation outcomes. This accelerates the emergence of new quality productive forces in the distant-water fishery sector, injecting robust scientific and technological momentum into the Company’s high-quality development.

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创新管理 Innovation Management

我们持续深化科技创新管理体系建设，落地实体化创新组织载体，揭牌成立中水现代化远洋渔业研究院，科学编制公司“十五五”科技发展规划，精准锚定研发方向，健全科创管理制度与考核机制，强化科研项目全生命周期管控，为科技创新工作有序推进筑牢制度保障。

We have continued to deepen the development of our science and technology innovation management system, established innovation organizational structures, inaugurated the Modern Pelagic Fisheries Research Institute (MPFRI). We formulated the Company's Science and Technology Development plan for the 15th Five-Year Plan period to guide R&D priorities, improved S&T innovation management policies and assessment mechanisms, and strengthened the full lifecycle management of research projects. This builds a solid institutional framework to support technology innovation efforts.

设立科创机构 Establishing S&T Institutions

揭牌成立中水现代化远洋渔业研究院，下设数智渔业研究中心、上海研究中心等多个分支机构，聚焦渔业数字化、智能化、远洋技术等方向开展系统研究，致力于打造具有全球影响力的渔业科技创新策源地和人才高地。

The Modern Pelagic Fisheries Research Institute was inaugurated, incorporating multiple branches including the Digital and Intelligent Fisheries Research Center and the Shanghai Research Center. It is dedicated to systematic research in fisheries digitalization, intelligentization, and distant-water technologies, with the vision of a globally-influential hub for fishery science and technology innovation and a leading talent pool.

编制科技规划 Formulating Science and Technology Plans

完成公司“十四五”发展规划科创部分总结评估，并启动“十五五”科技发展规划的编制，广泛征集内外部科技发展需求。

We completed the summary and assessment of the S&T work during the 14th Five-Year Plan period and initiated the formulation of the plan for the upcoming 15th Five-Year Plan period, extensively soliciting internal and external S&T development needs.

科研项目管理 Managing Research Projects

组织并参与各级各类科研项目的申报、评审、管理与检查，组织召开公司多批科研项目的立项、中期检查和结题验收评审会。

We organized and participated in the application, review, management, and inspection of research projects at various levels. The Company convened review meetings for multiple batches of projects covering initiation, mid-term review, and final acceptance.



中水现代化远洋渔业研究院揭牌成立
Inauguration of the Modern Pelagic Fisheries Research Institute



中水渔业召开两批科研项目 2025 年度中期检查（立项）评审会
COFC convened two rounds of mid-term review meetings for its 2025 research projects alongside a seminar focused on science and technology innovation work.

创新生态 Innovation Ecosystem

我们深耕产学研深度融合的创新生态建设，与国内顶尖科研院所、高校共建联合实验室，开展重大项目联合攻关，实施“科技副总”选派机制，搭建院企协同创新桥梁，深入开展“五小”创新创效活动，鼓励一线岗位微创新、微改造，激活全员创新活力，营造尊重创新、鼓励探索、协同共赢的良好创新生态。

We are committed to building an innovation ecosystem characterized by deep integration of industry, academia, and research. This includes establishing joint laboratories with top domestic research institutes and universities, undertaking collaborative research on major projects, implementing a "Technology Deputy" appointment mechanism to build bridges for university-enterprise collaborative innovation, and actively carrying out the "Five Small" innovation and efficiency enhancement campaign. We encourage micro-innovations and incremental improvements in frontline roles, aiming to invigorate organization-wide innovation vitality and foster a positive ecosystem that respects innovation, encourages exploration, and promotes collaborative success.

构建产学研创新融合体系 Building an Integrated Industry-Academia-Research Innovation System

中水渔业联合国家远洋渔业工程技术研究中心、上海海洋大学、东海水产研究所、黄海水产研究所、北京大学宁波海洋药物研究院和青岛海洋食品营养与健康创新研究院等科研机构，以问题为导向、AI 现代技术为引领，布局和落实一批重点科研项目。

COFC collaborated with research institutions such as the National Engineering Research Center for Oceanic Fisheries, Shanghai Ocean University, East China Sea Fisheries Research Institute, Yellow Sea Fisheries Research Institute, Peking University Ningbo Institute of Marine Medicine, and Qingdao Institute of Marine Bioresources for Nutrition & Health Innovation. Guided by practical challenges and led by modern AI technologies, the Company has planned and implemented a series of key scientific research projects.

举办“五小”创新创效活动 Holding the "Five Small" Innovation and Efficiency Enhancement Campaign

中水渔业全面启动以“小发明、小创造、小革新、小设计、小建议”为核心的“五小”创新创效活动，举办项目评审会，对征集到的 43 项创新成果进行评审、共享推广，标志着公司在构建群众性创新长效机制上迈出坚实步伐。

COFC made an organization-wide launch of the "Five Small" innovation and efficiency enhancement campaign, centered on "small inventions, small creations, small innovations, small designs, and small suggestions." A project review meeting was held to evaluate and promote the 43 submitted innovation outcomes, marking a solid step forward in the Company's establishment of a long-term mechanism for frontline innovation.

创新成果 Innovation Achievements

我们以产业需求为导向推进科技创新，持续加大研发投入，年度研发成果丰硕，多项核心技术实现突破，成功发布“苍鹭 AI 鱿鱼渔情预报系统”等标志性成果并落地应用，持续强化知识产权布局，获多项软件著作权授权，多项科技成果斩获集团科技奖项。

Driven by industry needs, we advance scientific and technological innovation, continue to increase R&D investment, and achieve a fruitful annual harvest of R&D outcomes. Breakthroughs have been made in several core technologies, marked by the successful launch and application of landmark achievements such as the "Heron AI Squid Fishing Forecast System." We have continuously strengthened our intellectual property portfolio, secured multiple software copyrights and won multiple Group S&T awards for achievement in this regard.

2025 年 Year 2025

实施研发项目
17 项
A total of **17** R&D projects were executed

揭榜挂帅攻关项目
1 项
1 "challenge-based R&D" project

获软件著作权授权
2 件
2 software copyrights were authorized

参与或承担国家科技重大项目
8 项
Comprising involvement in or primary responsibility for **8** national key S&T initiatives

申请专利
11 件
11 patents were filed



蓝鳍金枪鱼区块链溯源系统获得“国家版权局计算机软件著作权登记证书”
The Bluefin Tuna Blockchain Traceability System obtained a Computer Software Copyright Registration Certificate from the National Copyright Administration of China



远洋渔业国际履约大模型AI助手系统获得“国家版权局计算机软件著作权登记证书”
The Distant-Water Fishery International Compliance Large Model AI Assistant System obtained a Computer Software Copyright Registration Certificate from the National Copyright Administration of China

案例

Case Study

我国首套“苍鹭 AI 鱿鱼渔情预报系统”成功发布

China's First "Heron AI Squid Fishing Forecast System" Successfully Launched



2025年11月5日，由中水集团远洋股份有限公司与上海海洋大学联合研发的“苍鹭 AI 鱿鱼渔情预报系统”发布会在上海海洋大学隆重举行。该系统融合海洋遥感、地理信息、人工智能与大数据技术，可为全球大洋性鱿鱼作业海域提供未来5天精准渔场预测及下一年度资源丰度预报，填补了我国在远洋鱿鱼渔业智能预报领域的空白。

On November 5, 2025, the launch ceremony for the "Heron AI Squid Fishing Forecast System," jointly developed by CNFC Overseas Fisheries Co., Ltd. and Shanghai Ocean University, was held at Shanghai Ocean University. By integrating marine remote sensing, geographic information systems, artificial intelligence, and big data technologies, the system delivers precise 120-hour fishing ground forecasts and annual resource abundance prediction for global oceanic squid fishing zones, addressing a longstanding gap in China's capability for intelligent forecasting in distant-water squid fisheries.



“苍鹭 AI 鱿鱼渔情预报系统”发布仪式
Launch Ceremony for the "Heron AI Squid Fishing Forecast System"

集团科信部 2025 年度科技成果奖
2025 Science and Technology Achievement Awards by the Group's Science and Technology Information Department

“海鹰 AI 金枪鱼智慧渔情预报系统”获特等奖
The "Seahawk AI Tuna Intelligent Fishing Condition Predicating System" received the Special Prize

“生态型可降解人工集鱼装置 (FAD) 的研究”获二等奖
The "Research on Biodegradable Fish Aggregating Devices (FADs)" received the Second Prize

“低温延绳钓渔船作业模式创新研究”获二等奖
The "Innovative Research on Low-temperature Longline Fishing Vessel Operation Modes" received the Second Prize



04 绿色低碳 构筑生态蓝海

Green and Low-Carbon Development:
Guarding an Ecological Blue Ocean

中水渔业深入践行绿色发展理念，不断完善的环境治理体系，积极推动生产运营全流程低碳转型，主动践行海洋生态保护责任，守护生物多样性与渔业资源可持续发展，在远洋渔业发展与生态保护之间实现良性平衡，全力构筑人与自然和谐共生的生态蓝海。

COFC deeply embraced green development principles, continuously refined its environmental governance system, actively drove low-carbon transformation across all production and operational processes, proactively fulfilled its marine ecological protection responsibilities, safeguarded biodiversity and the sustainability of fishery resources, achieved a virtuous balance between distant-water fishery development and ecological conservation, and strived to build an ecological blue ocean where humans and nature coexist in harmony.

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环境治理 Environmental Governance

我们以系统化环境治理筑牢绿色发展根基，建立健全覆盖环境影响评估、污染物排放控制、废弃物处理等环节的环保管理体系，大力推广节能环保新技术、新材料、新工艺，以绿色技术赋能生产运维，为绿色发展提供坚实保障。

We strengthen green development through systematic environmental governance, establishing and improving an environmental management system that covers environmental impact assessment, pollutant emission control, waste treatment, and other key aspects. We vigorously promoted new energy-saving and environmentally friendly technologies, materials, and processes, empowering production and operations with green technology to provide solid support for sustainable development.

环境管理体系 Improving Environmental Management System

不断完善环境管理体系，通过 ISO 14001 环境管理体系认证，持续优化组织架构与人员配置，对节能环保（“双碳”）领导小组及工作小组成员进行相应调整，进一步压实节能环保责任，提高公司环境管理水平。

We continuously improve the environmental management system, having obtained ISO 14001 Environmental Management System certification. We consistently optimize the organizational structure and staffing, making corresponding adjustments to the membership of the Energy Conservation and Environmental Protection ("Dual Carbon"®) Leading Group and its working teams. This further reinforces accountability for energy conservation and environmental protection, elevating the Company's overall environmental management performance.

推广绿色技术 Promoting Green Technologies

加大老旧船舶的维修改造力度，持续推进老旧渔船、设备的更新换代工作，推广节能环保新产品、新技术、新材料、新工艺在新造船上的使用，有效减少碳排放。

We intensify efforts in the maintenance and retrofitting of aging vessels, steadily advance the replacement of outdated fishing vessels and equipment, and promote the application of new energy-efficient, environmentally-friendly products, technologies, materials, and processes in newly built vessels, significantly reducing carbon emissions.

®Dual Carbon means carbon peaking and carbon neutrality.



案例 Case Study

远洋渔船自动化清洗检测系统实现绿色运维与降本增效

Automated Cleaning and Inspection System for Oceanic Fishery Vessels Enables Green Operations and Cost-Effectiveness



中水渔业与上海海洋大学合作研发远洋渔船自动化清洗检测系统，解决传统人工潜水清洗作业成本高昂、安全风险大、周期长的问题，为远洋渔船绿色化、智能化发展提供标准化解决方案。实船测试表明，该系统可使船体海生物清洗覆盖率≥90%，预计单船年节油 36—66 吨。

COFC, in collaboration with Shanghai Ocean University, developed an automated cleaning and inspection system for oceanic fishery vessels. It addresses the high costs, significant safety risks, and long cycles associated with traditional diving cleaning operations, providing a standardized solution for greener and smarter vessel maintenance. Full-scale vessel tests indicate that the system cleans more than 90% of hull biofouling and is projected to save 36-66 tons of fuel per vessel annually.

案例 Case Study

中瓦渔业冷库改造工程试运行圆满成功

Successful Trial Operation of the Sino-Van Fisheries Ltd. Cold Storage Renovation Project



中瓦渔业冷库原设备自动化程度低，严重依赖人工操作，压缩机等核心设备功率高、能效低下，且缺乏自动除霜功能，导致运行效率逐年衰减。2025 年 8 月，公司开始安装全新的智能化制冷机组、风冷蒸发器、冷风机、自动控制系统，大幅降低了人为操作误差和电力消耗。

The former equipment at the Sino-Van Fisheries Ltd. cold storage exhibited a low level of automation, and was heavily reliant on manual operation. Core components such as compressors were both high in power consumption and low in efficiency. The absence of an automatic defrost function further contributed to a year-on-year decline in operational performance. In August 2025, the Company began installing new intelligent refrigeration units, air-cooled evaporators, air coolers, and automatic control systems, significantly reducing human operational errors and electricity consumption.



中瓦渔业冷库改造工程
Sino-Van Fisheries Ltd. Cold Storage Renovation Project

绿色运营 Green Operations

我们主动服务“双碳”目标，把节能降碳、污染防治深度融入生产经营全过程，积极推动公司航运、制造等生产方式绿色转型，同时倡导绿色办公理念，从生产到办公全方位践行低碳运营，实现经济效益与环境效益双赢。

We proactively support the "Dual Carbon" goals, deeply integrating energy conservation, emission reduction, and pollution prevention into all production and operational processes. We actively promote the green transformation of the Company's shipping, manufacturing, and other operational methods, while advocating for green office practices. From production to office management, we implement low-carbon operations across the board, achieving a win-win outcome for both economic and environmental benefits.

绿色航运 Green Shipping

聚焦远洋航运环节绿色升级，以技术创新、节能管控、清洁能源应用、污染防治构建全维度绿色航运体系，全方位降低航运环节能耗与环保影响。

COFC is advancing green transformation in oceanic shipping by building a comprehensive green shipping system through technological innovation, energy efficiency management, clean energy adoption, and pollution control, achieving significant reductions in energy consumption and environmental impact across our shipping operations.



2025 年 11 月 1 日，龙发船污水交由陆地处理
On November 1, 2025, oily wastewater from the "Long Fa" vessel was transferred for onshore treatment

绿色技术赋能 Empowering through Green Technology

2025 年航运部油船全面实现柴油机启动前与停机后润滑自动控制，以技术优化推动设备绿色运维。

In 2025, all fuel bunkers in the Shipping Department fully implemented automatic lubrication control before diesel engine start-up and after shutdown, driving greener equipment maintenance through technological optimization.

推进节能降耗 Advancing Energy Conservation and Consumption Reduction

- 公海作业船舶建立船舶能源管理系统，对油耗、电力消耗实施实时监控与数据分析。

Vessels operating on the high seas have established a Ship Energy Management System for real-time monitoring and data analysis of fuel and electricity consumption.

- 全面采用 LED 照明设备降低电力负荷，定期开展发动机、推进系统等关键设备能效检测与维护。

We have comprehensively adopted LED lighting to reduce electrical load and regularly conduct energy efficiency testing and maintenance on key equipment such as engines and propulsion systems.

- 推行“最优航速以及非作业模式使用船舶发电机替代轴带发电机”管理模式。

We have been implementing the management model of "using the optimal speed and ship generators instead of shaft generators during non-fishing time".

使用清洁能源 Utilizing Clean Energy

采购首艘 LNG 双燃料油船，主机可兼容液化天然气与传统燃油双燃料驱动，精准适配国际航运低碳化、新能源发展趋势。

We procured our first LNG dual-fuel bunker, of which main engines are compatible with both liquefied natural gas and traditional fuel oil, precisely aligning with the international shipping industry's trend towards low-carbon and new energy development.

攻坚污染防治 Tackling Pollution Prevention and Control

严格落实船舶污染物规范化处置要求，杜绝海上随意排放行为。

We have been strictly enforcing standardized requirements for the disposal of vessel pollutants, eliminating any unauthorized discharge at sea.

绿色制造

Advancing Green Manufacturing

持续优化生产环境，实现生产区域整洁规范、原辅料及产品有序堆放，固体废物分类清晰，塑造整洁规范的厂容厂貌；强化污水处理全流程管控，对污水处理站、雨污水管开展日常巡视，每日检测污水除臭塔循环水 pH 值并做好记录；积极布局清洁能源项目，2025 年完成 652.3KWP 光伏板安装并实现并网发电，大幅降低生产用电成本与碳排放。

We continuously optimize the production environment, ensuring that work areas are clean and in good order, raw materials and products are properly stored, solid waste is clearly classified, and a tidy, standardized factory appearance is maintained. We strengthen end-to-end control of wastewater treatment, conducting daily inspections of the wastewater treatment station and rainwater and sewage pipelines, and recording the pH level of the circulating water in the wastewater deodorization tower each day. We actively pursue clean energy projects; in 2025, we completed the installation of 652.3 kWp of photovoltaic panels, which are now grid-connected, significantly reducing production electricity costs and carbon emissions.



舟山制品太阳能发电
Zhoushan Products Solar Power Generation

舟山制品积极参与浙江省“无废城市”建设，符合浙江省“无废工厂”建设评估要求，被授予“无废城市细胞”荣誉称号

Zhoushan Products actively participates in Zhejiang Province's "Zero-Waste City" initiative. Meeting the assessment requirements for "Zero-Waste Factory" development, it was honored as a "Zero-Waste City Cell."



绿色办公

Implementing Green Office Practices

办公区域推行绿色办公理念，严格控制用车、用水、用电、用纸，办公室做到人走灯灭、空调关，围墙灯严格规定开关时间，完善 OA 审批程序，全部流程线上办理。

Green office principles are implemented in office areas, with strict controls on vehicle use, water, electricity, and paper consumption. We enforce "lights and A/C off" rule when unoccupied, adhere to strict schedules for perimeter lighting, and have improved OA review & approval processes, enabling all workflows to be handled online.

生态美丽

Ecological Stewardship

我们秉持“人海和谐”理念，严格遵守国内及国际渔业管理规定，按配额合规捕捞，落实作业天数限制等资源养护要求，对误捕的鲨鱼、鲸豚、海龟、海鸟等保护物种及时放生，在捕捞网具上设置海龟逃生装置，延绳钓渔船上配置乌龟脱钩器、钓线切割器，并在特定区域安装惊鸟绳，主动减少对海洋生物的影响，以实际行动守护海洋生态平衡，助力渔业资源可持续发展。

We uphold the concept of "harmony between humans and the sea," strictly complying with domestic and international fisheries management regulations. We adhere to law-abiding and quota-based fishing, implement resource conservation requirements such as vessel day scheme (VDS), promptly release bycaught esp. protected species like sharks, cetaceans, sea turtles, and seabirds, install turtle excluded devices (TED) on fishing nets, and equip longline vessels with de-hookers, line cutters, and bird-scaring lines in designated areas. Through these proactive measures, we minimize our impact on marine life, safeguard marine ecological balance with concrete actions, and contribute to the sustainable development of fishery resources.

案例 Case Study

马达加斯加代表处参与当地生物多样性保护工作

Madagascar Representative Office Participates in Local Biodiversity Conservation

2025 年，马达加斯加代表处按照马达加斯加区域渔业管理办法，参加生物多样性保护会议，并按照会议精神在所有船上开展生物多样性保护工作，向所有船员宣讲海洋濒危动物保护工作的具体举措，其中包括在已经使用的拖网网袋口设置海龟逃生装置，进行鲨鱼放生、海鸟保护等工作，还把海洋濒危物种保护列入职务船员管理的常态化工作中，截至 2025 年年底，代表处的所有船舶无任何违禁捕捞的情况发生。

In 2025, the Madagascar Representative Office, in accordance with Madagascar's regional fisheries management measures, participated in biodiversity conservation meetings. Guided by the meeting outcomes, it implemented biodiversity conservation activities across all vessels. This included briefing all crew on specific measures for protecting endangered marine species, such as installing turtle excluded devices on the cod-ends of trawl nets, conducting shark release and seabird protection efforts, and incorporating the protection of endangered marine species as a routine task for officer crew members. As of the end of 2025, no vessels under the representative office were involved in any prohibited fishing activities.



金丰 6 释放鲨鱼
Jin Feng 6 Releasing a Shark



扫码查看金丰 6 鲨鱼放生视频
(Scan the QR code to view Jin Feng 6 shark release video)



2025 年 5 月 13 日，龙腾船在北太作业期间放生鲨鱼
On May 13, 2025, the "Long Teng" vessel released a shark during its operations in the North Pacific

05 员工幸福 同创价值未来

Employee Well-being: Co-creating a Value-Added Future

中水渔业坚持以员工为中心，依法保障员工合法权益，健全职业发展体系，深化人文关怀与文化建设，让员工与企业共成长、同发展，持续凝聚推动公司高质量发展的强大人才合力。

COFC adheres to a people-centric approach, safeguarding the legitimate rights and interests of employees in accordance with the law, improving the career development system, and deepening humanistic care and cultural development. This enables employees to grow and advance together with the enterprise, continuously building a strong talent pool that drives the Company's high-quality development.

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员工权益

Employee rights

我们始终坚持以依法保障员工权益，不断健全薪酬激励体系，完善员工福利待遇，畅通员工诉求表达渠道，充分激发员工干事创业热情，持续增强员工归属感。2025 年，员工体检覆盖率、员工满意度、社会保险覆盖率及劳动合同签订率均达到 100%。

We consistently uphold the legal protection of employees' rights and interests, continuously refine the compensation and incentive system, enhance employee benefits, ensure smooth channels for expressing employee concerns, fully stimulate their enthusiasm and initiative, and continuously strengthen their sense of belonging. In 2025, employee physical examination coverage, employee satisfaction, social insurance coverage, and employment contract signing rate all reached 100%.

2025 年 Year 2025

在职员工总数

4,670 人^③

Total number of employees on active duty: **4670**^③.

陆上管理技术人员人均带薪休假天数

≥ 9 天

Average paid leave days for on-shore management and technical personnel: **≥ 9** days.

员工结构 Employee Demographics

员工性别结构

Gender Distribution



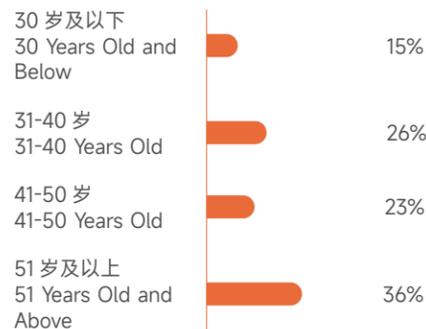
员工学历结构

Education Background



员工年龄结构

Age Profile



^③ 统计口径为公司员工总数，包括境内外管理、技术人员等。
The statistical scope is the aggregate number of employees, including the number of management and technical personnel at home and abroad.

人权保护 Human Rights Protection

重视员工隐私保护，员工个人信息由组织人事部统一归口管理，严格控制信息知情范围。

We value employee privacy protection. Personal information is managed centrally by the Organization and Human Resources Department, with strict controls on access.

薪酬福利 Remuneration and Benefits

深化薪酬与效益、绩效的联动，完善工资增长及常态化薪资调整机制，推行全员业绩考核与多元化薪酬制度，兼顾激励性与适配性。

We deepen the linkage between remuneration, operational results, and individual performance, refine mechanisms for wage growth and regular salary adjustments, implement full-staff performance appraisal, and maintain a diversified compensation system that balances motivation and adaptability.

为员工缴纳“五险两金”，并配套提供住房补贴等多元化福利待遇。

Employees are covered by the basic pension insurance, basic health insurance, occupational injury insurance, unemployment insurance, maternity benefit, housing provident fund and corporate pension, and are provided with diverse benefits including housing subsidies.

民主管理 Democratic Management

设立信访、热线、邮箱等多元沟通平台，明确各部门职责，及时受理职工在薪酬、考核等方面的意见建议。

Multiple communication platforms, including petitions, hotlines, and dedicated email addresses, have been established. Departmental responsibilities are clearly defined to promptly address employee suggestions and opinions regarding remuneration, performance evaluation, and other matters.

定期召开职工代表大会、民主生活会、组织生活会，广泛听取意见，推动问题整改。

Regular meetings such as workers' congress, democratic life meetings, and organizational life meetings are held to solicit broad feedback and drive issue resolution.

申诉机制 Grievance Mechanism

建立完善员工申诉制度，明确考核、职级、薪酬、竞聘等事项的申诉渠道与受理部门。

A comprehensive employee grievance system has been established, specifying channels and responsible departments for filing grievances on matters related to performance evaluation, job rank, remuneration, and internal competitions.



工会举办职工代表履职能力培训

The Labor Union organized training to enhance the performance of duties by employee representatives

员工发展 Employee Development

我们始终将员工成长与人才梯队建设置于战略核心地位，不断畅通发展通道，深化人才培养与产业工人队伍建设改革，锤炼员工技能、储备优质人才，以高质量人才队伍筑牢企业高质量发展根基。

We always place employee growth and talent pipeline development at the strategic core, continuously clearing career growth pathways, deepening the reform of talent cultivation and industrial workforce development, honing employee skills, and reserving high-quality talent. This builds a solid foundation of a high-caliber workforce to underpin the Company's high-quality development.

畅通发展通道

Clearing Career Growth Pathways

坚持公开、公平、公正、竞争、择优原则，持续优化员工职业发展通道机制，制定印发《中水集团远洋股份有限公司总部一般员工职务晋级管理办法》，分批开展岗位竞聘工作，进一步畅通人才成长路径。截至目前，成功选拔出 15 名中层骨干干部及 22 名总部部门助理级别后备人才。

Adhering to the principles of openness, fairness, impartiality, competition, and merit-based selection, we continuously optimize the mechanism for employee career growth channels. We formulated and issued the Measures for the Promotion of General Staff Positions at the Headquarters of CNFC Overseas Fisheries Co., Ltd., organized job bidding, and further cleared the pathways for talent growth. To date, we have successfully built up the backbone middle management team and assistant management reserve consisting of 15 and 22 employees respectively.



岗位竞聘现场
Job Bidding Campaign

激励人才成长

Motivating Talent Growth

聚焦人才培养与能力提升，印发《关于做好 2025 年度 ze 训 ze 作的通知》，多层次、多领域、多形式开展培训，满足不同层级员工发展需求，有力提升员工综合素质与履职能力，切实赋能员工成长成才。

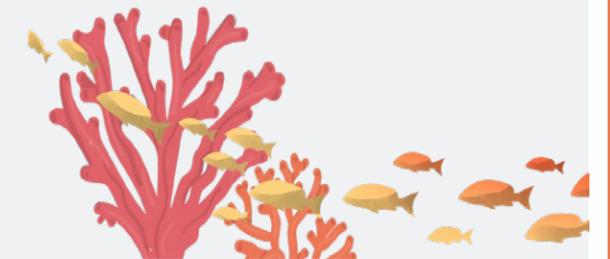
Focusing on talent cultivation and capability enhancement, we issued the *Notice on Carrying Out 2025 Annual Training Work*, and conducted training at multiple levels, across diverse fields, and in various formats to meet the development needs of employees at different levels. This has effectively improved employees' comprehensive quality and performance capabilities, tangibly empowering their growth and development.

2025 年 Year 2025

员工培训次数
98 次
Number of employee training sessions: **98**.

员工培训支出
105.96 万元
Total employee training expenditure: **RMB1.0596** million.

员工人均培训时长
5 小时 / 人
Average training duration per employee: **5** hours/person.



产业工人改革

Industrial Workforce Reform

深入贯彻落实《关于深化产业工人队伍建设改革的意见》，聚焦主责主业，围绕生产加工、技能传承等重点领域，组织开展系列技能竞赛，营造“比学赶超、争当中水工匠”的良好氛围。

We thoroughly implement the *Guidelines on Deepening the Reform of Industrial Workforce Development*, focusing on our core responsibilities and main businesses. Centering on key areas such as production processing and skill transmission, we organize a series of skill competitions, fostering a positive COFC cultural atmosphere of "competing for excellence".

案例

Case Study

中水渔业举办“党旗红·匠心蓝”劳动技能竞赛活动

COFC Holds the "Artisanship for Ocean Blue" Labor Skills Competition



持续以竞赛为抓手，推动技能人才队伍建设走深走实，为“建设世界一流远洋渔业企业”、服务海洋强国战略提供坚实人才支撑。

We use competitions as a lever to drive the substantial development of the skilled talent pool, providing solid talent support for "building a world-class distant-water fishery enterprise" and serving the Maritime Power Strategy.



聚焦生产一线，以岗位练兵提升核心技能

Focusing on the Production Frontline: Enhancing Core Skills Through Skills Drills via Simulated Operations

各单位紧扣主责主业，突出“实战、实用、实效”，围绕生产加工、船舶运维等关键领域设置针对性竞赛项目，模拟实际作业场景以赛促练。

All units closely align with their core responsibilities and main businesses, emphasizing "practical, applicable, and effective" training. They design targeted competition items in key areas such as production processing and vessel operation and maintenance, simulating real operational scenarios to promote skill development through competition.



深化技能传承，以“师带徒”培育新生力量

Focusing on Skills Inheritance Through Robust Apprenticeship System

组织“师带徒”活动，选拔骨干担任师父，通过坞修期培训、现场实操教学等方式传授经验，明确传帮带要求并建立奖励机制，有效激发传帮带积极性，显著提升岗位胜任力。

We develop robust apprenticeship system, selecting key personnel to serve as mentors. Through training during dock repair periods, on-site practices, and other methods, they impart experience. Clear requirements for guidance and support are established, along with incentive mechanisms, effectively stimulating the enthusiasm for mentorship and significantly enhancing job competency.

员工关爱 Employee Care

我们始终将员工作为最宝贵的财富，全方位守护职业健康，常态化关怀特殊群体，多维度平衡工作生活，多形式焕发员工风采，让每一位员工在温暖和谐的氛围中体面劳动、舒心工作、幸福生活。

We consistently regard our employees as our most valuable asset. We comprehensively safeguard occupational health, routinely care for special groups, promote work-life balance across multiple dimensions, and invigorate employee morale in diverse forms. This ensures that every employee can engage in dignified, comfortable, and satisfying work within a warm and harmonious environment.

守护职业健康

Safeguarding Occupational Health

严格落实国家职业病防治相关部署，持续强化职业健康管理，全方位保障员工身心健康。

We strictly implement national arrangements for occupational disease prevention and control, continuously strengthen occupational health management, and ensure comprehensive protection for employees' physical and mental well-being.



针对驻在国卫生条件短板，坚持在员工出国前接种流行病疫苗，定期联系我国援外医疗队对船员进行体检。

To address gaps in sanitary conditions in host countries, we adhered to administering epidemic vaccines to employees before their overseas assignments and regularly coordinated with China's medical aid teams to conduct health check-ups for seafarers.



强化船员心理健康建设，有条件的下属企业专门为船队配备心理医生，随同船队一起赴海外工作。

We strengthened the mental health of seafarers. Where feasible, COFC subsidiaries specifically assigned psychologists to accompany fleets on overseas assignments.



组织开展《中华人民共和国职业病防治法》宣传活动，同步组织针对外籍船员地方病的救治培训，进一步增强员工自我防护意识。

We organized awareness campaigns on the *Occupational Disease Prevention and Control Law* and concurrently provided training for foreign seafarers on treating endemic diseases, which further enhanced employees' self-protection awareness.

特殊群体关怀

Caring for Special Groups

始终将困难职工、退休老员工及海外一线员工的冷暖放在心上，不断改善工作环境，建立常态化走访慰问与帮扶机制，为员工发放慰问金和慰问品，让央企温情直达基层。

We always keep in mind the well-being of employees facing difficulties, retired senior staff, and frontline overseas personnel. We keep improving working conditions, establish regular visiting, condolence, and assistance mechanisms, and distribute consolation funds and goods to employees, ensuring the management care of the Company reaches the frontline.

2025 年 12 月，公司工会发起“爱心聚力，情暖中水”倡议书，号召系统内全体干部职工为烟台分公司一身患重病的员工捐款。公司总部及下属单位合计捐款 43044 元，以实际行动诠释了“以人为本”的企业理念。

In December 2025, the Company's Labor Union launched the "Love for COFC" initiative, calling on all employees within the system to donate to an employee of the COFC Yantai Branch suffering from a serious illness. A total of RMB 43,044 was donated by the Company headquarters and its subsidiaries, demonstrating in action the people-oriented corporate philosophy.

公司总部及下属单位合计捐款

43,044 元

A total of RMB 43044 was donated by the Company headquarters and its subsidiaries



工会推进暖边绿境专项行动，为一线船员赠送关爱物资
The Labor Union advanced the "Warm Borders, Green Environment" special campaign, delivering goods in need to frontline seafarers.

平衡工作生活

Keeping Work-Life Balance

致力于为员工营造温馨和谐的工作生活环境，通过传统节日庆祝、趣味活动开展等方式，切实平衡员工工作与生活，积极搭建文体活动平台，鼓励员工展示多元才华，在竞技交流中凝聚团队精神，在文化浸润中提升企业向心力。

We are committed to creating a warm and harmonious work-life environment for our employees. Through celebrations of traditional festivals, engaging recreational activities, and other means, we effectively promote work-life balance. We actively build platforms for cultural and sports activities, encouraging employees to showcase their diverse talents, fostering team spirit through friendly competition and exchange, and enhancing corporate cohesion through cultural immersion.

案例 Case Study

中水渔业参加集团公司歌咏展示暨 2025 年新员工欢迎活动

COFC Participates in the Group Company's Choral Performance and 2025 New Comers Welcome Celebration

2025 年 9 月 19 日，中国农发集团举行“铭记历史·青春接力·筑梦未来”主题歌咏展示暨 2025 年新员工欢迎活动。中水渔业积极响应号召，精心组织、热情参与，选派优秀青年员工表演高质量文艺节目，充分展示了中水渔业青年员工多才多艺、团结协作、奋发有为的青春风采。

On September 19, 2025, CNADC held a choral performance and new comers welcome celebration themed "Remembering History · Passing the Torch of Youth · Building Dreams for the Future." COFC actively responded to the initiative, undertaking meticulous organization and enthusiastic participation. Outstanding young employees delivered high-quality performances, which showcased the employee versatility, collaborative ethos, and aspirational energy embodied by the Company's younger workforce.



舞蹈《美丽中国》
Dance Performance: Beautiful China

案例

Case Study

擦亮“蓝鳍”品牌 以体育赛事凝聚奋进力量

Enhancing the "Bluefin" Brand, Fostering Cohesion through Sports



2025 年 8 月至 10 月，中水渔业精心策划举办“蓝鳍杯”系列体育赛事，不仅丰富了员工业余文化生活，更在兄弟企业间搭建起深度交流的平台，为企业协同发展注入澎湃动能。

From August to October 2025, COFC meticulously planned and hosted the "Bluefin Cup" series of sports events. This not only enriched employees' cultural and recreational lives but also established a platform for in-depth exchange among sister companies, injecting vigorous momentum for collaborative enterprise development.

“蓝鳍杯”篮球友谊赛

"Bluefin Cup" Basketball Friendship Match

2025 年 8 月，中水渔业与中牧实业联合举行“蓝鳍杯”篮球友谊赛，以球会友，共叙兄弟情谊，深化集团内部协作交流。通过比赛，双方不仅切磋了球技，增进了了解，更为未来集团内部的协同合作与共同发展注入新的活力。

In August 2025, COFC and China Animal Husbandry Industry Co., Ltd. jointly held the "Bluefin Cup" Basketball Friendship Match. Using the sport as a bridge for camaraderie, the event strengthened fraternal ties and deepened collaborative exchanges within the Group. Through the competition, both sides not only honed their basketball skills and enhanced mutual understanding but also injected fresh vitality into future internal synergy and shared development within the Group.



“蓝鳍杯”篮球友谊赛现场

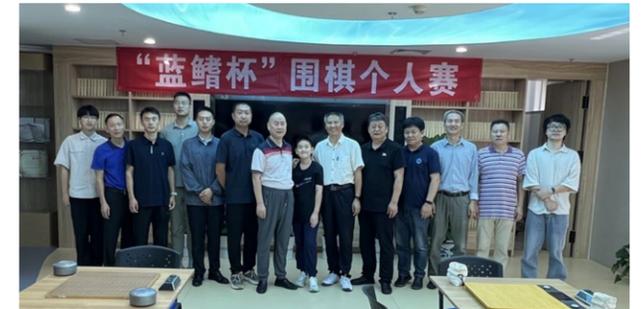
The "Bluefin Cup" Basketball Friendship Match

“蓝鳍杯”围棋个人邀请赛

"Bluefin Cup" Go (Weiqi) Individual Invitational Tournament

2025 年 9 月，中水渔业工会举办农发企业围棋邀请赛，总部基地兄弟企业棋手纹枰论道、以棋会友，在黑白纵横间品味传统文化魅力。

In September 2025, the COFC Labor Union hosted the CNADC Go Invitational Tournament. Players from sister enterprises engaged in the match over the board, using the game to foster friendship and appreciate the enduring appeal of traditional culture through the strategic interplay of black and white stones.



“蓝鳍杯”围棋个人邀请赛现场

"Bluefin Cup" Go Individual Invitational Tournament

“蓝鳍杯”乒乓球友谊赛

"Bluefin Cup" Table Tennis Friendship Match

2025 年 10 月，中水渔业举行“蓝鳍杯”乒乓球友谊赛，丰富员工业余文化生活，在切磋球技的过程中增强团队的凝聚力与向心力，展现昂扬向上、健康文明的精神风貌。

In October 2025, COFC held the "Bluefin Cup" Table Tennis Friendship Match. The event enriched employees' cultural and recreational lives, strengthened team cohesion and unity through friendly competition, and showcased a positive and healthy lifestyle.



“蓝鳍杯”乒乓球友谊赛

"Bluefin Cup" Table Tennis Friendship Match

06

责任担当 共筑美好社会

Responsibility and Accountability:
Co-creating a Better Society

中水渔业始终坚守使命初心，将责任担当深度融入企业发展，通过开放协作链接全球伙伴，立足专业优势打造蓝色科普阵地，在海内外公益实践、民生服务中彰显企业温度，与社会各界同心同向、携手共进，共筑和谐美好的未来。

COFC remains unwavering in its founding mission, embedding a profound sense of responsibility into its corporate evolution. Through open and strategic collaboration, the Company connects with global partners, employs its professional expertise to advance ocean science literacy, and expresses its commitment to society through public welfare initiatives and services supporting livelihoods, domestically and internationally. In alignment and partnership with all sectors of society, COFC is dedicated to co-creating a harmonious and sustainable future.

协作共赢 Collaborative Win-Win 90

蓝色科普 Blue Science Popularization 94

社会贡献 Social Contributions 96



协作共赢 Collaborative Win-Win

我们坚持践行“海洋命运共同体”理念，积极拓展国内外多元合作网络，深度参与行业协同共建，着力完善负责的供应链生态，携手伙伴实现价值共享、互利共赢。

We adhere to and practice the concept of a "maritime community with a shared future," actively expanding diverse domestic and international cooperation networks, engaging deeply in industry-wide collaboration, focusing on improving a responsible supply chain ecosystem, and working with partners to achieve shared value and mutual benefit.

深化合作交流

Deepening Cooperation and Exchange

以开放姿态持续夯实与国际伙伴的合作关系、加强与国内多方主体的协同联动，不断拓展合作维度、深化合作层次，致力于构建互惠互利的长效合作机制。

With an open approach, we continuously strengthen cooperative relationships with international partners and enhance coordination and synergy with various domestic entities. We constantly broaden the dimensions and deepen the levels of cooperation, committed to establishing long-term, mutually beneficial cooperative mechanisms.

拓展全球伙伴

Expanding Global Partnerships

积极开展国际渔业交流合作，立足各国发展实际，精准对接合作需求与发展愿景，凝聚共识，加强战略协同，打造长期稳定的国际合作新格局。

We actively engaged in international fisheries exchange and cooperation. Based on the development of various countries, we precisely aligned cooperation needs with development visions, built consensus, strengthened strategic synergy, and fostered a new pattern of long-term, stable international cooperation.



中国农发集团董事长孔繁新与基里巴斯副总统兼财政和经济发展部部长 Teuea Toatu 特韦亚·托阿图在深圳举行正式会谈
Kong Fanxin, Chairman of China National Agricultural Development Group Co., Ltd. (CNADC), held formal talks in Shenzhen with Kiribati Vice President and Minister of Finance and Economic Development Teuea Toatu.



阿曼代表处出席中国阿曼友好合作论坛
The Oman Representative Office attended the China-Oman Friendship and Cooperation Forum



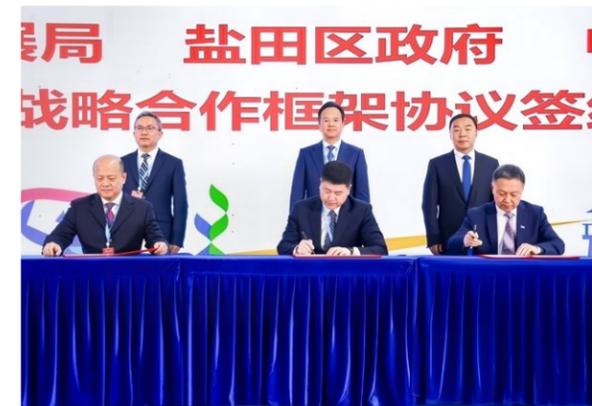
基里巴斯渔业与海洋资源部部长到访深圳运营中心，共商渔业合作发展
The Minister of Fisheries and Marine Resources of Kiribati visited the Shenzhen Operation Center to discuss fisheries cooperation and development

聚力本土协同

Strengthening Local Synergy

持续深化与地方政府、高校、科研院所、企业等多方主体的沟通协作，整合各方资源优势，汇聚协同发展合力，共同助力中国远洋渔业实现高质量发展。

We continued to deepen engagement and cooperation with a diverse range of stakeholders, including local governments, universities, research institutions, and enterprises. By integrating resources and capabilities from all parties, we harnessed collective strength for synergistic development, jointly advancing the high-quality growth of China's distant-water fishery industry.



与深圳市海洋发展局、盐田区人民政府共同签署战略合作框架协议
Signed a strategic cooperation framework agreement jointly with the Shenzhen Municipal Ocean Development Bureau and the Yantian District Government



与淄柴动力有限公司合作成立中国远洋渔船机械装备服务保障基地西非站
Collaborated with Zichai Power Co., Ltd. to establish the West Africa Station of the China Overseas Fisheries Machinery Service Support Base

赋能行业发展

Empowering Industry Development

深度融入行业发展大局，参加“十五五”远洋渔业发展意见集中研讨会，共同研判行业趋势、探索创新路径，积极参与专业展会及论坛活动，主动分享发展经验与实践成果，与业内同仁共同开创行业美好未来。

We are deeply integrated into the broader industry development landscape. We participated in the focused seminar on China's "15th Five Year Plan (2026-2030)" for distant-water fishery development, jointly analyzing industry trends and exploring innovative pathways. We actively engage in professional exhibitions and forums, proactively sharing development experience and practical outcomes, and work alongside industry peers to co-create a promising future for the sector.

案例
Case Study

亮相渔业盛会，以专业实力助力行业发展

Making a Mark at Premier Fisheries Events, Contributing to Industry Advancement with Professional Excellence



第三届深圳国际渔业博览会：2025 年 5 月 15 日至 17 日，以“渔粤向未来”为主题的 2025 深圳国际渔业博览会在深圳会展中心（福田）成功举办。中水渔业已经连续 3 年作为参展方参会，并首次全程参与展会的组织工作。公司展区紧扣“大中水、大远洋、大渔业”主题，以“展、拍、销、秀、品”为参展理念，展出产品 200 余种，先后举办了 5 场切鱼秀，4 次高端水产品竞价交易会 and 2 场新产品发布会，吸引了众多客户与观众。

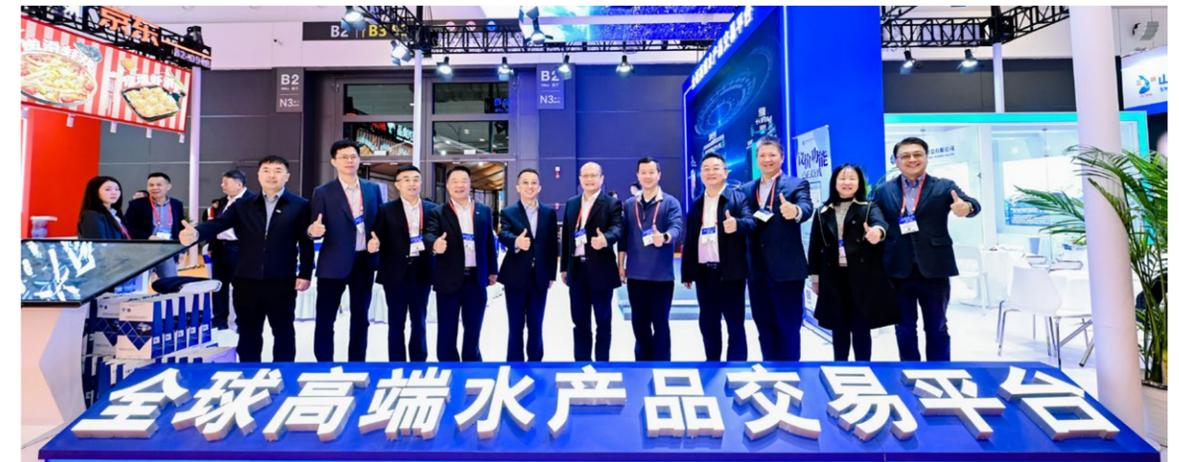
The 3rd Shenzhen International Fisheries & Seafood Expo: From May 15 to 17, 2025, the 2025 Shenzhen International Fisheries & Seafood Expo, under the theme "Fisheries & Guangdong Forging the Future," was successfully held at the Shenzhen Convention & Exhibition Center (Futian). COFC participated as an exhibitor for the third consecutive year and, for the first time, was involved in the expo's organization throughout the entire process. The Company's exhibition area closely followed the theme of "the Comprehensive Company, Global Distant-Water Fishery Operations, and Whole industrial Chain Development." Guided by the exhibition concept of "Display, Auction, Sales, Shows, and Tasting," it featured over 200 products. The booth hosted 5 live fish-cutting shows, 4 premium seafood bidding sessions, and 2 new and specialty product launches, attracting numerous clients and visitors.



2025 深圳国际渔业博览会
2025 Shenzhen International Fisheries & Seafood Expo

第 28 届中国国际渔业博览会：2025 年 10 月 29 日至 31 日，第 28 届中国国际渔业博览会圆满举办。中水渔业旗下深圳国际金枪鱼交易有限公司运营的全球高端水产品交易平台延续“线上线下同步竞价”核心模式，构建高效透明的交易环境，吸引了全国各地水产品加工企业、批发商、零售商及餐饮企业代表驻足咨询、洽谈合作，在展会期间斩获亮眼成绩。

The 28th China International Fisheries & Seafood Expo: From October 29 to 31, 2025, the 28th China International Fisheries & Seafood Expo was successfully held. The global premium seafood trading platform, operated by COFC's subsidiary Shenzhen International Tuna Trading Co., Ltd., maintained its core "synchronous online-offline bidding" model. This approach fostered an efficient and transparent trading ecosystem, attracting inquiries and business discussions from representatives of seafood processors, wholesalers, retailers, and catering enterprises nationwide. During the exhibition, the platform delivered outstanding performance.



在第 28 届中国国际渔业博览会上，全球高端水产品交易平台成交额破 1.198 亿元
At the 28th China International Fisheries & Seafood Expo, the global premium seafood trading platform achieved a transaction volume exceeding RMB 119.8 million



打造责任链条

Building a Responsible Supply Chain

建立健全供应链管理体系，《中水集团远洋股份有限公司远洋渔业物资采购管理办法》，严格规范采购制度与流程，加强供应商全生命周期管理，通过透明、规范化运作提升采购效能与公平性，落实责任采购要求，建立考核评价与动态管控机制，强化质量管理，并积极组织培训交流，全方位构建安全、稳定、可持续的责任供应链。

We have established and strengthened a comprehensive supply chain management system. This includes revising the Measures for the Administration of Distant-Water Fishery Material Procurement of CNFC Overseas Fisheries Co., Ltd., strictly standardizing procurement policies and processes, and strengthening full-cycle supplier management. Through transparent and standardized operations, we enhance procurement efficiency and fairness, implement responsible sourcing requirements, establish assessment, evaluation, and dynamic control mechanisms, reinforce quality management, and actively organize training and exchanges. These efforts comprehensively build a secure, stable, and sustainable responsible supply chain.

案例
Case Study

中水舟山远洋举办“以链为基，绽放光芒”供应链金融客商大会
CNFC Zhoushan Overseas Hosts "Supply Chain-Based Financing" Client Conference



2025 年 7 月 7 日，中水舟山远洋携手中国民生银行杭州分行，与 70 余位供应商企业代表，成功举办“以链为基，绽放光芒”供应链金融客商大会。会上，中国民生银行杭州分行交易银行部介绍了多项供应链金融服务方案，致力于打通产业链堵点，为中小企业解决融资难题，进一步深化供应链金融合作。

On July 7, 2025, CNFC Zhoushan Overseas, in collaboration with China Minsheng Banking Corp. Hangzhou Branch, successfully hosted the "Supply Chain-Based Financing" Client Conference, with over 70 representatives from supplier enterprises in attendance. During the conference, the Transaction Banking Department of the Hangzhou Branch presented multiple supply chain finance service solutions. These initiatives aim to address bottlenecks in the industrial chain, help small and medium-sized enterprises overcome financing challenges, and further deepen supply chain finance cooperation.

蓝色科普 Blue Science Popularization

我们依托专业优势，统筹开展多元科普实践，对内强化远洋水产品认知培育，对外面向社会普及海洋科学知识，构建起特色鲜明的蓝色科普体系。

Leveraging our professional expertise, we coordinate and conduct diverse science popularization initiatives. Internally, we enhance awareness and knowledge of seafood products; externally, we promote marine science literacy to the public, establishing a distinctive blue science popularization framework.

产品科普 Product Science Popularization

精心组织阿曼冰鲜黄鳍金枪鱼科普活动，通过现场展示与互动体验，直观展现鱼肉的细腻纹理与晶莹剔透，进一步强化集团全体员工对黄鳍金枪鱼品质特性与市场价值的认知，实现科普赋能。

We meticulously organized a science popularization event featuring fresh-chilled Omani Yellowfin Tuna. Through live demonstrations and hands-on interactions, the event vividly displayed the fish's delicate texture and translucent appearance. This significantly enhanced organization-wide awareness of Yellowfin Tuna's unique qualities and market value, underscoring the impactful role of science popularization.



阿曼冰鲜黄鳍金枪鱼科普活动
Science Popularization Event
Featuring Fresh-Chilled Omani
Yellowfin Tuna

健康科普

Health Science Popularization

凭借在远洋渔业领域的深厚积淀，结合在健康科普方面的专业素养，持续开展公益科普活动，系统提升公众对海洋资源与水产品营养价值的科学认知，助力全民增强健康营养意识。

Leveraging our deep-rooted expertise in distant-water fisheries and our professional commitment to health literacy, we consistently conduct public-interest science popularization activities. These initiatives systematically enhance public scientific understanding of marine resources and the seafood nutritional value, contributing to raising nationwide awareness of healthy nutrition.

案例
Case Study

深蓝食品再度携手中国儿童中心共庆丰收节
Shenlan Modern Food Partners Again with China National Children's Center to Celebrate the Harvest Festival



2025 年 9 月 20 日至 21 日，为庆祝第八届中国农民丰收节，中水渔业在深圳龙岗青少年活动中心举办“劳动美·丰收乐”主题公益活动。深蓝食品与中国儿童中心再度携手，围绕“趣味集章大作战”和“拓画 DIY”两大主题展开，设置了多个互动环节，让少年儿童直观感受海洋食材的丰富多样，了解食品安全知识，树立健康饮食观念，同时帮助家长群体深刻认识海洋优质蛋白对儿童健康成长的重要性，共同为弘扬“大食物观”理念、助力下一代健康成长贡献力量。

From September 20 to 21, 2025, to celebrate the 8th Chinese Farmers' Harvest Festival, COFC organized the public welfare event "Beauty of Labor, Joy of Harvest" at the Shenzhen Longgang Youth Activity Center. Shenlan Modern Food once again collaborated with the China National Children's Center. The event was structured around two core interactive themes—"Fun Stamp-Collection Challenge" and "Rubbing Art DIY"—and featured a variety of interactive activities. Through these engagements, children gained direct exposure to the diversity of marine-based ingredients, acquired knowledge on food safety, and became more aware of the healthy diet. Simultaneously, parents developed a clearer recognition of the importance of premium marine protein for children's growth. This joint initiative supported the promotion of the "all-encompassing approach to food" and contributed to fostering the healthy development of the next generation.



"劳动美·丰收乐"主题公益活动
"Beauty of Labor, Joy of Harvest" Themed Public
Welfare Event

社会贡献 Social Contributions

我们持续关注民生需求，坚持以实际行动传递社会正能量，弘扬奉献精神，致力于做负责任、有温度的企业，为海内外社会和谐发展注入温暖力量。

We remain attentive to the needs of communities, consistently translating our commitment into concrete actions that spread positive social energy, promote a spirit of dedication, and strive to be a responsible and caring enterprise. We aim to infuse warmth and strength into harmonious social development both domestically and internationally.

助力乡村振兴

Supporting Rural Revitalization

积极履行中央企业社会责任，向安徽萧县投入无偿帮扶资金 60 万元，助力萧县乡村建设项目，分批次定点消费帮扶 21 万余元。从四川、云南、贵州等地招收劳务船员，为他们提供就业岗位。组织开展“衣旧情长·暖冬同行”爱心捐赠公益活动，收集大量优质衣物、书籍和玩具等物资，送往中西部国家级贫困县的公益合作点，传递关爱和温暖，助力资源合理分配与再利用，实现环保、公益双重价值。

We actively fulfill the social responsibilities incumbent upon a central state-owned enterprise. This encompasses the allocation of RMB 600,000 in non-repayable support funds to Xiaoxian County, Anhui Province, for rural development initiatives, as well as the implementation of targeted consumption-assistance programs totaling over RMB 210,000 through multiple rounds. We create employment opportunities by recruiting and training seafarers from underdeveloped regions including Sichuan, Yunnan, and Guizhou. We organized the charity donation campaign "Long-lasting Warmth from Old Clothes, Walking Together Through Winter," through which a substantial volume of quality clothing, books, toys, and other supplies were collected from the Company staff. These items were delivered to charity partnership sites in nationally designated poverty-stricken counties across central and western China. This initiative conveyed care and warmth, promoted the rational allocation and reuse of resources, and realized dual value in both environmental sustainability and social welfare.

热心公益慈善

Engaging in Public Welfare

统筹推进海内外公益慈善事业，积极参与驻地公益活动与社区共建，持续深化人文关怀与情感联结，塑造可信、可敬、可亲的中资企业形象；倡议、组织开展无偿献血、爱心捐助、困难职工帮扶等公益活动，以点滴善举传递企业温暖。

We coordinate and advance public welfare initiatives both domestically and internationally. Through active participation in local community activities and collaborative co-construction efforts, we continuously deepen our humanistic care and foster emotional connections. This approach contributes to shaping a credible, respectable, and amicable image for Chinese-invested enterprises. We initiate and organize public welfare actions, including blood donations, charitable donations, and support for employees in need, conveying the Company's warmth through tangible, incremental acts of goodwill.

案例

Case Study

各地代表处积极开展公益志愿活动

Representative Offices Proactively Engage in Public Welfare Volunteer Activities



斐济代表处国庆、中秋双节志愿服务行动：

在中斐建交 50 周年的金秋时节，斐济代表处组织开展系列志愿服务行动，先后圆满完成了嘉年华庆典保障任务和迎接中国海军“丝路方舟”号医疗船到访斐济活动。

Fiji Representative Office's National Day and Mid-Autumn Festival Volunteer Service Initiative: During the golden autumn commemorating the 50th anniversary of China-Fiji diplomatic relations, the Fiji Representative Office organized a series of volunteer service activities. These initiatives successfully encompassed providing logistical support for local carnival festivities and assisting with the port visit of the Chinese Navy's hospital ship, "Silk Road Ark," to Fiji.



斐济代表处志愿服务行动
Fiji Representative Office Volunteer Service Activities

马达加斯加代表处连续十六年开展新年公益捐赠活动：2025 年 12 月 19 日，在圣诞与元旦双节来临之际，中水渔业驻马达加斯加代表处携手当地渔业公司，开展了一年一度的暖心公益行动，向 Boeny 大区 110 名孤寡老人及弱势群体捐赠了大米、冷冻鱼、食用油、肥皂等生活急需物资，累计为 100 名贫困群众提供社会援助。

Madagascar Representative Office Holds 16th New Year Charity Donation: On December 19, 2025, preceding the Christmas and New Year holidays, the COFC Madagascar Representative Office, alongside local fisheries partners, started its yearly community support campaign. The initiative provided essential living supplies—such as rice, frozen fish, cooking oil, and soap—to 110 elderly individuals living alone and without family support, and other vulnerable persons in the Boeny Region, extending social assistance to a total of 100 individuals from these vulnerable groups.



向孤寡老人及弱势群体捐赠生活物资
Provision of Daily Necessities to Elderly Individuals Living Alone and Without Family Support, and Other Vulnerable Community Members

未来展望 Future Outlook

回望 2025，我们在攻坚克难中勇毅前行，在转型突破中硕果累累。这一年，我们圆满完成“十四五”规划收官任务，重组协同效能持续释放，产业链布局不断优化，科技创新成果多点开花，ESG 实践成效显著，品牌影响力与行业话语权稳步提升，为中国远洋渔业“走出去”40 周年交上了一份亮眼答卷。

Looking back on 2025, we persevered through challenges and achieved substantial progress in our transformation journey. Over the past year, we successfully concluded our tasks during the 14th Five-Year Plan period, realized sustained synergies from our restructuring, optimized our industrial chain expansion, witnessed multiple breakthroughs in scientific and technological innovation, delivered significant ESG performance, and steadily strengthened our brand influence and industry leadership. Together, these accomplishments form a strong testament to the 40th anniversary of China's "Going Global" distant-water fishery industry.

站在新的历史起点，“十五五”的壮阔蓝图已徐徐展开，远洋渔业行业迎来了绿色转型、创新发展的全新机遇，也面临着国际竞争加剧、资源环境约束趋紧等多重挑战。展望未来，征途如虹，我们重任在肩。

At the new historical juncture, the 15th Five-Year Plan period (2026-2030) is drawing upon us. The distant-water fishery sector now faces fresh opportunities for green transition and innovation-led development, alongside mounting challenges including heightened international competition, dwindling resource and increasing environmental constraints. Looking into the future, the path ahead is promising, and our mission is clear.

我们将服务国家战略，展现更大作为。深入贯彻落实习近平总书记关于“海洋强国”“耕海牧渔”和“大食物观”的重要指示精神，巩固提升远洋捕捞核心优势，做强做优“蓝色粮仓”。

We will serve national strategies with greater impact. We will thoroughly implement the important instructions of General Secretary Xi Jinping on building a strong maritime country, advancing mariculture and sustainable fishing, and fostering an all-encompassing approach to food. We will consolidate and enhance our core strengths in distant-water fishing, and reinforce our role in building the robust "Seafood Production System."

我们将深化合规履约，引领更高标准。紧盯国际履约和沿岸国渔业政策新变化新动向，坚持做好常态化履约培训管理，坚决反对 IUU 渔业行为，推动渔业资源可持续发展。

We will strengthen regulatory compliance to set higher benchmarks. We will closely monitor developments in international regulatory requirements and the fisheries policies of coastal states, maintain systematic compliance training and management, resolutely combat IUU fishing, promote the sustainable use of fishery resources, and assume a greater leadership role in global fisheries governance.

我们将聚力创新驱动，激发更强动能。持续推进数智化转型与关键技术攻关，加快取得突破性成果，按时完成集团“揭榜挂帅”项目，继续推进“五小”科技创新工作，以科技硬实力催生新质生产力，锻造产业链核心竞争力。

We will focus on innovation-driven development to generate stronger momentum. We will continue to advance digital-intelligent transformation and make breakthroughs in key technologies, accelerate the achievement of transformative outcomes, complete the Group's "Challenge-based R&D" projects on schedule, further promote the "Five Small" innovation and efficiency enhancement campaign, cultivate new quality productive forces through enhanced technological capability, and forge core competitiveness across the industrial chain.

我们将深化管理运营，奠定更实根基。对标世界一流，持续优化公司治理，完善合规风控体系，筑牢安全生产防线，坚决守住不发生颠覆性风险的底线；大力发展现代化远洋捕捞，推进延链和品牌建设，全面提升经营质效。

We will enhance management and operations to consolidate our foundation. By benchmarking against global industry leaders, we will continuously improve corporate governance, refine our compliance and risk-control framework, strengthen production safety safeguards, and resolutely guard against existential risks. We will vigorously develop modern distant-water fishing, advance industrial chain extension and brand building, and comprehensively elevate the quality and efficiency of our operations.

我们将坚持人海和谐，共创更美好生活。坚定不移走绿色发展之路，加强海洋哺乳及濒危动物保护，守护海洋生态；积极履行社会责任，与员工、合作伙伴和社会各界携手，共享发展成果，共筑美好未来。

We will uphold harmony between people and the sea to jointly create a better life. We remain committed to the path of green development, enhancing the protection of marine mammals and endangered species, and safeguarding the marine ecosystem. We will actively fulfill our social responsibilities, safeguard the rights and interests of seafarers, and join hands with employees, partners, and all sectors of society to share the fruits of development and build a brighter future together.

大道至简，实干为要。我们将以更加坚定的信念、更加昂扬的斗志，向着世界一流综合性渔业企业的宏伟蓝图奋勇前进，续写无愧于时代的崭新篇章！

The greatest truths are simple, and action is the most important thing. With stronger conviction and heightened resolve, we will forge ahead courageously toward the blueprint of becoming a world-class comprehensive fishery enterprise and continue to write a new chapter that lives up to the times.



附录

Appendix

关键绩效

Key Performance Results

序号 No.	指标 Indicators	单位 Unit	2023 年 2023	2024 年 2024	2025 年 2025
1	资产总额 Total assets	亿元 RMB 100 million	59.50	59.94	60.47
2	营业收入 Operating revenue	亿元 RMB 100 million	40.42	49.33	43.42
3	纳税总额 Total tax amount	万元 RMB 10,000	2567.52	8229.00	5230.94
4	资产负债率 Asset-liability ratio	%	72.45	73.81	72.88
5	在职员工总数 ^④ Total number of employees ^④	人 Person	5392	5313	4670
6	研发投入 R&D investments	万元 RMB 10,000	8649.63	6085.05	6001.45
7	研发投入占营业收入比例 R&D investment as a percentage of revenue	%	2.14	1.23	1.38
8	研发人员数量 Number of R&D personnel	人 Person	77	80	80
9	研发人员数量占比 The proportion of R&D personnel	%	1.43	1.46	1.46
10	研发人员学历结构 (本科) R&D personnel education level (Bachelor)	人 Person	69	71	71
11	办公用纸量 Quantity of print papers used in office	万张 10,000	40	28	37
12	安全环保培训次数 ^⑤ Number of safety and environmental protection training ^⑤	次 Times	357	1091	991

^④2023 年，中水渔业顺利完成集团公司渔业板块战略性重组和专业化整合工作。重组完毕后，中水渔业大力推动重组后管理及人员整合工作，故 2024 年、2025 年在职工总数较 2023 年有所减少。

In 2023, COFC successfully completed the strategic restructuring and specialized integration of the fisheries businesses within the Group Company. Following the restructuring, the company vigorously promoted the integration of management and personnel, resulting in a decrease in the total number of on-duty employees in 2024 and 2025 compared to 2023.

^⑤该类数据为公司及各船舶的培训总和。

This type of data is the total training of the company and each vessel.

序号 No.	指标 Indicators	单位 Unit	2023 年 2023	2024 年 2024	2025 年 2025
13	安全环保培训覆盖人次 Number of persons covered by safety and environmental protection training	人次 Person-times	7337	23364	16858
14	安全环保培训累计时长 Duration of safety and environmental protection training	小时 Hour	872	2727.5	2477.5
15	审计业务培训次数 Number of training sessions for audit services	次 Times	1	2	2
16	开展专题警示教育 Number of times of thematic case-based cautionary education	次 Times	1	2	4
17	开展专题警示教育覆盖人次 Number of persons covered by the thematic case-based cautionary education	人次 Person-times	77	130	235
18	参与反贪污相关培训员工 Number of staff participating in the anti-corruption related training	人次 Person	136	731	750
19	员工反贪污培训次数 Number of times of anti-corruption training	次 Times	4	4	5
20	反贪污相关培训董事覆盖率 Director coverage of anti-corruption related training	%	100	100	100
21	反腐败培训总时长 Total length of anti-corruption training	小时 Hour	18.50	20	20.5
22	排查廉洁风险点 Points of risks of integrity inspected	个 Piece	9	10	12
23	工会入会率 Worker's Union membership rate	%	100	100	100
24	支出困难职工等各类帮扶救助金 ^⑥ Various kinds of assistance and relief funds spent on workers in need ^⑥	万元 RMB 10,000	12.00	2.40	2.28
25	走访慰问、探望生病住院离退休员工 The sick and hospitalized and retired employees visited	人次 Person-times	18	22	27
26	社会捐助总额 Total social donation	万元 RMB 10,000	51.00	61.83	60.00
27	经济合同履约率 Economic contract performance rate	%	100	100	100
28	法律审核率 Legal review rate	%	100	100	100

^⑥该数据为公司总部数据，不包含基层单位

This data is from the Headquarters of the company, and it does not include frontline units.

指标索引

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SDGs 响应

SDGs

可持续发展目标^② 我们的行动
Sustainable Development Goals (SDGs)^② Our Actions

对应章节
Relevant Chapter

我们的行动
Our Actions

对应章节
Relevant Chapter

可持续发展目标^②
Sustainable Development Goals (SDGs)^②

1 无贫穷
开展定点帮扶与消费帮扶，为欠发达地区提供就业岗位并开展公益物资捐赠
Providing targeted assistance, consumption-based assistance, creating employment in underdeveloped regions, and organizing charity donations

责任担当，共筑美好社会
Responsibility and Accountability: Co-creating a Better Society

创新驱动，赋能新质生产
Innovation-Driven Development: Empowering New Quality Productive Forces

建设科技创新平台，提升科技研发和成果转化能力
Establish science and technology innovation platforms to advance R&D and translate outcomes into practical applications



2 零饥饿
通过远洋捕捞、水产品加工等，持续为市场输送优质海洋蛋白
Supplying the market with quality marine protein through distant-water fishing and seafood processing

品质安全，稳固兴渔之本
Quality and Safety: Securing the Foundation of a Thriving Fishery Industry

责任担当，共筑美好社会
Responsibility and Accountability: Co-creating a Better Society

公平对待不同国籍、种族的员工，通过海外履责让当地共享发展成果
Treat employees of different nationalities and ethnicities fairly; enable local communities to share in development outcomes through overseas responsibility practices



3 良好健康与福祉
全方位守护员工职业健康与心理健康
Comprehensive safeguarding of employee occupational and mental well-being

员工幸福，同创价值未来
Employee Well-being: Co-creating a Value-Added Future

责任担当，共筑美好社会
Responsibility and Accountability: Co-creating a Better Society

开展社区共建与海内外公益志愿服务活动助力社区发展
Conduct community co-building and public welfare volunteer activities domestically and internationally to support community development



4 优质教育
聚焦人才培养与能力提升，多层次、多领域、多形式开展培训
Focus on talent cultivation and capability enhancement through training at multiple levels, across diverse fields, and in various formats.

员工幸福，同创价值未来
Employee Well-being: Co-creating a Value-Added Future

绿色低碳，构筑生态蓝海
Green and Low-Carbon Development: Guarding an Ecological Blue Ocean

推动品质管控从深海捕捞向加工流通全流程延伸
Extend quality control from deep-sea fishing through the entire processing and distribution chain



5 性别平等
坚持多元平等，无性别歧视，平等保障女性员工各项权益
Uphold Diversity, Equality, and Zero Gender Discrimination, ensuring equal protection of the rights and interests of female employees.

员工幸福，同创价值未来
Employee Well-being: Co-creating a Value-Added Future

绿色低碳，构筑生态蓝海
Green and Low-Carbon Development: Guarding an Ecological Blue Ocean

将节能降碳融入生产运营全流程，推广绿色技术，降低碳排放
Integrate energy conservation and emission reduction into all production and operational processes; promote green technologies to lower carbon emissions



6 清洁饮水和卫生设施
强化生产环节污水处理全流程管控，在办公与生产中落实节水管理要求
Strengthen end-to-end control of wastewater treatment in production and implement water conservation measures across all office and operational activities

绿色低碳，构筑生态蓝海
Green and Low-Carbon Development: Guarding an Ecological Blue Ocean

绿色低碳，构筑生态蓝海
Green and Low-Carbon Development: Guarding an Ecological Blue Ocean

坚持合规捕捞与渔业资源养护，放生误捕保护物种
Adhere to compliant fishing and fishery resource conservation; release bycaught protected species



7 经济适用的清洁能源
安装光伏板实现并网发电，采购 LNG 双燃料油船
Install photovoltaic panels for grid-connected power generation; procure LNG dual-fuel bunkers

绿色低碳，构筑生态蓝海
Green and Low-Carbon Development: Guarding an Ecological Blue Ocean

稳健运营，筑牢发展根基
Resilient Operations: Fortifying the Foundation for Growth

完善公司治理与合规风控体系
Improve corporate governance and compliance and risk-control framework

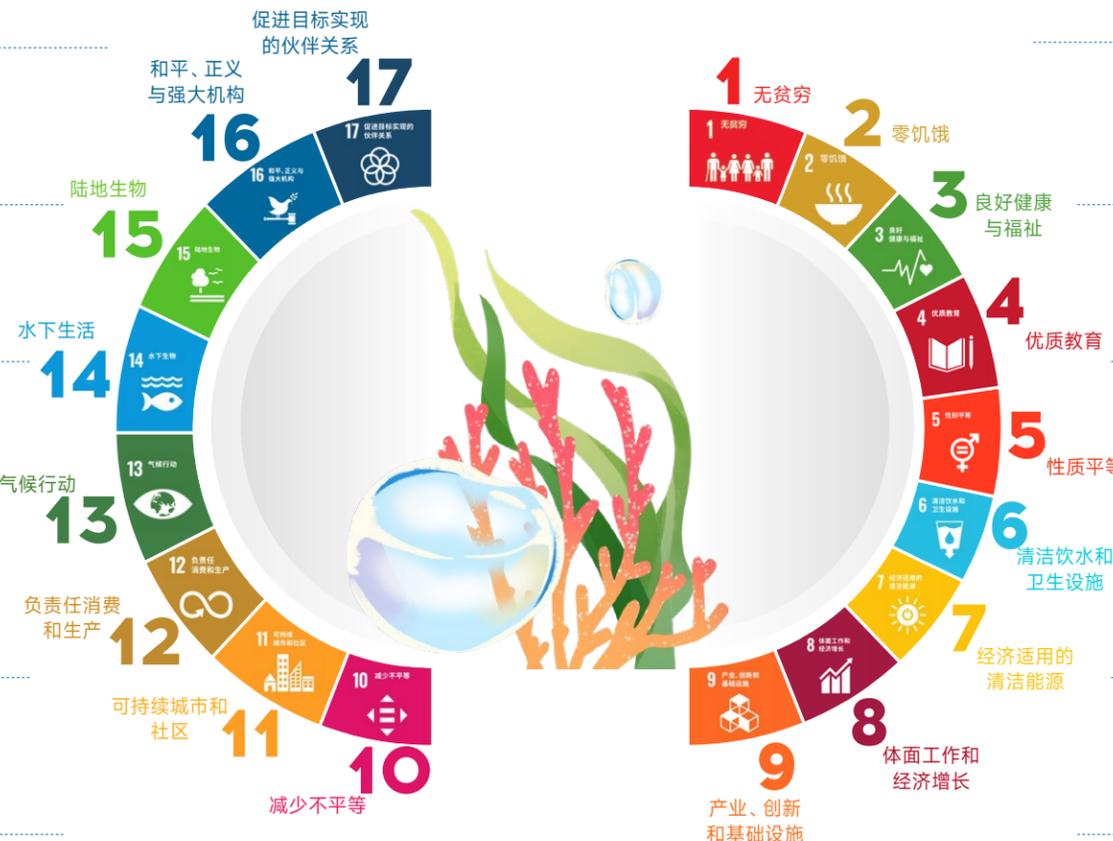


8 体面工作和经济增长
完善员工薪酬福利与发展通道，保障体面工作
Improve employee remuneration, benefits, and career progression pathways to ensure decent work

员工幸福，同创价值未来
Employee Well-being: Co-creating a Value-Added Future

责任担当，共筑美好社会
Responsibility and Accountability: Co-creating a Better Society

深化国际渔业合作，完善供应链合作体系，积极参与行业交流共建
Deepen international fisheries cooperation, improve the supply chain partnership system, and actively participate in industry exchange and co-building initiatives



^②中水渔业积极响应联合国可持续发展目标 (SDGs) 16 项，未纳入目标 15 (陆地生物)，因该目标与公司业务生产及运营场景无直接关联。
COFC actively responds to 16 United Nations Sustainable Development Goals (SDGs). Goal 15 (Life on Land) is not included, as it is not directly related to the Company's production, business activities, or operational context.

意见反馈

Feedback

尊敬的读者：

您好！非常感谢您在百忙之中阅读《中水集团远洋股份有限公司 2025 年 ESG 报告》。本报告是中水集团远洋股份有限公司向社会公开发布的第三份 ESG 报告，我们非常重视并期待倾听您对中水渔业在环境、社会及公司治理方面的反馈意见。为进一步提高我们的 ESG 水平，我们诚挚邀请您完成本问卷中提出的相关问题，以便我们持续改进中水渔业 ESG 工作。

报告编写组
2026 年 3 月

选择性问题：（请在相应的位置打“√”）

1. 您对本报告的总体评价如何？

很好 较好 一般 较差 很差

2. 您认为本报告是否能反映公司对经济、社会和环境的重大影响？

是 一般 否

3. 您认为本报告是否回应和披露了利益相关方关心的问题？

是 一般 否

4. 您认为本报告所披露信息、数据、指标的清晰、准确、完整度如何？

很高 高 一般 低 很低

5. 您认为本报告的可读性如何？

很好 较好 一般 较差 很差

开放性问题：

1. 您对中水渔业环境、社会及公司治理工作有哪些意见和建议？

2. 您对本报告或我们的表现，还有哪些意见和建议？

3. 您认为本报告还需要披露哪些您希望进一步了解的信息？

Dear Reader:

Greetings. Thank you very much for taking the time to read the *Environmental, Social and Governance (ESG) Report of CNFC Overseas Fisheries Co., Ltd. 2025* amidst your busy schedule. This marks the third ESG report publicly released by CNFC Overseas Fisheries Co., Ltd., and we place great importance on your feedback regarding our environmental, social, and governance (ESG) practices. To further enhance our ESG standards, we cordially invite you to complete the relevant questions in this questionnaire, which will help us in continuously improving our ESG efforts at CNFC Overseas Fisheries Co., Ltd.

Report Compilation Team
March 2026

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

1. What is your overall evaluation of this report?

Excellent Good Average Poor Very poor

2. Do you believe this report adequately reflects the Company's significant impacts on the economy, society, and the environment?

Yes Average No

3. Do you think this report addresses and discloses the concerns of stakeholders?

Yes Average No

4. How do you rate the clarity, accuracy, and completeness of the information, data, and indicators disclosed in this report?

Very high High Average Low Very low

5. How do you assess the readability of this report?

Excellent Good Average Poor Very poor

Open-ended Question:

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

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

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



本报告采用环保纸印刷



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