Modern Terminals

現代貨箱碼頭有限公司

可持續發展報告 2024-2025

Sustainability Report

Building Smart Ports
Advancing Sustainable Growth

締造智慧港口　推動可持續發展

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ABOUT THE REPORT
關於本報告

This is the seventh standalone bi-annual sustainability report of Modern Terminals Limited (the Company), in which we continue to disclose our achievements and challenges along our sustainability journey.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. We have made the appropriate disclosures and we have applied the Reporting Principles for defining report content and report quality. The reporting period covers the two calendar years of 2024 and 2025. As mentioned in the last report, we start to disclose our Scope 3 emissions in this report and data covers 2023 to 2025. We engaged with a selected group of stakeholders through an independently-managed engagement and materiality assessment process to understand their key concerns and determine topics to be disclosed in this report. The coverage of this report includes our operations in Hong Kong and DaChan Bay in western Shenzhen, for which we are the majority shareholder.

This report has been independently verified by the Hong Kong Productivity Council as being in accordance with the GRI Standards. The assurance statement can be found at the end of this report.

This report has been published online in August of 2026. We welcome your feedback on our sustainability performance and reporting. You may contact us by email at cad@modernterminals.com.

這是現代貨箱碼頭有限公司(公司)發表的第七份獨立成刊的《可持續發展報告》，內容繼續涵蓋我們在可持續發展旅途中取得的成果和面對的挑戰。

本報告是根據「全球報告倡議組織」(GRI)標準撰寫。我們已作出適當的披露，並引用報告原則來界定報告內容及報告質量。本報告報告期為2024至2025年兩個日曆年。如上一份報告所述，本報告開始披露我們範疇三的排放量，相關數據涵蓋2023年至2025年。我們透過獨立安排的參與活動與選定的持份者群組溝通，了解他們的主要關注，然後進行重要性評估以釐定報告的內容範圍。本報告涵蓋範圍包括香港業務，以及我們為主要股東、位於深圳西的大鏟灣碼頭的業務。

本報告已交由香港生產力促進局按照GRI標準進行獨立第三方審核。有關詳情，請參閱報告結尾部份的核實聲明。

本報告已於2026年8月在網上發佈。歡迎您對我們的可持續發展績效和報告提出意見。您可以透過電郵聯絡我們：cad@modernterminals.com。

MESSAGE FROM GROUP MANAGING DIRECTOR
集團董事總經理獻辭

During the reporting period, global trade continued to face considerable uncertainty as geopolitical risks persisted amid the wars in Ukraine and the Middle East, while trade barriers between the EU, the US and China continued to reshape supply chains. The tariff war initiated by the Trump administration, together with a new round of restructuring among shipping alliances, added further challenges for the maritime and port industry. In response to these macroeconomic changes, we explored new markets in Western China by working closely with shipping line customers and ports in Guangxi to provide efficient sea-rail intermodal services, bringing volume to both our facilities in Hong Kong and DaChan Bay. At DaChan Bay Terminals, we also introduced intermodal services covering Zhuzhou in Hunan Province and Ganzhou of Jiangxi Province.

In support of smart and green port development, we welcomed the launch of the Port Community System (PCS) and the Hong Kong SAR Government's plans for Hong Kong to become a green maritime fuel bunkering and trading centre. The PCS will provide round-the-clock, real-time cargo tracking data and value-added electronic services to enhance cargo movement efficiency. As a terminal operator committed to sustainability, we have been working closely with relevant government authorities and stakeholders to support the development of green bunkering in both Hong Kong and DaChan Bay. Further details are provided in the Environment chapter. At DaChan Bay, we are also proud to have the first pure electric tugboat in Shenzhen operating at our port facility.

在報告期內，全球貿易持續面臨重大不確定性，烏克蘭戰爭及中東局勢下的地緣政治風險仍然存在，而歐盟、美國與中國之間的貿易壁壘亦持續重塑供應鏈。由特朗普政府發起的關稅戰，加上航運聯盟新一輪的重組，為海運與港口業帶來進一步挑戰。為應對這些宏觀經濟變化，我們透過與船公司客戶及廣西港口的緊密合作，開拓中國西部新市場，提供高效的海鐵聯運服務，為香港及大鏟灣的碼頭提升貨量。在大鏟灣碼頭，我們亦推出涵蓋湖南株洲及江西贛州的聯運服務。

在智慧及綠色港口發展方面，我們很高興見到香港特區政府推出港口社區系統，並計劃推動香港成為綠色船用燃料加注及交易中心。港口社區系統將提供全天候即時貨物追蹤數據及增值電子服務，以提升貨物流動效率。作為致力於可持續發展的碼頭營運商，我們持續與相關政府部門及持份者緊密合作，支持香港及大鏟灣綠色燃料加注的發展。有關詳情載於「環境」章節。在大鏟灣，我們亦很榮幸於港口設施內引入深圳首艘純電動拖輪。

Across our terminals, we continued to explore and deploy technologies to further enhance operational efficiency. The proof of concept for autonomous trucks under the Hong Kong Seaport Alliance was completed, providing valuable insights to inform our future plans. In addition, we launched a remote-control quay crane programme, becoming the first terminal operator in Hong Kong to deploy this technology in operations. At DaChan Bay Terminals, a number of technology applications were also introduced to further enhance planning and execution efficiency.

In our decarbonisation journey, following the successful trial of hydrotreated vegetable oil (HVO) in our operations, we continued to engage with stakeholders to increase demand, help drive down costs for wider deployment and support a stable supply. We have started to see renewable diesel products becoming available at selected fuel stations in the market, and our efforts in this area will continue.

Beyond our own 2030 and 2050 targets, we remain committed to setting science-based targets through the Science Based Targets initiative (SBTi). As a member of The Wharf (Holdings) Limited, Modern Terminals is covered by Wharf's approved near-term SBTi targets. As noted in our previous report, we have begun disclosing our Scope 3 emissions in this report, covering the years 2023 to 2025. Please refer to the Performance Statistics section for details.

Our people have always been our most valuable asset, and we believe they are central to our sustainability achievements. With this in mind, we organised a communications programme in Hong Kong in 2024 to enhance awareness and understanding of sustainability among our teams. The *One-minute Sustainability* initiative, designed to present sustainability information and concepts in a concise and accessible format, has since become an ongoing learning tool for our people.

Health and safety remain our top priority, and we have continued to strengthen our health and safety management system. Despite these efforts, we are deeply saddened to report a fatal incident in 2024 involving a contractor's worker. To prevent recurrence, we conducted a thorough investigation and implemented additional measures.

Through our signature community programme, the *Modern Terminals Summer Fitness Programme*, I am pleased to see that some participants have developed a sustained interest in sports, while five alumni continued to support the programme by serving as coach assistants.

We will continue to enhance our sustainability performance, and your feedback will help guide our ongoing improvement. We welcome your comments and suggestions. Contact details are provided on the back cover of this report.

Horace Lo
Group Managing Director

在公司旗下的碼頭，我們持續探索及部署各類技術，以進一步提升操作效率。香港海港聯盟的無人駕駛拖車概念驗證已完成，為未來規劃提供寶貴的資料。此外，我們推出遙距操作岸邊起重機項目，成為香港首個在操作中應用此技術的碼頭營運商。我們在大鏟灣碼頭亦引入多項科技應用，以進一步提升規劃及執行效率。

在減碳進程中，繼成功於營運中試用氫化植物油(HVO)後，我們持續與各持份者溝通，以增加需求及降低價格，從而促進更廣泛的應用並支持穩定供應。我們已開始看到市場上部分加油站提供可再生柴油產品，往後我們亦會繼續這方面的工作。

我們除訂定2030及2050年的減碳目標外，亦致力於透過「科學基礎目標倡議」(SBTi)制定以科學為基礎的目標。現代貨箱碼頭作為九龍倉集團的成員，已包括於九龍倉集團獲批准的短期SBTi目標範圍內。正如我們在上一份報告中所述，我們已於本報告開始披露範疇三排放，涵蓋2023至2025年。詳情請參閱「統計數據摘要」章節。

員工一直是我們最寶貴的資產，我們深信他們是推動可持續發展工作的重點。因此，我們於2024年在香港推行了一項傳訊計劃，以提升團隊對可持續發展的認知與理解。「*可持續發展知多啲*」活動旨在以簡潔易明的方式，介紹相關資訊和概念，該活動現已成為同事們不斷學習的工具。

健康與安全一直是我們的首要任務，我們亦持續強化健康與安全管理系統。儘管如此，我們很遺憾於2024年發生一宗涉及承辦商工人的致命事故。我們已進行全面內部審查及實施額外措施，以防止同類事故發生。

透過我們的重點社區參與活動「*現代貨箱碼頭夏日運動站*」，我很高興參加者對運動建立了持續興趣，另有五名舊友會成員更以助教身份繼續支持該活動。

我們將繼續致力提升可持續發展的表現，而您的意見將有助於我們持續進步。請與我們分享您的意見及建議，聯絡方式請見本報告封底。

集團董事總經理
盧偉民

SUSTAINABILITY STRATEGY

可持續發展策略

Modern Terminals Limited began its sustainability journey in 2005. In 2021, we established a comprehensive Sustainability Strategy with long-term goals across our five sustainability pillars – Corporate Governance, People, Health and Safety, Environment, and Community Involvement – to further strengthen our sustainability performance. It provides a clear roadmap to guide our Company's ongoing sustainability journey.

Below are full details of our Sustainability Strategy.

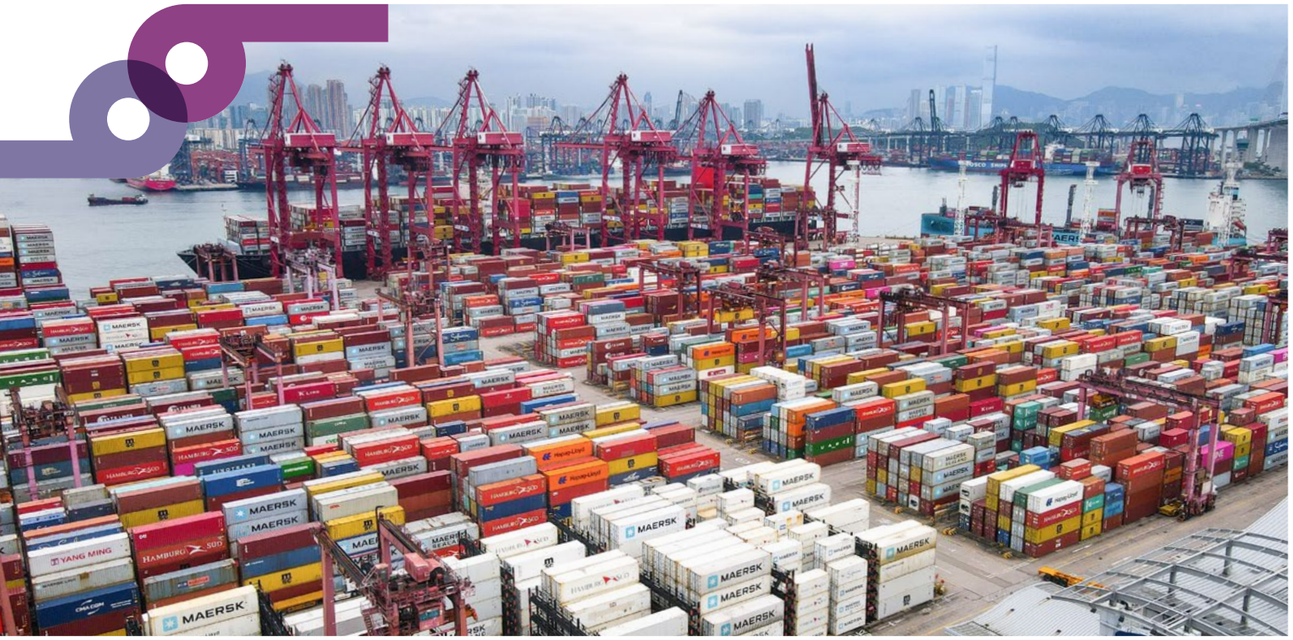
現代貨箱碼頭自2005年開展其可持續發展的工作，並於2021年建立一套完善的可持續發展策略，當中涵蓋我們五個可持續發展重要領域的長遠目標 — 包括企業管治、以人為本、健康及安全、環境、以及社區參與。此策略為公司確立清晰的可持續發展路線圖。

以下為我們可持續發展策略的詳情：

Sustainability Pillars 可持續發展重要領域	Material Topics 重要議題	Commitments and Targets 承諾與目標
Corporate Governance **企業管治**	Technology and automation (TA) 科技與自動化(TA)	(TA1) To continue exploring technology to make Modern Terminals a smart port (TA1) 持續探索創新科技，將現代貨箱碼頭發展成智慧港口
		(TA2) To electrify all equipment and vehicles by 2030 (TA2) 於2030年或之前將所有設備及車輛電動化
	Supply chains (SC) 供應鏈(SC)	(SC1) To ensure 100% of suppliers comply with the Supplier Code of Conduct (SC1) 確保100%供應商遵守供應商行為守則
		(SC2) To enhance contractor practices by 2025 (SC2) 於2025年或之前加強承辦商管理實務
		(SC3) To conduct a supply chain risk assessment by 2025 with a view to auditing high-risk suppliers (SC3) 於2025年或之前進行供應鏈風險評估，當中包括對高風險供應商進行審查

Sustainability Pillars 可持續發展重要領域	Material Topics 重要議題	Commitments and Targets 承諾與目標
Corporate Governance **企業管治**	Green finance and environmental, social and governance (ESG) disclosure (GF) 綠色金融及就環境、社會和企業管治的披露(GF)	(GF1) To develop green finance framework by 2023 (GF1) 於2023年或之前訂立綠色金融架構
People **以人為本**	Labour practices - diversity and inclusion (LP) 勞工實務 - 多元化和包容性(LP)	(LP1) To maintain at least 30% women representation at management level (LP1) 在管理層中保持最少30%為女性
Health and Safety **健康及安全**	Health, safety and wellness (HS) 健康、安全與福祉(HS)	(HS1) To achieve zero fatalities of both staff and contractors' workers (HS1) 員工及承辦商員工均達至零死亡個案
		(HS2) To reduce injuries of both staff and contractors' workers (HS2) 減少員工及承辦商員工的工傷個案
		(HS3) To establish health and safety targets for contractors' workers (HS3) 為承辦商員工設立健康及安全目標
		(HS4) To further enhance the employee wellness programmes (HS4) 進一步加強員工身心健康活動
		(HS5) To increase employee participation in any wellness programmes (HS5) 提升僱員對身心健康活動的參與率
Environment **環境**	Energy and greenhouse gas (GHG) emissions (E) 能源與溫室氣體排放(E)	(E1) No direct GHG emissions from operations by 2030 (E1) 於2030年或之前將營運中的直接溫室氣體排放減至零
		(E2) To become carbon neutral in our operations by 2050 (E2) 於2050年或之前實現碳中和
		(E3) To increase the usage of renewable energy (E3) 提高可再生能源的使用率
	Waste and effluent discharge (W) 廢料與污水排放(W)	(W1) Zero spillage incidents from our own buildings (W1) 於我們的建築物內做到零洩漏事故
Community Involvement **社區參與**	Community investment (CI) 社區參與(CI)	(CI1) To provide long-term support to Cotton Spinners Association Secondary School to facilitate youth development (CI1) 向棉紡會中學提供長期支援以促進青年發展
		(CI2) To further expand *Modern Terminals Summer Fitness Programme* in partnership with the Chinese YMCA of Hong Kong (CI2) 與香港中華基督教青年會合作，進一步擴展「*現代貨箱碼頭夏日運動站*」
		(CI3) To enhance Modern Terminals scholarship by including universities / colleges (CI3) 加強現代貨箱碼頭的獎學金計劃，擴展至大學/學院
		(CI4) To increase employee participation in volunteer works (CI4) 提升員工對義務工作的參與率

ABOUT MODERN TERMINALS LIMITED
關於現代貨箱碼頭有限公司



Modern Terminals Limited is a privately-owned company with large, listed conglomerates as our shareholders, namely The Wharf (Holdings) Limited (68%), China Merchants Port Holdings Company Limited (27%) and Jebsen Securities Limited (5%). Headquartered in Hong Kong, we own and operate container terminals at the Port of Hong Kong. In the Pearl River Delta, we operate and hold a majority interest in DaChan Bay Terminals and also hold equity stakes in both Shekou Container Terminals and Chiwan Container Terminal. The business activities of the Company include container terminals operation and warehousing activities.

Our customers are shipping lines and warehouse tenants; and our primary suppliers are in the areas of terminal equipment and facilities, information technology services, general office equipment, and operations such as internal trucking, stevedoring, cleaning service, security service…etc.

現代貨箱碼頭是一家私營企業，股東均為大型上市集團，包括九龍倉集團有限公司(68%)、招商局港口控股有限公司(27%)和Jebsen Securities Limited (5%)。公司以香港為總部，在香港葵青港擁有及營運貨箱碼頭，並為珠江三角洲(珠三角)大鏟灣碼頭的主要股東及營運商。現代貨箱碼頭亦持有珠三角蛇口集裝箱碼頭及赤灣集裝箱碼頭股權。公司業務包括貨箱碼頭營運和貨倉租賃。

我們的客戶為船公司及公司貨倉大樓租戶，主要供應商涵蓋的範圍包括碼頭設備及設施、資訊科技服務、一般辦公室設備，以及碼頭營運服務如內運拖車、裝卸、清潔及保安等。

HONG KONG 香港	
Company name	**公司名稱**
Modern Terminals Hong Kong (100%)	現代貨箱碼頭(100%)
Services and operations	**所經營的業務和服務**
• Container terminals	• 貨箱碼頭
• Warehousing leasing	• 貨倉租賃
• Container freight station	• 貨物集散站

CHINESE MAINLAND 中國內地	
Company name	**公司名稱**
DaChan Bay Terminals (65%)	大鏟灣碼頭(65%)
Services and operations	**所經營的業務和服務**
• Container terminals	• 貨箱碼頭

MAJOR MEMBERSHIPS AND CHARTERS
主要會籍和約章

HONG KONG 香港 **Memberships 會籍：**

- The American Chamber of Commerce in Hong Kong (Corporate Member)
  香港美國總商會(公司會員)
- Business Environment Council (Founding Member and Council Member)
  商界環保協會(創會會員及特邀會員)
- The Chartered Institute of Logistics and Transport in Hong Kong (Organisation Member)
  香港運輸物流學會(公司會員)
- Danish Chamber of Commerce (Corporate Member)
  丹麥商會(公司會員)
- Employers' Federation of Hong Kong (Corporate Member)
  香港僱主聯合會(公司會員)
- Federation of Hong Kong Industries – Transport and Logistics Services Council / PRD Council (Corporate Member)
  香港工業總會 - 運輸及物流業協會和珠三角工業協會(公司會員)
- General Stevedoring Council (Member)(會員)
- Hong Kong Container Terminal Operators Association Limited (Committee Member and Treasurer)
  香港貨櫃碼頭商會有限公司(委員會成員和司庫)
- Hong Kong General Chamber of Commerce (Corporate Member)
  香港總商會(公司會員)
- Hong Kong Logistics Management Staff Association (Member)
  香港物流管理人員協會(會員)
- Hong Kong Management Association (Corporate Member)
  香港管理專業協會(公司會員)
- Hong Kong Occupational Safety and Health Association (Company Member)
  香港職業安全衛生協會(公司會員)
- Occupational Safety and Health Council (Green Cross Group Member)
  職業安全健康局 - 綠十字會(公司會員)
- WWF - Hong Kong (Silver Member)
  世界自然基金會香港分會(純銀會員)

HONG KONG 香港 **Charters 約章：**

- Clean Air Charter led by Business Coalition on the Environment (Endorser)
  由商界聯盟牽頭的《清新空氣約章》(承諾公司)
- Energy Saving Charter and 4T Charter by The Environment Bureau of HKSAR Government (Participant)
  香港特別行政區政府環境局的節能約章計劃及4T約章計劃(參與公司)
- Joyful@Healthy Workplace Charter by Occupational Safety and Health Council (Participating company)
  職業安全健康局「好心情@健康工作間」計劃(參與公司)
- Packaging Reduction Charter by The Environmental Protection Department (Participating company)
  環境保護署減少使用包裝約章(參與機構)
- The Racial Diversity & Inclusion Charter for Employers (Signatory)
  種族多元共融僱主約章(簽署機構)
- Say Yes To Breastfeeding by UNICEF (Participating company)
  聯合國兒童基金「Say Yes To Breastfeeding」運動(參與公司)

DACHAN BAY 大鏟灣 **Memberships 會籍：**

- China Ports Association (Member)
  中國港口協會(會員)
- Shenzhen Association of Enterprises with Foreign Investment (Governing Unit)
  深圳外商投資企業協會(常務理事單位)
- Shenzhen Chamber of Import & Export (Member)
  深圳市進出口商會(會員)
- Shenzhen International Freight Forwarding Association (Member - Supervisor)
  深圳市國際貨運代理協會(會員 - 理事)
- Shenzhen Logistics and Supply Chain Management Association (Member)
  深圳市物流與供應鏈管理協會(會員)
- Shenzhen Ports Association (Vice Chairman Unit)
  深圳港口協會(副會長單位)

AWARDS AND RECOGNITIONS
獎項和嘉許

HONG KONG 香港

Organiser 主辦單位	Award and Recognition 獎項和嘉許	Year of Award 獲嘉許年份
Employees Retraining Board 僱員再培訓局	**Manpower Developer** **「人才企業」標誌**	**Since 2014** **自2014年**
Mandatory Provident Fund Schemes Authority 強制性公積金計劃管理局	**Good MPF Employer Award** **「積金好僱主」標誌**	**Since 2014/2015** **自2014/2015年**
Promoting Happiness Index Foundation and Hong Kong Productivity Council 香港提升快樂指數基金及香港生產力促進局	**Happy Company 5 Years+** **「開心企業5年+」標誌**	**Since 2017** **自2017年**
Environmental Campaign Committee, Environment and Ecology Bureau 環境運動委員會、環境及生態局	**Hong Kong Awards for Environmental Excellence - Bronze Award (Transport and Logistics)** **香港環境卓越大獎銅獎(交通及物流業)**	**2023** **2023年**
Lloyd's Register Quality Assurance Ltd.	**ISO14001 EMS Certification** **ISO 14001 環境管理體系認證**	**Since 2009** **自2009年**
Federation of Hong Kong Industries 香港工業總會	**BOCHK Corporate Low-Carbon Environmental Leadership Awards - Gold Award (Services Sector)** **中銀香港企業低碳環保領先大獎 – 服務業金獎**	**2024** **2024年**
	BOCHK Corporate Low-Carbon Environmental Leadership Awards - 5 Years+ EcoPioneer **中銀香港企業低碳環保領先大獎 – 5 年+環保先驅標誌**	**Since 2018** **自2018年**
Chinese YMCA of Hong Kong 香港中華基督教青年會	**Y-Care CSR Scheme - Silver Partner** **Y-Care 企業伙伴計劃 – 銀伙伴**	**Since 2017/2018** **自2017/2018年**
	Y-Care Outstanding Performance (Social) Award **Y-Care 非凡(社會)成就獎**	**2022/2023** **2022/2023年**
	Long-term Partner **長期合作伙伴**	**2024/2025** **2024/2025年**
Hong Kong Council of Social Service 香港社會服務聯會	**Leading Performance Logo** **領先表現標誌**	**2024/2025** **2024/2025年**
	15 Years Plus Caring Company Logo **「商界展關懷連續15年或以上」標誌**	**Since 2007/2008** **自2007/2008年**

HONG KONG 香港

Organiser 主辦單位	Award and Recognition 獎項和嘉許	Year of Award 獲嘉許年份
InspiringHK Sports Foundation 凝動香港體育基金	**SportsHour Company** **企業「一」起動標誌**	**Since 2021** **自2021年**
	SportsHour Company Pledging and Recognition Scheme 2025-27 Best Practice Showcase Award - Silver Award & Youth Sports Supporter Excellence Award **企業「一」起動承諾及嘉許計劃2025–27 – 最優秀實踐案例大獎銀獎及青少年運動傑出倡議獎**	**2025** **2025年**
Office of Government Chief Information Officer, Equal Opportunities Commission and Hong Kong Internet Registration Corporation Limited 政府資訊科技總監辦公室、平等機會委員會及香港互聯網註冊管理有限公司	**Digital Accessibility Recognition Scheme - Gold Award (Website Stream)** **數碼無障礙嘉許計劃金獎(網站組別)**	**2024/2025** **2024/2025年**
Federation of Hong Kong Industries 香港工業總會	**Industry Cares – 5 Years+ Caring Certificate (Enterprise Group)** **「工業獻愛心」表揚計劃 – 5年+愛心關懷證書(企業組別)**	**Since 2019** **自2019年**
	Industry Cares – The Most Improved Award (Enterprise Group) **「工業獻愛心」表揚計劃 – 飛躍進步大獎(企業組別)**	**2024** **2024年**
Chinese YMCA of Hong Kong 香港中華基督教青年會	**"H-Care Health Friendly Organisation" Logo** **「H-Care健康友善機構」標誌**	**2024/2025** **2024/2025年**

DACHAN BAY 大鏟灣

Organiser 主辦單位	Award and Recognition 獎項和嘉許	Year of Award 獲嘉許年份
SGS 香港通用檢測認證有限公司(SGS)	**ISO14001 EMS Certification** **ISO 14001 環境管理體系認證**	**Since 2013** **自2013年**
China Association of Enterprises with Foreign Investment and Shenzhen Association of Enterprises with Foreign Investment 中國外商投資企業協會及深圳外商投資企業協會	**National (Shenzhen) Excellent Enterprise with Foreign Investment** **全國(深圳)優秀外商投資企業** **- Harmonious Labour Relationship Promotion 和諧勞動關係促進獎** **- Excellent Tax Payment and Turnover 雙優企業獎** **- Carbon Reduction Promotion 綠色減碳促進獎** **- Compliance Construction Promotion 合規建設促進獎**	**Since 2014** **自2014 年** **Since 2013** **自2013年** **Since 2022** **自2022年** **Since 2022** **自2022年**
China (Shenzhen) International Logistics and Supply Chain Fair 中國(深圳)國際物流與供應鏈博覽會	**Outstanding Contribution Enterprise in Logistics and Supply Chain Industry** **物流與供應鏈行業杰出貢獻企業**	**2025** **2025年**
	Excellent Container Service Provider **優質集裝箱服務商**	**Since 2023** **自2023年**

ENGAGING WITH STAKEHOLDERS

與持份者溝通

Stakeholder engagement is integral to our strategy development, enabling us to anticipate and respond to an evolving business environment by understanding the needs, concerns, and expectations of our stakeholders. We communicate our strategies, actions, and sustainability initiatives through multiple engagement channels. To ensure effective interaction, we have established a comprehensive stakeholder mapping and prioritisation process that identifies and engages stakeholders according to their influence on, and dependency on, the Company.

與持份者溝通對我們制定策略非常重要。我們透過了解持份者的需要、他們的關注議題和期望來預測及回應不斷變化的營商環境。我們透過不同渠道與持份者就公司的業務策略、工作和可持續發展舉措作溝通。為確保有效互動，我們亦會根據持份者對公司的影響力或依賴程度進行量化評估和確立優先次序。

We conducted interviews with selected suppliers and NGO partners to gather feedback and insights on key sustainability topics. In addition to our regular engagement, these discussions help us identify opportunities for further improvement. In previous years, we have also engaged other stakeholder groups, including employees, contractors, shipping line customers, industry associations, shareholders, and warehouse tenants through focus groups and interviews. For full details, please refer to our previous reports on our website: https://www.modernterminals.com/en/sustainability/#sustainability-reports

我們與選定的供應商及非政府組織夥伴進行訪問，以收集有關可持續發展議題的意見和看法。除了日常之互動，此訪問有助我們識別需要進一步改善的範疇。過往我們亦曾透過焦點小組和訪談的方式與其他持份者溝通，包括僱員、承辦商、船公司客戶、業界組織、股東及貨倉大樓租戶等。欲了解更多，請參閱我們網站上過往的報告：https://www.modernterminals.com/tc/sustainability/#sustainability-reports

The diagram below shows the stakeholder groups and their corresponding engagement channels.

下圖顯示持份者群組及其相應的溝通渠道。

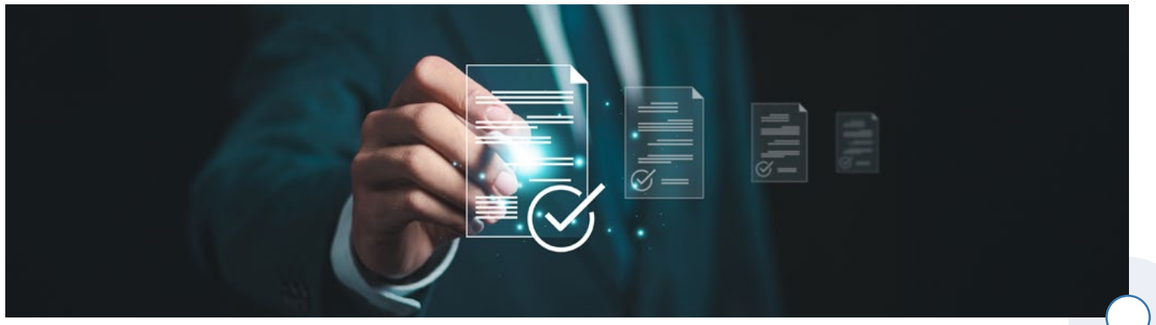
MATERIALITY ASSESSMENT

During the engagement process, stakeholders helped us identify key sustainability topics of our Company and provided feedback on our sustainability approach and performance. We also reviewed the broader industry context to ensure that our priorities and reporting boundaries align with prevailing practices and stakeholder expectations. For this report, we have added one material topic: forced labour. The table below sets out our material sustainability topics and their potential positive and negative impacts, as reviewed and approved by our Sustainability Steering Committee.

重要性評估

在持份者溝通過程中，他們幫助我們確立可持續發展的重要議題，並為我們的可持續發展措施和表現提供反饋。我們亦參考同業在這方面的工作，以確保我們的重要議題及報告範疇與行業概況看齊和切合持份者的期望。此報告中我們新增了一項重要議題：強迫勞動。本司可持續發展督導委員會已經審閱及同意下表列出的重要可持續發展議題，以及其潛在的正面與負面影響。

Material Topic 重要議題	Corresponding GRI Standard(s) 相關GRI標準	Potential Positive Impact 潛在的正面影響	Potential Negative Impact 潛在的負面影響
Economic 經濟			
Economic Performance **經濟表現**	GRI 201	Contribute to the local economy by creating jobs and generating revenue through port operations and related services, stimulating economic growth, and supporting the community's livelihoods. 透過碼頭營運和相關服務創造就業機會和收入，刺激經濟增長，支持社區生計，為本地經濟作出貢獻。	External factors like the global economy and trade policy changes can impact economic performance, affecting profitability and job opportunities. 全球經濟和貿易政策變化等外部因素可能會影響經濟表現，影響盈利和就業機會。
Governance 管治			
Business Ethics and Human Rights **商業道德和人權**	GRI 205 GRI 206 GRI 407 GRI 408 GRI 409	Build stakeholder trust, ensure stable terminal operations, and secure long-term customer and investor confidence. 建立持份者信任，確保穩定碼頭操作，並鞏固客戶及投資者的長遠信心。	Lead to legal sanctions, labour unrest, and significant reputational damage. 導致法律制裁、勞工動盪及嚴重的聲譽損害。



Material Topic 重要議題	Corresponding GRI Standard(s) 相關GRI標準	Potential Positive Impact 潛在的正面影響	Potential Negative Impact 潛在的負面影響
Environment 環境			
Climate Change **氣候變化**	GRI 302 GRI 305	Contribute to mitigating climate-related risks with our decarbonisation efforts. 透過我們減碳方面的努力，為緩解氣候相關風險作出貢獻。	Cause more severe impact of global warming and climate change if emissions are not reduced. 如果不減少排放，將造成更嚴重的全球暖化和氣候變化。
Emissions / Air Pollution **氣體排放 / 空氣污染**	GRI 305	Improve air quality within the port area by transitioning to greener fuels and electrifying container handling equipment and vehicles. 透過轉用更環保的燃料以及電動貨櫃裝卸設備和車輛，改善碼頭的空氣質素。	Lead to air pollution, negatively impacting the health of the local community, if continue to rely on fossil fuels. 如果繼續依賴化石燃料，會導致空氣污染，對當地社區的健康產生負面影響。
Energy Consumption **能源消耗**	GRI 302	Help reduce emissions by deploying more energy efficient measures. 透過採取更節能的措施減少排放。	The increased energy cost will impact the economic performance, and the emissions will have negative impact on climate change and air quality. 能源成本增加將影響經濟表現，而排放會對氣候變化和空氣品質產生負面影響。
Effluents and Waste **污水和廢棄物**	GRI 306	Minimise the impact of our operations on water quality and alleviate the burden on Landfills. 將我們營運對水質的影響減至最少，並減輕堆填區的負擔。	Lead to water pollution in the proximity of the port, and increase cost for the Company and the society as a whole for waste management. 導致港口附近的水污染，增加公司及社會整體的廢物管理成本。

Material Topic 重要議題	Corresponding GRI Standard(s) 相關GRI標準	Potential Positive Impact 潛在的正面影響	Potential Negative Impact 潛在的負面影響
Social 社會			
Occupational Health and Safety 職業健康與安全	GRI 403	Foster a safety culture to minimise workplace hazards, and to promote a healthy lifestyle. 培養安全文化，將工作場所危害減至最低，並促進健康的生活方式。	Increase the risk of work-related illnesses, injuries, and fatalities if failure to implement sufficient health and safety measures. 如果未能實施足夠的健康和安全措施，會增加與工作相關的疾病、受傷和死亡的風險。
Employee Benefits and Compensation 僱員福利和薪酬	GRI 401	Contribute to employee satisfaction, wellbeing, and retention. 有助提升員工滿意度和福祉，以及人才留任。	Lead to employee dissatisfaction and negatively impact morale. 導致員工不滿並對士氣產生負面影響。
Working Conditions and Hours 工作環境和時數	GRI 402	Promote employee satisfaction and work-life balance, and enhance productivity. 促進員工滿意度和工作與生活的平衡，並提高生產力。	Lead to fatigue affecting safety, productivity, and the people's well-being. 導致疲勞，影響安全、生產力和員工的福祉。
Employee Development 僱員發展	GRI 404	Enhance the performance of the Company by equipping people with the required skills and knowledge, and support corporate culture and employee retention. 透過為員工裝備所需技能和知識來提升公司表現，並有助建立企業文化和人才留任。	Lead to reduced employee loyalty, satisfaction, and commitment to the Company. 導致員工的忠誠度、滿意度和對公司的投入度降低。
Contractors' Workers Management 承辦商管理	GRI 401 GRI 403	Increase productivity and efficiency enhancing the overall service offering to customers. 提高生產力和效率，從而提升整體的客戶服務水平。	May result in labour rights violations and unsafe working conditions if effective management system is not in place. 如沒有效的管理制度，可能會違反勞工權利和導致不安全的工作環境。
Community Engagement 社區參與	GRI 413	Positive engagement contributes to the communities in which we operate. 積極參與，為我們業務所在社區作出貢獻。	May lead to lack of public understanding of the importance of the port. 可能導致公眾缺乏了解港口的重要性。

Material Topic 重要議題	Corresponding GRI Standard(s) 相關GRI標準	Potential Positive Impact 潛在的正面影響	Potential Negative Impact 潛在的負面影響
Social 社會			
Workplace Diversity and Inclusion 多元共融的工作場所	GRI 405 GRI 406	Promote equal opportunities, non-discrimination, and supportive workplace, benefiting employees and contributing to a more inclusive society. 促進平等機會、非歧視和互相支持的工作場所，使員工受惠，並為建立更具包容性的社會作出貢獻。	Cause a negative work environment and decreased employee morale. 導致消極的工作環境和員工士氣下降。
Supply Chain Management 供應商管理	GRI 204 GRI 308 GRI 414	Uphold social and environmental standards throughout the supply chain. 在整個供應鏈中維護社會和環境標準。	Intensify social and environmental negative impacts if suppliers lack sufficient management policies and practices. 如供應商缺乏足夠的管理政策和實踐，會加劇社會和環境的負面影響。
Forced Labour 強迫勞動	GRI 409	Combat forced labour to enhance the Company's reputation as a socially responsible entity. 打擊強迫勞動有助提升公司作為具社會責任企業的聲譽。	May lead to severe legal ramifications, including fines, litigation, and potential shutdowns of operations. 可能導致嚴重的法律後果，包括罰款、訴訟，以及營運中止的風險。
Service Quality 服務質素			
Technology Upgrade and Operational Efficiency 科技提升和操作效率	GRI 201	Improve overall performance and foster positive environmental and economic impacts. 提高整體表現並促進環境和經濟的正面影響。	May result in incapability to meet the everchanging needs of shipping line customers and loss of business. 可能導致無法滿足船公司客戶不斷變化的需求以致業務損失。
Cybersecurity 網絡安全	GRI 418	Promote a secure workplace for employees and a safe business environment for customers. 為員工打造安心的工作場所，並為客戶提供安全的營商環境。	Lead to financial loss, reputational damage, and compromise stakeholder trust due to exposure to cyber threats. 暴露於網絡威脅可導致財務損失，聲譽受損，並損害持份者的信任。

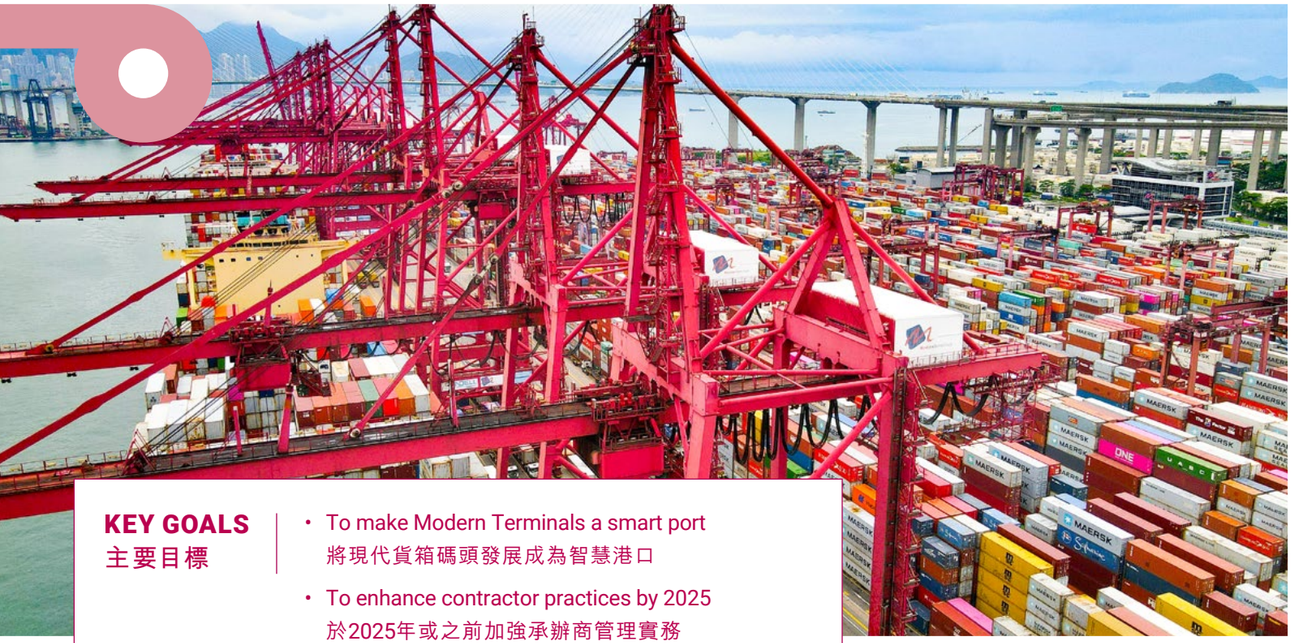
The key issues raised by suppliers and NGO partners and our responses are presented in the table below.

下表列出供應商及非政府組織合作夥伴提出的重點關注議題和我們的回應。

Key Issues Raised by Stakeholders Engaged 持份者提出的重點關注議題	Our Response 我們的回應
Corporate Governance 企業管治	
Contractor Management **承辦商管理**	Our contractors' workers play a major role in our operations and we will continue to work with our contractors to enhance further various aspects including communications, performance management, digitalisation, sustainability, and operational efficiency. 承辦商員工在我們的營運中扮演著重要角色。我們將繼續與承辦商合作，進一步提升多方面的表現，包括溝通、績效管理、數碼化、可持續發展以及操作效率。
Service Quality 服務質素	
Digitalisation and Automation **數碼化和自動化**	Modern Terminals is dedicated to making the Port of Hong Kong a Smart and Green Port. Besides smart initiatives mentioned in previous reports, we have been looking at gatehouse automation and remote control of quay cranes and rubber-tyred gantry cranes. We will continue to explore various technologies to enhance our operational efficiency. 現代貨箱碼頭致力將香港港口發展為智慧及綠色港口。除過往報告中提及的智能化措施外，我們亦正研究閘口自動化，以及岸邊起重機及膠輪式龍門起重機的遙距操作。我們將持續探索各種技術，以提升操作效率。
Environmental Performance 環保表現	
Green Maritime Fuel Bunkering **綠色船用燃料加注**	We have been engaging with Governments and various stakeholders to ensure any green maritime fuels shipping lines want are available at our facilities, and our efforts will continue. For updates, please refer to the chapter on Environment. 我們一直與政府及各持份者保持溝通，確保我們的設施內可提供船公司所需的各種綠色船用燃料，並會持續推進相關工作。最新進展請參閱「環境」章節。
Climate Resilience **氣候韌性**	Our Company has conducted a climate-related risk assessment in 2019, covering both physical and transition risks. We have been developing measures to mitigate the risks. 本公司於2019年進行氣候相關風險評估，涵蓋實體風險及轉型風險。我們持續制定相關措施，以緩解相關風險。
Biodiversity and Sewage Management **生物多樣性及污水管理**	We place importance on biodiversity with a Handling Procedure of Discovering Wild Animals or Endangered Species in place. From time to time, we launch initiatives to promote biodiversity and marine conservation including the Modern Terminals Cares for the Ocean programme in 2022 and 2023. With our operations located by the waterfront, we emphasise on water quality monitoring and spillage prevention. Sewage from our terminals is either treated through the fuel interceptors on-site or transported to sewage treatment facilities before discharging into the sea. Regular quality inspection of the water discharged is in place. 我們重視生物多樣性，並已制定「發現野生動物或瀕危動植物的處理程序」。我們亦不時推出促進生物多樣性及海洋保育的活動，包括於2022年及2023年舉辦的「現代貨箱碼頭關懷海洋計劃」。 碼頭臨海而設，我們十分重視監測水質及防止洩漏的工作。碼頭的污水在排放出大海前，會透過現場的隔油設施處理，或運送至污水處理設施作處理。我們亦會定期對排放水質進行檢測，以確保符合相關標準。

Key Issues Raised by Stakeholders Engaged 持份者提出的重點關注議題	Our Response 我們的回應
Environmental Performance 環保表現	
Waste Management and Pollution Prevention **廢物管理及污染預防**	We minimise waste at source and maintain an extensive recycling programme. We also continue to monitor emerging recycling technologies and expand our programme wherever possible. Without compromising safety, we switch off unnecessary lighting to reduce energy consumption and light pollution. We have also implemented measures to minimise noise, supporting the well-being of people working at the terminals and nearby communities. 我們從源頭減廢，並實施廣泛的回收計劃，同時持續關注新興的回收技術，在可行情況下擴展我們的回收措施。 在不影響安全的前提下，我們關閉不必要的照明，以減少能源消耗及光污染。我們亦採取措施減低噪音，以保障碼頭工作人員和附近社區居民的福祉。
Workforce 勞動力	
Young Talent Attraction **吸引年輕人才**	As highlighted in previous reports, we recognise that attracting young talent remains an industry-wide challenge. Modern Terminals has been working with the Government and other stakeholders in promoting the industry to university and secondary school students, and these efforts continue to expand. In addition, the development of the port into a smart and green port will further enhance its appeal to young talent. 如過往報告所提及，吸引年輕人才仍然是整個行業面臨的挑戰。現代貨箱碼頭一直與政府及其他持份者合作，向大學及中學生推廣港口行業，並持續擴展相關工作。 此外，將港口發展為智慧及綠色港口，亦將進一步提升其對年輕人才的吸引力。
Diversity & Inclusion **多元共融**	We promote diversity and inclusion and hence will continue our efforts to provide an inclusive workplace for all people working at the terminals. 我們重視多元共融，並將持續致力為所有碼頭工作人員提供具包容性的共融工作環境。

CORPORATE GOVERNANCE
企業管治



KEY GOALS
主要目標

- To make Modern Terminals a smart port
  將現代貨箱碼頭發展成為智慧港口
- To enhance contractor practices by 2025
  於2025年或之前加強承辦商管理實務
- To conduct a supply chain risk assessment by 2025
  於2025年或之前進行供應鏈風險評估

Modern Terminals is committed to upholding strong corporate governance built on transparency, fairness, integrity, and accountability. Our governance principles and practices are embedded across all aspects of our business. Supported by a rigorous internal control management system, we identify, monitor, and mitigate risks, while our business continuity plans and contingency plans help address potential operational risks.

現代貨箱碼頭致力秉持守公開、公平、誠實正直及負責的企業管治，並將管治原則及實務融入日常營運中。透過嚴謹的內部監控管理系統，以識別、監控和減低風險；同時制定了持續業務運作規劃和應變計劃，應對潛在的營運風險。

Our Company has a well-defined and effective governance structure with our Board of Directors formed by shareholder representatives, and the Management Board (MB), consisting of the Group Managing Director, Chief Financial Officer, and Chief Commercial Officer as the highest governance body within the Company. The MB drives the Company's development and enhances shareholder value in alignment with our Vision, Mission, Strategies, Brand Promises, and Cultural Values (details available on our website). The MB is chaired by the Group Managing Director, while the Board of Directors oversees its performance.

To enhance further our risk management system, we established the Risk Management and Internal Control Committee (RMICC) in late 2020 chaired by our Group Managing Director. The Committee convenes at least annually to set strategies and policies to address identified risks including sustainability and climate-related risks. To ensure high ethical standards, all employees are bound by our Code of Conduct, which outlines our standards and expectations on business ethics. The Code is regularly reviewed and updated to reflect the evolving business landscape. In addition, our whistle-blowing policy provides a channel for individuals to report suspected unethical or unprofessional behaviour to senior management. If an allegation is substantiated, we will take corrective measures to prevent recurrence, and disciplinary or other appropriate action will be taken against the wrongdoer. Details of the policy are available on our Company website.

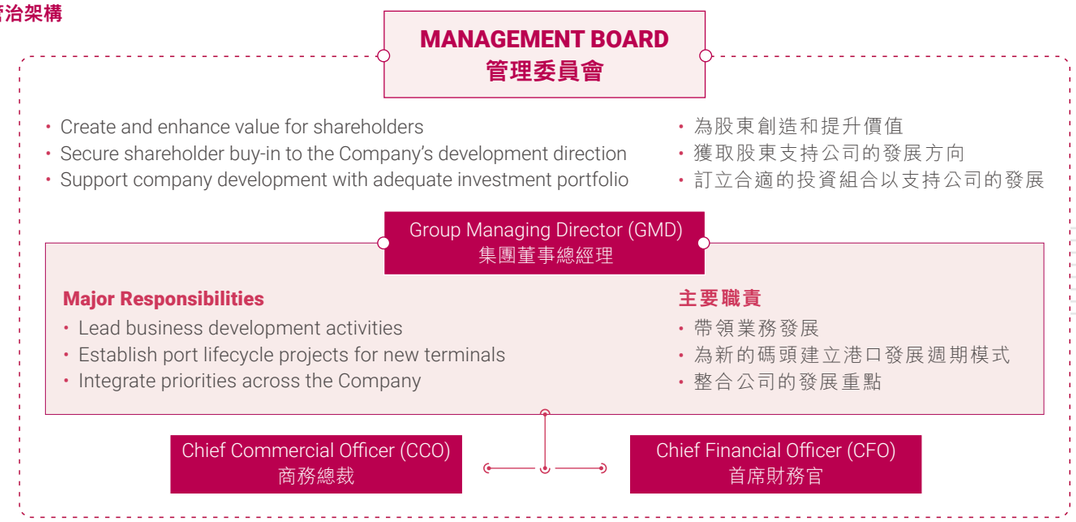
The MB is responsible for driving the Company's sustainability agenda. The Sustainability Steering Committee, chaired by the Group Managing Director, includes members of the MB and representatives from various departments. This Committee plays a pivotal role in shaping our strategy, defining our direction, and monitoring progress against our targets.

公司設有清晰而高效的管治架構。由股東代表組成的董事會，以及由集團董事總經理、首席財務官和商務總裁組成的管理委員會是公司的最高管治架構。管理委員會負責推動公司發展，提升公司對股東的價值，並確保公司的發展方向與願景、使命、策略、品牌承諾和文化價值觀一致(詳情請參閱公司網站)。管理委員會由集團董事總經理擔任主席，而董事會則負責監督管理委員會的工作。

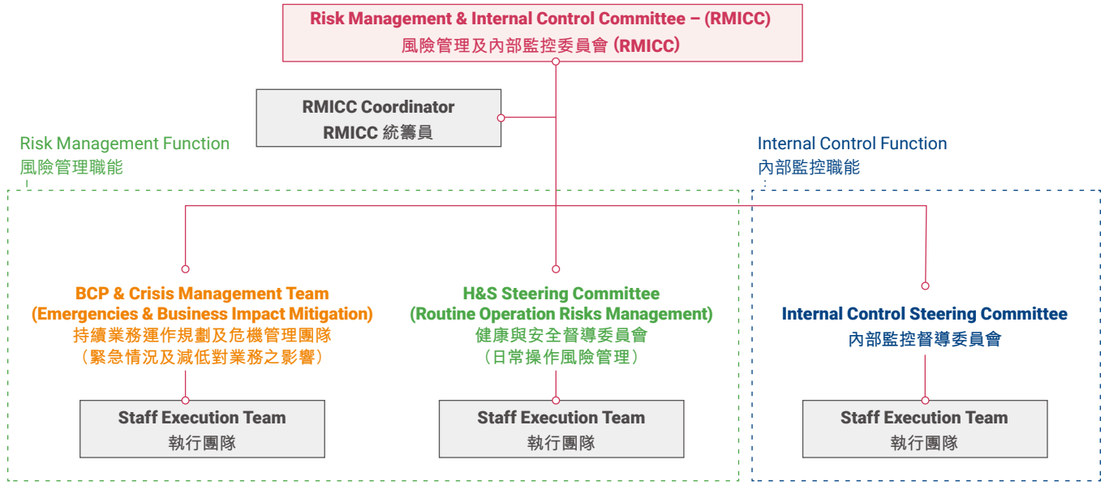
為進一步加強風險管理系統，我們於2020年底成立風險管理及內部監控委員會，由集團董事總經理擔任主席。委員會每年至少召開一次會議，制定策略及政策，以應對已識別的風險，包括可持續發展及氣候相關的風險。為確保維持高水平的道德標準，所有員工均須遵守紀律守則，當中列明公司對商業道德的標準及期望。該守則會定期檢討及更新，以配合不斷轉變的營商環境。此外，我們亦設有舉報政策，提供渠道向高級管理層舉報涉嫌違反商業道德或專業失當的行為。如指控經查證屬實，我們將採取糾正措施以防止事件再次發生，並對違規者採取紀律處分或其他適當行動。有關政策已詳列於公司網站。

管理委員會負責推動公司的可持續發展工作。由集團董事總經理擔任主席的可持續發展督導委員會，其成員包括管理委員會其他成員及來自不同部門的管理層代表。該委員會在制定策略、確立發展方向，以及監導目標的進展方面發揮關鍵作用。

Governance Structure
管治架構



Risk Management & Internal Control Authority and Reporting Relationship
風險管理及內部監控授權及匯報關係



Structure of the Sustainability Steering Committee
可持續發展督導委員會架構

GREEN FINANCE

Since we set up our first sustainability-linked loan (SLL) in late 2021 as part of our Sustainability Strategy, green finance has become an important part of our corporate funding. As of end of 2025, our Company has a total of two SLLs in our portfolio.

綠色金融

自我們於2021年底作為可持續發展策略的一部分而設立首筆的可持續發展表現掛鈎貸款以來，綠色金融已成為公司融資的重要組成部分。截至2025年底，本公司投資組合中共有兩筆可持續發展表現掛鈎貸款。

CONTINUOUS REVIEW AND ENHANCEMENTS

Policies are fundamental to strong corporate governance. We maintain comprehensive policies that cover all key aspects of our business, and all company-wide policies are approved by our MB. To demonstrate our commitment to human rights, we established a Human Rights Policy in 2020 which references the principles embodied in the Universal Declaration of Human Rights and the United Nations Guiding Principles of Business and Human Rights. It specifically addresses areas such as equal opportunity, diversity and inclusion, and fair labour practices. Furthermore, we have launched Anti-Money Laundering and Counter-Terrorist Financing Policy in 2023 to outline the process that the Company detect, prevent and report money laundering and terrorist financing linked activities. To strengthen colleagues' awareness, we organised two training sessions in September 2024 to further explain compliance concepts and their obligations.

We regularly review and update our policies in due course, and introduce new ones when required. We proactively communicate policy updates to employees through meetings, our internal portal, emails, and our internal communication app *ModernChat*, while sharing relevant information externally via our company website.

持續檢討與優化

政策是企業管治的基石。公司就所有重要業務範疇制定全面的政策，所有公司層面的政策均須經管理委員會批准。為彰顯我們對人權的承諾，我們於2020年制定人權政策，該政策根據《世界人權宣言》和《聯合國工商企業與人權指導原則》所體現的原則，涵蓋平等機會、多元共融及公平勞工實務等範疇。此外，我們於2023年推出打擊洗錢及恐怖分子資金籌集守則，訂明公司在偵測、預防及舉報涉及洗錢及恐怖分子資金相關活動的程序。為提升同事的相關意識，於2024年9月舉辦兩場培訓，進一步講解合規概念及其責任。

公司定期檢視並適時更新現有的政策，並在有需要時制定新政策。我們透過會議、內聯網、電郵和內部通訊應用程式*ModernChat*主動向員工傳達政策更新，同時於公司網站向外界發布相關資訊。

Training plays a vital role in strengthening our governance framework and raising employees' awareness in their daily work. We organise ICAC briefings for new joiners and relevant colleagues to help them identify potential corruption risks and adopt effective preventive measures to avoid violations.

培訓在加強企業管治框架及提升員工日常工作中的意識方面發揮關鍵作用。我們為新入職員工及相關同事安排廉政公署的簡介會，協助他們識別潛在的貪污風險，並採取有效的預防措施以避免違規行為。

CONTINUOUS ENHANCEMENT OF RESILIENCE

In response to the rapidly changing business environment, we held four *Building Leadership Resilience* training sessions in 2025 for managers and unit heads, equipping them with essential skills in resilience and growth mindset to better navigate business challenges. A total of 72 colleagues participated in these sessions.

持續提升韌性

為應對瞬息萬變的營商環境，我們於2025年為經理及各組主管舉辦四場「*培養領導韌性*」培訓，裝備他們具備韌性及成長型思維等關鍵能力，以更有效應對業務挑戰。共有72名同事參與。

ENHANCING SUPPLIER MANAGEMENT

The sustainability performance of our suppliers significantly impacts our own, making supplier management a top priority. We are committed to building strong partnerships with vendors who share our values. Since launching our Supplier Code of Conduct in Hong Kong in late 2019 and DaChan Bay in July 2022, all new vendors must adhere to these standards upon registration.

As of the end of 2025, a total of 684 vendors for our Corporate office and Hong Kong business unit and 122 vendors of DaChan Bay Terminals have confirmed their compliance. We conduct regular assessments of key vendors covering safety management, environmental performance, and legal compliance. Furthermore, we conducted supply chain risk assessments by identifying high-risk suppliers for targeted audits. These reviews help evaluate performance and strengthen our procurement strategies.

加強供應商管理

供應商的可持續發展表現對我們自身的表現有著重要影響，因此供應商管理一直是我們的重點工作。我們致力與理念一致的供應商建立穩固的合作夥伴關係。自2019年底在香港及2022年7月於大鏟灣推出《供應商行為守則》以來，所有新供應商在註冊時均須遵守相關要求。

在公司辦公室及香港業務單位共有684家供應商已確認符合相關要求，而大鏟灣碼頭則有122家。我們定期對主要供應商進行評估，涵蓋安全管理系統及表現、環境表現及相關法規的遵守。此外，亦透過識別高風險供應商進行供應鏈風險評估，並安排針對性審計。相關評估有助我們檢視供應商表現，並持續優化採購策略。

MAINTAINING HIGH LEVEL OF CYBERSECURITY

To ensure the cybersecurity of our Company is of great importance not only to our Company, but also to the cities in which we operate as we are a major part of the Port of Hong Kong and the Port of Shenzhen. At our Corporate Offices in Hong Kong, we continued to enhance our cybersecurity investments in the reporting period, with additional dedicated personnel and new tools planned for implementation in 2026.

All employees play a critical role in our cybersecurity defence. We regularly send alert emails to our people whenever we have identified suspicious emails addressing any of our people. In addition, in March 2025, we organised a briefing session on *The Personal Data (Privacy) Ordinance*, attended by 62 colleagues. The session shared key concepts of the Ordinance and their practical relevance to our daily work.

Recognising Artificial Intelligence (AI) as a potential key driver of efficiency enhancement, in addition to looking at the technology to enhance our operational efficiency at Gatehouse and the yard, we encourage colleagues to leverage the technology to enhance productivity while not jeopardising cybersecurity. In Hong Kong, we arranged three sessions in May and June 2025 to demonstrate how Microsoft Copilot can streamline workflows, with 132 colleagues participating. At DaChan Bay, we organised *DeepSeek Workplace Application* training in April and May 2025. These sessions introduced functions such as data analysis and presentation creation, with a total of 81 colleagues joining.

維持高水平網絡安全

我們碼頭是香港港口及深圳港的重要組成部分，因此確保公司的網絡安全不僅對我們自身至關重要，對我們營運所在的城市同樣重要。在香港，我們進一步增加在網絡安全投放的資源，計劃在2026年設立專責職位及引入新網絡安全工具。

全體員工在網絡安全防護中均扮演關鍵角色。每當我們識別到針對員工的可疑電郵時，均會定期向員工發出提示電郵。於2025年3月，我們舉辦個人資料(私隱)條例簡介會，共有62名同事參與，內容涵蓋條例的核心概念及其在日常工作中的應用。

鑑於人工智能有潛力成為提升效率的重要推動力，我們除了探索相關技術以提升閘口及堆場的操作效率外，亦鼓勵同事在確保不影響網絡安全下善用相關工具提升生產力。在香港，我們於2025年5月及6月舉辦兩場培訓，示範如何利用Microsoft Copilot簡化工作流程，共有132名同事參與；而在大鏟灣，我們於2025年4月及5月舉辦DeepSeek工作應用培訓，介紹數據分析及簡報製作等功能，共有81名同事參加。

OUR PEOPLE
以人為本

KEY GOALS
主要目標

- To maintain at least 30% women representation at management level
  在管理層中保持最少30%為女性

Our people are the cornerstone of our success. We are committed to fostering a healthy, supportive, productive and inclusive workplace. Guided by our Mission and Culture Values, our employee-focused approach to talent acquisition, training, and development strategy strives to build an agile, dynamic and industry-leading team.

人才是我們成功的基石。我們致力營造一個健康、互相鼓勵、高效和包容多元的工作環境。在我們的使命和文化價值觀的指引下，我們以人為本的人才招募、培訓和發展策略，致力打造一支高靈活性、充滿活力及領先業界的團隊。

To ensure sustainable development of the port and logistics industry, we have established close collaborations with the Government and key stakeholders to actively promote the industry by offering internship opportunities, organising terminal visits, providing apprentice scheme, and many more.

We also provide competitive remuneration and benefit packages that usually exceed statutory requirements. These packages include a range of benefits such as paid annual leave, full-paid sick leave, voluntary contribution to the mandatory provident fund, medical insurance, life insurance, personal accident insurance, business travel insurance, health check-up programme, and more. Our goal is to offer comprehensive support and coverage for our employees, promoting their well-being and enabling peace of mind.

為確保港口及物流業的可持續發展，我們與政府及主要持份者保持緊密合作，透過實習機會、碼頭參觀、學徒計劃等多元方式，積極向年青一代推廣行業。

我們提供具有競爭力的薪酬和福利，在很多情況下優於法例要求。這些待遇包括有薪年假、全薪病假、自願性強積金供款、醫療保險、人壽保險、人身意外保險、商務旅遊保險、健康檢查計劃等。我們的目標是為員工提供全面的支援及保障，促進身心健康，讓他們安心工作。

ENCHANCING CORPORATE CULTURE

At Modern Terminals, we believe that we have to continue to work on enhancing our corporate culture among our people in order to ensure it aligns with our culture values. To achieve this, we keep on introducing a variety of initiatives at the Company, terminal, and departmental levels, to ensure management stays closely connected with our people. Supported by our ongoing efforts, we are dedicated to aligning our employees' perceptions with our desired behaviour as outlined in our Culture Values - Accountability, Trust, and Teamwork, with an aim to achieve Work Life Fulfilment.

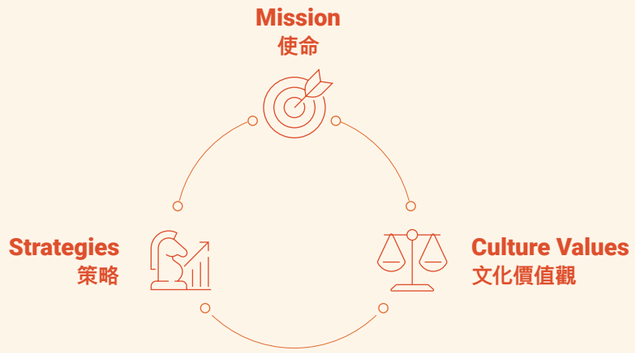
提升企業文化

我們深信必須持續加強企業文化的工作，以確保其與我們的文化價值觀一致。因此，我們一直在公司、碼頭及部門層面推行多項措施，確保管理層與員工保持緊密聯繫。公司更不斷努力，致力使僱員對公司的感受與我們文化價值觀的期望行為保持一致——承擔責任、互相信任及團隊合作，以達致工作中自我實現。

OUR MISSION
我們的使命

To be the preferred partner for world-class terminal and supply chain services, building global connectivity for the sustainable development of local economies and the improvement of people's well-being.

成為提供世界級的港口和供應鏈服務的首選合作夥伴，為本地經濟的可持續發展和推動人民富足方面，與世界接軌。



OUR CULTURE VALUES
我們的文化價值觀

We are accountable for our decisions, actions and results by being dedicated and pro-active in undertaking our work

我們致力及主動擔當任務，並且為我們的決定、行動和結果負責

We work together in highly effective teams towards common goals by leveraging our differences and strengths

我們透過充份運用大家的差別和優勢，在高效團隊中一同努力，實現共同的目標

We earn the trust of our colleagues, customers and business partners by respecting one another and conducting ourselves with integrity

我們互相尊重和表現誠實正直，以獲取同事、客戶和合作夥伴的信任

Our Culture Values contribute to **Work Life Fulfilment** - Our people take pride in being part of the Company because we feel engaged and motivated to achieve, gaining satisfaction from our contribution in a trusting and supportive environment.

我們的文化價值觀使大家在**工作中自我實現**——我們以身為公司的一份子感到自豪，因為我們能夠在一個具互信和互相支持的環境中，參與作出貢獻而獲得滿足感。

Employee Experience Survey – Follow up and feedback

In the reporting period, riding on the insights gathered through the 2023 Employee Experience Survey and the 10th anniversary of the launch of the redefined Culture Values, we rolled out a number of initiatives to enhance our corporate culture. From April to July 2024, we have launched four rounds of videos featuring management representatives from various departments to provide responses to topics of interest to our colleagues as indicated in the survey results. These videos are shared on our internal platform *ModernChat*, as part of our engaging communication efforts.

In addition, we have launched a quiz game titled *Good Mental Health Q&A* over a three-week period in August 2024, to help enhance our people's awareness of our Company's employee wellness initiatives. We have recorded a total of 531 responses in the six rounds of quiz.

員工體驗調查—跟進與反饋

參考2023年員工體驗調查的結果及所收集的意見，以及正值更新版文化價值觀推出十周年，我們在報告期內推出多項活動以加強企業文化。由2024年4月至7月，我們透過內部平台*ModernChat*推出四段視頻，由不同部門的管理層代表回應同事在調查中表達關注的議題，以加強和同事的溝通。

此外，我們於2024年8月進行為期三週的「*健康心靈Q&A*」問答遊戲，讓同事更了解公司各項推動身心健康的安排。六輪問答共收到531份提交答案。

Reinforcing our Redefined Culture Values

Since the launch of our redefined Culture Values in 2014, we have been embracing these values to drive the Company towards the attainment of corporate mission and brand promises. While recognising colleagues who have exemplified our culture over the past decade, we have rolled out a series of engaging activities to refresh and deepen understanding of our Culture Values.

In July 2025, we have launched the *Living our Culture Quiz Competition* to strengthen employees' understanding of our Culture Values which has received a total of 272 valid entries. From 18 July to 15 August 2025, we held a *Tongue Twister Creation Competition*, as a creative way to arouse awareness of our Company's Culture Values among our people. We have received a total of 33 entries and 10 shortlisted ones were shared on *ModernChat* for voting to finalise the winners. On 19 September 2025, at the *Living Our Culture – Experience Day* colleagues were engaged in booth games and team competitions. A total of 24 teams of six participated in the competition. Together with helpers and colleagues who joined the booth games, some 250 employees were involved.

鞏固文化價值觀

自2014年推出更新版文化價值觀以來，我們一直以此推動公司實現企業使命及品牌承諾。在表揚同事於過去十年展現公司文化價值觀的同時，我們也推出一系列鼓勵同事積極參與的活動，提醒及深化大家對文化價值觀的理解。

2025年7月，我們舉辦「*活現・文化有獎問答比賽*」，加強員工對文化價值的理解，共收到272份有效回覆。由2025年7月18日至8月15日期間，我們舉辦「*活現・文化急口令創作比賽*」，以創意方式提升員工對公司文化價值觀的認識，共收到33份作品，其中十份入圍作品在*ModernChat*平台上讓所有同事投票以選出得獎者。2025年9月19日，在「*活現・文化體驗日*」中，同事積極參與攤位遊戲及團隊比賽。團隊比賽以六人為一隊，共有24支隊伍參賽。包括幫手作安排及參與攤位遊戲的同事在內，約250名員工投入其中。

Living Our Culture

Our *Living Our Culture Team Activities Sponsorship Scheme* has been sponsoring staff members to organise and take part in meaningful team activities such as training, volunteering service, and charitable fundraising since its inception in 2015. In the reporting period, 44 (2024: 25 and 2025: 19) activities were conducted for 616 participants (2024: 354 and 2025: 262) from various departments. Activities include charity run, guided kayak tour, cooking classes, VR games, Bowling Skills Training, Christmas Wreath Workshop and more.

活現文化

自2015年起，我們的*活現文化團隊活動贊助計劃*一直贊助員工組織及參與有意義的團隊活動，例如培訓、義工服務及慈善籌款。於報告期間，共有44項活動（2024年：25及2025年：19），共有616位來自不同部門的同事參與（2024年：354及2025年：262）。活動包括慈善跑、獨木舟導賞團、烹飪班、VR遊戲、保齡球技巧訓練、聖誕花環工作坊等。

616 participants 名參與者

44 activities 項活動

DIVERSITY AND EQUAL OPPORTUNITIES

At Modern Terminals, we champion diversity and inclusion, fostering an equitable and supportive workplace for all - regardless of age, gender, gender identity, sexual orientation, relationship status, family status, disability, race, ethnicity, nationality, religious and political beliefs. Discrimination or harassment of any kind is not tolerated.

We have been a signatory of The Racial Diversity & Inclusion Charter for Employers since 2019, reaffirming our pledge to fair treatment and equal opportunity. As part of our Sustainability Strategy, we aim to maintain at least 30% female representation at management level. Since the establishment of this goal in September 2021, we have been maintaining it at the target level.

We have also undertaken steps to strengthen colleagues' awareness. On 16 December 2024, we have invited a speaker from The Equal Opportunities Commission to conduct a briefing on *Preventing Discrimination and Harassment in the Workplace* for our management team, unit heads and supervisory staff to deepen their understanding of the relevant laws and prevention measures. In June 2025, we hosted a private screening of the movie "*The Way We Talk*" for our colleagues and teachers/students from Cotton Spinners Secondary School, our partner school under Project *WeCan*. It has helped bring us closer to the lives of people with hearing impairment, create meaningful dialogue, and cultivate a more inclusive community.

多元共融和平等機會

現代貨箱碼頭重視多元共融，致力為所有員工提供一個公平及互相支援的工作環境，不論其年齡、性別、性別認同、性取向、人際關係、家庭崗位、殘疾、種族、民族、國籍、宗教或政治信仰。公司絕不容忍任何形式的歧視或騷擾。

自2019年起，我們一直是《種族多元共融僱主約章》的簽署機構，彰顯我們對公平待遇及平等機會的承諾。在公司的可持續發展策略下，我們的目標是保持管理層中至少30%為女性。自2021年訂定此目標以來，我們一直維持在目標水平。

我們亦採取措施加強同事在這方面的認知。2024年12月16日，我們邀請平等機會委員會講者為管理團隊、小組領導及督導人員進行「*預防工作間的歧視及騷擾*」講座，以加深他們對相關法例及預防措施的理解。2025年6月，我們舉行*《看我今天怎麼說》*的電影放映暨分享會，邀請同事及「學校起動」夥伴學校綿紡會中學的師生參與。活動讓大家更貼近弱聽人士的生活，引發有意義的對話，並推動更共融的社會。

BOOSTING STAFF ENGAGEMENT AND COMMUNICATIONS

Modern Terminals cares about our people at different stages of life. In the past, we offered retirement talks for colleagues who are approaching retirement. In 2025, we launched the *Life Planning Series*, extending invitation to retirement-planning talks to all employees regardless of age or role. Two talks – one on the three important legal documents to provide more protection for ourselves and our loved ones, and one on financial planning for the future–were well-received by our people who would like to start the preparation work early.

提升員工參與及溝通

現代貨箱碼頭關心員工在不同人生階段的需要，公司在過往為即將退休的同事安排退休講座。2025年，我們推出「*人生規劃系列*」，提供退休計劃講座予所有同事參加，不分年齡及職務。兩場講座均受到想盡早開始準備的同事歡迎，講座分別聚焦於為同事及其家人帶來更大保障的重要法律文件，以及未來財務規劃。

We foster two-way communication using our internal online platforms *ModernChat* in Hong Kong and the internal WeChat page in DaChan Bay. In Hong Kong, we also organise *Cheer ME* (Modern Terminals Employee) *Up* Station in which our Human Resources team pays visits to distribute drinks and share updates at different locations. To keep our staff informed and engaged, we regularly issue two newsletters, *Hoi Ma* in Hong Kong and *Wan Ban* in DaChan Bay.

我們透過香港內部平台*ModernChat*及大鏟灣的內部微信專頁促進雙向溝通。香港設有「*現代加油站*」，由人力資源部的同事到不同地點派發飲品及分享最新資訊。為讓員工掌握最新消息並保持投入，我們定期出版兩本員工通訊，包括香港的《*海碼*》和大鏟灣的《*灣伴*》。

Case Study 參考實例

DaChan Bay Family Day
大鏟灣碼頭家庭同樂日

On 8 June 2025, we hosted the DaChan Bay Terminals Family Day, welcoming over 500 employees and their family members. Activities included bus tour of the port, on-site operation demonstrations, and games allowing participants to gain a deeper understanding of the port's operations, facilities, and corporate culture while having an enjoyable day.

2025年6月8日，大鏟灣碼頭舉行家庭同樂日，超過500名員工及家屬參加。活動包括乘車參觀碼頭、觀看現場操作演示及遊戲，讓參加者在享受歡樂之餘可更了解碼頭操作、設施及企業文化。

The Company actively promotes direct dialogue between senior management and staff through gatherings and meetings, including *Let's Get Together* sessions in Hong Kong and *MD Tea Time and lunches* in DaChan Bay. In addition, the Joint Consultation Committee meetings (bi-monthly in 2024 and quarterly since 2025) in Hong Kong allow elected staff representatives to voice employee opinions directly to management.

公司積極透過各種聚會和會議促進管理層與員工的直接對話，包括香港的「*現代同聊*」活動，以及大鏟灣舉辦的「*與總經理歡聚下午茶時光*」活動和午餐會。此外，香港透過勞資協商委員會會議(2024年每兩個月舉行一次；2025年每季一次)，讓選出的員工代表直接向管理層反映員工意見。

Case Study 參考實例

Modern Story – Thank You All Because of You
全因有你 — 摩登故事之多謝

The Company is dedicated to fostering a culture of recognition, valuing our people as key contributors to business success. To express appreciation, the management team created a video "*Modern Story – Thank You All Because of You*", showcasing the work life, touching moments of colleagues across different functions. On 25 September 2024, the Management Board and General Managers visited various departments, watching the video together with colleagues. During these visits, all colleagues received a gift, making the recognition experience even more memorable.

公司致力建立表揚文化，重視員工為業務成功作出的重要貢獻。為表達謝意，管理團隊製作了影片「*全因有你 — 摩登故事之多謝*」，展示各部門同事的工作生活點滴及感人時刻。2024年9月25日，管理委員會及總經理們走訪各部門，與同事一同觀看影片。探訪期間，所有同事均獲贈禮品，令這次表揚體驗更添難忘。

NURTURING TALENTS

Staff development is vital to the Company's long-term growth. We actively encourage continuous learning by supporting employees at every level to acquire professional knowledge and skills that align with our business goals. Through annual assessments of training needs, we customise programmes and development plans that meet our employees' evolving needs and reinforce our business objectives.

Our Continuous Learning Framework provides various skills development programmes to support our people's progression into more senior positions. Core competencies are identified for each grade, such as communication, project management and facilitation to guide capability building. Within the framework, a broad suite of leadership, supervisory and personal effectiveness programmes equip our workforce for diverse roles across the Company.

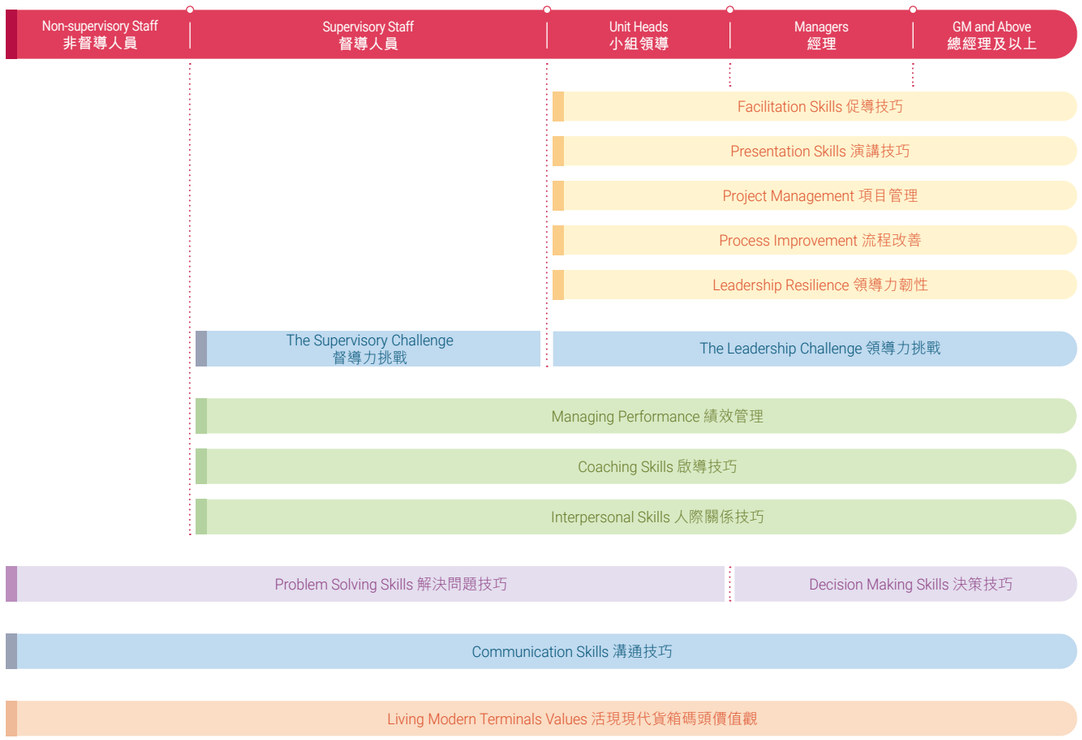
培育人才

員工發展對公司的長遠增長至關重要。我們積極鼓勵持續學習，支持各級員工掌握與業務目標一致的專業知識及技能。透過每年的培訓需求評估，我們因應員工不斷變化的需要及業務目標，制定度身訂造培訓及發展計劃。

我們的「*持續學習框架*」包括多項技能發展計劃，支援員工晉升至更高職位。我們為每個職級制定了核心能力，例如溝通、項目管理和促導技巧等，以此指導能力建構。在這個框架下，提供一系列全面的領導力、督導和個人效能提升的多元課程，協助員工勝任公司內不同崗位。

Continuous Learning Framework
持續學習框架

Core Skills Training Across Job Levels 各工作級別的主要技能培訓



To develop leadership capabilities across our colleagues, Modern Terminals provides a comprehensive suite of training programmes. *The Be an Effective Supervisor* (BEST) Programme, a 5-month course for newly joined or promoted supervisors, focused on building fundamental leadership and business skills. Two classes were conducted in 2024 and 2025 with a total of 36 participants. In November 2024, the *Emerging Leadership Programme* and the *Elevating Leadership Programme*, each spanning two days, were launched for unit heads. The former equipped participants with essential skills to lead teams by addressing leadership challenges, while the latter supported experienced unit heads in enhancing their leadership style to tackle current organisational issues. Each programme had 16 attendees.

為培養同事的領導能力，公司提供一系列全面的培訓課程。「*高效督導培訓課程*」為期5個月，對象為新入職或新晉升督導人員，重點培養基本領導及商業技能。2024及2025年共舉辦兩班，合共36名參加者。2024年11月，我們為小組領導推出各為期兩天的「*Emerging Leadership Programme*」及「*Elevating Leadership Programme*」。前者讓參加者掌握帶領團隊所需的基本技能，以應對領導挑戰；後者則支援具經驗的小組領導提升領導風格，以應對當前公司的事務。每個課程各有16名參加者。

To support colleagues to enhance further their communication skills, the *Think On Your Feet Programme* held in October 2024 and April 2025 attracted 34 participants. For frontline staff, *Resolving Workplace Conflict* is designed to build workplace conflict resolution skills. A total of eight classes were conducted across 2024 and 2025 with 147 staff members joining. Finally, The *Art of Storytelling in Business Presentations programme* was designed to equip our management team and senior staff with skills to deliver compelling business presentations. Two classes were conducted with a total of 33 participants. These training programmes reflect our ongoing commitment to equipping all colleagues at every level with the capabilities needed for personal development, effective team management and organisational success.

為讓同事進一步提升溝通技巧，2024年10月及2025年4月舉行的「Think On Your Feet」共有34名參加者。對前線員工而言，「*解決工作衝突*」培訓課程旨在建立職場衝突解決能力。2024至2025年共舉辦八班，合共有147名員工參與。「*The Art of Storytelling in Business Presentations*」課程旨在讓管理團隊及高級職員掌握商業演講中的敘事技巧。課程共舉辦兩班，合共有33名參加者。這些培訓課程反映我們持續致力為所有不同職級的同事提升能力，以助個人發展、有效團隊管理及為公司的成功作出貢獻。

During the reporting period, we offered a total of 74,806.03 training hours to our employees in both Hong Kong and Chinese Mainland. Our ongoing commitment to staff development has earned us the "*Super MD*" title under the *ERB Manpower Developer Award Scheme*, recognising our dedication to strengthening employees' skills and capabilities.

報告期間，我們在香港及中國內地共為員工提供了74,806.03小時培訓。公司致力人才發展的努力備受肯定，我們在僱員再培訓局「*人才企業*」嘉許計劃中，獲升級為「*Super MD*」，充分肯定我們致力於提升員工技能和能力的努力。

ENHANCING EMPLOYEE WELLNESS

The Company prioritises employee well-being by promoting a healthy lifestyle through a variety of activities such as annual dinners, sports competitions, and festive celebrations, some of which include family participation like staff outings. We offer a *Health Check-up Programme* to eligible full-time employees in Hong Kong and an *Employee Assistance Programme* that delivers 24-hour hotline counselling services to support employees and their dependents in managing stress and accessing help when needed.

Modern Terminals is commended for promoting sports and healthy lifestyle among staff and the community. The Company was recognised as a *SportsHour Company* and granted the *Best Practice Showcase Award – Silver Award* by InspiringHK Sports Foundation, and awarded the *H-Care Health Friendly Organisation* logo by the Chinese YMCA of Hong Kong, underscoring our commitment to advancing employees' physical, mental, and spiritual well being. Additionally, our achievement of the *Happy Company 5 Years+* logo from the Promoting Happiness Index Foundation reflects our ongoing dedication to fostering a positive and enjoyable workplace.

提升僱員身心健康

公司重視員工福祉，透過舉辦多元化活動推廣健康生活方式，包括周年晚宴、運動比賽以及節日慶祝活動等，部分活動亦歡迎家屬參與，例如員工郊遊。我們為香港合資格全職員工提供健康檢查計劃，並設有「*僱員支援計劃*」，提供24小時熱線輔導服務，協助員工及其家屬在有需要時紓緩壓力並獲得支援。

公司在推動員工及社區參與運動及健康生活的工作受到肯定。公司獲凝動香港體育基金認可為《*企業「一」起動*》的獲嘉許公司及頒發「*最優秀實踐案例大獎 — 銀獎*」，並獲香港中華基督教青年會頒發「*H-Care健康友善機構*」標誌，充分肯定我們推動員工身心靈健康的承諾。此外，我們獲香港提升快樂指數基金頒發「*開心企業5年+*」標誌，反映我們持續致力營造正面愉快的工作環境。

Project FIT

Launched in 2016, *Project FIT* is our flagship employee wellness programme. In 2024, we organised the *Project FIT Reunion Programme*, featuring a series of wellness transformation challenges joined by around 70 alumni members. It is designed to motivate participants to maintain a healthy diet and adopt regular exercise habits in their daily lives. The programme's eighth edition was launched in 2025, marking its 10th anniversary. The three-month programme includes fitness training, nutrition seminars, fitness assessments, stress management, and dietary consultations. Participants with outstanding results were recognised with certificates and souvenirs. In 2025, 30 staff members took part, bringing the cumulative total of over 340 colleagues since 2016.

我至FIT計劃

「*我至FIT計劃*」是我們的員工健康旗艦項目，於2016年推出。2024年，我們舉辦「*我至FIT計劃重聚活動*」，設有一系列健康轉型挑戰，約70名同事參與。該計劃鼓勵參加者保持健康飲食及培養運動習慣，2025年推出第八屆，並標誌其十周年。為期三個月的計劃包括健身訓練、營養講座、體能測試、壓力管理及個人飲食諮詢，表現出色的參加者獲頒證書及紀念品。2025年有30名員工參與，自2016年以來累計已超過340位名同事參加。

Fat Reduction 脂肪減量

39.3 kg 公斤

(The highest fat mass reduced for a participant: 8.5 kg)
（單一參加者最高減脂量：8.5公斤）

Muscle Gain 肌肉增量

8.3 kg 公斤

(The highest muscle mass gained for a participant: 1.2 kg)
（單一參加者最高增肌量：1.2公斤）

Wellness Talk & Workshop

The Company has organised wellness talks and activities to promote health awareness among colleagues. On 18 July 2025, we held the session *"Think You're Too Young for a Stroke? Think Again"* focusing on stroke prevention and treatment, with around 50 colleagues attending. On 28 July 2025, we hosted *"Say Goodbye to Neck, Back & Knee Pain - Enjoy a Pain-Free Life!"*. Under the instructor's guidance, 25 colleagues learned various joint mobility exercises, stretching routines, and tips for maintaining proper posture. At DaChan Bay, we hosted a *Healing Bowl Workshop* on 18 June 2025 to help colleagues manage stress, promoting relaxation and well-being.

健康講座與工作坊

公司舉辦健康講座及活動，以提升同事對身心健康的認識。2025年7月18日舉行「*不分年齡，預防中風由今日開始*」講座，聚焦中風預防及治療，約50名同事出席。2025年7月28日舉辦了「*告別頸部、背部和膝蓋疼痛 — 享受無痛生活！*」，在導師指導下，25名同事學習各種關節活動、伸展動作及正確姿勢。大鏟灣於2025年6月18日舉辦「*頌缽統一身心*」工作坊，協助同事紓壓，促進放鬆及身心健康。

Sports and Interest Groups

In Hong Kong, our Sports & Social Club has provided a range of interest classes and sports activities to encourage our employees to connect and maintain healthy lifestyles.

Riding on the success of the *Virtual Sports Challenge* in 2021 during the pandemic, we organised the *Virtual Running Challenge* in May 2024, tracking the distance and vertical gain achieved by our colleagues through running, race-walking, or hiking. During the challenge, we held two running classes led by a professional trainer to equip participants with essential knowledge for improving running efficiency, preventing injuries, and making running enjoyable. A total of 51 participants collectively covered 6,521 km – almost nine times the length of Hong Kong's coastline; and climbed 51,500 m in vertical height, equivalent to ascending Mount Everest 5.8 times - an outstanding accomplishment.

運動及興趣小組

在香港，康樂聯誼會舉辦多項興趣班及體育活動，鼓勵員工建立聯繫並維持健康生活。

承接2021年疫情期間「*線上運動挑戰賽*」的成功經驗，我們於2024年5月舉辦「*線上跑步挑戰賽*」，記錄同事透過跑步、競步或遠足所完成的距離及爬升高度。期間，我們安排兩場由專業教練帶領的跑步課程，讓參加者掌握提升跑步效率、預防受傷及享受跑步樂趣的實用知識。共有51名參加者，合共完成6,521公里，接近香港海岸線長度的九倍；並累計攀升51,500米，相當於登上珠穆朗瑪峰5.8次，成績令人鼓舞。

Distance completed
完成距離：
6,521 km 公里

Vertical heights achieved
完成爬升高度：
51,500 m 米

At Modern Terminals, exercise is an integral part of our workplace culture. From August to October 2025, we launched the *"Seasonal Activity – Summer Running & Fitness Class"*. The programme promotes a healthy and active lifestyle through running sessions, Pilates, and stretching exercises, with 34 colleagues participating. Furthermore, we organised a number of engaging sports competitions including *Six-Red Snooker Team Competition* and *E-Sports Team Competition*.

在現代貨箱碼頭，運動是我們文化的重要一環。2025年8月至10月，我們推出「*季節限定活動 — 夏日路跑健身班*」。計劃透過跑步課程、普拉提及伸展運動推廣健康積極的生活方式，共有34名同事參與。此外，我們亦舉辦多項具趣味性的體育比賽，包括「*士碌架6紅球隊際比賽*」及「*電競運動隊際比賽*」。

At DaChan Bay, we organise a variety of sports events and competitions. In May 2024, we held a *Table Tennis Competition* featuring women's singles, men's singles, and men's doubles categories. In October 2024, we hosted a Floor Curling Competition with participation from 32 teams. We have also organised snooker competition, darts competition during the reporting period.

在大鏟灣，我們舉辦多元體育活動及比賽。2024年5月舉行乒乓球比賽，設有女子單打、男子單打及男子雙打項目。2024年10月舉辦旱地冰壺比賽，共有32支隊伍參與。報告期內，我們亦舉辦桌球及飛鏢比賽。

Several interest classes and activities were organised, such as the archery experience class, leather craft workshop, bouldering beginner experience class and crochet class.

我們亦安排了多項興趣班及活動，例如射箭體驗班、皮革手作坊、抱石體驗班及趣味鈎織班。

Launched in 2017 in Hong Kong, the *Interest Group Sponsorship Scheme* has led to the creation of Badminton, Soccer, and Basketball Groups. These groups actively organise training sessions, practices, and matches. By December 2025, their combined membership had some 147 people.

「*興趣小組贊助計劃*」於2017年在香港推出，促成羽毛球、足球及籃球興趣小組的成立。這些小組積極組織訓練、操練及比賽。截至2025年12月，興趣小組成員人數達147人。

Happy Ice-cream Day

Demonstrating our commitment to the well-being of frontline staff working in all weather conditions, we have hosted the annual *Happy Ice-cream Day* in Hong Kong since 2016. In both 2024 and 2025, employees and contractors' workers enjoyed this refreshing tradition, totally 1,903 and 1,810 respectively. Notably, 2025 marks the 10th anniversary of this meaningful event. During colder months, we also provided warm drinks for staff. At DaChan Bay Terminals, drinks and snacks were offered to employees in both hot and cold seasons.

開心雪糕日

為體現我們對在各種天氣條件下工作的前線員工的關懷，自2016年起，我們每年在香港舉辦「*開心雪糕日*」。在2024及2025年，分別合共1,903及1,810位同事及承辦商員工享受這項透心涼的傳統。值得一提的是，2025年是這項有意義活動的十周年。在寒冷季節時，我們亦向員工提供暖飲。大鏟灣碼頭同樣在炎熱及寒冷季節向員工提供飲品及小食。

Birthday and Festive Treats

Celebrating festivals with our staff is a valued tradition. Beyond distributing festive gifts, we organised a variety of activities to encourage interaction and create a positive atmosphere. We send gifts to colleagues to mark the Mid-Autumn Festival and Winter Solstice and provided birthday cake vouchers to celebrate employee birthdays. At DaChan Bay, Chinese New Year was celebrated through activities such as gift giving and festive dinners, sharing happiness with our colleagues.

生日和節日心意

與員工一同慶祝節日一直是我們珍視的傳統。除了派發節日禮品外，我們亦舉辦多項活動，促進交流並營造正面氛圍。我們在中秋節及冬至向同事送上禮物，並提供生日蛋糕券慶祝員工生日。在大鏟灣，我們透過送禮及節日晚宴等活動慶祝農曆新年，與同事分享喜悅。

HEALTH AND SAFETY
健康及安全

KEY GOALS
主要目標

- To achieve zero fatalities and to reduce injuries
  達至零死亡個案及減少工傷個案
- To further enhance the employee wellness programmes and increase participation
  進一步加強員工身心健康活動及提升僱員參與率

Modern Terminals upholds rigorous occupational health and safety (OHS) standards across the Company through a comprehensive OHS management system covering both our employees and contractors' workers. We are dedicated to ensuring the wellbeing of all individuals within our facilities, including employees, contractors' workers, and visitors. Our goal is to create an accident-free workplace.

現代貨箱碼頭透過一套完善的職業健康及安全管理系統，維持高水平的職安健標準，涵蓋我們的員工及承辦商員工。我們致力確保設施內所有人士的福祉，包括員工、承辦商員工及訪客。我們的目標是締造一個零意外的工作環境。

As an ongoing effort to minimise risks, our trained risk assessors regularly conduct comprehensive risk assessments to identify workplace hazards, evaluate associated risks, and implement control measures to minimise them. Employees are encouraged to report potential hazards through the Safety Hotline or to members of the Health and Safety Committees. Protection is provided against any form of reprisal, and colleagues may report such cases, if any, to their department managers, general managers, or Health and Safety Committee members. As part of our continual improvement in occupational health and safety, trained personnel investigate all work-related incidents to identify root causes, review related risks, and formulate improvement actions. All critical incident(s) are reviewed by the Health and Safety Steering Committee.

公司內接受過培訓的風險評估員會定時進行全面風險評估，以識別及評估工作相關的風險，並實施措施以盡量降低風險。我們鼓勵同事透過我們的安全熱線或向健康和安全委員會成員匯報潛在危害。公司保障員工免受任何形式的報復，如出現任何有關行為，同事可向其部門經理、總經理及委員會成員舉報。作為公司持續致力提升職安健的一部分，所有工傷事故均由受過訓練的同事進行調查，找出起因、評估相關風險，及制定改進行動。所有重大工傷事故調查報告均由健康和安全督導委員會審核。

In Hong Kong, Modern Terminals engages Registered Safety Auditor to conduct annual audits of our health and safety management system, ensuring compliance with all relevant laws and regulations. The system in Hong Kong adheres to the requirements of the Factories and Industrial Undertakings Ordinance, while at DaChan Bay, it aligns with all applicable occupational health and safety legislation.

To ensure effective oversight of our health and safety performance, Modern Terminals has established a Health and Safety Steering Committee comprising senior management representatives from various departments. The Committee is responsible for developing, reviewing, and monitoring the implementation of health and safety policies. In addition, Health and Safety Committees are tasked with facilitating the execution of health and safety measures and driving continual improvement. The Steering Committee and the Health and Safety Committee for office staff meet quarterly, while the committees for Operations and for Engineering and Planning meet bi-monthly and monthly, respectively.

在香港，我們每年委託註冊安全審核員審核我們的健康及安全管理系統，以確保其符合相關法規。我們在香港的系統遵循《工廠及工業經營條例》的要求，而在大鏟灣，則符合所有內地適用的職安健相關的法例。

為確保有效監察公司在健康及安全方面的表現，我們設有健康和安全督導委員會，成員包括來自不同部門的高級管理人員。督導委員會負責制定、檢視及監察政策的推行。而各健康和安全委員會則負責推動政策執行及持續改善。督導委員會和文職人員健康及安全委員會每季召開一次會議，而操作部委員會和工程及規劃部委員會分別每兩個月和每月召開一次會議。

ENHANCING SAFETY

To complement our safety work guidelines and strengthen occupational health and safety (OHS) awareness among employees and contractors' workers, we provide mandatory health and safety induction training for all new joiners, introducing them to our OHS standards and regulatory requirements. In addition, regular activities are organised to enhance safety culture.

提升安全

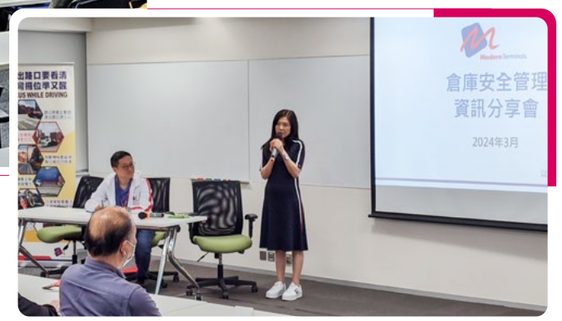
為配合安全工作守則，以及提升僱員與承辦商員工的職安健意識，現代貨箱碼頭為所有新加入的員工提供必修的健康與安全入職培訓，介紹適用的職安健準則及監管要求。我們亦會定期舉辦活動，以加強安全文化。

Warehouse Safety Management Information Sharing Session

Warehouse tenants are among our key stakeholders. To enhance further the safety awareness among our tenants, a *Warehouse Safety Management Information Sharing Session* was held on 28 March 2024, covering various safety aspects including safety consideration in logistics arrangements and traffic, fire prevention, handling of dangerous goods and use of forklifts. A total of 31 tenant representatives participated in the session.

貨倉安全管理資訊分享會

貨倉大樓租戶是我們的重要持份者之一。為進一步提升租戶的安全意識，我們於2024年3月28日舉辦「*貨倉安全管理資訊分享會*」，內容涵蓋多個安全範疇，包括物流安排及交通方面的安全考慮、防火措施、危險品處理以及鏟車的使用等。共有31名租戶代表參與此次分享會。



Safety Seminars

To enhance driving safety awareness, the *Container Transportation Safety Seminar - Defensive Driving* was held in October 2024. The session covered key safety topics relevant to daily terminal and yard operations, including causes of accidents, guidelines for cargo handling vehicles, and relevant traffic legislation. Over 50 colleagues, contractors' workers, and tenant representatives attended.

To further strengthen safety awareness in container handling operations, the Company participated in the *Container Handling Safety Seminar* organised by the Labour Department in August 2024 and June 2025. The seminars covered a wide range of topics including precautionary measures during typhoons, driving safety, prevention of slips and trips, work hazards arising from extreme heat, and safe loading and unloading practices. At the 2025 event, the participants were also introduced the safety considerations for people working at terminals during ship-to-ship LNG bunkering operations. A total of 13 and 19 colleagues and contractors' workers joined respectively.

安全研討會

為提升駕駛安全意識，我們於2024年10月舉辦「*貨櫃運輸交通安全講座—防衛駕駛*」。講座涵蓋多項與日常碼頭及堆場操作相關的重點安全議題，包括意外事成因、貨物處理車輛的安全指引，以及相關交通條例。超過50名同事、承辦商員工及租戶代表出席。

為進一步加強貨櫃處理作業的安全意識，公司於2024年8月及2025年6月參與由勞工處舉辦的「*貨櫃處理作業安全講座*」。講座涵蓋多項議題，包括颱風期間的預防措施、駕駛安全、防止滑倒及絆倒、極端高溫所引致的工作風險，以及安全裝卸作業守則。在2025年的活動中，與會者亦獲介紹船對船液化天然氣(LNG)加注作業期間，於碼頭工作的人員所需注意的安全事項。兩次活動分別共有13名及19名同事和承辦商員工參與。

Work Safety Month and Fire Safety Month

Every June, DaChan Bay Terminals supports the national Work Safety Month in Chinese Mainland by organising a series of engaging activities to promote workplace safety. In 2024, these activities included a safety knowledge quiz, seminars, essay contests, and emergency drills. In 2025, the terminals continued their support through initiatives such as the "Snap and Report" campaign to address potential hazards in real time, the sharing of safety education videos with contractor's workers, and an ideas collection initiative to solicit suggestions for safety enhancements.

November marks the national Fire Safety Month. To enhance employees' fire safety awareness and evacuation skills, DaChan Bay Terminals organised a series of activities in the reporting period, including online learning on basic fire safety knowledge, fire drills, seminars, and inspections of firefighting equipment.

安全生產月及消防宣傳月

每年6月，大鏟灣碼頭均響應中國內地的全國「安全生產月」，籌辦一系列的活動。於2024年，碼頭舉辦安全知識問答比賽、研討會、徵文比賽及應急演練。於2025年，我們推出「即拍即報」活動，以即時識別及通報潛在危害，同時向承辦商員工分享安全教育影片，並推行「安全意見徵集」活動，收集有助提升安全水平的建議。

每年11月為全國「消防宣傳月」。為加強員工的消防安全意識及疏散應變能力，大鏟灣碼頭舉辦一系列活動，包括網上學習基本消防安全知識、消防演習、講座，以及消防設備檢查。

Safety Hotline and Regular Inspection

Our management team conducts regular safety inspections across various locations to maintain a safe working environment. Any safety issues or hazards identified are promptly reported to the relevant departments for follow-up actions. Departments demonstrating exemplary performance in upholding safety standards are recognised and commended for their contributions.

We have a Safety Hotline in place and we encourage employees to report potential hazards or unsafe behaviours. Recognition is provided on our internal online platforms after each case has been investigated and verified by the Health and Safety Committee, with appropriate actions duly implemented. During the reporting period, a total of five and one colleague(s) in Hong Kong and DaChan Bay received such recognition respectively.

安全熱線及定期巡查

我們的管理團隊定期在各個地點進行安全巡查，以維持安全的工作環境。如巡查發現任何安全問題和隱患，會立即報告相關部門進行後續跟進。在維持安全標準方面表現出色的部門會獲肯定及嘉許。

我們設有安全熱線，鼓勵員工報告潛在危害或不安全行為。每宗個案經健康和安全督導委員會的調查和核實並適當處理後，我們會在內部線上平台上安排表彰。報告期間，香港和大鏟灣分別有5名和1名同事獲得表揚。

BOOSTING HEALTH CONSCIOUSNESS

Beyond maintaining a safe workplace and fostering a strong safety culture across our terminals, we also place great emphasis on promoting the overall wellness of our employees.

Health Hints on the Use of Computer

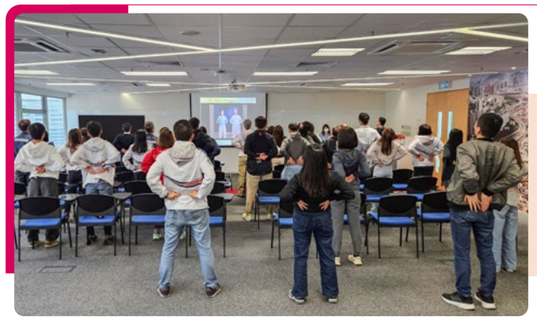
As office staff routinely work with computers, a talk titled *Health Hints on the Use of Computer* was held in February 2025. The session provided staff with practical health guidance on the use of display screen equipment, including relevant regulations, potential hazards, preventive measures, and workplace exercise. A total of 37 colleagues participated.

提高健康意識

除了致力提供安全的工作環境，並在我們的碼頭建立穩固的安全文化外，公司亦非常重視員工的健康。

使用電腦的職業健康錦囊

由於辦公室員工日常工作需經常使用電腦，公司於2025年2月舉辦「*使用電腦的職業健康錦囊*」講座，向員工提供有關使用顯示屏設備的實用健康指引，內容包括相關法規、潛在危害、預防措施，以及工作間伸展運動。共有37名同事參與是次講座。



Health & Safety Promotional Activities

The Company organised a series of health and safety promotional activities for various departments. In December 2024, an *Eye Care Awareness Promotion Activity* was held, during which eye care leaflets were distributed to Control Tower colleagues to remind them of the importance of eye care and related healthy tips.

健康與安全推廣活動

公司為不同部門舉辦一系列健康與安全推廣活動。於2024年12月，我們舉行了「*護眼意識推廣活動*」，期間向控制中心同事派發護眼資訊單張，提醒他們護眼的重要性及相關的健康小貼士。

From 2 to 9 July 2025, a total of 15 health and safety promotion sessions were held focusing on healthy use of electronic devices, prevention and management of heat exhaustion and heatstroke, and neck and shoulder stretching exercises. Bottles of herbal tea bags were distributed to over 620 colleagues who have been engaged.

2025年7月2日至9日期間，共舉辦15場健康與安全推廣活動，重點涵蓋健康使用電子產品、預防及處理熱衰竭與中暑，以及肩頸伸展運動。活動期間亦向超過620名參與同事派發草本茶包。

Additional installation of AED and Relevant Course

Automated External Defibrillators (AEDs) can improve survival chances for individuals experiencing sudden cardiac arrest. To strengthen our emergency response capabilities, we have completed the installation of additional four AED units within our facilities by May 2024 bringing the total number to six. Two operation briefing sessions were held for 53 people.

In addition, we have invited the Fire Services Department's Public Education Unit to conduct a "*Press to Shock – Save a Life" CPR & AED course* in October 2025, with 20 colleagues in attendance.

增設自動心臟去顫器(AED)及相關培訓

自動心臟除顫器(AED)可提高突發心臟驟停患者的存活機會。為加強我們的緊急應變能力，我們於2024年5月前在碼頭設施內額外安裝四部AED，使總數增至六部，並為此舉辦兩場操作簡介會，共有53人參加。

此外，我們亦於2025年10月邀請消防處公眾教育組舉辦「*擊活人心*」心肺復甦法及AED課程，共有20名同事出席。

Fatality Case

We are saddened to report that a fatality case happened at the premise of our terminals in Hong Kong on 26 January 2024. The incident involved a contractor's worker in an incident related to an internal tractor operated by another contractor. The Company responded seriously and promptly implemented improvement measures, including enhanced communication with contractors, to help prevent similar incidents in the future.

致命事故

我們遺憾地報告，2024年1月26日於本公司在香港碼頭範圍發生了一宗致命事故。事件涉及一名承辦商員工，並與另一名承辦商操作的內運車有關。公司嚴肅處理，並迅速推行改善措施，包括加強與承辦商的溝通，以防止類似事故再次發生。

ENVIRONMENT
環 境

KEY GOALS
主要目標

- To eliminate direct GHG emissions from operations by 2030
  於2030年或之前在營運中將直接溫室氣體排放減至零
- To become carbon neutral in our operations by 2050
  於2050年或之前實現碳中和

Modern Terminals is committed to minimising the environmental impact of our operations. Guided by our Corporate Environmental Policy, all business units align their own policies with the corporate policy to ensure consistent implementation. Since embarking on our sustainability journey in 2005, we have achieved significant milestones, and in 2021 we set ambitious decarbonisation targets to accelerate action on climate change.

現代貨箱碼頭致力將營運對環境的影響減至最低。根據我們的企業環保政策，所有業務單位的政策均與企業政策一致，以確保貫徹落實。自2005年展開可持續發展的工作，我們已達成各項里程碑；並於2021年訂立進取的減碳目標，以加快應對氣候變化的行動。

Both of our terminals in Hong Kong and DaChan Bay have maintained ISO 14001 certification for their environmental management systems since 2009 and 2013 respectively. Both terminals are certified to the ISO 14001:2015 standard and have consistently passed annual surveillance audits throughout the reporting period.

我們位於香港及大鏟灣的碼頭分別自2009年及2013年起，一直維持其ISO 14001環境管理系統認證。兩個碼頭均已獲取ISO 14001：2015標準，並於整個報告期內持續通過年度審核。

To expand our pool of qualified internal auditors, we conducted a two-day ISO 14001:2015 EMS Internal Auditor Training in April 2025, with 20 colleagues completing the course and passing the assessment. In addition, we hosted two sessions of ISO 14001:2015 EMS Internal Auditor Practical Guide Workshop in September 2025 to introduce the Internal Auditor Practical Guide, share audit experience, ensuring a consistent standard is applied across all audits. A total of 33 colleagues joined

為培訓更多同事成為合資格內部審核員，我們於2025年4月舉辦為期兩天的ISO14001：2015環境管理系統內部審核員培訓課程，共有20位同事完成課程及通過考核。此外，我們於2025年9月舉辦兩場ISO14001：2015環境管理系統內部審核員工作坊，講解《實務手冊》、分享審核經驗，以確保所有審核均採用一致標準，共有33位同事參加。

MANAGEMENT ON CLIMATE CHANGE RELATED RISKS

氣候變化風險管理

There is no doubt that climate change is one of the most critical and urgent challenges facing the world today. Modern Terminals recognises the importance of taking bold action to address this issue. Since establishing our Strategy in 2021, we have identified three possible pathways to achieve our 2030 and 2050 goals – electrification, biofuels or renewable diesel (HVO), and hydrogen. More details on these initiatives are available in the emission reduction section of this chapter.

氣候變化毫無疑問是當今世界最關鍵且最迫切的挑戰之一。現代貨箱碼頭深知採取果斷行動應對的重要性。自2021年制定可持續發展策略以來，我們已識別出三條可能實現2030年及2050年目標的路徑－電動化、生物燃料或可再生柴油，以及氫能。更多詳情載於本章的減碳部分。

In 2019, we have identified the key climate-related risks our Company is facing. Please see below table for details. Since then, we have continued to review and prioritise these risks, while developing effective mitigation and adaptation measures.

我們早於2019年已識別公司面對的主要氣候相關風險，詳情請參閱下表。自此，我們持續檢討及訂定處理相關風險的優先次序，並制定有效的緩解及應對措施。

Risk Type 風險類別	Risk Details 風險詳情	Potential Financial and Other Impacts 潛在財務及其他影響
Physical Risks (chronic) **實體風險(長期)**	• Sea level rise and increased risk of wave over-topping • Rise in average temperatures and increase in extreme hot days • Change in precipitation patterns • 海平面上升及海浪越堤風險增加 • 平均溫度上升及酷熱日數增加 • 降水模式改變	• Damage to infrastructure and equipment leading to increased maintenance and repair costs • Investment required to upgrade facilities and equipment • Higher insurance premiums to cover business disruptions • Increased operating costs to offset reduced productivity • Increased risk of heat-related illness for outdoor workers • Possible damage to cargoes due to flooding and high temperature • Increased cost of water utility • 基礎設施及設備損壞引致保養維修費用上升 • 需作出投資以提升設施及機械 • 需支付較高保險費，以確保業務影響受到保障 • 營運成本增加以抵消生產力下降 • 戶外工作員工患上酷熱天氣相關疾病的風險增加 • 水浸及高溫可能對貨物造成損壞 • 用水成本增加
Physical Risks (acute) **實體風險(緊急)**	• Tropical cyclones • Extreme variability in temperature • Heavy rain • 熱帶氣旋 • 極大溫度變化 • 大雨	• Increased threat of storm surges and flooding • Increased investment required to upgrade or reinforce our equipment to sustain extreme weather events • Loss of revenue due to disruption or suspension of business operations • Increased operating costs in schedule recovery • Increased costs associated with typhoon preparedness measures • Damage to facilities and equipment leading to increased maintenance and repair as well as insurance costs • Reduced productivity of outdoor workers • Risk of injury to staff and increased heat-related illness • 風暴潮和洪水的威脅增加 • 需投放更多資金來提升或加強設備以應付極端天氣 • 由於業務受影響或暫停而造成收入損失 • 恢復操作時間表的成本增加 • 與颱風準備措施有關的費用增加 • 設施及機械損壞導致保養維修及保險成本增加 • 戶外工作員工生產力降低 • 員工受傷和患上與酷熱天氣有關的疾病風險增加

Risk Type 風險類別	Risk Details 風險詳情	Potential Financial and Other Impacts 潛在財務及其他影響
Physical Risks (acute) **實體風險(緊急)**	• Heavy rain affecting agricultural product volume and smooth running of business • 大雨影響農產品產量及業務運作	• Volume of agricultural products may be affected, causing a reduction in throughput • Lower productivity results in higher operating costs • 農產品的數量可能會受到影響，導致吞吐量下降 • 生產力下降導致成本增加
Policy and Legal Risks **政策及法律風險**	• Government policy introduced on green energy (e.g. LNG) for container vessels • 政府引入集裝箱船綠色能源(例如液化天然氣)的政策	• Impact on operations due to stringent safety procedures and substantial safety zone requirements associated with LNG • 嚴格的安全程序，以及液化天然氣需配備大型安全區域的要求，對操作產生影響
Market Risks **市場風險**	• Shipping lines go for vessels fuelled by green energy e.g. LNG and methanol • 船公司採用岸電或液化天然氣船	• Higher investment in new infrastructure to meet customer demand • Loss of business if customer demand not met • 較高基建投資，以滿足客戶需求 • 因無法滿足客戶需求而流失業務

ADVOCACY FOR GREEN MARITIME FUEL BUNKERING

綠色船用燃料加注倡議

As part of our efforts to mitigate market risks arising from the availability of green fuel bunkering services at our terminals, we have been working closely with the relevant governments and stakeholders to help ensure green maritime fuels required by the shipping lines are available at our facilities, supporting their transition to green shipping.

為緩解碼頭能否提供綠色燃料加注服務而帶來的市場風險，公司一直與相關政府及持份者緊密合作，以確保船公司所需的綠色燃料能於我們的設施有所供應，支持綠色航運轉型。

Through the concerted efforts of the Company and relevant stakeholders, liquefied natural gas (LNG) bunkering with simultaneous operations (SIMOPS) on container vessels has become part of our regular operations at Modern Terminals Hong Kong. Similar LNG bunkering services are also available to vessels calling DaChan Bay Terminals at western Shenzhen.

在公司及相關持份者的共同努力下，液化天然氣加注同步貨物裝卸已成為現代貨箱碼頭的日常運作。位於深圳西部的大鏟灣碼頭亦提供相關的液化天然氣加注服務。

Another milestone was achieved in December 2025 with the completion of Hong Kong's first B100 biodiesel bunkering operation at Modern Terminals.

2025年12月，香港首宗B100生物柴油加注於現代貨箱碼頭進行，達成另一里程碑。

Another milestone was achieved in December 2025 with the completion of Hong Kong's

FIRST B100

biodiesel bunkering operation at Modern Terminals.

2025年12月，香港首宗B100生物柴油加注於現代貨箱碼頭進行，達成另一里程碑。

EFFORTS TOWARDS OUR 2030 DECARBONISATION GOAL

邁向2030減碳目標的努力

Greener Energy for Vehicles and Equipment

為車輛及設備引入更環保能源

Introduction of Eco-RTGs

Rubber-tyred gantry cranes (RTGs) are essential equipment for container handling at the yard. The completion of conversion of all RTGs to electricity-powered e-RTGs is one of the key initiatives in achieving our 10-year decarbonisation target in 2018, with a reduction of more than 30% in emissions. In 2024, we took delivery of 14 units of eco-RTGs to further reduce direct emission as they are equipped with batteries and operate purely on electricity.

引入環保膠輪式龍門起重機

膠輪式龍門起重機是堆場內處理貨櫃的主要設備，我們把所有膠輪式龍門起重機改為電力驅動，是於2018年達成10年減碳目標的主要措施之一，當時減少超過30%碳排放。2024年，我們接收14台環保膠輪式龍門起重機，因其配備電池並完全以電力運作，進一步減少直接排放。

Continuous Electrification of Equipment and Vehicles

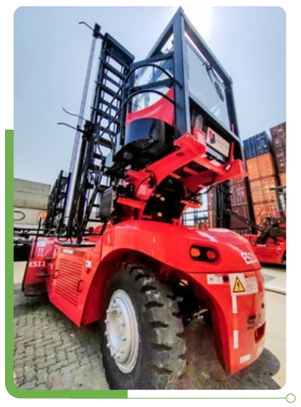
Electrification is one of the key pathways for our decarbonisation efforts and we have been expanding the electrification of our equipment and vehicle fleet in the reporting period. In addition to the two electric small forklifts that commenced operation at Modern Terminals in 2022, six additional units were delivered and put into service in 2024. We have placed an order for another five electric small forklifts which were deployed in September 2025. At the end of the reporting period, a total of 18 electric passenger cars, light goods vehicles (LGVs), and trucks are operating at our facilities in Hong Kong.

Since DaChan Bay Terminals commenced operations in 2007, we have been a pioneer in adopting green technologies, as the first terminal in the world to operate a full fleet of e-RTGs. DaChan Bay Terminals first introduced pure electric empty container stackers in 2022. In 2024, it became the first terminal in Shenzhen to equip with a full fleet of electric forklifts. In 2025, the terminals replaced two executive cars with electric vehicles, reducing gasoline consumption by approximately 7,000 litres per year.

持續推進設備及車輛電動化

電動化是我們減碳工作的主要路徑之一，我們在報告期內持續擴充設備及車隊的電動化。現代貨箱碼頭於2022年引入兩部電動剷車，於2024年再接收另外六部並投入運作。我們亦已於2025年訂購另外五部小型電動剷車，並於同年9月交付。截至報告期末，我們在香港的碼頭共有18部電動車輛，包括私家車、輕型貨車及內運拖車。

大鏟灣碼頭自2007年開始營運以來，一直是採用綠色技術的先驅，當時成為全球首家碼頭全面使用電動膠輪式龍門起重機。大鏟灣碼頭於2022年首次引入電動空箱堆高機。2024年，碼頭成為深圳首個配備全電動剷車車隊的碼頭。2025年，大鏟灣碼頭以電動車取代兩部行政車輛，每年減少汽油消耗約7,000公升。



Diesel Container Tractor Conversion

In 2025, DaChan Bay Terminals completed a conversion programme to discontinue operation of all diesel container trucks, becoming the first terminal in Shenzhen to eliminate the use of diesel in all in-yard tractors. As a result, 72% and 28% of the internal haulage fleet at DaChan Bay Terminals are battery-swap tractors and LNG-powered tractors respectively. It is estimated to reduce approximately 4,000 tonnes of direct carbon emissions annually.

柴油貨箱拖車轉型

於2025年，大鏟灣碼頭完成其更換計劃，全面取替柴油拖車，成為深圳首個碼頭將內運車無柴油化。車隊更新後，大鏟灣碼頭場內的運輸車隊，72%為換電式電動拖車，28%為液化天然氣動力拖車。預計每年可減少約4,000噸直接碳排放。

Please scan QR code for video
請掃描QR碼觀看短片

Installation of Phase 3 Shore Power

In the reporting period, we continued to enhance our shore power capability at DaChan Bay Terminals. Since the completion of the two phases of shore power installation project in 2019, container vessels berthing at any of our terminal berths can connect to shore power, reducing emissions during port stays. Upon completion of the third phase of the project in December 2024, DaChan Bay Terminals has become the first in Shenzhen to offer low-voltage shore power at three berths. It has extended shore power to small and medium-sized vessels with the first operations in February 2025.

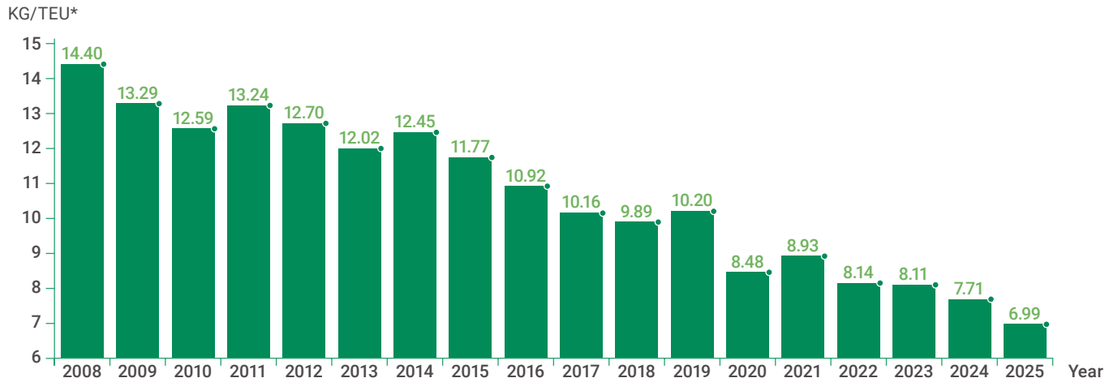
In the reporting period, we have provided a total of 2,796,537.73 units (kWh) of electricity to container vessels berthed at our facilities in Western Shenzhen.

第三期岸電安裝

在報告期內，我們持續提升大鏟灣碼頭的岸電能力。自2019年完成首兩期岸電安裝工程後，停泊於我們碼頭任何泊位的貨櫃船均可接駁岸電，從而減少停泊期間的排放。隨著第三期工程於2024年12月完工，大鏟灣碼頭成為深圳首個在三個泊位提供低壓岸電的碼頭，並於2025年2月首次提供服務，將岸電擴展至中小型船舶。

於報告期內，我們向靠泊於深圳西部大鏟灣碼頭的貨櫃船提供合共2,796,537.73千瓦時電力。

Total CO_2 Equivalent Emissions (CO_2e) Intensity
總二氧化碳當量排放強度



Scope 3 Emissions

We have conducted comprehensive reviews of our Scope 3 emissions to identify key sources and eight relevant material categories for management and reporting. This report marks our first disclosure of Scope 3 emissions data. Details are available in the Performance Statistics section.

範疇3排放

我們已對範疇3排放進行全面檢視，識別主要排放來源及八個相關重要的類別作管理及匯報。本報告亦首次披露範疇3排放數據，詳情載於「統計數據摘要」部分。

WATER RESOURCE MANAGEMENT

Water is a valuable natural resource and there is no doubt that the world is facing a number of water-related challenges. To play our part to help save this important resource for life, we installed water meters at 13 key locations, and introduced Grade 1 water-efficient taps and shower heads at five locations in 2024. This will not only enhance our water efficiency but also enable us to analyse consumption patterns, and promptly identify and address irregular usage.

To promote water conservation, we organised a *Water Saving Cooking Challenge* from 28 August to 14 October of the same year, encouraging colleagues to apply water-saving principles when preparing their dishes. Water saving tips were shared during the recruitment to increase awareness. We received 13 shortlisted entries, and 116 colleagues participated in a voting to select the top four winners.

水資源管理

水資源是寶貴的自然資源，世界正面臨許多與水相關的挑戰。為盡一份力保護這項對生命至關重要的資源，我們於2024年在13個關鍵位置安裝水錶，並在5個位置引入一級節水水龍頭及花灑頭。此舉有助我們分析用水模式，並及時發現和處理異常用水情況。

為推廣節約用水，我們於同年8月28日至10月14日舉辦「*惜水烹飪大挑戰*」，鼓勵同事在烹調菜式時應用節水原則；並於過程中分享節水小貼士，以提高意識。我們收到13份入圍作品，並有116位同事參與投票選出四名得獎者。

WASTE MANAGEMENT

The Company is dedicated to reducing waste generated from our container terminal operations and warehousing facilities in Hong Kong by minimising material consumption and enhancing our recycling efforts whenever new recycling technologies arise. Recycling points are set up at various locations, and licensed third-party recyclers are engaged to collect and process these materials while providing us with the relevant data. We continuously monitor our operations, identify potential areas for improvement, and promote waste reduction awareness to our people.

固體廢物處理

本公司在香港透過減少物料消耗及在有新回收技術出現時加強回收工作，致力減少碼頭操作及在貨倉大樓所產生的廢物。我們在各個地點設置回收設施，並安排認可第三方回收商收集和處理，及向我們提供相關數據。我們持續監察操作情況，識別可改善之處，並向員工推廣減廢意識。

Recycling Efforts at our Terminals

We recycle a wide range of materials from wooden pallets, tyres to beverage cartons, lai see packets, food waste, and more. During the reporting period, a total of 2,277.8 tonnes of materials were recycled in Hong Kong. In addition, 4.9 tonnes of plastic waste and 3.3 tonnes of cardboard waste from our tenants were recycled. Through our beverage carton recycling programme, we collected a total of 32 kg of beverage cartons.

在碼頭的回收行動

我們回收多種物料，包括木卡板、輪胎、飲品紙包盒、利是封、廚餘等等。在報告期內，我們在香港共回收2,277.8噸物料。此外，公司也從貨倉大樓租戶共回收4.9噸塑膠及3.3噸硬紙板。透過飲品包裝盒回收計劃，我們共收集32公斤飲品包裝盒。

A total of
2,277.8 tonnes
of materials were recycled in Hong Kong
我們在香港共回收2,277.8噸物料

We have been a long-term supporter of Greeners Action's *Lai See Packet Reuse and Recycle Programme*. Since 2015, the Company has collected lai see packets from staff and tenants during Chinese New Year. In 2024 and 2025, a total of 86 kg of lai see packets were handed over to Greeners Action for transformation into "rejuvenated lai see packets" for distribution to the general public, and two boxes of brand-new packets collected each year were made available to colleagues.

我們長期支持綠領行動的*利是封回收重用大行動*。自2015年起，公司在農曆新年期間向員工及租戶收集利是封。在2024年及2025年，我們合共將86公斤的利是封交予綠領行動，將其轉化為「新生利是封」給予公眾使用；同時，我們每年收集到兩箱全新利是封供同事使用。

To encourage colleagues to recycle in their daily lives and make good use of the Environmental Protection Department's community recycling facilities and the GREEN$ mobile app, we organised *Green Recycling Reward* programme from May to June 2024. Colleagues were to submit their recycling records and photos from their visits to recycling locations to earn points based on the weight and variety of recyclables. A total of 31 colleagues participated, achieving 763 recycling actions and collecting 547 kg of recyclables across 11 categories.

為鼓勵同事在日常生活中實踐回收，並善用環保署的社區回收設施及「綠綠賞」手機應用程式，我們於2024年5月至6月舉辦「*綠再有賞*」。同事需提交其回收記錄及到訪回收點根據回收物的重量和種類賺取積分的相片。活動共有31位同事參與，累計完成763次回收行動，收集到11種共547公斤的回收物。

REINFORCING ENVIRONMENTAL CULTURE

Fostering a green culture is vital to the success of our environmental initiatives, and we actively engage our people to champion these efforts. To build awareness, we run a variety of promotional and engagement activities.

加強綠色文化

培育綠色文化對我們環保舉措的成功至關重要，因此我們積極鼓勵員工參與並推動相關工作。為提升意識，我們舉辦多項推廣及參與活動。

Eco-Tour

Our annual eco-tour is a popular activity that encourages participation from colleagues and their families. On 1 December 2024, 82 colleagues and their relatives joined a visit to Tung Ping Chau and Tap Mun, where they explored the geological features of the Northeast New Territories Sedimentary Rock Region at the Hong Kong Geopark. The 2025 tour which was originally scheduled for 30 November has been moved to early 2026 to show respect to the victims of a tragic incident in Hong Kong in mid-November.

生態遊

我們一年一度的生態遊是一項深受歡迎的活動，積極鼓勵同事及其家屬參與。於2024年12月1日，共82名同事及親屬一同前往東平洲及塔門，探索香港地質公園新界東北沉積岩園區的地質特徵。另外，原定於2025年11月30日舉行的生態遊，因香港於11月中發生一宗悲劇事件，為向遇難者表示尊重，已延期至2026年初舉行。

Green Promotion and Education

On 26 July 2024, we organised a *Reindeer Lichen Workshop* to promote awareness of carbon emissions and air pollution in Hong Kong. A total of 21 participants learned how reindeer lichen can bring positive impact to the indoor environment and created their own reindeer lichen arrangement. Our *Solar Mosaic Lamp Workshop* held in July 2025 focused on the environmental impact of fossil fuel combustion and the development of renewable energy. All the 21 participants decorated solar-powered mosaic lamps equipped with LED string lights, highlighting the practical benefits of solar energy.

環保推廣及教育

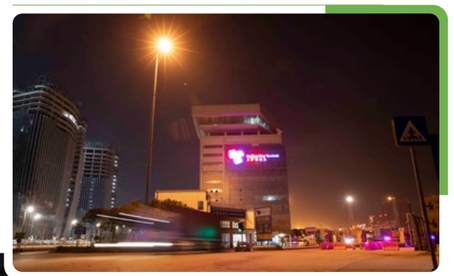
我們於2024年7月26日，舉辦「*永生苔蘚畫工作坊*」，以提高同事對碳排放及空氣污染的關注。共21名參加者認識到永生苔蘚如何為室內環境帶來正面影響，並製作了獨一無二的永生苔蘚盆景。我們於2025年7月舉辦的「*太陽能馬賽克小夜燈工作坊*」，聚焦於燃燒化石燃料對環境的影響以及可再生能源的發展。共有21名參加者製作配備LED燈串的太陽能馬賽克燈，展示太陽能的實際效益。

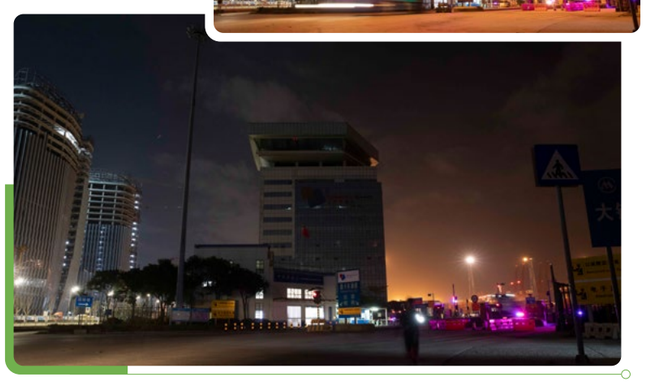
To deepen understanding of climate change, we ran a seven-week programme titled *Climate Change: Quiz or Crisis?* from 6 May to 23 June 2025. A video on climate-related topics from the Hong Kong Observatory was shared each week and participants answered all questions correctly could enter a lucky draw. Colleagues who scored full marks for all seven rounds entered a Climate Pioneer lucky draw. A total of 80 colleagues took part in this activity. From August to September 2025, we launched the *Green Dock Detectives* activity to promote awareness of our green initiatives. Colleagues were provided with clues to locate QR codes placed at specific locations for answering questions about the Company's sustainability initiatives. A total of 53 colleagues participated.

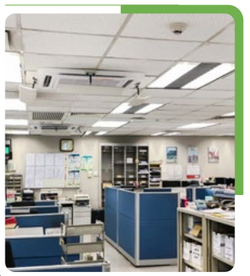
為加深對氣候變化的認識，我們於2025年5月6日至6月23日舉辦為期七星期的「*氣候變變變：問答大挑戰！*」活動。我們每週分享一段香港天文台有關氣候的影片，答對所有問題的參加者即可參加幸運大抽獎；在全部七輪問答中皆獲得滿分的同事，更可參加「氣候先鋒獎」的抽獎，活動合共吸引80名同事參與。隨後於2025年8月至9月期間，我們推出「*綠色碼頭大搜查*」活動，以提升同事對公司綠色措施的認識。同事根據提示尋找放置於特定位置的二維碼，回答有關公司可持續發展舉措的問題。活動共有53名同事參與。

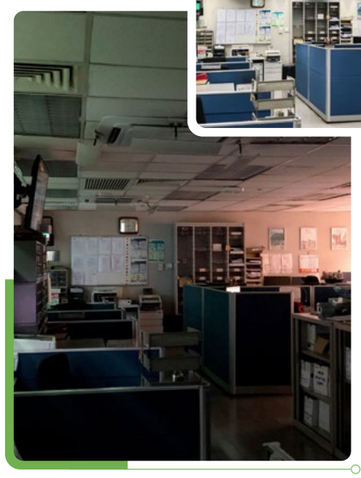
We have been a long-term supporter of WWF's *Earth Hour* and we continued our participation in the reporting period with both Modern Terminals Hong Kong and DaChan Bay Terminals turning off non-essential lights on the event day. We also arranged a number of initiatives to promote environmental protection and encourage colleagues to participate personally.

我們長期支持世界自然基金會的「*地球一小時*」活動。在報告期內，我們繼續參與，現代貨箱碼頭及大鏟灣碼頭均在活動當日關掉非必要的燈光。我們亦安排多項措施推動環境保護，並鼓勵同事親身參與。









COMMUNITY INVOLVEMENT
社區參與

KEY GOALS
主要目標

- To further expand Modern Terminals Summer Fitness Programme
  進一步擴展「現代貨箱碼頭夏日運動站」
- To increase employee participation in Modern Volunteer Force (MVF)
  提升員工對「現代仁」義務工作的參與率

Modern Terminals cares about the communities in which we operate. Alongside driving economic growth, we strive to make a positive and lasting impact through our community involvement programme. Our programme focuses on three main aspects: youth development, environmental awareness, and promoting sports to lead a healthy life.

現代貨箱碼頭關懷業務單位所在的社區。公司在推動經濟增長的同時，致力透過社區參與活動，為社區帶來持久的正面影響。我們的活動專注於三個主要範疇：青年發展、推廣環保意識，及提倡多做運動帶來健康生活。

ENRICHING OUR OWN INITIATIVES

Modern Terminals is dedicated to fostering strong connections with our community. To promote sports for a healthy life, we continue to organise our annual *Modern Terminals Summer Fitness Programme* with a range of alumni activities. Our support for our long-term Project *WeCan* partner, Cotton Spinners Association Secondary School (CSA), remains steadfast as we provide funding and collaborate with the school to offer enriching opportunities that broaden students' horizons.

豐富公司主辦的社區活動

現代貨箱碼頭致力與社區建立緊密聯繫。為推廣多做運動帶來健康生活，我們繼續舉辦年度「*現代貨箱碼頭夏日運動站*」及其舊友會活動。我們亦持續支持長期合作的「*學校起動*」計劃夥伴 — 棉紡會中學，除提供資助，亦與學校攜手合作，提供豐富的機會以擴闊學生的視野。

Modern Terminals Summer Fitness Programme

Launched in 2017 and strengthened by the formation of an Alumni Group in 2019, *Modern Terminals Summer Fitness Programme* is one of our signature community programmes. In close partnership with the Chinese YMCA of Hong Kong, the programme has continued to evolve - introducing new sports, expanding alumni roles with greater responsibilities, and enhancing activities to support both sports participation and youth development. As of the end of 2025, there were 46 alumni members.

The programme helped us to achieve the Youth Sports Supporter Excellence Award and received the Silver Award in the Best Practice Showcase Award under the SportsHour Company Pledging and Recognition Scheme 2025-27, organised by InspiringHK Sports Foundation, recognising our efforts to provide sports opportunities for youth.

In 2024, we continued to offer Dodgebee and flyball training for 44 participants. Due to the popularity and beginner-friendly nature of pickleball, we introduced this new sport while maintaining Dodgebee training to 36 participants in 2025. Additionally, 5 alumni took on the role of coach assistants in 2025, supporting participants in practising Dodgebee.

現代貨箱碼頭夏日運動站

「*現代貨箱碼頭夏日運動站*」於2017年推出，並於2019年設立舊友會以加強連繫，是我們重點社區參與活動之一。透過與香港中華基督教青年會的緊密合作，計劃不斷優化 — 引入新興運動、擴展舊友會會員的角色並賦予更大責任、加強各項活動支持運動參與和青年發展。截至2025年底，共有46位舊友會成員。

計劃讓我們榮獲由凝動香港體育基金主辦的「企業「一」起動承諾及嘉許計劃2025-27」頒發的青少年運動傑出倡議獎及最優秀實踐案例大獎銀獎，表彰我們為青年提供運動機會的努力。

我們於2024年，為44名參加者提供躲避盤和旋風球訓練。鑑於匹克球的普及且適合初學者，我們在2025年引入這項新興運動，及繼續提供躲避盤訓練，讓36名參與加選擇。此外，5名舊友會成員在2025年擔任助教，協助學員練習躲避盤。

Among participants in 2024 and 2025, 100% reported an increased understanding of the sport after training; 94% and 93% respectively expressed an intention to continue participating; and 91% and 97% indicated they enjoyed the activities. These positive results highlight the programme's strong engagement.

在2024年及2025年，100%的參加者表示在訓練後對該項運動的認識有所增加；分別有94%和93%表示有意繼續參與；分別有91%和97%表示享受活動。這些正面成果反映計劃具備高度凝聚力。

During the reporting year, we organised five alumni activities centred on sports and youth development. In 2024, we held a Dodgebee Competition with the participation of 18 alumni members, supported by four training sessions to strengthen skills and teamwork. The competition took place on 23 December, with the alumni team competing against three teams from schools and an NGO. In 2025, we introduced the Pickleball Experience Day on 23 March, where participants had the opportunity to try this new sport.

在報告期內，我們共舉辦五項與運動及青年發展相關的舊友會活動。2024年，我們舉行躲避盤比賽，共有18名舊友會成員參與，並設有四節訓練以提升技能和團隊合作。比賽於12月23日舉行，舊友會隊與三隊來自學校及非牟利機構的隊伍競技。在2025年，我們於3月23日推出「匹克球體驗日」，讓參加者有機會嘗試這項新興運動。

Since **2017**
自2017年以來

Engage **135** participants
凝聚135名參加者

26 participants joined for 3 years or more
26名參加者參加3年或以上

Maintain long-term relationship with **46** alumni members
與46位舊友會成員維持長期關係

5 alumni members serve as coach assistants for dodgebee training in 2025
5位舊友會成員於2025年擔任躲避盤訓練助教

The biggest difference between being a learner and a coach assistant lies in the greater demand for communication. In the past, I just had to understand the skills myself, but now I need strong communications skills to help the participants understand. I also need to provide hands-on guidance to ensure that participants master the correct posture and use of strength.

作為學員及助教的最大分別在於對溝通技巧的要求更高。以往我只需自己掌握技巧，但現在我需要良好的溝通能力來協助學員明白。還有需要提供親身指導，以確保學員掌握正確的姿勢和發力方法。

One of the coach assistants
其中一位助教

I witnessed my child's growth and increased confidence, so I decide to let my child continue in the programme.

我見證了孩子的成長和自信心的提升，因此我決定讓孩子繼續參與這項活動。

Parent of a participant
一位學員的家長

Project *WeCan*

Modern Terminals has been a dedicated partner of Project *WeCan* since the inception of the programme in 2011, maintaining a strong and ongoing relationship with CSA. The programme aims to provide opportunities and support for students who are disadvantaged in learning. Over the years, we have been proud to witness notable progress and achievements across multiple areas at the school.

During the reporting period, we organised activities to help students achieve their potential by supporting their learning, personal growth, and career planning.

學校起動計劃

現代貨箱碼頭自2011年「*學校起動*」計劃推出以來，一直積極投入，並與棉紡會中保持長遠緊密的關係。計劃旨在為學習上處於弱勢的學生提供機會和支援。多年來，我們很高興見證學校在多個領域取得的顯著進步與成就。

在報告期內，我們舉辦多項活動，支持學生的學習、個人成長及生涯規劃，協助他們發揮潛能。

E-Chat@ModernTerminals

Since 2015, we have run the *E-Chat@ModernTerminals* programme to help CSA students improve their spoken English. In the 2023/24 and 2024/25 school years, 29 Form 3 to Form 5 students participated each year, supported by five senior executive mentors. These mentors created a supportive environment in which students could engage in English discussions on everyday topics. Notably, the 2024/25 school year marks the programme's 10th anniversary, with over 200 students having participated since its launch.

自2015年起，我們推行「*E-Chat@ModernTerminals*」活動，協助棉紡會中學學生提升英語口語能力。在2023/24及2024/25學年，每年均有29名中三至中五的學生參與，並由五位高級行政人員擔任導師。導師們營造充滿支持的環境，讓學生能就日常話題進行英語對話。值得一提的是，2024/25學年標誌著該活動的10週年，自推出以來已有超過200名學生參與。

Job Tasting
職場體驗

Since 2012, Modern Terminals has been supporting the Project *WeCan Job Tasting Programme*, providing secondary school students with valuable hands-on summer work experience. From 2012 to 2025, 121 students joined the programme at Modern Terminals.

During the reporting period, 12 students were assigned to different departments at Modern Terminals based on their interview performance. The programme gave them first-hand experience of working life while helping them better understand their strengths and areas for development.

自2012年起，公司一直支持「*學校起動*」計劃的職場體驗計劃，為中學生提供寶貴的暑期工作體驗機會。從2012年至2025年期間，共有121名學生在現代貨箱碼頭參與該計劃。

在報告期內，12名學生根據面試表現，獲分配到不同部門。計劃讓他們獲得職場工作體驗，同時協助他們更深入了解自己的強項及有待改善的地方。

Expanding Collaboration with CSA
深化與棉紡會中學的合作

In recent years, our partnership with CSA has evolved beyond the scope of Project *WeCan*. We have invited CSA to join six of our CSR and volunteering activities during the reporting period including *Modern Terminals Summer Fitness Prorgamme, Hoi Ha Wan Coral Exploration, Mai Po Environmental Conservation Activity, Mai Po Nature Reserve – Mangrove Boardwalk Adventure, Pickleball Experience Day, "The Way We Talk" Movie Screening.*

近年，我們與棉紡會中學的合作已超越「*學校起動*」計劃的範疇。在報告期內，我們邀請學校參與六項企業社會責任及義工活動，包括「*現代貨箱碼頭夏日運動站*」、「*海下灣珊瑚探索之旅*」、「*米埔生態保育活動*」、「*米埔自然保護區 — 紅樹林浮橋探險*」、「*匹克球體驗日*」及《*看我今天怎麼說*》電影放映暨分享會。

Supporting Joint-school Activities
支持聯校活動

As a partner company under Project *WeCan*, we continued to actively involve in all joint-school activities. Besides *Job Tasting*, we participated in *Young Innovators Bazaar, Career Exploration Day*, and organised company visits. At the Bazaar, CSA students designed products themed around Hong Kong, earning various awards including the "Best Speaker" and "Outstanding Presentation Award" in 2024; the "Most Entertaining Award", "Best Live Performance Award (Individual)", "3-minute Sales Challenge – Merit Award" and "Three-Minute Sales Challenge – Outstanding Team Performance" awards in 2025.

作為「*學校起動*」計劃的夥伴，我們繼續積極參與所有聯校活動。除「*職場體驗計劃*」外，我們亦參與「*趁墟做老闆*」、「*生涯規劃日*」及安排企業參觀。在「*趁墟做老闆*」的市集，棉紡會中學的學生以香港為主題設計產品，並獲多項殊榮，包括在2024年榮獲「最佳演講者」及「優秀匯報獎」；在2025年榮獲「最具娛樂性獎」、「最佳現場演繹獎(個人)」、「銷售三分鐘挑戰賽 — 優異獎」及「銷售三分鐘挑戰賽 — 卓越表現團隊」。

During the reporting period, we hosted four *Career Exploration Day* sessions hosting around 580 students from Project *WeCan* schools. Through an interactive game using miniature containers, our colleague introduced the yard planning role. Besides, we arranged seven company visits attended by a total of 132 participants.

在報告期內，我們共安排四場「*生涯規劃日*」活動，吸引約580名來自「*學校起動*」計劃學校的學生參加。透過使用貨櫃模型的互動遊戲，我們的同事向學生介紹碼頭堆場策劃員的工作。此外，我們亦安排共七次企業參觀，共132位學生參與。

SUPPORTING CHARITY ACTIVITIES

Besides organising our own programmes and activities, Modern Terminals also supports initiatives that align with our key focuses to create greater positive impact in the community.

支持慈善活動

除舉辦計劃和活動外，現代貨箱碼頭亦支持與我們重點專注範疇一致的活動，在社區創造更大的正面影響。

The Community Chest Sports for Millions

We have been a long-term supporter of the annual sports-related fundraising event of The Community Chest. We continued to send a team of 10 to join the *Sports for Millions* which featured four sports competition and a finale game. All team members shared the joy when the bowling team became the champion in 2024 and the second runner-up in 2025. The event not only promotes an active lifestyle but also fosters team spirit.

公益金百萬運動會

我們長期支持公益金舉辦的年度體育籌款活動。我們繼續派出由10人組成的隊伍參加「*公益金百萬運動會*」，當中包括四項體育比賽及團體終極遊戲。我們的保齡球隊於2024年榮獲冠軍，並於2025年奪得季軍，全體隊員都一同分享這份喜悅。此活動不僅推動健康生活方式，更有助建立團隊精神。

The Community Chest Walk for Millions

On 7 January 2024, the Company took part in the Community Chest 55th Anniversary *Walk for Millions* (Hong Kong-Zhuhai-Macao Bridge – Hong Kong Link Road), with 14 staff members and 9 representatives from CSA participating. On 19 January 2025, six colleagues raised donation and joined the *Hong Kong & Kowloon Walk for Millions 2024/2025*, enjoying a walk that started at Hong Kong Stadium and ended at Aberdeen Country Park Visitors Centre.

公益金百萬行

2024年1月7日，公司參加了「*公益金五十五周年百萬行（港珠澳大橋——香港連接路）*」，共有14位員工及9位棉紡會中學的代表一同共襄善舉。另外，2025年1月19日，六位同事籌募善款並參加「*2024/2025年度港島、九龍區百萬行*」，由香港大球場出發步行至香港仔郊野公園遊客中心，共度愉快的步行時光。

SuitSwitcher 2024

Modern Terminals supported the "SuitSwitcher 2024" workwear recycling programme organised by a local university. The programme aims to collect gently used professional clothing and accessories to help students dress for work-related occasions. Our colleagues donated a total of 179 items, including formal dress suits, business style trousers and handbags.

辦公室上班服回收轉贈計劃2024

公司支持由本地一間大學舉辦的「*辦公室上班服回收轉贈計劃2024*」。該計劃旨在收集狀況良好的辦公室工作服裝和配飾，幫助學生在工作場合穿著合適得體。我們同事合共捐贈179件物品，當中包括西裝、西褲及手袋等。

179 items donated
合共捐贈179件物品

University Internship Programme
大學實習計劃

The Company supports youth development by offering internship opportunities for university students to gain real-world work experience. In 2025, we welcomed 10 students from various universities into different departments. The programme provided young people with a valuable chance to apply their knowledge in workplace settings.

公司致力支持青年發展，為大學生提供實習機會，協助他們獲得真實職場經驗。2025年，我們歡迎10位來自不同大學的學生於各部門實習。計劃為年輕人提供寶貴機會，讓他們能夠在實際工作環境中應用所學知識。

Government Industry Promotion Programme
政府行業推廣計劃

Being a major terminal operator based in Hong Kong, we have been engaging with the youth to promote the maritime and port industry. To deepen students' understanding of the industry and encourage them to pursue related careers, the Transport and Logistics Bureau of the HKSAR Government launched a *Job Shadowing Programme* as well as a company visit initiative. On 25 June 2025, we hosted the first visit under the programme with 51 students taking part. We introduced the company's background and sustainability initiatives. Our Gatehouse Officer also shared her work experience in the industry, and the students had the opportunity to visit the yard to observe terminal operations up close.

On 22 December 2025, we hosted a group of four students under the *Job Shadowing* programme in which they are provided with a specially-designed rundown for them to learn about different roles within container terminals.

作為植根香港的主要碼頭營運商，我們一直與青年保持緊密聯繫，積極推廣海運港口業。為加深學生對行業的認識，並鼓勵他們投身行業，香港特別行政區政府運輸及物流局推出「*影子工作體驗*」以及企業參觀活動。2025年6月25日，我們接待了該計劃下的首次參觀，共有51名學生參與。我們向學生介紹公司的背景及可持續發展措施，公司的閘口主任亦分享了她在該行業的工作經驗，學生們更有機會前往堆場，近距離觀察碼頭的日常運作。

2025年12月22日，我們在「*影子工作體驗*」計劃下接待了四名學生，提供專門設計的行程，讓他們了解貨櫃碼頭內的各種職位。

Please click **here** to view a video produced by the Transport and Logistics Bureau

請**按此**觀看由運輸及物流局製作的影片

ENHANCING VOLUNTEERING EFFORTS

Our corporate volunteering team MVF aims to arrange a volunteering opportunity every month for our people. Since its establishment in 2007, MVF member size has been growing and it comprised 225 members (including 163 staff and 62 retirees) as of 31 December 2025. During the reporting period, MVF contributed 896.6 volunteering hours across 26 activities in Hong Kong, with 452.8 hours logged in 2024 and 443.8 hours in 2025. While keeping some activities to maintain a long-term relationship with our NGO partners and to enhance the impact, we have introduced some new activities during the reporting period and below are some highlights.

致力推動義工服務

我們的企業義工隊「現代仁」旨在每月為員工安排義工服務機會。自2007年成立以來，現代仁的成員規模持續增長，截至2025年12月31日，成員人數已達225位(包括163位員工及62位退休員工)。在報告期內，現代仁在香港共舉行26項活動，累計貢獻896.6小時義工時數，其中2024年為452.8小時及2025年為443.8小時。為深化成效並與非政府組織夥伴保持長期合作關係，我們一方面延續部分既有活動，另一方面亦在報告期內推出多項全新活動，以下為部分主要活動。

Art Training Workshop and Christmas Water Tour

Every year, we organise a training session for MVF volunteers to equip them with skills they can apply in our volunteering activities. In 2025, we organised a "*Pastel Nagomi Art Workshop*" for volunteers to learn soft pastel techniques with an emphasis on emotional expression and mental well-being. We also opened it to CSA and two teachers joined the workshop in order to learn the skills for future teaching use.

The Water Tour was first launched in Christmas 2018 and it has become a popular festive activity among low-income families in the Kwai Tsing district, where our terminal facilities located in Hong Kong. In 2024, 10 volunteers joined 30 participants on the Star Ferry journey. The 2025 activity was rescheduled to the Easter of 2026. We sincerely thank Star Ferry for sponsoring the tickets for the participants.

藝術培訓工作坊及聖誕維港遊

每年我們均為「現代仁」義工提供不同的培訓活動，讓他們掌握可應用於義工服務的技能。2025年，我們舉辦「*和諧粉彩藝術工作坊*」，讓義工學習強調情感表達與心靈健康的粉彩技巧。我們亦將活動開放予棉紡會中學參與，兩名教師參與其中，學習相關技巧供日後教學之用。

聖誕維港遊於2018年聖誕節首次推出，現已成為我們香港碼頭設施所在的葵青區內低收入家庭喜愛的節日活動。2024年，10位義工與30位參加者一同乘坐天星小輪暢遊維港。2025年的活動則順延至2026年復活節舉行。我們衷心感謝天星小輪為參加者提供免費門票。

Volunteering for Ethnic Minorities

This new initiative aims to engage youth from ethnic minority communities. In 2024 and 2025, we organised two activities with focus on Chinese learning and cultural exchange respectively, involving 14 volunteers and 35 ethnic minority youths.

為少數族裔提供義工服務

這項全新計劃旨在與少數族裔青年建立聯繫。2024年及2025年，我們共舉辦兩項活動，以學習中文及文化交流為重點，共有14名義工及35名少數族裔青年參與。

Dine and Learn – Little Chefs Workshop & Table Manner

Given the popularity of food-related activities, a range of events was carried out under the "Dine and Learn" series. With support from The Boys' and Girls' Clubs Association of Hong Kong (BGCA), the Company introduced new activity - *"Little Chefs"* Workshop, where volunteers assisted children in learning cooking techniques and enjoying dinner together. In 2024 and 2025, a total of 22 volunteers and 30 children participated.

美味學堂 — 小廚師烹飪及餐桌禮儀

因應與食物相關的活動大受歡迎，我們推出美味學堂系列活動。我們和香港小童群益會合作，推出全新活動「*小廚師*」工作坊，由義工協助兒童學習烹飪技巧並一同享用晚餐。2024年及2025年，共有22名義工及30名兒童參與。

Since 2017, there has been a partnership with the New Creation Depot restaurant of the Chinese YMCA to offer free meals to low-income families in Kwai Tsing District. Starting from 2023, we have built in table manners training, with a tutor providing guidance on dining etiquette. At these events, a total of 15 volunteers assisted nearly 100 participants in learning and adopting proper table manners in 2024 and 2025.

自2017年起，我們於香港中華基督教青年會青新駅舉辦「*愛心飯堂*」活動，為葵青區低收入家庭提供一頓免費午餐。由2023年開始，我們在活動中加入餐桌禮儀元素，由導師指導用餐禮儀。2024年及2025年，共有15名義工協助近100名參加者學習並實踐正確的餐桌禮儀。

Caring for Stray Dogs & Cats

To address the interests of our colleagues, we introduced animal-related volunteering services in partnership with youth volunteers from BGCA. It aims to enhance youth awareness of animal adoption while fostering empathy and responsibility. In 2024 and 2025, the *"Caring for Stray Dogs"* activity was held twice, and the *"Caring for Stray Cats"* activity was held once, involving a total of 30 volunteers and 21 youth volunteers.

關懷毛孩及喵喵行動

為回應同事的興趣，我們與香港小童群益會的青年義工合作，推出動物相關義工服務。活動旨在提高青年人對領養動物的意識，培養同理心與責任感。2024年及2025年，共舉辦兩次「*關懷毛孩行動*」及一次「*關懷喵喵行動*」，共30名義工及21名青年義工參與。

"DaChan Ren" Activities

DaChan Ren, the volunteering team of DaChan Bay Terminals, was founded in January 2018 and has grown to 90 members.

To enhance the environment at our terminals, we have conducted a series of clean-up activities to remove waste and weeds from the operational areas, creating a cleaner and more welcoming space. Additionally, we planted trees to further improve the environment at our port. These programmes engaged a total of 45 volunteers. Expanding our impact to the community, we also organised the *Xiwan Mangrove Wetland Park Recycling* activity, aiming to promote waste separation and recycling to the public in both 2024 and 2025. A total of 12 volunteer participated.

「大鏟仁」活動

大鏟灣碼頭的義工隊「大鏟仁」於2018年1月成立，成員人數已增至90人。

為提升大鏟灣碼頭的環境，我們推行一系列清潔活動，清除操作區內的垃圾與雜草，打造出更乾淨、宜人的空間。另外，我們亦透過植樹活動，進一步美化港口環境。共有45名義工參與這些活動。為將對環境的正面影響推展至社區，2024年及2025年舉辦「*西灣公園環保行*」活動，向公眾推廣垃圾分類與回收，合共有12名義工參與。

PERFORMANCE STATISTICS
統計數據摘要

EMPLOYMENT 僱員

		Unit 單位	Jan-Dec 2023 2023年1月-12月		Total 總數		Jan-Dec 2024 2024年1月-12月		Total 總數		Jan-Dec 2025 2025年1月-12月		Total 總數	
			Hong Kong 香港	Chinese Mainland 中國內地			Hong Kong 香港	Chinese Mainland 中國內地			Hong Kong 香港	Chinese Mainland 中國內地		
Profile of workforce 僱員總人數	Total number of staff 僱員總人數	Number 數目	799	401	**1,200**		756	399	**1,155**		709	404	**1,113**	
By gender 按性別劃分	Directly employed staff (Male) 直接聘請的僱員(男性)	Number 數目	696	337	**1,033**		654	340	**994**		607	344	**951**	
	Directly employed staff (Female) 直接聘請的僱員(女性)	Number 數目	103	64	**167**		102	59	**161**		102	60	**162**	
	Permanent contract (Male) 永久合約(男性)	Number 數目	656	237	**893**		614	242	**856**		587	244	**831**	
	Permanent contract (Female) 永久合約(女性)	Number 數目	102	37	**139**		101	38	**139**		101	41	**142**	
	Fixed term contract (Male) 固定期限合約(男性)	Number 數目	34	100	**134**		33	98	**131**		20	100	**120**	
	Fixed term contract (Female) 固定期限合約(女性)	Number 數目	0	25	**25**		1	21	**22**		1	19	**20**	
	Temporary contract (Male) 臨時合約(男性)	Number 數目	6	0	**6**		7	0	**7**		0	0	**0**	
	Temporary contract (Female) 臨時合約(女性)	Number 數目	1	2	**3**		0	0	**0**		0	0	**0**	
	Full-time (Male) 全職(男性)	Number 數目	696	337	**1,033**		654	340	**994**		607	344	**951**	
	Full-time (Female) 全職(女性)	Number 數目	103	64	**167**		102	59	**161**		102	60	**162**	
	Part-time (Male) 兼職(男性)	Number 數目	0	0	**0**		0	0	**0**		0	0	**0**	
	Part-time (Female) 兼職(女性)	Number 數目	0	0	**0**		0	0	**0**		0	0	**0**	
By employment category 按職位類別劃分	Management staff (Male) 管理層職員(男性)	Number 數目	30	26	**56**		30	28	**58**		28	28	**56**	
	Management staff (Female) 管理層職員(女性)	Number 數目	16	7	**23**		16	8	**24**		16	8	**24**	
	Senior staff (Male) 高級職員(男性)	Number 數目	131	97	**228**		130	97	**227**		123	101	**224**	
	Senior staff (Female) 高級職員(女性)	Number 數目	48	34	**82**		48	32	**80**		49	33	**82**	
	General staff (Male) 普通職員(男性)	Number 數目	535	214	**749**		494	215	**709**		456	215	**671**	
	General staff (Female) 普通職員(女性)	Number 數目	39	23	**62**		38	19	**57**		37	19	**56**	
By age group 按年齡組別劃分	Below 30 (30歲以下)	Number 數目	75	54	**129**		62	43	**105**		50	48	**98**	
	30 - 39 (30至39歲)	Number 數目	217	186	**403**		209	174	**383**		185	156	**341**	
	40 - 49 (40至49歲)	Number 數目	221	135	**356**		216	149	**365**		210	161	**371**	
	50 or above (50或50歲以上)	Number 數目	286	26	**312**		269	33	**302**		264	39	**303**	
	%of employees covered by collective bargaining agreement 受集體協商協議保障的僱員百分比	Percentage 百分比	N/A	100			N/A	100			N/A	100		
New hires 新入職人數	Male 男性	Number/Percentage 數目/百分比	67	9.6	8	2.4	**75**	**7.3**	53	8.1	1.5	0.4	**54.5**	**5.5**	19	3.1	4.4	1.3	**23.4**	**2.5**
	Female 女性	Number/Percentage 數目/百分比	16	15.5	1	1.6	**17**	**10.2**	15	14.7	0.0	0.0	**15**	**9.3**	6	5.9	1.7	2.9	**7.7**	**4.8**
	Below 30 (30歲以下)	Number/Percentage 數目/百分比	39	52.0	5	9.3	**44**	**34.1**	28	45.2	0.0	0.0	**28**	**26.7**	16	32.0	25.0	52.1	**41**	**41.8**
	30 - 39 (30至39歲)	Number/Percentage 數目/百分比	28	12.9	3	1.6	**31**	**7.7**	25	12.0	2.3	1.3	**27.3**	**7.1**	3	1.6	1.9	1.2	**4.9**	**1.4**
	40 - 49 (40至49歲)	Number/Percentage 數目/百分比	12	5.4	1	0.7	**13**	**3.7**	12	5.6	0.7	0.5	**12.7**	**3.5**	3	1.4	0.6	0.4	**3.6**	**1.0**
	50 or above (50或50歲以上)	Number/Percentage 數目/百分比	4	1.4	0	0.0	**4**	**1.3**	3	1.1	0.0	0.0	**3**	**1.0**	3	1.1	0.0	0.0	**3**	**1.0**
Turnover 離職人數	Male 男性	Number/Percentage 數目/百分比	78	11.2	14	4.2	**92**	**8.9**	62	9.5	3.0	0.9	**65.0**	**6.5**	40	6.6	4.1	1.2	**44.1**	**4.6**
	Female 女性	Number/Percentage 數目/百分比	16	15.5	7	10.9	**23**	**13.8**	13	12.7	7.0	11.9	**20.0**	**12.4**	6	5.9	1.7	2.9	**7.7**	**4.8**
	Below 30 (30歲以下)	Number/Percentage 數目/百分比	30	40.0	5	9.3	**35**	**27.1**	22	35.5	14.0	32.4	**36.0**	**34.2**	19	38.0	12.5	26.0	**31.5**	**32.1**
	30 - 39 (30至39歲)	Number/Percentage 數目/百分比	37	17.1	11	5.9	**48**	**11.9**	29	13.9	2.3	1.3	**31.3**	**8.2**	15	8.1	5.1	3.3	**20.1**	**5.9**
	40 - 49 (40至49歲)	Number/Percentage 數目/百分比	18	8.1	3	2.2	**21**	**5.9**	14	6.5	2.1	1.4	**16.1**	**4.4**	5	2.4	0.6	0.4	**5.6**	**1.5**
	50 or above (50或50歲以上)	Number/Percentage 數目/百分比	9	3.1	2	7.7	**11**	**3.5**	10	3.7	3.2	9.8	**13.2**	**4.4**	7	2.7	0.0	0.0	**7**	**2.3**
Return to work and retention rates after maternity / paternity leave, by gender 按性別劃分的育兒假後復工和保留人數	Paternity leave 侍產假	Number 宗數	10	9	**19**		10	9	**19**		10	9	**19**	
	Maternity leave 產假	Number 宗數	1	2	**3**		3	3	**6**		2	1	**3**	
	Employees returned to work after parental leave ended (Male) 育兒假後復工(男性)	Number 數目	10	9	**19**		10	9	**19**		10	9	**19**	
	Employees returned to work after parental leave ended (Female) 育兒假後復工(女性)	Number 數目	1	2	**3**		3	3	**6**		2	1	**3**	
	Employees returned to work after parental leave ended and were still employed 12 months after their return to work (Male) 育兒假後復工並12個月後仍在任(男性)	Number 數目	15	17	**32**		9	9	**18**		9	8	**17**	

		Unit 單位	Jan-Dec 2023 2023年1月-12月		Total 總數	Jan-Dec 2024 2024年1月-12月		Total 總數	Jan-Dec 2025 2025年1月-12月		Total 總數
			Hong Kong 香港	Chinese Mainland 中國內地		Hong Kong 香港	Chinese Mainland 中國內地		Hong Kong 香港	Chinese Mainland 中國內地	
Return to work and retention rates after maternity / paternity leave, by gender 按性別劃分的育兒假後復工和保留人數	Employees returned to work after parental leave ended and were still employed 12 months after their return to work (Female) 育兒假後復工並12個月後仍在任(女性)	Number 數目	2	5	**7**	1	1	**2**	3	4	**7**
	Return to work rate (Male) 復工比率(男性)	Percentage 百分比	100	100	**100**	100	100	**100**	100	100	**100**
	Return to work rate (Female) 復工比率(女性)	Percentage 百分比	100	100	**100**	100	100	**100**	100	100	**100**
	Retention rate (Male) 保留比率(男性)	Percentage 百分比	100	89.47	**94.12**	90	100	**94.74**	90	89	**89.47**
	Retention rate (Female) 保留比率(女性)	Percentage 百分比	100	100	**100**	N/A	100	**100**	100	100	**100**
Average hour of training by gender 按僱員性別劃分的平均培訓時數	Male 男性	Hour 小時	26.38	18.69	**23.87**	31.73	50.55	**38.17**	23.76	46.03	**31.82**
	Female 女性	Hour 小時	18.70	16.27	**17.77**	19.13	35.06	**24.97**	17.35	13.63	**15.97**
Average hour of training by employment category 按職位劃分的平均培訓時數	Management Staff 管理人員	Hour 小時	28.05	12.27	**21.46**	21.77	28.94	**24.92**	27.02	19.08	**23.45**
	Senior staff 高級職員	Hour 小時	21.08	12.84	**17.60**	20.05	30.00	**24.23**	22.10	16.68	**19.72**
	General staff 普通職員	Hour 小時	26.53	22.17	**25.25**	34.08	61.86	**42.57**	22.73	58.68	**34.30**

Note 備註：

Only directly employed full-time employees are included in the calculation. Turnover does not include retirees.
數據只包括直接聘請的全職僱員。離職人數不包括退休員工。

Formula of new hire rate: (Number of new hire under an employee category / total number of employees in the category) x 100
新入職率計算公式：(個別僱員類別下之新入職員工人數 / 該僱員類別總人數) x 100

Formula of turnover rate: (Number of turnover under an employee category / total number of employees in the category) x 100
離職率計算公式：(個別僱員類別下之離職員工人數 / 該僱員類別總人數) x 100

OCCUPATIONAL HEALTH AND SAFETY 職業健康和安全

	Unit 單位	Jan-Dec 2023 2023年1月-12月		Total 總數	Jan-Dec 2024 2024年1月-12月		Total 總數	Jan-Dec 2025 2025年1月-12月		Total 總數
		Hong Kong 香港	Chinese Mainland 中國內地		Hong Kong 香港	Chinese Mainland 中國內地		Hong Kong 香港	Chinese Mainland 中國內地	
No. of fatality 死亡人數	Number 宗數	0	0	**0**	0	0	**0**	0	0	**0**
Injury rate (Male) 工傷率(男性)	Per 1,000 persons 每千人	18.6	0.0	**18.6**	12.2	0.0	**12.2**	3.3	0.0	**3.3**
Injury rate (Female) 工傷率(女性)	Per 1,000 persons 每千人	19.2	0.0	**19.2**	9.8	0.0	**9.8**	9.8	0.0	**9.8**
Injury rate 工傷率	Per 1,000 persons 每千人	18.8	0.0	**12.5**	11.9	0.0	**7.8**	4.2	5.0	**4.5**
Lost day rate (Male) 缺勤率(男性)	Per working day 每工作日	0.0045	0.0000	**0.0031**	0.0042	0.0000	**0.0027**	0.0012	0.0017	**0.0013**
Lost day rate (Female) 缺勤率(女性)	Per working day 每工作日	0.0005	0.0000	**0.0003**	0.0002	0.0000	**0.00012**	0.0044	0	**0.0028**
Lost day rate 缺勤率	Per working day 每工作日	0.0040	0.0000	**0.0028**	0.0037	0.0000	**0.0024**	0.0016	0.0015	**0.0015**
Absentee rate (Male) 缺席率(男性)	Per working day 每工作日	0.0306	0.0045	**0.0228**	0.0308	0.0066	**0.0226**	0.0272	0.0079	**0.0209**
Absentee rate (Female) 缺席率(女性)	Per working day 每工作日	0.0310	0.0077	**0.0218**	0.0316	0.0079	**0.0221**	0.0318	0.0068	**0.0227**
Absentee rate 缺席率	Per working day 每工作日	0.0307	0.0050	**0.0226**	0.0309	0.0068	**0.0225**	0.0278	0.0078	**0.0212**

Note 備註：

Only directly employed full-time employees are included in the calculation, except number of fatality.
除致命意外的數據外，其餘數據只包括直接聘請的全職僱員 。

Number of injury: One day work-related injury sick leave is used in this report
受傷人數：本報告使用一天工傷病假為工傷個案計算

Lost days for work-related injury: The method of calculating the lost days for work-related injury has been updated. The lost days for work-related injury are included in the year when they happened rather than when the the injury happened.
因工傷而缺勤工作日數：因工傷而缺勤的工作日數計算方法已更改為顯示於缺勤日發生年份，而不是個案發生之年份內。

Formula of injury rate: (Number of injury / Total number of staff) x 1,000
工傷率計算公式：(工傷宗數 / 僱員總人數)x 1,000

Formula of lost days rate: Number of lost days for work-related injury / Total number of scheduled work days for all headcount
缺勤工作日比率計算公式：因工傷導致的缺勤日數 / 所有僱員需要工作日數

Formula of absentee rate: Number of absenteeism / Total number of scheduled work days for all headcount
缺席率計算公式：缺席日數/ 所有僱員需要工作日數

The figures for 2023 have been restated to reflect a more accurate calculation methodology to include new joiners.
2023年的數據已經重述，以反映包括新入職員工的更準確計算方法。

ENVIRONMENT 環境

	Unit 單位	Jan-Dec 2023 2023年1月-12月		Total 總數	Jan-Dec 2024 2024年1月-12月		Total 總數	Jan-Dec 2025 2025年1月-12月		Total 總數
		Hong Kong 香港	Chinese Mainland 中國內地		Hong Kong 香港	Chinese Mainland 中國內地		Hong Kong 香港	Chinese Mainland 中國內地	
Energy Consumption 能源消耗										
Diesel 柴油	Litre 公升	5,836,213	1,872,961	**7,709,174**	6,074,007	1,532,776	**7,606,783**	5,306,991	1,017,480	**6,324,472**
	Gigajoule 千兆焦耳	210,804	67,651	**278,455**	219,393	55,364	**274,757**	191,689	36,751	**228,440**
Liquefied petroleum gas (LPG) 液化石油氣	Litre 公升	239,449	-	**239,449**	222,734	-	**222,734**	183,526	-	**183,526**
	Gigajoule 千兆焦耳	6,116	-	**6,116**	5,689	-	**5,689**	4,688	-	**4,688**
Petrol 汽油	Litre 公升	22,295	14,016	**36,311**	17,668	11,816	**29,484**	13,593	5,768	**19,361**
	Gigajoule 千兆焦耳	731	459	**1,190**	579	387	**967**	446	189	**635**
Liquefied natural gas (LNG) 液化天然氣	Cubic Metre 立方米	-	351,201	**351,201**	-	783,699	**783,699**	-	722,668	**722,668**
	Gigajoule 千兆焦耳	-	10,866	**10,866**	-	24,248	**24,248**	-	22,359	**22,359**
Total electricity consumption 電力消耗總量	kWh 千瓦時	41,517,814	20,268,396	**61,786,211**	40,903,653	22,126,409	**63,030,063**	38,489,933	25,777,926	**64,267,859**
	Gigajoule 千兆焦耳	149,464	72,966	**222,430**	147,253	79,655	**226,908**	138,564	92,801	**231,364**
Towngas 煤氣	Unit 單位	52,378	-	**52,378**	51,816	-	**51,816**	52,752	-	**52,752**
	Gigajoule 千兆焦耳	2,514	-	**2,514**	2,487	-	**2,487**	2,532	-	**2,532**
Natural Gas 天然氣	Cubic Metre 立方米	-	35,076	**35,076**	-	34,064	**34,064**	-	36,622	**36,622**
	Gigajoule 千兆焦耳	-	1,179	**1,179**	-	1,145	**1,145**	-	1,230	**1,230**
CO_2 equivalent emissions (CO_2e) - Scope 1 二氧化碳當量排放 - 範疇一	Tonne 噸	15,999	5,728	**21,727**	16,585	5,647	**22,232**	14,486	4,160	**18,646**
CO_2 equivalent emissions (CO_2e) - Scope 2 二氧化碳當量排放 - 範疇二	Tonne 噸	16,221	8,957	**25,177**	15,572	9,778	**25,349**	13,115	11,391	**24,506**
CO_2 equivalent emissions (CO_2e) - Total 二氧化碳當量排放 - 總數**	Tonne 噸	32,220	14,685	**46,904**	32,156	15,425	**47,581**	27,600	15,552	**43,152**
Total CO_2 equivalent emissions (CO_2e) intensity 二氧化碳當量排放強度	Kg / TEU 公斤/標準箱	8.37	7.60	**8.11**	8.13	6.96	**7.71**	7.67	6.05	**6.99**

Note 備註：

* Corresponding business unit did not consume this fuel type
相關業務單位並無使用此燃料

The CO_2e emission calculation shown here includes consumption of diesel, LPG, petrol, electricity and towngas.

Sources:
- "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings of Commercial, Residential or Institutional Purposes in Hong Kong"(by EPD & EMSD, 2010 ed.)
- CLP Hong Kong carbon intensity from CLP Sustainability Reports
- Ministry of Ecology and Environment of People's Republic of China

** CO_2e figures include scope 1 and scope 2 emissions
二氧化碳當量已包括範疇一及範疇二的排放

此處顯示的二氧化碳當量排放包括柴油、液化石油氣、汽油、電力和煤氣。

資料來源：
- 環境保護署及機電工程署出版的「香港建築物（商業、住宅或公共用途）的溫室氣體排放及減除的審計和報告指引」（2010年版本）
- 中華電力有限公司可持續發展報告所列載的公司碳強度數據
- 中華人民共和國生態環境部

Standardised conversion factors of gigajoules (GJ): electricity (0.0036GJ/kWh), diesel (0.03612GJ/L), LPG (0.025542GJ/L), petrol (0.032782GJ/L), LNG (0.03094GJ/m^3), natural gas (0.0336GJ/m^3) and towngas (0.048GJ/unit)

標準化千兆焦耳(GJ)轉換系數：電量(0.0036GJ/kWh)、柴油(0.03612GJ/L)、液化石油氣(0.025542GJ/L)、汽油(0.032782GJ/L)、液化天然氣(0.03094GJ/m^3)、天然氣(0.0336GJ/m^3)和煤氣(0.048GJ/unit)

Following a change in methodology from volume-based to weight-based LNG emissions calculations, together with the adoption of the electricity emission factor issued by the Ministry of Ecology and Environment, the 2023 figures have been restated.

鑑於液化天然氣（LNG）排放量計算方法由以體積為基礎改為以重量為基礎，並採用了生態環境部發布的電力排放因子，2023年的相關數據已予以重述。

	Unit 單位	Jan-Dec 2023 2023年1月-12月		Total 總數	Jan-Dec 2024 2024年1月-12月		Total 總數	Jan-Dec 2025 2025年1月-12月		Total 總數
		Hong Kong 香港	Chinese Mainland 中國內地		Hong Kong 香港	Chinese Mainland 中國內地		Hong Kong 香港	Chinese Mainland 中國內地	
Water Consumption 用水										
Water 用水量	Cubic Metre 立方米	53,530	23,983	**77,513**	56,120	20,902	**77,022**	53,020	28,957	**81,977**
Material Consumption 物料消耗										
Lubrication oil (engine oil + hydraulic oil) 潤滑油（機油 + 液壓油）	Litre 公升	44,396	13,777	**58,173**	50,958	25,892	**76,850**	36,998	29,416	**66,414**
Lubrication oil (grease) 潤滑油（油脂）	Kilogramme 千克	12,692	5,205	**17,897**	11,100	5,688	**16,788**	10,932	6,300	**17,232**
Tyre 輪胎	Number 數量	440	534	**974**	482	329	**811**	518	496	**1,014**
Paper 用紙量	Kilogramme 千克	9,049	2,992	**12,041**	9,535	3,303	**12,838**	8,719	3,236	**11,956**
Waste Recycling 廢物循環再用										
Non-chemical Waste 非化學廢物										
Tyre recycle 供循環再用的輪胎	Number 數量	706	728	**1,434**	588	342	**930**	695	434	**1,129**
Chemical Waste 化學廢物										
Total solid chemical waste 固體化學廢物 #	Kilogramme 千克	350,869	89,710	**440,579**	331,670	165,795	**497,464**	341,650	236,695	**578,345**
Total liquid chemical waste 液體化學廢物 ##	Kilogramme 千克	55,523	11,020	**66,543**	66,147	23,535	**89,682**	51,786	22,250	**74,036**
Waste Disposal 廢物處理										
Waste disposed to landfill 一般垃圾堆填 ###	Kilogramme 千克	756,451	471,120	**1,227,571**	781,399	226,017	**1,007,416**	766,059	153,701	**919,760**

Note 備註：

Water purchased from Water Supplies Department
用水購自供水機構

The consumption of materials in comparatively insignificant amount is excluded
相對少量的物料消耗並不包括在上表

Recycled materials of food waste and wood pallet are excluded
回收的木卡板和廚餘並不包括在上表

The Company hires waste disposal contractors that are recognised by local authorities for waste collection and disposal services
公司聘用當地認可的回收商安排廢物回收及處理

\# Scrapped metal is included starting from 2018 / Oily sludge is included starting from 2020
自2018年起數據包括廢金屬 / 自2020年起數據包括含油污泥

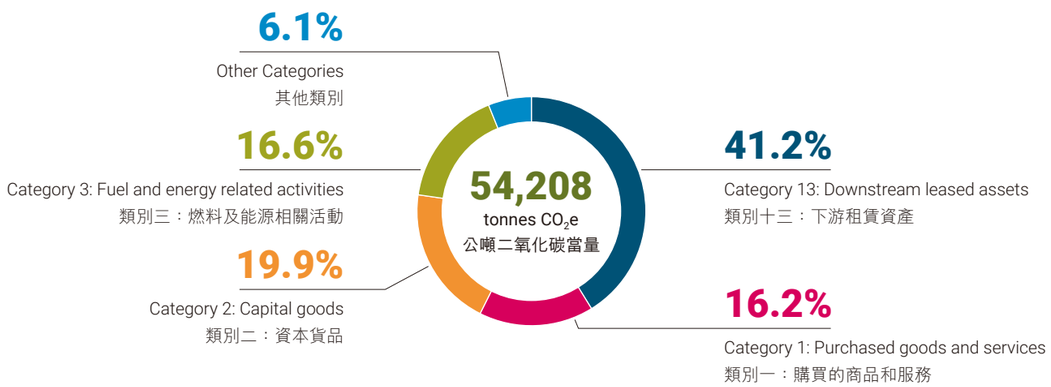
\## Waste oil from interceptor in Hong Kong is included starting from 2018
自2018年起香港數據包括來自分隔系統的廢油

\### General waste collected in DaChan Bay is sent to incineration for power generation
大鏟灣一般垃圾是送往焚化以作發電

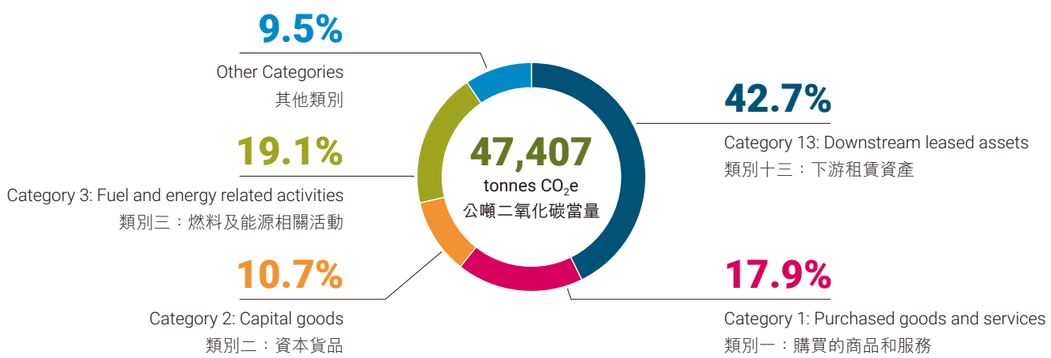
SCOPE 3 GHG EMISSIONS 範疇三溫室氣體排放

	Unit 單位	Jan-Dec 2023 2023年1月-12月 Hong Kong 香港	Jan-Dec 2023 2023年1月-12月 Chinese Mainland 中國內地	Total 總數	percentage 百分比	Jan-Dec 2024 2024年1月-12月 Hong Kong 香港	Jan-Dec 2024 2024年1月-12月 Chinese Mainland 中國內地	Total 總數	percentage 百分比	Jan-Dec 2025 2025年1月-12月 Hong Kong 香港	Jan-Dec 2025 2025年1月-12月 Chinese Mainland 中國內地	Total 總數	percentage 百分比
Scope 3 Category 範疇三類別													
Category 1: Purchased goods and services 類別一：購買的商品和服務	Tonnes 噸 CO_2e 二氧化碳當量	6,540	2,234	**8,773**	**16.2%**	6,426	2,082	**8,508**	**17.9%**	5,936	2,430	**8,365**	**21.5%**
Category 2: Capital goods 類別二：資本貨品	Tonnes 噸 CO_2e 二氧化碳當量	4,942	5,844	**10,786**	**19.9%**	4,018	1,062	**5,079**	**10.7%**	861	439	**1,300**	**3.3%**
Category 3: Fuel and energy related activities 類別三：燃料及能源相關活動	Tonnes 噸 CO_2e 二氧化碳當量	6,470	2,541	**9,012**	**16.6%**	6,584	2,466	**9,050**	**19.1%**	5,950	2,404	**8,354**	**21.5%**
Category 4: Upstream transportation and distribution 類別四：上游運輸和配送	Tonnes 噸 CO_2e 二氧化碳當量	947	1,088	**2,035**	**3.8%**	784	2,578	**3,362**	**7.1%**	206	1,595	**1,802**	**4.6%**
Category 5: Waste generated in operations 類別五：營運中產生的廢棄物	Tonnes 噸 CO_2e 二氧化碳當量	429	16	**444**	**0.8%**	425	6	**432**	**0.9%**	414	7	**421**	**1.1%**
Category 6: Business travel 類別六：商務旅行	Tonnes 噸 CO_2e 二氧化碳當量	178	25	**202**	**0.4%**	91	27	**118**	**0.2%**	391	10	**401**	**1.0%**
Category 7: Employee commuting 類別七：員工通勤	Tonnes 噸 CO_2e 二氧化碳當量	603	4	**607**	**1.1%**	599	3	**602**	**1.3%**	554	3	**557**	**1.4%**
Category 13: Downstream leased assets 類別十三：下游租賃資產	Tonnes 噸 CO_2e 二氧化碳當量	19,839	2,510	**22,349**	**41.2%**	18,218	2,039	**20,257**	**42.7%**	15,668	2,042	**17,710**	**45.5%**
Total Scope 3 GHG emissions 範疇三溫室氣體排放 - 總數	Tonnes 噸 CO_2e 二氧化碳當量	39,947	14,261	**54,208**		37,144	10,263	**47,407**		29,980	8,930	**38,910**	

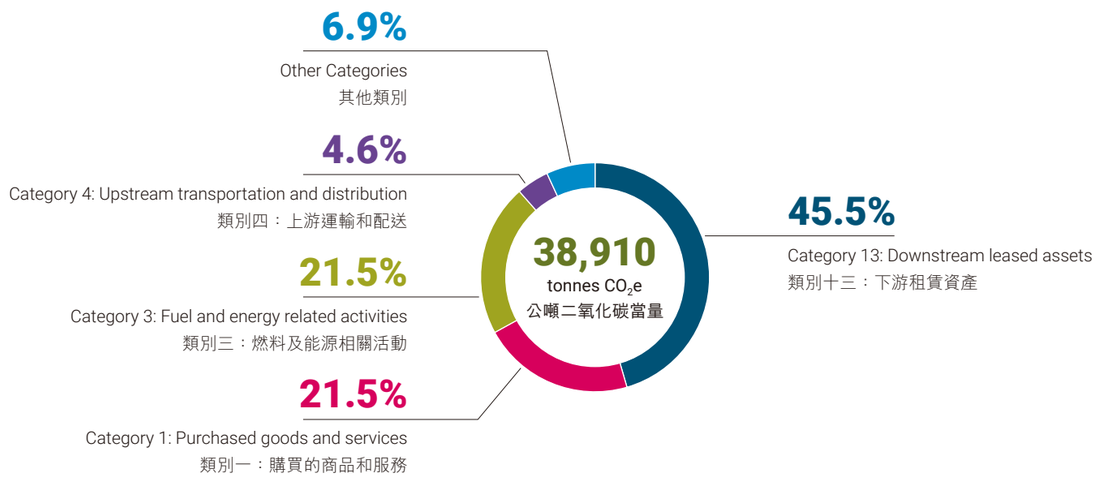
2023 Scope 3 Emissions by Category
2023年按類別劃分的範疇三排放



2024 Scope 3 Emissions by Category
2024年按類別劃分的範疇三排放



2025 Scope 3 Emissions by Category
2025年按類別劃分的範疇三排放



Scope 3 Emissions Data Reporting Methodology 範疇三排放數據報告方法

	Scope 3 Category 範疇三類別	Applicability 適用性	Definition (and Exclusion) 定義(及排除原因)	Source of Emission Factor 排放系數資來源
1	**Purchased goods and services** **購買的商品和服務**	Yes 是	Upstream emissions from extraction, production and transportation processes associated with the Company's purchased goods and services. Average data and spend-based method for carbon emissions from procurement spend on major goods (wire rope, and industrial tyres) and services (haulage, stevedore, equipment operator, reefer monitoring service, security, and equipment repair and maintenance) 公司所採購貨品及服務之開採、生產及運輸過程所產生之上游排放。 採用平均數據及支出法，計算主要貨品(鋼絲繩及工業輪胎)及服務(拖運、裝卸、設備操作員、冷藏櫃監控服務、保安，以及設備維修及保養)之採購支出所產生之碳排放。	• Supply Chain Greenhouse Gas Emission Factors published by the United States Environmental Protection Agency (USEPA) • UK Government GHG Conversion Factors for Company Reporting published by the UK Department for Environment, Food and Rural Affairs (DEFRA) • 美國國家環境保護局發佈的供應鏈溫室氣體排放系數 • 英國農業、食品暨鄉村事務部發布的英國政府企業報告的溫室氣體換算因子
2	**Capital goods** **資本貨品**	Yes 是	Upstream emissions from the production of capital goods (over HK$1M in capital expenditure) purchased or acquired by the Company. Spend base method for emissions calculation. 公司所購買或取得之資本貨品（資本開支超過港幣100萬元）生產過程所產生之上游排放。碳排放計算採用支出法。	• Supply Chain Greenhouse Gas Emission Factors published by the United States Environmental Protection Agency (USEPA) • 美國國家環境保護局發佈的供應鏈溫室氣體排放系數
3	**Fuel and energy related activities** **燃料及能源相關活動**	Yes 是	Emissions related to the production of fuels and energy purchased and consumed by the Company that are not included in Scope 1 or Scope 2. Average data method for emissions calculation. 與公司所購買及消耗之燃料和能源生產相關之排放，且未納入範疇一或範疇二。碳排放計算採用平均數據法。	• UK Government GHG Conversion Factors for Company Reporting published by the UK Department for Environment, Food and Rural Affairs (DEFRA) • 英國農業、食品暨鄉村事務部發布的英國政府企業報告的溫室氣體換算因子
4	**Upstream transportation and distribution** **上游運輸和配送**	Yes 是	Emissions related to the transportation and distribution of products purchased by our Company. Spend-based and average data method for emissions calculation. 與本公司所採購產品之運輸及配送相關之排放。碳排放計算採用支出法及平均數據法。	• Supply Chain Greenhouse Gas Emission Factors published by the United States Environmental Protection Agency (USEPA) • 美國國家環境保護局發佈的供應鏈溫室氣體排放系數
5	**Waste generated in operations** **營運中產生的廢棄物**	Yes 是	Emissions from disposal and treatment of solid waste and wastewater generated by the Company. Waste-type specific method for emissions calculation. 公司所產生之固體廢物及廢水處置與處理所產生之排放。碳排放計算採用按廢物類別方法。	• UK Government GHG Conversion Factors for Company Reporting published by the UK Department for Environment, Food and Rural Affairs (DEFRA) • Hong Kong Drainage Services Department (DSD) Sustainability Report • 英國農業、食品暨鄉村事務部發布的英國政府企業報告的溫室氣體換算因子 • 香港渠務署可持續發展報告
6	**Business travel** **商務旅行**	Yes 是	Emissions from transportation of the Company's employees for business-related activities. Distance-based method for emissions calculation. 公司僱員因公務活動進行交通所產生之排放。碳排放計算採用距離法。	• UK Government GHG Conversion Factors for Company Reporting published by the UK Department for Environment, Food and Rural Affairs (DEFRA) • 英國農業、食品暨鄉村事務部發布的英國政府企業報告的溫室氣體換算因子
7	**Employee commuting** **員工通勤**	Yes 是	Emissions from transportation of employees between their homes and worksites. Distance-based method for emissions calculation. 僱員往返居所與工作地點之交通所產生之排放。碳排放計算採用距離法。	• UK Government GHG Conversion Factors for Company Reporting published by the UK Department for Environment, Food and Rural Affairs (DEFRA) • 英國農業、食品暨鄉村事務部發布的英國政府企業報告的溫室氣體換算因子
8	**Upstream leased assets** **上游出租資產**	No 否	Our Company did not lease any assets from other companies. 公司並無向其他公司租賃任何資產。	N/A 不適用
9	**Downstream transportation and distribution** **下游運輸和配送**	No 否	We do not provide any products; therefore, there are no emissions associated with downstream transportation and distribution. 本公司不提供任何產品，因此沒有與下游運輸及配送相關的排放。	N/A 不適用
10	**Processing of sold products** **售出產品的加工**	No 否	We do not provide any products; therefore, there are no emissions related to this category. 公司並無提供任何產品，因此該類別並無相關排放。	N/A 不適用
11	**Use of sold products** **售出產品的使用**	No 否	We do not provide any products; therefore, there are no emissions related to this category. 公司並無提供任何產品，因此該類別並無相關排放。	N/A 不適用
12	**End-of-life treatment of sold products** **售出產品生命週期終止的處理**	No 否	We do not provide any products; therefore, there are no emissions related to this category. 公司並無提供任何產品，因此該類別並無相關排放。	N/A 不適用
13	**Downstream leased assets** **下游租賃資產**	Yes 是	Emissions from electricity consumption data of the operation of assets that are owned by us and leased to other entities that are not included in scope 1 and scope 2, such as warehouse and reefer operations. Asset-specific method in emissions calculation. 公司擁有並出租予其他實體之資產(例如倉庫及冷藏櫃運作)在營運過程中之用電所產生之排放，且未納入範疇一及範疇二。碳排放計算採用資產特定方法。	• CLP Group Sustainability Report • 2023 Guangdong Province Electricity Carbon Emission Factor published by the Ministry of Ecology and Environment of the People's Republic of China • 中電集團可持續發展報告 • 中華人民共和國生態環境部發佈的《2023年廣東省電力二氧化碳排放因子》
14	**Franchises** **特許經營權**	No 否	We do not have any franchises and hence there are no emissions to report in this category. 本公司並無任何特許經營業務，因此此類別沒有排放需要申報。	N/A 不適用
15	**Investments** **投資**	No 否	We do not have any operation of investments and hence there are no emissions to report in this category. 本公司並無任何投資業務運作，因此此類別沒有排放需要申報。	N/A 不適用

GRI STANDARDS CONTENT INDEX
全球報告倡議組織(GRI)標準內容索引

This report has been prepared in accordance with the GRI Standards for the period from 1 January 2024 to 31 December 2025.
本報告根據全球報告倡議組織標準編製，報告期為2024年1月1日至2025年12月31日。

GRI 1: Foundation 2021 基礎2021

GRI Standard GRI 標準	Description 描述	Section of the Report / Remarks/ Reason for Omission 報告章節/備註/省略原因	Page 頁	External Assurance 外部核實
		GRI 2: General Disclosures 2021 一般披露 2021		
		THE ORGANISATION AND ITS REPORTING PRACTICES 機構及報告實務		
2-1	Organisational details 企業資料	ABOUT THE REPORT 關於本報告 ABOUT MODERN TERMINALS LIMITED 關於現代貨箱碼頭有限公司	3 8-9	√
2-2	Entities included in the Organisation's sustainability reporting 企業於可持續發展報告中包含的公司	ABOUT MODERN TERMINALS LIMITED 關於現代貨箱碼頭有限公司	8-9	√
2-3	Reporting period, frequency and contact point 報告期、周期及聯絡方式	ABOUT THE REPORT 關於本報告 *We publish sustainability report every two calendar years. For our financial performance, please refer to the section on Modern Terminals in The Wharf (Holdings)Limited (Wharf)'s financial reports (P.24 for 2024 / P.22 for 2025).* *Our previous Sustainability Report was published in September 2024.* *我們每兩個日曆年發佈一次可持續發展報告。有關我們的財務表現，請參閱九龍倉集團有限公司財務報告內現代貨箱碼頭部份(2024年：第24頁、2025年：第22頁)。* *我們上一份可持續發展報告在2024年9月發表。*	3	√
2-4	Restatements of information 重編過往報告所載資訊	PERFORMANCE STATISTICS 統計數據摘要 *Following a change in methodology from volume-based to weight-based LNG emissions calculations, together with the adoption of the electricity emission factor issued by the Ministry of Ecology and Environment, relevant emission data for Chinese Mainland and the total for 2023 have been restated.* *The total scheduled working days for Hong Kong and Chinese Mainland in 2023 have been restated to reflect a more accurate calculation methodology to include new joiners.* *由於液化天然氣排放量的計算方法由體積改為重量，加上採用中華人民共和國生態環境部公佈的電力排放因子，中國內地及2023年總計的相關排放數據已作重述。* *2023年香港及中國內地的總計劃工作日數亦已作重述，以反映包括新入職員工的更準確計算方法。*	68-71	√
2-5	External assurance 外部核實	ASSURANCE STATEMENT 核實聲明 *This report has been independently verified by Hong Kong Productivity Council.* *Our Sustainability Steering Committee (which consists of MB) has reviewed the Assurance Statement.* *此報告經香港生產力促進局獨立核實。* *我們的可持續發展督導委員會(成員包括管理委員會)已經檢視核實聲明。*	86-87	√
		ACTIVITIES AND WORKERS 活動與員工		
2-6	Activities, value chain and other business relationships 活動、價值鏈和其他商業關係	ABOUT MODERN TERMINALS LIMITED 關於現代貨箱碼頭有限公司 CORPORATE GOVERNANCE 企業管治 *Under Global Industry Classification Standard (GICS), our Company falls into the subindustry of Marine Ports & Services.* *There were no significant changes to the organisation or its supply chain during the reporting period. Majority of our suppliers are based in Hong Kong.* *根據全球行業分類標準，我們公司屬於海運港口和服務的子行業。* *在報告期內，公司或其供應鏈沒有發生重大變化。我們的大多數供應商都位於香港。*	3 20-23	√

GRI Standard GRI 標準	Description 描述	Section of the Report / Remarks/ Reason for Omission 報告章節/備註/省略原因	Page 頁	External Assurance 外部核實
2-7	Employees 僱員	PERFORMANCE STATISTICS 統計數據摘要 *There were no significant fluctuations in the number of employees during the reporting period or between reporting periods.* *在報告期內及各報告期之間，員工人數沒有重大改變。*	66-67	√
2-8	Workers who are not employees 非僱員的工作者	PERFORMANCE STATISTICS 統計數據摘要 *No substantial portion of business activities were performed by workers who are legally recognised as self-employed during the reporting period. Some of the functions at our Company are performed by contractors including internal haulage, stevedoring, security, some equipment & facilities maintenance works, IT Helpdesk and services, staff cafeteria, cleaning, etc. The number of contractor workers in Hong Kong was 1,195 as of end of 2025, calculated based on full-time equivalent (FTE). There was a 0.9% increase and 8.1% reduction in FTE in 2024 and 2025 respectively due to change in throughput.* *在報告期內，公司沒有任何主要業務由法律上所界定的自僱人士處理。公司的部分職能由承辦商負責，包括內部運輸、裝卸、保安、某些設備及設施保養工作、資訊科技支援服務、員工餐廳、清潔等。截至2025年底，香港承辦商的工作人數為1,195人(按全職當量計算)。基於貨櫃吞吐量的變化，2024年和2025年的全職當量分別增加0.9%和下降8.1%。*	66-67	√
		GOVERNANCE 管治		
2-9	Governance structure and composition 管治架構及組成	CORPORATE GOVERNANCE 企業管治	20-23	√
2-10	Nomination and selection of the highest governance body 最高管治單位的提名及遴選	*The Board of Directors are representatives of shareholders. The Group Managing Director is appointed by the Chairman while other MB members and Managing Director of its business units are nominated by Group Managing Director and endorsed by Chairman. They all posses relevant experience in the industry and can contribute to the development of the Company.* *董事會由股東代表組成。集團董事總經理由主席委任，而其他管理委員會成員及業務單位的董事總經理則由集團董事總經理提名並經主席認可。他們均具備行業相關經驗，能夠為公司的發展作出貢獻。*	-	√
2-11	Chair of the highest governance body 最高管治單位的主席	CORPORATE GOVERNANCE 企業管治	20-21	√
2-12	Role of the highest governance body in overseeing the management of impacts 最高管治單位在監控衝擊管理的角色	CORPORATE GOVERNANCE 企業管治 ENGAGING WITH STAKEHOLDERS 與持份者溝通 *MB is involved in the engagement exercise by setting direction and to review related report.* *管理委員會為與持份者溝通的工作設定方向及檢視相關報告。*	20-21 12-19	√
2-13	Delegation of responsibility for managing impacts 衝擊管理責任的安排	CORPORATE GOVERNANCE 企業管治 *MB appointed BU heads to be persons-in-charge of Health and Safety; the department heads of Human Resources, Engineering and Planning, and Corporate Affairs as person-in-charge of People, Environment, and Community Involvement respectively. For Corporate Governance, all BU and department heads are responsible.* *Persons-in-charge of different aspects of sustainability are to report to the MB regularly. In addition, a comprehensive review is conducted annually at our Sustainability Steering Committee meeting.* *管理委員會委任各業務單位主管為健康及安全範疇的負責人；並委任人力資源部、工程及規劃部，以及企業事務部的部門主管分別為以人為本、環境及社區參與範疇的負責人。至於企業管治方面，則由所有業務單位及部門主管共同負責。* *可持續發展不同方面的負責人定期向管理委員會報告。此外，我們的可持續發展督導委員會的會議每年都會進行全面審視。*	20-23	√
2-14	Role of the highest governance body in sustainability reporting 最高管治單位就可持續發展報告所擔當的角色	CORPORATE GOVERNANCE 企業管治 ENGAGING WITH STAKEHOLDERS 與持份者溝通 *Our Sustainability Steering Committee reviews our report before publication.* *公司的可持續發展督導委員會在可持續發展報告發佈前進行審視。*	20-23 12-19	√

GRI Standard GRI 標準	Description 描述	Section of the Report / Remarks/ Reason for Omission 報告章節/備註/省略原因	Page 頁	External Assurance 外部核實
2-15	Conflicts of interest 利益衝突	CORPORATE GOVERNANCE 企業管治 *As a private limited company, the directors of Modern Terminals shall abide by the company's Articles of Association under which a director is required to declare the nature and extent of his interest at the board meeting at which the contract is determined, or in any other case at the first board meeting after the acquisition of his interest. Besides, we also have a mechanism in the tendering process requiring the potential contractors and/or suppliers to declare whether they have any conflict of interests arising from any form of relationship or connection with any staff, and/or holding or affiliate companies in any tier of our Company.* *作為一家私營有限公司，現代貨箱碼頭的董事須遵守公司的組織章程細則，當中規定董事須於董事會會議上(在合約獲釐定時)或於其取得權益後的首次董事會會議上(在其他情況下)，申報其權益的性質及程度。此外，我們在招標過程中亦設有機制，要求潛在承辦商及/或供應商申報其是否因與本公司任何層級的任何員工、持股公司或聯營公司有任何形式的關係或聯繫而產生任何利益衝突。*	20-23	√
2-16	Communication of critical concerns 溝通關鍵重大議題	MESSAGE FROM THE GROUP MANAGING DIRECTOR 集團董事總經理獻辭 CORPORATE GOVERNANCE 企業管治 HEALTH AND SAFETY 健康及安全 *We have a Crisis Communications Plan in place which states clearly how information of critical concerns is to be escalated to the MB. In brief, concerned department/section/unit head informs the concerned BU head who will alert the MB and Corporate Affairs, if necessary.* *我們已制定危機溝通計劃，清楚列明如何將涉及重大關注事項的資訊上報至管理委員會。簡而言之，相關部門/分部/小組領導會通知有關業務單位主管，而該主管會在必要時知會管理委員會及企業事務部。*	4-5 20-21 38-39	√
2-17	Collective knowledge of the highest governance body 最高管治單位的群體睿智	OUR PEOPLE 以人為本 *MB has been offered briefings and updates on the latest trends of sustainability.* *管理委員會定期收到與可持續發展相關最新趨勢的簡報和更新。*	31-33	√
2-18	Evaluation of the performance of the highest governance body 最高管治單位的績效評估	*MB is to submit regular reports to the Board of Directors and there are three Board meetings every year.* *管理委員會定期向董事會提交報告，並每年召開三次董事會會議。*	-	√
2-19	Remuneration policies 薪酬政策	*This information is treated as confidential.* *此為機密資料。*	-	√
2-20	Process to determine remuneration 薪酬決定流程	*This information is treated as confidential.* *此為機密資料。*	-	√
2-21	Annual total compensation ratio 年度總薪酬比率	*This information is treated as confidential.* *此為機密資料。*	-	√
		STRATEGY, POLICIES AND PRACTICES 策略、政策與實務		
2-22	Statement on sustainable development strategy 可持續發展策略的聲明	MESSAGE FROM GROUP MANAGING DIRECTOR 集團董事總經理獻辭 SUSTAINABILITY STRATEGY 可持續發展策略	4-5 6-7	√
2-23	Policy commitments 政策承諾	CORPORATE GOVERNANCE 企業管治 *Our policies are available on our website: https://www.modernterminals.com/en/sustainability/#corporate-governance* *我們的政策已上載於我們的網站：https://www.modernterminals.com/tc/sustainability/#corporate-governance*	22	√
2-24	Embedding policy commitments 納入政策承諾	CORPORATE GOVERNANCE 企業管治	22	√
2-25	Processes to remediate negative impacts 補救負面衝擊的程序	CORPORATE GOVERNANCE 企業管治 *Grievance Policy is in place to ensure grievances are handled consistently, neutrally and fairly. Grievance is to be lodged to Unit Manager/Department Manager; or the next level superior if complainant thinks the Unit Manager/Department Manager is involved; or to the General Manager – Human Resources. Department Manager or the one who receives the complaint may personally investigate the complaint, or appoint an investigator with suitable seniority and without involvement in the matter. All possible effort should be made to ensure the confidentiality of the employee's identity throughout the process, to avoid any adverse action against him/her.* *已設立申訴政策，以確保申訴得到一致、中立和公平的處理。申訴應向小組經理/部門經理提出；如申訴人認為事件與小組經理或部門經理有關，應向再上一級上司提出；或向人力資源總經理提出。部門經理或接獲投訴的人士可親自調查投訴，或委任一名具恰當資歷及與事件無關的調查員調查事件。處理申訴過程中公司會盡可能將申訴人身分保密，以避免任何對其不利之行為。*	21	√

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2-26	Mechanisms for seeking advice and raising concerns 尋求建議和提出疑慮的機制	MESSAGE FROM GROUP MANAGING DIRECTOR 集團董事總經理獻辭 CORPORATE GOVERNANCE 企業管治 *Full details of our Whistle Blowing Policy is available on our website.*	4-5 20-23	√
2-27	Compliance with laws and regulations 法規遵循	CORPORATE GOVERNANCE 企業管治 *There were no significant fines or non-monetary sanctions for non-compliance with relevant laws or regulations during the reporting period.* *在報告期內，我們沒有因違反有關法規而被判處巨額罰款或懲處。*	20-23	√
2-28	Membership associations 公協會的會員資格	ABOUT MODERN TERMINALS LIMITED 關於現代貨箱碼頭有限公司	9	√
		STAKEHOLDER ENGAGEMENT 持份者溝通		
2-29	Approach to stakeholder engagement 持份者溝通方針	ENGAGING WITH STAKEHOLDERS 與持份者溝通	12-13	√
2-30	Collective bargaining agreements 團體協約	OUR PEOPLE 以人為本 PERFORMANCE STATISTICS 統計數據摘要	28-30 66-67	√
		GRI 3: Material Topics 2021 重要議題 2021		
3-1	Process to determine material topics 決定重要議題的流程	ENGAGING WITH STAKEHOLDERS 與持份者溝通	12-19	√
3-2	List of material topics 重要議題列表	ENGAGING WITH STAKEHOLDERS 與持份者溝通	14-17	√
		Material Topics and Management Approach 重要議題及管理方針披露		
		GRI 200: ECONOMIC TOPICS 經濟議題		
		GRI 201: Economic Performance 2016 經濟績效 2016		
3-3	Management of material topics 重要議題管理	MESSAGE FROM GROUP MANAGING DIRECTOR 集團董事總經理獻辭 ENGAGING WITH STAKEHOLDERS 與持份者溝通	4-5 12-19	√
201-1	Direct economic value generated and distributed 企業所產生及分配的直接經濟價值	*For our financial performance, please refer to the section on Modern Terminals in The Wharf (Holdings) Limited (Wharf)'s financial reports (P.24 for 2024 / P.22 for 2025).* *有關我們的財務表現，請參閱九龍倉集團有限公司財務報告內現代貨箱碼頭部份 (2024年：第24頁 、 2025年：第22頁) 。*	-	√
201-2	Financial implications and other risks and opportunities due to climate change 氣候變化所產生的財務影響及其他風險與機會	ENVIRONMENT 環境	45-46	√
201-3	Defined benefit plan obligations and other retirement plans 福利制度下的責任與其他退休計劃	OUR PEOPLE 以人為本 *Our retirement plan is in compliance with the Hong Kong MPF Schemes Ordinance and the respective local regulatory requirements in DaChan Bay.* *我們的退休計劃符合香港《強制性公積金計劃條例》及大鏟灣當地相關的監管要求。*	24	√
201-4	Assistance received from government 取自政府之財務補貼	ENVIRONMENT 環境 *The Company received support from the New Energy Transport Fund (NET Fund) for the purchase of electric light goods vehicles in Hong Kong; and from the local government for the installation of shore power and purchase of battery-swap tractors in DaChan Bay Terminals in the reporting period.* *在報告期內，公司獲得新能源運輸基金的支持，在香港購置電動輕型貨車；另外亦獲大鏟灣碼頭當地政府的資助，安裝岸電設施及購置換電式電動拖車。*	47-48	√
		GRI 203: Indirect Economic Impacts 2016 間接經濟衝擊 2016		
3-3	Management of material topics 重要議題管理	MESSAGE FROM GROUP MANAGING DIRECTOR 集團董事總經理獻辭 ENGAGING WITH STAKEHOLDERS 與持份者溝通	4-5 14-19	√
203-1	Infrastructure investments and services supported 基礎設施的投資與支援服務的發展及衝擊	ABOUT MODERN TERMINALS LIMITED 關於現代貨箱碼頭有限公司 ENGAGING WITH STAKEHOLDERS 與持份者溝通 COMMUNITY INVOLVEMENT 社區參與	8 18-19 54-65	√

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203-2	Significant indirect economic impacts 顯著的間接經濟衝擊	ENGAGING WITH STAKEHOLDERS 與持份者溝通 OUR PEOPLE 以人為本 ENVIRONMENT 環境 COMMUNITY INVOLVEMENT 社區參與	12-19 24-37 44-53 54-65	√
GRI 204: Procurement Practices 2016 採購實務 2016				
3-3	Management of material topics 重要議題管理	CORPORATE GOVERNANCE 企業管治	20-23	√
204-1	Proportion of spending on local suppliers 向當地供應商採購的支出比例	*Majority of our spending is on local suppliers. Among the suppliers constituting the top 70% of our spending in Hong Kong, all are located in the city.* *我們大部分的支出都用於本地供應商。在佔我們香港開支最高的前 70%供應商均位於香港。*	-	√
GRI 205: Anti-corruption 2016 反貪腐 2016				
3-3	Management of material topics 重要議題管理	CORPORATE GOVERNANCE 企業管治	20-21	√
205-2	Communication and training about anti-corruption policies and procedures 有關反貪腐政策和程序的溝通及培訓	CORPORATE GOVERNANCE 企業管治 *Prevention of bribery and Conflict of Interest constitute a major part of our Code of Conduct which is included in the Staff Handbook. All new joiners are briefed about the Code and provided a copy of the Staff Handbook. They are required to sign to acknowledge receipt. The Handbook is available on our internal portal, and any updates are communicated via email and our internal communication platform ModernChat.* *Relevant training is conducted regularly for new joiners and staff nominated by Management Team. An ICAC briefing was conducted on 29 August 2024 for 71 employees.* *防止賄賂和利益衝突是我們行為守則的重要部分，而該守則已載列於員工手冊。我們向所有新入職員工簡介行為守則的內容，並向其發放員工手冊的副本，且須簽署確認收悉。員工手冊可於我們的內聯網查閱，任何更新亦會透過電郵及內部通訊平台ModernChat通知員工。* *我們定期為新入職員工及管理層提名的員工舉辦相關培訓。2024年8月29日，我們為71名員工舉辦了一場廉政公署講座。*	22	√
205-3	Confirmed incidents of corruption and actions taken 已確認的貪腐事件及採取的行動	*Zero corruption-related case was identified during the reporting period.* *在報告期內，沒有任何與貪污相關的個案。*	22	√
GRI 206: Anti-competitive Behaviour 2016 反競爭行為 2016				
3-3	Management of material topics 重要議題管理	*Fair Competition Policy is in place and Guidelines on Exchanging Information and Guidelines on Participation in Trade Associations are provided to relevant employees.* *公司設有公平競爭政策，並向相關員工提供交換資料和收集市場情報的指引和參加業界組織的指引。*	-	√
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices 反競爭行為、反托拉斯和壟斷行為的法律行動	*No legal actions for anti-competitive behaviour, anti-trust, and monopoly practices were reported in the reporting period.* *於報告期內，並無接獲涉及反競爭行為、反壟斷及壟斷常規的法律訴訟。*	-	√
GRI 300: Environmental Topics 環境議題				
GRI 302: Energy 2016 能源 2016				
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通 CORPORATE GOVERNANCE 企業管治 ENVIRONMENT 環境	12-19 20-23 44-53	√
302-1	Energy consumption within the organisation 企業內部的能源消耗量	PERFORMANCE STATISTICS 統計數據摘要 ENVIRONMENT 環境 *Heating, cooling, and steam energy consumption are not applicable, as we neither generate nor purchase these forms of energy.* *由於我們既不生產亦不採購供暖、製冷及蒸汽能源，因此相關能源消耗並不適用。*	70-71 47-49	√

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302-2	Energy consumption outside of the organisation 企業外部的能源消耗量	ENVIRONMENT 環境 PERFORMANCE STATISTICS 統計數據摘要 *In this report, we have disclosed Scope 3 emission data for the first time covering the period from 2023 to 2025.* *在本報告中，我們首次披露涵蓋2023年至2025年的範疇三排放數據。*	46, 49 72-75	√
302-3	Energy intensity 能源強度	*Energy intensity for 2024 and 2025 were 0.087 GJ/TEU and 0.080 GJ/TEU respectively.* *2024年和2025年的能源強度分別為0.087千兆焦耳/標準箱和0.080千兆焦耳/標準箱。*	-	√
302-4	Reduction of energy consumption 減少能源消耗	ENVIRONMENT 環境 *There was a 2.57% increase and 8.38% reduction of energy consumption in 2024 and 2025 when compared to previous year respectively.* *與上一年相比， 2024年和2025年的能源消耗分別增加2.57%和減少8.38%。*	44-47	√
302-5	Reductions in energy requirements of products and services 降低產品和服務的能源需求	ENVIRONMENT 環境	44-47	√
GRI 303: Water and Effluents 2018 水與放流水 2018				
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通	12-19	√
303-1	Interactions with water as a shared resource 共享水資源之相互影響	*Our water consumption is mainly at staff cafeteria and lavatories. We reduce consumption by installing water efficient taps, promotion and control measures.* *Based on WRI Aqueduct Water Risk Tool, both Kwai Tsing and DaChan Bay are classified as areas with medium-high water risk.* *In Hong Kong, we have set a target to progressively reduce water consumption from 7% to 12% between 2025 and 2030, using 2019 as the base year.* *我們的用水量主要來自員工餐廳和洗手間。我們通過安裝節水水龍頭、推廣和控制措施來減少消耗。* *根據世界資源研究所的水資源風險評估工具，葵青及大鑫灣均分類為中高水風險地區。* *在香港，我們已設定目標，以2019年為基準年，在2025年至2030年間逐步將用水量降低7%至12%。*	-	√
303-2	Management of water discharge-related impacts 與排水相關衝擊的管理	*We minimise our impacts on water quality by placing emphasis on sewage treatment and spillage prevention.* *我們透過重視污水處理和防止溢出，將對水質的影響降至最低。*	-	√
303-3	Water withdrawal 取水量	*We withdraw water exclusively from third-party municipal sources provided by the local water supplies department.* *本公司之用水全數取自當地水務部門供應之水源。*	-	√
303-4	Water discharge 排水量	*Total water discharged in the reporting period was 148,906.53m³ and 100% was discharged to the municipal waste water system.* *報告期內的總排水量為148,906.53立方米，100%排入政府污水系統。*	-	√
303-5	Water consumption 耗水量	PERFORMANCE STATISTICS 統計數據摘要	70-71	√
GRI 305: Emissions 2016 氣體排放 2016				
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通 ENVIRONMENT 環境	12-19 44-49	√
305-1	Direct (Scope 1) GHG emissions 直接(範疇一)溫室氣體排放	PERFORMANCE STATISTICS 統計數據摘要	70-71	√
305-2	Energy indirect (Scope 2) GHG emissions 能源間接(範疇二)溫室氣體排放	PERFORMANCE STATISTICS 統計數據摘要	70-71	√
305-3	Other indirect (Scope 3) GHG emissions 其他間接(範疇三)溫室氣體排放	PERFORMANCE STATISTICS 統計數據摘要 *In this report, we have disclosed Scope 3 emissions for 2023 to 2025 for the first time.* *在本報告中，我們首次披露2023年至2025年的範疇三排放數據。*	72-75	√
305-4	GHG emissions intensity 溫室氣體排放強度	PERFORMANCE STATISTICS 統計數據摘要	70-71	√

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305-5	Reduction of GHG emissions 溫室氣體排放減量	ENVIRONMENT 環境	44-49	√
305-6	Emissions of ozone-depleting substances (ODS) 臭氧層破壞物質(ODS)的排放	*The Company is no longer using any ozone-depleting substances except two cylinders of BTM which is a fixed fire-fighting installation at our warehouse building.* *公司已沒有使用任何消耗臭氧層的物質，除了貨倉大樓內固定消防系統內仍有兩氣缸的BTM。*	-	√
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions 氮氧化物(NOx)、硫氧化物(SOx)，及其他顯著的氣體排放	PERFORMANCE STATISTICS 統計數據摘要 *Relevant data have not been collected. We plan to start reporting on these data starting from our next report covering 2026-2027.* *相關數據尚未收集。我們計劃由下一份2026至2027年度的報告開始披露這些數據。*	70-71	√
GRI 306: Waste 2020 廢棄物 2020				
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通 ENVIRONMENT 環境	12-19 44	√
306-1	Waste generation and significant waste-related impacts 廢棄物的產生與廢棄物相關的影響	ENGAGING WITH STAKEHOLDERS 與持份者溝通 ENVIRONMENT 環境	12-19 50-51	√
306-2	Management of significant waste-related impacts 廢棄物相關影響之管理	ENVIRONMENT 環境	50-51	√
306-3	Waste generated 廢棄物的產生	PERFORMANCE STATISTICS 統計數據摘要	70-71	√
306-4	Waste diverted from disposal 廢棄物的處置移轉	PERFORMANCE STATISTICS 統計數據摘要	70-71	√
306-5	Waste directed to disposal 廢棄物的直接處置	PERFORMANCE STATISTICS 統計數據摘要	70-71	√
GRI 308: Supplier Environmental Assessment 2016 供應商環境評估 2016				
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通 CORPORATE GOVERNANCE 企業管治	12-19 23	√
308-1	New suppliers that were screened using environmental criteria 使用環境標準篩選新供應商	CORPORATE GOVERNANCE 企業管治 *A total of 143 new suppliers in Hong Kong have signed and confirmed their compliance with our Supplier Code of Conduct.* *香港共有143家新供應商簽署並確認遵守我們的供應商行為守則。*	23	√
308-2	Negative environmental impacts in the supply chain and actions taken 供應鏈中負面的環境影響以及所採取的行動	*A total of six audits and four inspections have been conducted in Hong Kong during the reporting period.* *報告期內，我們在香港進行了六次審計和四次巡查。*	-	√
GRI 400: Social Topics 社會議題				
GRI 401: Employment 2016 勞僱關係 2016				
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通 OUR PEOPLE 以人為本	12-19 24	√
401-1	New employee hires and employee turnover 新入職員工和離職員工	PERFORMANCE STATISTICS 統計數據摘要	66-67	√
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees 提供給全職員工(不包含臨時或兼職員工)的福利	OUR PEOPLE 以人為本 *We have not hired any part-time staff. For temporary staff, no life insurance, medical coverage, and health checkup are provided.* *本公司並未僱用任何兼職員工。對於臨時員工，本公司不提供人壽保險、醫療保障及健康檢查。*	24	√
401-3	Parental leave 育兒假	PERFORMANCE STATISTICS 統計數據摘要 *All full-time employees are entitled to parental leave.* *所有全職僱員均享有育兒假。*	66-67	√

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GRI 402: Labour/Management Relations 2016 勞資關係 2016				
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通 OUR PEOPLE 以人為本	12-19 24	√
402-1	Minimum notice periods regarding operational changes 關於營運變化的最短通知期	OUR PEOPLE 以人為本 *Senior management communicates important business and operational changes or developments to employees via various channels in due course, ranging from weeks to months.* *Operational changes are communicated as and when necessary while the bi-monthly Joint Consultation Committee (JCC) meeting covers topics of interest to our people.* *高級管理層在適當的時候(從幾週到幾個月)透過各種渠道向僱員就重要業務和營運發展進行溝通。* *我們會在有需要時適時與同事分享業務運作上的改變，而每兩個月舉行一次的勞資協商委員會會議則涵蓋同事關注的議題。*	28-30	√
GRI 403: Occupational Health and Safety 2018 職業健康與安全 2018				
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通 HEALTH AND SAFETY 健康及安全	12-19 38-39	√
403-1	Occupational health and safety management system 職業健康與安全管理系統	HEALTH AND SAFETY 健康及安全	38-39	√
403-2	Hazard identification, risk assessment, and incident investigation 危害辨識、風險評估及事故調查	HEALTH AND SAFETY 健康及安全	38-39	√
403-3	Occupational health services 職業健康服務	HEALTH AND SAFETY 健康及安全 OUR PEOPLE 以人為本	42-43 33-37	√
403-4	Worker participation, consultation, and communication on occupational health and safety 有關職業健康及安全之員工參與、諮詢與溝通	HEALTH AND SAFETY 健康及安全	38-43	√
403-5	Worker training on occupational health and safety 有關職業健康及安全之員工訓練	HEALTH AND SAFETY 健康及安全	38-43	√
403-6	Promotion of worker health 促進員工健康	OUR PEOPLE 以人為本 HEALTH AND SAFETY 健康及安全	33-37 42-43	√
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 預防和減少直接與業務有關的職業健康及安全影響	HEALTH AND SAFETY 健康及安全	38-43	√
403-8	Workers covered by an occupational health and safety management system 職業健康及安全管理系統所涵蓋之工作者	HEALTH AND SAFETY 健康及安全	38	√
403-9	Work-related injuries 工傷	PERFORMANCE STATISTICS 統計數據摘要 HEALTH AND SAFETY 健康及安全 *Work-related injuries are mainly slips/sprains, driving and hand/finger crush related.* *Number of hours worked in 2024 and 2025 is 2,627,331 and 2573,637.5 respectively.* *All contractor workers are required to observe our health and safety requirements. Relevant data for work-related injury of our contractor workers have not been collected. We plan to start reporting on these data starting from our next report covering 2026-2027.* *工傷事故主要涉及滑倒／ 扭傷、駕駛以及手部／ 手指夾傷。* *2024年及2025年的工作時數分別為2,627,331小時及2,573,637.5小時。* *所有承辦商員工均須遵守我們的健康與安全要求。目前我們尚未收集承辦商員工的工傷相關數據。我們計劃由下一份2026至2027年度的報告開始披露這些數據。*	68-69 39-41	√
403-10	Work-related ill health 職業病	*No work-related ill health cases during the reporting period.* *在報告期內，沒有發生因工作引起健康問題的事件。*	-	√

GRI Standard GRI 標準	Description 描述	Section of the Report / Remarks/ Reason for Omission 報告章節/備註/省略原因	Page 頁	External Assurance 外部核實
GRI 404: Training and Education 2016 培訓與教育 2016				
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通 OUR PEOPLE 以人為本	12-19 31-32	√
404-1	Average hours of training per year per employee 每名員工每年接受訓練的平均時數	OUR PEOPLE 以人為本 PERFORMANCE STATISTICS 統計數據摘要	33 68-69	√
404-2	Programmes for upgrading employee skills and transition assistance programmes 提升員工職能及過渡協助方案	OUR PEOPLE 以人為本	31-32	√
404-3	Percentage of employees receiving regular performance and career development reviews 定期接受績效及職業發展檢核的員工百分比	*100% of our full-time employees are required to conduct performance appraisal annually.* *我們100%的全職僱員每年均須接受工作表現評核。*	-	√
GRI 405: Diversity and Equal Opportunity 2016 員工多元化與平等機會 2016				
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通 CORPORATE GOVERNANCE 企業管治 OUR PEOPLE 以人為本	12-19 22 28	√
405-1	Diversity of governance bodies and employees 管治單位與員工的多元化	OUR PEOPLE 以人為本 PERFORMANCE STATISTICS 統計數據摘要 *The membership of MB has remained unchanged and consisted of three males during the reporting period.* *在報告期內，管理委員會的成員維持不變，由三名男性組成。*	28 66-67	√
405-2	Ratio of basic salary and remuneration of women to men 女性對男性基本薪資與薪酬的比率	*This information is treated as confidential.* *Our remuneration and benefits are based on performance, not gender.* *此為機密資料。* *我們的薪酬和福利是基於工作績效，而不是性別。*	-	√
GRI 406: Non-discrimination 2016 不歧視 2016				
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通 CORPORATE GOVERNANCE 企業管治 OUR PEOPLE 以人為本	12-19 20 28	√
406-1	Incidents of discrimination and corrective actions taken 歧視個案以及糾正行動	*There were no incidents of discrimination during the reporting period.* *報告期內沒有發生相關事故。*	-	√
GRI 407: Freedom of Association and Collective Bargaining 2016 結社自由與團體協商 2016				
3-3	Management of material topics 重要議題管理	OUR PEOPLE 以人為本	30	√
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk 可能面臨結社自由及團體協商受影響的營運據點或供應商	*There were no operations nor suppliers at risk. Our Joint Consultation Committee (JCC) is a channel for our people to voice out any views and concerns directly to management representatives. For suppliers, they are required to observe our Supplier Code of Conduct.* *我們沒有任何營運據點或供應商受相關影響。 勞資協商委員會是我們的員工直接向管理層代表表達任何觀點和疑慮的渠道。對於供應商，他們必須遵守我們的供應商行為守則。*	-	√
GRI 408: Child Labour 2016 童工 2016				
3-3	Management of material topics 重要議題管理	OUR PEOPLE 以人為本	24	√
408-1	Operations and suppliers at significant risk for incidents of child labour 具使用童工重大風險的營運據點和供應商	*There were no operations nor suppliers at risk. All our suppliers are required to observe our Supplier Code of Conduct.* *我們沒有任何營運據點或供應商受相關影響，所有的供應商都必須遵守我們的供應商行為守則。*	-	√

GRI Standard GRI 標準	Description 描述	Section of the Report / Remarks/ Reason for Omission 報告章節/備註/省略原因	Page 頁	External Assurance 外部核實
GRI 409: Forced or Compulsory Labour 2016 強迫或強制勞動 2016				
3-3	Management of material topics 重要議題管理	OUR PEOPLE 以人為本	24	√
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour 具強迫或強制勞動事件重大風險的營運據點和供應商	*There were no operations nor suppliers at risk. All our suppliers are required to observe our Supplier Code of Conduct.* *我們沒有任何營運據點或供應商受相關影響，所有的供應商都必須遵守我們的供應商行為守則。*	-	√
GRI 413: Local Communities 2016 當地社區 2016				
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通 COMMUNITY INVOLVEMENT 社區參與	12-19 54	√
413-1	Operations with local community engagement, impact assessments, and development programmes 經當地社區議合、衝擊評估和發展計畫的營運活動	COMMUNITY INVOLVEMENT 社區參與 *All our operations in different locations support local community programmes based on local communities' needs.* *我們在所有不同地點的業務單位均按當地社區的需求，為社區計劃提供支持。*	54-65	√
413-2	Operations with significant actual and potential negative impacts on local communities 對當地社區具有顯著實際或潛在負面衝擊的營運活動	*There were no significant negative impacts on local communities.* *我們對當地社區沒有造成重大負面影響。*	-	√
GRI 414: Supplier Social Assessment 2016 供應商社會評估 2016				
3-3	Management of material topics 重要議題管理	CORPORATE GOVERNANCE 企業管治	23	√
414-1	New suppliers that were screened using social criteria 使用社會標準篩選新供應商	CORPORATE GOVERNANCE 企業管治 *100% of new suppliers of our Corporate Office and HKBU (143 in the reporting period) have signed and confirmed their compliance with our Supplier Code of Conduct.* *我們公司辦公室和香港業務單位100%的新供應商(報告期內有143間)已簽署並確認遵守我們的供應商行為守則。*	23	√
414-2	Negative social impacts in the supply chain and actions taken 供應鏈中負面的社會衝擊以及所採取的行動	*There were no significant negative social impacts in the supply chain.* *A total of two audits and 86 management inspections have been conducted in Hong Kong during the reporting period.* *我們的供應鏈沒有產生重大的負面社會影響。* *報告期內在香港進行了2次審計和86次管理層安全巡查。*	-	√
GRI 418: Customer Privacy 2016 客戶隱私 2016				
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通 CORPORATE GOVERNANCE 企業管治	12-19 23	√
418-1	Substantiated complaints concerning breaches or customer privacy and losses of customer data 經證實侵犯客戶隱私或遺失客戶資料的投訴	*There were no cases of complaints or breaches during the reporting period.* *在報告期內，我們並沒有任何侵犯客戶私隱權或遺失客戶資料的投訴個案。*	-	√

Assurance Statement

Modern Terminals Limited ("Modern Terminals") has prepared the Sustainability Report 2024-2025 (hereinafter referred to as "the Report") in accordance with the Global Reporting Initiative Sustainability Reporting Standards 2021 (GRI Standards). The Hong Kong Productivity Council (HKPC) was commissioned by Modern Terminals to provide independent verification[1] of the Report, which covers the sustainability performance of Modern Terminals in terms of environmental, social and economic aspects between 1 January 2024 and 31 December 2025, including Scope 3 greenhouse gas emissions data for the period from 1 January 2023 to 31 December 2025.

Objectives

The main objective of HKPC's verification work was to provide independent assurance on the completeness, accuracy and reliability of the information presented in the Report. More specifically, the objectives were to:

- assess whether the scope of the Report covered all significant aspects of Modern Terminals' sustainability performance;
- check whether the Report conformed to the GRI Standards and the Reporting Principles;
- evaluate whether the selected statements and data presented in the Report were accurate;
- review whether the data collection and information management mechanisms used to prepare the Report were reliable; and
- provide recommendations for future reports.

Approach

The assurance assessment was performed with reference to the International Standard on Assurance Engagements (ISAE) 3000 Revised. HKPC's verification procedures consisted of a comprehensive review of the Report, followed by the selection and verification of a representative sample of statements and data pertaining to the significant sustainability topics of Modern Terminals[2]. During an interview with the Modern Terminals representatives, we reviewed and examined the data collation systems and supporting materials relating to the selected statements and data as well as Modern Terminals' relevant management practices and initiatives.

Conclusion

The Report generally conforms to the GRI Standards. It presents an overview of Modern Terminals' environmental, social and economic performance with respect to its key services, activities and initiatives. In terms of the accuracy and reliability of the Report, the selected sample of statements and data examined during the verification process was consistent with the source materials reviewed and reflected a fair account of Modern Terminals' environmental, social and economic performance. The data collation and information management systems adopted were generally considered to be reliable.

Ir David Lo
Head
Environmental Intelligence and Excellence
Green Living and Innovation Division
Hong Kong Productivity Council
24 August 2026

[1] This verification statement has been prepared solely for Modern Terminals in relation to its Sustainability Report 2024-2025 and the Scope 3 greenhouse gas emissions data covering 2023 to 2025. The statement is based on HKPC's review of selected samples of information provided by Modern Terminals during the verification process. HKPC accepts or assumes no responsibility or liability, whether legal or otherwise, in relation to this verification statement.

[2] Our verification work did not cover data and information which had already been published in the press releases, on the Company's website, in the annual reports of its mother company or other publications.

核實聲明

現代貨箱碼頭有限公司(「現代貨箱碼頭」)按照全球報告倡議組織《可持續發展報告標準》2021(GRI 標準),編寫現代貨箱碼頭可持續發展報告 2024-2025(以下簡稱為「報告」)。香港生產力促進局(「生產力局」)獲現代貨箱碼頭委託,對其報告的內容進行獨立核實[1]。報告涵蓋現代貨箱碼頭由 2024 年 1 月 1 日至 2025 年 12 月 31 日期間,於環境、社會及經濟方面的可持續發展表現;核實範圍亦包括 2023 年 1 月 1 日至 2025 年 12 月 31 日期間的範疇三溫室氣體排放數據。

目標

生產力局進行核實工作的主要目標,是對報告所載資料的完整性、準確性及可靠性進行獨立的評核,具體而言是要:

- 評核報告的內容範圍是否涵蓋所有與現代貨箱碼頭可持續發展表現有關的重要範疇;
- 查核報告是否符合 GRI 標準的要求及報告原則;
- 評定報告內被選取出來作查核的陳述及數據是否準確;
- 檢討用以編製報告的數據收集及資料管理機制是否可靠;及
- 為日後的報告提供建議。

方法

生產力局的核實過程是參考 International Standard On Assurance Engagements (ISAE) 3000 Revised 而進行,程序包括全面審閱報告的內容,然後就現代貨箱碼頭的重要議題選取具代表性的陳述和數據進行核實[2]。透過與現代貨箱碼頭的代表進行會談,我們審閱和檢查了數據整理系統與所選取陳述和數據有關的證明文件,以及現代貨箱碼頭的相關管理規範和措施。

總結

報告整體而言符合 GRI 標準的要求,並概述了現代貨箱碼頭於其主要服務、活動及工作相關的環境、社會及經濟表現。就報告的準確性及可靠性而言,核實過程中所選取作檢查的陳述和數據與所審查的源頭資料一致,且公正地反映現代貨箱碼頭在環境、社會及經濟方面的表現。為編寫報告所採用的數據整理和資料管理系統整體而言是可靠的。

香港生產力促進局
綠色生活與創新部
環境智能與卓越
主管
盧志偉
2026 年 8 月 24 日

[1] 此核實聲明的目的,僅作為對現代貨箱碼頭可持續發展報告 2024-2025 內的陳述及數據,以及其由 2023 年至 2025 年期間的範疇三溫室氣體排放數據之核實用途而編製。此聲明乃基於現代貨箱碼頭提供予生產力局所選取作檢查的相關資料,經過審核而得出的結論。生產力局並不負有或承擔任何對於此聲明有關的法律或其他責任。

[2] 生產力局的工作不包括核實已於現代貨箱碼頭發布的新聞稿、公司的網站、母公司年報,以及其他公開刊物內載述的數據及資料。

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