Modern Terminals

现代货箱码头有限公司

可持续发展报告 2024-2025

Sustainability Report

SMART



CARING





GREEN

Building Smart Ports
Advancing Sustainable Growth

缔造智慧港口　推动可持续发展

CONTENTS
目录

3 **About the Report**
关于本报告

4 **Message from Group Managing Director**
集团董事总经理献辞

6 **Sustainability Strategy**
可持续发展策略

8 **About Modern Terminals Limited**
关于现代货箱码头有限公司

12 **Engaging with Stakeholders**
与持份者沟通

20 **Corporate Governance**
企业管治

24 **Our People**
以人为本

38 **Health and Safety**
健康及安全

44 **Environment**
环境

54 **Community Involvement**
社区参与

66 **Performance Statistics**
统计数据摘要

76 **GRI Standards Content Index**
全球报告倡议组织(GRI)标准内容索引

86 **Verification Statement**
核实声明



ABOUT THE REPORT
关于本报告



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.

这是现代货箱码头有限公司(公司)发表的第七份独立成刊的《可持续发展报告》，内容继续涵盖我们在可持续发展旅途中取得的成果和面对的挑战。

本报告是根据「全球报告倡议组织」(GRI)标准撰写。我们已作出适当的披露，并引用报告原则来界定报告内容及报告质量。本报告报告期为2024至2025年两个日历年。如上一份报告所述，本报告开始披露我们范畴三的排放量，相关数据涵盖2023年至2025年。我们透过独立安排的参与活动与选定的持份者群组沟通，了解他们的主要关注，然后进行重要性评估以厘定报告的内容范围。本报告涵盖范围包括香港业务，以及我们为主要股东、位于深圳西的大铲湾码头的业务。

本报告已交由香港生产力促进局按照GRI标准进行独立第三方审核。有关详情，请参阅报告结尾部份的核实声明。

本报告已于2026年8月在网上发布。欢迎您对我们的可持续发展绩效和报告提出意见。您可以透过电邮联络我们：cad@modernterminals.com。

MESSAGE FROM GROUP MANAGING DIRECTOR
集团董事总经理献辞



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.

在报告期内，全球贸易持续面临重大不确定性，乌克兰战争及中东局势下的地缘政治风险仍然存在，而欧盟、美国与中国之间的贸易壁垒亦持续重塑供应链。由特朗普政府发起的关税战，加上航运联盟新一轮的重组，为海运与港口业带来进一步挑战。为应对这些宏观经济变化，我们透过与船公司客户及广西港口的紧密合作，开拓中国西部新市场，提供高效的海铁联运服务，为香港及大铲湾的码头提升货量。在大铲湾码头，我们亦推出涵盖湖南株洲及江西赣州的联运服务。

在智慧及绿色港口发展方面，我们很高兴见到香港特区政府推出港口社区系统，并计划推动香港成为绿色船用燃料加注及交易中心。港口社区系统将提供全天候即时货物追踪数据及增值电子服务，以提升货物流动效率。作为致力于可持续发展的码头运营商，我们持续与相关政府部门及持份者紧密合作，支持香港及大铲湾绿色燃料加注的发展。有关详情载于「环境」章节。在大铲湾，我们亦很荣幸于港口设施内引入深圳首艘纯电动拖轮。

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

在公司旗下的码头，我们持续探索及部署各类技术，以进一步提升操作效率。香港海港联盟的无人驾驶拖车概念验证已完成，为未来规划提供宝贵的资料。此外，我们推出远程操控岸边起重机项目，成为香港首个在操作中应用此技术的码头营运商。我们在大铲湾码头亦引入多项科技应用，以进一步提升规划及执行效率。

在减碳进程中，继成功于营运中试用氢化植物油(HVO)后，我们持续与各持份者沟通，以增加需求及降低价格，从而促进更广泛的应用并支持稳定供应。我们已开始看到市场上部分加油站提供可再生柴油产品，往后我们亦会继续这方面的工作。

我们除订定2030及2050年的减碳目标外，亦致力于透过「科学基础目标倡议」(SBTi)制定以科学为基础的目标。现代货箱码头作为九龙仓集团的成员，已包括于九龙仓集团获批准的短期SBTi目标范围内。正如我们在上一份报告中所述，我们已于本报告开始披露范畴三排放，涵盖2023至2025年。详情请参阅「统计数据摘要」章节。

员工一直是我们最宝贵的资产，我们深信他们是推动可持续发展工作的重点。因此，我们于2024年在香港推行了一项传讯计划，以提升团队对可持续发展的认知与理解。「*可持续发展知多啲*」活动旨在以简洁易明的方式，介绍相关资讯和概念，该活动现已成为同事们不断学习的工具。

健康与安全一直是我们的首要任务，我们亦持续强化健康与安全管理系统。尽管如此，我们很遗憾于2024年发生一宗涉及承辦商工人的致命事故。我们已进行全面内部审查及实施额外措施，以防止同类事故发生。

透过我们的重点社区参与活动「*现代货箱码头夏日运动站*」，我很高兴参加者对运动建立了持续兴趣，另有五名旧友会成员更以助教身份继续支持该活动。

我们将继续致力提升可持续发展的表现，而您的意见将有助于我们持续进步。请与我们分享您的意见及建议，联络方式请见本报告封底。

集团董事总经理
卢伟民

SUSTAINABILITY STRATEGY
可持续发展策略



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.

现代货箱码头自2005年开展其可持续发展的工作，并于2021年建立一套完善的可持续发展策略，当中涵盖我们五个可持续发展重要领域的长远目标 — 包括企业管治、以人为本、健康及安全、环境、以及社区参与。此策略为公司确立清晰的可持续发展路线图。

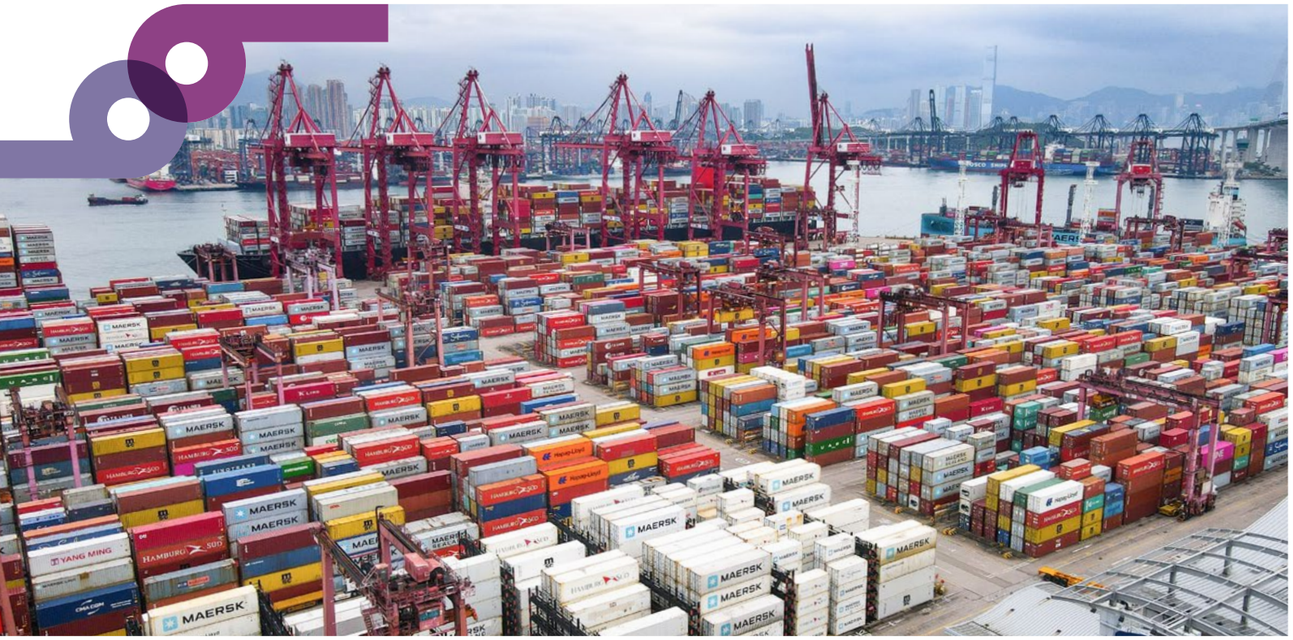
以下为我们可持续发展策略的详情：

Sustainability Pillars 可持续发展重要领域	Material Topics 重要议题	Commitments and Targets 承诺与目标
Corporate Governance **企业管治**	Technology and automation (TA) 科技与自动化(TA)	(TA1) To continue exploring technology to make Modern Terminals a smart port (TA1) 持续探索创新科技，将现代货箱码头发展成智慧港口
		(TA2) To electrify all equipment and vehicles by 2030 (TA2) 于2030年或之前将所有设备及车辆电动化
	Supply chains (SC) 供应链(SC)	(SC1) To ensure 100% of suppliers comply with the Supplier Code of Conduct (SC1) 确保100%供应商遵守供应商行为守则
		(SC2) To enhance contractor practices by 2025 (SC2) 于2025年或之前加强承办商管理实务
		(SC3) To conduct a supply chain risk assessment by 2025 with a view to auditing high-risk suppliers (SC3) 于2025年或之前进行供应链风险评估，当中包括对高风险供应商进行审查

Sustainability Pillars 可持续发展重要领域	Material Topics 重要议题	Commitments and Targets 承诺与目标
Corporate Governance **企业管治**	Green finance and environmental, social and governance (ESG) disclosure (GF) 绿色金融及就环境、社会和企业管治的披露(GF)	(GF1) To develop green finance framework by 2023 (GF1) 于2023年或之前订立绿色金融架构
People **以人为本**	Labour practices - diversity and inclusion (LP) 劳工实务 - 多元化和包容性(LP)	(LP1) To maintain at least 30% women representation at management level (LP1) 在管理层中保持最少30%为女性
Health and Safety **健康及安全**	Health, safety and wellness (HS) 健康、安全与福祉(HS)	(HS1) To achieve zero fatalities of both staff and contractors' workers (HS1) 员工及承办商员工均达至零死亡个案
		(HS2) To reduce injuries of both staff and contractors' workers (HS2) 减少员工及承办商员工的工伤个案
		(HS3) To establish health and safety targets for contractors' workers (HS3) 为承办商员工设立健康及安全目标
		(HS4) To further enhance the employee wellness programmes (HS4) 进一步加强员工身心健康活动
		(HS5) To increase employee participation in any wellness programmes (HS5) 提升雇员对身心健康活动的参与率
Environment **环境**	Energy and greenhouse gas (GHG) emissions (E) 能源与温室气体排放(E)	(E1) No direct GHG emissions from operations by 2030 (E1) 于2030年或之前将营运中的直接温室气体排放减至零
		(E2) To become carbon neutral in our operations by 2050 (E2) 于2050年或之前实现碳中和
		(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) 废料与污水排放(W)	(W1) Zero spillage incidents from our own buildings (W1) 于我们的建筑物内做到零泄漏事故
Community Involvement **社区参与**	Community investment (CI) 社区参与(CI)	(CI1) To provide long-term support to Cotton Spinners Association Secondary School to facilitate youth development (CI1) 向棉纺会中学提供长期支援以促进青年发展
		(CI2) To further expand *Modern Terminals Summer Fitness Programme* in partnership with the Chinese YMCA of Hong Kong (CI2) 与香港中华基督教青年会合作，进一步扩展「*现代货箱码头夏日运动站*」
		(CI3) To enhance Modern Terminals scholarship by including universities / colleges (CI3) 加强现代货箱码头的奖学金计划，扩展至大学/学院
		(CI4) To increase employee participation in volunteer works (CI4) 提升员工对义务工作的参与率

ABOUT MODERN TERMINALS LIMITED

关于现代货箱码头有限公司



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.

现代货箱码头是一家私营企业，股东均为大型上市集团，包括九龙仓集团有限公司(68%)、招商局港口控股有限公司(27%)和Jebsen Securities Limited (5%)。公司以香港为总部，在香港葵青港拥有及营运货箱码头，并为珠江三角洲(珠三角)大铲湾码头的主要股东及营运商。现代货箱码头亦持有珠三角蛇口集装箱码头及赤湾集装箱码头股权。公司业务包括货箱码头营运和仓库租赁。

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.

我们的客户为船公司及公司仓库大楼租户，主要供应商涵盖的范围包括码头设备及设施、资讯科技服务、一般办公室设备，以及码头营运服务如内运拖车、装卸、清洁及保安等。

HONG KONG 香港

Company name	**公司名称**
Modern Terminals Hong Kong (100%)	现代货箱码头(100%)
Services and operations	**所经营的业务和服务**
• Container terminals	• 集装箱码头
• Warehousing leasing	• 仓库租赁
• Container freight station	• 货物集散站

CHINESE MAINLAND 中国内地

Company name	**公司名称**
DaChan Bay Terminals (65%)	大铲湾码头(65%)
Services and operations	**所经营的业务和服务**
• Container terminals	• 集装箱码头



MAJOR MEMBERSHIPS AND CHARTERS
主要会籍和约章

HONG KONG 香港 **Memberships 会籍：**

- The American Chamber of Commerce in Hong Kong (Corporate Member)
  香港美国总商会(公司会员)
- Business Environment Council (Founding Member and Council Member)
  商界环保协会(创会会员及特邀会员)
- The Chartered Institute of Logistics and Transport in Hong Kong (Organisation Member)
  香港运输物流学会(公司会员)
- Danish Chamber of Commerce (Corporate Member)
  丹麦商会(公司会员)
- Employers' Federation of Hong Kong (Corporate Member)
  香港雇主联合会(公司会员)
- Federation of Hong Kong Industries – Transport and Logistics Services Council / PRD Council (Corporate Member)
  香港工业总会 - 运输及物流业协会和珠三角工业协会(公司会员)
- General Stevedoring Council (Member)(会员)
- Hong Kong Container Terminal Operators Association Limited (Committee Member and Treasurer)
  香港货柜码头商会有限公司(委员会成员和司库)
- Hong Kong General Chamber of Commerce (Corporate Member)
  香港总商会(公司会员)
- Hong Kong Logistics Management Staff Association (Member)
  香港物流管理人员协会(会员)
- Hong Kong Management Association (Corporate Member)
  香港管理专业协会(公司会员)
- Hong Kong Occupational Safety and Health Association (Company Member)
  香港职业安全卫生协会(公司会员)
- Occupational Safety and Health Council (Green Cross Group Member)
  职业安全健康局 - 绿十字会(公司会员)
- WWF - Hong Kong (Silver Member)
  世界自然基金会香港分会(纯银会员)

HONG KONG 香港 **Charters 约章：**

- Clean Air Charter led by Business Coalition on the Environment (Endorser)
  由商界联盟牵头的《清新空气约章》(承诺公司)
- Energy Saving Charter and 4T Charter by The Environment Bureau of HKSAR Government (Participant)
  香港特别行政区政府环境局的节能约章计划及4T约章计划(参与公司)
- Joyful@Healthy Workplace Charter by Occupational Safety and Health Council (Participating company)
  职业安全健康局「好心情@健康工作间」计划(参与公司)
- Packaging Reduction Charter by The Environmental Protection Department (Participating company)
  环境保护署减少使用包装约章(参与机构)
- The Racial Diversity & Inclusion Charter for Employers (Signatory)
  种族多元共融雇主约章(签署机构)
- Say Yes To Breastfeeding by UNICEF (Participating company)
  联合国儿童基金「Say Yes To Breastfeeding」运动(参与公司)

DACHAN BAY 大铲湾 **Memberships 会籍：**

- China Ports Association (Member)
  中国港口协会(会员)
- Shenzhen Association of Enterprises with Foreign Investment (Governing Unit)
  深圳外商投资企业协会(常务理事单位)
- Shenzhen Chamber of Import & Export (Member)
  深圳市进出口商会(会员)
- Shenzhen International Freight Forwarding Association (Member - Supervisor)
  深圳市国际货运代理协会(会员 - 理事)
- Shenzhen Logistics and Supply Chain Management Association (Member)
  深圳市物流与供应链管理协会(会员)
- Shenzhen Ports Association (Vice Chairman Unit)
  深圳港口协会(副会长单位)

AWARDS AND RECOGNITIONS
奖项和嘉许

HONG KONG 香港

Organiser 主办单位	Award and Recognition 奖项和嘉许	Year of Award 获嘉许年份	
Employees Retraining Board 雇员再培训局	**Manpower Developer** **「人才企业」标志**	**Since 2014** **自2014年**	
Mandatory Provident Fund Schemes Authority 强制性公积金计划管理局	**Good MPF Employer Award** **「积金好雇主」标志**	**Since 2014/2015** **自2014/2015年**	
Promoting Happiness Index Foundation and Hong Kong Productivity Council 香港提升快乐指数基金及香港生产力促进局	**Happy Company 5 Years+** **「开心企业5年+」标志**	**Since 2017** **自2017年**	
Environmental Campaign Committee, Environment and Ecology Bureau 环境运动委员会、环境及生态局	**Hong Kong Awards for Environmental Excellence - Bronze Award (Transport and Logistics)** **香港环境卓越大奖铜奖(交通及物流业)**	**2023** **2023年**	
Lloyd's Register Quality Assurance Ltd.	**ISO14001 EMS Certification** **ISO 14001 环境管理体系认证**	**Since 2009** **自2009年**	
Federation of Hong Kong Industries 香港工业总会	**BOCHK Corporate Low-Carbon Environmental Leadership Awards - Gold Award (Services Sector)** **中银香港企业低碳环保领先大奖 – 服务业金奖**	**2024** **2024年**	
	BOCHK Corporate Low-Carbon Environmental Leadership Awards - 5 Years+ EcoPioneer **中银香港企业低碳环保领先大奖 – 5 年+环保先驱标志**	**Since 2018** **自2018年**	
Chinese YMCA of Hong Kong 香港中华基督教青年会	**Y-Care CSR Scheme - Silver Partner** **Y-Care 企业伙伴计划 – 银伙伴**	**Since 2017/2018** **自2017/2018年**	
	Y-Care Outstanding Performance (Social) Award **Y-Care 非凡(社会)成就奖**	**2022/2023** **2022/2023年**	
	Long-term Partner **长期合作伙伴**	**2024/2025** **2024/2025年**	
Hong Kong Council of Social Service 香港社会服务联会	**Leading Performance Logo** **领先表现标志**	**2024/2025** **2024/2025年**	
	15 Years Plus Caring Company Logo **「商界展关怀连续15年或以上」标志**	**Since 2007/2008** **自2007/2008年**	

HONG KONG 香港

Organiser 主办单位	Award and Recognition 奖项和嘉许	Year of Award 获嘉许年份	
InspiringHK Sports Foundation 凝动香港体育基金	**SportsHour Company** **企业「一」起动标志**	**Since 2021** **自2021年**	
	SportsHour Company Pledging and Recognition Scheme 2025-27 Best Practice Showcase Award - Silver Award & Youth Sports Supporter Excellence Award **企业「一」起动承诺及嘉许计划2025–27 – 最优秀实践案例大奖银奖及青少年运动杰出倡议奖**	**2025** **2025年**	
Office of Government Chief Information Officer, Equal Opportunities Commission and Hong Kong Internet Registration Corporation Limited 政府资讯科技总监办公室、平等机会委员会及香港互联网注册管理有限公司	**Digital Accessibility Recognition Scheme - Gold Award (Website Stream)** **数码无障碍嘉许计划金奖(网站组别)**	**2024/2025** **2024/2025年**	
Federation of Hong Kong Industries 香港工业总会	**Industry Cares – 5 Years+ Caring Certificate (Enterprise Group)** **「工业献爱心」表扬计划 – 5年+爱心关怀证书(企业组别)**	**Since 2019** **自2019年**	
	Industry Cares – The Most Improved Award (Enterprise Group) **「工业献爱心」表扬计划 – 飞跃进步大奖(企业组别)**	**2024** **2024年**	
Chinese YMCA of Hong Kong 香港中华基督教青年会	**"H-Care Health Friendly Organisation" Logo** **「H-Care健康友善机构」标志**	**2024/2025** **2024/2025年**	

DACHAN BAY 大铲湾

Organiser 主办单位	Award and Recognition 奖项和嘉许	Year of Award 获嘉许年份	
SGS 香港通用检测认证有限公司(SGS)	**ISO14001 EMS Certification** **ISO 14001 环境管理体系认证**	**Since 2013** **自2013年**	
China Association of Enterprises with Foreign Investment and Shenzhen Association of Enterprises with Foreign Investment 中国外商投资企业协会及深圳外商投资企业协会	**National (Shenzhen) Excellent Enterprise with Foreign Investment** **全国(深圳)优秀外商投资企业** **- Harmonious Labour Relationship Promotion** **和谐劳动关系促进奖** **- Excellent Tax Payment and Turnover** **双优企业奖** **- Carbon Reduction Promotion** **绿色减碳促进奖** **- Compliance Construction Promotion** **合规建设促进奖**	**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 中国(深圳)国际物流与供应链博览会	**Outstanding Contribution Enterprise in Logistics and Supply Chain Industry** **物流与供应链行业杰出贡献企业** **Excellent Container Service Provider** **优质集装箱服务商**	**2025** **2025年** **Since 2023** **自2023年**	

ENGAGING WITH STAKEHOLDERS
与持份者沟通



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.

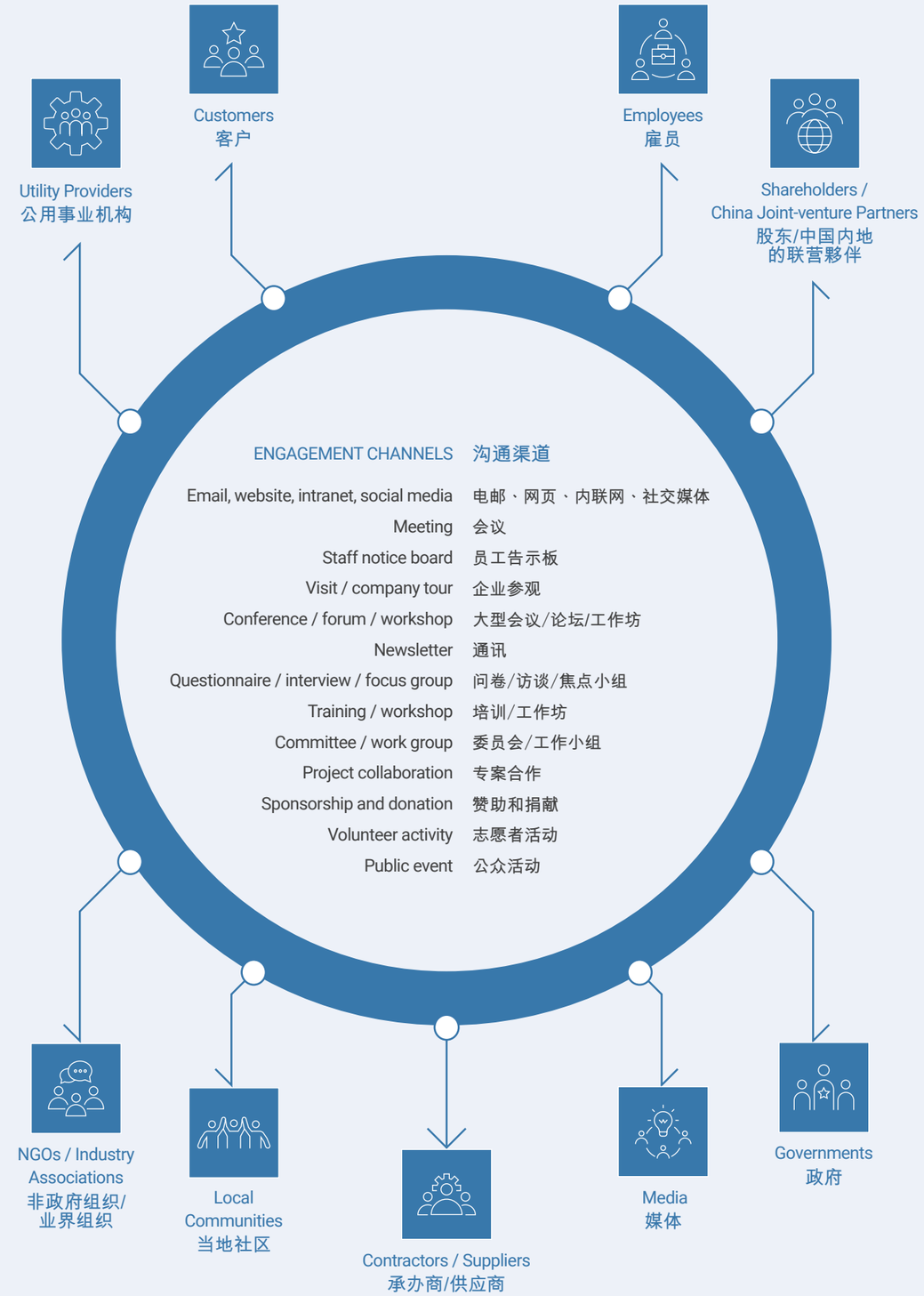
与持份者沟通对我们制定策略非常重要。我们透过了解持份者的需要、他们的关注议题和期望来预测及回应不断变化的营商环境。我们透过不同渠道与持份者就公司的业务策略、工作和可持续发展举措作沟通。为确保有效互动，我们亦会根据持份者对公司的影响力或依赖程度进行量化评估和确立优先次序。

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.moderrnterminals.com/en/sustainability/#sustainability-reports

我们与选定的供应商及非政府组织夥伴进行访问，以收集有关可持续发展议题的意见和看法。除了日常之互动，此访问有助我们识别需要进一步改善的范畴。过往我们亦曾透过焦点小组和访谈的方式与其他持份者沟通，包括雇员、承办商、船公司客户、业界组织、股东及仓库大楼租户等。欲了解更多，请参阅我们网站上过往的报告：https://www.moderrnterminals.com/sc/sustainability/#sustainability-reports

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

下图显示持份者群组及其相应的沟通渠道。



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.

重要性评估

在沟通过程中，他们帮助我们确立可持续发展的重要议题，并为我们的可持续发展措施和表现提供反馈。我们亦参考同业在这方面的工作，以确保我们的重要议题及报告范畴与行业概况看齐和切合持份者的期望。此报告中我们新增了一项重要议题：强迫劳动。本司可持续发展督导委员会已经审阅及同意下表列出的重要可持续发展议题，以及其潜在的正面与负面影响。



Material Topic 重要议题	Corresponding GRI Standard(s) 相关GRI标准	Potential Positive Impact 潜在的正面影响	Potential Negative Impact 潜在的负面影响
Economic 经济			
Economic Performance **经济表现**	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. 透过码头营运和相关服务创造就业机会和收入，刺激经济增长，支持社区生计，为本地经济作出贡献。	External factors like the global economy and trade policy changes can impact economic performance, affecting profitability and job opportunities. 全球经济和贸易政策变化等外部因素可能会影响经济表现，影响盈利和就业机会。
Governance 管治			
Business Ethics and Human Rights **商业道德和人权**	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，确保稳定码头操作，并巩固客户及投资者的长远信心。	Lead to legal sanctions, labour unrest, and significant reputational damage. 导致法律制裁、劳工动荡及严重的声誉损害。
Environment 环境			
Climate Change **气候变化**	GRI 302 GRI 305	Contribute to mitigating climate-related risks with our decarbonisation efforts. 透过我们减碳方面的努力，为缓解气候相关风险作出贡献。	Cause more severe impact of global warming and climate change if emissions are not reduced. 如果不减少排放，将造成更严重的全球暖化和气候变化。
Emissions / Air Pollution **气体排放 / 空气污染**	GRI 305	Improve air quality within the port area by transitioning to greener fuels and electrifying container handling equipment and vehicles. 透过转用更环保的燃料以及电动集装箱装卸设备和车辆，改善码头的空气质素。	Lead to air pollution, negatively impacting the health of the local community, if continue to rely on fossil fuels. 如果继续依赖化石燃料，会导致空气污染，对当地社区的健康产生负面影响。
Energy Consumption **能源消耗**	GRI 302	Help reduce emissions by deploying more energy efficient measures. 透过采取更节能的措施减少排放。	The increased energy cost will impact the economic performance, and the emissions will have negative impact on climate change and air quality. 能源成本增加将影响经济表现，而排放会对气候变化和空气品质产生负面影响。
Effluents and Waste **污水和废弃物**	GRI 306	Minimise the impact of our operations on water quality and alleviate the burden on Landfills. 将我们营运对水质的影响减至最少，并减轻堆填区的负担。	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. 导致港口附近的水污染，增加公司及社会整体的废物管理成本。

Material Topic 重要议题	Corresponding GRI Standard(s) 相关GRI标准	Potential Positive Impact 潜在的正面影响	Potential Negative Impact 潜在的负面影响
Social 社会			
Occupational Health and Safety **职业健康与安全**	GRI 403	Foster a safety culture to minimise workplace hazards, and to promote a healthy lifestyle. 培养安全文化，将工作场所危害减至最低，并促进健康的生活方式。	Increase the risk of work-related illnesses, injuries, and fatalities if failure to implement sufficient health and safety measures. 如果未能实施足够的健康和安全措施，会增加与工作相关的疾病、受伤和死亡的风险。
Employee Benefits and Compensation **雇员福利和薪酬**	GRI 401	Contribute to employee satisfaction, wellbeing, and retention. 有助提升员工满意度和福祉，以及人才留任。	Lead to employee dissatisfaction and negatively impact morale. 导致员工不满并对士气产生负面影响。
Working Conditions and Hours **工作环境和时数**	GRI 402	Promote employee satisfaction and work-life balance, and enhance productivity. 促进员工满意度和工作与生活的平衡，并提高生产力。	Lead to fatigue affecting safety, productivity, and the people's well-being. 导致疲劳，影响安全、生产力和员工的福祉。
Employee Development **雇员发展**	GRI 404	Enhance the performance of the Company by equipping people with the required skills and knowledge, and support corporate culture and employee retention. 透过为员工装备所需技能和知识来提升公司表现，并有助建立企业文化和人才留任。	Lead to reduced employee loyalty, satisfaction, and commitment to the Company. 导致员工的忠诚度、满意度和对公司的投入度降低。
Contractors' Workers Management **承办商管理**	GRI 401 GRI 403	Increase productivity and efficiency enhancing the overall service offering to customers. 提高生产力和效率，从而提升整体的客户服务水平。	May result in labour rights violations and unsafe working conditions if effective management system is not in place. 如没有效的管理制度，可能会违反劳工权利和导致不安全的工作环境。
Community Engagement **社区参与**	GRI 413	Positive engagement contributes to the communities in which we operate. 积极参与，为我们业务所在社区作出贡献。	May lead to lack of public understanding of the importance of the port. 可能导致公众缺乏了解港口的重要性。

Material Topic 重要议题	Corresponding GRI Standard(s) 相关GRI标准	Potential Positive Impact 潜在的正面影响	Potential Negative Impact 潜在的负面影响
Social 社会			
Workplace Diversity and Inclusion **多元共融的工作场所**	GRI 405 GRI 406	Promote equal opportunities, non-discrimination, and supportive workplace, benefiting employees and contributing to a more inclusive society. 促进平等机会、非歧视和互相支持的工作场所，使员工受惠，并为建立更具包容性的社会作出贡献。	Cause a negative work environment and decreased employee morale. 导致消极的工作环境和员工士气下降。
Supply Chain Management **供应商管理**	GRI 204 GRI 308 GRI 414	Uphold social and environmental standards throughout the supply chain. 在整个供应链中维护社会和环境标准。	Intensify social and environmental negative impacts if suppliers lack sufficient management policies and practices. 如供应商缺乏足够的管理政策和实践，会加剧社会和环境的负面影响。
Forced Labour **强迫劳动**	GRI 409	Combat forced labour to enhance the Company's reputation as a socially responsible entity. 打击强迫劳动有助提升公司作为具社会责任企业的声誉。	May lead to severe legal ramifications, including fines, litigation, and potential shutdowns of operations. 可能导致严重的法律后果，包括罚款、诉讼，以及营运中止的风险。
Service Quality 服务质素			
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. 提高整体表现并促进环境和经济的正面影响。	May result in incapability to meet the everchanging needs of shipping line customers and loss of business. 可能导致无法满足船公司客户不断变化的需求以致业务损失。
Cybersecurity **网络安全**	GRI 418	Promote a secure workplace for employees and a safe business environment for customers. 为员工打造安心的工作场所，并为客户提供安全的营商环境。	Lead to financial loss, reputational damage, and compromise stakeholder trust due to exposure to cyber threats. 暴露于网络威胁可导致财务损失，声誉受损，并损害持份者的信任。

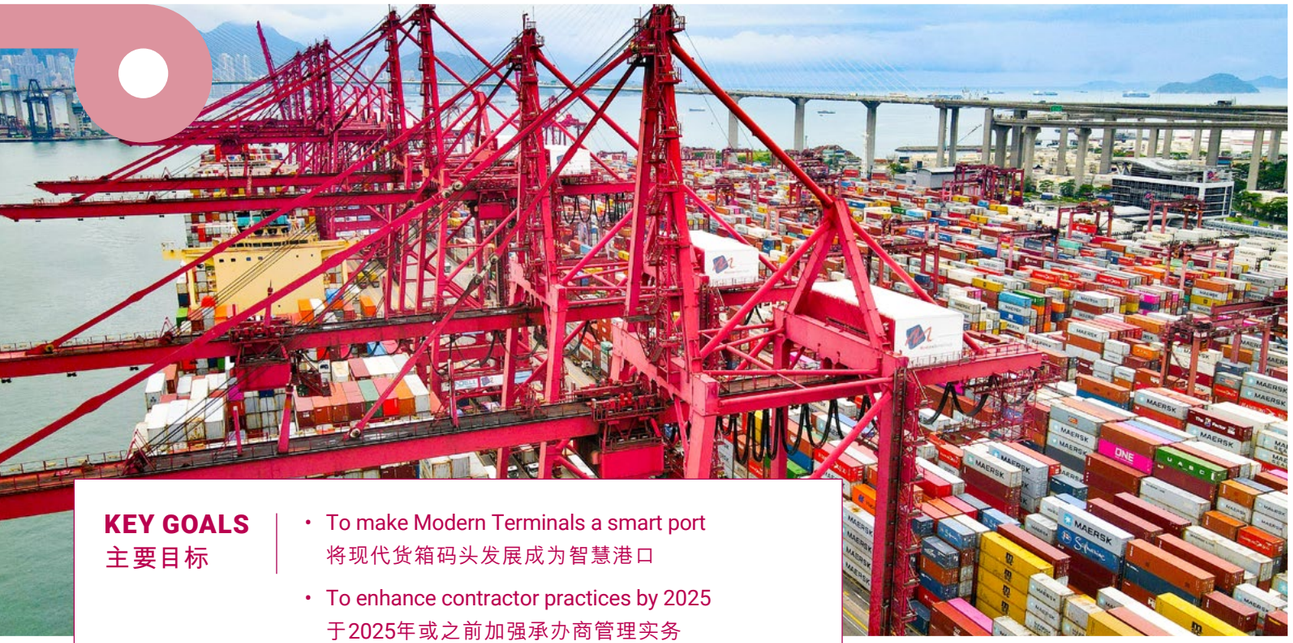
The key issues raised by suppliers and NGO partners and our responses are presented in the table below.

下表列出供应商及非政府组织合作夥伴提出的重点关注议题和我们的回应。

Key Issues Raised by Stakeholders Engaged 持份者提出的重点关注议题	Our Response 我们的回应
Corporate Governance 企业管治	
Contractor Management **承办商管理**	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. 承办商员工在我们的营运中扮演著重要角色。我们将继续与承办商合作，进一步提升多方面的表现，包括沟通、绩效管理、数码化、可持续发展以及操作效率。
Service Quality 服务质素	
Digitalisation and Automation **数码化和自动化**	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. 现代货箱码头致力将香港港口发展为智慧及绿色港口。除过往报告中提及的智能化措施外，我们亦正研究闸口自动化，以及岸边起重机及胶轮式龙门起重机的远程操作。我们将持续探索各种技术，以提升操作效率。
Environmental Performance 环保表现	
Green Maritime Fuel Bunkering **绿色船用燃料加注**	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. 我们一直与政府及各持份者保持沟通，确保我们的设施内可提供船公司所需的各种绿色船用燃料，并会持续推进相关工作。最新进展请参阅「环境」章节。
Climate Resilience **气候韧性**	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. 本公司于2019年进行气候相关风险评估，涵盖实体风险及转型风险。我们持续制定相关措施，以缓解相关风险。
Biodiversity and Sewage Management **生物多样性及污水管理**	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. 我们重视生物多样性，并已制定「发现野生动物或濒危动植物的处理程序」。我们亦不时推出促进生物多样性及海洋保育的活动，包括于2022年及2023年举办的「现代货箱码头关怀海洋计划」。 码头临海而设，我们十分重视监测水质及防止泄漏的工作。码头的污水在排放出大海前，会透过现场的隔油设施处理，或运送至污水处理设施作处理。我们亦会定期对排放水质进行检测，以确保符合相关标准。

Key Issues Raised by Stakeholders Engaged 持份者提出的重点关注议题	Our Response 我们的回应
Environmental Performance 环保表现	
Waste Management and Pollution Prevention **废物管理及污染预防**	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. 我们从源头减废，并实施广泛的回收计划，同时持续关注新兴的回收技术，在可行情况下扩展我们的回收措施。 在不影响安全的前提下，我们关闭不必要的照明，以减少能源消耗及光污染。我们亦采取措施减低噪音，以保障码头工作人员和附近社区居民的福祉。
Workforce 劳动力	
Young Talent Attraction **吸引年轻人才**	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. 如过往报告所提及，吸引年轻人才仍然是整个行业面临的挑战。现代货箱码头一直与政府及其他持份者合作，向大学及中学生推广港口行业，并持续扩展相关工作。 此外，将港口发展为智慧及绿色港口，亦将进一步提升其对年轻人才的吸引力。
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. 我们重视多元共融，并将持续致力为所有码头工作人员提供具包容性的共融工作环境。

CORPORATE GOVERNANCE
企业管治



KEY GOALS
主要目标

- To make Modern Terminals a smart port
  将现代货箱码头发展成为智慧港口
- To enhance contractor practices by 2025
  于2025年或之前加强承办商管理实务
- To conduct a supply chain risk assessment by 2025
  于2025年或之前进行供应链风险评估

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.

现代货箱码头致力秉持守公开、公平、诚实正直及负责的企业管治，并将管治原则及实务融入日常营运中。透过严谨的内部监控管理系统，以识别、监控和减低风险；同时制定了持续业务运作规划和应变计划，应对潜在的营运风险。

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

公司设有清晰而高效的管治架构。由股东代表组成的董事会，以及由集团董事总经理、首席财务官和商务总裁组成的管理委员会是公司的最高管治架构。管理委员会负责推动公司发展，提升公司对股东的价值，并确保公司的发展方向与愿景、使命、策略、品牌承诺和文化价值观一致（详情请参阅公司网站）。管理委员会由集团董事总经理担任主席，而董事会则负责监督管理委员会的工作。

为进一步加强风险管理系统，我们于2020年底成立风险管理及内部监控委员会，由集团董事总经理担任主席。委员会每年至少召开一次会议，制定策略及政策，以应对已识别的风险，包括可持续发展及气候相关的风险。为确保维持高水平

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.

的道德标准，所有员工均须遵守纪律守则，当中列明公司对商业道德的标准及期望。该守则会定期检讨及更新，以配合不断转变的营商环境。此外，我们亦设有举报政策，提供渠道向高级管理层举报涉嫌违反商业道德或专业失当的行为。如指控经查证属实，我们将采取纠正措施以防止事件再次发生，并对违规者采取纪律处分或其他适当行动。有关政策已详列于公司网站。

管理委员会负责推动公司的可持续发展工作。由集团董事总经理担任主席的可持续发展督导委员会，其成员包括管理委员会其他成员及来自不同部门的管理层代表。该委员会在制定策略、确立发展方向，以及监导目标的进展方面发挥关键作用。

Governance Structure
管治架构

MANAGEMENT BOARD
管理委员会

- Create and enhance value for shareholders
- Secure shareholder buy-in to the Company's development direction
- Support company development with adequate investment portfolio

- 为股东创造和提升价值
- 获取股东支持公司的发展方向
- 订立合适的投资组合以支持公司的发展

Group Managing Director (GMD)
集团董事总经理

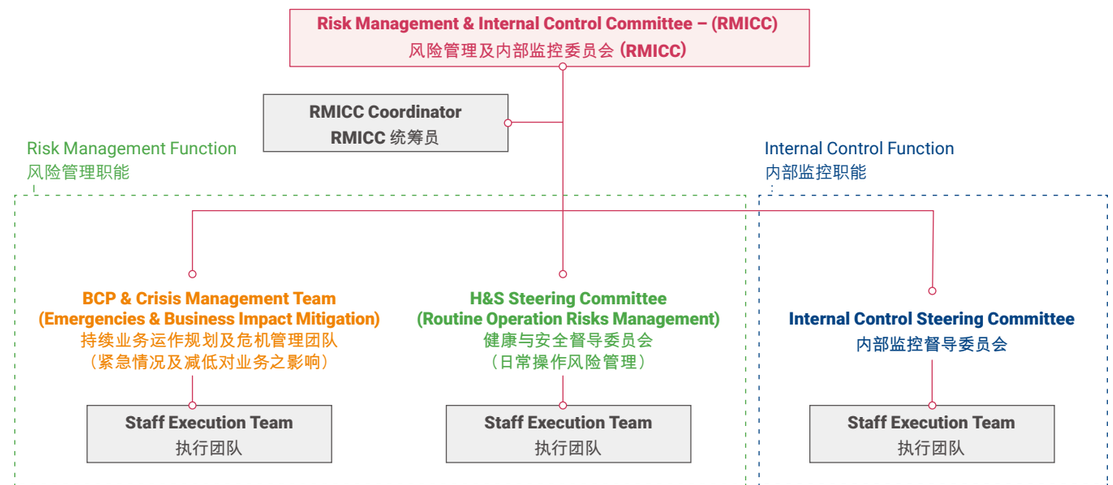
Major Responsibilities
- Lead business development activities
- Establish port lifecycle projects for new terminals
- Integrate priorities across the Company

主要职责
- 带领业务发展
- 为新的码头建立港口发展周期模式
- 整合公司的发展重点

Chief Commercial Officer (CCO)
商务总裁

Chief Financial Officer (CFO)
首席财务官

Risk Management & Internal Control Authority and Reporting Relationship
风险管理及内部监控授权及汇报关系



Structure of the Sustainability Steering Committee
可持续发展督导委员会架构



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.

绿色金融

自我们于2021年底作为可持续发展策略的一部分而设立首笔的可持续发展表现挂钩贷款以来，绿色金融已成为公司融资的重要组成部分。截至2025年底，本公司投资组合中共有两笔可持续发展表现挂钩贷款。

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.

持续检讨与优化

政策是企业管治的基石。公司就所有重要业务范畴制定全面的政策，所有公司层面的政策均须经管理委员会批准。为彰显我们对人权的承诺，我们于2020年制定人权政策，该政策根据《世界人权宣言》和《联合国工商企业与人权指导原则》所体现的原则，涵盖平等机会、多元共融及公平劳工实务等范畴。此外，我们于2023年推出打击洗钱及恐怖分子资金筹集守则，订明公司在侦测、预防及举报涉及洗钱及恐怖分子资金相关活动的程序。为提升同事的相关意识，于2024年9月举办两场培训，进一步讲解合规概念及其责任。

公司定期检视并适时更新现有的政策，并在有需要时制定新政策。我们透过会议、内联网、电邮和内部通讯应用程式*ModernChat*主动向员工传达政策更新，同时于公司网站向外界发布相关资讯。

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.

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.

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.

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.

培训在加强企业管治框架及提升员工日常工作中的意识方面发挥关键作用。我们为新入职员工及相关同事安排廉政公署的简介会，协助他们识别潜在的贪污风险，并采取有效的预防措施以避免违规行为。

持续提升韧性

为应对瞬息万变的营商环境，我们于2025年为经理及各组主管举办四场「*培养领导韧性*」培训，装备他们具备韧性及成长型思维等关键能力，以更有效应对业务挑战。共有72名同事参与。

加强供应商管理

供应商的可持续发展表现对我们自身的表现有著重要影响，因此供应商管理一直是我们的重点工作。我们致力与理念一致的供应商建立稳固的合作夥伴关系。自2019年底在香港及2022年7月于大铲湾推出《供应商行为守则》以来，所有新供应商在注册时均须遵守相关要求。

在公司办公室及香港业务单位共有684家供应商已确认符合相关要求，而大铲湾码头则有122家。我们定期对主要供应商进行评估，涵盖安全管理系统及表现、环境表现及相关法规的遵守。此外，亦透过识别高风险供应商进行供应链风险评估，并安排针对性审计。相关评估有助我们检视供应商表现，并持续优化采购策略。

维持高水平网络安全

我们码头是香港港口及深圳港的重要组成部分，因此确保公司的网络安全不仅对我们自身至关重要，对我们营运所在的城市同样重要。在香港，我们进一步增加在网络安全投放的资源，计划在2026年设立专责职位及引入新网络安全工具。

全体员工在网络安全防护中均扮演关键角色。每当我们识别到针对员工的可疑电邮时，均会定期向员工发出提示电邮。于2025年3月，我们举办个人资料(私隐)条例简介会，共有62名同事参与，内容涵盖条例的核心概念及其在日常工作中的应用。

鉴于人工智能有潜力成为提升效率的重要推动力，我们除了探索相关技术以提升闸口及堆场的操作效率外，亦鼓励同事在确保不影响网络安全下善用相关工具提升生产力。在香港，我们于2025年5月及6月举办两场培训，示范如何利用Microsoft Copilot简化工作流程，共有132名同事参与；而在大铲湾，我们于2025年4月及5月举办DeepSeek工作应用培训，介绍数据分析及简报制作等功能，共有81名同事参加。

OUR PEOPLE
以人为本



KEY GOALS
主要目标

- To maintain at least 30% women representation at management level
  在管理层中保持最少30%为女性

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.

人才是我们成功的基石。我们致力营造一个健康、互相鼓励、高效和包容多元的工作环境。在我们的使命和文化价值观的指引下，我们以人为本的人才招募、培训和发展策略，致力打造一支高灵活性、充满活力及领先业界的团队。

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.

为确保港口及物流业的可持续发展，我们与政府及主要持份者保持紧密合作，透过实习机会、码头参观、学徒计划等多元方式，积极向年青一代推广行业。

我们提供具有竞争力的薪酬和福利，在很多情况下优于法例要求。这些待遇包括有薪年假、全薪病假、自愿性强积金供款、医疗保险、人寿保险、人身意外保险、商务旅游保险、健康检查计划等。我们的目标是为员工提供全面的支援及保障，促进身心健康，让他们安心工作。

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.

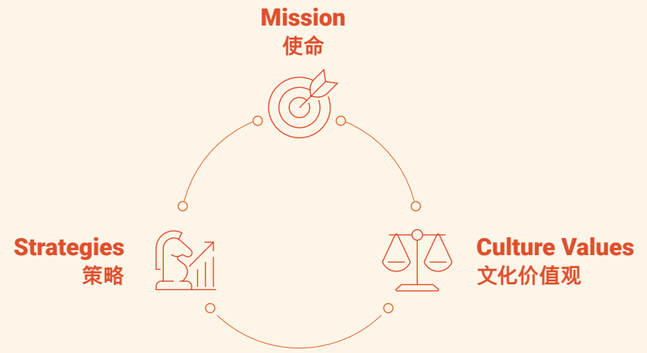
提升企业文化

我们深信必须持续加强企业文化的工作，以确保其与我们的文化价值观一致。因此，我们一直在公司、码头及部门层面推行多项措施，确保管理层与员工保持紧密联系。公司更不断努力，致力使雇员对公司的感受与我们文化价值观的期望行为保持一致——承担责任、互相信任及团队合作，以达致工作中自我实现。

OUR MISSION
我们的使命

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.

成为提供世界级的港口和供应链服务的首选合作夥伴，为本地经济的可持续发展和推动人民富足方面，与世界接轨。



OUR CULTURE VALUES
我们的文化价值观

Accountability
承担责任

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

我们致力及主动担当任务，并且为我们的决定、行动和结果负责

Work Life Fulfillment
工作中自我实现

Teamwork
团队合作

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

我们透过充份运用大家的差别和优势，在高效团队中一同努力，实现共同的目标

Trust
互相信任

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

我们互相尊重和表现诚实正直，以获取同事、客户和合作夥伴的信任

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.

我们的文化价值观使大家在**工作中自我实现**—我们以身为公司的一份子感到自豪，因为我们能够在一个具互信和互相支持的环境中，参与作出贡献而获得满足感。

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.

员工体验调查— 跟进与反馈

参考2023年员工体验调查的结果及所收集的意见，以及正值更新版文化价值观推出十周年，我们在报告期内推出多项活动以加强企业文化。由2024年4月至7月，我们透过内部平台*ModernChat*推出四段视频，由不同部门的管理层代表回应同事在调查中表达关注的议题，以加强和同事的沟通。

此外，我们于2024年8月进行为期三周的「*健康心灵Q&A*」问答游戏，让同事更了解公司各项推动身心健康的安排。六轮问答共收到531份提交答案。



Reinforcing our Redefined Culture Values

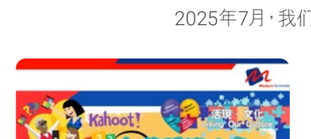
Since the launch of our redefined Culture Values in 2014, we have been embracing these values to drive the Company towards the attainment of corporate mission and brand promises. While recognising colleagues who have exemplified our culture over the past decade, we have rolled out a series of engaging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

巩固文化价值观

自2014年推出更新版文化价值观以来，我们一直以此推动公司实现企业使命及品牌承诺。在表扬同事于过去十年展现公司文化价值观的同时，我们也推出一系列鼓励同事积极参与的活动，提醒及深化大家对文化价值观的理解。

2025年7月，我们举办「*活现 • 文化有奖问答比赛*」，加强员工对文化价值的理解，共收到272份有效回覆。由2025年7月18日至8月15日期间，我们举办「*活现 • 文化急口令创作比赛*」，以创意方式提升员工对公司文化价值观的认识，共收到33份作品，其中十份入围作品在*ModernChat*平台上让所有同事投票以选出得奖者。2025年9月19日，在「*活现 • 文化体验日*」中，同事积极参与摊位游戏及团队比赛。团队比赛以六人为一队，共有24支队伍参赛。包括帮手作安排及参与摊位游戏的同事在内，约250名员工投入其中。









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.

活现文化

自2015年起，我们的*活现文化团队活动赞助计划*一直赞助员工组织及参与有意义的团队活动，例如培训、志愿者服务及慈善筹款。于报告期间，共有44项活动（2024年：25及2025年：19），共有616位来自不同部门的同事参与（2024年：354及2025年：262）。活动包括慈善跑、独木舟导赏团、烹饪班、VR游戏、保龄球技巧训练、圣诞花环工作坊等。

616
participants
名参与者

44
activities
项活动







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.

多元共融和平等机会

现代货箱码头重视多元共融，致力为所有员工提供一个公平及互相支援的工作环境，不论其年龄、性别、性别认同、性取向、人际关系、家庭岗位、残疾、种族、民族、国籍、宗教或政治信仰。公司绝不容忍任何形式的歧视或骚扰。

自2019年起，我们一直是《种族多元共融雇主约章》的签署机构，彰显我们对公平待遇及平等机会的承诺。在公司的可持续发展策略下，我们的目标是保持管理层中至少30%为女性。自2021年订定此目标以来，我们一直维持在目标水平。

我们亦采取措施加强同事在这方面的认知。2024年12月16日，我们邀请平等机会委员会讲者为管理团队、小组领导及督导人员进行「*预防工作间的歧视及骚扰*」讲座，以加深他们对相关法例及预防措施的理解。2025年6月，我们举行《*看我今天怎么说*》的电影放映暨分享会，邀请同事及「学校起动」夥伴学校绵纺会中学的师生参与。活动让大家更贴近弱听人士的生活，引发有意义的对话，并推动更共融的社会。





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.

提升员工参与及沟通

现代货箱码头关心员工在不同人生阶段的需要，公司在过往为即将退休的同事安排退休讲座。2025年，我们推出「*人生规划系列*」，提供退休计划讲座予所有同事参加，不分年龄及职务。两场讲座均受到想尽早开始准备的同事欢迎，讲座分别聚焦于为同事及其家人带来更大保障的重要法律文件，以及未来财务规划。

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.

我们透过香港内部平台*ModernChat*及大铲湾的内部微信专页促进双向沟通。香港设有「*现代加油站*」，由人力资源部的同事到不同地点派发饮品及分享最新资讯。为让员工掌握最新消息并保持投入，我们定期出版两本员工通讯，包括香港的《*海码*》和大铲湾的《*湾伴*》。



Case Study 参考实例

DaChan Bay Family Day
大铲湾码头家庭同乐日

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，大铲湾码头举行家庭同乐日，超过500名员工及家属参加。活动包括乘车参观码头、观看现场操作演示及游戏，让参加者在享受欢乐之馀可更了解码头操作、设施及企业文化。



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.



公司积极透过各种聚会和会议促进管理层与员工的直接对话，包括香港的「*现代同聊*」活动，以及大铲湾举办的「*与总经理欢聚下午茶时光*」活动和午餐会。此外，香港透过劳资协商委员会会议（2024年每两个月举行一次；2025年每季一次），让选出的员工代表直接向管理层反映员工意见。

Case Study 参考实例

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

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.

公司致力建立表扬文化，重视员工为业务成功作出的重要贡献。为表达谢意，管理团队制作了影片「*全因有你 — 摩登故事之多谢*」，展示各部门同事的工作生活点滴及感人时刻。2024年9月25日，管理委员会及总经理们走访各部门，与同事一同观看影片。探访期间，所有同事均获赠礼品，令这次表扬体验更添难忘。









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

员工发展对公司的长远增长至关重要。我们积极鼓励持续学习，支持各级员工掌握与业务目标一致的专业知识及技能。透过每年的培训需求评估，我们因应员工不断变化的需要及业务目标，制定度身订造培训及发展计划。

我们的「*持续学习框架*」包括多项技能发展计划，支援员工晋升至更高职位。我们为每个职级制定了核心能力，例如沟通、项目管理和促导技巧等，以此指导能力建构。在这个框架下，提供一系列全面的领导力、督导和个人效能提升的多元课程，协助员工胜任公司内不同岗位。

Continuous Learning Framework
持续学习框架

Core Skills Training Across Job Levels 各工作级别的主要技能培训

Non-supervisory Staff 非督导人员	Supervisory Staff 督导人员	Unit Heads 小组领导	Managers 经理	GM and Above 总经理及以上
		Facilitation Skills 促导技巧		
		Presentation Skills 演讲技巧		
		Project Management 项目管理		
		Process Improvement 流程改善		
		Leadership Resilience 领导力韧性		
	The Supervisory Challenge 督导力挑战	The Leadership Challenge 领导力挑战		
	Managing Performance 绩效管理			
	Coaching Skills 启导技巧			
	Interpersonal Skills 人际关系技巧			
Problem Solving Skills 解决问题技巧			Decision Making Skills 决策技巧	
Communication Skills 沟通技巧				
Living Modern Terminals Values 活现现代货箱码头价值观				

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.

为培养同事的领导能力，公司提供一系列全面的培训课程。「*高效督导培训课程*」为期5个月，对象为新入职或新晋升督导人员，重点培养基本领导及商业技能。2024及2025年共举办两班，合共36名参加者。2024年11月，我们为小组领导推出各为期两天的「*Emerging Leadership Programme*」及「*Elevating Leadership Programme*」。前者让参加者掌握带领团队所需的基本技能，以应对领导挑战；后者则支援具经验的小组领导提升领导风格，以应对当前公司的事务。每个课程各有16名参加者。





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.

为让同事进一步提升沟通技巧，2024年10月及2025年4月举行的「Think On Your Feet」共有34名参加者。对前线员工而言，「*解决工作冲突*」培训课程旨在建立职场冲突解决能力。2024至2025年共举办八班，合共有147名员工参与。「*The Art of Storytelling in Business Presentations*」课程旨在让管理团队及高级职员掌握商业演讲中的叙事技巧。课程共举办两班，合共有33名参加者。这些培训课程反映我们持续致力为所有不同职级的同事提升能力，以助个人发展、有效团队管理及为公司的成功作出贡献。





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.

报告期间，我们在香港及中国内地共为员工提供了74,806.03小时培训。公司致力人才发展的努力备受肯定，我们在雇员再培训局「*人才企业*」嘉许计划中，获升级为「*Super MD*」，充分肯定我们致力于提升员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.

提升雇员身心健康

公司重视员工福祉，透过举办多元化活动推广健康生活方式，包括周年晚宴、运动比赛以及节日庆祝活动等，部分活动亦欢迎家属参与，例如员工郊游。我们为香港合资格全职员工提供健康检查计划，并设有「*雇员支援计划*」，提供24小时热线辅导服务，协助员工及其家属在有需要时纾缓压力并获得支援。

公司在推动员工及社区参与运动及健康生活的工作受到肯定。公司获凝动香港体育基金认可为《*企业「一」起动*》的获嘉许公司及颁发「*最优秀实践案例大奖 — 银奖*」，并获香港中华基督教青年会颁发「*H-Care健康友善机构*」标志，充分肯定我们推动员工身心灵健康的承诺。此外，我们获香港提升快乐指数基金颁发「*开心企业5年+*」标志，反映我们持续致力营造正面愉快的工作环境。

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计划

「*我至FIT计划*」是我们的员工健康旗舰项目，于2016年推出。2024年，我们举办「*我至FIT计划重聚活动*」，设有一系列健康转型挑战，约70名同事参与。该计划鼓励参加者保持健康饮食及培养运动习惯，2025年推出第八届，并标志其十周年。为期三个月的计划包括健身训练、营养讲座、体能测试、压力管理及个人饮食谘询，表现出色的参加者获颁证书及纪念品。2025年有30名员工参与，自2016年以来累计已超过340位名同事参加。



Fat Reduction 脂肪减量

39.3 kg 公斤

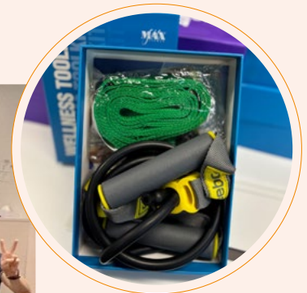
(The highest fat mass reduced for a participant: 8.5 kg)
（单一参加者最高减脂量：8.5公斤）

Muscle Gain 肌肉增量

8.3 kg 公斤

(The highest muscle mass gained for a participant: 1.2 kg)
（单一参加者最高增肌量：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.

健康讲座与工作坊

公司举办健康讲座及活动，以提升同事对身心健康的认识。2025年7月18日举行「*不分年龄，预防中风由今日开始*」讲座，聚焦中风预防及治疗，约50名同事出席。2025年7月28日举办了「*告别颈部、背部和膝盖疼痛 — 享受无痛生活！*」，在导师指导下，25名同事学习各种关节活动、伸展动作及正确姿势。大铲湾于2025年6月18日举办「*颂钵统一身心*」工作坊，协助同事纾压，促进放松及身心健康。





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.

运动及兴趣小组

在香港，康乐联谊会举办多项兴趣班及体育活动，鼓励员工建立联系并维持健康生活。

承接2021年疫情期间「*线上运动挑战赛*」的成功经验，我们于2024年5月举办「*线上跑步挑战赛*」，记录同事透过跑步、竞步或远足所完成的距离及爬升高度。期间，我们安排两场由专业教练带领的跑步课程，让参加者掌握提升跑步效率、预防受伤及享受跑步乐趣的实用知识。共有51名参加者，合共完成6,521公里，接近香港海岸线长度的九倍；并累计攀升51,500米，相当于登上珠穆朗玛峰5.8次，成绩令人鼓舞。



Distance completed
完成距离：
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*.

在现代货箱码头，运动是我们文化的重要一环。2025年8月至10月，我们推出「*季节限定活动 — 夏日路跑健身班*」。计划透过跑步课程、普拉提及伸展运动推广健康积极的生活方式，共有34名同事参与。此外，我们亦举办多项具趣味性的体育比赛，包括「*士碌架6红球队际比赛*」及「*电竞运动队际比赛*」。







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.

在大铲湾，我们举办多元体育活动及比赛。2024年5月举行乒乓球比赛，设有女子单打、男子单打及男子双打项目。2024年10月举办旱地冰壶比赛，共有32支队伍参与。报告期内，我们亦举办桌球及飞镖比赛。

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

我们亦安排了多项兴趣班及活动，例如射箭体验班、皮革手作坊、抱石体验班及趣味钩织班。





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.

「*兴趣小组赞助计划*」于2017年在香港推出，促成羽毛球、足球及篮球兴趣小组的成立。这些小组积极组织训练、操练及比赛。截至2025年12月，兴趣小组成员人数达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.

开心雪糕日

为体现我们对在各种天气条件下工作的前线员工的关怀，自2016年起，我们每年在香港举办「*开心雪糕日*」。在2024及2025年，分别合共1,903及1,810位同事及承办商员工享受这项透心凉的传统。值得一提的是，2025年是这项有意义活动的十周年。在寒冷季节时，我们亦向员工提供暖饮。大铲湾码头同样在炎热及寒冷季节向员工提供饮品及小食。





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.

生日和节日心意

与员工一同庆祝节日一直是我们珍视的传统。除了派发节日礼品外，我们亦举办多项活动，促进交流并营造正面氛围。我们在中秋节及冬至向同事送上礼物，并提供生日蛋糕券庆祝员工生日。在大铲湾，我们透过送礼及节日晚宴等活动庆祝农历新年，与同事分享喜悦。





HEALTH AND SAFETY
健康及安全



KEY GOALS
主要目标

- To achieve zero fatalities and to reduce injuries
  达至零死亡个案及减少工伤个案
- To further enhance the employee wellness programmes and increase participation
  进一步加强员工身心健康活动及提升雇员参与率

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.

现代货箱码头透过一套完善的职业健康及安全管理系统，维持高水平的职安健标准，涵盖我们的员工及承办商员工。我们致力确保设施内所有人士的福祉，包括员工、承办商员工及访客。我们的目标是缔造一个零意外的工作环境。

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.

公司内接受过培训的风险评估员会定时进行全面风险评估，以识别及评估工作相关的风险，并实施措施以尽量降低风险。我们鼓励同事透过我们的安全热线或向健康和安全委员会成员汇报潜在危害。公司保障员工免受任何形式的报复，如出现任何有关行为，同事可向其部门经理、总经理及委员会成员举报。作为公司持续致力提升职安健的一部分，所有工伤事故均由受过训练的同事进行调查，找出起因、评估相关风险，及制定改进行动。所有重大工伤事故调查报告均由健康和安全督导委员会审核。

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.

在香港，我们每年委托注册安全审核员审核我们的健康及安全管理系统，以确保其符合相关法规。我们在香港的系统遵循《工厂及工业经营条例》的要求，而在大铲湾，则符合所有内地适用的职安健相关的法例。

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.

为确保有效监察公司在健康及安全方面的表现，我们设有健康和安全督导委员会，成员包括来自不同部门的高级管理人员。督导委员会负责制定、检视及监察政策的推行。而各健康和安全委员会则负责推动政策执行及持续改善。督导委员会和文职人员健康及安全委员会每季召开一次会议，而操作部委员会和工程及规划部委员会分别每两个月和每月召开一次会议。

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

为配合安全工作守则，以及提升雇员与承办商员工的职安健意识，现代货箱码头为所有新加入的员工提供必修的健康与安全入职培训，介绍适用的职安健准则及监管要求。我们亦会定期举办活动，以加强安全文化。

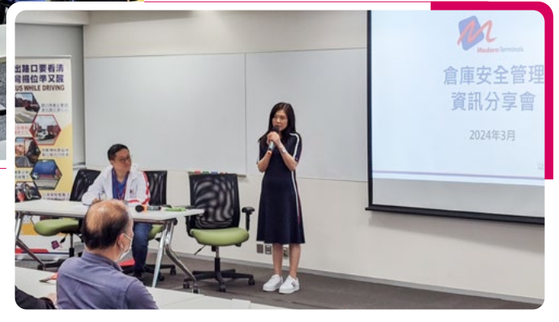
Warehouse Safety Management Information Sharing Session

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.

仓库安全管理资讯分享会

仓库大楼租户是我们的重要持份者之一。为进一步提升租户的安全意识，我们于2024年3月28日举办「*仓库安全管理资讯分享会*」，内容涵盖多个安全范畴，包括物流安排及交通方面的安全考虑、防火措施、危险品处理以及铲车的使用等。共有31名租户代表参与此次分享会。





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.

安全研讨会

为提升驾驶安全意识，我们于2024年10月举办「*集装箱运输交通安全讲座—防卫驾驶*」。讲座涵盖多项与日常码头及堆场操作相关的重点安全议题，包括意外事成因、货物处理车辆的安全指引，以及相关交通条例。超过50名同事、承办商员工及租户代表出席。

为进一步加强集装箱处理作业的安全意识，公司于2024年8月及2025年6月参与由劳工处举办的「*集装箱处理作业安全讲座*」。讲座涵盖多项议题，包括台风期间的预防措施、驾驶安全、防止滑倒及绊倒、极端高温所引致的工作风险，以及安全装卸作业守则。在2025年的活动中，与会者亦获介绍船对船液化天然气(LNG)加注作业期间，于码头工作的人员所需注意的安全事项。两次活动分别共有13名及19名同事和承办商员工参与。



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.

安全生产月及消防宣传月

每年6月，大铲湾码头均响应中国内地的全国「安全生产月」，筹办一系列的活动。于2024年，码头举办安全知识问答比赛、研讨会、徵文比赛及应急演练。于2025年，我们推出「即拍即报」活动，以即时识别及通报潜在危害，同时向承办商员工分享安全教育影片，并推行「安全意见徵集」活动，收集有助提升安全水平的建议。

每年11月为全国「消防宣传月」。为加强员工的消防安全意识及疏散应变能力，大铲湾码头举办一系列活动，包括网上学习基本消防安全知识、消防演习、讲座，以及消防设备检查。





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.

安全热线及定期巡查

我们的管理团队定期在各个地点进行安全巡查，以维持安全的工作环境。如巡查发现任何安全问题和隐患，会立即报告相关部门进行后续跟进。在维持安全标准方面表现出色的部门会获肯定及嘉许。

我们设有安全热线，鼓励员工报告潜在危害或不安全行为。每宗个案经健康和安全督导委员会的调查和核实并适当处理后，我们会在内部线上平台上安排表彰。报告期间，香港和大铲湾分别有5名和1名同事获得表扬。





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.

提高健康意识

除了致力提供安全的工作环境，并在我们的码头建立稳固的安全文化外，公司亦非常重视员工的健康。

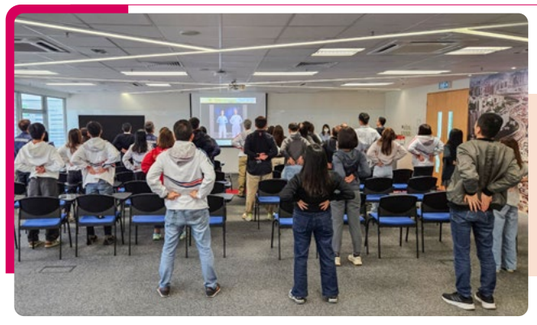
Health Hints on the Use of Computer

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.

使用电脑的职业健康锦囊

由于办公室员工日常工作需经常使用电脑，公司于2025年2月举办「*使用电脑的职业健康锦囊*」讲座，向员工提供有关使用显示屏设备的实用健康指引，内容包括相关法规、潜在危害、预防措施，以及工作间伸展运动。共有37名同事参与是次讲座。







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.

健康与安全推广活动

公司为不同部门举办一系列健康与安全推广活动。于2024年12月，我们举行了「*护眼意识推广活动*」，期间向控制中心同事派发护眼资讯单张，提醒他们护眼的重要性及相关的健康小贴士。

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日期间，共举办15场健康与安全推广活动，重点涵盖健康使用电子产品、预防及处理热衰竭与中暑，以及肩颈伸展运动。活动期间亦向超过620名参与同事派发草本茶包。





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.



增设自动体外除颤器(AED)及相关培训

自动体外除颤器(AED)可提高突发心脏骤停患者的存活机会。为加强我们的紧急应变能力，我们于2024年5月前在码头设施内额外安装四部AED，使总数增至六台，并为此举办两场操作简介会，共有53人参加。

此外，我们亦于2025年10月邀请消防处公众教育组举办「*击活人心*」心肺复苏法及AED课程，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

我们遗憾地报告，2024年1月26日于本公司在香港码头范围发生了一宗致命事故。事件涉及一名承办商员工，并与另一名承办商操作的内运车有关。公司严肃处理，并迅速推行改善措施，包括加强与承办商的沟通，以防止类似事故再次发生。

ENVIRONMENT
环境



KEY GOALS
主要目标

- To eliminate direct GHG emissions from operations by 2030
  于2030年或之前在营运中将直接温室气体排放减至零
- To become carbon neutral in our operations by 2050
  于2050年或之前实现碳中和

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.

现代货箱码头致力将营运对环境的影响减至最低。根据我们的企业环保政策，所有业务单位的政策均与企业政策一致，以确保贯彻落实。自2005年展开可持续发展的工作，我们已达成各项里程碑；并于2021年订立进取的减碳目标，以加快应对气候变化的行动。

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.

我们位于香港及大铲湾的码头分别自2009年及2013年起，一直维持其ISO 14001环境管理系统认证。两个码头均已获取ISO 14001：2015标准，并于整个报告期内持续通过年度审核。

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

为培训更多同事成为合资格内部审核员，我们于2025年4月举办为期两天的ISO14001：2015环境管理系统内部审核员培训课程，共有20位同事完成课程及通过考核。此外，我们于2025年9月举办两场ISO14001：2015环境管理系统内部审核员工作坊，讲解《实务手册》、分享审核经验，以确保所有审核均采用一致标准，共有33位同事参加。

MANAGEMENT ON CLIMATE CHANGE RELATED RISKS

气候变化风险管理

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.

气候变化毫无疑问是当今世界最关键且最迫切的挑战之一。现代货箱码头深知采取果断行动应对的重要性。自2021年制定可持续发展策略以来，我们已识别出三条可能实现2030年及2050年目标的路径－电动化、生物燃料或可再生柴油，以及氢能。更多详情载于本章的减碳部分。

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.

我们早于2019年已识别公司面对的主要气候相关风险，详情请参阅下表。自此，我们持续检讨及订定处理相关风险的优先次序，并制定有效的缓解及应对措施。

Risk Type 风险类别	Risk Details 风险详情	Potential Financial and Other Impacts 潜在财务及其他影响
Physical Risks (chronic) **实体风险（长期）**	• 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风险增加 • 平均温度上升及酷热日数增加 • 降水模式改变	• 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 • 基础设施及设备损坏引致保养维修费用上升 • 需作出投资以提升设施及机械 • 需支付较高保险费，以确保业务影响受到保障 • 营运成本增加以抵消生产力下降 • 户外工作员工患上酷热天气相关疾病的风险增加 • 水浸及高温可能对货物造成损坏 • 用水成本增加
Physical Risks (acute) **实体风险（紧急）**	• Tropical cyclones • Extreme variability in temperature • Heavy rain • 热带气旋 • 极大温度变化 • 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 • 风暴潮和洪水的威胁增加 • 需投放更多资金来提升或加强设备以应付极端天气 • 由于业务受影响或暂停而造成收入损失 • 恢复操作时间表的成本增加 • 与台风准备措施有关的费用增加 • 设施及机械损坏导致保养维修及保险成本增加 • 户外工作员工生产力降低 • 员工受伤和患上与酷热天气有关的疾病风险增加

Risk Type 风险类别	Risk Details 风险详情	Potential Financial and Other Impacts 潜在财务及其他影响
Physical Risks (acute) **实体风险(紧急)**	• Heavy rain affecting agricultural product volume and smooth running of business • 大雨影响农产品产量及业务运作	• Volume of agricultural products may be affected, causing a reduction in throughput • Lower productivity results in higher operating costs • 农产品的数量可能会受到影响，导致吞吐量下降 • 生产力下降导致成本增加
Policy and Legal Risks **政策及法律风险**	• Government policy introduced on green energy (e.g. LNG) for container vessels • 政府引入集装箱船绿色能源(例如液化天然气)的政策	• Impact on operations due to stringent safety procedures and substantial safety zone requirements associated with LNG • 严格的安全程序，以及液化天然气需配备大型安全区域的要求，对操作产生影响
Market Risks **市场风险**	• Shipping lines go for vessels fuelled by green energy e.g. LNG and methanol • 船公司采用岸电或液化天然气船	• Higher investment in new infrastructure to meet customer demand • Loss of business if customer demand not met • 较高基建投资，以满足客户需求 • 因无法满足客户需求而流失业务

ADVOCACY FOR GREEN MARITIME FUEL BUNKERING

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.

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.

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

绿色船用燃料加注倡议

为缓解码头能否提供绿色燃料加注服务而带来的市场风险，公司一直与相关政府及持份者紧密合作，以确保船公司所需的绿色燃料能于我们的设施有所供应，支持绿色航运转型。

在公司及相关持份者的共同努力下，液化天然气加注同步货物装卸已成为现代货箱码头的日常运作。位于深圳西部的大铲湾码头亦提供相关的液化天然气加注服务。

2025年12月，香港首宗B100生物柴油加注于现代货箱码头进行，达成另一里程碑。



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生物柴油加注于现代货箱码头进行，达成另一里程碑。

EFFORTS TOWARDS OUR 2030 DECARBONISATION GOAL

迈向2030减碳目标的努力

Greener Energy for Vehicles and Equipment

为车辆及设备引入更环保能源

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.



引入环保胶轮式龙门起重机

胶轮式龙门起重机是堆场内处理集装箱的主要设备，我们把所有胶轮式龙门起重机改为电力驱动，是于2018年达成10年减碳目标的主要措施之一，当时减少超过30%碳排放。2024年，我们接收14台环保胶轮式龙门起重机，因其配备电池并完全以电力运作，进一步减少直接排放。

Continuous Electrification of Equipment and Vehicles

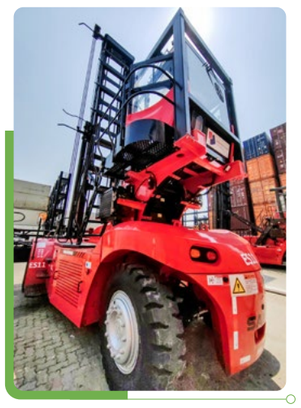
Electrification is one of the key pathways for our decarbonisation efforts and we have been expanding the electrification of our equipment and vehicle fleet in the reporting period. In addition to the two electric small forklifts that commenced operation at Modern Terminals in 2022, six additional units 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.

持续推进设备及车辆电动化

电动化是我们减碳工作的主要路径之一，我们在报告期内持续扩充设备及车队的电动化。现代货箱码头于2022年引入两部电动叉车，于2024年再接收另外六部并投入运作。我们亦已于2025年订购另外五部小型电动叉车，并于同年9月交付。截至报告期末，我们在香港的码头共有18部电动车辆，包括私家车、轻型货车及内运拖车。

大铲湾码头自2007年开始营运以来，一直是采用绿色技术的先驱，当时成为全球首家码头全面使用电动胶轮式龙门起重机。大铲湾码头于2022年首次引入电动空箱堆高机。2024年，码头成为深圳首个配备全电动叉车车队的码头。2025年，大铲湾码头以电动车取代两部行政车辆，每年减少汽油消耗约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.

柴油货箱拖车转型

于2025年，大铲湾码头完成其更换计划，全面取替柴油拖车，成为深圳首个码头将内运车无柴油化。车队更新后，大铲湾码头场内的运输车队，72%为换电式电动拖车，28%为液化天然气动力拖车。预计每年可减少约4,000吨直接碳排放。





Please scan QR code for video
请扫描QR码观看短片

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.

第三期岸电安装

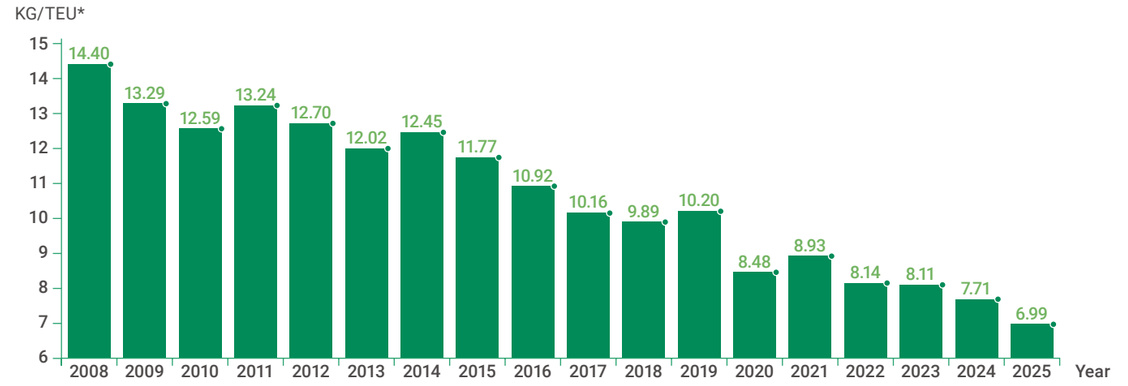
在报告期内，我们持续提升大铲湾码头的岸电能力。自2019年完成首两期岸电安装工程后，停泊于我们码头任何泊位的集装箱船均可接驳岸电，从而减少停泊期间的排放。随著第三期工程于2024年12月完工，大铲湾码头成为深圳首个在三个泊位提供低压岸电的码头，并于2025年2月首次提供服务，将岸电扩展至中小型船舶。

于报告期内，我们向靠泊于深圳西部大铲湾码头的集装箱船提供合共2,796,537.73千瓦时电力。





Total CO_2 Equivalent Emissions (CO_2e) Intensity
总二氧化碳当量排放强度



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.

范畴3排放

我们已对范畴3排放进行全面检视，识别主要排放来源及八个相关重要的类别作管理及汇报。本报告亦首次披露范畴3排放数据，详情载于「统计数据摘要」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.

水资源管理

水资源是宝贵的自然资源，世界正面临许多与水相关的挑战。为尽一份力保护这项对生命至关重要的资源，我们于2024年在13个关键位置安装水表，并在5个位置引入一级节水水龙头及花洒头。此举有助我们分析用水模式，并及时发现和处理异常用水情况。

为推广节约用水，我们于同年8月28日至10月14日举办「*惜水烹饪大挑战*」，鼓励同事在烹调菜式时应用节水原则；并于过程中分享节水小贴士，以提高意识。我们收到13份入围作品，并有116位同事参与投票选出四名得奖者。





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.

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.

固体废物处理

本公司在香港透过减少物料消耗及在有新回收技术出现时加强回收工作，致力减少码头操作及在仓库大楼所产生的废物。我们在各个地点设置回收设施，并安排认可第三方回收商收集和处理，及向我们提供相关数据。我们持续监察操作情况，识别可改善之处，并向员工推广减废意识。

在码头的回收行动

我们回收多种物料，包括木卡板、轮胎、饮品纸包盒、利是封、厨馀等等。在报告期内，我们在香港共回收2,277.8吨物料。此外，公司也从仓库大楼租户共回收4.9吨塑胶及3.3吨硬纸板。透过饮品包装盒回收计划，我们共收集32公斤饮品包装盒。

A total of
2,277.8 tonnes
of materials were recycled in Hong Kong
我们在香港共回收2,277.8吨物料

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.

我们长期支持绿领行动的*利是封回收重用大行动*。自2015年起，公司在农历新年期间向员工及租户收集利是封。在2024年及2025年，我们合共将86公斤的利是封交予绿领行动，将其转化为「新生利是封」给予公众使用；同时，我们每年收集到两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.

为鼓励同事在日常生活中实践回收，并善用环保署的社区回收设施及「绿绿赏」手机应用程式，我们于2024年5月至6月举办「*绿再有赏*」。同事需提交其回收记录及到访回收点根据回收物的重量和种类赚取积分的相片。活动共有31位同事参与，累计完成763次回收行动，收集到11种共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.

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.

加强绿色文化

培育绿色文化对我们环保举措的成功至关重要，因此我们积极鼓励员工参与并推动相关工作。为提升意识，我们举办多项推广及参与活动。

生态游

我们一年一度的生态游是一项深受欢迎的活动，积极鼓励同事及其家属参与。于2024年12月1日，共82名同事及亲属一同前往东平洲及塔门，探索香港地质公园新界东北沉积岩园区的地质特徵。另外，原定于2025年11月30日举行的生态游，因香港于11月中发生一宗悲剧事件，为向遇难者表示尊重，已延期至2026年初举行。





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.

环保推广及教育

我们于2024年7月26日，举办「*永生苔藓画工作坊*」，以提高同事对碳排放及空气污染的关注。共21名参加者认识到永生苔藓如何为室内环境带来正面影响，并制作了独一无二的永生苔藓盆景。我们于2025年7月举办的「*太阳能马赛克小夜灯工作坊*」，聚焦于燃烧化石燃料对环境的影响以及可再生能源的发展。共有21名参加者制作配备LED灯串的太阳能马赛克灯，展示太阳能的实际效益。













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.

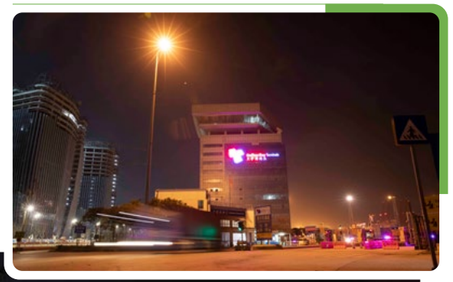
为加深对气候变化的认识，我们于2025年5月6日至6月23日举办为期七星期的「*气候变变变：问答大挑战！*」活动。我们每周分享一段香港天文台有关气候的影片，答对所有问题的参加者即可参加幸运大抽奖；在全部七轮问答中皆获得满分的同事，更可参加「气候先锋奖」的抽奖，活动合共吸引80名同事参与。随后于2025年8月至9月期间，我们推出「*绿色码头大搜查*」活动，以提升同事对公司绿色措施的认识。同事根据提示寻找放置于特定位置的二维码，回答有关公司可持续发展举措的问题。活动共有53名同事参与。

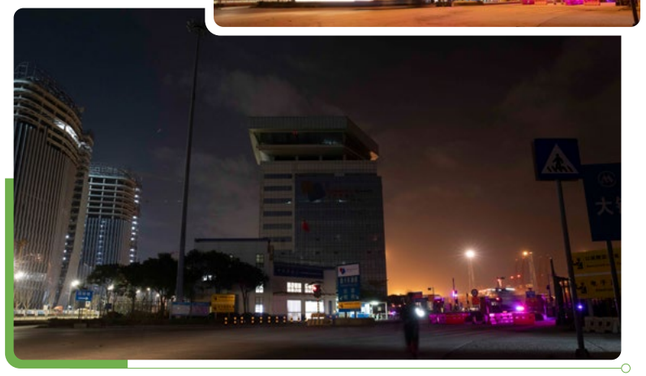


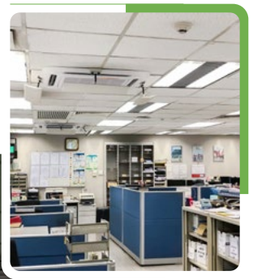


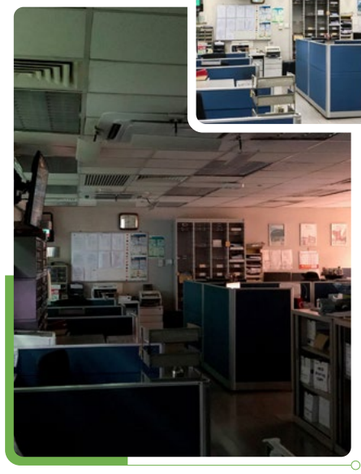
We have been a long-term supporter of WWF's *Earth Hour* and we continued our participation in the reporting period with both Modern Terminals Hong Kong and DaChan Bay Terminals turning off non-essential lights on the event day. We also arranged a number of initiatives to promote environmental protection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

我们长期支持世界自然基金会的「*地球一小时*」活动。在报告期内，我们继续参与，现代货箱码头及大铲湾码头均在活动当日关掉非必要的灯光。我们亦安排多项措施推动环境保护，并鼓励同事亲身参与。









COMMUNITY INVOLVEMENT
社区参与



KEY GOALS
主要目标

- To further expand Modern Terminals Summer Fitness Programme
  进一步扩展「现代货箱码头夏日运动站」
- To increase employee participation in Modern Volunteer Force (MVF)
  提升员工对「现代仁」志愿者工作的参与率

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.

现代货箱码头关怀业务单位所在的社区。公司在推动经济增长的同时，致力透过社区参与活动，为社区带来持久的正面影响。我们的活动专注于三个主要范畴：青年发展、推广环保意识，及提倡多做运动带来健康生活。

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.

丰富公司主办的社区活动

现代货箱码头致力与社区建立紧密联系。为推广多做运动带来健康生活，我们继续举办年度「*现代货箱码头夏日运动站*」及其旧友会活动。我们亦持续支持长期合作的「*学校起动*」计划夥伴 — 棉纺会中学，除提供资助，亦与学校携手合作，提供丰富的机会以扩阔学生的视野。

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.

现代货箱码头夏日运动站

「*现代货箱码头夏日运动站*」于2017年推出，并于2019年设立旧友会以加强连系，是我们重点社区参与活动之一。透过与香港中华基督教青年会的紧密合作，计划不断优化 — 引入新兴运动、扩展旧友会会员的角色并赋予更大责任、加强各项活动支持运动参与和青年发展。截至2025年底，共有46位旧友会成员。

计划让我们荣获由凝动香港体育基金主办的「企业「一」起动承诺及嘉许计划2025-27」颁发的青少年运动杰出倡议奖及最优秀实践案例大奖银奖，表彰我们为青年提供运动机会的努力。

我们于2024年，为44名参加者提供躲避盘和旋风球训练。鉴于匹克球的普及且适合初学者，我们在2025年引入这项新兴运动，及继续提供躲避盘训练，让36名参与加选择。此外，5名旧友会成员在2025年担任助教，协助学员练习躲避盘。







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%的参加者表示在训练后对该项运动的认识有所增加；分别有94%和93%表示有意继续参与；分别有91%和97%表示享受活动。这些正面成果反映计划具备高度凝聚力。

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.

在报告期内，我们共举办五项与运动及青年发展相关的旧友会活动。2024年，我们举行躲避盘比赛，共有18名旧友会成员参与，并设有四节训练以提升技能和团队合作。比赛于12月23日举行，旧友会队与三队来自学校及非牟利机构的队伍竞技。在2025年，我们于3月23日推出「匹克球体验日」，让参加者有机会尝试这项新兴运动。







Since **2017**
自2017年以来

Engage **135** participants
凝聚135名参加者

26 participants joined for 3 years or more
26名参加者参加3年或以上

Maintain long-term relationship with **46** alumni members
与46位旧友会成员维持长期关系

5 alumni members serve as coach assistants for dodgebee training in 2025
5位旧友会成员于2025年担任躲避盘训练助教

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.

作为学员及助教的最大分别在于对沟通技巧的要求更高。以往我只需自己掌握技巧，但现在我需要良好的沟通能力来协助学员明白。还有需要提供亲身指导，以确保学员掌握正确的姿势和发力方法。

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.

我见证了孩子的成长和自信心的提升，因此我决定让孩子继续参与这项活动。

Parent of a participant
一位学员的家长

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.

学校起动计划

现代货箱码头自2011年「*学校起动*」计划推出以来，一直积极投入，并与棉纺会中保持长远紧密的关系。计划旨在为学习上处于弱势的学生提供机会和支援。多年来，我们很高兴见证学校在多个领域取得的显著进步与成就。

在报告期内，我们举办多项活动，支持学生的学习、个人成长及生涯规划，协助他们发挥潜能。

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，我们推行「*E-Chat@ModernTerminals*」活动，协助棉纺会中学学生提升英语口语能力。在2023/24及2024/25学年，每年均有29名中三至中五的学生参与，并由五位高级行政人员担任导师。导师们营造充满支持的环境，让学生能就日常话题进行英语对话。值得一提的是，2024/25学年标志著该活动的10周年，自推出以来已有超过200名学生参与。









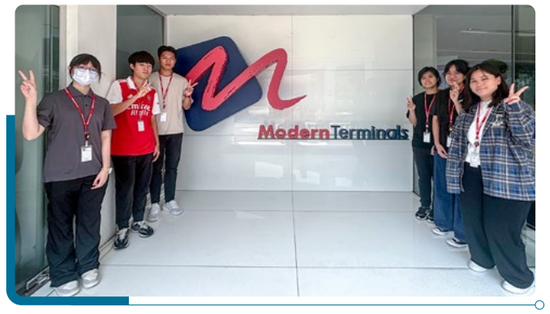
Job Tasting
职场体验

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「*学校起动*」计划的职场体验计划，为中学生提供宝贵的暑期工作体验机会。从2012年至2025年期间，共有121名学生在现代货箱码头参与该计划。

在报告期内，12名学生根据面试表现，获分配到不同部门。计划让他们获得职场工作体验，同时协助他们更深入了解自己的强项及有待改善的地方。





Expanding Collaboration with CSA
深化与棉纺会中学的合作

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，我们与棉纺会中学的合作已超越「*学校起动*」计划的范畴。在报告期内，我们邀请学校参与六项企业社会责任及志愿者活动，包括「*现代货箱码头夏日运动站*」、「*海下湾珊瑚探索之旅*」、「*米埔生态保育活动*」、「*米埔自然保护区 — 红树林浮桥探险*」、「*匹克球体验日*」及《*看我今天怎么说*》电影放映暨分享会。





Supporting Joint-school Activities
支持联校活动

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.

作为「*学校起动*」计划的夥伴，我们继续积极参与所有联校活动。除「*职场体验计划*」外，我们亦参与「*趁墟做老板*」、「*生涯规划日*」及安排企业参观。在「*趁墟做老板*」的市集，棉纺会中学的学生以香港为主题设计产品，并获多项殊荣，包括在2024年荣获「最佳演讲者」及「优秀汇报奖」；在2025年荣获「最具娱乐性奖」、「最佳现场演绎奖（个人）」、「销售三分钟挑战赛 — 优异奖」及「销售三分钟挑战赛 — 卓越表现团队」。













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.

在报告期内，我们共安排四场「*生涯规划日*」活动，吸引约580名来自「*学校起动*」计划学校的学生参加。透过使用集装箱模型的互动游戏，我们的同事向学生介绍码头堆场策划员的工作。此外，我们亦安排共七次企业参观，共132位学生参与。







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.

支持慈善活动

除举办计划和活动外，现代货箱码头亦支持与我们重点专注范畴一致的活动，在社区创造更大的正面影响。

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.

公益金百万运动会

我们长期支持公益金举办的年度体育筹款活动。我们继续派出由10人组成的队伍参加「*公益金百万运动会*」，当中包括四项体育比赛及团体终极游戏。我们的保龄球队于2024年荣获冠军，并于2025年夺得季军，全体队员都一同分享这份喜悦。此活动不仅推动健康生活方式，更有助建立团队精神。









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.

公益金百万行

2024年1月7日，公司参加了「*公益金五十五周年百万行（港珠澳大桥——香港连接路）*」，共有14位员工及9位棉纺会中学的代表一同共襄善举。另外，2025年1月19日，六位同事筹募善款并参加「*2024/2025年度港岛、九龙区百万行*」，由香港大球场出发步行至香港仔郊野公园游客中心，共度愉快的步行时光。





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.



办公室上班服回收转赠计划2024

公司支持由本地一间大学举办的「*办公室上班服回收转赠计划2024*」。该计划旨在收集状况良好的办公室工作服装和配饰，帮助学生在工作场合穿著合适得体。我们同事合共捐赠179件物品，当中包括西装、西裤及手袋等。

179 items donated
合共捐赠179件物品

University Internship Programme
大学实习计划

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.

公司致力支持青年发展，为大学生提供实习机会，协助他们获得真实职场经验。2025年，我们欢迎10位来自不同大学的学生于各部门实习。计划为年轻人提供宝贵机会，让他们能够在实际工作环境中应用所学知识。



Government Industry Promotion Programme
政府行业推广计划

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.

作为植根香港的主要码头营运商，我们一直与青年保持紧密联系，积极推广海运港口业。为加深学生对行业的认识，并鼓励他们投身行业，香港特别行政区政府运输及物流局推出「*影子工作体验*」以及企业参观活动。2025年6月25日，我们接待了该计划下的首次参观，共有51名学生参与。我们向学生介绍公司的背景及可持续发展措施，公司的闸口主任亦分享了她在该行业的工作经验，学生们更有机会前往堆场，近距离观察码头的日常运作。

2025年12月22日，我们在「*影子工作体验*」计划下接待了四名学生，提供专门设计的行程，让他们了解集装箱码头内的各种职位。



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

请**按此**观看由运输及物流局制作的影片

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.

致力推动志愿者服务

我们的企业志愿者队「现代仁」旨在每月为员工安排志愿者服务机会。自2007年成立以来，现代仁的成员规模持续增长，截至2025年12月31日，成员人数已达225位(包括163位员工及62位退休员工)。在报告期内，现代仁在香港共举行26项活动，累计贡献896.6小时服务时数，其中2024年为452.8小时及2025年为443.8小时。为深化成效并与非政府组织夥伴保持长期合作关系，我们一方面延续部分既有活动，另一方面亦在报告期内推出多项全新活动，以下为部分主要活动。

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.

艺术培训工作坊及圣诞维港游

每年我们均为「现代仁」志愿者提供不同的培训活动，让他们掌握可应用于志愿者服务的技能。2025年，我们举办「*和谐粉彩艺术工作坊*」，让志愿者学习强调情感表达与心灵健康的粉彩技巧。我们亦将活动开放予棉纺会中学参与，两名教师参与其中，学习相关技巧供日后教学之用。

圣诞维港游于2018年圣诞节首次推出，现已成为我们香港码头设施所在的葵青区内低收入家庭喜爱的节日活动。2024年，10位志愿者与30位参加者一同乘坐天星小轮畅游维港。2025年的活动则顺延至2026年复活节举行。我们衷心感谢天星小轮为参加者提供免费门票。





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.

为少数族裔提供志愿者服务

这项全新计划旨在与少数族裔青年建立联系。2024年及2025年，我们共举办两项活动，以学习中文及文化交流为重点，共有14名志愿者及35名少数族裔青年参与。







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.







美味学堂 — 小厨师烹饪及餐桌礼仪

因应与食物相关的活动大受欢迎，我们推出美味学堂系列活动。我们和香港小童群益会合作，推出全新活动「*小厨师*」工作坊，由志愿者协助儿童学习烹饪技巧并一同享用晚餐。2024年及2025年，共有22名志愿者及30名儿童参与。

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.







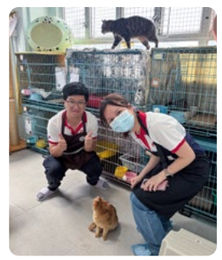
自2017年起，我们于香港中华基督教青年会青新駅举办「*爱心饭堂*」活动，为葵青区低收入家庭提供一顿免费午餐。由2023年开始，我们在活动中加入餐桌礼仪元素，由导师指导用餐礼仪。2024年及2025年，共有15名志愿者协助近100名参加者学习并实践正确的餐桌礼仪。

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.









关怀毛孩及喵喵行动

为回应同事的兴趣，我们与香港小童群益会的青年志愿者合作，推出动物相关志愿者服务。活动旨在提高青年人对领养动物的意识，培养同理心与责任感。2024年及2025年，共举办两次「*关怀毛孩行动*」及一次「*关怀喵喵行动*」，共30名志愿者及21名青年志愿者参与。

"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.







「大铲仁」活动

大铲湾码头的志愿者队「大铲仁」于2018年1月成立，成员人数已增至90人。

为提升大铲湾码头的环境，我们推行一系列清洁活动，清除操作区内的垃圾与杂草，打造出更干净、宜人的空间。另外，我们亦透过植树活动，进一步美化港口环境。共有45名志愿者参与这些活动。为将对环境的正面影响推展至社区，2024年及2025年举办「*西湾公园环保行*」活动，向公众推广垃圾分类与回收，合共有12名志愿者参与。

PERFORMANCE STATISTICS
统计数据摘要

EMPLOYMENT 雇员

		Unit 单位	Jan-Dec 2023 2023年1月-12月		Total 总数	Jan-Dec 2024 2024年1月-12月		Total 总数	Jan-Dec 2025 2025年1月-12月		Total 总数
			Hong Kong 香港	Chinese Mainland 中国内地		Hong Kong 香港	Chinese Mainland 中国内地		Hong Kong 香港	Chinese Mainland 中国内地	
Profile of workforce 雇员总人数	Total number of staff 雇员总人数	Number 数目	799	401	**1,200**	756	399	**1,155**	709	404	**1,113**
By gender 按性别划分	Directly employed staff (Male) 直接聘请的雇员(男性)	Number 数目	696	337	**1,033**	654	340	**994**	607	344	**951**
	Directly employed staff (Female) 直接聘请的雇员(女性)	Number 数目	103	64	**167**	102	59	**161**	102	60	**162**
	Permanent contract (Male) 永久合约(男性)	Number 数目	656	237	**893**	614	242	**856**	587	244	**831**
	Permanent contract (Female) 永久合约(女性)	Number 数目	102	37	**139**	101	38	**139**	101	41	**142**
	Fixed term contract (Male) 固定期限合约(男性)	Number 数目	34	100	**134**	33	98	**131**	20	100	**120**
	Fixed term contract (Female) 固定期限合约(女性)	Number 数目	0	25	**25**	1	21	**22**	1	19	**20**
	Temporary contract (Male) 临时合约(男性)	Number 数目	6	0	**6**	7	0	**7**	0	0	**0**
	Temporary contract (Female) 临时合约(女性)	Number 数目	1	2	**3**	0	0	**0**	0	0	**0**
	Full-time (Male) 全职(男性)	Number 数目	696	337	**1,033**	654	340	**994**	607	344	**951**
	Full-time (Female) 全职(女性)	Number 数目	103	64	**167**	102	59	**161**	102	60	**162**
	Part-time (Male) 兼职(男性)	Number 数目	0	0	**0**	0	0	**0**	0	0	**0**
	Part-time (Female) 兼职(女性)	Number 数目	0	0	**0**	0	0	**0**	0	0	**0**
By employment category 按职位类别划分	Management staff (Male) 管理层职员(男性)	Number 数目	30	26	**56**	30	28	**58**	28	28	**56**
	Management staff (Female) 管理层职员(女性)	Number 数目	16	7	**23**	16	8	**24**	16	8	**24**
	Senior staff (Male) 高级职员(男性)	Number 数目	131	97	**228**	130	97	**227**	123	101	**224**
	Senior staff (Female) 高级职员(女性)	Number 数目	48	34	**82**	48	32	**80**	49	33	**82**
	General staff (Male) 普通职员(男性)	Number 数目	535	214	**749**	494	215	**709**	456	215	**671**
	General staff (Female) 普通职员(女性)	Number 数目	39	23	**62**	38	19	**57**	37	19	**56**
By age group 按年龄组别划分	Below 30 (30岁以下)	Number 数目	75	54	**129**	62	43	**105**	50	48	**98**
	30 - 39 (30至39岁)	Number 数目	217	186	**403**	209	174	**383**	185	156	**341**
	40 - 49 (40至49岁)	Number 数目	221	135	**356**	216	149	**365**	210	161	**371**
	50 or above (50或50岁以上)	Number 数目	286	26	**312**	269	33	**302**	264	39	**303**
	%of employees covered by collective bargaining agreement 受集体协商协议保障的雇员百分比	Percentage 百分比	N/A	100		N/A	100		N/A	100	
New hires 新入职人数	Male 男性	Number/Percentage 数目/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 数目/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岁以下)	Number/Percentage 数目/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岁)	Number/Percentage 数目/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岁)	Number/Percentage 数目/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岁以上)	Number/Percentage 数目/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 离职人数	Male 男性	Number/Percentage 数目/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 数目/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岁以下)	Number/Percentage 数目/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岁)	Number/Percentage 数目/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岁)	Number/Percentage 数目/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岁以上)	Number/Percentage 数目/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 按性别划分的育儿假后复工和保留人数	Paternity leave 侍产假	Number 宗数	10	9	**19**	10	9	**19**	10	9	**19**
	Maternity leave 产假	Number 宗数	1	2	**3**	3	3	**6**	2	1	**3**
	Employees returned to work after parental leave ended (Male) 育儿假后复工(男性)	Number 数目	10	9	**19**	10	9	**19**	10	9	**19**
	Employees returned to work after parental leave ended (Female) 育儿假后复工(女性)	Number 数目	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) 育儿假后复工并12个月后仍在任(男性)	Number 数目	15	17	**32**	9	9	**18**	9	8	**17**

		Unit 单位	Jan-Dec 2023 2023年1月-12月		Total 总数	Jan-Dec 2024 2024年1月-12月		Total 总数	Jan-Dec 2025 2025年1月-12月		Total 总数
			Hong Kong 香港	Chinese Mainland 中国内地		Hong Kong 香港	Chinese Mainland 中国内地		Hong Kong 香港	Chinese Mainland 中国内地	
Return to work and retention rates after maternity / paternity leave, by gender 按性别划分的育儿假后复工和保留人数	Employees returned to work after parental leave ended and were still employed 12 months after their return to work (Female) 育儿假后复工并12个月后仍在任(女性)	Number 数目	2	5	**7**	1	1	**2**	3	4	**7**
	Return to work rate (Male) 复工比率(男性)	Percentage 百分比	100	100	**100**	100	100	**100**	100	100	**100**
	Return to work rate (Female) 复工比率(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 按雇员性别划分的平均培训时数	Male 男性	Hour 小时	26.38	18.69	**23.87**	31.73	50.55	**38.17**	23.76	46.03	**31.82**
	Female 女性	Hour 小时	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 按职位划分的平均培训时数	Management Staff 管理人员	Hour 小时	28.05	12.27	**21.46**	21.77	28.94	**24.92**	27.02	19.08	**23.45**
	Senior staff 高级职员	Hour 小时	21.08	12.84	**17.60**	20.05	30.00	**24.23**	22.10	16.68	**19.72**
	General staff 普通职员	Hour 小时	26.53	22.17	**25.25**	34.08	61.86	**42.57**	22.73	58.68	**34.30**

Note 备注：

Only directly employed full-time employees are included in the calculation. Turnover does not include retirees.
数据只包括直接聘请的全职雇员。离职人数不包括退休员工。

Formula of new hire rate: (Number of new hire under an employee category / total number of employees in the category) x 100
新入职率计算公式：(个别雇员类别下之新入职员工人数 / 该雇员类别总人数) x 100

Formula of turnover rate: (Number of turnover under an employee category / total number of employees in the category) x 100
离职率计算公式：(个别雇员类别下之离职员工人数 / 该雇员类别总人数) x 100

OCCUPATIONAL HEALTH AND SAFETY 职业健康和安全

	Unit 单位	Jan-Dec 2023 2023年1月-12月		Total 总数	Jan-Dec 2024 2024年1月-12月		Total 总数	Jan-Dec 2025 2025年1月-12月		Total 总数
		Hong Kong 香港	Chinese Mainland 中国内地		Hong Kong 香港	Chinese Mainland 中国内地		Hong Kong 香港	Chinese Mainland 中国内地	
No. of fatality 死亡人数	Number 宗数	0	0	**0**	0	0	**0**	0	0	**0**
Injury rate (Male) 工伤率(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) 工伤率(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 工伤率	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 备注：

Only directly employed full-time employees are included in the calculation, except number of fatality.
除致命意外的数据外，其馀数据只包括直接聘请的全职雇员 。

Number of injury: One day work-related injury sick leave is used in this report
受伤人数：本报告使用一天工伤病假为工伤个案计算

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.
因工伤而缺勤工作日数：因工伤而缺勤的工作日数计算方法已更改为显示于缺勤日发生年份，而不是个案发生之年份内。

Formula of injury rate: (Number of injury / Total number of staff) x 1,000
工伤率计算公式：(工伤宗数 / 雇员总人数)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
缺勤工作日比率计算公式：因工伤导致的缺勤日数 / 所有雇员需要工作日数

Formula of absentee rate: Number of absenteeism / Total number of scheduled work days for all headcount
缺席率计算公式：缺席日数/ 所有雇员需要工作日数

The figures for 2023 have been restated to reflect a more accurate calculation methodology to include new joiners.
2023年的数据已经重述，以反映包括新入职员工的更准确计算方法。

ENVIRONMENT 环境

	Unit 单位	Jan-Dec 2023 2023年1月-12月		Total 总数	Jan-Dec 2024 2024年1月-12月		Total 总数	Jan-Dec 2025 2025年1月-12月		Total 总数
		Hong Kong 香港	Chinese Mainland 中国内地		Hong Kong 香港	Chinese Mainland 中国内地		Hong Kong 香港	Chinese Mainland 中国内地	
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) 液化石油气	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) 液化天然气	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 电力消耗总量	kWh 千瓦时	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 煤气	Unit 单位	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 天然气	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 二氧化碳当量排放 - 范畴一	Tonne 吨	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 二氧化碳当量排放 - 范畴二	Tonne 吨	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 二氧化碳当量排放 - 总数**	Tonne 吨	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 二氧化碳当量排放强度	Kg / TEU 公斤/标准箱	8.37	7.60	**8.11**	8.13	6.96	**7.71**	7.67	6.05	**6.99**

Note 备注：

* Corresponding business unit did not consume this fuel type
相关业务单位并无使用此燃料

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
二氧化碳当量已包括范畴一及范畴二的排放

此处显示的二氧化碳当量排放包括柴油、液化石油气、汽油、电力和煤气。

资料来源：
- 环境保护署及机电工程署出版的「香港建筑物（商业、住宅或公共用途）的温室气体排放及减除的审计和报告指引」（2010年版本）
- 中华电力有限公司可持续发展报告所列载的公司碳强度数据
- 中华人民共和国生态环境部

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)

标准化千兆焦耳(GJ)转换系数：电量(0.0036GJ/kWh)、柴油(0.03612GJ/L)、液化石油气(0.025542GJ/L)、汽油(0.032782GJ/L)、液化天然气(0.03094GJ/m^3)、天然气(0.0336GJ/m^3)和煤气(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.

鉴于液化天然气（LNG）排放量计算方法由以体积为基础改为以重量为基础，并采用了生态环境部发布的电力排放因子，2023年的相关数据已予以重述。

	Unit 单位	Jan-Dec 2023 2023年1月-12月		Total 总数	Jan-Dec 2024 2024年1月-12月		Total 总数	Jan-Dec 2025 2025年1月-12月		Total 总数
		Hong Kong 香港	Chinese Mainland 中国内地		Hong Kong 香港	Chinese Mainland 中国内地		Hong Kong 香港	Chinese Mainland 中国内地	
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) 润滑油（机油 + 液压油）	Litre 公升	44,396	13,777	**58,173**	50,958	25,892	**76,850**	36,998	29,416	**66,414**
Lubrication oil (grease) 润滑油（油脂）	Kilogramme 千克	12,692	5,205	**17,897**	11,100	5,688	**16,788**	10,932	6,300	**17,232**
Tyre 轮胎	Number 数量	440	534	**974**	482	329	**811**	518	496	**1,014**
Paper 用纸量	Kilogramme 千克	9,049	2,992	**12,041**	9,535	3,303	**12,838**	8,719	3,236	**11,956**
Waste Recycling 废物循环再用										
Non-chemical Waste 非化学废物										
Tyre recycle 供循环再用的轮胎	Number 数量	706	728	**1,434**	588	342	**930**	695	434	**1,129**
Chemical Waste 化学废物										
Total solid chemical waste 固体化学废物 #	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 液体化学废物 ##	Kilogramme 千克	55,523	11,020	**66,543**	66,147	23,535	**89,682**	51,786	22,250	**74,036**
Waste Disposal 废物处理										
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 备注：

Water purchased from Water Supplies Department
用水购自供水机构

The consumption of materials in comparatively insignificant amount is excluded
相对少量的物料消耗并不包括在上表

Recycled materials of food waste and wood pallet are excluded
回收的木卡板和厨馀并不包括在上表

The Company hires waste disposal contractors that are recognised by local authorities for waste collection and disposal services
公司聘用当地认可的回收商安排废物回收及处理

\# Scrapped metal is included starting from 2018 / Oily sludge is included starting from 2020
自2018年起数据包括废金属 / 自2020年起数据包括含油污泥

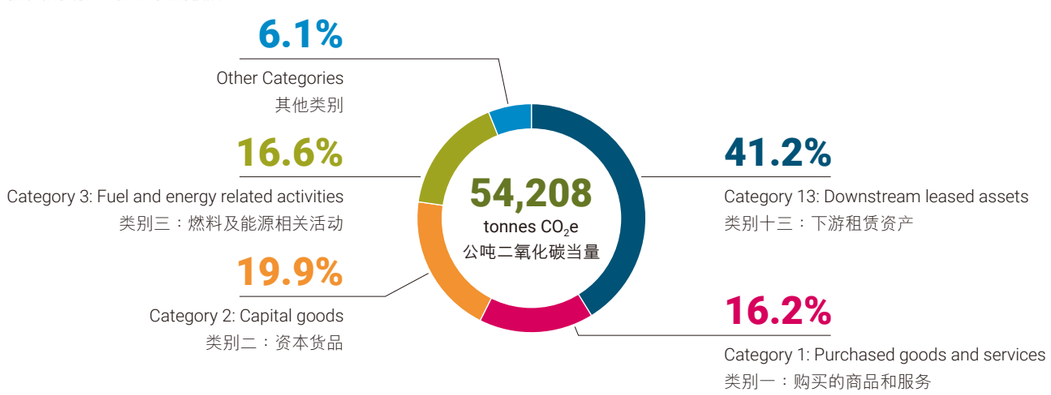
\## Waste oil from interceptor in Hong Kong is included starting from 2018
自2018年起香港数据包括来自分隔系统的废油

General waste collected in DaChan Bay is sent to incineration for power generation
大铲湾一般垃圾是送往焚化以作发电

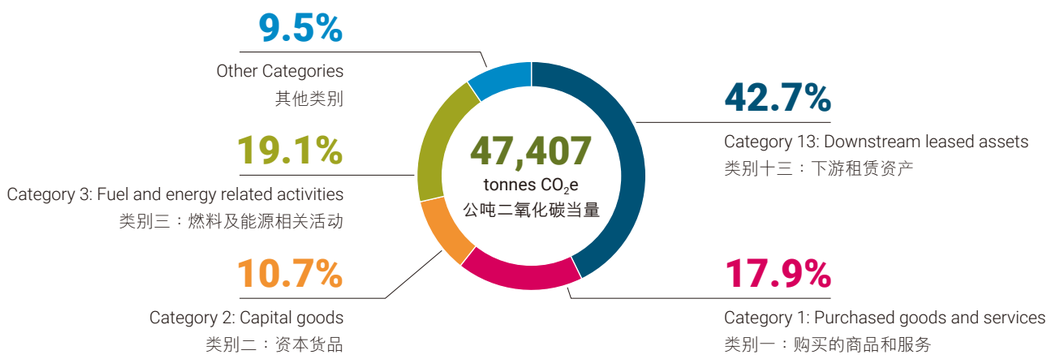
SCOPE 3 GHG EMISSIONS 范畴三温室气体排放

	Unit 单位	Jan-Dec 2023 2023年1月-12月		Total 总数	percentage 百分比	Jan-Dec 2024 2024年1月-12月		Total 总数	percentage 百分比	Jan-Dec 2025 2025年1月-12月		Total 总数	percentage 百分比
		Hong Kong 香港	Chinese Mainland 中国内地			Hong Kong 香港	Chinese Mainland 中国内地			Hong Kong 香港	Chinese Mainland 中国内地		
Scope 3 Category 范畴三类别													
Category 1: Purchased goods and services 类别一：购买的商品和服务	Tonnes 吨 CO_2e 二氧化碳当量	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 类别二：资本货品	Tonnes 吨 CO_2e 二氧化碳当量	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 类别三：燃料及能源相关活动	Tonnes 吨 CO_2e 二氧化碳当量	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 类别四：上游运输和配送	Tonnes 吨 CO_2e 二氧化碳当量	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 类别五：营运中产生的废弃物	Tonnes 吨 CO_2e 二氧化碳当量	429	16	**444**	**0.8%**	425	6	**432**	**0.9%**	414	7	**421**	**1.1%**
Category 6: Business travel 类别六：商务旅行	Tonnes 吨 CO_2e 二氧化碳当量	178	25	**202**	**0.4%**	91	27	**118**	**0.2%**	391	10	**401**	**1.0%**
Category 7: Employee commuting 类别七：员工通勤	Tonnes 吨 CO_2e 二氧化碳当量	603	4	**607**	**1.1%**	599	3	**602**	**1.3%**	554	3	**557**	**1.4%**
Category 13: Downstream leased assets 类别十三：下游租赁资产	Tonnes 吨 CO_2e 二氧化碳当量	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 范畴三温室气体排放 - 总数	Tonnes 吨 CO_2e 二氧化碳当量	39,947	14,261	**54,208**		37,144	10,263	**47,407**		29,980	8,930	**38,910**	

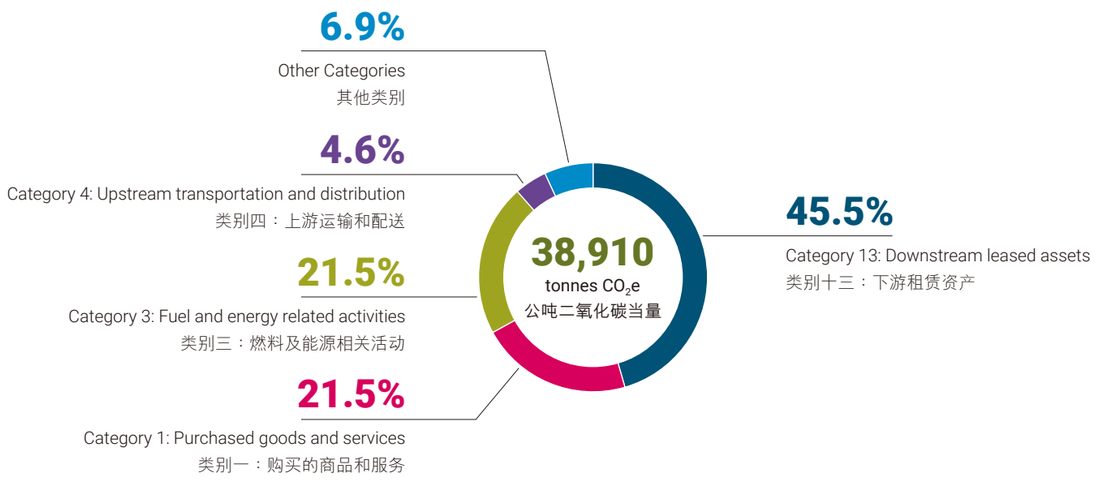
2023 Scope 3 Emissions by Category
2023年按类别划分的范畴三排放



2024 Scope 3 Emissions by Category
2024年按类别划分的范畴三排放



2025 Scope 3 Emissions by Category
2025年按类别划分的范畴三排放



Scope 3 Emissions Data Reporting Methodology 范畴三排放数据报告方法

	Scope 3 Category 范畴三类别	Applicability 适用性	Definition (and Exclusion) 定义(及排除原因)	Source of Emission Factor 排放系数资来源
1	**Purchased goods and services** 购买的商品和服务	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) 公司所采购货品及服务之开采、生产及运输过程所产生之上游排放。 采用平均数据及支出法，计算主要货品(钢丝绳及工业轮胎)及服务(拖运、装卸、设备操作员、冷藏柜监控服务、保安，以及设备维修及保养)之采购支出所产生之碳排放。	• 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) • 美国国家环境保护局发布的供应链温室气体排放系数 • 英国农业、食品暨乡村事务部发布的英国政府企业报告的温室气体换算因子
2	**Capital goods** 资本货品	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. 公司所购买或取得之资本货品（资本开支超过港币100万元）生产过程所产生之上游排放。碳排放计算采用支出法。	• Supply Chain Greenhouse Gas Emission Factors published by the United States Environmental Protection Agency (USEPA) • 美国国家环境保护局发布的供应链温室气体排放系数
3	**Fuel and energy related activities** 燃料及能源相关活动	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. 与公司所购买及消耗之燃料和能源生产相关之排放，且未纳入范畴一或范畴二。碳排放计算采用平均数据法。	• UK Government GHG Conversion Factors for Company Reporting published by the UK Department for Environment, Food and Rural Affairs (DEFRA) • 英国农业、食品暨乡村事务部发布的英国政府企业报告的温室气体换算因子
4	**Upstream transportation and distribution** 上游运输和配送	Yes 是	Emissions related to the transportation and distribution of products purchased by our Company. Spend-based and average data method for emissions calculation. 与本公司所采购产品之运输及配送相关之排放。碳排放计算采用支出法及平均数据法。	• Supply Chain Greenhouse Gas Emission Factors published by the United States Environmental Protection Agency (USEPA) • 美国国家环境保护局发布的供应链温室气体排放系数
5	**Waste generated in operations** 营运中产生的废弃物	Yes 是	Emissions from disposal and treatment of solid waste and wastewater generated by the Company. Waste-type specific method for emissions calculation. 公司所产生之固体废物及废水处置与处理所产生之排放。碳排放计算采用按废物类别方法。	• 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 • 英国农业、食品暨乡村事务部发布的英国政府企业报告的温室气体换算因子 • 香港渠务署可持续发展报告
6	**Business travel** 商务旅行	Yes 是	Emissions from transportation of the Company's employees for business-related activities. Distance-based method for emissions calculation. 公司雇员因公务活动进行交通所产生之排放。碳排放计算采用距离法。	• UK Government GHG Conversion Factors for Company Reporting published by the UK Department for Environment, Food and Rural Affairs (DEFRA) • 英国农业、食品暨乡村事务部发布的英国政府企业报告的温室气体换算因子
7	**Employee commuting** 员工通勤	Yes 是	Emissions from transportation of employees between their homes and worksites. Distance-based method for emissions calculation. 雇员往返居所与工作地点之交通所产生之排放。碳排放计算采用距离法。	• UK Government GHG Conversion Factors for Company Reporting published by the UK Department for Environment, Food and Rural Affairs (DEFRA) • 英国农业、食品暨乡村事务部发布的英国政府企业报告的温室气体换算因子
8	**Upstream leased assets** 上游出租资产	No 否	Our Company did not lease any assets from other companies. 公司并无向其他公司租赁任何资产。	N/A 不适用
9	**Downstream transportation and distribution** 下游运输和配送	No 否	We do not provide any products; therefore, there are no emissions associated with downstream transportation and distribution. 本公司不提供任何产品，因此没有与下游运输及配送相关的排放。	N/A 不适用
10	**Processing of sold products** 售出产品的加工	No 否	We do not provide any products; therefore, there are no emissions related to this category. 公司并无提供任何产品，因此该类别并无相关排放。	N/A 不适用
11	**Use of sold products** 售出产品的使用	No 否	We do not provide any products; therefore, there are no emissions related to this category. 公司并无提供任何产品，因此该类别并无相关排放。	N/A 不适用
12	**End-of-life treatment of sold products** 售出产品生命周期终止的处理	No 否	We do not provide any products; therefore, there are no emissions related to this category. 公司并无提供任何产品，因此该类别并无相关排放。	N/A 不适用
13	**Downstream leased assets** 下游租赁资产	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. 公司拥有并出租予其他实体之资产(例如仓库及冷藏柜运作)在营运过程中之用电所产生之排放，且未纳入范畴一及范畴二。碳排放计算采用资产特定方法。	• 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 • 中电集团可持续发展报告 • 中华人民共和国生态环境部发布的《2023年广东省电力二氧化碳排放因子》
14	**Franchises** 特许经营权	No 否	We do not have any franchises and hence there are no emissions to report in this category. 本公司并无任何特许经营业务，因此此类别没有排放需要申报。	N/A 不适用
15	**Investments** 投资	No 否	We do not have any operation of investments and hence there are no emissions to report in this category. 本公司并无任何投资业务运作，因此此类别没有排放需要申报。	N/A 不适用

GRI STANDARDS CONTENT INDEX
全球报告倡议组织(GRI)标准内容索引

This report has been prepared in accordance with the GRI Standards for the period from 1 January 2024 to 31 December 2025.
本报告根据全球报告倡议组织标准编制，报告期为2024年1月1日至2025年12月31日。

GRI 1: Foundation 2021 基础2021

GRI Standard GRI 标准	Description 描述	Section of the Report / Remarks/ Reason for Omission 报告章节/备注/省略原因	Page 页	External Assurance 外部核实
GRI 2: General Disclosures 2021 一般披露 2021				
		THE ORGANISATION AND ITS REPORTING PRACTICES 机构及报告实务		
2-1	Organisational details 企业资料	ABOUT THE REPORT 关于本报告 ABOUT MODERN TERMINALS LIMITED 关于现代货箱码头有限公司	3 8-9	√
2-2	Entities included in the Organisation's sustainability reporting 企业于可持续发展报告中包含的公司	ABOUT MODERN TERMINALS LIMITED 关于现代货箱码头有限公司	8-9	√
2-3	Reporting period, frequency and contact point 报告期、周期及联络方式	ABOUT THE REPORT 关于本报告 *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.* *我们每两个日历年发布一次可持续发展报告。有关我们的财务表现，请参阅九龙仓集团有限公司财务报告内现代货箱码头部份(2024年：第24页、2025年：第22页)。* *我们上一份可持续发展报告在2024年9月发表。*	3	√
2-4	Restatements of information 重编过往报告所载资讯	PERFORMANCE STATISTICS 统计数据摘要 *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.* *由于液化天然气排放量的计算方法由体积改为重量，加上采用中华人民共和国生态环境部公布的电力排放因子，中国内地及2023年总计的相关排放数据已作重述。* *2023年香港及中国内地的总计划工作日数亦已作重述，以反映包括新入职员工的更准确计算方法。*	68-71	√
2-5	External assurance 外部核实	ASSURANCE STATEMENT 核实声明 *This report has been independently verified by Hong Kong Productivity Council.* *Our Sustainability Steering Committee (which consists of MB) has reviewed the Assurance Statement.* *此报告经香港生产力促进局独立核实。* *我们的可持续发展督导委员会(成员包括管理委员会)已经检视核实声明。*	86-87	√
		ACTIVITIES AND WORKERS 活动与员工		
2-6	Activities, value chain and other business relationships 活动、价值链和其他商业关系	ABOUT MODERN TERMINALS LIMITED 关于现代货箱码头有限公司 CORPORATE GOVERNANCE 企业管治 *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.* *根据全球行业分类标准，我们公司属于海运港口和服务的子行业。* *在报告期内，公司或其供应链没有发生重大变化。我们的大多数供应商都位于香港。*	3 20-23	√
2-7	Employees 雇员	PERFORMANCE STATISTICS 统计数据摘要 *There were no significant fluctuations in the number of employees during the reporting period or between reporting periods.* *在报告期内及各报告期之间，员工人数没有重大改变。*	66-67	√
2-8	Workers who are not employees 非雇员的工作者	PERFORMANCE STATISTICS 统计数据摘要 *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.* *在报告期内，公司没有任何主要业务由法律上所界定的自雇人士处理。公司的部分职能由承办商负责，包括内部运输、装卸、保安、某些设备及设施保养工作、资讯科技支援服务、员工餐厅、清洁等。截至2025年底，香港承办商的工作人数为1,195人(按全职当量计算)。基于集装箱吞吐量的变化，2024年和2025年的全职当量分别增加0.9%和下降8.1%。*	66-67	√
		GOVERNANCE 管治		
2-9	Governance structure and composition 管治架构及组成	CORPORATE GOVERNANCE 企业管治	20-23	√
2-10	Nomination and selection of the highest governance body 最高管治单位的提名及遴选	*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.* *董事会由股东代表组成。集团董事总经理由主席委任，而其他管理委员会成员及业务单位的董事总经理则由集团董事总经理提名并经主席认可。他们均具备行业相关经验，能够为公司的发展作出贡献。*	-	√
2-11	Chair of the highest governance body 最高管治单位的主席	CORPORATE GOVERNANCE 企业管治	20-21	√
2-12	Role of the highest governance body in overseeing the management of impacts 最高管治单位在监控冲击管理的角色	CORPORATE GOVERNANCE 企业管治 ENGAGING WITH STAKEHOLDERS 与持份者沟通 *MB is involved in the engagement exercise by setting direction and to review related report.* *管理委员会为与持份者沟通的工作设定方向及检视相关报告。*	20-21 12-19	√
2-13	Delegation of responsibility for managing impacts 冲击管理责任的安排	CORPORATE GOVERNANCE 企业管治 *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.* *管理委员会委任各业务单位主管为健康及安全范畴的负责人；并委任人力资源部、工程及规划部，以及企业事务部的部门主管分别为以人为本、环境及社区参与范畴的负责人。至于企业管治方面，则由所有业务单位及部门主管共同负责。* *可持续发展不同方面的负责人定期向管理委员会报告。此外，我们的可持续发展督导委员会的会议每年都会进行全面审视。*	20-23	√
2-14	Role of the highest governance body in sustainability reporting 最高管治单位就可持续发展报告所担当的角色	CORPORATE GOVERNANCE 企业管治 ENGAGING WITH STAKEHOLDERS 与持份者沟通 *Our Sustainability Steering Committee reviews our report before publication.* *公司的可持续发展督导委员会在可持续发展报告发布前进行审视。*	20-23 12-19	√

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2-15	Conflicts of interest 利益冲突	CORPORATE GOVERNANCE 企业管治 *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.* *作为一家私营有限公司，现代货箱码头的董事须遵守公司的组织章程细则，当中规定董事须于董事会会议上(在合约获厘定时)或于其取得权益后的首次董事会会议上(在其他情况下)，申报其权益的性质及程度。此外，我们在招标过程中亦设有机制，要求潜在承办商及/或供应商申报其是否因与本公司任何层级的任何员工、持股公司或联营公司有任何形式的关系或联系而产生任何利益冲突。*	20-23	√
2-16	Communication of critical concerns 沟通关键重大议题	MESSAGE FROM THE GROUP MANAGING DIRECTOR 集团董事总经理献辞 CORPORATE GOVERNANCE 企业管治 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.* *我们已制定危机沟通计划，清楚列明如何将涉及重大关注事项的资讯上报至管理委员会。简而言之，相关部门/分部/小组领导会通知有关业务单位主管，而该主管会在必要时知会管理委员会及企业事务部。*	4-5 20-21 38-39	√
2-17	Collective knowledge of the highest governance body 最高管治单位的群体睿智	OUR PEOPLE 以人为本 *MB has been offered briefings and updates on the latest trends of sustainability.* *管理委员会定期收到与可持续发展相关最新趋势的简报和更新。*	31-33	√
2-18	Evaluation of the performance of the highest governance body 最高管治单位的绩效评估	*MB is to submit regular reports to the Board of Directors and there are three Board meetings every year.* *管理委员会定期向董事会提交报告，并每年召开三次董事会会议。*	-	√
2-19	Remuneration policies 薪酬政策	*This information is treated as confidential.* *此为机密资料。*	-	√
2-20	Process to determine remuneration 薪酬决定流程	*This information is treated as confidential.* *此为机密资料。*	-	√
2-21	Annual total compensation ratio 年度总薪酬比率	*This information is treated as confidential.* *此为机密资料。*	-	√
		STRATEGY, POLICIES AND PRACTICES 策略、政策与实务		
2-22	Statement on sustainable development strategy 可持续发展策略的声明	MESSAGE FROM GROUP MANAGING DIRECTOR 集团董事总经理献辞 SUSTAINABILITY STRATEGY 可持续发展策略	4-5 6-7	√
2-23	Policy commitments 政策承诺	CORPORATE GOVERNANCE 企业管治 *Our policies are available on our website: https://www.moderntermin als.com/en/sustainability/#corporate-governance* *我们的政策已上载于我们的网站：https://www.moderntermin als.com/tc/sustainability/#corporate-governance*	22	√
2-24	Embedding policy commitments 纳入政策承诺	CORPORATE GOVERNANCE 企业管治	22	√
2-25	Processes to remediate negative impacts 补救负面冲击的程序	CORPORATE GOVERNANCE 企业管治 *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.* *已设立申诉政策，以确保申诉得到一致、中立和公平的处理。申诉应向小组经理/部门经理提出；如申诉人认为事件与小组经理或部门经理有关，应向再上一级上司提出；或向人力资源总经理提出。部门经理或接获投诉的人士可亲自调查投诉，或委任一名具恰当资历及与事件无关的调查员调查事件。处理申诉过程中公司会尽可能将申诉人身分保密，以避免任何对其不利之行为。*	21	√

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2-26	Mechanisms for seeking advice and raising concerns 寻求建议和提出疑虑的机制	MESSAGE FROM GROUP MANAGING DIRECTOR 集团董事总经理献辞 CORPORATE GOVERNANCE 企业管治 *Full details of our Whistle Blowing Policy is available on our website.*	4-5 20-23	√
2-27	Compliance with laws and regulations 法规遵循	CORPORATE GOVERNANCE 企业管治 *There were no significant fines or non-monetary sanctions for non-compliance with relevant laws or regulations during the reporting period.* *在报告期内，我们没有因违反有关法规而被判处巨额罚款或惩处。*	20-23	√
2-28	Membership associations 公协会的会员资格	ABOUT MODERN TERMINALS LIMITED 关于现代货箱码头有限公司	9	√
		STAKEHOLDER ENGAGEMENT 持份者沟通		
2-29	Approach to stakeholder engagement 持份者沟通方针	ENGAGING WITH STAKEHOLDERS 与持份者沟通	12-13	√
2-30	Collective bargaining agreements 团体协约	OUR PEOPLE 以人为本 PERFORMANCE STATISTICS 统计数据摘要	28-30 66-67	√
		GRI 3: Material Topics 2021 重要议题 2021		
3-1	Process to determine material topics 决定重要议题的流程	ENGAGING WITH STAKEHOLDERS 与持份者沟通	12-19	√
3-2	List of material topics 重要议题列表	ENGAGING WITH STAKEHOLDERS 与持份者沟通	14-17	√
		Material Topics and Management Approach 重要议题及管理方针披露		
		GRI 200: ECONOMIC TOPICS 经济议题		
		GRI 201: Economic Performance 2016 经济绩效 2016		
3-3	Management of material topics 重要议题管理	MESSAGE FROM GROUP MANAGING DIRECTOR 集团董事总经理献辞 ENGAGING WITH STAKEHOLDERS 与持份者沟通	4-5 12-19	√
201-1	Direct economic value generated and distributed 企业所产生及分配的直接经济价值	*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).* *有关我们的财务表现，请参阅九龙仓集团有限公司财务报告内现代货箱码头部份 (2024年：第24页 、 2025年：第22页)。*	-	√
201-2	Financial implications and other risks and opportunities due to climate change 气候变化所产生的财务影响及其他风险与机会	ENVIRONMENT 环境	45-46	√
201-3	Defined benefit plan obligations and other retirement plans 福利制度下的责任与其他退休计划	OUR PEOPLE 以人为本 *Our retirement plan is in compliance with the Hong Kong MPF Schemes Ordinance and the respective local regulatory requirements in DaChan Bay.* *我们的退休计划符合香港《强制性公积金计划条例》及大铲湾当地相关的监管要求。*	24	√
201-4	Assistance received from government 取自政府之财务补贴	ENVIRONMENT 环境 *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.* *在报告期内，公司获得新能源运输基金的支持，在香港购置电动轻型货车；另外亦获大铲湾码头当地政府的资助，安装岸电设施及购置换电式电动拖车。*	47-48	√
		GRI 203: Indirect Economic Impacts 2016 间接经济冲击 2016		
3-3	Management of material topics 重要议题管理	MESSAGE FROM GROUP MANAGING DIRECTOR 集团董事总经理献辞 ENGAGING WITH STAKEHOLDERS 与持份者沟通	4-5 14-19	√
203-1	Infrastructure investments and services supported 基础设施的投资与支援服务的发展及冲击	ABOUT MODERN TERMINALS LIMITED 关于现代货箱码头有限公司 ENGAGING WITH STAKEHOLDERS 与持份者沟通 COMMUNITY INVOLVEMENT 社区参与	8 18-19 54-65	√

GRI Standard GRI 标准	Description 描述	Section of the Report / Remarks/ Reason for Omission 报告章节/备注/省略原因	Page 页	External Assurance 外部核实
203-2	Significant indirect economic impacts 显著的间接经济冲击	ENGAGING WITH STAKEHOLDERS 与持份者沟通 OUR PEOPLE 以人为本 ENVIRONMENT 环境 COMMUNITY INVOLVEMENT 社区参与	12-19 24-37 44-53 54-65	√
		GRI 204: Procurement Practices 2016 采购实务 2016		
3-3	Management of material topics 重要议题管理	CORPORATE GOVERNANCE 企业管治	20-23	√
204-1	Proportion of spending on local suppliers 向当地供应商采购的支出比例	*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.* *我们大部分的支出都用于本地供应商。在占我们香港开支最高的前 70%供应商均位于香港。*	-	√
		GRI 205: Anti-corruption 2016 反贪腐 2016		
3-3	Management of material topics 重要议题管理	CORPORATE GOVERNANCE 企业管治	20-21	√
205-2	Communication and training about anti-corruption policies and procedures 有关反贪腐政策和程序的沟通及培训	CORPORATE GOVERNANCE 企业管治 *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.* *防止贿赂和利益冲突是我们行为守则的重要部分，而该守则已载列于员工手册。我们向所有新入职员工简介行为守则的内容，并向其发放员工手册的副本，且须签署确认收悉。员工手册可于我们的内联网查阅，任何更新亦会透过电邮及内部通讯平台ModernChat通知员工。* *我们定期为新入职员工及管理层提名的员工举办相关培训。2024年8月29日，我们为71名员工举办了一场廉政公署讲座。*	22	√
205-3	Confirmed incidents of corruption and actions taken 已确认的贪腐事件及采取的行动	*Zero corruption-related case was identified during the reporting period.* *在报告期内，没有任何与贪污相关的个案。*	22	√
		GRI 206: Anti-competitive Behaviour 2016 反竞争行为 2016		
3-3	Management of material topics 重要议题管理	*Fair Competition Policy is in place and Guidelines on Exchanging Information and Guidelines on Participation in Trade Associations are provided to relevant employees.* *公司设有公平竞争政策，并向相关员工提供交换资料和收集市场情报的指引和参加业界组织的指引。*	-	√
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices 反竞争行为、反托拉斯和垄断行为的法律行动	*No legal actions for anti-competitive behaviour, anti-trust, and monopoly practices were reported in the reporting period.* *于报告期内，并无接获涉及反竞争行为、反垄断及垄断常规的法律诉讼。*	-	√
		GRI 300: Environmental Topics 环境议题		
		GRI 302: Energy 2016 能源 2016		
3-3	Management of material topics 重要议题管理	ENGAGING WITH STAKEHOLDERS 与持份者沟通 CORPORATE GOVERNANCE 企业管治 ENVIRONMENT 环境	12-19 20-23 44-53	√
302-1	Energy consumption within the organisation 企业内部的能源消耗量	PERFORMANCE STATISTICS 统计数据摘要 ENVIRONMENT 环境 *Heating, cooling, and steam energy consumption are not applicable, as we neither generate nor purchase these forms of energy.* *由于我们既不生产亦不采购供暖、制冷及蒸汽能源，因此相关能源消耗并不适用。*	70-71 47-49	√
302-2	Energy consumption outside of the organisation 企业外部的能源消耗量	ENVIRONMENT 环境 PERFORMANCE STATISTICS 统计数据摘要 *In this report, we have disclosed Scope 3 emission data for the first time covering the period from 2023 to 2025.* *在本报告中，我们首次披露涵盖2023年至2025年的范畴三排放数据。*	46, 49 72-75	√
302-3	Energy intensity 能源强度	*Energy intensity for 2024 and 2025 were 0.087 GJ/TEU and 0.080 GJ/TEU respectively.* *2024年和2025年的能源强度分别为0.087千兆焦耳/标准箱和0.080千兆焦耳/标准箱。*	-	√
302-4	Reduction of energy consumption 减少能源消耗	ENVIRONMENT 环境 *There was a 2.57% increase and 8.38% reduction of energy consumption in 2024 and 2025 when compared to previous year respectively.* *与上一年相比， 2024年和2025年的能源消耗分别增加2.57%和减少8.38%。*	44-47	√
302-5	Reductions in energy requirements of products and services 降低产品和服务的能源需求	ENVIRONMENT 环境	44-47	√
		GRI 303: Water and Effluents 2018 水与放流水 2018		
3-3	Management of material topics 重要议题管理	ENGAGING WITH STAKEHOLDERS 与持份者沟通	12-19	√
303-1	Interactions with water as a shared resource 共享水资源之相互影响	*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.* *我们的用水量主要来自员工餐厅和洗手间。我们通过安装节水水龙头、推广和控制措施来减少消耗。* *根据世界资源研究所的水资源风险评估工具，葵青及大铲湾均分类为中高水风险地区。* *在香港，我们已设定目标，以2019年为基准年，在2025年至2030年间逐步将用水量降低7%至12%。*	-	√
303-2	Management of water discharge-related impacts 与排水相关冲击的管理	*We minimise our impacts on water quality by placing emphasis on sewage treatment and spillage prevention.* *我们透过重视污水处理和防止溢出，将对水质的影响降至最低。*	-	√
303-3	Water withdrawal 取水量	*We withdraw water exclusively from third-party municipal sources provided by the local water supplies department.* *本公司之用水全数取自当地水务部门供应之水源。*	-	√
303-4	Water discharge 排水量	*Total water discharged in the reporting period was 148,906.53m^3 and 100% was discharged to the municipal waste water system.* *报告期内的总排水量为148,906.53立方米，100%排入政府污水系统。*	-	√
303-5	Water consumption 耗水量	PERFORMANCE STATISTICS 统计数据摘要	70-71	√
		GRI 305: Emissions 2016 气体排放 2016		
3-3	Management of material topics 重要议题管理	ENGAGING WITH STAKEHOLDERS 与持份者沟通 ENVIRONMENT 环境	12-19 44-49	√
305-1	Direct (Scope 1) GHG emissions 直接(范畴一)温室气体排放	PERFORMANCE STATISTICS 统计数据摘要	70-71	√
305-2	Energy indirect (Scope 2) GHG emissions 能源间接(范畴二)温室气体排放	PERFORMANCE STATISTICS 统计数据摘要	70-71	√
305-3	Other indirect (Scope 3) GHG emissions 其他间接(范畴三)温室气体排放	PERFORMANCE STATISTICS 统计数据摘要 *In this report, we have disclosed Scope 3 emissions for 2023 to 2025 for the first time.* *在本报告中，我们首次披露2023年至2025年的范畴三排放数据。*	72-75	√
305-4	GHG emissions intensity 温室气体排放强度	PERFORMANCE STATISTICS 统计数据摘要	70-71	√

GRI Standard GRI 标准	Description 描述	Section of the Report / Remarks/ Reason for Omission 报告章节/备注/省略原因	Page 页	External Assurance 外部核实
305-5	Reduction of GHG emissions 温室气体排放减量	ENVIRONMENT 环境	44-49	√
305-6	Emissions of ozone-depleting substances (ODS) 臭氧层破坏物质(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.* *公司已没有使用任何消耗臭氧层的物质，除了仓库大楼内固定消防系统内仍有两气缸的BTM。*	-	√
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions 氮氧化物(NOx)、硫氧化物(SOx)，及其他显著的气体排放	PERFORMANCE STATISTICS 统计数据摘要 *Relevant data have not been collected. We plan to start reporting on these data starting from our next report covering 2026-2027.* *相关数据尚未收集。我们计划由下一份2026至2027年度的报告开始披露这些数据。*	70-71	√
	GRI 306: Waste 2020 废弃物 2020			
3-3	Management of material topics 重要议题管理	ENGAGING WITH STAKEHOLDERS 与持份者沟通 ENVIRONMENT 环境	12-19 44	√
306-1	Waste generation and significant waste-related impacts 废弃物的产生与废弃物相关的影响	ENGAGING WITH STAKEHOLDERS 与持份者沟通 ENVIRONMENT 环境	12-19 50-51	√
306-2	Management of significant waste-related impacts 废弃物相关影响之管理	ENVIRONMENT 环境	50-51	√
306-3	Waste generated 废弃物的产生	PERFORMANCE STATISTICS 统计数据摘要	70-71	√
306-4	Waste diverted from disposal 废弃物的处置移转	PERFORMANCE STATISTICS 统计数据摘要	70-71	√
306-5	Waste directed to disposal 废弃物的直接处置	PERFORMANCE STATISTICS 统计数据摘要	70-71	√
	GRI 308: Supplier Environmental Assessment 2016 供应商环境评估 2016			
3-3	Management of material topics 重要议题管理	ENGAGING WITH STAKEHOLDERS 与持份者沟通 CORPORATE GOVERNANCE 企业管治	12-19 23	√
308-1	New suppliers that were screened using environmental criteria 使用环境标准筛选新供应商	CORPORATE GOVERNANCE 企业管治 *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家新供应商签署并确认遵守我们的供应商行为守则。*	23	√
308-2	Negative environmental impacts in the supply chain and actions taken 供应链中负面的环境影响以及所采取的行动	*A total of six audits and four inspections have been conducted in Hong Kong during the reporting period.* *报告期内，我们在香港进行了六次审计和四次巡查。*	-	√
	GRI 400: Social Topics 社会议题			
	GRI 401: Employment 2016 劳雇关系 2016			
3-3	Management of material topics 重要议题管理	ENGAGING WITH STAKEHOLDERS 与持份者沟通 OUR PEOPLE 以人为本	12-19 24	√
401-1	New employee hires and employee turnover 新入职员工和离职员工	PERFORMANCE STATISTICS 统计数据摘要	66-67	√
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees 提供给全职员工(不包含临时或兼职员工)的福利	OUR PEOPLE 以人为本 *We have not hired any part-time staff. For temporary staff, no life insurance, medical coverage, and health checkup are provided.* *本公司并未雇用任何兼职员工。对于临时员工，本公司不提供人寿保险、医疗保障及健康检查。*	24	√
401-3	Parental leave 育儿假	PERFORMANCE STATISTICS 统计数据摘要 *All full-time employees are entitled to parental leave.* *所有全职雇员均享有育儿假。*	66-67	√

GRI Standard GRI 标准	Description 描述	Section of the Report / Remarks/ Reason for Omission 报告章节/备注/省略原因	Page 页	External Assurance 外部核实
	GRI 402: Labour/Management Relations 2016 劳资关系 2016			
3-3	Management of material topics 重要议题管理	ENGAGING WITH STAKEHOLDERS 与持份者沟通 OUR PEOPLE 以人为本	12-19 24	√
402-1	Minimum notice periods regarding operational changes 关于营运变化的最短通知期	OUR PEOPLE 以人为本 *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.* *高级管理层在适当的时候(从几周到几个月)透过各种渠道向雇员就重要业务和营运发展进行沟通。* *我们会在有需要时适时与同事分享业务运作上的改变，而每两个月举行一次的劳资协商委员会会议则涵盖同事关注的议题。*	28-30	√
	GRI 403: Occupational Health and Safety 2018 职业健康与安全 2018			
3-3	Management of material topics 重要议题管理	ENGAGING WITH STAKEHOLDERS 与持份者沟通 HEALTH AND SAFETY 健康及安全	12-19 38-39	√
403-1	Occupational health and safety management system 职业健康与安全管理系统	HEALTH AND SAFETY 健康及安全	38-39	√
403-2	Hazard identification, risk assessment, and incident investigation 危害辨识、风险评估及事故调查	HEALTH AND SAFETY 健康及安全	38-39	√
403-3	Occupational health services 职业健康服务	HEALTH AND SAFETY 健康及安全 OUR PEOPLE 以人为本	42-43 33-37	√
403-4	Worker participation, consultation, and communication on occupational health and safety 有关职业健康及安全之员工参与、咨询与沟通	HEALTH AND SAFETY 健康及安全	38-43	√
403-5	Worker training on occupational health and safety 有关职业健康及安全之员工训练	HEALTH AND SAFETY 健康及安全	38-43	√
403-6	Promotion of worker health 促进员工健康	OUR PEOPLE 以人为本 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 预防和减少直接与业务有关的职业健康及安全影响	HEALTH AND SAFETY 健康及安全	38-43	√
403-8	Workers covered by an occupational health and safety management system 职业健康及安全管理系统所涵盖之工作者	HEALTH AND SAFETY 健康及安全	38	√
403-9	Work-related injuries 工伤	PERFORMANCE STATISTICS 统计数据摘要 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.* *工伤事故主要涉及滑倒/ 扭伤、驾驶以及手部/ 手指夹伤。* *2024年及2025年的工作时数分别为2,627,331小时及2,573,637.5小时。* *所有承办商员工均须遵守我们的健康与安全要求。目前我们尚未收集承办商员工的工伤相关数据。我们计划由下一份2026至2027年度的报告开始披露这些数据。*	68-69 39-41	√
403-10	Work-related ill health 职业病	*No work-related ill health cases during the reporting period.* *在报告期内，没有发生因工作引起健康问题的事件。*	-	√

GRI Standard GRI 标准	Description 描述	Section of the Report / Remarks/ Reason for Omission 报告章节/备注/省略原因	Page 页	External Assurance 外部核实
GRI 404: Training and Education 2016 培训与教育 2016				
3-3	Management of material topics 重要议题管理	ENGAGING WITH STAKEHOLDERS 与持份者沟通 OUR PEOPLE 以人为本	12-19 31-32	√
404-1	Average hours of training per year per employee 每名员工每年接受训练的平均时数	OUR PEOPLE 以人为本 PERFORMANCE STATISTICS 统计数据摘要	33 68-69	√
404-2	Programmes for upgrading employee skills and transition assistance programmes 提升员工职能及过渡协助方案	OUR PEOPLE 以人为本	31-32	√
404-3	Percentage of employees receiving regular performance and career development reviews 定期接受绩效及职业发展检核的员工百分比	*100% of our full-time employees are required to conduct performance appraisal annually.* *我们100%的全职雇员每年均须接受工作表现评核。*	-	√
GRI 405: Diversity and Equal Opportunity 2016 员工多元化与平等机会 2016				
3-3	Management of material topics 重要议题管理	ENGAGING WITH STAKEHOLDERS 与持份者沟通 CORPORATE GOVERNANCE 企业管治 OUR PEOPLE 以人为本	12-19 22 28	√
405-1	Diversity of governance bodies and employees 管治单位与员工的多元化	OUR PEOPLE 以人为本 PERFORMANCE STATISTICS 统计数据摘要 *The membership of MB has remained unchanged and consisted of three males during the reporting period.* *在报告期内，管理委员会的成员维持不变，由三名男性组成。*	28 66-67	√
405-2	Ratio of basic salary and remuneration of women to men 女性对男性基本薪资与薪酬的比率	*This information is treated as confidential.* *Our remuneration and benefits are based on performance, not gender.* *此为机密资料。* *我们的薪酬和福利是基于工作绩效，而不是性别。*	-	√
GRI 406: Non-discrimination 2016 不歧视 2016				
3-3	Management of material topics 重要议题管理	ENGAGING WITH STAKEHOLDERS 与持份者沟通 CORPORATE GOVERNANCE 企业管治 OUR PEOPLE 以人为本	12-19 20 28	√
406-1	Incidents of discrimination and corrective actions taken 歧视个案以及纠正行动	*There were no incidents of discrimination during the reporting period.* *报告期内没有发生相关事故。*	-	√
GRI 407: Freedom of Association and Collective Bargaining 2016 结社自由与团体协商 2016				
3-3	Management of material topics 重要议题管理	OUR PEOPLE 以人为本	30	√
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk 可能面临结社自由及团体协商受影响的营运据点或供应商	*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.* *我们没有任何营运据点或供应商受相关影响。 劳资协商委员会是我们的员工直接向管理层代表表达任何观点和疑虑的渠道。对于供应商，他们必须遵守我们的供应商行为守则。*	-	√
GRI 408: Child Labour 2016 童工 2016				
3-3	Management of material topics 重要议题管理	OUR PEOPLE 以人为本	24	√
408-1	Operations and suppliers at significant risk for incidents of child labour 具使用童工重大风险的营运据点和供应商	*There were no operations nor suppliers at risk. All our suppliers are required to observe our Supplier Code of Conduct.* *我们没有任何营运据点或供应商受相关影响，所有的供应商都必须遵守我们的供应商行为守则。*	-	√

GRI Standard GRI 标准	Description 描述	Section of the Report / Remarks/ Reason for Omission 报告章节/备注/省略原因	Page 页	External Assurance 外部核实
GRI 409: Forced or Compulsory Labour 2016 强迫或强制劳动 2016				
3-3	Management of material topics 重要议题管理	OUR PEOPLE 以人为本	24	√
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour 具强迫或强制劳动事件重大风险的营运据点和供应商	*There were no operations nor suppliers at risk. All our suppliers are required to observe our Supplier Code of Conduct.* *我们没有任何营运据点或供应商受相关影响，所有的供应商都必须遵守我们的供应商行为守则。*	-	√
GRI 413: Local Communities 2016 当地社区 2016				
3-3	Management of material topics 重要议题管理	ENGAGING WITH STAKEHOLDERS 与持份者沟通 COMMUNITY INVOLVEMENT 社区参与	12-19 54	√
413-1	Operations with local community engagement, impact assessments, and development programmes 经当地社区议合、冲击评估和发展计画的营运活动	COMMUNITY INVOLVEMENT 社区参与 *All our operations in different locations support local community programmes based on local communities' needs.* *我们在所有不同地点的业务单位均按当地社区的需求，为社区计划提供支持。*	54-65	√
413-2	Operations with significant actual and potential negative impacts on local communities 对当地社区具有显著实际或潜在负面冲击的营运活动	*There were no significant negative impacts on local communities.* *我们对当地社区没有造成重大负面影响。*	-	√
GRI 414: Supplier Social Assessment 2016 供应商社会评估 2016				
3-3	Management of material topics 重要议题管理	CORPORATE GOVERNANCE 企业管治	23	√
414-1	New suppliers that were screened using social criteria 使用社会标准筛选新供应商	CORPORATE GOVERNANCE 企业管治 *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.* *我们公司办公室和香港业务单位100%的新供应商(报告期内有143间)已签署并确认遵守我们的供应商行为守则。*	23	√
414-2	Negative social impacts in the supply chain and actions taken 供应链中负面的社会冲击以及所采取的行动	*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.* *我们的供应链没有产生重大的负面社会影响。* *报告期内在香港进行了2次审计和86次管理层安全巡查。*	-	√
GRI 418: Customer Privacy 2016 客户隐私 2016				
3-3	Management of material topics 重要议题管理	ENGAGING WITH STAKEHOLDERS 与持份者沟通 CORPORATE GOVERNANCE 企业管治	12-19 23	√
418-1	Substantiated complaints concerning breaches or customer privacy and losses of customer data 经证实侵犯客户隐私或遗失客户资料的投诉	*There were no cases of complaints or breaches during the reporting period.* *在报告期内，我们并没有任何侵犯客户私隐权或遗失客户资料的投诉个案。*	-	√

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.

核实声明

现代货箱码头有限公司（「现代货箱码头」）按照全球报告倡议组织《可持续发展报告标准》2021（GRI 标准），编写现代货箱码头可持续发展报告 2024-2025（以下简称为「报告」）。香港生产力促进局（「生产力局」）获现代货箱码头委托，对其报告的内容进行独立核实[1]。报告涵盖现代货箱码头由 2024 年 1 月 1 日至 2025 年 12 月 31 日期间，于环境、社会及经济方面的可持续发展表现；核实范围亦包括 2023 年 1 月 1 日至 2025 年 12 月 31 日期间的范畴三温室气体排放数据。

目标

生产力局进行核实工作的主要目标，是对报告所载数据的完整性、准确性及可靠性进行独立的评核，具体而言是要：

- 评核报告的内容范围是否涵盖所有与现代货箱码头可持续发展表现有关的重要范畴；
- 查核报告是否符合 GRI 标准的要求及报告原则；
- 评定报告内被选取出来作查核的陈述及数据是否准确；
- 检讨用以编制报告的数据收集及数据管理机制是否可靠；及
- 为日后的报告提供建议。

方法

生产力局的核实过程是参考 International Standard On Assurance Engagements (ISAE) 3000 Revised 而进行，程序包括全面审阅报告的内容，然后就现代货箱码头的重要议题选取具代表性的陈述和数据进行核实[2]。透过与现代货箱码头的代表进行会谈，我们审阅和检查了数据整理系统与所选取陈述和数据有关的证明文件，以及现代货箱码头的相关管理规范和措施。

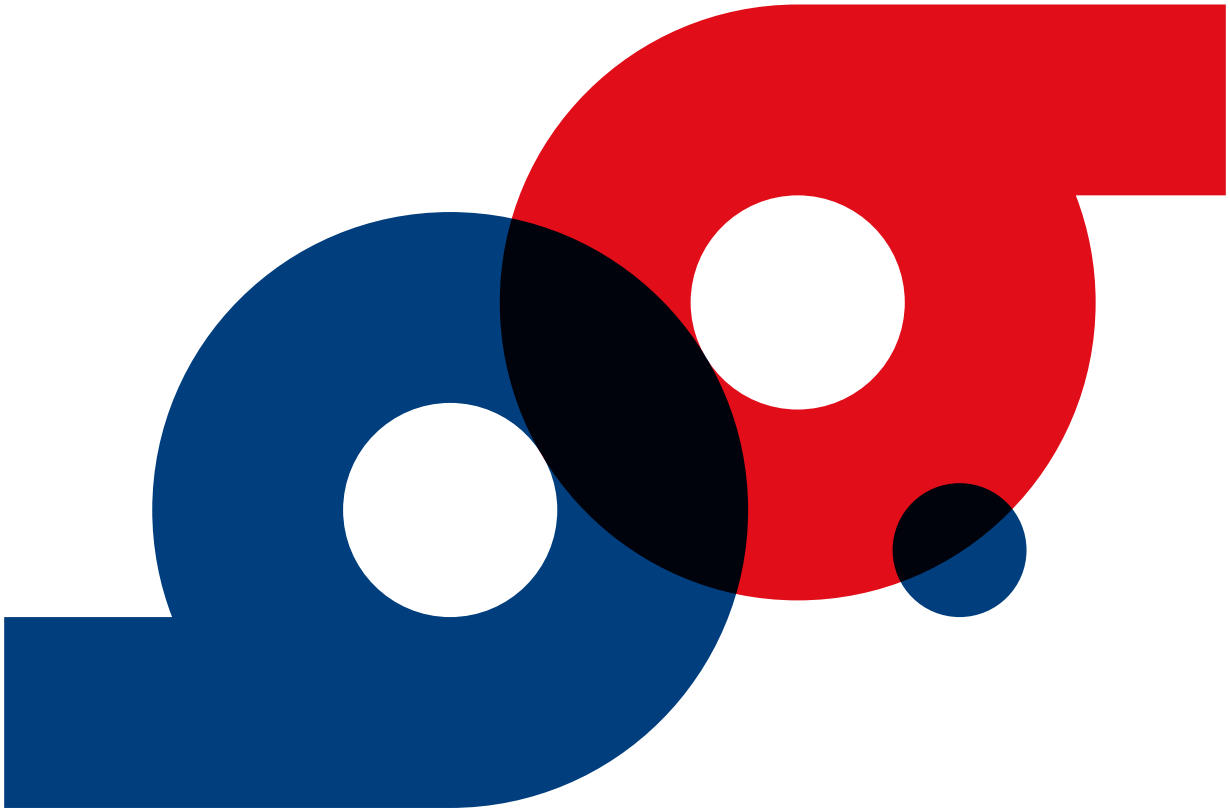
总结

报告整体而言符合 GRI 标准的要求，并概述了现代货箱码头于其主要服务、活动及工作相关的环境、社会及经济表现。就报告的准确性及可靠性而言，核实过程中所选取作检查的陈述和数据与所审查的源头资料一致，且公正地反映现代货箱码头在环境、社会及经济方面的表现。为编写报告所采用的数据整理和数据管理系统整体而言是可靠的。

香港生产力促进局
绿色生活与创新部
环境智能与卓越
主管
卢志伟
2026 年 8 月 24 日

[1] 此核实声明的目的，仅作为对现代货箱码头可持续发展报告 2024-2025 内的陈述及数据，以及其由 2023 年至 2025 年期间的范畴三温室气体排放数据之核实用途而编制。此声明乃基于现代货箱码头提供予生产力局所选取作检查的相关数据，经过审核而得出的结论。生产力局并不负有或承担任何对于此声明有关的法律或其他责任。

[2] 生产力局的工作不包括核实已于现代货箱码头发布的新闻稿、公司的网站、母公司年报，以及其他公开刊物内载述的数据及数据。



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