



中国十五冶
15MCC

可持续发展报告 Sustainability Report

中国十五冶金建设集团有限公司
China 15th Metallurgical Construction Group Co., Ltd.



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China 15th Metallurgical Construction Group Co., Ltd.

2025

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可持续发展报告 Sustainability Report

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中国十五冶金建设集团有限公司

China 15th Metallurgical Construction Group Co., Ltd.

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关于本报告

About This Report



称谓说明 Definitions

本报告中的“中国十五冶”“十五冶”“公司”“本公司”“我们”均指代中国十五冶金建设集团有限公司，“中国有色集团”“有色集团”“集团”均指代中国有色矿业集团有限公司。

In this Report, "15MCC," "the Company" and "we" all refer to China 15th Metallurgical Construction Group Co., Ltd., "CNMC" and the "Group" refer to China Nonferrous Metal Mining (Group) Co., Ltd., and "Steel Structure Branch" refers to the Huangshi Steel Structure Branch of 15MCC.



时间范围 Reporting Period

本报告时间跨度为 2025 年 1 月 1 日至 12 月 31 日（以下简称“本报告期”），部分内容适当追溯以往年份或有所延伸。

The Report covers the period from January 1, 2025 to December 31, 2025 (the "Reporting Period"), with some content dating back to previous years or extending accordingly.



报告范围 Report Scope

本报告所涵盖范围包括中国十五冶总部及所属单位。

The Report covers the headquarters and affiliated units of 15MCC.



报告周期 Release Cycle

本报告为年度报告，是中国十五冶金建设集团有限公司发布的可持续发展报告（以下简称“本报告”）。

This annual Report is the Sustainability Report ("the Report") issued by 15MCC.



编制依据 Reporting Guidelines

国务院国资委《关于新时代中央企业高标准履行社会责任的指导意见》《关于国有企业更好履行社会责任的指导意见》	<i>Guiding Opinions on High-Standard Fulfillment of Social Responsibility by Central Enterprises at a high standard in the New Era and Guiding Opinions on Better Fulfillment of Social Responsibility by State-owned Enterprises</i> , issued by the State-owned Assets Supervision and Administration Commission of the State Council (SASAC)
国务院国资委《央企控股上市公司 ESG 专项报告参考指标体系》《央企控股上市公司 ESG 专项报告参考模板》	<i>The Reference Indicator System for ESG Special Report of Listed Companies Controlled by Central Enterprises and ESG Special Report Reference Template for Listed Companies Controlled by Central Enterprises</i> issued by the SASAC
商务部《中国企业境外可持续基础设施项目实施指引》（WM/T 11—2025）	<i>Guidance for Implementation of Overseas Sustainable Infrastructure Projects by Chinese Enterprises</i> , issued by the Ministry of Commerce
全球可持续发展标准委员会《可持续发展报告标准》（GRI Standards）	<i>Global Reporting Initiative Sustainability Reporting Standards</i> (GRI Standards) issued by the Global Sustainability Standards Board (GSSB)
联合国全球契约十项原则	<i>Ten Principles of the United Nations Global Compact</i> (UNGC)
联合国可持续发展目标（SDGs）	United Nations Sustainable Development Goals (SDGs)
中国企业改革与发展研究会《中国企业可持续发展报告指南（CASS-ESG 6.0）一般框架》	<i>General Framework of the Sustainability Reporting Guidelines for Chinese Enterprises</i> (CASS-ESG 6.0), issued by the China Enterprise Reform and Development Society
中国对外承包工程商会《对外承包工程企业 ESG 管理指引》	<i>Guidelines on ESG Management for Chinese International Contractors</i> , issued by the China International Contractors Association (CHINCA)
中国国家标准化管理委员会《社会责任报告编写指南》（GB/T 36001-2015）	<i>Guidelines for Preparing Social Responsibility Reports</i> (GB/T 36001-2015), issued by the Standardization Administration of China (SAC)
企业环境社会治理（ESG）信息披露指南（T/ACEF 215—2025）	<i>Guidance on corporate environmental, social, governance (ESG) information disclosure</i> (T/ACEF 215—2025)



信息来源
Data Sources

本报告的数据来源于中国十五冶内部正式文件、原始台账及统计报告，以及经由公司统计、汇总与审核的 ESG 相关信息数据。除另有注明外，本报告货币均以人民币表示。

The data and information presented in this Report are sourced from internal official documents, original ledgers, and statistical reports of China 15th Metallurgical Construction Group Co., Ltd., as well as ESG-related information and ESG-related data that have been collected, summarized, and audited by the Company. Unless otherwise noted, the financial data in the Report is denominated in RMB.



报告获取
Report Access

本报告采用电子版形式发布，报告语言为中英文两种，在对两种文本的理解上发生歧义时，请以中文版本为准。您可以通过以下方式阅读或者下载本报告的电子文本：<http://www.cn15mcc.com/index.php/Qywh/esglist.html>。

This report is published in electronic format and available in both Chinese and English. In case of any discrepancies between the two versions, the Chinese version shall prevail. You may read or download the electronic version of this report via the following link: <http://www.cn15mcc.com/index.php/Qywh/esglist.html>.



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如对本报告的内容有疑问，可通过以下联系方式致电或致信中国十五冶：
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董事长致辞

Message from the Chairman



2025 年，是中国十五冶锚定高质量发展目标、系统谋划“十五五”发展的重要一年。在有色集团的正确领导和有力支持下，我们坚持以习近平新时代中国特色社会主义思想为指导，深入学习贯彻党的二十大和二十届历次全会精神，持续落实习近平总书记重要指示批示精神，牢牢把握“立足有色、跳出有色”发展策略，持续推进“做强优势业务、做专特色业务、做精属地业务、做大海外业务、做优投资业务”发展路径，努力以更高质量的发展成效服务国家战略、支撑集团发展、赋能行业进步，加快建设令人自豪、令人向往、令人尊敬的工程企业。

The year 2025 marks a pivotal year for 15MCC in anchoring its high-quality development goals and systematically planning its "15th Five-Year" development. Under the correct leadership and strong support of CNMC, we adhere to the guidance of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era. We have thoroughly studied and implemented the spirits of the 20th National Party Congress and its plenary sessions, while continuously executing the important instructions and directives of General Secretary Xi Jinping. Anchored in the development strategy of "focus on nonferrous and seek to expand," we have continued to follow the path of strengthening core businesses, specializing in niche sectors, refining localized operations, scaling up international markets, and optimizing our investment portfolio." We strive to serve national strategies, support the Group's development, and empower industry progress with higher-quality development achievements, accelerating the building of proud, aspirational, and respected engineering enterprise.

中国十五冶党委书记、董事长 梁磊
Liang Lei, Party Secretary and Chairman of China 15th Metallurgical Construction Group Co., Ltd.

我们坚持党建引领，持续筑牢发展根基。公司全面贯彻新时代党的建设总要求，持续完善总部党委、所属单位党组织、基层党支部和驻外机构党组织贯通联动的组织体系，推动党的组织优势向基层一线、海外项目和生产经营深度延伸。扎实开展深入贯彻中央八项规定精神学习教育，严格落实党建工作责任制，推进巡审联动、责任考核和作风建设同向发力，让党建优势不断转化为治理效能、发展动能和队伍凝聚力。

We have remained committed to strengthening Party leadership and solidifying our development foundation. The Company has fully implemented the general requirements for Party building in the New Era, continuously improving the interconnected organizational system linking the headquarters Party committee, Party organizations of affiliated units, grassroots Party branches, and Party organizations in overseas agencies. This has extended the organizational strengths of the Party to the grassroots frontline, overseas projects, and production operations. We have solidly carried out in-depth education on implementing the Central Committee's Eight-Point Regulations, strictly enforcing the responsibility system for Party building, and promoting coordinated efforts in audit-inspection linkage, responsibility assessment, and work style improvement, continuously transforming Party building strengths into governance efficiency, development momentum, and workforce cohesion.

我们坚持治理强基，持续提升现代企业治理水平。围绕中国特色现代企业制度建设，公司不断规范董事会建设和授权管理，明晰治理主体权责边界，扎实推进改革深化提升行动，推动总部、区域、专业和项目管理体系更加协同高效。持续完善 ESG 治理体系，将可持续发展要求融入战略规划、风险管理、合规经营、采购管理、项目履约和信息披露全过程，进一步提升企业治理的规范性、透明度和韧性。

我们坚持创新驱动，持续增强主责主业核心竞争力。围绕矿山、冶炼等优势领域，公司加快推进科技创新与数字化转型，主办有色金属行业首届矿用 TBM 发展研讨会，并持续拓展 TBM 技术在有色金属矿山工程中的应用，稳步推进江铜银珠山 TBM 工程、中色非矿 TBM 平巷工程等重点项目，推动矿山建设向机械化、智能化、专业化升级。我们坚持以工程实践牵引技术突破、以成果转化支撑产业升级，推动关键技术、重大装备、工程经验和行业标准协同发展，在非爆连续采掘、铜冶炼工艺优化、矿山数字化等领域形成了一批具有行业示范意义的创新成果，为提升主业核心竞争力、服务有色金属行业高质量发展注入了新动能。

我们坚持绿色发展，持续守牢安全环保底线。公司严格落实安全生产责任，健全风险识别、隐患排查、应急保障和安全教育机制，推动安全管理向项目一线、关键岗位和重点环节延伸。我们将绿色低碳理念融入工程建设全过程，持续推进绿色示范工程创建、无废工地建设、矿山生态修复和清洁技术应用。刚波夫光储柴微电网项目并网发电，首批电动矿卡陆续运抵赞比亚，展现了以绿色能源赋能海外矿山可持续运营的积极探索。

We remain committed to strengthening governance foundations to continuously enhance modern corporate governance. Focusing on building a modern enterprise system with Chinese characteristics, the Company has consistently standardized board operations and authorization management, clarified the boundaries of power and responsibilities among governance bodies, and steadily advanced the actions for deepening reform and upgrading. This has promoted a more synergistic and efficient management system across the headquarters, regions, specialties, and projects. We have continuously improved our ESG governance system, integrating sustainable development requirements throughout the entire processes of strategic planning, risk management, compliance operations, procurement management, project fulfillment, and information disclosure, thereby further enhancing the standardization, transparency, and resilience of corporate governance.

We have adhered to an innovation-driven approach to continuously enhance our core competitiveness in primary responsibilities and businesses. Focusing on advantageous sectors such as mining and smelting, the Company has accelerated technological innovation and digital transformation. We hosted the first mining TBM development seminar in the nonferrous metals industry and continuously expanded the application of TBM technology in nonferrous metal mine projects, steadily advancing key projects such as the Jiangxi Copper Yinzhusan TBM project and the NFC Africa Mining TBM tunnel project. This has promoted the upgrading of mine construction toward mechanization, intelligence, and specialization. We have adhered to using engineering practice to drive technological breakthroughs and transforming achievements to support industrial upgrades, promoting the coordinated development of key technologies, major equipment, engineering experience, and industry standards. We have formed a number of innovative achievements with industry demonstration significance in areas such as non-blasting continuous mining, copper smelting process optimization, and mine digitization, injecting new momentum into enhancing the core competitiveness of our primary business and serving the high-quality development of the nonferrous metals industry.

We have adhered to green development to continuously guard the bottom lines of safety and environmental protection. The Company has strictly implemented work safety responsibilities, improving mechanisms for risk identification, hazard investigation, emergency support, and safety education, extending safety management to the project frontline, critical positions, and key processes. We have integrated green and low-carbon concepts throughout the entire engineering construction process, continuously promoting the creation of green demonstration projects, waste-free construction sites, mine ecological restoration, and clean technology application. The Kambove solar-diesel-storage microgrid project was connected to the grid for power generation, and the first batch of electric mining trucks successively arrived in Zambia, demonstrating active exploration in empowering sustainable operations of overseas mines with green energy.

我们坚持海外优先，持续深化全球履责实践。公司抢抓“一带一路”、中非合作和国际产能合作机遇，持续优化海外区域市场布局，推动重点区域由“单项目经营”向“区域平台经营”升级。2025 年，公司位列 ENR 全球最大 250 家国际承包商第 105 位、中国对外承包工程企业百强第 62 位，海外品牌影响力稳步提升。我们坚持高质量履约和负责任运营，推进瑞达齐丰帕湿法厂、刚波夫光伏项目等重点工程建设，深化属地用工和本土化人才培养，以优质项目和实际行动服务当地产业发展、就业促进和民心相通。

我们坚持以人为本，持续增进员工福祉与社会价值。公司不断完善人才培养、职业发展、薪酬福利和民主管理机制，深化校企合作和专业技能培训，畅通员工成长通道，激发干部员工干事创业活力。我们持续开展困难帮扶、大病救助、金秋奖学助学、海外员工家属慰问、文体活动和女性员工关怀，将组织温暖送到职工身边；积极投身乡村振兴、志愿服务和公益慈善，以实际行动回应员工、社区和社会公众对美好生活的期待。

回望 2025，我们以实干担当稳步推进高质量发展，以责任行动持续夯实可持续发展根基。展望未来，我们将继续秉承“至诚至信、求精求效、创高创新”的核心价值观，弘扬“开得起、打得响、过得硬”的企业精神，以更高标准推进治理提升、创新驱动、绿色转型、海外履责和员工发展。我们坚信，在有色集团的正确领导下，在全体干部员工的共同奋斗下，中国十五冶必将在加快建设“行业领先的矿山综合服务商”和“全球一流的铜冶炼工程企业”的新征程上勇毅前行，持续推动企业高质量可持续发展。

We have prioritized an overseas focus to continuously deepen global responsibility practices. The Company has seized the opportunities from the Belt and Road Initiative, China-Africa cooperation, and international production capacity cooperation, continuously optimizing the layout of overseas regional markets and promoting the upgrade of key regions from "project-based operations" to "regional-platform-based operations." In 2025, the Company ranked 105th among ENR's Top 250 International Contractors and 62nd among the Top 100 Chinese Foreign Contracted Engineering Enterprises, with overseas brand influence steadily increasing. We have adhered to high-quality contract fulfillment and responsible operations, advancing the construction of key projects such as the Ruida Chifumpa wet process plant and the Kambove photovoltaic project. We have deepened localized employment and talent cultivation, serving local industrial development, employment promotion, and people-to-people connectivity through high-quality projects and concrete actions.

We have been people-oriented, continuously enhancing employee well-being and social value. The Company has consistently improved mechanisms for talent cultivation, career development, compensation and benefits, and democratic management. We have deepened school-enterprise cooperation and professional skills training, opened up employee growth channels, and stimulated the entrepreneurial vitality of cadres and employees. We have continuously carried out hardship relief, major illness relief, scholarship and education support programs under the "Golden Autumn" initiative, condolences for families of overseas employees, cultural and sports activities, and care for female employees, bringing organizational warmth to our staff. We actively engage in rural revitalization, volunteer services, and public welfare charity, responding to the expectations of employees, communities, and the public for a better life with tangible actions.

Looking back at 2025, we have steadily advanced high-quality development with pragmatic action and a strong sense of responsibility, and continuously strengthened the foundation for sustainable development through responsible practices. Looking ahead, we will continue to uphold our core values of "Integrity, refinement and Efficiency, and aiming high and Innovation," and carry forward our corporate spirit of "high efficiency, stronger execution, and done excellently." We will continue to drive governance improvement, innovation, green transformation, overseas responsibility fulfillment, and employee development to higher standards. We believe that, under the sound leadership of CNMC and through the joint efforts of all cadres and employees, 15MCC will forge ahead with courage on the new journey of accelerating the build-out of an "industry-leading integrated mine service provider" and a "world-class copper smelting engineering enterprise," continuously promoting high-quality and sustainable corporate development.

关于我们

About Us

站在新的历史起点，作为中国有色建设行业的国家队和主力军，中国十五冶坚持走高质量发展之路，坚持“立足有色、跳出有色”，坚持创新引领，持续为国内外客户提供优质服务，持续为利益相关方创造价值，持续为所在国经济社会发展作出更大贡献。

At this new historical juncture, as the national team and backbone force of China's nonferrous construction industry, 15MCC remains firmly committed to the path of high-quality development. Staying true to the strategy of "focus on nonferrous and seek to expand" and driven by innovation, we continue to deliver premium services to clients at home and abroad, create lasting value for stakeholders, and make greater contributions to the economic and social development of the countries where we operate.

公司简介

Company Profile

中国十五冶金建设集团有限公司（简称“中国十五冶”）成立于 1953 年，是新中国为恢复和发展我国冶金工业而设立的工程建设单位，是有色行业最早“走出去”的工程企业，现为中国有色矿业集团有限公司的全资子公司，湖北省高新技术企业、湖北省企业技术中心，拥有全资、控股、参股和分支机构 30 多家。

Founded in 1953 to restore and develop the Chinese metallurgical industry, China 15th Metallurgical Construction Group Co., Ltd. (or 15MCC) was the earliest engineering construction enterprise "going global" 15MCC is now a wholly-owned subsidiary of CNMC, a high-tech enterprise in Hubei Province, and a corporate technology center in Hubei Province, with over 30 wholly-owned, controlling, shareholding, and branch companies.

公司拥有冶金施工总承包特级，冶金工程设计、建筑工程设计、工程咨询和工程监理 4 个甲级，7 个施工总承包一级，以及近百个专业资质，具有对外经济合作经营资格。公司在矿山、冶炼领域具有传统优势，长期服务钢铁、石油、化工、能源、电力、建材、房建、市政、公路等领域，为国内外客户提供设计、咨询、投资、建设、采购、运营等优质服务。

公司在中国和 30 多个国家设计、建设了 1000 多个工程项目，拥有专利 100 多项，获得鲁班奖、国家优质工程奖等工程奖项 300 多项，获得全国五一劳动奖状、全国优秀施工企业等企业奖项，ESG 被评价为 A 级，2025 年度 ENR “全球 250 家最大国际承包商”第 105 位。

15MCC possesses the special-grade Engineering-Procurement-Construction (EPC) qualification for metallurgical construction, four Grade A qualifications covering Metallurgical Engineering Design, Building Engineering Design, Engineering Consulting, and Engineering Supervision. We also have seven Grade I EPC qualifications for metallurgical construction and approximately 100 specialized qualifications, as well as the qualification for economic cooperation with foreign partners. With conventional advantages in mining and smelting, the Company has long served sectors such as steel, petroleum, chemical, energy, power, building materials, housing construction, municipal engineering, and highways, providing high-quality services covering design, consulting, investment, construction, procurement, and operations to clients at home and abroad.

15MCC has designed and constructed over 1,000 engineering projects across China and in more than 30 countries. The company owns over 100 patents and has won over 300 project awards including the Luban Prize for Construction Projects and the National Quality Project Award. It has also received corporate honors such as the National May 1 Labor Certificate and the title of National Outstanding Construction Enterprise. The Company achieved a Grade A ESG rating, and ranked 105th in the 2025 ENR "Top 250 International Contractors."

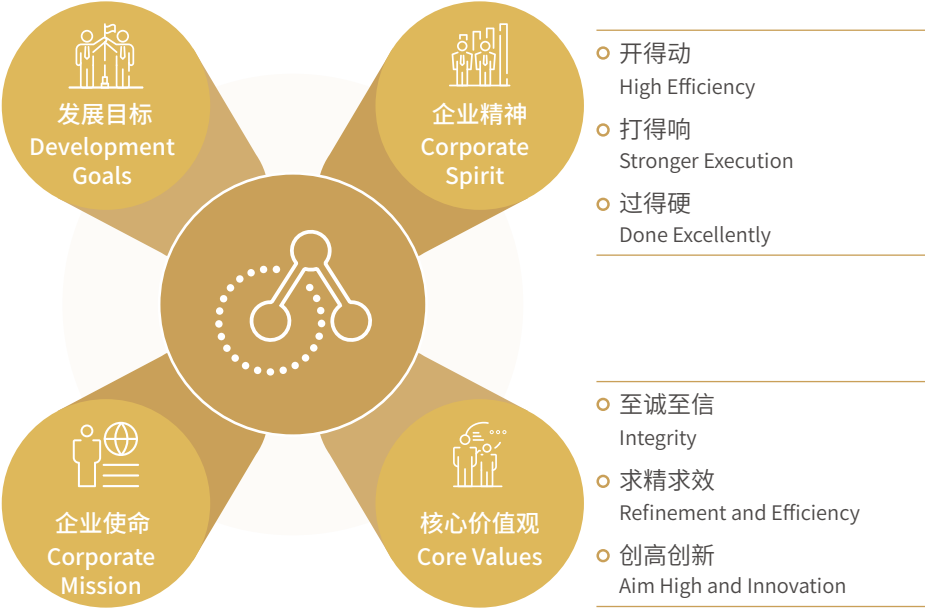
企业理念

Corporate Philosophy

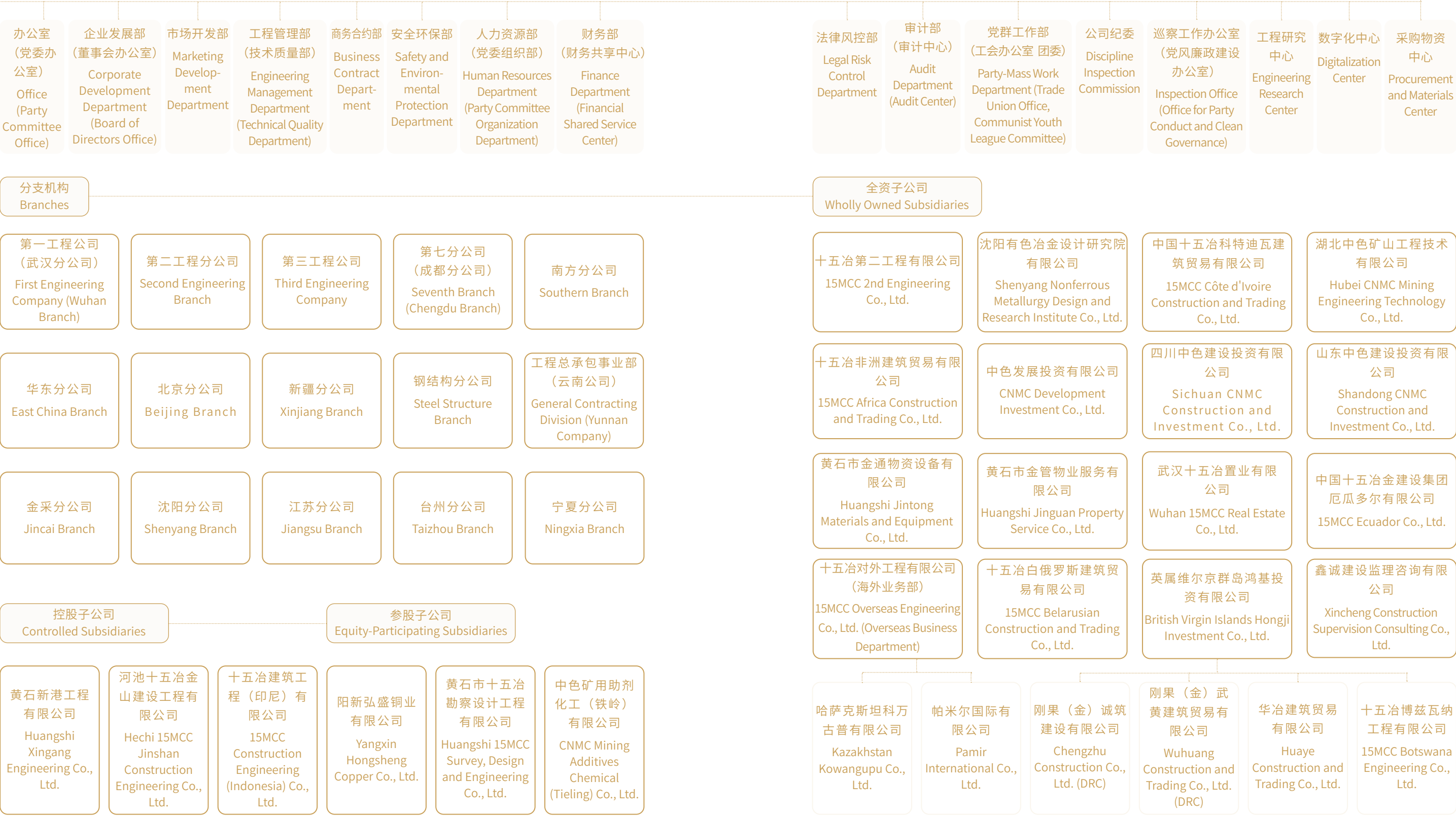
致力成为“行业领先的矿山综合服务商”和“全球一流的铜冶炼工程企业”

Committed to becoming an “industry-leading integrated mining service provider” and a “world-class copper smelting engineering enterprise”

- 与客户共发展
Shared Development with Clients
- 与员工共成长
Growth with Employees
- 与社会共和谐
Harmony with Society



► 组织架构
Organizational Structure



发展历程
Development History

1953-1964

启航长沙
Setting Sail from Changsha

自力更生，艰苦创业
Self-reliance and Arduous Entrepreneurship

- 1953 年，公司初创于湖南长沙。
In 1953, the company was established in Changsha, Hunan.
- 1955 年 5 月，公司建成了中国第一座 250T/D 钨选厂——湖南瑶岗钨矿。
In May 1955, the Company built China's first 250 T/D tungsten processing plant – Hunan Yaogang Tungsten Mine.
- 1958 年 4 月，公司建成了我国第一家硬质合金厂——株洲硬质合金厂（601 厂）。
In April 1958, the Company built China's first cemented carbide factory—Zhuzhou Cemented Carbide Factory (Factory 601).
- 1958 年 10 月，公司首次跨出国门，援建越南古定铬铁矿。
In October 1958, the company went abroad for the first time to assist in the construction of the Co Dinh Chromite mine in Vietnam.
- 1963 年 9 月，公司承建的金沙坪铅锌矿井巷工程创全国冶金井巷系统斜井施工新纪录。
In September 1963, the shaft project of Huangshaping lead-zinc mine, constructed by the company, set a new national record for the construction of inclined shafts in the national shaft system.

1965-1982

挥师黄石
Relocation and Strategic Growth in Huangshi

勇当使命，为国争光
Bravely Undertake the Mission, Win Glory for the Motherland

- 1965 年 10 月 5 日，公司搬迁至湖北黄石。
On October 5, 1965, the Company was relocated to Huangshi, Hubei Province.
- 1978 年 5 月，公司承建从国外引进的第一座大型现代化冶炼厂——江西贵溪冶炼厂工程。
In May 1978, the Company undertook the first large-scale modern smelting plant by introducing foreign technology-Jiangxi Guixi Smelting Plant.
- 1978 年 10 月，公司建成拉开国家钢铁生产现代化序幕的标志性工程——武钢一米七轧机连铸车间工程。
In October 1978, the Company completed the landmark project that inaugurated the modernization of China's steel production—the continuous casting workshop of the 1,700 mm rolling mill project at Wuhan Iron and Steel Corporation.
- 1981 年 12 月，公司在鄂州泽林新港河采用单拱管整体架设新工艺，建成了当时国内跨度（80 米跨）最大的一座拱管桥。
In December 1981, the Company employed a new single-arch pipe integral erection technique at the Xingang River in Zelin, Ezhou, to construct what was then the largest-span arch pipe bridge in China, with a span of 80 meters.

1983-1999

扬名四方
Gaining Reputation Across China

锐利改革，蓄力筑基
Forging Ahead with Reform for a Solid Foundation

- 1991 年 10 月，公司建成了我国第一套引进外国先进工艺的厂房——贵溪化肥厂。
In October 1991, the Company built the Guixi fertilizer plant, the first plant in China to import advanced international technology.
- 1994 年 12 月，公司被评为中国建筑业 500 强、全国最大经营规模 110 名、全国房屋建筑 65 名。
In December 1994, the Company was ranked among China's Top 500 Construction Enterprises, placing 110th in terms of operating scale and 65th in housing construction nationwide.
- 1999 年 5 月，公司承建的安徽铜陵水泥厂 4000T/D 生产线的生料库，采用无井架液压滑模工艺，创国内同类最大圆形料库施工企业新纪录。
In May 1999, the Company built a raw material silo for the 4,000 T/D production line of Anhui Tongling Cement Plant using a shaftless hydraulic slipform technique, which set a new enterprise record for constructing the largest circular silo of its kind in China.
- 1999 年 11 月，公司承建的广州内环路工程全线贯通。工程荣获“五羊杯”、国家优质工程银质奖。
In November 1999, the Guangzhou Inner Ring Road Project undertaken by the Company was fully opened to through traffic. The project was honored with a Wuyang Cup Award and a National Quality Engineering Silver Award.

2000-2011

加入有色
Joining CNMC

科学发展，创新图强
Scientific Development, Innovation for Strength

- 2000 年 8 月 29 日，公司交由中国有色集团前身——中国有色矿业建设集团有限公司管理。
On August 29, 2000, the Company was placed under the management of China Nonferrous Metal Construction Group Corporation, the predecessor of CNMC.
- 2003 年 8 月，公司制造安装的国内冶炼行业首台倾动炉——江西贵溪冶炼厂杂铜车间倾动炉正式投产。
In August 2003, the first tilting furnace in the domestic smelting industry was manufactured and installed by the Company, the tilting furnace of Jiangxi Guixi smelter miscellaneous copper workshop was formally put into production.
- 2004 年 8 月，公司制作安装的长 48 米，宽 4.5 米的“中国第一梁”——江西新余钢厂厚板工程三标段行车梁完成吊装，创国内工业厂房结构跨度新纪录。
In August 2004, the "No.1 Beam in China," measuring 48 meters in length and 4.5 meters in width, which was manufactured and installed by the Company, was hoisted and installed at the third bid section of Jiangxi Xinyu steel plant thick plate project, creating a new record for the span of a domestic industrial plant structure.

- 2005 年 8 月，公司承建的蒙古国敖包锌矿工程竣工投产，蒙古国总统恩赫巴雅尔出席竣工投产典礼。工程荣获中国建设工程鲁班奖（境外工程）。

In August 2005, the Ovoo Zinc Mining Project in Mongolia constructed by the Company was completed and put into production. The President of Mongolia, Enkhbayar, attended the ceremony of completion and production. The project was awarded the Luban Prize for construction projects (Overseas) in China.

- 2006 年 11 月，公司承建的江苏淮钢集团 500MM 圆坯连铸机单体试车成功，改写了亚洲钢铁企业不能生产 500MM 直径圆坯钢的历史。

In November 2006, the test run of 500mm continuous casting machine constructed by the company for Jiangsu Huaigang Group was successful, which rewrote the history that Asian steel enterprises could not produce 500mm diameter round billet steel.

- 2007 年 10 月，公司安装的山东阳谷祥光铜业有限公司 40 万吨 / 年铜冶炼工程 630 吨阳极炉，创最大阳极炉安装世界新纪录。

In October 2007, the 630-ton anode furnace of 400,000 tons/year copper refining project of Shandong Yanggu Xiangguang Copper Co., Ltd. installed by the Company created a new world record for the largest anode furnace installation.

- 2009 年 5 月，公司安装的首钢京唐钢铁联合有限责任公司 260 吨 / 小时干熄焦装置创最大的干熄焦装置安装世界新纪录。

In May 2009, the 260 t/h CDQ unit installed by the company for Shougang Jingtang United Iron & Steel Co., Ltd. set a new world record for the installation of the largest CDQ unit.

- 2011 年 3 月，公司承建的缅甸达贡山镍矿举行了隆重的投产仪式。工程荣获中国建设工程鲁班奖（境外工程）。

In March 2011, the Tagaung Taung Nickel Mine in Myanmar, constructed by the company, held a grand commissioning ceremony. The project won the China Construction Engineering Luban Prize (Overseas Project).

- 2018 年 8 月，公司承建的非洲首座垃圾焚烧发电厂——埃塞莱比垃圾电厂正式投入运营。

In August 2018, the first waste incineration power plant in Africa constructed by the Company, Essebsi Waste Power Plant, was officially put into operation.

- 2018 年 8 月，公司承建的非洲首座数字化矿山——赞比亚谦比希铜矿东南矿体项目正式投产。

In August 2018, the first digital mine in Africa constructed by the Company, the southeast ore body project of Zambia's Chambishi Copper Mine was officially put into production.

- 2022 年 10 月，公司参股、EPC 总承包的采用世界最先进“双闪”工艺项目——阳新弘盛 40 万吨高纯阴极铜清洁生产项目建成投产。

In October 2022, the Yangxin Hongsheng 400,000-tonne High-Purity Cathode Copper Clean Production Project was completed and put into operation. The project, in which the Company holds equity stakes and served as the EPC general contractor, utilizes the world's most advanced 'double flash' smelting technology.

- 2025 年 3 月，公司承建的世界上第七套、印尼第一套采用“双闪”工艺的铜冶炼项目——印尼阿曼 90 万吨 / 年铜冶炼项目建成投产。

In March 2025, the company completed and commissioned the 900,000 t/y Amman copper smelting project in Indonesia — the world's seventh and Indonesia's first copper smelter utilizing the "double flash" smelting technology.

- 2025 年 3 月，公司承建的当前世界规模最大的单套“双闪”工艺铜冶炼厂——铜陵有色绿色智能铜基新材料项目建成投产。

In March 2025, the Tongling Nonferrous Green and Intelligent Copper-based New Materials Project—the world's largest single-series "double flash" copper smelter, constructed by the Company—was completed and put into operation.

- 2025 年 8 月，公司将非洲首台 TBM 设备——“有色二号”运抵中色非矿项目现场。

In August 2025, the Company delivered "Nonferrous No. 2," Africa's first TBM equipment, to the job site of the CNMC Africa Mining Project.

- 2025 年 10 月，公司自主投资、建设并运营的刚波夫光伏项目正式并网发电。

In October 2025, the Kambove Photovoltaic Project, independently invested, constructed, and operated by the Company, was officially connected to the grid and began generating electricity.

- 2025 年 1 月，公司承接的江铜银珠山矿 TBM 一期项目工程顺利贯通。

In January 2025, the Phase I TBM Project at the Jiangxi Copper Yinzhusan Mine, constructed by the company, was successfully completed and connected.

2012-2025

定鼎武汉

Establishing Wuhan as Headquarters

不忘初心，砥砺前行

Remaining True to Our Original Aspiration, Forging Ahead with Determination

- 2012 年 11 月 19 日，公司总部搬迁至湖北武汉。形成武汉、黄石双总部格局。2016 年 6 月，公司成为湖北省第一家获得对外援助成套项目总承包企业资格企业。

On November 19, 2012, the Company's headquarters moved to Wuhan, Hubei, forming a dual-headquarters structure in Wuhan and Huangshi. In June 2016, the Company became the first enterprise in Hubei Province to qualify as a general contractor for foreign-aid complete projects.

年度荣誉
Honors



ENR 全球最大 250 家
国际承包商 105 位

Ranked 105th among ENR Top
250 International Contractors

中国对外承包工程企业百强
62 位

Ranked 62nd among Top
100 Chinese International
Engineering Contractors



湖北省劳模工匠创新工作室

Hubei Provincial Model Worker
and Craftsman Innovation
Studio

关于公布 2025 年湖北省劳模工匠创新工作室名单的通知

2025年湖北省劳模工匠创新工作室名单

序号	创新工作室名称	负责人姓名
1	湖北交投集团	王明
2	湖北交投集团	王明

湖北省工人先锋号

Hubei Provincial Pioneer
Worker Team



中国对外承包商会
AAA 信用证书

AAA Credit Certificate from
China International Contractors
Association



中国施工企业管理协会
AAA 信用评级证书

AAA Credit Rating Certificate
from China Association of
Construction Enterprise
Management



参编 ESG 团体标准：《企业 ESG 信息披露指南》

Contributed to the development of the ESG association
standard: *Guidelines for Corporate ESG Information
Disclosure*



可持续发展管理

Sustainable Development Management

立足公司高质量发展纵深攻坚关键期，中国十五冶锚定可持续发展导向，紧扣 ESG 全维度管理规范，持续夯实可持续发展治理架构，健全配套制度体系与组织管控保障。

At this critical stage of advancing its high-quality development strategy, 15MCC remains firmly committed to a sustainability-driven approach. The Company is aligning fully with ESG management standards, continuously strengthening its sustainability governance framework and enhancing its policy system and organizational support. By reinforcing innovation-led growth, accelerating the green and low-carbon transition, deepening global responsibility and win-win cooperation, and enhancing governance resilience and strategic coordination, 15MCC is striving to build future-oriented sustainability competitiveness.

可持续战略目标

Sustainable Strategic Goals

中国十五冶秉承“至诚至信、求精求效、创高创新”的核心价值观，突出高质量可持续发展主题，坚持完整、准确、全面贯彻创新发展理念，注重生态环境保护，积极履行社会责任，不断提高治理水平，稳步推动质量变革、效率变革，努力实现创新、协调、绿色、开放、共享发展。

15MCC upholds the core values of "integrity, refinement, efficiency, aiming high and innovation," with a strong focus on high-quality and sustainable development. The Company remains committed to fully, accurately, and comprehensively implementing the new development philosophy, placing emphasis on ecological and environmental protection, actively fulfilling its social responsibilities, and continuously enhancing its governance capabilities. By steadily advancing transformations in quality and efficiency, 15MCC strives to achieve innovation-driven, well-coordinated, green, open, and shared development.

作为有色行业最早“走出去”的工程企业，弘扬“开得起、打得响、过得硬”的企业精神，牢记“与客户共发展，与员工共成长，与社会共和谐”的企业使命，长期深耕于矿山、冶炼领域，在稳步推进公司高质量发展的同时，始终主动践行社会责任，立足属地发展需求，持续助力项目所在国经济建设，切实维护利益相关方合法权益，以实干赋能区域产业与民生协同进步。

As one of the earliest engineering enterprises in the non-ferrous industry to go global, 15MCC carries forward the corporate spirit of "high efficiency, stronger execution, and done excellently." The Company remains true to its mission of "shared development with clients, growth with employees, and harmony with society," maintaining a long-term commitment to the mining and metallurgical sectors. While steadily advancing the high-quality development of its core business, 15MCC remains deeply committed to proactively fulfilling its social responsibilities. Grounded in the development needs of local communities, the Company continues to support the economic growth of host countries, firmly protect the legitimate rights and interests of its stakeholders, and drive the collaborative progress of regional industries and public welfare through concrete actions.



► 健全 ESG 治理体系
Improve the ESG Governance System

中国十五冶依据《ESG 管理办法》《ESG 管理手册》等制度持续完善可持续发展治理，将董事会、ESG 领导小组和 ESG 工作小组职责嵌入治理、风险、合规和信息披露流程，推动 ESG 相关风险纳入全面风险管理体系，持续提升可持续发展管理规范性与透明度。

In accordance with institutional frameworks such as the *ESG Management Measures and the ESG Management Manual*, 15MCC continues to refine its sustainability governance. It has successfully embedded the responsibilities of the Board of Directors, the ESG Leading Group, and the ESG Working Group into its workflows covering governance, risk, compliance, and information disclosure. By integrating ESG-related risks into its comprehensive risk management system, the Company continuously enhances the standardization and transparency of its sustainability management.

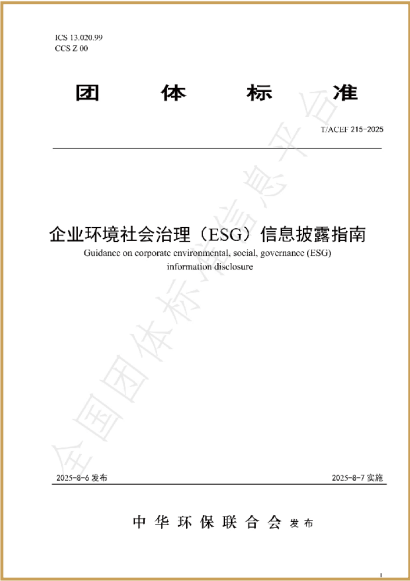
为了确保公司 ESG 管理工作的透明、规范和高效，促进公司 ESG 绩效的持续提升，中国十五冶构建层级清晰、权责分明的 ESG 治理架构：确立董事会为 ESG 统筹管理与监督的最高决策机构；经营层面设立 ESG 领导小组，由董事长任组长、相关分管领导任副组长、各职能部门负责人为成员；同步设立专项工作小组，由归口管理部门牵头，各部门联络员组成。

To ensure transparent, standardized, and highly efficient ESG management while promoting the continuous improvement in ESG performance, 15MCC has established a hierarchical ESG governance structure with clearly defined rights and responsibilities. The Board of Directors is designated as the highest decision-making body for overall ESG management and supervision; at the operational level, an ESG Leading Group is established, led by the Chairman of the Board, with relevant executive leaders as deputy leaders and heads of functional departments as members. Concurrently, a dedicated working group is set up, led by the competent administrative department and composed of liaisons from each department.



报告期内，中国十五冶持续完善可持续发展管理体系，推动 ESG 管理要求嵌入战略规划、风险管理、合规经营、采购管理、项目履约和信息披露全过程，参编《企业环境社会治理（ESG）信息披露指南》（T/ACEF 215—2025），将报告编制、指标披露和责任实践与最新政策要求、行业标准进一步衔接，不断夯实可持续发展治理规范化、标准化建设。

During the reporting period, 15MCC continuously improved its sustainable development management system by embedding ESG management requirements into the entire process of strategic planning, risk management, compliance operations, procurement management, project performance, and information disclosure. Furthermore, the Company co-drafted the *Guidelines for Corporate Environmental, Social and Governance (ESG) Information Disclosure* (T/ACEF 215—2025), further aligning its report preparation, indicator disclosure, and responsibility practices with the latest policy requirements and industry benchmarks, thereby continuously strengthening the standardized and systematic foundation of its sustainability governance.



► 利益相关方沟通
Stakeholder Engagement

中国十五冶高度重视各利益相关方沟通联络工作，持续搭建多元化、常态化沟通渠道，精准摸排各方诉求与发展期盼。依托多方调研反馈梳理确定实质性议题，锚定需求优化 ESG 顶层战略与管控举措，持续精进 ESG 管理质效，携手各利益相关方凝心聚力、共生共赢。

利益相关方名称 Stakeholders	董事会及公司管理层 Board of Directors and Management	中国有色集团 CNMC	员工 Employees	供应商 Suppliers
利益相关方诉求和期望 Demands and expectations	公司治理 Corporate Governance 权益保护 Protection of Rights and Interests 收益汇报 Revenue Reporting	社会经济效益 Social, economic and environmental benefits 反贪污反腐败 Anti-graft and anti-corruption	员工健康与福祉 Employee health and well-being 职业发展和培训 Career development and training 安全的工作环境 Safe working environment 合理的薪酬体系 Equitable compensation system 民主沟通 Democratic Communication	供应链管理 Supply chain management 公开透明 Openness and transparency 诚实守信 Honesty and integrity
沟通渠道和机制 Communication mechanisms and channels	董事会 Board of Directors 日常沟通 Routine Communication 管理层定期会议 Regular Management Meetings	工作汇报 Work debrief 报送报表 Reporting statements 公开信息披露 Disclosure information	职工会议 Staff meetings 工会活动与会议 Labor union activities and meetings 员工培训与专业培训 Employee training and professional training 日常沟通 Daily Communication	满意度调查 Satisfaction survey 公开信息披露 Disclosure information
				

15MCC attaches great importance to communication with all stakeholders, continuously establishing diversified and routine engagement channels to accurately identify their demands and development expectations. Based on feedback from multi-stakeholder surveys, the Company identifies and maps its material ESG issues. Based on these identified needs, the Company optimizes top-level ESG strategies and control measures, continuously refines our management quality, and collaborates closely with stakeholders to foster strong synergy, mutual growth, and win-win outcomes.

客户 Customers	政府及监管机构 Government and regulatory authorities	合作伙伴 Partners	媒体 Media	社会和公众 Society and the public
质量安全 Quality and safety 优质服务 Good service 创新发展 Innovation-driven development	遵守环保法规 Compliance with environmental laws and regulations 减少污染排放 Reduction of pollutant emissions 保护生态环境 Protection of the ecological environment	长期稳定关系 Long-term and Stable partnership 公平竞争 Fair competition	信息公开、透明 Open and transparent information	社会公益 Social welfare 乡村振兴 Rural revitalization 社区参与 Community engagement
客户满意度调查 Customer satisfaction surveys 客户热线 Customer service hotline 日常沟通 Daily communication 官方媒体平台 Official media platforms	定期评估报告上报 Periodic assessment report submission 政府参观和交流 Government visits and exchanges	参与行业协会 Participation in Industry Associations 公开信息披露 Public Information Disclosure 定期沟通 Regular Communication	官方媒体平台 Official media platforms 公开信息披露 Information disclosure	社区交流 Community exchanges 社区支持活动 Community support activities
				

实质性议题识别
Identification of Material Topics

为了维持良好的 ESG 议题的动态性和发展性，中国十五冶遵循相关性、包容性和可比性原则，参考国内外主流可持续发展报告披露指引，征求公司内部外部利益相关方意见，对标国内外优秀同行企业实质性议题的披露情况，持续开展实质性议题分析工作。

To maintain the dynamic and developmental nature of its ESG topics, 15MCC adheres to the principles of relevance, inclusiveness, and comparability in its ESG disclosures. Drawing on leading domestic and international sustainability reporting frameworks, the Company solicits feedback from internal and external stakeholders and benchmarks against best practices of peer companies at home and abroad to continuously refine its materiality analysis.



▲ ESG 实质性议题评估流程
ESG Material Topic Assessment Process

ESG 实质性议题 List of ESG Material Topics

议题层面 Issues	高度重要性议题 Topics with high materiality	中度重要性议题 Moderately Material Issues	低度重要性议题 Low Materiality Issues
环境层面议题 Environmental topics	○ 污染物排放与管理 Pollutant emissions and management	○ 生物多样性保护 Biodiversity protection	○ 绿色办公 Green office
	○ 应对气候变化 Tackling climate change	○ 绿色施工与资源循环利用 Green construction and resource recycling	
	○ 资源使用 Resource use		
	○ 生态环境保护 Ecological and environmental protection		
社会层面议题 Social topics	○ 职业健康安全 Occupational health and safety	○ 维护员工权益 Protection of employee rights and interests	○ 社区关系 Community Relations
	○ 工程质量 Engineering quality	○ 员工关怀福利 Employee care and benefits	
	○ 技术创新与数字化转型 Technological innovation and digital transformation	○ 员工发展与培训 Employee development and training	
	○ 供应链管理 Supply chain management	○ 乡村振兴 Rural revitalization	
	○ 提升客户服务 Enhancement of customer service	○ 社会公益 Social welfare	
	○ 海外履责与国际合作 Overseas social responsibility and international cooperation		
治理层面议题 Governance topics	○ 公司治理 Corporate governance	○ 信息披露透明度 Information disclosure transparency	
	○ 党建引领 Party leadership	○ 公平竞争 Fair competition	
	○ 守法合规经营 Compliance and lawful operation	○ 审计监督 Audit and supervision	
	○ 风险管理 Risk management		
	○ 廉洁从业 Work with integrity		

专题聚焦 Topic

深化党建引领
Deepening Party Leadership



中国十五冶坚持以习近平新时代中国特色社会主义思想为指导，坚决拥护“两个确立”、增强“四个意识”、坚定“四个自信”、做到“两个维护”，全面贯彻新时代党的建设总要求。

15MCC adheres to Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era as its guiding principle, firmly upholds the “Two Establishments,” enhances the “Four Consciousnesses,” strengthens the “Four-sphere Confidence,” and ensures the “Two Upholds,” while fully implementing the general requirements for Party building in the new era.



► 优化组织架构
Optimizing Organizational Structure

中国十五冶牢牢把握新时代党的建设总要求，坚持重党建、抓基层、强基础，严格落实“支部建在项目上”部署及党建工作“四同步”要求，完善总部党委、所属单位党组织、基层党支部和驻外机构党组织贯通联动的组织体系。2025 年，公司编制完成《党建工作手册》，形成 24 万余字国企党建工作成果，印发《关于加强驻外机构党建工作的实施办法》，围绕组织体系建设、驻外机构党建工作要求、领导班子建设、境外党员教育管理和党建保障等方面作出安排，夯实境内外党建工作的制度基础。

15MCC firmly adheres to the general requirements for Party building in the new era, prioritizing Party building, focusing on the grassroots level, and strengthening the foundation. The Company strictly implements the deployment of "building Party branches within projects" and the "Four Synchronizations" requirements for Party building work, improving the interconnected organizational system linking the headquarters Party committee, Party organizations in subordinate units, grassroots Party branches, and Party organizations in overseas institutions. In 2025, the Company compiled and completed the *Party Building Work Manual*, a culmination of over 240,000 words of achievements in Party building work for state-owned enterprises, and issued the *Implementation Measures for Strengthening Party Building Work in Overseas Institutions*, making arrangements for organizational system development, Party building requirements for overseas institutions, leadership team building, overseas Party member education and management, and Party building support guarantees, thereby solidifying the institutional foundation for Party building work home and abroad.

公司加快组织架构调整，通过区域化布局、专业化发展、协同化推进，构建“强总部、精专业、优区域、细项目”的组织架构，推动组织体系由“科层式”向“矩阵式”转变。围绕经营和区域布局优化，公司规范基层党组织组建、调整、撤销和换届选举工作，完成非洲公司党总支、武黄公司党总支调整为党委，以及一公司、武汉公司党组织合并工作；对基层党支部、党总支换届情况进行清理，提醒和指导届满党组织按期换届，提升基层党组织规范化水平。

The Company accelerated the adjustment of its organizational structure, establishing a framework featuring a "Strengthened Headquarters, Specialized Professions, Optimized Regional Operations, and Refined Projects" through regional layout, specialized development, and coordinated advancement, driving the organizational system's transformation from a "bureaucratic model" to a "matrix model." Focusing on the optimization of operations and regional layout, the Company standardized the establishment, adjustment, dissolution, and election processes for grassroots Party organizations, completing the adjustments of the General Party Branches of the Africa Company and Wuhuang Company into Party Committees, as well as the merger of Party organizations of No.1 Company and Wuhan Company. The Company also conducted a review of the tenure status of grassroots Party branches and General Party Branches, providing reminders and guidance for due organizations to conduct elections on schedule, thereby enhancing the standardization of grassroots Party organizations.

截至本报告期末

As of the end of this reporting period

共有党组织

123 ↑

There were 123 Party organizations in total

包括所属单位党委

11 ↑

including 11 Party committees of affiliated units

所属单位党总支

6 ↑

6 general Party branches of affiliated units

党支部

117 ↑

117 Party branches

全公司在册党员

1283 ↑

The company had 1,283 registered Party members

其中公司总部机关设党委

1 ↑

Among them, the company's headquarters had 1 Party committee

下辖党支部

19 ↑

under which there were 19 Party branches

在册党员

228 ↑

228 registered Party members

公司新发展党员

33 ↑

33 new Party members were recruited.

► 深化思想引领

Enhance Ideological Guidance

中国十五冶坚持以党的政治建设为统领，严格落实“第一议题”制度、党委理论学习中心组学习制度、“三会一课”和主题党日等制度机制，把学习贯彻党中央决策部署、党的二十大和二十届历次全会精神、《习近平谈治国理政》第五卷等作为理论武装重点。公司印发党的二十届四中全会精神学习方案，推动党的创新理论进基层、进项目、进一线，实现党员干部学习教育全覆盖。

公司通过“第一议题”督办落实清单，将学习内容转化为落实措施、责任领导、责任部门和时间计划，确保党中央决策部署落实落地。公司抓实党委理论学习中心组学习，围绕“十五五”规划编制、学习教育、项目亏损治理、海外国别研判、“三个改变”等主题开展研讨；同时扎实开展深入贯彻中央八项规定精神学习教育，统筹组织所属单位党组织和基层党支部开展理论学习、警示教育、检视查摆、整改整治等工作，推动作风建设与改革发展任务同向发力。

案例 深入贯彻中央八项规定精神学习教育走深走实

Case Deepening and Solidifying Education on the Spirit of the Central Eight-Point Regulations

公司为贯彻中央八项规定精神，组织一系列相关会议和开展专题读书班，围绕党的创新理论、中央重大决策部署以及公司改革发展重点任务，组织开展专题学习和交流研讨，推动党员干部在学习中统一思想、凝聚共识，将学习成果转化为谋划发展、破解难题、推动落实的具体行动。

To implement the spirit of the Central Eight-Point Regulations, the Company organized a series of relevant meetings and special study classes. Centering on the Party's theories on innovation, major decisions and plans of the central authorities, and key tasks in the Company's reform and development, it conducted thematic studies, exchanges, and discussions. This encouraged Party members and officials to unify thinking and build consensus through learning, transforming what they have learned into concrete actions for planning development, solving problems, and driving implementation.

15MCC steadfastly upholds the Party's political development as the overarching guide, strictly implements institutional mechanisms such as the "top-of-the-agenda" system, the theoretical learning center group of the Party committee, the "Three Meetings and One Lesson" system, and themed Party Day activities. It focuses on studying decisions of the Party Central Committee, the 20th National Congress, subsequent plenary sessions, and Volume V of Xi Jinping: The Governance of China. The Company issued a study plan for the guiding principles of the Fourth Plenary Session of the 20th Central Committee of the Communist Party of China,, promoting the Party's innovative theories into grassroots units, projects, and frontlines, achieving full coverage of learning and education for Party members and officials.

Through the supervision and implementation checklist prepared against the "top of the agenda," the Company translates what has been learned into actionable measures, assigning responsible leaders to lead departments and timelines to ensure the solid implementation of the Central Committee's decisions and deployments. The Company diligently conducts Party Committee Theoretical Learning Central Group studies, organizing discussions on topics such as the formulation of the "15th Five-Year Plan," learning and education, project loss management, overseas country-specific assessment, and the "Three Transformations." Simultaneously, it solidly carries out intensive learning and education on implementing the Central Committee's Eight-Point Regulations on Improving Conduct, coordinating Party organizations and grassroots Party branches under its jurisdiction to conduct theoretical learning, cautionary education, inspection and review, and rectification and remediation, driving the synergetic progress of conduct improvement and reform and development tasks.



▲ 学习教育部署会议
Study and Education Deployment Meeting



▲ 专题读书班
Special Study Class



▲ 警示教育大会暨专题党课会议
Cautionary Education Conference & Thematic Party Lecture Meeting

报告期内

During the reporting period

► 组织传达学习习近平总书记最新重要讲话及指示批示精神 **28** 次 **108** 项，召开党委理论学习中心组集中学习 **8** 次，形成近 **70** 万字研讨成果；

28 sessions were organised to convey and study 108 of the latest key speeches and directives from General Secretary Xi Jinping; 8 group study sessions were held for the Party committee's theoretical learning center group, with nearly 700,000 words of research and discussion materials generated;

► 组织 **15** 家所属单位党组织、**105** 个基层党支部、**1100** 余名党员开展深入贯彻中央八项规定精神学习教育；15 subordinate Party organizations, 105 primary-level branches, and over 1,100 members were mobilized to conduct educational campaigns regarding the Central Eight-Point Regulations;

► 公司领导班子集中学习 **4** 次，所属单位学习研讨 **47** 场次；4 focused study sessions were conducted for the 15MCC executive leadership team, and 47 seminars were completed across all subordinate units;

► 工作专班列席所属单位学习研讨会议 **16** 次，下发工作提示 **18** 份；16 unit seminars were attended by dedicated task forces as observers, and 18 official guidance circulars were issued;

► 运用“两网一微一报”等宣传平台开设专题专栏，推送宣传文稿 **63** 篇；Specialized columns were launched across integrated media platforms (including internal networks and micro-channels), with 63 editorial articles published;

► 针对董事会、中高层领导干部开展党课培训 **1** 次，累计参与 **7** 人。1 specialized governance lecture was delivered for the Board of Directors and senior executives, with a total of 7 core participants involved.

► 党建赋能促发展

Empower Development through Party Building

中国十五冶完善党建融入经营的工作机制，以基层党支部“行动支部工作法”、创先争优项目化管理、海外单位“五个一”行动等机制为抓手，推动党建工作与经营、营销、管理、技术攻关、安全环保、能力提升等重点任务深度融合。公司规范基层党组织前置研究讨论要求和程序，推动党组织把方向、管大局、保落实作用延伸至基层党支部。

15MCC refined the working mechanism for integrating Party building into operations. Through mechanisms such as the primary-level Party branches "Action Branch Work Method," project-based management for striving for excellence, and the "Five Ones" initiative for overseas units, the Company promotes the deep integration of Party building work with key tasks including operations, marketing, management, technical R&D breakthroughs, safety and environmental protection, and capacity enhancement. The Company standardizes the requirements and procedures for pre-meeting research and discussion by grassroots Party organizations, extending the role of Party organizations in steering the direction, managing the overall situation, and ensuring implementation to grassroots Party branches.

公司推进“党建+经营”“党建+营销”“党建+管理”“党建+技术攻关”“党建+安全环保”“党建+能力提升”等实践，把党建工作优势植入经营和履约全过程。推进基层党支部工作重心实现“三转”，将支部工作重心转移到“参与决策、解决难题、办理实事”上来，探索党建服务中心工作的新载体、新路径。海外单位实施“五个一”行动，打造海外“红色引擎”，推动党建工作与海外履约、属地融合和队伍建设相结合。

The Company advanced the integration of Party Building with operations, marketing, management, technical breakthroughs, safety and environmental protection, and capacity building. It embedded the strengths of Party building work throughout the entire process of operations and contract fulfillment. It advanced the "Three Transformations" mechanism in the focus of primary-level Party branches work, redirecting the core tasks of branch work toward "participating in decision-making, tackling challenges, and handling practical matters," exploring new carriers and paths for Party building to serve the central work. Overseas units implemented the "Five Ones" initiative, building an overseas "Red Engine" to integrate Party building work with overseas contract fulfillment, local integration, and team building.

案例 党建引领凝聚改革发展合力

Case Party Building Leads the Way in Building Synergy for Reform and Development

公司坚持将理论学习、战略研讨与经营管理重点任务统筹推进，先后召开党委中心组学习（扩大）会议暨“十五五”发展战略研讨会、党建工作领导小组暨理论学习中心组（扩大）会议，围绕“十五五”发展、项目管理提升、作风建设和年度重点任务开展研讨交流。通过将学习教育总结与夯实项目管理专题研讨相结合，以党建引领凝聚改革发展合力，为公司高质量发展注入红色动能。

The Company consistently advanced theoretical study, strategic discussions, and key operational management tasks in a coordinated manner. It successively held the Party Committee Theoretical Study Center Group (Expanded) Meeting and the “15th Five-Year Plan” Development Strategy Seminar, as well as the Party Building Work Leadership Group and the Theoretical Study Center Group (Expanded) Meeting. Discussions focused on the “15th Five-Year Plan” development, project management improvement, work style cultivation, and annual key tasks. By combining the summary of study and education with special discussions on strengthening project management, the Company leveraged Party building to build synergy for reform and development, injecting “red momentum” into its high-quality development.



▲ 十五五战略研讨会
The 15th Five-Year Plan Strategy Seminar



▲ 理论学习中心组（扩大）会议
(Expanded) Meeting for Theoretical Study Center Group

报告期内

During the reporting period

公司内网发稿 1719 篇 1,719 articles were published on the company intranet	微信公众号推送 352 期 352 issues were pushed via the WeChat official account	《十五冶报》出版 23 期 23 issues of the 15MCC Newspaper were printed
省级及以上媒体发稿 63 篇 63 articles were released across provincial-level and higher media outlets	报道被新华社 APP 刊发 2 篇 2 prominent reports featured on the Xinhua News Agency app	

► 《中国十五冶报》在中国施工企业管理协会评选的企业文化建设实践成果中荣获全国行业评比一等奖。公司展厅全年接待 **163** 场、**1338** 人次参观。

A first-place national industry award was achieved by the China 15MCC Newspaper for corporate culture construction practical achievements, selected by the China Association of Construction Enterprise Management; 163 tours consisting of 1,338 visitors were hosted at the company exhibition hall throughout the year.

► 压实党建责任
Strengthen Party Building Responsibilities

中国十五冶持续完善党建责任体系，严格落实《所属单位党建工作责任制考核评价办法》《总部部门党建工作考核管理办法》等制度要求，将党建工作责任制考核、党组织书记抓党建述职评议考核与日常督导检查有机衔接。公司印发年度党委工作要点和党建重点任务责任清单，组织签订党建工作责任书、党风廉政建设责任书，推动党建责任由“软任务”转化为“硬约束”。

15MCC continuously improves its Party building responsibility system, strictly implementing institutional requirements such as the Assessment and Evaluation Measures for the *Party Building Work Responsibility System of Subordinate Units* and the *Management Measures for Party Building Work Assessment of Headquarters Departments*. The Company organically integrates the assessment of the Party building work responsibility system, the evaluation of Party organization secretaries' performance in Party building, and routine supervision and inspection. The Company issues annual key points for Party Committee work and a responsibility list for key tasks in Party building, organizes the signing of responsibility statements for Party building work and Party conduct and anti-corruption initiatives, thereby transforming Party building responsibilities from "soft tasks" into "hard constraints."

中国十五冶推进全面从严治党“两个责任”落地落实，召开年度党建工作会议和季度党建及党风廉政建设工作例会，并高质量推进巡视巡察整改，推进上级巡视反馈问题逐项整改，对四家党组织开展常规巡察，创新开展“巡审联动”监督。公司深化全面从严治党沟通会商机制，定期研判政治生态，抓实会商意见落地；严格落实党组织前置研究程序，健全在公司治理中加强党的领导的体制机制，推动党建工作与公司治理、经营深度融合。



15MCC strictly implemented the 'two responsibilities' for advancing comprehensive and strict Party self-governance. The Company convened its annual Party building conference and quarterly regular meetings on Party building and clean governance. It also advanced high-quality rectifications following inspections, systematically addressing issues raised by superior inspections on an item-by-item basis, conducting routine inspections across four subordinate Party organizations, and innovatively launching an 'inspection-audit coordination' supervision mechanism. Furthermore, the Company deepened its consultation and communication mechanism for full and rigorous self-governance, regularly evaluating the political ecosystem and ensuring the solid execution of joint consultation opinions. By strictly enforcing pre-deliberation procedures by Party organizations, 15MCC strengthened the institutional mechanisms for reinforcing Party leadership within corporate governance, promoting the deep integration of Party building with corporate governance and business operations.

案例 党建融入生产经营激发基层活力
Case Integrating Party Building into Production and Operations to Stimulate Frontline Vitality

公司坚持把党建责任落实到项目一线，推动基层党组织围绕经营、履约、团队建设和攻坚创效发挥战斗堡垒作用。多个基层党支部、项目经理部和党员岗位获评“先进基层党支部”“先进项目经理部”“优胜青安岗”等荣誉，展现了党建引领基层治理、服务经营、凝聚发展合力的实际成效。

The Company consistently assigns Party building responsibilities to the project frontline, encouraging grassroots Party organizations to serve as fighting fortresses in operations, contract fulfillment, team building, and overcoming challenges to achieve results. A number of grassroots Party branches, project management departments, and Party member posts have been honored with titles such as “Advanced Grassroots Party Branch,” “Advanced Project Management Department,” and “Outstanding Youth Safety Post,” reflecting the practical results of Party building in guiding grassroots governance, serving operations, and gathering synergy for development.



▲ 党建与生产融合的展板、“先进基层党组织”等荣誉证书
Exhibition boards on the integration of Party building and production, and honorary certificates such as “Advanced Grassroots Party Organization”

报告期内
During the reporting period

召开党委会

28 次

28 Party committee meetings were convened

审议各类重大议题

212 项

212 major agenda items of various types were deliberated

“巡审联动”监督整改完成率达到

90 % 以上

The rectification completion rate through the “inspection-audit coordination” supervision mechanism exceeded 90%

专题聚焦 Topic

强化数字驱动
Strengthening Digital Drivers

中国十五冶围绕高质量发展和“十五五”战略目标，推进数字化、网络化、智能化建设，将数字技术与市场开拓、履约、供应链管理、合规风控、矿山及冶炼业务和 ESG 管理深度融合，提升企业精益运营、科学决策和风险防控能力。

Focusing on high-quality development and the strategic goals of the “15th Five-Year Plan,” 15MCC promotes the construction of digitalization, networking, and intelligence. It deeply integrated digital technology with market development, contract fulfillment, supply chain management, compliance and risk control, mining and smelting operations, and ESG management. This enhanced the Company's lean operations, scientific decision-making, and risk prevention and control capabilities.

强化顶层设计
Strengthen Top-Level Design

中国十五冶印发《信息化管理手册（2025 年版）》，紧密锚定公司“十五五”战略发展目标，覆盖总部、所属单位、项目部三级管理组织，为全层级数字化建设与运维提供标准化制度支撑。手册系统性划定数字化软硬件基础设施建设标准、日常运维管控细则，以制度规范引导各业务板块数字化专项新场景、新业务落地实施。与此同时，公司统筹推进《“十五五”数字化规划》编制工作，已完成规划正文、公司管理事项全景图及数字化政策、技术、行业专项调研报告，构建起支撑公司数字化转型升级的顶层设计体系。

The Information Management Manual (2025 Edition) issued by 15MCC closely aligns with the Company's "15th Five-Year Plan" strategic development goals. It covers the three-tier management organization of headquarters, affiliated units, and project departments, and provides standardized institutional support for all-level digital construction and operation and maintenance. The manual systematically defines standards for digital software and hardware infrastructure construction and formulates detailed rules for routine operation & maintenance control, thereby guiding the implementation of new digital scenarios and new businesses across various business segments through institutional norms. Concurrently, the Company coordinated the preparation of the 15th Five-Year Plan for Digitalization, completing the main text of the plan, a panoramic map of company management matters, and special research reports on digital policies, technologies, and industries, thereby establishing a top-level design system supporting the company's digital transformation and upgrading.



中国十五冶信息化管理手册（2025 年版）
15MCC Information Management Manual (2025 Edition)

中国十五冶“十五五”数字化发展规划（征求意见稿）
15MCC "15th Five-Year" Digital Development Plan (Draft for Comments)

围绕信息化建设、运维、安全、资产等管理事项，公司厘清管理边界，规范全链条工作流程，推动数字化建设管理模式由分散自建向统一规划、统一标准、统一运维的一体化体系转变。

Focusing on management matters such as information construction, operation & maintenance, security, and asset management, the Company clearly defined its management boundaries and standardized full-chain workflows. This initiative has transformed the Company's digital management model from a decentralized, self-built approach to an integrated system featuring unified planning, unified standards, and unified operation and maintenance.

案例 以规划牵引数字化“一盘棋”
Case Using Planning to Guide the Digitalization of “Coordinated Strategy”

公司以“十五五”数字化规划编制为契机，围绕公司“做强优势业务、做专特色业务、做精属地业务、做大海外业务、做优投资业务”战略布局，将数字化建设与公司战略、组织管控、业务流程和主责主业深度衔接，推动数字化工作由单项建设升级为支撑公司治理和战略落地的系统工程。

Leveraging the drafting of its 15th Five-Year Digital Plan, 15MCC aligns its technology roadmap with the strategic blueprint to 'strengthen dominant operations, specialize in niche markets, refine local projects, expand overseas footprints, and optimize investments.' By seamlessly embedding digitalization into corporate strategy, organizational control, workflows, and core business functions, the Company elevates its digital efforts from isolated construction projects to an integrated framework that directly powers corporate governance and strategic goals.



统一门户四中心
Unified portal featuring four centers



所属单位基础信息考核管理
Basic information assessment management for affiliated units

报告期内
During the reporting period

数字化转型投入
731.08 万元 Investment in digital transformation: RMB 7.3108 million

► 筑牢系统支撑
Building Robust System Support

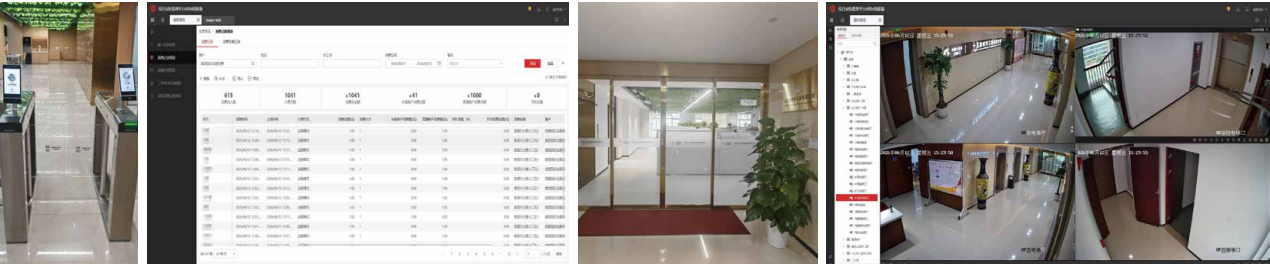
中国十五冶多措并举全面提升信息化综合服务保障水平。统筹推进海外网络提质工作，落地海外网络加速服务合作，为重点海外区域业务提供稳定高效的网络支撑；持续丰富数字化便民服务场景，上线理发预约、班车调度预约、食堂消费等服务功能，持续改善总部员工日常体验；完成总部会议室专项升级改造，重点优化大型会议室视频会议的通信质量效果，提升会议体验与办公效能。

15MCC implemented multiple measures to enhance its comprehensive capabilities in offering IT service support. It coordinated efforts to improve overseas network quality, implementing overseas network acceleration service collaborations to provide stable and efficient network support for businesses in key overseas regions. It continues to enrich digital convenience service scenarios, launching service functions such as barber appointment booking, shuttle bus scheduling and reservation, and cafeteria consumption, continuously improving the daily experience of headquarters employees. The Company completed a special upgrade and renovation of headquarters conference rooms, focusing on optimizing the communication quality and effectiveness of video conferencing in large conference rooms, thereby enhancing the meeting experience and office efficiency.

案例 赋能总部园区智慧运营
Case Empowering Smart Operations at the Headquarters Campus

公司启动总部园区统一管控平台升级工作，紧密结合新食堂投用运营需求，补齐总部基地数字化建设短板，顺利实现新食堂消费场景无缝切换。完善总部大楼分楼门禁管控、访客申请、车辆管控等功能模块，推动园区运行管理更加智能、高效、安全。

The Company launched the upgrade of the unified management and control platform for its Headquarters Campus. Closely aligning with the operational demands of the newly opened canteen, it addressed the digitalization weaknesses of the headquarters base and achieved a seamless switchover for the new canteen consumption scenario. It also improved functional modules such as building access control, visitor applications, and vehicle management across the headquarters buildings, making campus operations and management smarter, more efficient, and safer.



▲ 食堂消费场景
Canteen consumption scenario

▲ 楼内统一管控
Building-wide unified management and control



► 夯实数据治理
Strengthen Data Governance

中国十五冶健全数据治理体系，完成公司数据中心建设方案与主数据方案编制，推进主数据标准定义、采集、清洗及服务机制落地，为全域数据共享、业务协同联动奠定基础。

15MCC strengthened its data governance framework, completing the formulation of the Company's data center construction plan and master data plan. It promoted the implementation of mechanisms for master data standard definition, collection, cleansing, and services, laying the foundation for enterprise-wide data sharing, business collaboration, and interconnectivity.

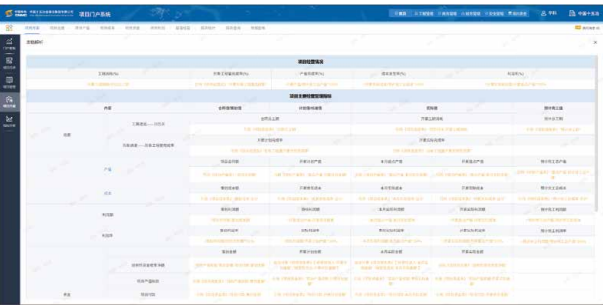
在此基础上一体推进业务系统建设与运维保障。完成项目门户中业财一体化填报一期“1+4”汇总表与二期“N 台账”部署上线，配套组织全覆盖实操教学培训，每月通报相关数据填报情况；完成人力资源管理系统 4 项核心业务功能正式上线应用；完成工程项目管理软件系统联动各业务部门项目管理事项全景图；完成所属单位基础信息系统上线；完成涵盖公司中英文网站、非洲公司中英文网站和印尼公司英文印尼文网站的对外网站群上线；建成新版 OA 系统、法务管理系统、档案管理系统、市场开发系统的开发上线，依托“四中心、两环节”架构重构公文审批流转体系，梳理原系统业务流程逐步优化，完成原系统历史存量数据迁移，分层面面向公司三级管理组织开展培训，保障系统过渡上线平稳运行。

Based on these efforts, 15MCC advanced its system development and operational assurance in an integrated manner. Phase I "1+4" summary tables and Phase II "N Ledger" for integrated industry-finance reporting within the project portal were deployed and launched, complemented by full-coverage of practical training on system operations and monthly reporting of data entry status. Four core business functions of the human resources management system were formally launched for online application. A panoramic map of project management matters was established by linking the engineering project management software system with various business departments. The basic information system for subsidiary units was launched. An external website cluster covering the company's Chinese and English websites, the Africa subsidiary's Chinese and English websites, and the Indonesia subsidiary's English and Indonesian websites were launched. We completed the development and launch of a new version of the OA system, legal management system, archives management system, and market development system. Relying on the "Four Centers, Two Phases" architecture, the Company restructured its official document approval and circulation system, gradually optimized business processes of the original system, completed the migration of historical data from the original system, conducted tiered training for the company's three levels of management organizations, and ensured a smooth transitional launch of the system.

案例 以主数据贯通业务平台
Case Connecting Business Platforms Through Master Data

以数据中心为数字化底座，统筹开展组织、人员、岗位、群组等核心主数据标准化管理，向全业务平台输出主数据及配套业务数据服务。通过数据同源供给夯实全域统一数据基础，提升跨业务协同与经营数据分析效能，实现业务、经营、项目、管理各类数据集中归集、可视透明、全程可追溯。

Utilizing the data center as the core digital foundation, the standardized management of core master data—including organizations, personnel, positions, and groups—was implemented in a coordinated manner, with master data and supporting services seamlessly delivered to all operational platforms. Through this data-source consistency, a unified enterprise-wide data foundation was firmly solidified, greatly enhancing cross-business collaboration and business analytics efficiency. As a result, the centralized aggregation, visual transparency, and full-lifecycle traceability of all operational, commercial, project, and management data were fully realized.



项目业财一体化配套报表上线运行
Project business-finance integration supporting reports launched



中台指标统计
Middle-platform indicator statistics

赋能主业升级
Empower Core Business Upgrades

中国十五冶“十五五”数字化规划围绕主责主业提出数字化支撑方向，强调以矿山数字化管控平台、工程项目管理、项目门户等为基础，推动核心业务数字化覆盖，支撑履约、矿山服务、海外业务和经营管理全流程数字化、决策智能化、运营高效化。围绕矿山数字化发展方向，公司完成矿山数字化顶层架构设计，构建覆盖数据采集、数据标准、数据中心、物联网平台、数字化运营平台和实景数字孪生平台的一体化技术体系。

15MCC's "15th Five-Year Plan" for Digitalization establishes clear technological directions to empower its core operations. The plan emphasizes the use of a mining digital control platform, engineering project management, and a project portal as a foundation to drive comprehensive digital coverage of its core businesses, supporting the full-process digitization of contract performance, mining services, overseas business, and operation management. It also enables intelligent decision-making and high-efficiency operations. Focusing on the direction of mining digitalization, the Company completed the top-level architecture design for mine digitalization, establishing an integrated technology system covering data acquisition, data standards, data centers, IoT platforms, digital operation platforms, and real-scene digital twin platforms.

公司以卢安夏铜矿露天矿山为试点，自主开发并应用光储充立杆网络基站，通过光储 Mesh 组网实现矿区 4G Wi-Fi 网络全覆盖，保障数据实时传输；开发部署矿卡智能调度系统，实现铲装运输车辆实时调度和高效协同，结合车辆工况参数实时监测与在线管理，开展车辆状态分析和故障预警，有效降低矿区车辆作业成本 10%。同时，公司以萨热克铜矿为试点，完成矿用作业安全监管一体机、数据中心、物联网平台及数字化运营平台现场部署应用，提升矿山数据采集、设备监测、运营管理和远程协同能力。

The Company selected the Luanshya Copper Mine open-pit operations as a pilot and independently developed and applied a light-storage-charging pole network base station. Through optical storage and mesh networking, a full 4G Wi-Fi network was achieved across the mining area, ensuring real-time data transmission. A mining truck intelligent dispatching system was developed and deployed to enable real-time dispatching and efficient collaboration of loading, hauling, and dumping vehicles. Integrated with real-time monitoring and online management of vehicle operating parameters, this allowed vehicle status analysis and fault alerts, effectively reducing vehicle operating costs in the mining area by 10%. Meanwhile, using the Sareke Copper Mine as another pilot, the Company completed the on-site deployment and application of an integrated mining operation safety supervision device, a data center, an IoT platform, and a digital operation platform, enhancing capabilities in mine data collection, equipment monitoring, operational management, and remote collaboration.

案例 打造矿山数字化全链条解决方案
Case Building End-to-End Digital Solutions for Mines

报告期内，公司发布矿山数字化业务白皮书，系统梳理矿山数字化顶层架构、标准体系、物联网平台、数字化运营平台、实景数字孪生平台及应用实践标杆案例的基础上，构建形成基于全业务场景标准化的乐高式矿山数字化综合解决方案，致力于为矿山从标准化到数字化转型提供多模式业务服务。

During the reporting period, the Company released a white paper on its mining digitalization business, which systematically reviewed the top-level architecture, standard system, IoT platform, digital operations platform, real-scene digital twin platform, and benchmark application cases of mine digitalization. Based on this, the Company established a LEGO-style comprehensive digital mining solution based on standardized full-business scenarios, committed to providing multi-model business services for mines in the course of transformation from standardization to digitalization.



有色金属矿山数字化业务白皮书
Cover of Digital Business White Paper for Non-ferrous Metal Mining

公司围绕冶炼、矿山等核心业务场景，推动数字化、智能化技术与主责主业深度融合，围绕矿山“地、测、采、选、尾、修、数”全业务链产业服务需求开展关键技术研究。在矿山数字化领域，围绕业务场景标准化、数据互联互通治理、经济适用运营管理及快速低成本建模等矿山实际需求，部署推进矿山数据治理规范、全业务场景模块化运营管理、孪生模型实景全自动更新等专项课题攻关，通过数据标准体系、数字化运营平台、数据中心、物联网平台和可视化监管能力建设，强化提升矿山综合服务能力。

Focusing on core business scenarios such as smelting and mining, the Company promoted the deep integration of digital and intelligent technologies with its core businesses, conducting key technology research centered on the industry chain service demands of the full mine business chain: "geology, surveying, mining, processing, tailings, maintenance, and data." In the field of mine digitalization, addressing practical needs such as business scenario standardization, data interconnection governance, cost-effective operational management, and rapid low-cost modeling, the Company deployed and advanced specific research projects including mine data governance standards, modular operational management for full business scenarios, and full-automatic updating of real-scene digital twin models. Through the establishment of a data standard system, a digital operation platform, a data center, an IoT platform, and visual supervision capabilities, the Company has strengthened and enhanced its comprehensive mining service capabilities.



案例 发布“乐高式”矿山数字化运营平台
Case Launch of the "LEGO-style" Digital Mining Operations Platform

公司携手华为钢铁有色军团、元图工坊及相关合作伙伴，联合发布由我们主导开发并落地应用的“乐高式”矿山数字化运营平台。平台的发布，标志我们在矿山数字化领域实现了科研成果 - 项目应用实践 - 体系化解决方案输出的全链路构建，进一步提升了矿山数字化综合服务能力和行业影响力，为国内外矿山客户市场的强化扩展和合作矿山企业的高质量服务提供坚实支撑和保障。

The Company, in collaboration with Huawei's Steel and Nonferrous Metals Team, YuanTu Workshop, and relevant partners, jointly released the "LEGO-style" digital mining operations platform, which we led in development and deployment. The launch marks that we have achieved a full-chain construction from scientific research results to project application practice to systematic solution output in the field of mine digitalization, further enhancing our comprehensive service capabilities and industry influence in mine digitalization, and providing solid support and guarantee for expanding domestic and international mine client markets and delivering high-quality services to partner mining enterprises.



矿山数字化运营平台发布
Launch of the Digital Mining Operations Platform

专题聚焦 Topic

聚焦海外履责

Focus on Overseas Responsibility Fulfillment



中国十五冶锚定“海外优先”发展思路，抢抓“一带一路”、中非合作、国际产能合作、全球南方合作等重大政策机遇，优化海外区域市场布局，努力在全球工程建设市场展现中国企业的责任担当。

Anchored in its 'Overseas Priority' development strategy, 15MCC actively capitalized on major policy opportunities, including the Belt and Road Initiative, China-Africa cooperation, international capacity cooperation, and Global South cooperation. By optimizing its overseas regional market layouts, the Company strives to demonstrate the corporate responsibility and commitment of a Chinese enterprise within the global engineering and construction market.

► 践行国家战略

Implementing National Strategies

中国十五冶延续《“十四五”发展战略与规划（中期调整版）》和《海外业务发展战略》相关部署，坚持“以国际市场为主要布局阵地，立足现有区域市场，助力‘一带一路’沿线国家”的战略方向，围绕赞比亚、刚果（金）、印度尼西亚、哈萨克斯坦等重点国别开展区域建设，夯实重点国家国别公司，重点承揽矿山、冶炼等优势项目。

Sustaining the relevant deployments as outlined in its *Mid-term Adjustment to the 14th Five-Year Development Strategy and Plan* and the *Overseas Business Development Strategy*, 15MCC adhered to the strategic direction centered on positioning international markets as the primary focus. The Company will grounded its operations in existing regional markets, and support countries along the Belt and Road Initiative. Regional construction was actively carried out around key target nations including Zambia, the Democratic Republic of the Congo (DRC), Indonesia, and Kazakhstan. Concurrently, country-specific subsidiaries in key nations were firmly solidified, with contracting priority placed on dominant projects such as mining and smelting operations.

通过设立海外业务部和重点区域总部，强化海外市场统筹、资源配置和履约协同能力，推动赞比亚、刚果（金）、印尼、哈萨克斯坦等重点区域由“单项目经营”向“区域平台经营”升级。该模式有助于提升海外风险识别、属地资源整合、市场滚动开发和履约保障能力，为深耕“一带一路”沿线国家夯实基础。

By establishing an overseas business department and regional headquarters in key markets, the Company strengthened its synergy for overseas market coordination, resource allocation, and contract fulfillment, driving the transformation of key regions such as Zambia, the Democratic Republic of Congo, Indonesia, and Kazakhstan from "project-based operations" to "region-based operations." This model helps enhance overseas risk identification, local resource integration, progressive market development, and contract fulfillment assurance capabilities, solidifying the foundation for deeply cultivating markets along the Belt and Road Initiative.

报告期内

During the reporting period

► 加快打造赞比亚、刚果（金）、印度尼西亚、哈萨克斯坦等 **4** 个重点国别，加快退出埃塞等 **7** 个低效国别；

Four key target countries, including Zambia, the DRC, Indonesia, and Kazakhstan, were developed at an accelerated pace, while seven low-efficiency countries, including Ethiopia, were exited rapidly;

► 新设博茨瓦纳、纳米比亚区域公司，同步谋划厄瓜多尔、巴西等南美新兴市场布局；

Regional offices in Botswana and Namibia were newly established, while layouts in emerging South American markets, such as Ecuador and Brazil, were planned simultaneously;

► 积极探索区域总部建设模式，成立刚果（金）、赞比亚、哈萨克斯坦区域总部，统筹协调区域内资源与业务，形成发展合力。

Regional headquarters construction models were actively explored, and regional headquarters in the DRC, Zambia, and Kazakhstan were set up to coordinate regional resources and businesses, thereby forming a synergy for development.

► 深耕重点市场

Deepen Presence in Key Markets

中国十五冶围绕海外区域化经营要求，深耕“一带一路”沿线市场，推进《印尼公司运营实施方案》《公司刚果（金）区域调整方案》等重点区域管理安排，推动重点国别市场做深做实。公司以海外业务部和区域总部为抓手，强化市场开发、履约、合规风控、属地资源和客户关系协同管理，提升海外业务连续开发能力和可运营能力。

In alignment with the requirements for regionalized overseas operations, 15MCC deeply cultivates markets along the Belt and Road, advancing key regional management arrangements such as the Indonesia Company Operation Implementation Plan and the Company's DRC Regional Adjustment Plan, pushing for deeper and more substantive development in key country markets. Leveraging the overseas business departments and regional headquarters as a vehicle, the Company strengthens synergized management of market development, project execution, compliance and risk control, local resources, and customer relationships, thereby enhancing the capacity for continuous overseas business development and operational sustainability.

公司深耕“一带一路”沿线市场，在赞比亚、刚果（金）、印度尼西亚、哈萨克斯坦、越南、白俄罗斯等国别落地新项目，在稳固已有海外国别市场的前提下，开拓博茨瓦纳新国别市场并完成属地公司设立。公司立足矿山、冶炼、房建等核心业务推进市场开拓与项目承揽，依托重点国别精细化深耕、区域经营平台搭建、属地公司实体化运营多措并举，筑牢海外市场经营底盘、提升抗风险韧性。

The Company diligently develops markets along the Belt and Road, securing new projects in countries such as Zambia, the Democratic Republic of Congo, Indonesia, Kazakhstan, Vietnam, and Belarus. While stabilizing existing overseas country markets, it expanded into the new country market of Botswana and completed the establishment of a local subsidiary. Rooted in core businesses such as mining, smelting, and housing construction, the Company advanced market development and project contracting. Through a multi-pronged approach involving intensive cultivation in key countries, the establishment of regional operational platforms, and the substantive operationalization of local subsidiaries, the Company strengthens its overseas market operational foundation and enhances its resilience against risks.

中国十五冶参与各项国际活动，加强与政府、行业协会、国际客户和产业链伙伴的沟通交流，提升海外品牌影响力。

15MCC participated in various international activities, strengthened communication and exchanges with governments, industry associations, international clients, and industrial chain partners, thereby enhancing its overseas brand influence.



2025 中国国际矿业大会
蒙古国代表团参观交流

The Mongolian Delegation visiting 15MCC at the China International Mining Conference 2025



2025 中国国际矿业大会
伊朗代表团参观交流

The Iranian Delegation visiting 15MCC at the China International Mining Conference 2025



第四届中非经贸博览会
赞比亚商贸工部部长参观矿用 TBM 全流程模型

Zambian Minister of Commerce, Trade and Industry observing the mining TBM full-process model at the 4th China-Africa Economic and Trade Expo (CAETE)



第四届中非经贸博览会
中国十五冶总经理张宜松参观指导水淹矿山恢复模型

Zhang Yisong, General Manager of 15MCC, inspecting the water-flooded mine restoration model at the 4th CAETE



赞比亚第二届矿业投资大会（ZAMII）
赞比亚总统哈凯恩德·希奇莱马参观中国十五冶展区

Zambian President Hakainde Hichilema inspecting the 15MCC exhibition area at the 2nd Zambia Mining and Investment Insaka (ZAMII)



赞比亚第二届矿业投资大会（ZAMII）
向参观人员讲解介绍有色金属矿用 TBM 设备

Introducing the non-ferrous metal mining TBM equipment to visitors at the ZAMII

报告期内

During the reporting period

公司在赞比亚、刚果（金）、印度尼西亚、哈萨克斯坦、越南、白俄罗斯等 9 个“一带一路”沿线国家承接 **45** 个

项目，合同额约 **69.44** 亿元，涉及冶炼、矿山、建筑等行业；

The Company undertook 45 projects in 9 countries along the Belt and Road, including Zambia, the DRC, Indonesia, Kazakhstan, Vietnam, and Belarus, with a contract value of approximately RMB 6.944 billion, covering industries such as smelting, mining, and construction;

为 15 个国家的超 **11000** 名当地员工提供就业岗位，岗位涵盖土建、安装、采矿、地质等一线生产领域；

Employment opportunities were provided for over 11,000 local staff across 15 countries, with positions covering frontline production fields such as civil engineering, installation, mining, and geology;

人才培养项目直接惠及逾百个赞比亚青年家庭，改善超过 **500** 名属地民众生活水平；

More than 100 families of Zambian youth were directly benefited by the talent cultivation projects, with the living standards of over 500 local citizens being successfully improved;

举办海外员工家属座谈会，邀请 **30** 名海外员工家属代表现场参会；

An overseas employees' families symposium was hosted, with 30 family representatives being invited to participate in person;

中赞职业技术学院第一届技能订单班 **52** 名学生全部通过考核，第二届技能班新招收 **46** 名学生；

All 52 students from the first Company-sponsored vocational stream at the Sino-Zambia Vocational College of Technology successfully passed their assessments, while 46 new students were recruited for the second vocational cohort;

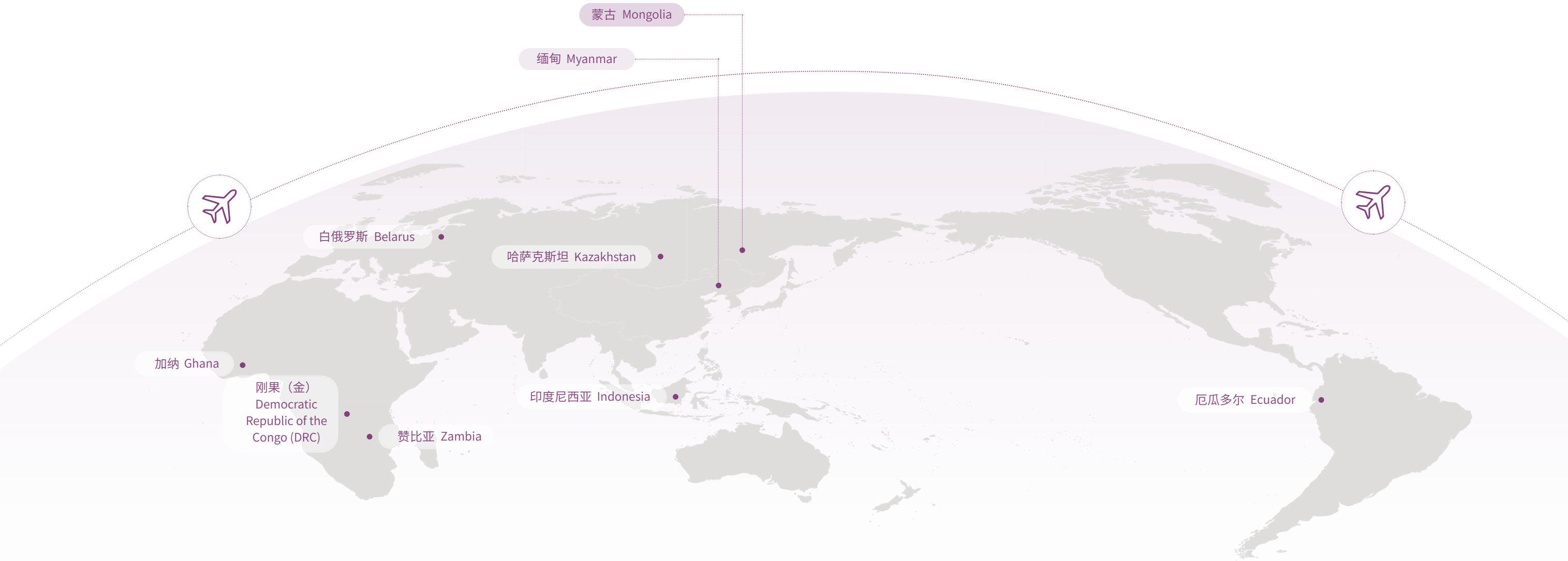
赞比亚大学管理订单班首批 **18** 名优秀学生正稳步推进培养进程。

The training and development process for the first cohort of 18 outstanding students within the University of Zambia bespoke management stream is currently being steadily advanced.

► 打造标杆工程
Build Landmark Projects

中国十五冶以高质量履约保障海外业务可持续发展，依托研发、设计、投资、建设、采购、运营“六位一体”全链条服务能力，推动中国技术、中国标准和中國管理经验在海外项目中落地。项目实施全过程抓实前期策划、工程质量管理、安全生产管理、资源统筹调配和全周期客户服务，推动项目建设与当地产业链完善、就业创造和社区融合相结合。围绕赞比亚、刚果（金）、印度尼西亚、哈萨克斯坦等重点区域，推进矿山、冶炼、建筑等项目建设。针对资源匮乏、交通不便、地质复杂、施工组织难度高等海外履约挑战，公司加强项目团队配置、设备物资组织、专业施工方案编制和现场协同管理，提升海外履约效率和交付质量。

15MCC supports the sustainable development of its overseas business through high-quality project fulfillment. Leveraging its comprehensive "six-in-one" full-chain service capabilities encompassing research & development, design, investment, construction, procurement, and operations, the company promotes the implementation of Chinese technology, Chinese standards, and Chinese management expertise in overseas projects. Throughout the entire project implementation process, it diligently manages upfront planning, engineering quality control, safety production management, integrated resource coordination, and full-cycle client service, integrating project construction with local industrial chain improvement, job creation, and community integration. Focusing on key regions like Zambia, the Democratic Republic of Congo, Indonesia, and Kazakhstan, the Company advances the construction of mining, smelting, and building projects. In response to overseas project execution challenges such as resource scarcity, inconvenient transportation, complex geological conditions, and difficulty in construction organization, the Company strengthens project team composition, equipment and material organization, specialized construction planning, and on-site coordination management, thereby improving overseas contract fulfillment efficiency and delivery quality.



海外工程项目 Overseas Engineering Projects

哈萨克斯坦 Kazakhstan

中国土木工程集团有限公司哈萨克斯坦分公司
China Civil Engineering Construction Corporation (CCECC) Kazakhstan Branch

巴库塔钨矿项目
Bakuta Tungsten Mine Project



印度尼西亚 Indonesia

安曼矿业公司
PT Amman Mineral Internasional

印尼安曼 90 万吨 / 年铜冶炼项目
Amman 900,000 t/a Copper Smelter Project in Indonesia



印度尼西亚 Indonesia

安曼矿业公司
PT Amman Mineral Internasional

印尼安曼 Batu Hijau 铜选矿厂扩建项目
Batu Hijau Copper Concentrator Expansion Project in Indonesia



白俄罗斯 Belarus

涅德拉涅任开放式股份有限公司
Nedra Nezhin OJSC

白俄罗斯 200 万吨氯化钾综合体建设项目
2 Million t/a Potash Complex Construction Project in Belarus



蒙古 Mongolia

蒙古珍宝塔本陶勒盖公司
Erdenes Tavan Tolgoi JSC

蒙古国输煤和选煤厂 EPC 项目
Coal Handling and Preparation Plant EPC Project in Mongolia



厄瓜多尔 Ecuador

厄瓜多尔科里安特公司
Ecuacorriente S.A.

厄瓜多尔米拉多铜矿 4620 万吨 / 年（扩建）采选项目
Mirador Copper Mine 46.2 Million t/a (Expansion) Mining and Beneficiation Project in Ecuador



加纳 Ghana

山东黄金卡蒂诺纳穆蒂尼矿业有限公司
Shandong Gold Cardinal Namdini Mining Limited

加纳金矿处理厂安装工程
Gold Processing Plant Installation Works in Ghana



刚果（金）Democratic Republic of the Congo

华刚矿业股份有限公司
Sicomines S.A.

SICOMINES 铜钴矿采剥工程
SICOMINES Copper-Cobalt Mining and Stripping Project



刚果（金）Democratic Republic of the Congo

刚波夫矿业股份有限公司
Kambove Mining Co., Ltd.

刚波夫光储柴微电网项目
Kambove Solar-Diesel-Storage Microgrid Project



赞比亚 Zambia

中色卢安夏铜业有限公司
CNMC Luanshya Copper Mines PLC

卢安夏 20 及 28 号竖井区域抽排水及穆南服务井巷道治理恢复项目
Luanshya Shaft 20 & 28 Dewatering and Mu'nan Service Shaft Tunnel Rehabilitation and Restoration Project



案例 瑞达齐丰帕湿法厂实现 “当年开工、当年投产”
Case Ruida Chifumpa Hydrometallurgical Plant achieves rapid same-year fast-tracking from groundbreaking to production

瑞达齐丰帕 3000t/a 湿法厂工程位于赞比亚西北省卡森帕地区，是中国十五冶承接的首个“工程换资源”项目，由公司一体化负责设计、采购、建设及运营。项目于 2025 年 4 月 2 日开工，2025 年 10 月 18 日实现投料试生产，2025 年 12 月 24 日全线投料，成功实现“当年开工、当年投产”，于 2026 年 2 月 25 日顺利产出首批阴极铜；2025 年 8 月，项目成功入选国家市场监管总局《中国标准海外应用试点》项目。项目建成后补齐当地铜加工产业链，为当地创造近 150 个就业岗位，带动区域经济发展和社区融合。

The Ruida Chifumpa 3000t/a Hydrometallurgical Plant Project, located in Kasempa District, Northwestern Province, Zambia, is the first "Engineering-for-Resources" project undertaken by 15MCC. The Company was responsible for integrated design, procurement, construction and operation of the project. Construction officially commenced on April 2, 2025, followed by successful feeding for trial production on October 18, 2025. By December 24, 2025, full-line feeding was achieved, successfully accomplishing the milestone of "same-year construction and commissioning." The facility smoothly produced its first batch of copper cathodes on February 25, 2026. In August 2025, the project was selected as a pilot project for the "Overseas Application of Chinese Standards" program of the State Administration for Market Regulation. Upon completion, it filled gaps in the local copper processing industry chain, created nearly 150 local jobs, and spurred regional economic development and community integration.



▲ 瑞达湿法冶炼厂项目
Ruida Hydrometallurgical Plant Project

绿色低碳赋能
Green and Low-Carbon Empowerment

中国十五冶将绿色低碳理念深度嵌入海外项目开发与全周期建设，聚焦矿山电力供应、节能改造、绿色施工落地，探索“光伏+储能”、“矿山+”等新商业模式。加强节能环保管理，依托精细化管理管控搭建“制度锚定目标、层级压实责任、绩效闭环考核”的绿色管理机制，实现项目全链条用能管控标准化、建设施工低碳化。

15MCC deeply embeds green and low-carbon concepts into its overseas project development and full lifecycle construction. The Company focuses on the implementation of mine power supply, energy-saving retrofits, and green construction implementation, while exploring new business models such as “Photovoltaic (PV) + energy storage” and “mining +”. To strengthen energy conservation and environmental protection management, 15MCC establishes a green management mechanism with fine-grained control featuring “system-anchored goals, layered accountability, and closed-loop performance appraisal.” This effectively standardizes energy management across the entire project chain and ensures low-carbon practices.

以刚波夫光储柴微电网项目为代表，公司探索通过投资建设清洁能源项目破解海外矿山电力瓶颈，保障矿山稳定生产，服务集团海外兄弟企业稳产高产。公司在海外项目中推广绿色施工、节能改造和生态修复等实践，提升海外项目环境管理水平。

Driven by flagship projects like the Kambove Solar-Storage-Diesel Microgrid Project, the Company explores investing in and constructing clean energy projects to address power bottlenecks at overseas mines, ensure stable mine production, and support stable and high production at the Group's overseas sister enterprises. The Company promotes green construction, energy-saving retrofits, ecological restoration, and other practices in overseas projects, thereby enhancing the environmental management level of overseas projects.

案例 光储柴微电网点亮海外矿山
Case Solar-Diesel-Storage Microgrid Powering Overseas Mines

刚波夫光储柴微电网项目以解决缺电问题为突破口，通过投资建设光储柴微电网，助力中南部非洲兄弟企业破解电力瓶颈、保障稳产高产。该项目规划为 27MWp 光伏 +21.25MW/85MWh 储能光储柴微电网，已于 2025 年 10 月建成发电，截止 2025 年 12 月 31 日，累计向业主送电 570.1 万度。为海外矿山提供稳定、绿色的电力保障，成为“工程+新能源”业务模式的重要实践。

The Kambove Solar-Diesel-Storage Microgrid Project, taking power shortage as the breakthrough point, helps sister enterprises in Central and Southern Africa overcome power bottlenecks and ensure stable, high production by investing in and constructing a solar-diesel-storage microgrid. The project is designed as a 27MWp PV + 21.25MW/85MWh energy storage solar-diesel-storage microgrid. It was completed and began generating electricity in October 2025. By December 31, 2025, it had cumulatively delivered 5.701 million kWh to the client. It provides a stable and green power supply for overseas mines, serving as an important practice of the "Engineering + New Energy" business model.



▲ 刚波夫光储柴微电网项目
Kambove Solar-Diesel-Storage Microgrid Project

深化属地融合
Deepen Local Integration

中国十五冶以《培训管理办法（2025 年修订）》和《2025 年员工培训计划》为基础，建立三级培训管理体系，围绕管理能力、业务技能、岗前培训和新派驻海外人员培训等内容，提升员工能力水平，将属地化人才培养作为海外履责的重要抓手，推进覆盖“选、育、用、留”的本土化人才培养机制。

Based on the *Training Management Measures* (2025 Revision) and the *2025 Employee Training Plan*, 15MCC has established a three-tier training management system. Focusing on management capabilities, business skills, pre-job training, and training for newly dispatched overseas personnel, the Company enhances employee competency. It uses localized talent development as a key lever for overseas responsibility and advances a mechanism for localized talent cultivation covering the full cycle of employee recruitment, training, employment, and retention.

公司推进海外属地化用工和本土化人才培养，开办赞比亚属地重型设备维修工订单班，与赞比亚大学、赞比亚职业技术学院等当地教育资源开展合作，探索“中文+矿业”“技能+管理”双轨培养模式。围绕印度尼西亚当地劳动法规和本土化发展要求，推进设立由印度尼西亚籍员工组成的人力资源管理团队，搭建本地招聘、员工培训、薪酬社保和劳动关系管理机制，优先录用并培养属地员工，优化中外员工配置。

The Company promotes overseas localized employment and local talent cultivation. A Heavy Equipment Training Program is launched, tailored for local talents in Zambia. This program is a result of strategic collaboration with local educational institutions such as the University of Zambia and the Zambia Vocational and Technical College to explore a dual-track cultivation model of “Chinese + mining” and “skills + management.” In Indonesia, to align with its local labor laws and localization development requirements, the Company is advancing the establishment of a human resources management team composed of Indonesian employees, and has set up mechanisms for local recruitment, employee training, compensation and social security, and labor relations management. It prioritizes the hiring and training of local employees and optimizes the composition of Chinese and foreign employees.

案例 构建“双轨制”本土化人才生态链
Case Building a "Dual-Track" Localized Talent Ecosystem

公司在赞比亚持续深化本土化人才培养，依托中赞职业技术学院、赞比亚大学矿业学院和赞比亚大学孔子学院等平台，构建“技能人才+管理人才”双轨并行的产教融合模式。

在管理人才培养方面，公司与赞比亚大学签署“订单式”定向培养管理人才合作框架协议，通过“中文+矿业”培训班，将语言学习、专业知识和项目实践相结合，培养“懂技术、会管理、通语言”的复合型本土人才。

The Company continues to deepen local talent cultivation in Zambia. Leveraging platforms such as the China-Zambia Vocational and Technical College, the School of Mines of the University of Zambia and the Confucius Institute at the University of Zambia, it has built a dual-track industry-education integration model featuring "skilled personnel + managerial personnel."

In managerial talent cultivation, the Company signed a cooperative framework agreement with the University of Zambia for targeted cultivation of management professionals. Through the "Chinese + Mining" training program, 15MCC integrates language learning, professional knowledge and project practice to foster versatile local talent who are "technically proficient, business-savvy, and linguistically fluent."

在技能人才培养方面，公司与中赞职业技术学院签订订单班培训、资助及就业协议，围绕机电、焊接、设备维修等关键岗位，推动课程设置与岗位需求精准对接。

通过订单培养、学费资助、就业衔接和技能等级评价，公司推动属地员工从一线技能岗位逐步向管理岗位成长，为赞比亚青年拓宽职业发展通道，也为公司深耕赞比亚市场、提升属地化运营能力提供人才支撑。

In skilled talent cultivation, the Company signed customized class training, sponsorship and employment agreements with the China-Zambia Vocational and Technical College, focusing on key positions such as electromechanics, welding and equipment maintenance to precisely align the curriculum with the requirements for specific jobs.

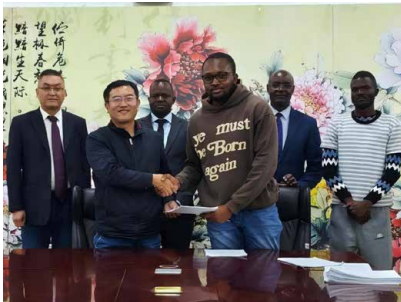
Through bespoke training, tuition sponsorship, direct employment pathways, and technical skills certifications, the Company systematically empowers local employees to transition from frontline technical roles to management positions. This initiative not only broadens career development horizons for Zambian youth but also provides a robust talent pool to anchor the Company's deep market presence and elevate its localized operational capabilities in Zambia.



▲ 中国十五冶非洲公司与中赞职业技术学院订单班签约仪式
Signing Ceremony for the Order-Based Class between 15MCC Africa Construction and Trading Co., Ltd. and China-Zambia Vocational College



▲ 中国十五冶非洲公司与赞比亚大学合作签约仪式
15MCC Africa Construction and Trading Co., Ltd. and the University of Zambia Signed a Cooperation Framework Agreement.



▲ 中国十五冶非洲公司同赞大订单班学生签署资助协议
15MCC Africa Construction and Trading Co., Ltd. Signed a Sponsorship Agreement with Students of the University of Zambia's Order-Oriented Training Program



▲ 赞大孔子学院“中文+矿业”培训班开班仪式
Confucius Institute at the University of Zambia Held the Opening Ceremony of the "Chinese + Mining" Targeted Training Program.



▲ 中国十五冶非洲公司与中赞职业技术学院订单班资助及就业签约仪式
Signing Ceremony of the Employment Offer for the First Order-Based Class and the Scholarship Agreement for the Second Order-Based Class between 15MCC Africa Construction and Trading Co., Ltd. and China-Zambia Vocational College.



▲ 印尼阿曼项目首批印籍员工高空作业取证培训学员合影
Group Photo of the First Batch of Indonesian Employees from the Indonesia Amman Project Who Completed Height Work Certification Training.



治理篇

Governance

中国十五冶紧扣高质量发展主线，完善现代公司治理体系，深化改革提升行动，优化组织架构与权责机制，提升治理体系和治理能力现代化水平。

Focusing on the theme of high-quality development, 15MCC consistently improves its modern corporate governance system and deepens its strategic reforms. By optimizing its organizational structures and accountability mechanisms, 15MCC has systematically elevated the modernization of its governance systems and capabilities.

8

体面工作和
经济增长
Decent Work and
Economic Growth

9

产业、创新和
基础设施
Industry, Innovation
and Infrastructure

16

和平、正义与
强大机构
Peace, Justice
and Strong
Institutions

17

促进目标实现
伙伴关系
Partnerships
for the Goals



完善公司治理

Improve Corporate Governance

“

中国十五冶以完善现代公司治理夯实可持续发展根基，健全权责法定、权责透明、协调运转、有效制衡的治理机制，推动中国特色现代企业制度更加完善。

15MCC reinforces the foundation for sustainable development by improving modern corporate governance. The Company is refining a governance mechanism characterized by legally defined authority, transparent accountability, coordinated operations, and effective checks and balances, thereby improving the modern enterprise system with Chinese characteristics.

”

► 公司治理架构

Corporate Governance Structure

中国十五冶严格遵守《中华人民共和国公司法》《中华人民共和国企业国有资产法》等法律法规和《公司章程》要求，完善以董事会、党委会、经理层为核心的治理架构。公司依据《董事会议事规则》《党委员会事规则》《经理层工作规则》等制度文件，规范董事会、党委会和经理层运作。

15MCC strictly complies with the *Company Law of the People's Republic of China*, the *Law of the People's Republic of China on the State-Owned Assets of Enterprises*, and other laws and regulations, as well as the requirements of the Company's Articles of Association. It maintains a robust governance structure centered on the Board of Directors, the Party Committee, and Management. Operating under established regulations — including the *Rules of Procedure for the Board of Directors*, the *Rules of Procedure for Party Committee Meetings*, the *Working Rules for the Management*, and other institutional documents, the Company ensures standardized, compliant, and efficient operations across its Board of Directors, special committees, and executive management.

中国十五冶设董事会，执行有色集团决定，接受有色集团指导和监督，并在《公司章程》规定的职权范围内决策公司重大事项；不设监事会、监事，由董事会审计与风险委员会、内部审计等机构行使相关职权。

15MCC has established a Board of Directors that implements the decisions made by CNMC, and accepts its guidance and supervision. The Board is responsible for major corporate decision-making within the scope of authorities stipulated in the Articles of Association. In lieu of a Board of Supervisors or individual supervisors; the relevant supervisory functions are exercised by internal bodies, including the Audit and Risk Committee under the Board of Directors, and the internal audit department, etc.



本年度During the reporting year

公司董事会由**5**人组成，其中外部董事**3**人，董事会成员均由股东有色集团委派，专业背景涵盖采矿工程、工商管理、财政学等领域。全年召开董事会**9**次，审议议案**46**项；董事会专门委员会召开**17**次，审议议案**22**项，为战略决策、经营监督和风险防控提供了支撑。

During the reporting year, the Board of Directors consisted of five members, including three external directors, all of whom were appointed by the shareholder CNMC, with professional backgrounds covering mining engineering, business administration, and public finance. During the year, 9 board meetings were convened, and 46 proposals were reviewed; 17 meetings were convened, and 22 proposals were reviewed by its special committee. All these efforts have rendered great support for strategic decision-making, business supervision, and risk prevention and control.

► 董事会建设与职权落实
Board Development and Fulfillment of Authority

中国十五冶印发《董事会授权管理办法》，执行《管理权限综合清单》《董事会权限及授权事项清单》《落实董事会职权实施方案》《董事会秘书工作规则》等制度文件，推动董事会向经理层授权更加规范，重大决策事项边界更加清晰。

15MCC issued the *Measures for the Management of Board Authorization*, and implemented institutional documents including the *Comprehensive List of Management Authority*, the *List of Board Authority and Delegated Matters*, the *Implementation Plan for Fulfilling Board Responsibilities*, and the *Working Rules for the Board Secretary*, thereby promoting more standardized delegation of authority from the Board of Directors to management and clearer boundaries for major decision-making matters.

公司通过管理制度完善治理闭环，推动治理结构更加清晰、运行更加高效，将董事会建设与改革深化提升行动相结合，推动授权放权与子企业董事会职权落实衔接，解决治理交叉重叠问题，明确董事会、经理层及相关治理主体在战略决策、经营管理、风险控制等方面的职责权限，实现决策流程无缝衔接。

The Company has improved the governance closed loop through management systems, promoted a clearer governance structure and more efficient operations. By integrating board development with the reform deepening and upgrading initiatives, the Company aligns its delegation of authority with the implementation of mandates across subsidiary boards. This strategic integration effectively eliminates governance overlaps and clearly delineates the respective roles and boundaries of the Board, executive management, and related governing bodies across strategic decision-making, operational management, and risk control, ultimately achieving a seamless, friction-free decision-making process.

► 改革深化提升
Reform Deepening and Upgrading

中国十五冶深入开展改革深化提升行动、价值创造活动，围绕“立足有色、跳出有色”发展策略，持续完善改革推进和经营管理 体系。公司发布《所属单位机构管理办法》，修订《所属单位经营业绩分档分级标准》，完善经营业绩考核体系，按照“一业一策”“一企一策”差异化设置考核指标，进一步明确所属单位功能定位和经营责任，推动改革任务与价值创造、经营质效提升有 机衔接。

15MCC is deeply advancing its strategic reform initiatives and value creation campaigns. Centering on the development strategy of "focusing on nonferrous and seeking to expand," the Company continuously improves the reform promotion and business management systems. The Company issued the *Measures for the Management of Subordinate Unit Organizations*, revised the *Classification and Grading Standards for Subordinate Unit Business Performance*, and enhanced the business performance assessment system. Differentiated assessment indicators were set according to the principles of "one policy for one industry" and "one policy for one enterprise." This has further clarified the functional positioning and operational responsibilities of subordinate units, and achieved organic alignment of reform tasks with value creation and improvement of business quality and efficiency.

公司全面推进改革任务落地，积极落实巡视整改要求，主动作为推动海南泛华公司破产清算，持续推动历史遗留问题解决，夯实 高质量发展基础。公司聚焦低效无效资产处置、既往项目关闭、陈欠款项清收、存量房产盘活和产权证办理等重点事项，持续提 升资产运营效率和风险化解能力，切实维护国有资产安全。

15MCC is fully accelerating the execution of its core reform mandates and actively implementing rectifications required by disciplinary inspections. Taking a proactive stance, the Company successfully advanced the bankruptcy liquidation of Hainan Fanhua Company, consistently resolving legacy issues to solidify a robust foundation for high-quality development. The Company has focused on the disposal of low-efficiency and non-performing assets, the closure of legacy projects, the collection of long-standing receivables, the revitalization of existing properties, and the processing of property title certificates, continuously improving asset operation efficiency and risk mitigation capabilities, and effectively safeguarding the security of state-owned assets.

报告期内，改革深化提升行动中：
During the reporting period, the following milestones were achieved under the strategic reform initiatives:

► 全面完成改革深化提升行动 7 个方面 15 项任务、76 项改革举措；
A total of 76 reform measures, covering 15 specific tasks across 7 core areas of the strategic reform initiative, were fully executed;

► 405 个既往项目中，330 个完成关闭，涉及合同金额 376 亿元；
Out of 405 legacy projects, 330 were officially closed, involving an aggregate contract value of RMB 37.6 billion;

► 收回陈欠项目款项 9.35 亿元；
A cumulative total of RMB 935 million in long-standing arrears and project receivables was successfully recovered;

► 盘活存量房产 56 套，收回租金 2373 万元；
A portfolio of 56 existing real estate assets was revitalised, capturing RMB 23.73 million in recovered rental income;

► 核销应付账款 2812 万元。
A total of RMB 28.12 million in accounts payable was successfully written off.

合规廉洁建设

Construction of Compliance and integrity Practices

中国十五冶恪守“依法治企、合规经营”理念，落实中央企业法治合规要求，深化法治建设，强化合规管理，健全风险防控体系，提升依法合规经营管理能力，努力实现公司高质量发展。

15MCC abides by the concept of "governing the enterprise according to law and operating in compliance." We fully implement the legal and compliance requirements for centrally administered state-owned enterprises, continuously advance the rule-of-law system, strengthen compliance management, improve the risk prevention and control framework, and consistently enhance its capabilities in law-abiding and compliant operations, striving to achieve high-quality development.

合规管理体系

Compliance Management System

中国十五冶健全合规管理制度体系，修订并印发《总部重点岗位合规职责清单》，同时落实《中央企业合规管理办法》，印发《合规管理办法》等制度文件，推动合规管理体系落地运行。

15MCC has improved the compliance management institutional framework, revised and issued the *Compliance Responsibility List for Key Positions at Headquarters*, implemented the *Measures for the Compliance Management of Central Enterprises*, and issued the *Compliance Management Measures* and other institutional documents, thereby promoting the implementation and operation of the compliance management system.

在合规管理方面，公司构建党委—董事会—经理层—合规管理部门—监督问责岗位“五位一体”的合规组织体系，明确职责边界，压实主体责任。公司主要负责人作为法治建设第一责任人，推动合规管理各项工作；公司设立首席合规官并由总法律顾问兼任，统筹合规管理体系构建、制度审查、重大事项合规评估与应对，各业务部门设立业务合规官与合规管理员；法律风控部作为合规管理部门，牵头负责、统筹协调、组织推动、督促落实合规管理工作，为其他部门提供合规支持。

In terms of compliance management, the Company has established a five-pronged compliance organizational system comprising the Party Committee, the Board of Directors, executive management, the compliance management department, and supervision and accountability positions, with clear boundaries of responsibilities and assigned principal accountabilities. the principal head of the Company serves as the first person responsible for rule-of-law development and promotes all compliance management work. The Company has appointed a Chief Compliance Officer, held concurrently by the General Counsel, to oversee the construction of the compliance framework, institutional policy reviews, and the assessment of and response to major compliance risks. Individual business divisions maintain dedicated Business Compliance Officers and Compliance Administrators. The Legal and Risk Management Department, acting as the core compliance management body, takes the lead in overall coordination, organizational execution, and performance tracking, while providing comprehensive compliance support to all other business units.

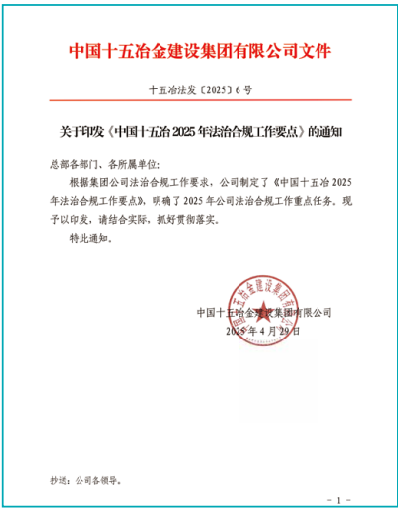


“三横” 合规管理架构及运行机制
“Three-Horizontal” Compliance Management Structure and Operating Mechanism

案例 以年度要点统筹法治合规建设

Case Coordinating Legal and Compliance Construction with Annual Key Points

中国十五冶印发《2025 年法治合规工作要点》，落实集团公司法治合规工作总体要求，围绕“十四五”法治央企建设目标，制定工作要点。要点从筑牢法治合规根基、强化境外风险防控、加强项目全流程风险管控、提升案件管理质效、紧盯重大经营风险防控等方面明确工作重点，推动法治合规工作与公司治理、海外经营、履约、案件管理和风险预警深度融合。



15MCC issued the implementation plan for the 2025 Core Tasks in the Rule of Law and Compliance to execute the overarching regulatory directives of the Group. Focusing on the development objectives for building a rule-of-law-oriented central enterprise under the 14th Five-Year Plan, the Company formulated key tasks. These key tasks clarify strategic priorities across key areas: consolidating the foundation of rule of law and compliance, strengthening overseas risk prevention and control, intensifying full-process project risk management, improving the quality and efficiency of litigation and legal dispute management, and paying close attention to the prevention and control of major operational risks. Through these efforts, the Company actively drives the deep integration of its legal and compliance frameworks with corporate governance, international operations, contract fulfillment, legal dispute management, and early-warning risk systems.

中国十五冶 2025 年法治合规工作要点
15MCC: 2025 Core Tasks in the Rule of Law and Compliance



报告期内
During the reporting period

➤ 公司对重大经营决策、经济合同、规章制度的合法合规性、经营可行性和操作适当性进行审核，三项法律审核覆盖率 **100** %；

The Company conducted legal reviews of major business decisions, economic contracts, and institutional documents in terms of legality, compliance, operational feasibility, and appropriateness, achieving a 100% coverage rate for legal reviews across the three categories.

➤ 评审经济合同 **955** 份，评审重大经营决策 **36** 项，评审规章制度 **54** 份，均出具法律意见书，并完成合法性与风险点提示。

A total of 955 economic contracts, 36 major business decisions, and 54 corporate documents were meticulously reviewed, with dedicated legal opinions issued for each item and comprehensive alerts for legality and risk points completed for every item.

● 培育合规文化
Cultivate a Compliance Culture

中国十五冶将合规文化建设纳入法治央企建设和合规管理体系运行，完善领导干部带头学法、党员常态学法、全员普法培训、关键岗位专题培训等机制，营造“人人懂法、事事合规”的企业氛围。

15MCC has integrated a culture of compliance into its broader initiatives for building a rule-of-law-oriented central enterprise, or a law-based central SOE and operating its compliance management systems. The Company continues to refine its institutional training mechanisms, which include leading cadres taking the initiative in legal studies, Party members engaging in regular legal education, company-wide legal awareness training, and specialized seminars for key positions. Through these comprehensive efforts, 15MCC successfully cultivates a robust corporate environment, fostering a corporate culture where everyone understands the law and everything is done in a compliant manner.

案例 涉外法治培训护航海外业务
Case International Rule of Law Training Safeguarding Overseas Operations

公司组织法务人员开展涉外专题培训，围绕 FIDIC 合同应用实务和涉外制裁风险应对进行专题研讨。结合公司海外业务拓展和重点国别项目开发需要，法律风控部还组织参与涉外仲裁人才专项培训、矿业企业合规“走出去”专题课程等，提升法治合规队伍对跨境合同、制裁合规、海外劳动用工等风险的识别与应对能力。

The Company organized specialized international legal training for its legal staff, holding thematic discussions on the practical application of FIDIC contracts and mitigating cross-border sanctions risks. Based on the Company's needs to expand overseas business and develop projects in key countries, the Legal and Risk Control Department also coordinated participation in special training for international arbitration talent, specialized "going global" compliance courses for mining enterprises, etc. These initiatives have enhanced the legal and compliance team's ability to identify and respond to risks in cross-border contracts, sanctions compliance, and overseas labor and employment.



▲ 涉外专题培训现场
Specialized International Legal Training for Legal Counsel

案例 国家宪法宣传日暨风控合规 “三张清单” 宣贯培训务

Case Publicity Campaign for National Constitution Day & Training on "Three Checklists" for Risk Control and Compliance

在国家宪法日来临之际，公司紧扣“学习宣传贯彻习近平法治思想，推动宪法深入人心”主题，举办“以宪为基，以清单为尺，筑牢国企合规防线——风控合规‘三张清单’宣贯”专题培训，旨在将宪法精神和习近平法治思想深度融入企业治理，推动合规管理体系具体化、实操化落地。

On the occasion of National Constitution Day, centering on the theme of "Studying, publicizing and implementing Xi Jinping Thought on the Rule of Law to deepen public understanding of the Constitution", the company held a special training session titled "Taking the Constitution as the Foundation, the Three Lists as the Yardstick, and Consolidating the Compliance Defense Line of State-owned Enterprises –Dissemination of Risk Control & Compliance Three Lists". This training aims to fully integrate the spirit of the Constitution and Xi Jinping Thought on the Rule of Law into corporate governance, and advance the concrete and operable implementation of the compliance management system.



▲ 国家宪法宣传日培训
National Constitution Day Training

廉洁教育与监督执纪

Integrity, Education, and Supervision and Discipline Enforcement

中国十五治完善党风廉政建设和反腐败制度体系。2025 年，公司印发《公司党委党风廉政建设主体责任工作清单》《公司纪委党风廉政建设监督责任工作清单》《公司党委 2025 年度“大监督”重点任务》《公司党委关于开展贯彻中央八项规定精神学习教育的工作方案》《中国十五治作风建设专项行动实施方案》《项目廉洁风险防控实施方案》等文件，推动廉洁建设责任清单化、监督任务具体化、风险防控项目化。

15MCC has improved the institutional framework for Party conduct and integrity building and anti-corruption. In 2025, the Company issued documents including the *Work List of the Party Committee's Primary Responsibility for Party Conduct and Integrity Building*, the *Work List of the Company's Disciplinary Committee's Supervision Responsibility for Party Conduct and Integrity Building*, the *Key Tasks of the "Comprehensive Supervision" for 2025 by the Party Committee*, the *Work Plan of the Party Committee for Conducting Education on Implementing the Central Eight-Point Regulations on Improving Conduct*, the *Implementation Plan for the Special Campaign on Conduct Improvement of 15MCC*, and the *Implementation Plan for Project Integrity Risk Prevention and Control*, thereby making integrity-building responsibility list-based, supervision tasks concrete, and risk prevention and control project-oriented.

公司加强政治生态建设，组织召开从严治党沟通会商会议，分析研判政治生态，切实推动问题整改；深化运用“大监督”工作机制，制发年度“大监督”任务清单，推动纪委、巡察、审计、法务等监督贯通协同；组织开展防范化解重大风险专项监督、项目廉洁风险排查、违规吃喝专项整治、招标采购领域监督、基层不正之风监督等工作，推动监督更加精准、聚焦。

15MCC has strengthened the political ecosystem, organized communication and consultation meetings on full and rigorous Party governance, analyzed and assessed the political ecosystem, and effectively promoted problem rectification. The Company has deepened the application of the "Comprehensive Supervision" working mechanism, issued the annual task list for "Comprehensive Supervision", and advanced the integration and coordination of supervision by disciplinary inspection, inspection, auditing, and legal affairs. It has organized special supervision on preventing and defusing major risks, project integrity risk screening, special rectification of improper dining and drinking, supervision in the bidding and procurement field, and supervision of unhealthy tendencies at the grassroots level, making supervision more targeted and focused.

案例 以案为戒筑牢廉洁防线

Case Learning from Anti-Corruption Cases to Build a Robust Line of Defense for Integrity

公司党委赴湖北省党风廉政警示教育基地开展“以案为戒守初心，八项规定践于行”专题警示教育活动。公司党员干部通过现场参观、案例学习、警钟警示等形式，学习贯彻中央八项规定精神，接受党性教育、纪律教育和廉洁教育，引导党员干部从典型案例中汲取教训，增强纪律、规矩意识和廉洁自律意识。

The Company's Party Committee visited the Hubei Provincial Party Conduct and Clean Government Cautionary Education Base to carry out a special warning education activity themed "Learning from Cases to Remain True to Our Original Aspiration, Implementing the Eight-Point Regulations through Tangible Actions." Through on-site visits, case studies, warning bells and other forms, Party members and cadres studied and implemented the spirit of the Central Eight-Point Regulations, received education on Party spirit, discipline and integrity, and were guided to draw lessons from typical cases to enhance their awareness of discipline, rules and self-discipline.



▲ 专题警示教育活动
Special Warning Education Event



案例 召开年度党风廉政建设和反腐败工作会议
Case The Annual Conference on Party Conduct Integrity Building and Anti-Corruption Convened

公司召开 2025 年党风廉政建设和反腐败工作会议暨警示教育大会，总结上一年度党风廉政建设和反腐败工作成效，分析研判从严治党、作风建设和廉洁风险防控形势，部署 2025 年重点工作任务。党委强化党风廉政建设，开展警示教育，通过集中动员、案例警示和工作部署，引导各级党组织和党员干部压实管党治党责任，筑牢拒腐防变思想防线。

The Company held the 2025 Conference on Party Conduct and Anti-Corruption and Cautionary Education. The conference summarized the achievements of the previous year's work on Party conduct and anti-corruption, analyzed and assessed the situation regarding strict governance of the Party, work style improvement and integrity risk prevention and control, and deployed key tasks for 2025. The Party Committee strengthened the construction of Party conduct and integrity, carried out warning education, and through centralized mobilization, case-based warnings and work deployment, guided all Party organizations and Party members and cadres to consolidate their responsibility for governing and administering the Party, and build a solid ideological defense line against corruption.



▲ 党风廉政建设和反腐败工作会议暨警示教育大会
Annual Conference on Party Conduct and Anti-Corruption and Cautionary Education



▲ 开展党风廉政建设警示教育
Carrying out cautionary education on Party conduct and clean government

报告期内
During the reporting period

召开党风廉政建设和反腐败工作会议 **1** 次，**125** 人参会；
The Company convened one Clean Government Construction and Anti-Corruption Work Conference throughout the year, with 125 participants in attendance.

召开 **4** 次警示教育大会，共计 **401** 人参加；
Four cautionary education conferences were convened throughout the year, with a total of 401 individuals participating;

召开 **4** 次党风廉政建设和反腐败工作协调小组暨跨境腐败治理协调会议，共计参会 **63** 人次；
Four joint sessions of the Clean Government Construction and Anti-Corruption Work Coordination Group and the Cross-Border Corruption Governance Coordination Meeting were convened, recording a total of 63 attendances;

召开 **3** 次党建及党风廉政建设工作例会会议，参加人数共计约 **600** 人；
Three regular meetings on Party building and clean government construction were hosted, reaching a cumulative total of approximately 600 participants;

通过警示教育大会、通报文件、微信公众号等载体通报典型案例 **122** 起，推送“廉政专栏” **50** 期，累计阅读量达 **9796** 次；

A total of 122 typical misconduct cases were formally reviewed and notified through cautionary education assemblies, official circulars, and the corporate WeChat official account; 50 editions of the "Clean Government Column" were published, with a total of 9,796 article views;

开展反贪污培训 **10** 次，覆盖公司领导 **6** 人、中层领导干部 **123** 人、普通员工 **3911** 人。
Ten anti-corruption training sessions were conducted across the year, covering 6 executive corporate leaders, 123 middle-management cadres, and 3,911 general employees.

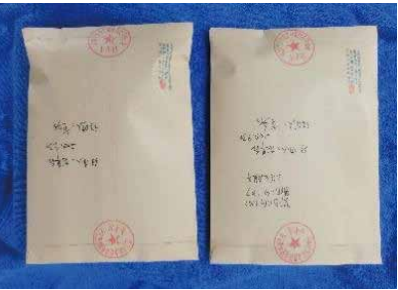
公司坚持从严治“四风”问题，聚焦中秋、国庆、元旦、春节等重要节点开展正风肃纪工作，围绕违规吃喝、公车私用、违规收送礼品礼金等进行明察暗访。公司畅通检举控告渠道，坚持对问题线索、重要舆情稳妥快速处置。

15MCC consistently adheres to strict measures in rectifying the four forms of decadence (formalism, bureaucratism, hedonism, and extravagance). The Company focuses on critical holidays—such as the Mid-Autumn Festival, National Day, New Year's Day, and Spring Festival—to enforce discipline and improve corporate conduct through on-site inspections and unannounced visits targeting improper banquets, unauthorized use of public vehicles, and the illegal acceptance or giving of gifts and cash. Furthermore, 15MCC maintains open and accessible whistleblowing and reporting channels, ensuring the stable, discreet, and rapid resolution of problem clues and critical public opinions.

案例 组织开展节假日明察暗访
Case On-site inspections and unannounced visits during holidays

公司开展节假日明察暗访，全年组织 6 批次明察暗访，深入检查节假日值班、业务招待、公车使用等情况。深度开展违反中央八项规定精神问题治理，严查快处违规接受内部接待、使用公务加油卡给私车加油等典型问题，督促相关单位严格执行节假日廉洁纪律要求。

The Company carried out on-site inspections and unannounced visits during holidays, organizing such inspections or visits throughout the year to thoroughly examine holiday duty arrangements, business entertainment, official vehicle use, etc. It launched in-depth campaigns to address violations of the spirit of the Central Eight-Point Regulations on improving Party conduct, strictly investigated and swiftly handled typical problems such as accepting improper internal receptions and using official fuel cards for private vehicles, and urged relevant units to strictly enforce holiday integrity and discipline requirements.



▲ 明察暗访 - 公车检查
On-site inspections and unannounced visits – official vehicle inspection



▲ 节假日查看值班值守
On-duty checks during holidays

报告期内公司
During the reporting period, the following milestones were achieved

➤ 组织 6 批次节假日明察暗访，围绕值班值守、业务招待、公车使用等事项开展监督检查；
Six rounds of holiday on-site inspections and unannounced visits were organized to conduct supervisory checks on matters such as on-duty attendance, business entertainment, and public vehicle usage;

➤ 全年回复党风廉政意见 109 人次；
A total of 109 instances of clean corporate conduct reviews were processed and replied to throughout the year;

➤ 向中层领导干部发送廉洁提示短信、视频等提醒 767 人次。
Integrity reminders, including text messages and videos, were disseminated to middle-management cadres, resulting in a total of 767 instances.

维护公平竞争
Ensure Fair Competition

中国十五冶强化招标采购领域监督，组织开展投标单位关联关系问题专项治理，督促招采部门制定采购活动中供应商关联关系核查制度，健全完善排查标准和工作流程，推动形成规范化排查长效机制。组织开展合格供应商重新入库专项监督检查，检查供应商是否符合入库标准，监督“黑名单”制度执行落实情况，把好供应商准入关和落实好退出机制。

15MCC strengthens oversight in the bidding and procurement area. The Company organized and executed special rectification campaigns to address related-party relationships among bidders, and urged the procurement department to establish a verification system for supplier related-party relationships in procurement activities. It improved and refined inspection standards and workflows, promoting the formation of a standardized long-term verification mechanism. Furthermore, the Company conducted a targeted supervisory audit on the re-qualification and onboarding of approved vendors. This initiative rigorously verified whether suppliers strictly met institutional entry criteria, closely monitored the enforcement and execution of the corporate "blacklist" framework, and successfully secured the vendor entry barrier while effectively executing the vendor exit mechanism.

畅通举报机制
Unblock Reporting Channels

报告期内发布《关于公布公司纪委会举报控告方式的通知》，明确受理范围、举报电话、举报邮箱、来信来访地址及注意事项，保障党员、群众依法依规行使监督权利，并对实名检举控告优先办理、优先处置、给予答复，对举报人个人信息依法依规保密。

During the reporting period, the Company issued the "Notice on Announcing the Whistleblowing and Reporting Methods of the Company's Discipline Inspection Commission." The directive explicitly clarified the scope of acceptance, reporting hotline, reporting email, mailing and visiting address, and critical precautions, thereby safeguarding the right of Party members and the public to exercise supervision in accordance with laws and regulations. Furthermore, prioritize-and-expedite mechanisms were established for handling, resolving, and replying to real-name whistleblowing and reporting, while strict confidentiality regarding the personal information of whistleblowers was maintained in accordance with regulations and discipline.

中国十五冶设有来信、来访、来电和网络等多维举报渠道，致力于提升员工廉洁从业意识，调动员工检举违纪违规问题的积极性。本年度，公司拓展举报渠道，创建“监督一点通”平台，确保员工能快捷、安全地举报违规违纪违法行为。提倡、鼓励实名检举控告，对实名检举控告优先办理、优先处置、给予反馈。公司制定了相关保护机制，保障善意举报人权益不受侵害。

15MCC provides multiple reporting channels including letters, visits, calls, and online platforms, committed to enhancing employees' integrity awareness and mobilizing their enthusiasm for reporting disciplinary and regulatory violations. This year, the Company expanded its reporting channels and created the "Supervision One-Stop" platform to ensure that employees can report violations and illegal acts quickly and securely. The Company advocates and encourages real-name reporting, giving priority to handling, processing, and providing feedback on such reports. Relevant protection mechanisms have been established to safeguard the rights and interests of whistleblowers acting in good faith.



举报方式 Reporting channels

- 举报电话：027-51015323（中国十五冶纪委）
Reporting hotline: 027-51015323
(Discipline Inspection Commission of China 15th Metallurgical Construction Group Co., Ltd.)
- 举报邮箱：swyjw@cn15mcc.com
Reporting email: swyjw@cn15mcc.com

- 来信、来访地址：湖北省武汉市东湖新技术开发区高新大道788号
Mailing and visiting address: No. 788 Gaoxin Avenue, East Lake High-tech Development Zone, Wuhan, Hubei Province

全面风险管理

Comprehensive Risk Management

中国十五冶推进风险管理工作，聚焦经营目标实现过程中的风险识别、评估与应对，构建动态更新、分工明确的风险管理机制，强化各部门和单位在风险防控中的职责履行，提升企业整体风险防控水平。

15MCC advances its Comprehensive Risk Management efforts by focusing on identifying, assessing, and addressing risks throughout the pursuit of its business objectives. The Company has established a dynamic, clearly defined risk management mechanism, reinforcing accountability across all departments and subsidiaries. These efforts have significantly enhanced 15MCC's overall risk prevention and control capabilities.

► 风险管理制度

Risk Management System

中国十五冶制定《风控合规手册》，完善《风险数据库》，每年组织修订，确保风险识别制度的完整性与适应性，执行《风险管理实施细则》，建立风险月报机制和重大经营风险 24 小时报告机制。公司依托风险框架开展定期识别填报，在年末编制《风险评估报告》，明确重点风险、控制措施及责任人，报审计与风险委员会审核确认。各部门同步制定风控流程，协助完成相关计划与报告，保障制度落实。

15MCC has formulated the "Risk Control and Compliance Manual," and continuously improved the "Risk Database", which are revised annually to ensure the completeness and adaptability of the risk identification system. It has implemented the "Rules on Risk Management Implementation" and has established a monthly risk reporting mechanism and a 24-hour reporting mechanism for major operational risks. Relying on a structured risk management framework, the Company conducts regular risk identification and reporting. At year-end, a Risk Assessment Report is compiled, outlining key risks, control measures, and responsible personnel, and is submitted to the Audit and Risk Committee for review and approval. Departments also establish internal risk control procedures to support the preparation of related plans and reports, ensuring the effective implementation of risk management systems.

中国十五冶构建了“三纵”的风控管理体系，旨在全面提升依法合规经营管理水平，防范和化解各类风险，保障企业高质量发展。风控工作组织体系包括党委、董事会、审计与风险管理委员会、法治建设及风控合规管理委员会、经理层、总部部门、直属单位、风控管理部门、风控监督部门，共同构成了“三纵”的风控管理架构。

15MCC has established a "Three-Verticals" risk control management system, aiming to comprehensively enhance lawful and compliant business operations, prevent and mitigate various risks, and safeguard high-quality corporate development. The organizational system for risk control work includes the Party Committee, the Board of Directors, the Audit and Risk Management Committee, the Rule of Law and Risk Control & Compliance Management Committee, the executive management, the departments at the headquarters, directly affiliated units, risk control management departments, and risk control supervision departments, collectively forming the "Three-Verticals" risk control management framework.



▲ “三纵” 风控管理架构及运行机制
The "Three-Vertical" Risk Control Management Framework and Operating Mechanism

重点领域风险防控

Risk Prevention and Control in Key Areas

中国十五冶完善风险管理体系，围绕风险识别、风险评估、风险监控、风险报告和风险改进等环节，建立覆盖总部部门、子分公司和重点项目的风险防控机制。公司制定并修订《风控合规手册》《风险数据库》，组织各部门结合业务变化动态更新风险事项及风险点，替换不适用风险，保障风险数据库的适用性和时效性。公司依托《风险管理实施细则》建立风险月报机制和重大经营风险 24 小时报告机制，推动风险防控由年度评估向日常监测、实时报告和闭环处置延伸。

15MCC keeps improving its risk management system by establishing a risk prevention and control mechanism covering headquarters departments, subsidiaries, branches, and key projects. The system focuses on risk identification, assessment, monitoring, reporting, and mitigation. The Company formulates and revises the "Risk Control and Compliance Manual" and the "Risk Database," organizes all departments to dynamically update risk events and risk points in line with business changes, and replaces inapplicable risks to ensure the applicability and timeliness of the risk database. Relying on the "Rules on Risk Management Implementation," the Company has established a routine monthly risk reporting mechanism and a 24-hour reporting mechanism for major operational risks. By doing so, the Company has extended risk prevention and control from annual assessments to daily monitoring, real-time reporting, and closed-loop resolution.



▲ 风险识别、评估及处置流程
Workflow for Risk Identification, Assessment, and Response

公司总部各部门和子分公司作为风控合规管理的“第一道防线”，负责本部门、本单位日常风险识别、评估和应对，结合专业领域拟定风控合规制度流程，动态收集生产建设、经营管理、履约、境外运营等内外部风险信息，按照公司既定风险框架定期填报提交。法律风控部作为风控合规牵头部门，负责收集风险监控信息，对监控或专项检查中发现的重大经营风险进行监督跟踪，指导重大经营风险管理部门依据风险变化更新管控措施，每季度汇总编制《公司重大经营风险监测情况报告》，报送分管领导及风控合规管理委员会审阅。

Headquarters departments and subsidiaries and branches serve as the “first line of defense” for risk control and compliance management. They are responsible for the daily risk identification, assessment and response within their respective units. They formulate risk control and compliance systems and procedures based on professional fields, dynamically collect internal and external risk information on production and construction, business management, contract fulfillment, and overseas operations, and regularly fill in and submit such information in accordance with the Company's established risk framework. The Legal and Risk Control Department, as the lead department for risk control and compliance, is responsible for gathering risk monitoring information, tracking and following up on major operational risks identified through monitoring or special inspections, and guiding the responsible departments for major operational risk management to update control measures based on risk changes. It compiles the “Company Major Operational Risk Monitoring Report” on a quarterly basis and submits it to the executive leaders and the Risk Control and Compliance Management Committee for review.



报告期内

During the reporting period

➤ 公司法律风控部总部层面 6 项重点工作完成 5 项，完成率 83.3 %；
Five out of six key operational tasks at the headquarters level were successfully completed by the Legal, Risk, and Compliance Department, representing a completion rate of 83.3%;

➤ 全年动态跟踪监测风险事件 51 件，成功化解 51 件，化解率 49 %；
51 risk events were dynamically monitored and tracked throughout the year, with 25 successfully resolved, achieving a mitigation rate of 49%;

➤ 严格落实合法合规审核制度，公司法律风控部总部层面评审合同 77 份，规章制度 52 份、重大事项 36 份，出具法律意见书 59 份。
The legal and compliance review system was strictly implemented, under which the Company's Legal and Compliance Department at the headquarters level reviewed 77 contracts, 52 institutional policies, and 36 major matters, with 59 formal legal opinions issued.

内部审计监督

Internal Audit Supervision

中国十五冶持续强化党委对审计工作的集中统一领导，召开首次审计工作会，系统部署年度审计重点任务。通过编制部门任务书、制定年度审计计划和主要工作任务，并印发《2025 年内部审计工作安排》，系统部署全年重点任务，推动审计资源、计划实施、质量标准和督促整改等集中统一，有效增强审计独立性与权威性。按照系统化思维 + 结构化方法，编制《工程项目审计手册（2025 年版）》，推行审计作业标准化，全面实施“1+N”审计模式，完善审计组长负责制、过程复核与质量控制机制，报告期内完成经济责任审计 5 项，持续强化领导干部履职监督。

15MCC consistently strengthens the centralized, unified leadership of the Party Committee over audit work. The Company convened its first audit work conference, and systematically deployed key annual audit tasks. By preparing departmental task lists, developing annual audit plans and key work tasks, and issuing the “2025 Internal Audit Work Arrangement,” the Company systematically deployed key tasks for the entire year. These efforts successfully promoted the integration of audit resources, plan implementation, quality standards, and rectification supervision, thereby effectively enhancing audit independence and authority. Applying a framework of systematic thinking and structured methodologies, the Company compiled the “Engineering Project Audit Manual (2025 Edition).” To promote standardized audit operations, the Company fully implemented the “1+N” audit model, and refined the audit team leader responsibility system, process review, and quality control mechanisms. During the reporting period, 5 economic accountability audits were completed, consistently reinforcing the supervisory oversight of leading cadres in fulfilling their official duties.



公司持续落实“大监督”工作机制，编制年度“大监督”重点任务并持续督办，推动审计监督与纪检监察监督、业务监督贯通协调。公司联合开展项目复盘，以 2 个项目“巡审联动”为试点，探索政治监督与经济监督融合路径；定期召开审计揭示问题与整改研讨会，压实整改责任，增强系统监督合力。同时，公司制定并宣贯《项目亏损责任追究办法（试行）》，畅通问题线索移交渠道，严肃查处失职失责、作风不实等问题线索，以问责倒逼项目管理责任落实。

The Company continues to implement the “Comprehensive supervision” working mechanism, formulates and persistently supervises the key tasks of the annual “Comprehensive supervision,” and promotes the integration and coordination of audit supervision, disciplinary inspection and supervision, and business supervision. The Company jointly conducted project reviews, using two projects as the pilots for the "inspection-audit coordination supervision mechanism" to explore paths for integrating political and economic supervision. It also regularly holds seminars on audit-identified issues and rectifications to enforce rectification responsibilities, and enhance the synergy of systematic supervision. Meanwhile, the Company formulated and publicized the “Measures for Accountability of Project Losses (Trial),” clearing channels for transferring problem clues, strictly investigating leads regarding dereliction of duty and superficial work styles, thereby driving the fulfillment of project management responsibilities through strict accountability.

案例 召开年度审计工作会，提升审计监督效能
Case The annual audit work meeting was convened to enhance audit supervision effectiveness

公司在武汉总部召开 2025 年度审计工作会，总结 2024 年审计工作，部署 2025 年重点任务。会议围绕“集中统一、权威高效、全面覆盖”要求，强调健全内部审计监督体系，推进审计工作标准化、规范化，聚焦项目履约管理和权力规范运行，强化内控、防范风险、促进合规，做实审计整改“后半篇文章”，以审促改、以审促管，为公司高质量发展提供保障。

The Company held its 2025 Annual Audit Work Meeting at its Wuhan headquarters to review the audit work of 2024 and deploy key tasks for 2025. Aligned with the requirements of "centralized unity, authoritative efficiency, and full coverage," the meeting emphasized improving the internal audit supervision system, advancing the standardization and normalization of audit work. It focused on project performance management and the regulated exercise of power. Furthermore, the meeting stressed reinforcing internal controls, preventing risks, and promoting compliance. It demanded robust follow-ups and long-term results from audit rectification — using audits to promote rectification and management — thereby providing safeguards for the Company's high-quality development.



▲ 年度审计工作会
Annual Audit Work Meeting

截至本报告期末

As of the end of this reporting period

开展经济责任审计

5 项

Five economic responsibility audits

重点项目审计

17 项

17 key project audits

完工项目结果审计

28 个

28 completed project outcome audits

探索实施巡审项目

2 个

and two "Inspection + Audit" pilot projects were conducted

全年完成分包结算审计值

38.6 亿元

Subcontracting settlement audits worth RMB 3.86 billion were completed

累计审减值

3863 万元

with a cumulative cost reduction of RMB 38.63 million achieved

审计资产总额

52.86 亿元

Total assets of RMB 5.286 billion were audited

占全部资产总额

38.45 %

representing 38.45% of the company's total assets

内部审计共发现问题

288 项

288 issues were identified through internal audits

到期整改率

100 %

and a 100% rectification rate for all due items was achieved

开展审计培训

6 次

Six audit training sessions were delivered

参训

93 人次

with a total of 93 participants trained

通过审计和内控评价整改完善制度

13 项

13 corporate regulations were optimized and improved through audit findings and internal control evaluations



应急保障体系

Emergency Support System

中国十五冶坚持统筹发展和安全，完善安全生产责任体系、风险分级管控和隐患排查治理机制，强化应急预案、应急演练、消防培训和信息化监测，推动安全责任落实到岗、风险隐患治理到位、应急能力覆盖一线。公司以制度建设夯实安全基础，以现场检查压实安全责任，以培训演练提升应急能力，筑牢高质量发展的安全底线。

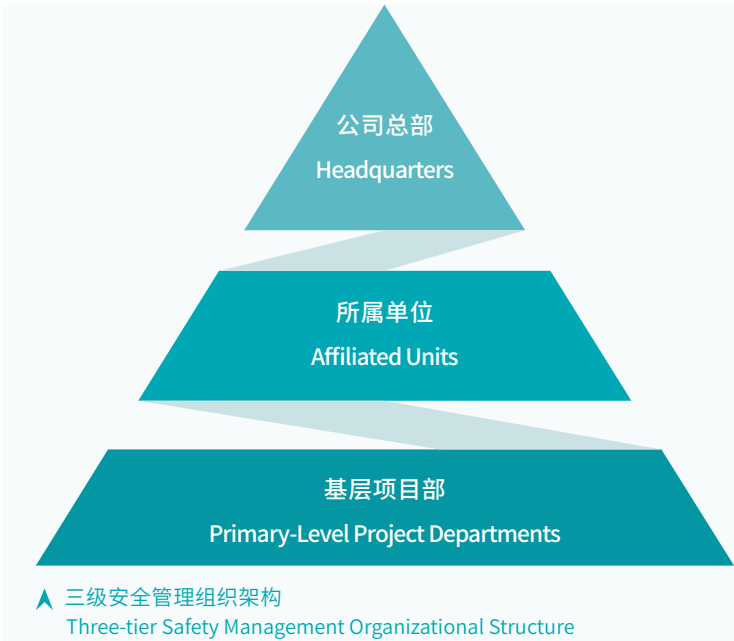
15MCC adheres to coordinating development and safety. The work safety responsibility system, risk classification management and control mechanism, and hidden hazard identification and rectification mechanism were improved. Emergency response plans, emergency drills, fire safety training, and IT-based monitoring were strengthened to ensure that safety responsibilities were implemented at every post, risks and hazards were thoroughly mitigated, and emergency response capabilities were extended to the frontline. The safety foundation was solidified through institutional development, safety responsibilities were enforced through on-site inspections, and emergency capabilities were enhanced through training and drills, thereby forging a rock-solid safety baseline for high-quality development.

安全生产责任体系

Work Safety Responsibility System

中国十五冶成立安全生产委员会，建立三级安全管理体系，保障安全生产工作平稳运行。公司制定并执行《安全生产管理办法》《生态环境保护管理办法》等制度，明确各单位安全职责和管理要求，通过按期归集安全环保报表，夯实安全基础管理。公司印发《安全环保责任追究办法》，明确安全环保责任追究适用范围，对未履行或未正确履行安全环保职责，造成管理缺陷、行政处罚、经济损失或伤亡事故的责任单位和责任人进行内部追责，推动安全责任层层压实。

15MCC has established a Work Safety Committee and a three-tiered safety management system to ensure the smooth operation of work safety. The Company has formulated and implemented the “Measures for Work Safety Management,” “Measures for Ecological and Environmental Protection Management,” and other rules and regulations, clarifying the safety responsibilities and management requirements for units at all levels and strengthening basic safety management through the scheduled collection of safety and environmental protection reports. The Company issued the “Measures for Safety and Environmental Protection Accountability,” specifying the scope of application for safety and environmental accountability. Internal accountability was enforced against responsible units and individuals who failed to perform or correctly fulfill their safety and environmental duties—resulting in management deficiencies, administrative penalties, financial losses, or casualties—thereby ensuring that safety responsibilities were strictly enforced at every level.



中国十五冶按照“全覆盖、全流程、全员责任”的要求，健全安全管理组织体系。公司各级单位均设立安全生产委员会（安委会）及与生产经营相适应的安全生产管理部门，形成纵向到底、横向到边的安全生产管理网络。

In line with the requirements of "full coverage, full process, and full accountability," 15MCC has improved its safety management organizational system. Work safety committees and corresponding safety production management departments were set up at all levels of the Company, forming a comprehensive work safety management network covering all levels and all areas.

案例 以现场安全检查压实隐患治理闭环

Case Strengthening the closed-loop governance of hidden hazards through on-site safety inspections

公司开展项目现场安全检查，围绕临时用电、消防安全、高风险作业、设备设施运行、文明施工等重点环节进行排查。结合项目现场安全检查图片，公司安全管理人员施工现场，对二级配电箱等关键设施进行检查，重点核查警示标识、用电规范、设备状态和现场防护情况，及时发现并督促整改人的不安全行为和物的不安全状态。通过“检查—通报—整改—复查”的闭环管理，公司将安全检查从发现问题延伸至指导帮扶、整改落实和风险预防，推动项目一线提升安全环保管理水平。

The Company carried out on-site safety inspections at project sites, focusing on key areas such as temporary electricity usage, fire safety, high-risk operations, equipment and facility operation, and responsible construction. With on-site inspection photos, the Company's safety management personnel at the construction sites inspected key facilities like secondary distribution boxes, with emphasis on warning signs, electrical safety standards, equipment status, and on-site protection measures, promptly identifying and urging rectification of unsafe human behaviors and unsafe physical conditions. Through the closed-loop management of "inspection—notification—rectification—review," the Company extended safety inspections from problem-finding to guidance and support, rectification implementation, and risk prevention, thereby driving project frontlines to enhance their safety and environmental management capabilities.



安全检查
Safety Inspection

中国十五冶强化安全风险识别、现场检查和隐患治理。2025 年，公司每周对境内外项目开展视频调度，每月召开安全环保工作例会，每季度对重点监控项目进行检查，每半年组织一次安全环保大检查，针对动火、消防、节前、复工等关键环节实施专项检查。公司还组织 4 家所属单位安全总监集中编制《建筑安装工程风险辨识清单》，推动在建项目设置动态更新的风险告知牌，实现风险“可量化、可闭环”管理，确保“风险人人可知、措施个个明了”。

15MCC strengthens safety risk identification, on-site inspections, and hazard rectification. In 2025, the Company conducted weekly video dispatches for domestic and overseas projects, and held monthly safety and environmental protection work meetings. It also carried out quarterly inspections on key monitored projects, organized semi-annual comprehensive safety and environmental protection inspections, and implemented special inspections targeting critical links such as hot work, fire safety, pre-holiday, and work resumption. Furthermore, the Company organized the safety directors of four subsidiary units to jointly compile the “*Risk Identification Checklist for Building and Installation Engineering*” and promoted the setting up of dynamically updated risk notice boards on projects under construction, achieving “quantifiable and closed-loop” risk management and ensuring that “risks are known to everyone and measures are clear to all.”

应急响应与业务连续性

Emergency Response and Business Continuity

中国十五冶完善突发环境事件应急预案和安全生产综合应急预案，向属地政府完成安全生产综合应急预案备案。公司依托《安全风险分级管控与隐患排查治理管理办法》及相关应急管理要求，推动风险分级管控、隐患排查治理、应急响应和整改闭环协同运行。《安全环保责任追究办法》对事故报告时限、报告内容、迟报漏报谎报瞒报认定等作出规定，为突发事件快速响应和责任追溯提供制度依据。

15MCC has improved its emergency response plans for sudden environmental incidents and comprehensive emergency plans for work safety, and has filed the comprehensive work safety emergency plan with the local government. Leveraging the “*Measures for Risk Classification Management and Control, and Hidden Hazards Investigation and Governance*” and related emergency management requirements, the Company promoted the synergistic operation of risk classification control, hidden hazard inspection and rectification, emergency response, and rectification closure. The “*Measures for Safety and Environmental Protection Accountability*” stipulates requirements on accident reporting timelines, reporting content, and the identification of delayed, omitted, false, and concealed reporting, thereby providing an institutional basis for rapid emergency response and accountability tracing.

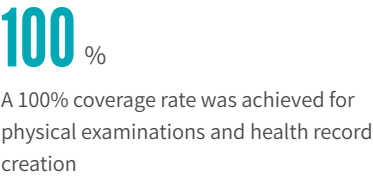
通过应急演练、消防培训和信息化平台建设提升应急处置能力。公司每半年组织一次应急演练，并针对消防、动火、节前、复工等关键场景开展专项培训和检查；同时搭建安全生产管理信息化平台，通过传感器网络、视频监控等技术手段，对生产现场进行实时监控和预警，提升安全风险识别、异常情况处置和业务连续性保障能力。

Emergency response capabilities are enhanced through emergency drills, fire safety training, and the development of an IT-based platform. The Company organizes emergency drills semi-annually and conducts specialized training and inspections for key scenarios such as fire safety, hot work, pre-holiday, and work resumption. Meanwhile, an IT-based work safety management platform has been established, using sensor networks, video surveillance, and other technical means to perform real-time monitoring and early warning at production sites, thereby improving the ability to identify safety risks, handle abnormal situations, and ensure business continuity.

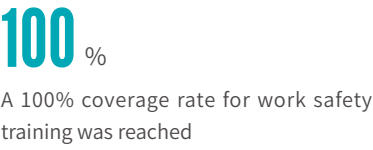
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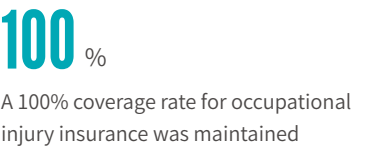
体检及健康档案建设覆盖率



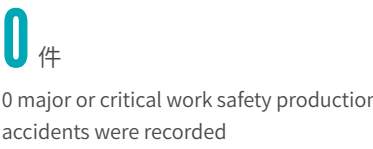
安全培训覆盖率



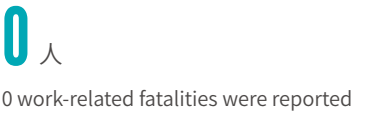
职业伤害保险覆盖率



较大及以上生产安全事故



因工亡故人数



案例 消防安全专项培训实操演练提升应急处置能力

Case Specialized fire safety training and hands-on drills enhance emergency response capabilities

武汉总部组织开展消防安全专项培训，培训由武汉信德仕智能工程有限公司授课，面向武汉总部楼内各单位、各部门员工开展。培训内容包括消防法律法规、火灾成因、火灾预防措施、初期火灾扑救要点、灭火器和消防栓等消防器材使用方法，组织员工进行干粉、二氧化碳灭火器实操体验。通过理论讲解与实操演练相结合，公司提升员工消防安全意识、应急自救技能和初期火灾处置能力。

The Wuhan headquarters organized specialized fire safety training, delivered by Wuhan Xindeshi Intelligent Engineering Co., Ltd. for employees from all units and departments within the headquarters building. The training covered fire protection laws and regulations, causes of fires, fire preventive measures, key points for extinguishing initial fires, and the use of fire extinguishers, fire hydrants and other firefighting equipment. Employees participated in hands-on experience with dry powder and carbon dioxide fire extinguishers. Through a combination of theoretical explanations and practical drills, the Company enhanced employees' fire safety awareness, emergency self-rescue skills, and initial fire response capabilities.

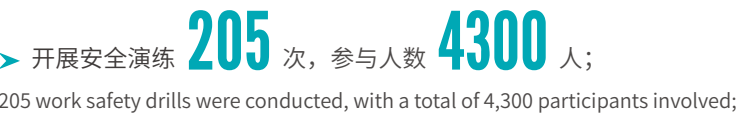


▲ 消防安全专项培训实操演练

Specialized Fire Safety Training and Hands-on Drills

报告期内

During the reporting period



The specialized fire safety training was attended by 76 employees, with over 90% of participating employees demonstrating correct identification and standardized operation of fire equipment, as well as a clear understanding of evacuation and self-rescue procedures in the event of a fire.



环境篇

Environment

中国十五冶始终将生态环境保护作为发展基石，秉持“绿色相随，健康相伴”环保理念，强化环保管理，推进减废降碳，守护绿水青山，为高质量发展筑牢根基，助力可持续未来。

15MCC has always regarded ecological and environmental protection as a cornerstone of its development. Upholding the environmental philosophy of “Green Development, Healthy Future”, the Company strengthens environmental management, advances waste reduction and carbon reduction, protects lucid waters and lush mountains, and lays a solid foundation for high-quality development, contributing to a sustainable future.



强化环境管理

Strengthening Environmental Management

中国十五冶坚决贯彻绿色发展理念，锚定“双碳”目标，优化环境管理体系，把控环境风险，全力推进减废降碳协同增效，为生态文明建设贡献坚实力量。

15MCC firmly implements the philosophy of green development, remains anchored in China's “dual carbon” goals, continuously optimizes its environmental management system, controls environmental risks, and advances the coordinated improvement of waste reduction and carbon reduction, contributing solid efforts to the development of ecological civilization.

环境管理体系

Environmental Management System

中国十五冶严格遵守《中华人民共和国环境保护法》《中华人民共和国固体废物污染环境防治法》《中华人民共和国水污染防治法》《中华人民共和国大气污染防治法》等法律法规，秉持“保护优先、预防为主、综合治理、公众参与、损害担责”的原则，将环境保护理念和实践贯穿于工程建设全过程，推动经济与环境协调发展。通过完善环境管理体系，我们确保工程建设与生态保护同步规划、同步推进，实现高质量发展与未来的有机统一。

15MCC strictly complies with laws and regulations including the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*, the *Water Pollution Prevention and Control Law of the People's Republic of China*, and the *Atmospheric Pollution Prevention and Control Law of the People's Republic of China*. Guided by the principles of prioritizing protection, focusing on prevention, adopting integrated governance, encouraging public participation, and holding polluters accountable for damage, the Company integrates environmental protection concepts and practices throughout the entire process of engineering construction, promoting coordinated development between the economy and the environment. By improving its environmental management system, the Company ensures that engineering construction and ecological protection are planned and advanced in parallel, achieving the organic integration of high-quality development and long-term sustainability.



管理机制 Management Mechanism

公司以《生态环境保护管理办法》《环境信息报送和审核管理办法》《能效提升行动实施方案》《加快绿色发展推进美丽中国建设实施方案（2024—2027）》等文件为基石，构建了完善的生态环保管理体系。

The Company has established a comprehensive ecological and environmental protection management system based on internal rules and policies, including the *Measures for Ecological and Environmental Protection Management*, the *Measures for Environmental Information Reporting and Review Management*, the *Implementation Plan for Energy Efficiency Improvement*, and the *Implementation Plan for Accelerating Green Development and Advancing the Building of a Beautiful China (2024-2027)*.

组织架构 Organizational Structure

公司各级建立健全生态环境保护委员会和生态环境保护管理部门，每年至少召开一次生态环境保护委员会会议，研究部署相关工作，并指导管理部门具体落实。

The Company has established and improved ecological and environmental protection committees and ecological and environmental protection management departments at all levels. Each year, at least one meeting of the Ecological and Environmental Protection Committee is convened to study and deploy relevant work, while guiding the management departments in implementation.

项目建设 Project Construction

公司严格执行建设项目“三同时”制度，确保环保设施与主体工程同步设计、同步施工、同步投入使用，并依法依规完成环境保护验收评价手续。

The Company strictly implements the “Three Simultaneities” system for construction projects, ensuring that environmental protection facilities are designed, constructed, and put into operation simultaneously with the main project. The Company also completes environmental protection acceptance evaluation procedures in accordance with applicable laws and regulations.

考核追究 Performance Assessment and Accountability

公司已将环保考核结果纳入所属单位负责人业绩考核体系，设立激励机制，对环保工作表现突出的单位和个人给予表彰与奖励；完善追责机制，对环保事件快速调查、问责。

The Company has incorporated environmental protection assessment results into the performance evaluation system for heads of affiliated units. It has established an incentive mechanism to commend and reward units and individuals with outstanding environmental protection performance, while improving its accountability mechanism to ensure prompt investigation and accountability for environmental incidents.

体系认证 System Certification

报告期内 ISO 14001 环境管理体系认证。在日常经营中，公司严格遵循该体系的相关规定，与国际标准接轨，优化管理流程，提升环境效益与经济效益。

During the Reporting Period, the Company maintained its ISO 14001 environmental management system certification. In daily operations, the Company strictly follows the relevant requirements of this system, aligns its practices with international standards, optimizes management processes, and enhances both environmental and economic benefits.

► 环境数据化管控

Digitalized Environmental Data Management and Control

中国十五冶完善环境数据统计和审核机制，依托《环境信息报送和审核管理办法》及能源、资源消耗统计台账，定期收集所属单位水资源、能源、外购电力、废弃物、温室气体排放相关数据，结合节能环保指标对所属单位开展季度考核，推动环境绩效数据由分散填报向统一口径、统一统计、统一审核转变。

15MCC has improved its environmental data collection and review mechanism. Based on the *Measures for Environmental Information Reporting and Review Management* and statistical ledgers for energy and resource consumption, the Company regularly collects data from its affiliated units on water resources, energy, purchased electricity, waste, and greenhouse gas emissions. It also conducts quarterly assessments of affiliated units against energy conservation and environmental protection indicators, promoting the transition of environmental performance data from decentralized reporting to unified methodologies, unified statistical processes, and unified review procedures.

办公运营层面，公司持续掌握水电气等资源数据，建立台账进行统计审核，对公车用油实施出车审批、里程台账和专用油卡管理。

At the office operation level, the Company continuously tracks resource consumption data such as water, electricity, and gas, and establishes ledgers for statistical review. For official vehicle fuel use, the Company implements trip approval, mileage ledger management, and dedicated fuel card management.

指标 Indicator	2025 年 2025	2024 年 2024	单位 Unit
基层单位新鲜水用量 Freshwater consumption by affiliated units	4,025 万 40.25 million	3,608 万 36.08 million	吨 ton
综合能源消耗总量 Total comprehensive energy consumption	4,661	4,676	吨标准煤 tce
柴油消耗量 Diesel consumption	2,642	2,658	吨标准煤 tce
汽油消耗量 Gasoline consumption	864	909	吨标准煤 tce
外购电力消耗量 Purchased electricity consumption	43,523,040	45,643,117	千瓦时 kWh

► 环境风险与合规

Environmental Risk and Compliance

中国十五冶遵循《突发环境事件应急预案》，科学、高效应对突发环境事件，提升突发环境事件处置能力；依照《安全环保检查及等级评定办法》《安全风险分级管控与隐患排查治理管理办法》等文件，规范安全环保检查工作，督促所属单位履行安全环保职责，及时消除安全环保事故隐患，完善安全环保条件。

15MCC follows the *Emergency Response Plan for Environmental Incidents* to respond to environmental emergencies in a scientific and efficient manner and enhance its emergency response capabilities. In accordance with internal rules and policies such as the *Measures for Safety and Environmental Protection Inspection and Grading* and the *Management Measures for Graded Safety Risk Control and Hazard Inspection and Remediation*, the Company regulates safety and environmental protection inspections, urges affiliated units to fulfill their safety and environmental protection responsibilities, promptly eliminates potential safety and environmental hazards, and continuously improves safety and environmental protection conditions.

公司建立安全环保监督检查机制，每周组织对境内外项目开展视频调度，每月召开安全环保工作例会，每季度对重点监控项目进行检查，每半年组织一次安全环保大检查；检查前下发通知，检查后形成整改通报，对排名靠后的项目进行处罚，适时组织复查，推动问题整改形成闭环。

The Company has established a safety and environmental protection supervision and inspection mechanism. It organizes weekly video dispatch meetings for domestic and overseas projects, holds monthly safety and environmental protection work meetings, conducts quarterly inspections of key monitored projects, and organizes semi-annual comprehensive safety and environmental protection inspections. Before inspections, notices are issued; after inspections, rectification circulars are prepared. Projects ranked lower in inspection results are subject to penalties, and follow-up inspections are organized as appropriate to ensure closed-loop rectification.



▲ 视频安全检查
Video Safety Inspection



▲ 安全环保工作例会
Safety and Environmental Protection Work Meeting

报告期内公司未发生重大环境违规事件¹，未发生生态环境违法违规行为。
During the Reporting Period, the Company had no major environmental violations and no violations of ecological and environmental laws or regulations.

¹ 按照《突发环境事件信息报告办法》（环境保护部令第 17 号）关于重大（II 级）突发环境事件的规定进行界定。
The classification shall be conducted in accordance with the provisions concerning major (Level II) environmental emergencies set forth in the Measures for Information Reporting of Sudden Environmental Incidents (Order No. 17 of the Ministry of Environmental Protection).

报告期内

During the reporting period

全年出台管理制度

12 项

issued 12 management rules and policies throughout the year

开展常态化每日视频巡查，对重点项目开展现场检查

107 次

carried out normalized daily video inspections and conducted 107 on-site inspections of key projects

全年共查处安全隐患

844 条

identified and addressed 844 safety hazards throughout the year

月度安全隐患平均整改率为

95.6 %

with an average monthly rectification rate of 95.6%

隐患总量较上年下降

18.3 %

and recorded an 18.3% year-on-year decrease in the total number of hazards

废弃物与排放管理

Waste and Emissions Management

中国十五冶严格遵循国家及地方关于污染物排放的法律法规与行业标准，坚持源头治理与过程管控相结合，确保各类污染物稳定达标排放。

15MCC strictly complies with national and local laws, regulations, and industry standards on pollutant emissions. Upholding an approach that combines source control with process management, the Company ensures that all types of pollutants are discharged in stable compliance with applicable standards.

废气管理

Exhaust Gas Management

我们的钢构分公司严格遵守《中华人民共和国大气污染防治法》及相关地方性法规，通过源头消减、过程控制、末端治理等方式，实现烟气不直接外排，达到合规排放要求。

The Steel Structure Branch strictly complies with the *Atmospheric Pollution Prevention and Control Law of the People's Republic of China* and relevant local regulations. Through source reduction, process control, and end-of-pipe treatment, the branch ensures that flue gas is not directly discharged and that emissions meet compliance requirements.

废水管理

Wastewater Management

公司秉持“工业废水不外排，百分百循环利用”的理念，全力推进“工业废水零排放”目标。钢构分公司安装先进污水处理设备，实现生产废水全收集、沉淀处理与循环利用。生活污水接入市政管网集中处理，确保污水规范处置。

The Company upholds the principle of “no discharge of industrial wastewater and 100% recycling” and advances the goal of “zero discharge of industrial wastewater” . The Steel Structure Branch has installed advanced wastewater treatment equipment to achieve full collection, sedimentation treatment, and recycling of production wastewater. Domestic sewage is discharged into the municipal pipeline network for centralized treatment, ensuring compliant wastewater disposal.

固体废弃物及危险废弃物管理

Solid Waste and Hazardous Waste Management

公司在生产和建设过程中产生的一般固体废弃物与危险废弃物，均严格依照《一般工业固体废弃物贮存和填埋污染物控制标准》《危险物贮存污染控制标准》《危险废物转移联单管理办法》等有关规定，对废弃物合理存放、处置和回收利用，减少对环境的影响。

General solid waste and hazardous waste generated during production and construction are stored, disposed of, and recycled in strict accordance with relevant regulations, including the Standard for Pollution Control on the Storage and Landfill of General Industrial Solid Waste, the Standard for Pollution Control on Hazardous Waste Storage, and the Measures for the Management of Hazardous Waste Transfer Manifests, so as to reduce environmental impacts.

指标 Indicator	2025 年 2025	单位 Unit
一般固废产生量 ² General solid waste generated	559.5	吨 tons
一般固废处置率 General solid waste disposal rate	100	%
危险废弃物产生量 Hazardous waste generated	12.3	吨 tons
危险废弃物处置率 Hazardous waste disposal rate	100	%



²2025 年度对一般固体废物产生量的披露口径进行了调整，在 2024 年度统计口径的基础上新增生活垃圾产生量。因此，本年度披露的一般固体废物产生量与往年报告披露数值存在一定差异。

The reporting scope for the generation volume of general solid waste was adjusted in 2025. Domestic waste generation volume was newly included on the basis of the statistical scope adopted in 2024. As a result, the disclosed general solid waste generation volume for the current year differs to a certain extent from the figures presented in previous annual reports.

提升环保意识

Enhancing Environmental Awareness

中国十五冶高度重视绿色低碳理念培育和环保专业能力提升，通过“世界环境日”“生态环境日”“全国低碳日”“节能宣传周”等主题活动，持续增强全体员工绿色环保意识和实践能力，引导员工将生态环境行为规范融入日常工作和项目一线。

15MCC places great emphasis on cultivating green and low-carbon awareness and enhancing professional environmental protection capabilities. Through themed activities such as World Environment Day, National Ecology Day, National Low-Carbon Day, and Energy Conservation Publicity Week, the Company continuously strengthens employees' awareness of green environmental protection and their practical capabilities, guiding employees to integrate ecological and environmental conduct requirements into daily work and frontline project operations.

案例 世界环境日“六五环境日”主题活动

Case World Environment Day: Themed Activities for June 5 World Environment Day

公司围绕“美丽中国我先行”主题开展六五世界环境日活动。美丽中国宣传周期间，公司通过内部宣传栏、电子显示屏、微信平台等渠道发布主题信息，并通过专题讲座、座谈会、专家现场指导、宣传海报和手册等形式普及环保知识，推动环保宣传进项目、进一线、进班组。公司同步开展线上宣传，动员员工参与“六五环境日”“美丽中国我是行动者”等话题互动，分享项目环保举措和个人低碳行动，营造线上线下联动、全员参与的绿色环保氛围。

The Company carried out activities for June 5 World Environment Day under the theme of “Beautiful China, I Take the Lead”. During the Beautiful China Publicity Week, the Company released theme-related information through internal bulletin boards, electronic displays, WeChat platforms, and other channels. It also popularized environmental protection knowledge through special lectures, seminars, on-site expert guidance, posters, and brochures, promoting environmental awareness across projects, frontline operations, and work teams. The Company also conducted online publicity activities, encouraging employees to participate in topic interactions such as “June 5 World Environment Day” and “I Am an Actor for a Beautiful China”, share project-level environmental protection measures and personal low-carbon actions, and foster a green environmental protection atmosphere featuring online-offline coordination and full employee participation.



▲ 发放环境宣传手册
Distribution of Environmental Protection Brochures



▲ 组织观看环保宣传片
Organizing Employees to Watch Environmental Protection
Publicity Videos

推动节能减排

Advancing Energy Conservation and Emission Reduction

紧扣国家“双碳”发展部署，中国十五冶打造绿色低碳生产模式，推进可持续发展建设。公司探索节能减排途径，优化资源和能源管理，推动清洁能源应用，保护生物多样性。

In line with China's “dual carbon” development strategy, 15MCC is building a green and low-carbon production model and advancing sustainable development. The Company explores pathways for energy conservation and emission reduction, optimizes resource and energy management, promotes the use of clean energy, and protects biodiversity.

温室气体管理

Greenhouse Gas Management

中国十五冶严格落实集团下达的温室气体管控总体要求，围绕基层经营单位范围一直接排放和范围二外购电力、热力间接排放，逐层分解减排责任，形成分级管控、层层压实的减排责任体系。公司以《生态环境保护管理办法》《环境信息报送和审核管理办法》作为能源及温室气体排放管理的重要制度依据，完善碳排放监测与统计体系，加强能源台账管理，保障数据可靠。

15MCC strictly implements the overall greenhouse gas management requirements issued by CNMC. Focusing on Scope 1 direct emissions from primary-level operating units and Scope 2 indirect emissions from purchased electricity and heat, the Company assigns emission reduction responsibilities at each level, forming a graded and rigorously enforced responsibility system for emission reduction. The Company regards the *Measures for Ecological and Environmental Protection Management* and the *Measures for Environmental Information Reporting and Review Management* as key institutional bases for energy and greenhouse gas emissions management, improves its carbon emissions monitoring and statistical system, strengthens energy ledger management, and ensures data reliability.

指标 Indicator	2025 年 2025	2024 年 2024	单位 Unit
综合能源消耗量 Comprehensive energy consumption	4,661	4,676	吨标准煤 tce
万元产值（收入）综合能耗 Comprehensive energy consumption per RMB 10,000 of output value (revenue)	0.0058	0.0058	吨标准煤 / 万元产值（收入） tce/RMB 10,000 of output value (revenue)
温室气体排放量 Greenhouse gas emissions	11,215	12,322	吨二氧化碳排放当量 ton CO ₂ e
温室气体排放密度 Greenhouse gas emission intensity	0.0140	0.0152	吨二氧化碳排放当量 / 万元产 值（收入） ton CO ₂ e/RMB 10,000 of output value (revenue)

为高效利用能源、降低能耗并提升经济效益，公司严格遵循集团的节能减排要求。我们建立了节能减排统计台账，定期收集所属单位的相关数据和资料，依据节能环保指标，对所属单位的节能减排情况进行季度考核，确保各项措施落实到位。我们采取以下措施，逐步推进节能减排相关工作：

To improve energy efficiency, reduce consumption, and enhance economic benefits, the Company strictly follows CNMC's requirements on energy conservation and emission reduction. It has established statistical ledgers for energy conservation and emission reduction, regularly collects relevant data and materials from affiliated units, and conducts quarterly assessments of their energy conservation and emission reduction performance based on energy conservation and environmental protection indicators, ensuring the effective implementation of relevant measures. The Company systematically advances energy conservation and emission reduction through the following measures:



建立体系
Establishing Systems

完善碳排放监测与统计体系，加强能源台账管理，确保数据精准可靠

The Company improves its carbon emissions monitoring and statistical system, strengthens energy ledger management, and ensures that data are accurate and reliable.



提高能效
Improving Energy Efficiency

推广高效能源设备与技术，定期检查环保设备运行效果，保障高效运行

The Company promotes high-efficiency energy equipment and technologies, regularly inspects the operating performance of environmental protection equipment, and ensures efficient operation.



减少能耗
Reducing Energy Consumption

淘汰老旧高能耗设备，优化设备结构，降低能源消耗

The Company phases out outdated high-energy-consuming equipment, optimizes its equipment structure, and reduces energy consumption.

工程建设方面，公司以绿色示范工程创建为抓手，全面推行施工资源循环利用、现场设施循环化改造和绿色建造技术应用，构建“资源循环、绿色技改、技术创新”三维绿色施工体系。项目现场通过雨水收集、施工废水沉降净化等方式，将处理后水资源循环用于场地降尘、道路冲洗和混凝土养护；通过建筑垃圾分类清运、钢筋余料回收利用、模板脚手架周转复用等措施，推动固废资源化处置和施工材料循环利用；同时推广 BIM 施工模拟、PDS 虹吸排水、海绵工地、智能扬尘管控、装配式临建、光伏节能照明等绿色技术，促进节能、节水、节材、降尘减碳在项目建设全过程落地。

资源使用与无废工地

Resource Use and Waste-Free Construction Sites

我们坚信资源的高效利用与科学管理是推动可持续发展的核心要素。我们通过创新工程管理与工艺，优化绿色工程组织设计，强化文明工程管理，提升资源利用效率，减少环境污染与能源消耗，为实现高质量发展奠定坚实基础。

We believe that efficient resource use and scientific resource management are core elements of sustainable development. Through innovative engineering management methods and processes, optimized green engineering organization design, and strengthened civilized construction management, we improve resource efficiency, reduce environmental pollution and energy consumption, and lay a solid foundation for high-quality development.

绿色办公方面，公司日常提醒员工下班和放假前关闭灯、电、水设备，安保人员每天下班巡查时及时关闭相关设备，通过早会提醒耗电耗水情况、张贴节能标识等方式强化员工节能意识。办公区、员工宿舍安装使用空气能及地暖，降低办公运营环节能源浪费。

In terms of green office practices, the Company regularly reminds employees to turn off lights, electrical appliances, and water facilities before leaving work and before holidays. Security personnel promptly switch off relevant equipment during daily after-work inspections. The Company also strengthens employees' awareness of energy conservation through morning meeting reminders on electricity and water consumption, energy-saving signs, and other measures. Air-source heat pumps and floor heating systems are installed and used in office areas and employee dormitories to reduce energy waste in office operations.



节约用电标识
Electricity Conservation Signage



节约用水标识
Water Conservation Signage

In engineering construction, the Company takes the development of green demonstration projects as a key driver and comprehensively promotes the recycling of construction resources, circular transformation of on-site facilities, and application of green construction technologies. It has built a three-dimensional green construction system featuring “resource recycling, green technological upgrading, and technological innovation” . At project sites, rainwater collection and sedimentation and purification of construction wastewater are used to recycle treated water for dust suppression, road washing, and concrete curing. Through measures such as classified collection and removal, recycling of surplus rebar, and turnover and reuse of formwork and scaffolding, the Company promotes the resource-based disposal of solid waste and the circular use of construction materials. Meanwhile, green technologies such as BIM construction simulation, PDS siphonic drainage, sponge construction sites, intelligent dust control, prefabricated temporary facilities, and photovoltaic energy-saving lighting are promoted to advance energy conservation, water conservation, material conservation, dust reduction, and carbon reduction throughout the entire process of project construction.

案例 绿色示范工程推动绿色施工标准落地
Case Green Demonstration Projects Promoting the Implementation of Green Construction Standards

公司推进绿色示范工程创建，将绿色建造、绿色施工理念融入项目策划、现场管理、资源利用和过程管控全过程。报告期内，公司多个项目在绿色施工和绿色建造方面取得示范成果，覆盖房建、仓储、冶金等不同工程场景。

The Company advances the development of green demonstration projects and integrates the concepts of green building and green construction into the entire process of project planning, on-site management, resource use, and process control. During the Reporting Period, several Company projects achieved demonstration results in green construction and green building, covering different engineering scenarios such as housing construction, warehousing, and metallurgy.



绿色施工工程
Green Construction Project



中储粮绿色证书
Sinograin Reserves Green Certificate



绿色建造施工水平评价三星证书
Three-Star Certificate for Green Construction Performance Evaluation

绿色技术应用
Application of Green Technologies

中国十五冶将清洁能源使用和绿色低碳转型纳入重要发展方向。在项目设计阶段，公司注重选用具有隔热、隔音和保温性能的材料，采用自然通风、自然采光等节能设计理念，推动光伏发电系统、太阳能热水器等可再生能源设备应用，减少对传统能源的依赖。

15MCC prioritizes the use of clean energy and the green and low-carbon transition as key development directions. At the project design stage, the Company emphasizes the selection of materials with heat insulation, sound insulation, and thermal insulation properties, adopts energy-saving design concepts such as natural ventilation and natural lighting, and promotes the application of renewable energy equipment such as photovoltaic power generation systems and solar water heaters, reducing reliance on traditional energy sources.

在施工阶段，公司融入“四节一环保”要求，采用环保材料和技术，优化施工工艺，减少施工过程中的能源消耗和环境污染；在生产环节，公司推行清洁生产，钢结构生产通过采用先进生产工艺和设备，减少能源消耗和废气排放，推动绿色生产。

At the construction stage, the Company incorporates the requirements of “four conservations and one environmental protection”, adopts environmentally friendly materials and technologies, optimizes construction processes, and reduces energy consumption and environmental pollution during construction. In the production process, the Company promotes cleaner production. In steel structure production, it reduces energy consumption and exhaust gas emissions by adopting advanced production processes and equipment, thereby advancing green production.

案例 AI 旁路系统助力冶炼低碳优化
Case Driving Low-Carbon Optimization in Smelting with AI Bypass System

公司探索清洁技术与智能控制在冶炼场景中的融合应用，开展冶炼领域重点课题研究，将 AI 算法嵌入富氧侧吹、顶吹粗铜冶炼工艺过程控制，推动南国铜业 AI 旁路于 2025 年 5 月 27 日正式上线试运行。围绕冰铜品位预测、趋势研判和工艺参数优化开展应用，冰铜品位预测准确率达 70%、趋势准确率达 85%，达到行业先进水平。该有助于减少工艺波动、提升能源利用效率和生产运行稳定性，推动传统冶炼工艺向智能化、精益化、低碳化方向升级。

The Company explores the integrated application of clean technologies and intelligent control in smelting scenarios and conducts key research projects in the smelting sector. It has embedded AI algorithms into the process control of oxygen-enriched side-blown and top-blown blister copper smelting processes, supporting the official trial operation of the AI bypass system at Guangxi Nanguo Copper on May 27, 2025. The system is applied to matte grade prediction, trend analysis, and process parameter optimization. It has achieved a matte grade prediction accuracy of 70% and a trend prediction accuracy of 85%, reaching an advanced level in the industry. The system helps reduce process fluctuations, improve energy efficiency and production stability, and promote the upgrading of traditional smelting processes toward intelligent, lean, and low-carbon operations.



广西南国铜业增强旁路控制系统
Enhanced Bypass Control System of Guangxi Nanguo Copper

守护生物多样性

Protecting Biodiversity

“

中国十五冶在矿山服务和工程建设过程中，将生物多样性保护理念融入项目策划、施工组织和生态修复实践，努力减少经营活动对区域植被、野生动植物栖息环境和周边自然生态的负面影响。

In mining services and engineering construction, 15MCC integrates biodiversity protection into project planning, construction organization, and ecological restoration practices. The Company strives to reduce the negative impacts of its operations on regional vegetation, wildlife habitats, and the surrounding natural ecosystem.

”

● 矿山生态修复

Mine Ecological Restoration

矿山生态修复是中国十五冶守护生物多样性的重要实践，公司在复垦区域开展树苗栽植、边坡种草和植被恢复，持续推进排土场、低品位矿场等区域生态修复。

📌 案例 南方公司大宝山项目边坡人工种草

Case Artificial Grass Planting on Slopes at the Dabaoshan Project of Southern Branch

截至项目完成时，矿山边坡人工种草面积已达边坡人工种草。

As of project completion, the artificially grassed mine slope area had reached 124,700 m².

生态修复项目 Ecological Restoration Project	种植 / 修复规模 Planting/Restoration Scale	存活 / 成活情况 Survival/Establishment Status	存活率 Survival Rate
边坡人工种草 Artificial grass planting on slopes	12.47 万平方米 124,700 m ²	草苗持续存活 Grass seedlings remained viable	96%

● 工程生态保护

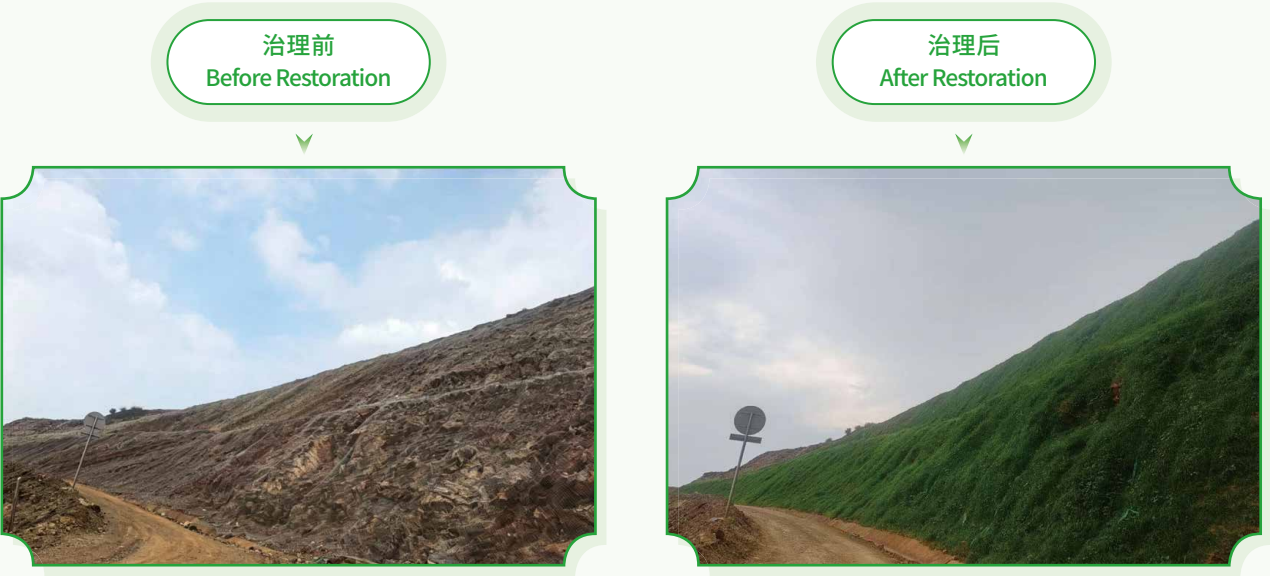
Ecological Protection in Engineering Projects

中国十五冶在经营活动、工程建设运维及配套服务业务开展过程中，严格恪守生态保护底线，评估项目施工、生产作业、运营服务等全流程对区域植被、野生动植物栖息环境、生态廊道及周边自然生态的潜在影响，从施工占地、植被扰动、水土保持、噪声废气排放等源头严控经营活动对生物多样性的负面扰动，最大限度减少工程建设与生产运营对原有生态群落、物种栖息地的破坏和干扰。

In its operations, engineering construction, operation and maintenance, and supporting services, 15MCC strictly adheres to the bottom line of ecological protection. The Company assesses the potential impacts of project construction, production operations, operating services, and other full-process activities on regional vegetation, wildlife habitats, ecological corridors, and the surrounding natural ecosystem. It strictly controls negative disturbances to biodiversity at source, including construction land occupation, vegetation disturbance, soil erosion, and noise and exhaust gas emissions, so as to minimize damage and disruption to original ecological communities and species habitats caused by engineering construction and production operations.

公司在工程建设前、中、后期落实生态环境保护要求，施工前依法开展环境影响评价，施工过程中强化水土保持、扬尘噪声控制、废弃物合规处置和现场文明施工，施工后结合项目条件开展生态修复和环境恢复，推动工程建设与生态保护协同推进。

The Company implements ecological and environmental protection requirements before, during, and after engineering construction. Before construction, it conducts environmental impact assessments in accordance with the law. During construction, it strengthens soil and water conservation, dust and noise control, compliant waste disposal, and civilized on-site construction. After construction, it carries out ecological restoration and environmental rehabilitation based on project conditions, promoting the coordinated advancement of engineering construction and ecological protection.





社会篇

Society

中国十五冶坚持以人为本，增强员工获得感、归属感和幸福感，推动构建更加安全、健康、成长型的职场环境，凝聚高质量发展的社会合力，展现央企担当。

15MCC adheres to a people-centered approach, enhances employees' sense of fulfillment, belonging, and well-being, and works to build a safer, healthier, and growth-oriented workplace. The Company brings together social strengths for high-quality development and demonstrates its commitment as a central state-owned enterprise.



质量管理

Quality Management



中国十五冶执行《中华人民共和国产品质量法》及行业相关法律法规与标准，秉持“质量就是生命，产品代表人品”的质量理念，坚守“今天的质量和 service 就是明天的市场”的质量方针，以卓越品质赢得客户信任。

15MCC complies with the *Product Quality Law of the People's Republic of China* as well as relevant industry laws, regulations, and standards. Upholding the quality philosophy of “Quality is life, and products reflect character”, and adhering to the quality policy of “Today's quality and service are tomorrow's market”, the Company earns customer trust through outstanding quality.

质量管理体系

Quality Management System

中国十五冶执行《项目质量管理办法》《工程创优管理办法》等制度文件，贯彻 ISO 9001 质量管理体系，运用 PDCA 循环理念，将质量管理要求贯穿项目策划、施工组织、过程控制、质量验收、竣工交付及质保回访全过程。2025 年，公司质量管理体系运行正常，通过 ISO 9001、ISO 14001、ISO 45001 “三位一体”管理体系认证，保持质量、环境、职业健康安全管理体系运行。

15MCC implements internal rules and policies such as the *Measures for Project Quality Management* and the *Measures for Quality Excellence Management in Engineering Projects*. It follows the ISO 9001 quality management system and applies the Plan-Do-Check-Act (PDCA) cycle, integrating quality management requirements throughout the entire process of project planning, construction organization, process control, quality acceptance, completion and delivery, and warranty follow-up visits. In 2025, the Company's quality management system operated effectively. The Company passed the integrated ISO 9001, ISO 14001, and ISO 45001 management system certification, maintaining the effective operation of its quality, environmental, and occupational health and safety management systems.

公司建立三级质量管理体系，强化总部统筹、所属单位检查和项目自查。工程管理部每季度对所属单位开展“工程季度检查”，各所属单位每季度对项目部开展技术质量检查，各项目部每月开展自查，将检查结果在全公司范围内通报，推动质量隐患排查、问题整改和管理提升形成闭环。

The Company has established a three-level quality management system, strengthening headquarters-level coordination, inspections by affiliated units, and project-level self-inspections. The Engineering Management Department conducts quarterly engineering inspections of affiliated units, while each affiliated unit conducts quarterly technical and quality inspections of project departments. Each project department carries out monthly self-inspections. Inspection results are circulated Company-wide, promoting closed-loop management for quality risk identification, issue rectification, and management improvement.



案例 工程技术质量大检查推动质量闭环提升

Case Comprehensive Engineering Technical Quality Inspections Promoting Closed-Loop Quality Improvement

公司组织开展年中、年末工程技术质量大检查，对 27 个在建项目（厂）的现场实体质量、质量管理资料、技术内业资料进行审查，将检查结果在全公司范围内通报，责令各项目部按照整改要求限期完成问题整改。通过“检查—通报—整改—复查”的闭环机制，公司压实项目质量管理责任，保障工程质量稳定受控。

The Company organized mid-year and year-end comprehensive engineering technical quality inspections, reviewing the on-site physical work quality, quality management records, and technical documentation of 27 projects and plants under construction. Inspection results were circulated Company-wide, and each project department was required to complete issue rectification within the prescribed timeframe in accordance with the rectification requirements. Through a closed-loop mechanism of “inspection, circular, rectification, and re-inspection”, the Company further strengthened project quality management responsibilities and ensured that engineering quality remained stable and under control.



▲ 质量大检查
Comprehensive Quality Inspection

2025 年度中国十五冶关键质量荣誉
Key Quality Honors of 15MCC in 2025

全国冶金行业工程质量优秀成果奖
National Metallurgical Industry
Award for Excellent Engineering
Quality Achievements

云南玉溪玉昆钢铁集团有限公司产能
置换升级改造项目
Yunnan Yuxi Yukun Iron and Steel Group
Capacity Replacement, Upgrading and
Renovation Project



湖北省建筑结构优质工程
High-Quality Structural
Engineering Project in Hubei
Province

枣子山危旧房改造项目（牧羊新城小
区）3# 楼、7# 楼
Zaozishan Dilapidated Housing Renovation
Project (Muyang New City Residential
Community), Buildings 3# and 7#



荆州市建筑工程安全文明施工现场
Safe and Civilized Construction
Site for Construction Projects in
Jingzhou

沙市区沙北张沟安置房（比邻家园）
项目
Shabei Zhanggou Resettlement
Housing (Bilin Jiayuan) Project in
Shashi District



黄石市市政示范工程金奖
Gold Award for Municipal
Demonstration Projects in
Huangshi

河口镇乡村振兴与人居环境改善项目
Hekou Town Rural Revitalization and
Living Environment Improvement
Project



有色金属工业协会优质工程证书
Quality Engineering Certificate
of the China Nonferrous Metals
Industry Association

刚果（金）KFM 项目
KFM Project in the Democratic Republic of
the Congo (DRC)



有色金属工业协会优质工程证书
Quality Engineering Certificate
of the China Nonferrous Metals
Industry Association

刚果（金）TFM 混合矿开发项目
TFM Mixed Ore Development Project in the
Democratic Republic of the Congo (DRC)



有色金属工业协会优质工程证书
Quality Engineering Certificate
of the China Nonferrous Metals
Industry Association

刚果（金）龙溪铜矿采选冶工程
Longxi Copper Mine Mining, Beneficiation
and Smelting Project in the Democratic
Republic of the Congo (DRC)



有色金属工业协会优质工程证书
Quality Engineering Certificate
of the China Nonferrous Metals
Industry Association

康家湾矿技术升级改造工程
Kangjiawan Mine Technical Upgrading and
Renovation Project



有色金属工业协会优质工程证书
Quality Engineering Certificate
of the China Nonferrous Metals
Industry Association

阳新弘盛 40 万吨高纯阴极铜清洁生
产项目
Yangxin Hongsheng 400,000-ton High-Purity
Cathode Copper Clean Production Project



报告期内

During the reporting period

- 完成年度 QC 小组注册备案，评审 QC 成果 45 项，择优选择 32 项推荐至外部协会发表；

completed the annual registration and filing of Quality Control (QC) teams, reviewed 45 QC achievements, and selected 32 outstanding achievements for submission to external associations for publication;
- 取得省部级优质工程奖 7 项、绿色示范工程与新技术应用评价 5 项。

obtained 7 provincial and ministerial-level quality engineering awards, as well as 5 evaluations for green demonstration projects and new technology applications.

质量培训教育
Quality Training and Education

中国十五冶注重质量文化建设，依托三级质量管理体系，将质量培训教育纳入年度质量管理重点工作，通过组织各类质量培训，增强员工质量意识，提升管理团队专业素养，夯实高质量发展基础。每年 9 月，公司开展质量月活动，以知识竞赛、主题征文、人物访谈和 QC 质量控制改善等多种形式，营造全员关注质量的良好氛围。

15MCC places great emphasis on the development of a quality culture. Relying on its three-level quality management system, the Company incorporates quality training and education into its annual key quality management tasks. By organizing various quality training programs, the Company enhances employees' quality awareness, improves the professional competence of its management teams, and strengthens the foundation for high-quality development. Each September, the Company carries out Quality Month activities. Through knowledge competitions, themed essays, interviews with quality role models, QC quality control improvement activities, and other formats, it fosters a positive atmosphere in which all employees pay attention to quality.

技术创新与成果
Technological Innovation and Achievements

中国十五冶完善科技创新和成果转化管理体系，围绕工程研究中心建设、科研项目管理、技术进步、工程创优、知识产权保护和科技创新奖励等方面健全管理机制。2025 年，公司修订《中国十五冶金建设集团有限公司工程创优管理办法》，制定工程质量创优 2025 年至 2028 年滚动发展计划，明确质量创优和成果转化方向。

15MCC has improved its management system for technological innovation and achievement transformation. The Company has strengthened management mechanisms in areas such as the development of its Engineering Research Center, scientific research project management, technological progress, quality excellence in engineering projects, IPR protection, and incentives for technological innovation. In 2025, the Company revised the *Measures for Quality Excellence Management in Engineering Projects of China 15th Metallurgical Construction Group Co., Ltd.* and formulated a rolling development plan for engineering quality excellence from 2025 to 2028, clarifying the direction for quality excellence and achievement transformation.

案例 项目“铁三角”培训夯实质量履约基础
Case Project “Iron Triangle” Training Strengthens the Foundation for Quality Performance

公司围绕项目高质量履约要求，组织开展项目“铁三角”相关培训，聚焦项目经理、总工程师、商务经理等关键岗位能力提升，强化合同履约、成本管控、风险防控、现场管理和协同沟通能力。培训通过专题授课、案例研讨、互动交流等形式，推动项目管理人员提升质量意识和履约能力，为打造精品工程、提升项目管理质效奠定基础。

Focusing on the requirements for high-quality project performance, the Company organized training related to the project “Iron Triangle”, with an emphasis on improving the capabilities of key positions such as project managers, chief engineers, and commercial managers. The training strengthened participants' capabilities in contract performance, cost control, risk prevention and control, on-site management, and collaborative communication. Through special lectures, case discussions, interactive exchanges, and other formats, the training helped project management personnel enhance their quality awareness and performance capabilities, laying a solid foundation for creating premium projects and improving the quality and efficiency of project management.



项目“铁三角”培训现场
Project “Iron Triangle” Training Site

公司聚焦矿山、冶炼两大优势业务，开展重点课题研究，围绕“地、测、采、选、尾、修、数”全产业链推进矿山技术攻关，推动矿用 TBM、矿山充填、矿山数字化等项目落地；围绕铜冶炼核心工艺、核心装备及节能环保、绿色低碳发展需求推进技术创新，推动 AI 旁路等成果应用于冶炼过程控制。公司加强科研课题全过程管理，组建重大技术方案评审专家组，强化危大工程方案指导和技术成果推广。

Focusing on its two advantageous business areas of mining and smelting, the Company carried out key research projects. Across the full mining industry chain of geology, surveying, mining, beneficiation, tailings, restoration, and digitalization, 15MCC advanced technological research and promoted the implementation of projects such as mining TBMs, mine backfilling, and mine digitalization. In response to the needs of core copper smelting processes, core equipment, energy conservation and environmental protection, and green and low-carbon development, the Company promoted technological innovation and advanced the application of achievements such as AI bypass systems in smelting process control. The Company also strengthened full-process management of scientific research projects, established expert groups for the review of major technical plans, and enhanced guidance for high-risk construction works plans and the promotion of technological achievements.



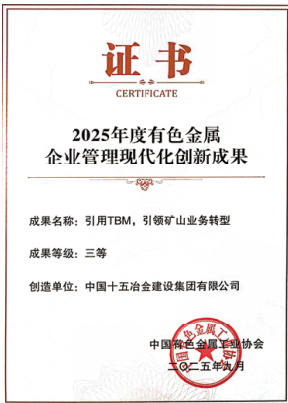
案例 三项创新成果彰显技术转化实力
Case Three Innovation Achievements Demonstrating Strength in Technology Transformation

公司坚持以科技创新赋能矿山、冶炼主业转型升级，推动非爆智能连续采掘、TBM 技术应用、AI 冶炼控制等成果从研发验证走向工程应用与管理创新。三项成果覆盖矿山智能采掘、矿用 TBM 推广和应用和冶炼工艺智能控制等领域，体现了公司将科研攻关、工程实践和管理创新深度融合的成果转化能力，为提升矿山综合服务能力、推动冶炼过程稳定控制和助力主业高质量发展提供了技术支撑。

The Company adheres to empowering the transformation and upgrading of its core mining and smelting businesses through technological innovation. It has promoted the transition of achievements such as non-explosive intelligent continuous mining, TBM technology application, and AI-based smelting control from R&D validation to engineering application and management innovation. These three achievements cover areas including intelligent mining, the promotion and application of mining TBMs, and intelligent control of smelting processes. They reflect the Company's capability to deeply integrate scientific research breakthroughs, engineering practice, and management innovation in achievement transformation, providing technical support for enhancing comprehensive mining service capabilities, promoting stable control of smelting processes, and supporting the high-quality development of its core businesses



▲ 有色金属工业科学技术奖一等奖
First Prize of the Nonferrous Metals Industry Science and Technology Award



▲ 有色金属企业管理现代化创新成果三等奖
Third Prize for Innovation Achievements in Management Modernization of Nonferrous Metals Enterprises



▲ 有色金属企业管理现代化创新成果
Innovation Achievements in Management: Modernization of Nonferrous Metals Enterprises

报告期内
During the reporting period

研发投入总金额 29,198.55 万元 total R&D expenditure amounted to RMB 291.9855 million	研发投入占营业收入比例 3.47 % R&D expenditure accounted for 3.47% of operating revenue	专利申请数量 54 件 54 patent applications were filed
专利授权数量 36 件 36 patents were granted	软件著作权数量 3 件 three software copyrights were obtained	

供应链管理
Supply Chain Management

中国十五冶优化采购管理体系，完善采购文件标准化流程，加强采购人才队伍建设，提升整体采购管理水平。公司严格把控供应商准入质量，确保供应链稳定可靠。通过数字化手段，我们保障采购流程公平、公正、公开，推进阳光采购，强化采购风险管控，保障物资设备和服务稳定供应。公司与供应商建立长期稳定、可持续的伙伴关系，优化供应链管理，提升运营效率，增强供应链韧性，为高质量发展奠定坚实基础。

15MCC continues to optimize its procurement management system, improve standardized processes for procurement documents, strengthen the development of its procurement workforce, and enhance overall procurement management capabilities. The Company strictly enforces supplier admission standards to ensure a stable and reliable supply chain. Through digital means, the Company ensures that procurement processes are fair, impartial, and open, advances transparent procurement, strengthens procurement risk control, and safeguards the stable supply of materials, equipment, and services. The Company establishes long-term, stable, and sustainable partnerships with suppliers, optimizes supply chain management, improves operational efficiency, and enhances supply chain resilience, laying a solid foundation for high-quality development.



制度规范
Rules and
Standards

制定了《供应商管理办法》，明确要求供应商具备质量、安全、环保等体系认证，具有良好税收和社会保障资金缴纳记录，且未被列入失信被执行人名单。公司定期开展管理办法宣贯培训，强化供应商合规意识，筑牢供应链管理基础。



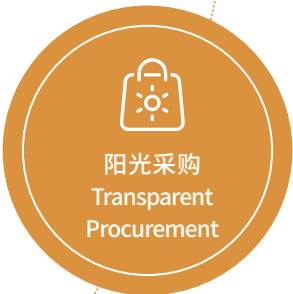
供应商管理
Supplier
Management

我们秉持“广泛寻源、分类分级、动态考核、优胜劣汰”的原则，依据《供应商管理办法》《供应商使用手册》等制度文件，打造出一支稳定优质、竞争力强的合格供应商队伍。



供应商审查
Supplier Review

我们强化对供应商的审查与考核，跟踪并反馈供应商的履约及质量情况，严格执行供应商的准入、选用与退出流程。公司采用月度动态考核与年度综合评价相结合的机制，对供应商进行审查，将考核评价结果应用于后续采购活动，确保供应商管理的科学性与公平性。



阳光采购
Transparent
Procurement

为严守采购廉洁底线、防范违法违纪风险行为，保护各方合法权益，我们依据国家法律法规及廉洁从业规定，制定了廉洁协议书，明确双方共同及各自的责任与义务，以及违约责任。



绿色采购
Green
Procurement

我们推进绿色采购，优先选择全寿命周期低碳环保的物资、设备。我们要求投标人具备质量、环境和职业健康安全管理体系证书，与在项目合作中表现突出的供应商建立战略关系。

The Company has formulated the *Measures for Supplier Management*, which clearly require suppliers to hold certifications for quality, safety, environmental protection, and other relevant management systems, maintain sound records of tax payments and social security contributions, and not be included on the list of dishonest judgment debtors. The Company regularly conducts training on the implementation of these management measures to strengthen suppliers' compliance awareness and consolidate the foundation of supply chain management.

Upholding the principles of “broad sourcing, classification and grading, dynamic assessment, and survival of the fittest”, the Company has built a stable, high-quality, and competitive pool of qualified suppliers in accordance with internal rules and policies such as the *Measures for Supplier Management* and the *Supplier User Manual*.

The Company strengthens supplier review and assessment, tracks and provides feedback on supplier performance and quality, and strictly implements supplier admission, selection, and exit procedures. By combining monthly dynamic assessments with annual comprehensive evaluations, the Company reviews suppliers and applies assessment results to subsequent procurement activities, ensuring that supplier management remains scientific and fair.

To uphold the integrity bottom line in procurement, prevent violations of laws, disciplines, and regulations, and protect the legitimate rights and interests of all parties, the Company has formulated an integrity agreement in accordance with national laws and regulations and requirements on integrity in business conduct. The agreement clearly defines the shared and respective responsibilities and obligations of both parties, as well as liabilities for breach of contract.

The Company promotes green procurement and gives priority to materials and equipment with low-carbon and environmentally friendly performance throughout their life cycle. The Company requires bidders to hold quality, environmental, and occupational health and safety management system certifications, and establishes strategic partnerships with suppliers that have demonstrated outstanding performance in project cooperation.

案例 供应商大会共建协同发展生态圈
Case Supplier Conference Building a Collaborative Development Ecosystem

公司举办“共筑生态圈 合作赢未来”2025 年供应商大会，全国各地 80 余家合作伙伴近 240 人参会。大会发布公司 2025 年度采购需求和供应商政策，表彰 2024 年度优秀供应商，与 4 家企业签订合作协议，畅通供需沟通渠道，促进产业链上下游信息互联互通，推动形成更加高效、稳定、协同的供应链生态。

The Company held the 2025 Supplier Conference under the theme of “Building an Ecosystem Together for a Win-Win Future”, with nearly 240 participants from more than 80 partners across China. At the conference, the Company released its 2025 procurement demand and supplier policies, recognized outstanding suppliers for 2024, and signed cooperation agreements with four enterprises. The conference helped facilitate communication between supply and demand, promote information connectivity across upstream and downstream players in the industrial chain, and foster a more efficient, stable, and collaborative supply chain ecosystem.



▲ 供应商大会现场
Supplier Conference Site



▲ 表彰优秀供应商
Recognition of Outstanding Suppliers

案例 打造阳光透明的数字供应链
Case Building a Transparent and Digital Supply Chain

公司以采购招标电子商务平台为核心枢纽，统筹推进采购业务线上化、公开化、集约化运营。依托采购招标电子商务平台、“有色云采”电子商城、采购物资管理系统、“宜企拍”闲置资产处置等数字化工具矩阵，实现物资采购与闲废资产处置全流程线上运转，减少线下流转和人为干预，强化采购过程留痕、数据沉淀和监督管理。数字化采购平台不仅提升了采购执行效率，也为供应链风险识别、供应商评价、采购过程监督和 ESG 信息披露提供了更加完整的数据基础。

With the procurement and tendering e-commerce platform as the central hub, the Company coordinates the online, open and integrated operation of procurement activities. Relying on a digital tool matrix that includes the procurement and tendering e-commerce platform, the “CNMC Cloud Procurement” e-mail, the procurement materials management system, and the “Yiqipai” platform for idle asset disposal, the Company has realized full-process online operation for materials procurement and the disposal of idle and scrap assets. This reduces offline circulation and human intervention, while strengthening process traceability, data accumulation, and supervision in procurement. The digital procurement platform not only improves procurement execution efficiency, but also provides a more complete data foundation for supply chain risk identification, supplier evaluation, procurement process supervision, and ESG information disclosure.

报告期内
During the reporting period

➤ 供应商管理方面，公司物资供应商 **1,274** 家，分包类供应商 **490** 家；
in terms of supplier management, the Company had 1,274 materials suppliers and 490 subcontracting suppliers;

➤ 全年 **81** 家供应商被列入黑名单；
81 suppliers were blacklisted throughout the year;

➤ “有色云采”电子商城采购金额 **1,155.78** 万元，“宜企拍”平台处置或转让闲废物资与设备 **111** 笔，成交金额 **522.26** 万元。

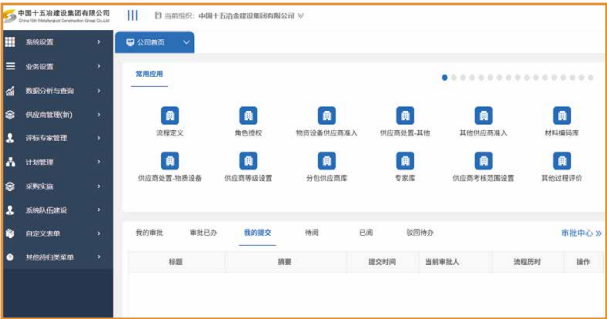
the procurement amount through the “CNMC Cloud Procurement” e-mail reached RMB 11.5578 million, and 111 transactions for the disposal or transfer of idle and scrap materials and equipment were completed through the “Yiqipai” platform, with a transaction value of RMB 5.2226 million.



▲ 采购招标电子商务平台（中国有色集团）
Procurement and Tendering E-Commerce Platform (CNMC)



▲ 有色云采电子商城（中国有色集团）
CNMC Cloud Procurement E-Mall (CNMC)



▲ 采购物资管理系统（中国十五冶）
Procurement Materials Management System (15MCC)



▲ 宜企拍平台（闲废物资处置平台）
Yiqipai Platform (Idle and Scrap Materials Disposal Platform)

► 项目履约
Project Performance

中国十五冶持续完善履约管理体系，由工程管理部统筹项目策划、班子管理、项目启动、工期、设计、技术、质量和竣工收尾等全过程管理。2025 年，公司推动项目部考核、项目班子成员管理、工程创优等制度落地，将考核结果与绩效兑现挂钩，强化履约刚性约束。公司加强项目全过程策划和进度管控，组织项目策划集中编审，通过定期检查、专项督导、专人驻点、“月度通报、季度复盘”等机制推动问题及时纠偏；针对重点项目，通过跨部门协调、资源统筹和专题协调会等方式，保障卢安夏新矿、尾矿库治理闭库、铜基新材料、印尼选矿厂、瑞达湿法冶炼厂、北东矿业等项目顺利实施。

15MCC continues to improve its project performance management system. The Engineering Management Department coordinates full-process management covering project planning, project leadership team management, project initiation, schedules, design, technology, quality, completion, and close-out. In 2025, the Company promoted the implementation of systems related to project department assessment, project leadership team management, and quality excellence in engineering projects, linking assessment results with performance-based rewards and strengthening rigid constraints on project performance. The Company strengthened full-process project planning and schedule control, organized centralized review and preparation of project planning documents, and promoted timely issue correction through mechanisms such as regular inspections, special supervision, dedicated on-site support, monthly circulars, and quarterly reviews. For key projects, the Company ensured the smooth implementation of projects including the Luanshya New Mine, tailings pond closure and rehabilitation, copper-based new materials, the Indonesia beneficiation plant, the Ruida hydrometallurgical plant, and Beidong Mining through cross-departmental coordination, resource integration, and special coordination meetings.

G 案例 银珠山 TBM 项目攻坚破壁，智启新程
Case Yinzhusan TBM Project Breaking Through Challenges and Opening a New Intelligent Chapter

江铜银珠山 TBM 二期工程于 8 月 31 日正式始发掘进，项目同步签订掘进生产协作合同。截至 12 月 31 日，累计掘进里程达 1083.85 米，顺利攻克围岩失稳难题，掘进里程成功突破千米大关。公司新建项目信息化平台已实现覆盖，工程验收合格率保持 100%，客户满意度达 96.72 分，各项工作运行平稳。

Phase II of the Jiangxi Copper Yinzhusan TBM project officially commenced tunneling on August 31, and the project also signed a tunneling production collaboration contract. As of December 31, cumulative tunneling footage reached 1,083.85 meters, successfully overcoming surrounding rock instability challenges and breaking the milestone of 1,000 meters in tunneling. The Company's newly developed project information platform has achieved project coverage. The engineering acceptance pass rate remained at 100%, customer satisfaction reached 96.72 points, and all work proceeded smoothly.



▲ 江铜银珠山项目巷道成型
Tunnel Formation at the Jiangxi Copper Yinzhusan Project



未来，公司将继续加快重点履约进度，强化矿产资源整合能力，助力形成“项目带动 + 资源保障”的可持续发展格局，提升服务国家战略和行业发展的综合能力。

Looking ahead, the Company will continue to accelerate the performance progress of key projects, strengthen its capacity for mineral resource integration, support the development of a sustainable pattern featuring “project-driven growth + resource assurance”, and enhance its comprehensive capability to serve national strategies and industry development.

报告期内
During the reporting period

应审批备案项目策划	已完成	全年发布工程简报
71 项 71 project planning documents were subject to approval and filing	58 项 of which 58 were completed	12 期 12 engineering briefings were issued throughout the year
年度计划交竣工项目	实际完成	完成率
62 项 62 projects were planned for completion and handover during the year	61 项 and 61 were actually completed	98 % representing a completion rate of 98%
完成施工组织设计编审	危大工程方案编审	审批率
48 项 48 construction organization designs	155 项 155 high-risk construction work plans were reviewed and approved	100 % with an approval rate of 100%



精进客户服务

Enhancing Customer Service

中国十五冶秉持“诚信、专业、用心创造价值”的服务理念，逐级压实售后责任，高效响应产品质量反馈，优化施工品质与服务体系。公司坚持以规范化、定制化为抓手，规范服务流程、升级服务品质、优化客户体验，始终践行“与客户共发展”的企业使命，深耕优质服务，实现合作共赢。

15MCC upholds the service philosophy of “integrity, professionalism, and wholehearted value creation” . The Company consolidates after-sales responsibilities at each level, responds efficiently to product quality feedback, and optimizes construction quality and its service system. With a focus on standardization and customization, the Company standardizes service processes, upgrades service quality, and improves customer experience. It consistently practices its corporate mission of “shared development with clients” , deepens high-quality services, and achieves win-win cooperation.

投诉处理机制

Complaint Handling Mechanism

中国十五冶建立客户投诉闭环管理体系，覆盖投诉核实、分类处置、整改落实的全流程管控。对外，高效响应客户诉求，快速推进问题整改落地，解决客户难题；对内，以客户反馈为导向，倒逼项目建设、技术研发等各环节提质升级，优化工作流程与服务模式，夯实服务品质、提升客户满意度。

15MCC has established a closed-loop customer complaint management system covering the full process of complaint verification, classified handling, and rectification implementation. Externally, the Company responds efficiently to customer demands, rapidly advances problem rectification, and resolves customer difficulties. Internally, guided by customer feedback, the Company drives quality and efficiency improvements across project construction, technological R&D, and other links, optimizes work processes and service models, strengthens service quality, and improves customer satisfaction.



► 质保追踪服务
Warranty Tracking Services

为确保项目建成后服务管理与质量维护的高效性，公司领导定期带队走访客户单位，及时获取客户需求并保持良好合作关系。在合同项目质保期内，各所属单位每年开展一次客户回访。若项目出现质量问题，项目部将迅速安排人员处理，确保服务质量满足客户期待。

To ensure efficient service management and quality maintenance after project completion, the Company's leadership regularly leads teams to visit customer units, promptly understand customer needs, and maintain sound cooperative relationships. During the warranty period of contract projects, each affiliated unit conducts one customer follow-up visit every year. In the event of quality issues, the project department promptly arranges personnel to handle them, ensuring that service quality meets customer expectations.



2025 年度，100% 回应客户反馈；收到客户感谢表扬信 61 封。
In 2025, the Company responded to 100% of customer feedback and received 61 letters of appreciation from customers.

► 客户满意度调查
Customer Satisfaction Survey

公司高度重视客户满意度，致力于优化质量管理体系。每月，项目部向业主发送包含主观与客观题目的问卷，收集反馈后汇总至所属单位并上报总部。通过这一流程，我们实现项目进度实时追踪，及时落实并改进客户反馈的问题。未来，我们将提升客户对中国十五冶产品和服务的满意度。

The Company places great emphasis on customer satisfaction and is committed to optimizing its quality management system. Each month, project departments send questionnaires containing both subjective and objective questions to project owners. After feedback is collected, it is summarized by affiliated units and submitted to the headquarters. Through this process, the Company enables real-time tracking of project progress and promptly implements improvements in response to customer feedback. Looking ahead, the Company will continue to improve customer satisfaction with 15MCC's products and services.



2025 年度，客户满意度综合得分为 96.3 分，较上一年度提升 1.9%。
In 2025, the Company's overall customer satisfaction score was 96.3 points, representing an increase of 1.9% compared with the previous year.

维护员工权益
Protecting Employee Rights and Interests

中国十五冶坚持依法合规用工，完善招聘、劳动合同、薪酬福利、民主管理和休息休假等制度机制，保障员工合法权益，营造公平、稳定、包容的职业环境。坚持公开、公平、竞争、择优的用人原则，尊重员工多元背景，畅通员工参与企业管理和表达诉求的渠道，增强员工获得感、归属感和幸福感。

15MCC adheres to lawful and compliant employment practices, improves systems and mechanisms for recruitment, labor contracts, compensation and benefits, democratic management, rest and leave, and protects employees' legitimate rights and interests. The Company is committed to creating a fair, stable, and inclusive workplace. Upholding the employment principles of openness, fairness, competition, and merit-based selection, the Company respects employees' diverse backgrounds, maintains open channels for employees to participate in corporate management and express their demands, and enhances employees' sense of fulfillment, belonging, and well-being.

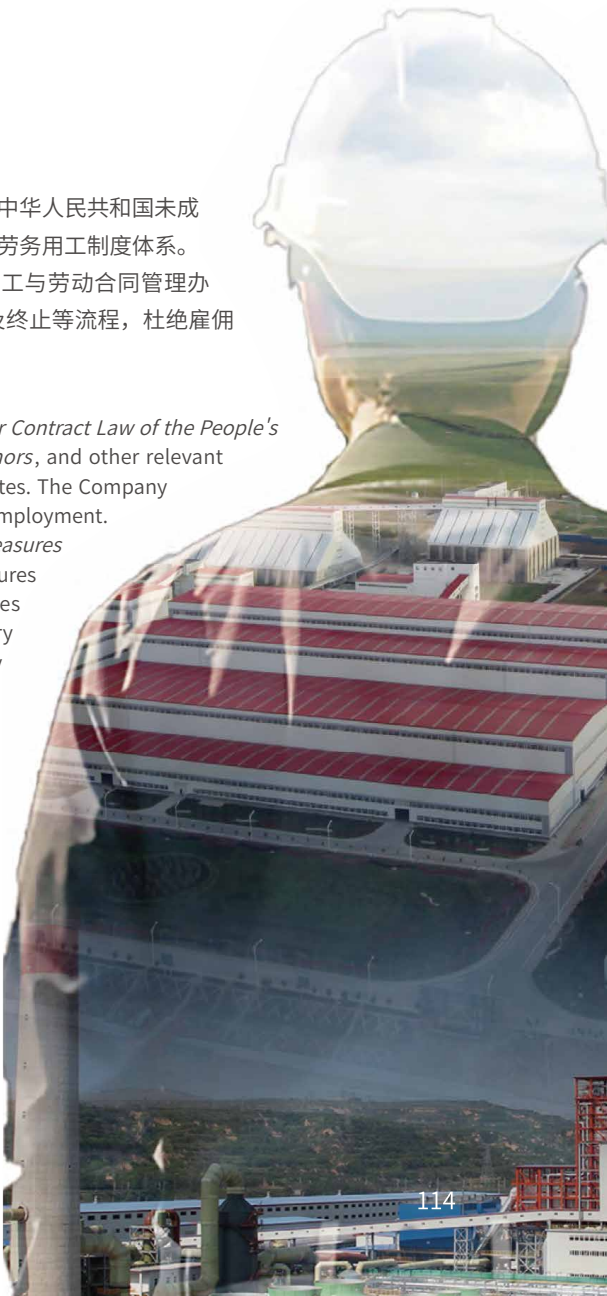
► 规范雇佣管理
Standardizing Employment Management

中国十五冶严格遵守《中华人民共和国劳动法》《中华人民共和国劳动合同法》《中华人民共和国未成年人保护法》等相关法律法规及业务所在国法律要求，持续健全招聘、劳动合同和劳务用工制度体系。公司依据《招聘管理办法（2025 年修订）》《劳务用工管理办法》《公司劳动用工与劳动合同管理办法》等制度，规范员工招聘、录用、劳动合同签订、试用期考核、劳动关系解除及终止等流程，杜绝雇佣童工与强制劳动，保障员工平等就业和劳动权益。

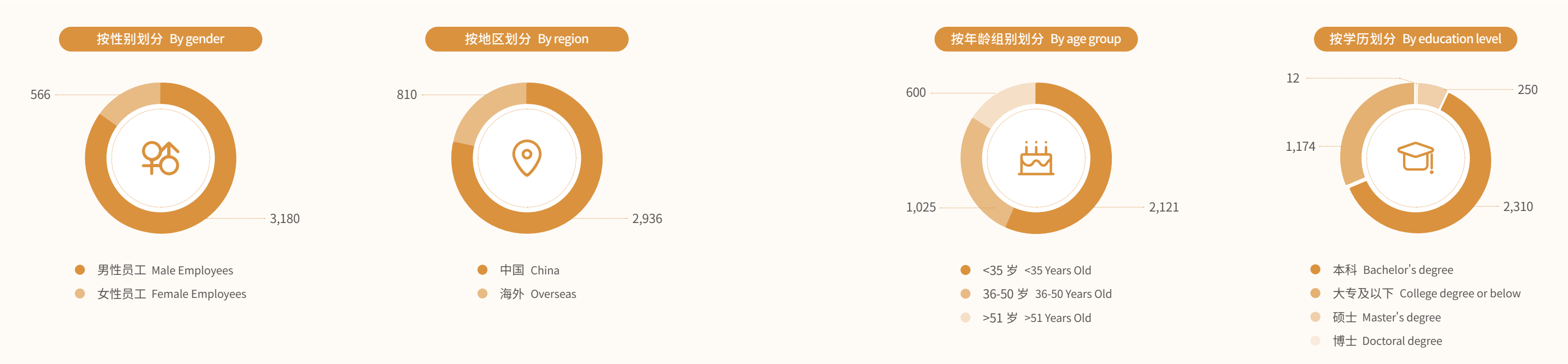
15MCC strictly complies with the Labor Law of the People's Republic of China, the *Labor Contract Law of the People's Republic of China*, the *Law of the People's Republic of China on the Protection of Minors*, and other relevant laws and regulations, as well as the legal requirements of the countries where it operates. The Company continuously improves its systems for recruitment, labor contracts, and labor service employment. In accordance with internal rules and policies such as the *Recruitment Management Measures (Revised in 2025)*, the *Labor Service Employment Management Measures*, and the *Measures for Labor Employment and Labor Contract Management*, the Company standardizes processes including employee recruitment, hiring, labor contract signing, probationary assessment, and termination or expiration of labor relations. The Company strictly prohibits child labor and forced labor, and protects employees' rights to equal employment and labor rights.

我们高度重视员工多元化发展，积极营造开放包容的用人环境，推动性别、年龄、学历、专业等各方面结构优化，提升组织活力和竞争力。截至本报告期末，公司员工人数总计 3,746 人，残疾员工人数 26 人。

The Company places great emphasis on employee diversity and actively fosters an open and inclusive employment environment. It promotes the optimization of workforce structure in terms of gender, age, educational background, professional expertise, and other dimensions, enhancing organizational vitality and competitiveness. As of the end of the Reporting Period, the Company had a total of 3,746 employees, including 26 employees with disabilities.



2025 年员工构成
Employee Composition in 2025



民主管理机制
Democratic Management Mechanism

中国十五冶坚持以职工代表大会为基本形式，完善民主管理机制。依据《民主管理办法》《厂务公开实施细则》等规章制度，公司定期召开职代会，依法公开涉及员工切身利益的重要事项，畅通员工参与企业管理的渠道，保障员工的知情权、参与权和监督权。

15MCC upholds the Employees' Representative Congress as the basic form of democratic management and continuously improves its democratic management mechanism. In accordance with internal rules and policies such as the *Measures for Democratic Management* and the *Implementation Rules for Factory Affairs Disclosure*, the Company regularly convenes Employees' Representative Congress meetings, discloses important matters concerning employees' immediate interests in accordance with the law, maintains open channels for employees to participate in corporate management, and protects employees' rights to information, participation, and supervision.

2025 年 1 月 17 日至 18 日，公司召开 2025 年工作会暨六届三次职工代表大会，高质量完成各项议程。大会征集代表提案 84 项，经认真评审立案 6 件，其余 78 件作为意见建议答复处理。公司组织召开 5 次职代会联席会议，审议并表决通过《薪酬管理办法（试行）》《项目部薪酬管理办法（试行）》《员工处罚管理办法》以及公司医务室建设、公寓楼入住管理办法等涉及职工切身利益的重要制度，从源头上维护员工合法权益。

From January 17 to 18, 2025, the Company held its 2025 Work Conference and the Third Meeting of the Sixth Employees' Representative Congress, completing all agenda items to a high standard. A total of 84 proposals were collected from employee representatives. After careful review, 6 proposals were formally filed, while the remaining 78 were handled as comments and suggestions with responses provided. The Company also organized 5 joint meetings of the Employees' Representative Congress, where important systems concerning employees' immediate interests were reviewed, voted on, and approved, including the *Measures for Compensation Management (Trial)*, the *Measures for Compensation Management of Project Departments (Trial)*, the *Measures for Employee Disciplinary Management*, as well as matters related to the management measures for the construction of the Company's medical office and employee apartment occupancy. These efforts helped protect employees' legitimate rights and interests at source.



2025 年度工作会暨六届三次职工代表大会召开
2025 Work Conference and the Third Meeting of the Sixth Employees' Representative

薪酬福利体系

Compensation and Benefits System

中国十五冶持续深化薪酬改革，建立以岗位价值、能力贡献和业绩结果为导向的薪酬福利体系，形成年薪制、岗位绩效制、计件工资制、协议工资制等多元薪酬模式，提升薪酬分配的公平性、竞争性和激励性。

15MCC continues to deepen compensation reform and has established a compensation and benefits system oriented toward position value, capability contribution, and performance results. The Company has developed diversified compensation models, including annual salary, position-based performance pay, piece-rate pay, and negotiated salary, enhancing the fairness, competitiveness, and incentive effect of compensation distribution.

公司推进项目工资总额独立核算和所属单位经营指标分档分级管理，赋予所属单位更加灵活的薪酬分配空间；坚持海外优先、项目优先，提升项目经理、海外员工薪酬待遇及高原津贴标准，并提供符合属地法律要求的探亲休假安排；依法按时发放薪酬，提供交通补贴、通勤车、食堂等福利保障，足额缴纳社会保险、住房公积金和企业年金，保障员工带薪休假权益。

The Company promotes independent accounting of total project wages and tiered management of operating indicators for affiliated units, giving affiliated units greater flexibility in compensation allocation. Upholding the principle of prioritizing overseas operations and projects, the Company improves compensation and benefits for project managers and overseas employees, raises plateau allowance standards, and provides home leave arrangements that comply with local legal requirements. The Company pays salaries in full and on time in accordance with the law, provides benefits such as transportation subsidies, commuter shuttles, and canteens, fully contributes to social insurance, the housing provident fund, and corporate annuities, and protects employees' rights to paid leave.



案例 总部新食堂启用提升员工幸福感

Case New Headquarters Canteen Enhancing Employee Well-Being

公司总部新食堂正式建成启用，新食堂共分两层，可满足员工日常就餐、部门团建、商务接待等多元需求。食堂同步引入人脸识别、明厨亮灶监控大屏等设施，提升就餐效率和食品安全透明度，并优化菜品供应体系，新增特色窗口与甜品饮品区。新食堂的投用，是改善员工工作生活环境的重要举措，将员工“需求清单”转化为“幸福清单”，持续提升员工获得感和归属感。

The Company's new headquarters canteen was officially completed and put into operation. The new canteen has two floors and can meet diverse needs, including daily employee dining, departmental team-building activities, and business receptions. It has also introduced facilities such as facial recognition and a large monitoring screen for “transparent kitchen” management, improving dining efficiency and food safety transparency. In addition, the canteen has optimized its food supply system by adding specialty counters as well as dessert and beverage areas. The launch of the new canteen is an important measure to improve employees' working and living environment, transforming employees' “needs list” into a “well-being list” and continuously enhancing employees' sense of fulfillment and belonging.



公司新食堂
The Company's New Canteen

报告期内

During the reporting period

公司劳动合同签订率、社会保险参保率持续保持 100 %；

the Company maintained a labor contract signing rate and social insurance coverage rate of 100%;

海外员工平均收入较上年度提升 4.01 %。

the average income of overseas employees increased by 4.01% compared with the previous year.

赋能员工发展

Empowering Employee Development

职业通道

Career Development Pathways

中国十五冶持续深化人才强企战略，优化员工职业晋升路径，搭建管理、专业、技能三大职级序列，畅通纵向、横向发展通道，打造公平、公开、透明的竞争机制。

15MCC continues to deepen its talent-driven enterprise development strategy, optimize employees' career advancement pathways, and establish three job grade sequences covering management, professional, and technical skills. By opening up both vertical and horizontal development channels, the Company builds a fair, open, and transparent competition mechanism.

完善职级管理体系 Improving the Job Grade Management System

中国十五冶修订了《职级管理办法》，建立了动态性、层次性和成长性相结合的职级体系。职级序列横向分为管理、专业、技能三大序列，纵向设立 A 至 I 九个职级，每级细分为两个档次，规范了员工职业发展通道。

15MCC revised the Measures for Job Grade Management and established a job grade system featuring dynamism, hierarchy, and growth potential. Horizontally, the job grade system is divided into three sequences: management, professional, and technical skills. Vertically, it consists of nine grades from Grade A to Grade I, with each grade further divided into two levels, thereby standardizing employees' career development pathways.

规范职级评审与晋升机制 Standardizing the Job Grade Review and Promotion Mechanism

公司每年组织职级评审，按照逐级晋级、择优晋升原则，对符合任职条件并通过评审的员工进行晋升或调整；对 C2 级及以上专业序列和技能序列人员任职满三年的，组织开展职级评价。公司同步完善干部能上能下和员工能进能出机制，通过岗位竞聘、末等调整、不胜任退出、员工市场化退出等举措，推动人岗匹配和组织活力提升。

The Company organizes job grade reviews every year. In accordance with the principles of step-by-step advancement and merit-based promotion, employees who meet the qualification requirements and pass the review are promoted or adjusted accordingly. For personnel in the professional and technical skill sequences at Grade C2 and above who have served in their positions for three years, the Company organizes job grade evaluations. The Company also continues to improve mechanisms that allow managers to move up or down and employees to enter or exit. Through measures such as competitive selection for positions, adjustment of lowest-ranked personnel, exit of underperforming employees, and market-oriented employee exit mechanisms, the Company promotes better alignment between employees and positions and enhances organizational vitality.

2025 年，公司深化三项制度改革，推动干部人才队伍结构优化。公司组织 E 级及以上岗位竞聘，提升干部选拔市场化、竞争化水平；严格落实末等调整和不胜任退出机制，推动干部能上能下、员工能进能出。公司推进总部与基层“双向”挂职，通过多岗位历练丰富年轻干部履历，提升综合能力。

In 2025, the Company deepened reforms of the three institutional systems and promoted the optimization of its management and talent team structure. It organized competitive selection for Grade E and above positions, improving the market-oriented and competitive nature of management selection. The Company strictly implemented mechanisms for adjustment of lowest-ranked personnel and exit of underperforming employees, promoting a system in which managers can move up or down and employees can enter or exit. It also advanced two-way temporary assignments between the headquarters and primary-level units, enriching young managers' experience through multi-position training and enhancing their comprehensive capabilities.

报告期内

During the reporting period

新增工程师

84 人

the Company added 84 engineers

经济师

24 人

24 economists

会计师

10 人

10 accountants

一级建造师

34 人

34 First-Class Constructors

其他各类执业资格和准入类证书

431 人

and 431 other professional practice qualifications and entry-level certificates.

专业技能培训

Professional Skills Training

中国十五冶按照 2025 年修订的《培训管理办法》《2025 年员工培训计划》开展员工培训工作，建立三级培训管理体系。总部层面重点建机制、统资源、抓关键，所属单位层面重点推落实、提素质、促转化，基层项目层面重点强配合、严执行、抓基础，形成覆盖管理能力培训、业务技能培训和岗前培训的课程体系。

15MCC carried out employee training in accordance with the *Training Management Measures revised in 2025* and the *2025 Employee Training Plan*, and established a three-level training management system. At the headquarters level, the focus is on building mechanisms, coordinating resources, and addressing key priorities. At the affiliated unit level, the focus is on promoting implementation, improving employee competence, and facilitating transformation of training outcomes. At the primary project level, the focus is on strengthening coordination, ensuring strict implementation, and consolidating foundational capabilities. This forms a curriculum system covering management capability training, business skills training, and pre-job training.

校企合作 University-Enterprise Cooperation

围绕矿山建设、技术研发和海外属地化发展需求，构建复合型人才培养机制。公司与东北大学、中南大学、武汉科技大学、昆明理工大学等高校联合培养工程硕博士 22 人，推动高层次工程技术人才培养与企业技术创新需求深度衔接。

In response to the needs of mine construction, technology R&D, and overseas localized development, the Company has built a compound talent development mechanism. It jointly trained 22 engineering doctoral and master's students with Northeastern University, Central South University, Wuhan University of Science and Technology, and Kunming University of Science and Technology, and other universities, promoting deep alignment between the cultivation of high-level engineering and technical talent and the Company's technological innovation needs.

技能培训 Skills Training

联合武汉科技大学开办矿山技术人才专项培训班，拟录用 23 人；联合重庆交通职业学院开办矿山技术人才专项培训班，培养学员 90 余名；在赞比亚开办属地重型设备维修工订单班，共 53 名赞籍学生入班学习。

The Company jointly launched a special training program for mining technical talent with Wuhan University of Science and Technology, with 23 candidates planned for recruitment. It also jointly launched a special training program for mining technical talent with Chongqing Vocational College of Transportation, training more than 90 trainees. In Zambia, the Company opened an order-based training class for local heavy equipment maintenance workers, with 53 Zambian students enrolled.

通过“高校联合培养+专项培训班+海外订单班”相结合的方式，公司持续拓宽人才供给渠道，提升矿山专业人才储备能力，为主业发展、海外履约和属地化运营提供人才支撑。

By combining “joint university training + special training programs + overseas order-based classes”, the Company continues to broaden talent supply channels, strengthen its reserve of mining professionals, and provide talent support for core business development, overseas project performance, and localized operations.

案例 矿山业务转型培训助力公司战略落地
Case Mining Business Transformation Training Supporting the Implementation of Corporate Strategy

公司持续优化人才培养机制，与武汉科技大学联合开展矿山业务转型培训班。通过构建“基础+实践+应用”的课程结构和层次清晰、逐步递进的模块化教学体系，采用多种创新教学方法，结合矿山工程技术实操，帮助学员深入理解和灵活运用所学知识，提升学员采矿专业技能和综合素质，为公司的矿山业务发展储备技术力量。

The Company continues to optimize its talent development mechanism and jointly carried out a mining business transformation training program with Wuhan University of Science and Technology. By establishing a “foundation + practice + application” curriculum structure and a modular teaching system with clear levels and progressive advancement, the program adopted various innovative teaching methods and incorporated practical training in mining engineering technologies. This helped trainees gain a deeper understanding of and flexibly apply what they learned, improve their mining professional skills and overall competence, and build a technical talent reserve for the Company's mining business development.



▲ 矿山业务培训现场
Mining Business Training Site

报告期内

During the reporting period

公司培训支出总金额

889 万元

the Company's total training expenditure amounted to RMB 8.89 million

培训参与总人数

3,746 人

the total number of employees participating in training was 3,746

员工平均培训时长

15 小时 / 人

the average training hours per employee were 15 hours

➢ 公司全年联合培养工程博士 9 人、工程硕士 13 人；
the Company jointly trained 9 engineering doctoral students and 13 engineering master's students throughout the year;

➢ 组织一级建造师、一级造价师、中级安全工程师考前辅导培训 500 余人次；
the Company organized pre-exam tutoring for First-Class Constructors, First-Class Cost Engineers, and Intermediate Safety Engineers, with more than 500 attendances;

➢ 开设 2 期矿山业务转型培训班、1 期商务英语培训班、1 期 PLC 编程培训班，近 160 名员工参训；
the Company launched 2 mining business transformation training programs, 1 business English training program, and 1 PLC programming training program, with nearly 160 employees participating;

➢ 组织 3 批次 108 人参与 6 个工种技能等级认定，55 人成功获得或晋升技能等级，20 名优秀劳务工人被吸纳为自有职工。
the Company organized 3 batches of 108 employees to participate in skill grade certification for 6 types of work, with 55 employees successfully obtaining or being promoted to higher skill grades, and 20 outstanding labor workers absorbed as regular employees.



员工关怀福利

Employee Care and Benefits

中国十五冶坚持以人为本，关心关爱员工身心健康，保障员工参与企业管理的权利，完善员工帮扶和文化建设机制，提升员工获得感、幸福感和归属感，促进企业与员工共同成长。

15MCC adheres to a people-centered approach, cares for employees' physical and mental health, protects employees' rights to participate in corporate management, and improves mechanisms for employee assistance and cultural development. The Company continues to enhance employees' sense of fulfillment, well-being, and belonging, promoting the common growth of the Company and its employees.

慰问帮扶员工

Employee Visits and Assistance

中国十五冶开展“夏送清凉”“冬送温暖”“金秋助学”等活动，对困难职工、劳动模范、先进工作者、长期坚守海外及艰苦边远地区的一线骨干员工开展走访慰问；对符合政策生育、生病住院的员工及时送上慰问；对重大疾病职工及其直系亲属开展专项救助；对退伍军人、退休职工、海外员工及家属等群体开展差异化关怀，织密员工关爱网络。

15MCC carries out activities such as “Sending Coolness in Summer”, “Sending Warmth in Winter”, and “Golden Autumn Education Assistance”. The Company visits and extends care to employees in difficulty, model workers, advanced workers, and frontline key employees who have long been stationed overseas or in remote and difficult areas. It also provides timely care to employees who give birth in accordance with relevant policies or are hospitalized due to illness, offers special assistance to employees with serious illnesses and their immediate family members, and provides differentiated care for groups such as veterans, retired employees, overseas employees, and their families, thereby strengthening its employee care network.



▲ “金秋助学、金秋助学”座谈会
“Golden Autumn Scholarship and Education Assistance” Symposium



▲ 退伍军人慰问活动
Visit and Care Activity for Veterans

案例 海外员工家属座谈会稳固后方支持

Case Symposium for Families of Overseas Employees Strengthening Support from Home

公司举办“2025 年海外员工家属座谈会”，邀请 30 名海外员工家属代表现场参会，组织海外员工视频连线。公司为家属代表发放慰问品、送上鲜花致意，搭建前后方沟通桥梁，帮助海外员工缓解思乡之情、稳定后方支持，增强海外员工及家属的归属感和认同感。

The Company held the “2025 Symposium for Families of Overseas Employees”, inviting 30 family representatives of overseas employees to attend on site and organizing video connections with overseas employees. The Company presented care packages and flowers to family representatives, building a communication bridge between overseas worksites and employees' families. This helped overseas employees relieve homesickness, strengthen family support, and enhance the sense of belonging and recognition among overseas employees and their families.



▲ 海外员工家属座谈会
Symposium for Families of Overseas Employees

本公司加大员工关爱力度，员工帮扶及慰问总投入达 248.64 万元，较上一年度增加 7.2%。其中：

The Company increased its investment in employee care, with total expenditure on employee assistance and visits reaching RMB 2.4864 million, representing an increase of 7.2% compared with the previous year. Including:

向 64 人发放大病救助基金：872,902 元
RMB 872,902 in serious illness assistance funds was provided to 64 employees;

开展“金秋奖学助学”活动：奖励 16 名考入本科一批院校的职工子女，资助 5 户困难职工家庭子女
the “Golden Autumn Scholarship and Education Assistance” activity was carried out, rewarding the children of 16 employees who were admitted to first-tier undergraduate institutions and providing assistance to the children of 5 families of employees in difficulty.

慰问困难职工、海外骨干、困难党员等 255 人次
care visits were extended to employees in difficulty, key overseas employees, Party members in difficulty, and other groups, totaling 255 attendances;

开展先进人物、退伍军人走访慰问 134 人
visits and care activities were carried out for 134 advanced role models and veterans.

► 特色文体活动
Featured Cultural and Sports Activities

中国十五冶鼓励和支持员工积极参与文体活动，丰富业余文化生活，增强团队协作意识和企业认同感。

15MCC encourages and supports employees in actively participating in cultural and sports activities, enriching their leisure cultural life, strengthening teamwork awareness, and enhancing corporate identity.

公司针对青年职工婚恋需求，联合武汉市洪山区总工会举办“情定洪山·会聚良缘·缘聚十五冶”——2025 单身青年职工交友联谊会活动，帮助青年员工拓展社交圈、增强归属感。

In response to the relationship and marriage needs of young employees, the Company jointly held the “Love in Hongshan, Gathering for Good Matches, Meeting at 15MCC” 2025 Friendship Event for Single Young Employees with the Hongshan District Federation of Trade Unions in Wuhan. The event helped young employees expand their social circles and strengthen their sense of belonging.

▼ 活动大合照
Group Photo of the Event



▼ 破冰活动
Ice-Breaking Activity



▲ 内场活动
Indoor Activity



▲ 外场活动
Outdoor Activity

公司开展第二届“铁军杯”企业文化节。5月12日至15日，“铁军杯”职工运动会在黄石总部举办，来自公司及所属单位12支代表队、200余名运动员参加羽毛球、篮球、气排球、乒乓球比赛。

The Company held the second “Iron Army Cup” Corporate Culture Festival. From May 12 to 15, the “Iron Army Cup” Employee Sports Games were held at the Huangshi headquarters, with more than 200 athletes from 12 representative teams of the Company and its affiliated units participating in badminton, basketball, air volleyball, and table tennis competitions.



▲ 篮球比赛合影
Group Photo of the Basketball Competition



▲ 羽毛球颁奖
Badminton Award Ceremony



▲ 乒乓球比赛
Table Tennis Competition



▲ 气排球比赛合影
Group Photo of the Air Volleyball Competition

公司在武汉总部举办英语演讲比赛，18 名选手围绕“传承铁军精神 青春挺膺担当”主题进入决赛。

The Company held an English speech contest at its Wuhan headquarters. A total of 18 contestants advanced to the final round under the theme of “Carrying Forward the Iron Army Spirit and Shouldering Responsibilities with Youthful Commitment”.



英语演讲比赛表彰
Recognition at the English Speech Contest



英语演讲比赛现场
English Speech Contest Site

女性员工关怀

Care for Female Employees

中国十五冶发挥女职工委员会作用，完善女性员工关怀机制，围绕女性健康、权益保护、职业发展和工作生活平衡开展服务。公司依托母婴室、健康讲座、节日活动、普法宣传和专项慰问等载体，为女性员工营造更加友好、安心和有温度的工作环境。

15MCC gives full play to the role of the Female Employees' Committee and continuously improves its care mechanism for female employees. Focusing on women's health, rights protection, career development, and work-life balance, the Company provides targeted services for female employees. Through mother-and-baby rooms, health lectures, festive activities, legal awareness campaigns, and special care visits, the Company creates a more friendly, reassuring, and caring workplace environment for female employees.



案例 三八妇女节活动

Case International Women's Day Activities

公司在“三八”国际妇女节期间组织各单位开展非遗插花、陶艺体验、烘焙、健康讲座、普法宣传等系列关爱活动。总部策划举办“巾帼建功创一流·美丽铁军绽芳华”三八节主题活动，组织女职工参加 DIY 饼干烘焙、女性健康讲座、巾帼劳模先进宣讲和观影活动，在全公司范围内开展主题征文，激发女职工干事创业热情。

During International Women's Day, the Company organized a series of care activities across its units, including intangible cultural heritage flower arrangement, pottery experiences, baking activities, health lectures, and legal awareness campaigns. The headquarters planned and held a themed International Women's Day activity titled “Women Contributing to Excellence, the Iron Army Shining with Grace”, organizing female employees to participate in DIY cookie baking, women's health lectures, advanced role model sharing by female model workers, and film-watching activities. The Company also carried out a themed essay campaign across the organization, inspiring female employees' enthusiasm for dedication and entrepreneurship.



三八节插花活动
Flower Arrangement Activity for International Women's Day

职业健康保障

Occupational Health Protection

中国十五冶高度重视职业健康管理，严格遵循 ISO 45001 职业健康安全管理体系标准，组织职业健康体检，扩大员工体检覆盖范围。

15MCC places great emphasis on occupational health management. The Company strictly follows the ISO 45001 occupational health and safety management system standard, organizes occupational health examinations, and expands the coverage of employee health checkups.

公司改善施工现场及办公区域工作条件，配齐防尘、降噪、防护劳保用品，合理安排作息并控制劳动强度。公司总部医务室建成并正式投入使用，提供基础诊疗、医保刷卡结算、职工上门取药等便民服务；工会组织开展职业健康讲座及义诊活动 20 余场。公司还开展职业病防治宣传活动，通过手册、海报、视频、专家讲座、线上课程等方式普及职业病防治知识，提升员工健康防护意识。

The Company improves working conditions at construction sites and office areas, provides adequate dust prevention, noise reduction, and protective labor supplies, and reasonably arranges work and rest schedules while controlling labor intensity. The headquarters medical office has been completed and officially put into operation, providing convenient services such as basic diagnosis and treatment, medical insurance settlement, and on-site medicine pickup for employees. The labor union organized more than 20 occupational health lectures and free medical consultation activities. The Company also carried out occupational disease prevention and control publicity activities, popularizing knowledge through brochures, posters, videos, expert lectures, and online courses, thereby enhancing employees' awareness of health protection.

案例 总部医务室提升健康服务可及性
Case Headquarters Medical Office Improving Access to Health Services

公司总部医务室投入运行，在基础诊疗服务基础上开通医保刷卡结算、上门取药等便民举措，为员工提供更便捷的健康服务保障。公司同步开展健康讲座、义诊和急救知识专项培训，推动健康服务从单一体检向日常咨询、预防干预和应急技能提升延伸，增强员工健康管理获得感。

The Company's headquarters medical office was put into operation. In addition to basic diagnosis and treatment services, it provides convenient services such as medical insurance settlement and on-site medicine pickup, offering employees more accessible health service support. The Company also carried out health lectures, free medical consultations, and special first-aid knowledge training, extending health services from routine physical examinations to daily consultation, preventive intervention, and emergency skills improvement, and strengthening employees' sense of fulfillment in health management.



▲ 医务室就诊
Medical Consultation at the Medical Office

报告期内
During the reporting period

体检及健康档案建设覆盖率

100 %
the coverage rate of physical examinations and health record establishment reached 100%

安全培训覆盖率

100 %
the safety training coverage rate reached 100%

职业伤害保险覆盖率

100 %
the occupational injury insurance coverage rate reached 100%

开展职业健康讲座及义诊活动

20 余场
more than 20 occupational health lectures and free medical consultation activities were held

较大及以上生产安全事故

0 件
the Company recorded 0 major or above production safety accidents

因工亡故人数

0 人
the number of work-related fatalities was 0

履行社会责任
Fulfillment of Social Responsibilities

中国十五冶始终坚持履行央企社会责任，参与乡村振兴、志愿服务与公益慈善等各类社区公益实践，推动企业发展成果反哺社会。公司围绕国家重大战略和地方发展需求，聚焦民生关切，推进定点帮扶、公益捐赠、志愿服务等工作，打造有温度、有担当的企业形象。公司丰富公益参与形式，拓展国内外社区协同合作，以实际行动服务社会、回馈群众，传递企业温暖，彰显责任担当。

15MCC has always upheld its social responsibilities as a central state-owned enterprise. The Company actively participates in community welfare practices, including rural revitalization, volunteer services, and charitable activities, and gives back to society through the outcomes of its corporate development. Focusing on major national strategies and local development needs, the Company addresses livelihood concerns and advances designated assistance, charitable donations, volunteer services, and other initiatives, building a corporate image marked by care and responsibility. The Company continues to enrich the forms of public welfare participation and expand community collaboration at home and abroad, serving society, giving back to the public, conveying corporate warmth, and demonstrating responsibility through concrete actions.

响应国家战略
Responding to National Strategies

中国十五冶积极服务国家重大战略，将履行央企责任融入乡村振兴、区域协调发展和重点区域建设实践。围绕定点帮扶、产业培育、项目带动和区域平台建设等路径，一方面推动帮扶成果向产业振兴、民生改善延伸；另一方面依托新疆区域平台和重点工程项目，助力当地资源优势转化、产业链延伸和就业带动，实现社会责任履行与企业区域化发展协同推进。

15MCC actively serves major national strategies and integrates its responsibility as a central state-owned enterprise into rural revitalization, coordinated regional development, and the development of key regions. Through pathways such as designated assistance, industrial cultivation, project-driven development, and regional platform building, the Company promotes the extension of assistance outcomes toward industrial revitalization and livelihood improvement. At the same time, leveraging its Xinjiang regional platform and key engineering projects, the Company supports the transformation of local resource advantages, the extension of industrial chains, and employment promotion, achieving coordinated progress between social responsibility fulfillment and regionalized business development.

2019 年以来，公司持续定点帮扶湖北省大冶市北山村，围绕民生改善、产业培育、就业带动和乡村治理等方向开展帮扶。公司依托当地古樱花、红色旧址等资源，支持打造生态文旅和白茶种植特色产业，连续举办樱花节，年均吸引游客超十万人次，推动北山村由省级建档立卡贫困村发展为黄石市乡村振兴“明星村”。

Since 2019, the Company has continued to provide designated assistance to Beishan Village in Daye, Hubei Province, focusing on livelihood improvement, industrial cultivation, employment promotion, and rural governance. Leveraging local resources such as ancient cherry blossoms and former revolutionary sites, the Company has supported the development of ecological cultural tourism and the distinctive white tea planting industry. By continuously holding the Cherry Blossom Festival, which attracts more than 100,000 tourist visits annually on average, the Company has helped Beishan Village develop from a provincial-level registered impoverished village into a “model village” for rural revitalization in Huangshi.



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案例 项目带动助力区域协同发展
Case Project-Driven Development Supporting Coordinated Regional Development

公司积极响应“产业兴疆”战略，将新疆及周边区域作为国内区域化发展重点，以中国十五冶新疆公司为区域管理核心，推动业务向矿山采掘运营、矿山建设与选矿、市政及民生工程等综合服务延伸，致力于打造绿色智能矿业示范工程，助力当地资源优势转化、产业链延伸和就业带动。

The Company actively responds to the national strategy of “invigorating Xinjiang through industrial development” and regards Xinjiang and its surrounding regions as key areas for domestic regionalized development. With 15MCC Xinjiang Company as the core regional management platform, the Company promotes the extension of its business into comprehensive services such as mining operation, mine construction and beneficiation, municipal engineering, and livelihood projects. It is committed to building green and intelligent mining demonstration projects, supporting the transformation of local resource advantages, the extension of industrial chains, and employment promotion.



▲ 响应国家“产业兴疆”战略号召
Responding to the National Strategy of “Invigorating Xinjiang through Industrial Development”

报告期内
During the reporting period

➤ 公司乡村振兴投入 **24.08** 万元，其中向北山村捐赠 **15** 万元；
the Company contributed RMB 240,800 to rural revitalization, including a donation of RMB 150,000 to Beishan Village;

➤ 北山村白茶种植基地已连片建成 **20** 亩，进入丰产期后预计每年可为村集体增加集体经济收入 **20** 万元。
the white tea planting base in Beishan Village has been developed into a contiguous area of 70 mu. After entering the high-yield period, it is expected to increase the village collective economic income by RMB 200,000 per year.

► 志愿服务活动
Volunteer Services

中国十五冶将志愿服务融入企业文化建设，依托员工志愿者协会、各级工会和团组织，围绕社区服务、公益帮扶、无偿献血、助老助困等主题开展志愿行动。报告期内，公司员工志愿者协会保持正常运行，“一家人”志愿者组织为住院单身青年、异地工作人员工家庭及海外重病员工提供陪护、生活协助和医疗资源对接等支持；同时组织青年员工走进社区，开展卫生清扫、政策宣传、困难群众关爱等活动，推动志愿服务由企业内部关爱延伸至社区共建。

15MCC integrates volunteer services into corporate culture development. Relying on its employee volunteer association, labor unions at all levels, and Communist Youth League organizations, the Company carries out volunteer actions focusing on community services, public welfare assistance, voluntary blood donation, and support for the elderly and people in need. During the Reporting Period, the Company's employee volunteer association maintained regular operation. The “One Family” volunteer organization provided support such as companionship, daily assistance, and coordination of medical resources for hospitalized single young employees, families of employees working away from home, and overseas employees with serious illnesses. The Company also organized young employees to enter communities and carry out activities such as sanitation cleaning, policy publicity, and care for people in difficulty, extending volunteer services from internal employee care to community co-development.

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案例 组织员工参与义务献血公益活动
Case Organizing Employees to Participate in Voluntary Blood Donation

公司组织 23 名职工参与无偿献血活动，以实际行动支持社会公益事业，既增强了员工服务社会、奉献社会的责任意识，也展现了央企职工关爱生命、传递温暖的良好精神风貌。

The Company organized 23 employees to participate in voluntary blood donation, supporting public welfare through concrete actions. This activity enhanced employees' sense of responsibility in serving and contributing to society, while also demonstrating the positive spirit of central state-owned enterprise employees in caring for life and conveying warmth.



▲ 组织无偿献血活动
Voluntary Blood Donation Activity

案例 学雷锋志愿行动温暖社区
Case Learn from Lei Feng Volunteer Action Bringing Warmth to Communities

围绕“3·5”学雷锋纪念日，公司各级团组织和志愿者队伍以“学雷锋 做志愿 服务改革建新功”为主题，开展形式多样的志愿服务活动。志愿者走进社区、项目驻地和公共空间，围绕社区服务、环境清洁、关爱慰问和便民帮扶等内容，开展卫生清扫、秩序维护、助老关怀、政策宣传等行动，引导青年员工在服务群众、服务社区、服务发展中传承雷锋精神、展现责任担当。

Around the March 5 Learn from Lei Feng Memorial Day, the Company's Communist Youth League organizations and volunteer teams at all levels carried out various volunteer service activities under the theme of “Learning from Lei Feng, Practicing Volunteerism, and Contributing to Reform and Development” . Volunteers entered communities, project sites, and public spaces to carry out activities including sanitation cleaning, order maintenance, care for the elderly, policy publicity, and convenient support services, focusing on community services, environmental cleaning, care visits, and assistance for the public. These actions guided young employees to carry forward the Lei Feng spirit and demonstrate responsibility while serving the public, communities, and development.



开展雷锋日志愿服务活动
Lei Feng Day Volunteer Service Activity

公益慈善行动
Philanthropic and Charitable Activities

中国十五冶开展公益捐赠、消费帮扶、社区慰问、海外援助和属地共建等公益慈善行动。公司鼓励各单位结合项目所在地实际，主动对接地方政府、社区组织、公共服务单位和公益组织，围绕教育支持、医疗帮扶、困难群众慰问、基础设施改善和文化交流等领域开展支持。在国内，公司通过“央企消费帮扶”等平台采购帮扶地区农副产品，将员工关怀与社会责任履行相结合；在海外，公司依托刚果（金）、印度尼西亚、赞比亚、哈萨克斯坦等重点区域项目，开展公益捐赠和属地共建，促进企业发展与属地社区共同成长。

15MCC carries out philanthropic and charitable activities, including public welfare donations, consumption-based assistance, community care visits, overseas assistance, and local community co-development. The Company encourages units at all levels to take into account the actual conditions of project locations and proactively connect with local governments, community organizations, public service entities, and charitable organizations. It provides support in areas such as education, medical assistance, care for people in difficulty, infrastructure improvement, and cultural exchange. In China, the Company purchases agricultural and sideline products from assisted regions through platforms such as central state-owned enterprise consumption assistance platforms, integrating employee care with the fulfillment of social responsibilities. Overseas, relying on key regional projects in the Democratic Republic of the Congo (DRC), Indonesia, Zambia, Kazakhstan, and other locations, the Company carries out public welfare donations and local community co-development, promoting the common growth of corporate development and local communities.

公司公益捐赠总金额 108 万元，为乡村振兴、海内外社区共建、公共服务提升和公益组织发展提供支持。其中部分捐赠情况如下：

The Company's total public welfare donations amounted to RMB 1.08 million, providing support for rural revitalization, community co-development in China and overseas, improvement of public services, and the development of charitable organizations. Selected donations are listed below:

序号 No.	受赠对象 Recipient	捐赠金额（万元） Donation Amount (ten thousand yuan)
1	大冶市殷祖镇北山村村民委员会 Beishan Village Committee, Yinzu Town, Daye City	15
2	湖北省黄石市城乡困难群众 Urban and rural residents in difficulty in Huangshi City, Hubei Province	1
3	湖北省武汉市东湖高新区 East Lake High-Tech Development Zone, Wuhan City, Hubei Province	10
4	湖北省退役军人关爱基金会 Hubei Provincial Veterans Care Foundation	15
5	江西省贵溪市天禄镇球源村 Qiuyuan Village, Tianlu Town, Guixi City, Jiangxi Province	2
6	江西省贵溪市洋石桥水库、老窑水库 Yangshiqiao Reservoir and Laoyao Reservoir, Guixi City, Jiangxi Province	10
7	山东省公共服务单位或公益组织 Public service entities or charitable organizations in Shandong Province	10
8	新疆公共服务单位或公益组织 Public service entities or charitable organizations in Xinjiang	5
9	辽宁省公共服务单位或公益组织 Public service entities or charitable organizations in Liaoning Province	5
10	四川省公共服务单位或公益组织 Public service entities or charitable organizations in Sichuan Province	5
11	十五冶武黄公司驻地刚果（金）地区公共服务单位或公益组织 Public service entities or charitable organizations in the DRC region where 15MCC Wuhuang Company is located	10
12	哈萨克斯坦阿斯塔纳市慈善基金会 Charitable foundation in Astana, Kazakhstan	5
13	十五冶印尼公司地区公共服务单位或公益组织 Public service entities or charitable organizations in the region where 15MCC Indonesia Company is located	5
14	十五冶非洲公司驻地赞比亚铜带省卡鲁鲁希地区公共服务单位或公益组织 Public service entities or charitable organizations in Kalulushi, Copperbelt Province, Zambia, where 15MCC Africa Company is located	10



向武汉市光谷第十六小学开展公益捐赠
Public Welfare Donation to Wuhan Optics Valley No. 16 Primary School

专家点评

Expert Commentary

这是中国十五冶发布的第三份可持续发展报告。通过报告可以看到，这家深耕有色金属工程建设七十余年的中央企业，正将可持续发展理念融入战略治理、工程履约和海外经营全过程，在服务国家战略和参与全球绿色转型中展现出清晰的责任定位。

ESG 治理体系更加成熟，体现了从制度建设向价值创造的持续进阶。2025 年，中国十五冶完善董事会、ESG 领导小组和 ESG 工作小组协同运转的治理架构，推动 ESG 要求嵌入战略规划、风险管理、合规经营、采购管理、项目履约和信息披露全过程，并参编《企业环境社会治理（ESG）信息披露指南》（T/ACEF 215—2025），以系统治理能力回应利益相关方期待。

绿色低碳实践更具场景价值，展现了工程企业参与气候行动的现实路径。矿用 TBM、矿山数字化、光储充立杆网络基站、矿卡智能调度系统等创新应用，推动工程场景向智能化、低碳化升级。刚波夫光储柴微电网项目并网发电、首批电动矿卡运抵赞比亚，也说明中国十五冶正在将清洁能源、绿色施工、节能改造和生态修复等实践带到海外项目一线，以工程能力回应气候变化挑战。

海外履责实践更加立体，充分体现“做强优势业务、做专特色业务、做精属地业务、做大海外业务、做优投资业务”这一发展路径的价值。中国十五冶持续优化赞比亚、刚果（金）、印尼、哈萨克斯坦等重点区域布局，推动海外业务由“单项目经营”向“区域平台经营”升级，在高质量履约的同时深化属地用工、本土化人才培养、公益捐赠和社区共建。赞比亚属地重型设备维修工订单班、海外员工关怀和社区支持行动，将共商共建共享理念转化为具体实践，使中国企业的海外发展更具温度，也更容易被国际社会理解和认同。

This is the third sustainability report released by China 15MCC. The report shows that this central state-owned enterprise, with over 70 years of deep engagement in non-ferrous metal engineering construction, is integrating sustainability principles into the entire spectrum of strategic governance, project performance, and overseas operations, demonstrating a clear responsibility positioning in serving national strategies and participating in the global green transition.

China 15MCC's ESG governance system has become more sophisticated and well-established, reflecting a continued progression from institutionbuilding to value creation. In 2025, the company refined its governance structure featuring coordinated operation among the Board of Directors, the ESG Leadership Team, and the ESG Working Group, embedding ESG requirements into strategic planning, risk management, compliance operations, procurement management, project delivery, and information disclosure across the entire process. It also coauthored the Guidelines for Enterprise Environmental, Social and Governance (ESG) Information Disclosure (T/ACEF 215—2025), responding to stakeholder expectations with systematic governance capabilities.

Green and lowcarbon practices have delivered greater contextspecific value, demonstrating a practical pathway for engineering enterprises to engage in climate action. Innovative applications such as mining TBMs, mine digitalization, solarstoragecharging pole network base stations, and intelligent dispatching systems for mining trucks are driving the upgrade of engineering operations towards intelligent and lowcarbon solutions. The grid connection and power generation of the Kambove solarstoragediesel microgrid project, and the arrival of the first batch of electric mining trucks in Zambia, also illustrate that China 15MCC is bringing practices including clean energy, green construction, energysaving retrofits, and ecological restoration to the frontlines of its overseas projects, addressing climate change challenges with its engineering capabilities.

Overseas responsibility practices have become more multidimensional, fully reflecting the value of the development pathway that emphasizes strengthening core businesses, specializing in distinctive operations, refining local services, expanding overseas presence, and optimizing investment activities. China 15MCC continues to optimize its footprint in key regions including Zambia, the DRC, Indonesia, and Kazakhstan, upgrading its overseas operations from a projectbased approach to a regional platform model. While delivering highquality project performance, it is also deepening local employment, localization of talent development, charitable donations, and community cobuilding. Initiatives such as the Zambiabased order class for heavy equipment maintenance technicians, overseas employee care programs, and community support actions translate the principle of extensive consultation, joint contribution and shared benefits into concrete practices. These efforts lend a more human touch to Chinese enterprises' overseas development and make it more readily understood and recognized by the international community.

未来，期待中国十五冶提升信息披露的透明度、可比性和国际表达能力，把更多工程实践转化为可传播、可借鉴的绿色发展案例，在海外重点项目中探索中国工程企业参与全球气候行动的新路径。

Going forward, China 15MCC is expected to enhance the transparency, comparability, and international communication capability of its information disclosure, translate more engineering practices into shareable and exemplary green development cases, and explore new pathways for Chinese engineering enterprises to participate in global climate action in its key overseas projects.

上海气候周执行委员会联席主任 邹荣

Zou Rong, Co-Director of the Executive Committee of Shanghai Climate Week

邹荣

报告评价

Report Evaluation

过程性 Process	★★★★☆	《报告》的实质性、可比性、创新性达到五星级，过程性、完整性、平衡性、可读性达到四星半级。The Report's Materiality, Comparability, and Innovativeness reached Five Star, while Process, Completeness, Balance, and Readability reached Four and a Half Star.
实质性 Materiality	★★★★★	
完整性 Completeness	★★★★☆	
平衡性 Balance	★★★★☆	
可比性 Comparability	★★★★★	
可读性 Readability	★★★★☆	
创新性 Innovativeness	★★★★★	



关键绩效表

Key Performance Table

环境数据³

Environmental Data

大气污染物排放

Air Pollutant Emissions

指标	2023 年	2024 年	2025 年
Indicator	2023	2024	2025
二氧化硫	达标排放	达标排放	烟气净化系统，烟气不外排
Sulfur dioxide	Compliant discharge	Compliant discharge	Flue gas purification system, zero flue gas emission
氮氧化物	达标排放	达标排放	烟气净化系统，烟气不外排
Nitrogen oxides	Compliant discharge	Compliant discharge	Flue gas purification system, zero flue gas emission
烟（粉）尘	达标排放	达标排放	烟气净化系统，烟气不外排
Smoke (dust)	Compliant discharge	Compliant discharge	Flue gas purification system, zero flue gas emission

温室气体排放

Greenhouse Gas Emissions

指标	2023 年	2024 年	2025 年	单位
Indicator	2023	2024	2025	Unit
综合能源消费量	4,743	4,676	4,661	吨标准煤
Comprehensive energy consumption				tonnes of standard coal equivalent
万元产值（收入）综合能耗	0.0058	0.0058	0.0058	吨标准煤 / 万元产值（收入）
Comprehensive energy consumption per RMB 10,000 output value (revenue)				tonnes of standard coal equivalent / RMB 10,000 output value (revenue)
温室气体排放量	12,795	12,322	11,215	吨二氧化碳排放当量
Greenhouse gas emissions				tonnes of CO ₂ equivalent
温室气体排放密度	0.0156	0.0152	0.0140	吨二氧化碳排放当量 / 万元产值（收入）
Greenhouse gas emission intensity				tonnes of CO ₂ equivalent / RMB 10,000 output value (revenue)

³ 除特别说明外，本年度环境数据统计范围包括国内办公运营和生产经营活动。
Unless otherwise specified, the statistical coverage of environmental data for the current year covers domestic office operations as well as production and business activities.

能源使用

Energy Use

指标	2023 年	2024 年	2025 年	单位
Indicator	2023	2024	2025	Unit
汽油	1,169.06	1,157.02	1,129.65	吨标准煤
Gasoline				tce
柴油	2,722.00	2,658.00	2,642.00	吨标准煤
Diesel				tce
天然气	342.63	468.43	430.07	吨标准煤
Natural gas				tce
外购电力	45,716,920.00	45,643,117.00	43,523,040.00	千瓦时
Purchased electricity				kWh

资源使用⁴

Resource Use

指标	2023 年	2024 年	2025 年	单位
Indicator	2023	2024	2025	Unit
水资源消耗量	37,110,740.00	36,219,779.00	40,250,000.00	吨
Water consumption				Metric tons
水资源消耗强度	45.25	44.70	47.88	吨 / 万元产值（收入）
Water Resource Consumption Intensity				Metric tons per RMB 10,000 of output value (revenue)
混凝土消耗量	712,300.00	1,335,508.27	1,199,818.92	吨
Concrete Consumption				tons
钢材消耗量	105,092.33	86,165.78	59,157.37	吨
Steel Consumption				tons
水泥消耗量	113,940.18	52,786.90	57,084.49	吨
Cement Consumption				tons
轮胎消耗量	1,200	2,922	2,242	个
Tire Consumption				Units
有毒有害物料消耗量	746.11	707.08	909.60	吨
Toxic and Hazardous Material Consumption				tons

⁴ 本年度除水资源之外的其他资源消耗量统计范围包括国内外生产经营活动。
The statistical scope for consumption of resources other than water resources in the current year covers production and business activities both at home and abroad.

● 废弃物排放
Waste Discharge

指标 Indicator	2023 年 2023	2024 年 2024	2025 年 2025	单位 Unit
一般固废产生量 General solid waste generation	470.30	488.50	559.50	吨 tons
一般固废处置率 General solid waste disposal rate	100	100	100	%
危险废弃物产生量 Hazardous waste generation	7.30	11.7	12.30	吨 tons
危险废弃物处置率 Hazardous waste disposal rate	100	100	100	%

► 社会数据
Social Data

● 雇佣数据⁵
Employment Data

指标 Indicator	2023 年 2023	2024 年 2024	2025 年 2025	单位 Unit
员工总人数 Total number of employees	3,458	3,589	3,746	人 Persons
残疾员工总数 Total number of employees with disabilities	40	29	26	人 Persons
按性别划分的员工人数 Number of employees by gender	男性 Male	2,910	3,041	人 Persons
	女性 Female	548	548	人 Persons
按年龄划分的员工人数 Number of employees by age	≤ 35 岁 ≤ 35 years old	1,768	1,929	人 Persons
	36-50 岁 36–50 years old	987	1,004	人 Persons
	≥ 51 岁 ≥ 51 years old	703	656	人 Persons

⁵ 员工数据统计范围为自有员工。
The statistical scope of employee data covers permanent employees only.

指标 Indicator	2023 年 2023	2024 年 2024	2025 年 2025	单位 Unit
按学历划分的员工人数 Number of Employees by Educational Background	博士 Doctorate	5	7	人 Persons
	硕士 Master's Degree	104	178	人 Persons
	本科 Bachelor's Degree	1,936	2,200	人 Persons
	大专及以下 Associate Degree and Below	1,413	1,204	人 Persons
按地区划分的员工人数 Number of Employees by Region	中国 China	2,831	2,841	人 Persons
	海外 Overseas	627	748	人 Persons

● 雇员流失
Employee Turnover

指标 Indicator	2023 年 2023	2024 年 2024	2025 年 2025	单位 Unit
员工流失总人数 Total employee turnover	151	135	134	人 Persons
员工流失率 ⁶ Employee turnover rate	4.37	3.76	3.58	%
按性别划分的员工流失人数 Employee turnover by gender	男性 Male	144	124	人 Persons
	女性 Female	7	11	人 Persons
按年龄划分的员工流失人数 Employee turnover by age	≤ 35 岁 ≤ 35 years old	136	121	人 Persons
	36-50 岁 36–50 years old	11	12	人 Persons
	≥ 51 岁 ≥ 51 years old	4	2	人 Persons
按地区划分的员工流失人数 Employee turnover by region	中国 China	112	113	人 Persons
	海外 Overseas	39	22	人 Persons

⁶ 员工流失率 = 员工流失总人数 / 员工总人数。
Employee turnover rate = Total employee turnover / Total number of employees.

● 发展与培训
Development and Training

指标 Indicator	2023 年 2023	2024 年 2024	2025 年 2025	单位 Unit
员工培训总比率 Total employee training rate	100	100	100	%
员工培训平均时长 Average employee training duration	18	18	15	小时 Hours
员工培训投入总金额 Total investment in employee training	753	765	889	万元 ten thousand yuan

● 员工安全
Employee Safety

指标 Indicator	2023 年 2023	2024 年 2024	2025 年 2025	单位 Unit
因工亡故人数 Number of work-related fatalities	2	0	0	人 Persons
因工伤损失工作时数 Lost working hours due to work-related injuries	8,120	2,500	2,500	小时 Hours

指标 Indicator	2023 年 2023	2024 年 2024	2025 年 2025	单位 Unit
女性管理人员占比 Proportion of female management personnel	18.81	17.9	18.83	%
少数民族员工人数 Number of ethnic minority employees	117	131	143	人 Persons

● 供应商数量
Number of Suppliers

指标		2023 年	2024 年	2025 年	单位
Indicator		2023	2024	2025	Unit
物资供应商数量		2,510	2,918	1,274	个
Number of material suppliers					Units
按区域划分物资供应商数量	湖北省	632	733	254	个
	Hubei Province				Units
	其他省份	1,873	2,180	1,018	个
Number of material suppliers by region	Other provinces				Units
	海外	5	5	2	个
	Overseas				Units
分包商数量		259	500	490	个
Number of subcontractors					Units
按区域划分分包商数量	湖北省	96	155	154	个
	Hubei Province				Units
	其他省份	163	345	336	个
Number of subcontractors by region	Other provinces				Units
	海外	0	0	0	个
	Overseas				Units
执行供应商合规管理制度的供应商占比		100	100	100	%
Percentage of suppliers implementing the supplier compliance management system					

● 社会公益
Social Welfare

指标 Indicator	2023 年 2023	2024 年 2024	2025 年 2025	单位 Unit
员工帮扶投入总金额 Total investment in employee assistance	79.5	80	89.04	万元 ten thousand yuan
员工慰问投入总金额 Total investment in employee condolences	150.72	152	159.6	万元 ten thousand yuan
社区 ⁷ 公益捐赠总金额 Total amount of community public welfare donations	未统计 Not counted	73	108	万元 ten thousand yuan

⁷ 包括海内外社区。
Including communities in China and overseas.

指标索引

Index of Indicators

附录一：国资委《央企控股上市公司 ESG 专项报告参考指标体系》索引表

Appendix I: Index Table of the SASAC's Reference Indicator System for ESG Special Reports of Listed Companies Controlled by Central Enterprises

环境范畴指标
Environmental Indicators

一级指标 Level 1 Indicator	二级指标 Level 2 Indicator	三级指标 Level 3 Indicator	回应章节 Response Chapter
E1 资源消耗 E1 Resource Consumption	E1.1 水资源 E1.1 Water Resources	E1.1.1 新鲜水用量 E1.1.1 Fresh Water Consumption	推动节能减排 Promoting Energy Conservation and Emission Reduction
		E1.1.4 水资源消耗强度 E1.1.4 Water Consumption Intensity	推动节能减排 Promoting Energy Conservation and Emission Reduction
		E1.2.1 不可再生物料消耗量 E1.2.1 Non-renewable Material Consumption	关键绩效表 Key Performance Table
		E1.2.2 有毒有害物料消耗量 E1.2.2 Consumption of Hazardous and Toxic Materials	关键绩效表 Key Performance Table
	E1.2 物料 E1.2 Materials	E1.2.3 物料消耗强度 E1.2.3 Material Consumption Intensity	关键绩效表 Key Performance Table
		E1.3.1 化石能源消耗量 E1.3.1 Fossil Energy Consumption	关键绩效表 Key Performance Table
		E1.3.4 能源消耗总量 E1.3.4 Total Energy Consumption	推动节能减排 Promoting Energy Conservation and Emission Reduction
	E1.3 能源 E1.3 Energy	E1.3.5 能源消耗强度 E1.3.5 Energy Consumption Intensity	推动节能减排 Promoting Energy Conservation and Emission Reduction

一级指标 Level 1 Indicator	二级指标 Level 2 Indicator	三级指标 Level 3 Indicator	回应章节 Response Chapter
E2 污染防治 E2 Pollution Prevention and Control	E2.1 废水 E2.1 Wastewater	E2.1.1 废水排放达标情况 E2.1.1 Wastewater Discharge Compliance	关键绩效表 Key Performance Table
		E2.1.2 废水管理与减排措施 E2.1.2 Wastewater Management and Emission Reduction Measures	关键绩效表 Key Performance Table
		E2.1.3 废水排放量 E2.1.3 Wastewater Discharge Volume	关键绩效表 Key Performance Table
	E2.2 废气 E2.2 Waste Gas	E2.2.1 废气排放达标情况 E2.2.1 Waste Gas Emission Compliance	关键绩效表 Key Performance Table
		E2.2.2 废气污染物排放量 E2.2.2 Waste Gas Pollutant Emissions	关键绩效表 Key Performance Table
		E2.2.3 废气污染物排放浓度 E2.2.3 Waste Gas Pollutant Emission Concentration	关键绩效表 Key Performance Table
	E2.3 固体废物 E2.3 Solid Waste	E2.3.1 固体废物处置依法合规情况 E2.3.1 Legal Compliance of Solid Waste Disposal	强化环境管理 Strengthening Environmental Management
		E2.3.2 一般工业固废管理 E2.3.2 General Industrial Solid Waste Management	强化环境管理 Strengthening Environmental Management
		E2.3.3 一般工业固废处置量 E2.3.3 General Industrial Solid Waste Disposal Volume	关键绩效表 Key Performance Table
		E2.3.4 危险废物管理 E2.3.4 Hazardous Waste Management	强化环境管理 Strengthening Environmental Management
		E2.3.5 危险废物处置量 E2.3.5 Hazardous Waste Disposal Volume	关键绩效表 Key Performance Table

一级指标 Level 1 Indicator	二级指标 Level 2 Indicator	三级指标 Level 3 Indicator	回应章节 Response Chapter
E3 气候变化 E3 Climate Change	E3.1 温室气体排放 E3.1 Greenhouse Gas Emissions	E3.1.1 温室气体来源与类型 E3.1.1 Sources and Types of Greenhouse Gases	推动节能减排 Promoting Energy Conservation and Emission Reduction
		E3.1.2 温室气体排放管理 E3.1.2 Greenhouse Gas Emissions Management	推动节能减排 Promoting Energy Conservation and Emission Reduction
		E3.1.3 范围一排放 E3.1.3 Scope 1 Emissions	关键绩效表 Key Performance Table
		E3.1.4 范围二排放 E3.1.4 Scope 2 Emissions	关键绩效表 Key Performance Indicators
		E3.1.6 温室气体排放强度 E3.1.6 GHG Emission Intensity	关键绩效表 Key Performance Indicators
	E3.2 减排管理 E3.2 Emission Reduction Management	E3.2.1 温室气体减排管理 E3.2.1 GHG Emission Reduction Management	推动节能减排 Promoting Energy Conservation and Emission Reduction
	E3.4 气候风险管理 E3.4 Climate Risk Management	E3.4.1 气候风险管理 E3.4.1 Climate Risk Management	推动节能减排 Promoting Energy Conservation and Emission Reduction
	E4.1 生产、服务和产品对生物多样性的影响 E4.1 Impacts of Production, Services and Products on Biodiversity	E4.1.1 生产、服务和产品对生物多样性的影响 E4.1.1 Impacts of Production, Services and Products on Biodiversity	守护生物多样性 Safeguarding Biodiversity

一级指标 Level 1 Indicator	二级指标 Level 2 Indicator	三级指标 Level 3 Indicator	回应章节 Response Chapter
E5 资源与环境管理制度措施 E5 Resource and Environmental Management Systems and Measures	E5.1 低碳发展目标制定与战略措施 E5.1 Low-Carbon Development Goal Setting and Strategic Measures	E5.1.1 低碳发展目标制定与战略措施 E5.1.1 Low-Carbon Development Goal Setting and Strategic Measures	推动节能减排 Promoting Energy Conservation and Emission Reduction
		E5.2.1 水资源使用管理 E5.2.1 Water Resource Use Management	强化环境管理 Strengthening Environmental Management
	E5.2 资源管理措施 E5.2 Resource Management Measures	E5.2.2 物料使用管理 E5.2.2 Material Use Management	强化环境管理 Strengthening Environmental Management
		E5.2.3 能源使用与节能管理 E5.2.3 Energy Use and Energy Conservation Management	强化环境管理 Strengthening Environmental Management
		E5.3.1 节能降碳监测、统计报告和考核体系 E5.3.1 Monitoring, Statistical Reporting and Assessment System for Energy Conservation and Carbon Reduction	推动节能减排 Promoting Energy Conservation and Emission Reduction
	E5.4 绿色环保行动与措施 E5.4 Green Environmental Protection Actions and Measures	E5.4.1 清洁生产 E5.4.1 Cleaner Production	推动节能减排 Promoting Energy Conservation and Emission Reduction
		E5.4.2 绿色技改和循环利用 E5.4.2 Green Technical Renovation and Recycling	推动节能减排 Promoting Energy Conservation and Emission Reduction
		E5.4.4 绿色办公和运营 E5.4.4 Green Office and Operations	推动节能减排 Promoting Energy Conservation and Emission Reduction
		E5.4.5 绿色采购与绿色供应链管理 E5.4.5 Green Procurement and Green Supply Chain Management	推动节能减排 Promoting Energy Conservation and Emission Reduction
	E5.5 绿色低碳认证 E5.5 Green and Low-Carbon Certification	E5.4.6 环保公益活动 E5.4.6 Environmental Public Welfare Activities	守护生物多样性 Protecting Biodiversity
		E5.5.1 环境管理体系认证 E5.5.1 Environmental Management System Certification	强化环境管理 Strengthening Environmental Management
	E5.6 环境领域合法合规 E5.6 Environmental Compliance	E5.6.1 突发环境事件应急预案 E5.6.1 Environmental Emergency Response Plan	强化环境管理 Strengthening Environmental Management
		E5.6.2 环境领域违法违规事件 E5.6.2 Environmental Violations and Non-compliance Incidents	强化环境管理 Strengthening Environmental Management

● 社会范畴指标
Social Indicators

一级指标	二级指标	三级指标	回应章节
Level 1 Indicator	Level 2 Indicator	Level 3 Indicator	Response Chapter
S1 员工权益 S1 Employee Rights and Interests	S1.1 员工招聘与就业 S1.1 Employee Recruitment and Employment	S1.1.1 企业招聘政策及执行情况 S1.1.1 Corporate Recruitment Policies and Implementation	维护员工权益 Protecting Employee Rights and Interests
		S1.1.2 员工结构 S1.1.2 Employee Structure	维护员工权益 Protecting Employee Rights and Interests
		S1.1.3 避免雇佣童工或强制劳动 S1.1.3 Avoiding Child Labor or Forced Labor	维护员工权益 Protecting Employee Rights and Interests
		S1.2.1 薪酬理念与政策 S1.2.1 Compensation Philosophy and Policy	维护员工权益 Safeguarding Employee Rights and Interests
		S1.2.2 工作时间和休息休假 S1.2.2 Working Hours and Rest and Leave	维护员工权益 Safeguarding Employee Rights and Interests
		S1.2.3 薪酬福利保障情况 S1.2.3 Compensation and Benefits Security	维护员工权益 Safeguarding Employee Rights and Interests
	S1.2 员工薪酬与福利 S1.2 Employee Compensation and Benefits	S1.2.4 员工民主管理 S1.2.4 Employee Democratic Management	维护员工权益 Safeguarding Employee Rights and Interests
		S1.3.1 员工职业健康安全管理 S1.3.1 Employee Occupational Health and Safety Management	员工关怀福利 Employee Care and Benefits
		S1.3.2 员工安全风险防控 S1.3.2 Employee Safety Risk Prevention and Control	应急保障体系 Emergency Support System
		S1.3.3 安全事故及工伤应对 S1.3.3 Response to Safety Accidents and Work-related Injuries	应急保障体系 Emergency Support System
	S1.3 员工健康与安全 S1.3 Employee Health and Safety	S1.3.4 员工关爱与帮扶 S1.3.4 Employee Care and Support	员工关怀福利 Employee Care and Benefits
		S1.4.1 员工激励及晋升政策 S1.4.1 Employee Incentive and Promotion Policies	赋能员工发展 Empowering Employee Development
		S1.4.2 员工教育与培训 S1.4.2 Employee Education and Training	赋能员工发展 Empowering Employee Development
		S1.5.3 员工流动情况 S1.5.3 Employee Turnover	关键绩效表 Key Performance Table

一级指标	二级指标	三级指标	回应章节
Level 1 Indicator	Level 2 Indicator	Level 3 Indicator	Response Chapter
S2 产品与服务管理 S2 Product and Service Management	S2.1 产品安全与质量 S2.1 Product Safety and Quality	S2.1.1 生产规范管理政策及措施 S2.1.1 Production Standardization Management Policies and Measures	质量管理 Quality Management
		S2.1.2 质量管理 S2.1.2 Quality Management	质量管理 Quality Management
		S2.1.4 产品或服务负面事件 S2.1.4 Negative Events Related to Products or Services	精进客户服务 Enhancing Customer Service
		S2.2.1 客户满意度 S2.2.1 Customer Satisfaction	精进客户服务 Enhancing Customer Service
	S2.2 客户服务与权益 S2.2 Customer Service and Rights and Interests	S2.2.2 客户投诉及处理情况 S2.2.2 Customer Complaints and Handling	精进客户服务 Enhancing Customer Service
		S2.3.1 研发与创新管理体系 S2.3.1 R&D and Innovation Management System	研发管理体系 R&D Management System
	S2.3 创新发展 S2.3 Innovation and Development	S2.3.2 研发投入 S2.3.2 R&D Investment	质量管理 Quality Management
		S2.3.3 创新成果 S2.3.3 Innovation Achievements	质量管理 Quality Management
		S2.3.4 知识产权保护 S2.3.4 Intellectual Property Protection	质量管理 Quality Management
		S3.1.1 供应商选择与管理 S3.1.1 Supplier Selection and Management	质量管理 Quality Management
	S3.1 供应商管理 S3.1 Supplier Management	S3.1.2 供应商数量及分布 S3.1.2 Number and Distribution of Suppliers	关键绩效表 Key Performance Table
		S3.2.1 供应链管理政策及措施 S3.2.1 Supply Chain Management Policies and Measures	质量管理 Quality Management
	S3.2 供应链环节管理 S3.2 Supply Chain Process Management	S3.2.2 供应链安全保证与应急预案 S3.2.2 Supply Chain Security Assurance and Emergency Response Plan	质量管理 Quality Management
		S3.2.3 重大风险与影响（供应链） S3.2.3 Significant Risks and Impacts (Supply Chain)	质量管理 Quality Management

一级指标 Level 1 Indicator	二级指标 Level 2 Indicator	三级指标 Level 3 Indicator	回应章节 Response Chapter
S4 国家战略响应 S4 National Strategic Response	S4.2 社区共建 S4.2 Community Co-building	S4.2.2 对当地社区的贡献与影响	履行社会责任
		S4.2.2 Contributions and Impact on Local Communities	Fulfilling Social Responsibility
	S4.3 社会公益活动 S4.3 Social Welfare Activities	S4.3.1 参与社会公益活动的政策措施	履行社会责任
		S4.3.1 Policy Measures for Participating in Social Welfare Activities	Fulfilling Social Responsibility
		S4.3.2 参与社会公益活动的投入及成效	履行社会责任
		S4.3.2 Inputs and Results of Participation in Social Welfare Activities	Fulfilling Social Responsibility
	S4.4 国家战略响应 S4.4 National Strategic Response	S4.4.1 产业转型	专题聚焦 2—强化数字驱动
		S4.4.1 Industrial Transformation	Special Focus 2—Strengthening the Digital Drive
		S4.4.2 乡村振兴与区域协同发展	履行社会责任
		S4.4.2 Rural Revitalization and Regional Coordinated Development	Fulfilling Social Responsibility
		S4.4.3 一带一路及海外履责	专题聚焦 3—深耕海外履责
		S4.4.3 Belt and Road Initiative and Overseas Responsibility	Special Focus 3: Deepening Overseas Responsibility

● 治理范畴指标
Governance Indicators

一级指标 Level 1 Indicator	二级指标 Level 2 Indicator	三级指标 Level 3 Indicator	回应章节 Response Chapter
G1 治理策略与组织架构 G1 Governance Strategy and Organizational Structure	G1.1 治理策略及流程 G1.1 Governance Strategy and Process	G1.1.4 党建引领	专题聚焦 1：深化党建引领
		G1.1.4 Party Building Leadership	Special Focus 1: Deepening Party Building Leadership
	G1.2 组织构成及职能 G1.2 Organizational Composition and Functions	G1.2.2 董事会、监事会和管理层组织结构与职能	完善公司治理
		G1.2.2 Structure and Functions of the Board of Directors, Board of Supervisors and Management	Improving Corporate Governance
		G1.2.3 董事会、监事会和管理层的任命程序及构成	完善公司治理
		G1.2.3 Appointment Procedures and Composition of the Board of Directors, Board of Supervisors and Management	Improving Corporate Governance

一级指标 Level 1 Indicator	二级指标 Level 2 Indicator	三级指标 Level 3 Indicator	回应章节 Response Chapter
G2 规范治理 G2 Standardized Governance	G2.1 内部控制 G2.1 Internal Control	G2.1.1 内部审计	全面风险管理
		G2.1.1 Internal Audit	Comprehensive Risk Management
		G2.1.2 内控控制结构、机制和流程	合规廉洁建设
		G2.1.2 Internal Control Structure, Mechanisms and Processes	Compliance and Integrity Building
	G2.2 廉洁建设 G2.2 Integrity Building	G2.2.1 廉洁建设制度规范	合规廉洁建设
		G2.2.1 Integrity Building Institutional Norms	Compliance and Integrity Building
		G2.2.2 廉洁建设措施成效	合规廉洁建设
		G2.2.2 Integrity Building Measures and Effectiveness	Compliance and Integrity Building
	G2.3 公平竞争 G2.3 Fair Competition	G2.3.1 公平竞争制度规范	合规廉洁建设
		G2.3.1 Fair Competition Institutional Norms	Compliance and Integrity Building
		G2.3.2 公平竞争措施成效	合规廉洁建设
		G2.3.2 Fair Competition Measures and Effectiveness	Compliance and Integrity Building
G4 信息披露透明度 G4 Information Disclosure Transparency	G4.1 信息披露制度 G4.1 Information Disclosure System	G4.1.2 非财务信息披露	可持续发展管理
		G4.1.2 Non-financial Information Disclosure	Sustainable Development Management
	G4.2 信息披露治理 G4.2 Information Disclosure Governance	G4.2.1 所以披露信息定期监督、审计和评估	可持续发展管理
		G4.2.1 Regular Monitoring, Auditing and Assessment of All Disclosed Information	Sustainable Development Management
G5 合规经营与风险管理 G5 Compliance Operations and Risk Management	G5.1 合规经营 G5.1 Compliance Operations	G5.1.1 合规经营制度	合规廉洁建设
		G5.1.1 Compliance Operations System	Compliance and Integrity Building
		G5.1.2 合规体系建设情况	合规廉洁建设
		G5.1.2 Compliance System Development	Compliance and Integrity Building
	G5.2 风险管理 G5.2 Risk Management	G5.1.3 合规审查具体流程	合规廉洁建设
		G5.1.3 Specific Compliance Review Process	Compliance and Integrity Building
		G5.2.1 风险识别与预警	全面风险管理
		G5.2.1 Risk Identification and Early Warning	Comprehensive Risk Management

附录二：GRI 标准索引表
Appendix II: GRI Standards Index Table

使用说明 Statement of Use	中国十五冶金建设集团有限公司（简称“中国十五冶”）在 2025 年 1 月 1 日至 2025 年 12 月 31 日参照 GRI 标准，报告了在此份 GRI 内容索引中引用的信息。 China 15th Metallurgical Construction Group Co., Ltd. (hereinafter referred to as “15MCC”) has reported the information cited in this GRI content index in accordance with the GRI Standards for the period from January 1, 2025 to December 31, 2025.
使用的 GRI 1 GRI 1 used	GRI 1: 基础 2021 GRI 1: Foundation 2021

GRI 指标 GRI Indicator		相关解释 Explanation	相关章节 Relevant Section
GRI 2 一般披露 GRI 2: General Disclosures	组织及其报告做法 The organization and its reporting practices	G2-1 组织细节 Organizational details	关于我们 About us
		G2-2 列入本组织可持续性报告的实体 Entities included in the organization's sustainability reporting	关于本报告 About this report
		G2-3 报告期、频率和联络点 Reporting period, frequency and contact points	关于本报告 About this report
		G2-4 信息重述 Restatements of information	关于本报告 About this report
	活动和工作者 Activities and workers	G2-6 活动、价值链和其他业务关系 Activities, value chains, and other business relationships	可持续发展管理 Sustainability management
		G2-7 员工 Employees	赋能员工发展、员工关怀福利 Empowering employee development, employee care and benefits

GRI 指标 GRI Indicator		相关解释 Explanation	相关章节 Relevant Section
GRI 2 一般披露 GRI 2: General Disclosures	管治 Governance	G2-9 管治架构和组成 Governance Structure and Composition	完善公司治理 Enhance Corporate Governance
		G2-11 最高治理机构的主席 Chairperson of the Highest Governance Body	完善公司治理 Enhance Corporate Governance
		G2-12 在管理影响方面，最高管治机构的监督作用 Oversight Role of the Highest Governance Body in Managing Impact	完善公司治理 Enhance Corporate Governance
		G2-13 为管理影响的责任授权 Delegation of Responsibility for Managing Impact	完善公司治理 Enhance Corporate Governance
		G2-14 最高管治机构在可持续发展报告中的作用 Role of the Highest Governance Body in Sustainability Reporting	完善公司治理 Enhance Corporate Governance
		G2-16 重要关切问题的沟通 Communication of Critical Concerns	利益相关方沟通 Stakeholder Communication
		G2-17 最高管治机构的共同知识 Collective Knowledge of the Highest Governance Body	完善公司治理 Enhance Corporate Governance
		G2-19 薪酬政策 Remuneration Policy	维护员工权益 Protecting Employee Rights and Interests
		G2-22 关于可持续发展战略的声明 Statement on the Sustainable Development Strategy	董事长致辞 Chairman's Message
	战略、政策和实践 Strategy, Policies and Practices	G2-23 政策承诺 Policy Commitments	完善公司治理 Improving Corporate Governance
		G2-24 融合政策承诺 Integrating Policy Commitments	完善公司治理 Improving Corporate Governance
		G2-26 寻求建议和提出关切的机制 Mechanisms for Seeking Advice and Raising Concerns	精进客户服务 Enhancing Customer Service
	利益相关方参与 Stakeholder Engagement	G2-27 遵守法律法规 Compliance with Laws and Regulations	合规廉洁建设 Integrity and Compliance Building
		G2-29 利益相关者参与的方法 Stakeholder Engagement Approach	利益相关方沟通 Stakeholder Communication

GRI 指标 GRI Indicator		相关解释 Explanation	相关章节 Relevant Section
	G3-1	确定实质性议题的过程 Process to Determine Material Topics	实质性议题识别 Identification of Material Topics
	G3-2	实质性议题清单 List of Material Topics	实质性议题识别 Identification of Material Topics
	G3-3	实质性议题的管理 Management of Material Topics	实质性议题识别 Identification of Material Topics
GRI 401 雇佣 GRI 401: Employment	G401-1	新进员工和员工流动率 New Employee Hires and Employee Turnover	维护员工权益 Protecting Employee Rights
	G401-2	提供给全职员工（不包括临时工或兼职员工）的福利 Benefits Provided to Full-time Employees (Excluding Temporary or Part-time Employees)	维护员工权益 Protecting Employee Rights
	G401-3	育儿假 Parental Leave	维护员工权益 Protecting Employee Rights
GRI 402 劳资关系 GRI 402: Labor/Management Relations	G402-1	有关运营变更的最短通知期 Minimum Notice Period Regarding Operational Changes	利益相关方沟通 Stakeholder Communication
GRI 403 职业健康与安全 GRI 403 Occupational Health and Safety	G403-1	职业健康安全管理体系 Occupational Health and Safety Management System	应急保障体系 Emergency Response System
	G403-2	危害识别、风险评估和事故调查 Hazard Identification, Risk Assessment and Incident Investigation	应急保障体系 Emergency Response System
	G403-3	职业健康服务 Occupational Health Services	员工关怀福利 Employee Care and Benefits
	G403-4	职业健康安全事务：工作者的参与、意见征询和沟通 Occupational Health and Safety Matters: Worker Participation, Consultation and Communication	应急保障体系 Emergency Response System
	G403-5	劳动者的职业健康和安全培训 Worker training on occupational health and safety	应急保障体系 Emergency Response System

GRI 指标 GRI Indicator		相关解释 Explanation	相关章节 Relevant Section
GRI 403 职业健康与安全 GRI 403 Occupational Health and Safety	G403-6	促进工人健康 Promotion of Worker Health	员工关怀福利 Employee Care and Benefits
	G403-7	预防和减缓与业务关系直接相关的职业健康安全影响 Preventing and mitigating occupational health and safety impacts directly linked to business relationships	员工关怀福利 Employee care and benefits
	G403-8	职业健康安全管理体系覆盖的工作者 Workers covered by the occupational health and safety management system	应急保障体系、员工关怀福利 Emergency safeguard system, employee care and benefits
	G403-9	工伤 Work-related injuries	应急保障体系 Emergency safeguard system
	G403-10	工作相关的健康问题 Work-related health issues	员工关怀福利 Employee care and benefits
GRI 404 培训与教育 GRI 404 Training and Education	G404-1	每名员工每年接受培训的平均小时数 Average hours of training per employee per year	赋能员工发展 Empowering employee development
	G404-2	员工技能提升方案和过渡协助方案 Employee skills enhancement programs and transition assistance programs	赋能员工发展 Empowering employee development
GRI 405 多元化与平等机会 GRI 405 Diversity and Equal Opportunity	G405-1	管治机构与员工的多元化 Diversity of governance bodies and employees	维护员工权益 Safeguarding Employee Rights
GRI 406 反歧视 GRI 406: Non-discrimination	G406-1	歧视事件及采取的纠正行动 Discrimination incidents and corrective actions taken	维护员工权益 Safeguarding Employee Rights
GRI 414 供应商社会评估 GRI 414: Supplier Social Assessment	G414-1	使用社会标准筛选的新供应商 New suppliers screened using social criteria	质量管理 Quality Management
GRI 415 公共政策 GRI 415: Public Policy	G415-1	政治捐赠 Political Contributions	履行社会责任 Fulfilling Social Responsibility
GRI 416 客户健康与安全 GRI 416: Customer Health and Safety	G416-1	对产品和服务类别的健康与安全影响的评估 Assessment of the health and safety impacts of product and service categories	质量管理 Quality Management
	G416-2	涉及产品和服务的健康与安全影响的违规事件 Incidents of non-compliance concerning the health and safety impacts of products and services	质量管理 Quality Management

读者意见反馈表

Reader Feedback Form

尊敬的读者：

您好！感谢您阅读《中国十五冶金建设集团有限公司 2025 年度可持续发展报告》（以下简称“本报告”），我们在此诚挚地邀请您对本报告提出宝贵的意见和建议，以帮助改善我们的工作。

Dear Reader,

Thank you for reading the "2025 Annual Sustainability Report of China 15th Metallurgical Construction Group Co., Ltd." (hereinafter referred to as the "Report"). We sincerely invite you to provide valuable comments and suggestions on this report to help us improve our work.

- 针对下列问题，请在适当处勾选您的选择
- For the following questions, please tick your choice where appropriate.

1. 您对本报告的总体满意度评价

1. Your overall satisfaction rating of this report

☐非常差 Very poor

☐较差 Poor

☐一般 Average

☐较好 Good

☐非常好 Very good

2. 本报告完整地回应、披露了利益相关方的议题

2. This report fully responds to and discloses stakeholder issues

☐非常差 Very poor

☐较差 Poor

☐一般 Average

☐较好 Good

☐非常好 Very good

3. 本报告披露的信息及资料清晰、准确、完整

3. The information and data disclosed in this report are clear, accurate, and complete

☐非常差 Very poor

☐较差 Poor

☐一般 Average

☐较好 Good

☐非常好 Very good

4. 本报告全面、准确地反映了中国十五冶对社会与环境的重大影响

4. This report comprehensively and accurately reflects the significant impacts of China 15th Metallurgical Construction Group Co., Ltd. Group on society and the environment.

☐非常差 Very poor

☐较差 Poor

☐一般 Average

☐较好 Good

☐非常好 Very good

5. 本报告的逻辑主线、语言文字、版式设计条理清晰、可读性强

5. The logical structure, language, and layout design of this report are clear and highly readable.

☐非常差 Very poor

☐较差 Poor

☐一般 Average

☐较好 Good

☐非常好 Very good

- 请您对以下问题作出简要回答
- Please provide brief answers to the following questions.

1. 在本报告披露的内容中，您最关心或最满意的部分有哪些？

1. Which parts of the content disclosed in this report did you care about most or find most satisfactory?

2. 本报告是否存在您所关注却尚未披露的内容？

2. Is there any content you are concerned about but not yet disclosed in this report?

3. 针对本报告，您是否有其他意见或建议？

3. Do you have any other comments or suggestions regarding this report?

您可以通过邮寄、电子邮件或传真的方式对问卷进行回馈，亦可直接来电说明。我们将充分考虑您的意见和建议。

You may return this questionnaire by mail, email, or fax, or call us directly. We will give full consideration to your comments and suggestions.

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