



2024

Sustainability Report

可持续发展报告

PT MCC15 ENGINEERING AND CONSTRUCTION
十五冶建筑工程（印尼）有限公司

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About this Report
关于本报告

This report marks the first Sustainability Report (the "Report") published by PT MCC15 Engineering and Construction. The Report provides a comprehensive review of PT MCC15 Engineering and Construction's approach, practices, and outcomes in fulfilling its economic, environmental, and social responsibilities during its operations in Indonesia.

本报告是十五冶建筑工程（印尼）有限公司发布的首份可持续发展报告。报告系统回顾了十五冶印尼公司在印度尼西亚经营过程中履行经济、环境和社会责任的理念、实践和成效。

Definitions	称谓说明
In this report, "China 15MCC", "15MCC", and the "Construction Group" refer to China 15th Metallurgical Construction Group Co., Ltd., while the "Company", "we" and "PT MCC15" refers specifically to PT MCC15 Engineering and Construction.	本报告中的“中国十五冶”“十五冶”“建设集团”均指中国十五冶金建设集团有限公司；“公司”“我们”“十五冶印尼公司”指十五冶建筑工程（印尼）有限公司。

Reporting Period	时间范围
The Report covers the period from January 1, 2024, to December 31, 2024 (the "Reporting Period"). For enhanced comparability and forward-looking insights, some content has been dated back to previous years or extended accordingly where applicable.	本报告时间范围为 2024 年 1 月 1 日至 12 月 31 日，为增强报告可比性及前瞻性，部分内容适当追溯以往年份或有所延伸。

Reporting Scope	报告范围
The Report covers PT MCC15 Engineering and Construction and its regional project departments in Indonesia.	本报告涵盖十五冶建筑工程（印尼）有限公司及印尼区域项目部。

Reporting Guidelines	编制依据
<ul style="list-style-type: none">Global Reporting Initiative <i>Sustainable Reporting Standards</i> (GRI Standards)Ten Principles of the United Nations Global Compact (UNGC)United Nations Sustainable Development Goals (SDGs)<i>ISO 26000: Guidance on Social Responsibility (2010)</i> of the International Organization for Standardization (ISO 26000:2010)<i>Guiding Opinions on Central State-Owned Enterprises Fulfilling Social Responsibilities and Guiding Opinions on Enhancing the Fulfillment of Social Responsibilities by State-Owned Enterprises issued by the State-owned Assets Supervision and Administration Commission of the State Council ("SASAC")</i>The <i>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 issued by the SASAC</i>The <i>Guidance on Sustainable Infrastructure Projects by Chinese International Contractors (Draft for Comment)</i> and the <i>Specification for Sustainable Infrastructure Projects by Chinese International Contractors (Draft for Comment)</i> issued by the Department of Outward Investment and Economic Cooperation under the Ministry of Commerce (MOFCOM) of the People's Republic of ChinaGuidelines on <i>ESG Management for Chinese International Contractors</i> issued by the China International Contractors Association<i>General Framework of the Sustainability Reporting Guideline for Chinese Enterprises</i> (CASS-ESG 6.0) issued by the China Enterprise Reform and Development Society<i>Guidelines on the Social Responsibility Management for Chinese Industrial Enterprises (2015 Edition)</i> issued by China Federation of Industrial Economics (CFIE)	<ul style="list-style-type: none">全球可持续发展标准委员会《可持续发展报告标准》（GRI Standards）联合国全球契约十项原则联合国 2030 年可持续发展目标（SDGs）国际标准化组织《社会责任指南（ISO 26000:2010）》国务院国资委《关于中央企业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》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》商务部对外投资和经济合作司《中国企业境外可持续基础设施实施指引（征求意见稿）》《中国企业境外可持续基础设施项目评价规范（征求意见稿）》中国对外承包工程商会《对外承包工程企业 ESG 管理指引》中国企业改革与发展研究会《中国企业社会责任可持续发展报告编写指南》（CASS-ESG 6.0）中国工业经济联合会《中国工业企业社会责任管理指南（2015 版）》

Data Sources	信息来源
The data and information presented in the Report have been sourced from official documents, statistical reports, and annual reports of PT MCC15. Unless otherwise specified, all monetary amounts in the Report are presented in RMB.	本报告的数据来源于十五冶印尼公司内部正式文件、原始台账及统计报告，以及经由公司统计、汇总与审核的环境、社会、治理相关数据。除另有注明外，本报告采用的货币均为人民币。

Report Access	报告获取
The Report is published in electronic format and is available in both Simplified Chinese and English. In the case of any discrepancies between the two versions, the Simplified Chinese version shall prevail. The Report can be accessed and downloaded from the Company's official website: http://www.cn15mcc.com .	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。您可访问公司官网 http://www.cn15mcc.com 阅读或者下载本报告。

Contact Us	联系方式
Please feel free to contact us if you have any questions.	如对本报告的内容有疑问，可通过以下联系方式联系本公司：

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A Letter to Stakeholders 致利益相关方的一封信

Indonesia and China have long maintained close and fruitful exchanges. In recent years, Chinese enterprises have played a crucial role in major cooperative projects in Indonesia, significantly contributing to the country's economic growth and people's well-being. These efforts have continuously strengthened the ties between Indonesia and China, two friendly neighbors separated by the ocean.

中国与印尼一直以来都有密切交流。近年来，中国企业在印尼重大合作项目为印尼经济繁荣、民生改善发挥了重要作用，持续拉近中国与印尼这对跨洋“友邻”的“距离”。

Actively responding to the *Cooperation Plan on Jointly Promoting Cooperation within the Framework of the Belt and Road Initiative (BRI) and the Global Maritime Fulcrum (GMF)*, we are grounded in the realities of Indonesian society and committed to its development, proactively fulfilling our corporate social responsibilities. We continue to promote Indonesia's economic and social development, while striving to improve the well-being of its people and strengthen the deep friendship between two countries.

我们积极响应《共建“一带一路”倡议与“全球海洋支点”构想对接框架下的合作规划》，立足印尼社会实际，潜心建设，积极履行企业社会责任，不断促进印尼经济社会发展，谱写着为人民幸福生活、两国深厚友谊而努力奋斗的华美乐章。

Upholding clear development positioning and strategic plan. We are fully committed to achieving our goal of "expanding the Indonesian market, building an internationalized company, and transforming into a comprehensive enterprise with the capabilities of market development and project execution." Accordingly, we are deeply engaged in the local Indonesian market, driving the development of high-quality projects in the fields of smelting, mining, and industrial construction. Meanwhile, we strive to implement a localized approach to management, resources, and culture, and cultivate an international management team well-versed in the local market environment, thereby developing a sustainable management model with Indonesian characteristics.

Promoting business management and legal compliance. We prioritize full compliance with Indonesian laws and regulations, establishing a management system that aligns with our localized development strategy. In support of our production and operations, we are enhancing the organizational structure, management policy, and financial framework of the Company and its project departments. Through robust legal compliance, we work to foster prudent and stable operations, significantly enhancing our risk management capabilities in all respects.

Advancing green development and sustainable operations. We are committed to the philosophy of green development, promoting ecological civilization, and strengthening our environmental management systems and ecological protection protocols. We rigorously control pollutant emissions, optimize resource utilization efficiency, and explore methods for energy conservation and emission reduction. Moreover, by proactively identifying and addressing climate change risks and advancing green operational management practices, we contribute our strengths to building a sustainable and beautiful ecological environment.

明晰发展定位和工作思路。我们全力推动落实“开拓印尼市场，打造国际化公司，发展为具备市场开发和项目履约能力的综合型企业”的目标定位，深耕印尼本土市场，推动冶炼、矿山领域以及工业建筑领域的高质量项目开发；落实管理、资源和文化本土化的理念，培养一支熟悉本土市场环境的国际化管理团队，形成具有印尼特色的可持续管理模式。

推动经营管理与合法合规。我们以遵守印尼法律法规为原则，建立与属地化发展定位相匹配的制度管理体系。围绕生产经营，对公司及项目部组织结构、管理制度、财务体系等进行完善，依法合规稳健经营，全面提高风险管理能力。

深化绿色发展与运营路径。我们秉持绿色发展理念，贯彻生态文明思想，完善安全环保管理体系和生态保护制度，严控污染物排放，提升资源利用效率，探索节能减排方法；积极识别并应对气候变化风险，切实推进绿色运营管理，共建美丽生态家园。

Strengthening continuous talent development and workforce building. We are intensifying our efforts to attract top-tier talent through a variety of channels such as public recruitment and headhunting agencies to bring exceptional individuals into our management team, while exploring a business partner model at the same time. In parallel, we are reinforcing internal talent development, particularly focusing on cultivating marketing and management personnel with strong language skills, as well as high-level local university graduates with excellent business communication capabilities. In addition, we provide employees with a comprehensive training system and a clear career development pathway for their further development.

Enhancing corporate culture and social responsibility. We stay committed to fostering a positive corporate culture. Meanwhile, we maintain a strong focus on social welfare, fulfilling our social responsibilities by contributing to local communities and educational institutions through a range of initiatives such as donations and assistance. These efforts help build a positive corporate image and strengthen our social reputation.

持续加强人才队伍建设。我们加大高端人才引进力度，通过公开招聘、猎头公司等多种渠道，吸引优秀人才加入公司管理团队，同步探索业务合伙人模式。同时，强化内部人才培养，重点培养语言能力较强的市场和经营人员，和具有商务沟通能力的属地高水平大学生，建立完善的培训体系和职业发展通道。

强化企业文化和社会责任。我们坚持打造积极向上的企业文化。同时，持续关注社会公益事业，履行企业的社会责任，为项目所在社区或社会教育机构进行帮扶捐赠，树立良好的企业形象和社会声誉。

About Us 关于我们

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

Founded in 1953, 15MCC is one of the earliest engineering and construction enterprises "going global" in the non-ferrous industry. It is currently a wholly-owned subsidiary of China Nonferrous Metal Mining (Group) Co., Ltd. (CNMC) with over 30 wholly-owned, controlled, affiliated, and branches. It is also recognized as a provincial-level high-tech enterprise and enterprise technology center by Hubei Province.

15MCC possesses the special-grade Engineering Procurement Construction (EPC) qualification for metallurgical construction, the Grade A metallurgical engineering design qualification and the Grade A construction engineering design qualification. It also holds seven Grade I EPC qualifications and 21 Grade I specialized contracting qualifications, as well as the qualification of economic cooperation and operation with foreign parties. With conventional advantages in mining and smelting, 15MCC has long served a wide range of sectors including steel, petroleum, chemical, energy, power, building materials, housing construction, municipal projects and highways, providing customers with high-quality services such as design, consulting, investment, construction, procurement, and operations.

15MCC has undertaken numerous overseas projects across multiple countries and regions such as Zambia, the Democratic Republic of the Congo (DRC), Indonesia, and Kazakhstan. 15MCC has completed a significant number of landmark and exemplary projects, holding more than 100 patents. With over 300 engineering awards, including the prestigious Luban Prize for Construction Projects and the National Quality Engineering Awards, 15MCC was ranked 111th in the list of "Top 250 Global International Contractors" in 2024 released by the American Engineering News Record (ENR).

15MCC will remain committed to high-quality development, uphold innovation-led growth, and continues to provide quality services to customers. We strive to create lasting value for stakeholders and make greater contribution to the local economic and social development of the countries in which we operate.

中国十五冶成立于 1953 年，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。

中国十五冶拥有冶金施工总承包特级、冶金和建筑工程设计双甲级，以及 7 个施工总承包一级、21 个专业承包一级资质，具有对外经济合作经营资格。中国十五冶在矿山、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，为客户提供设计、咨询、投资、建设、采购、运营等优质服务。

中国十五冶在赞比亚、刚果（金）、印尼、哈萨克斯坦等多个国家和地区承建海外工程，建成了一大批经典和精品工程，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 2024 年度 ENR “全球 250 家最大国际承包商”第 111 位。

中国十五冶坚持走高质量发展之路，坚持创新引领，持续为客户提供优质服务，持续为利益相关方创造价值，持续为所在国经济社会发展做出更大贡献。

15MCC was ranked 111th in the list of "Top 250 Global International Contractors" in 2024 released by the American Engineering News Record (ENR).



ENR “全球 250 家最大国际承包商”**111** 位

PT MCC15 Engineering and Construction 十五冶建筑工程（印尼）有限公司

PT MCC15 Engineering and Construction was established in 2016 and holds the necessary Indonesian construction service IUJK and mining service IUJP qualifications. The Company's headquarters located in the Gold Coast Office Building in PIK, Jakarta. Since entering the Indonesian market, PT MCC15 has undertaken an array of major industrial projects, including the Tsingshan Group Nickel-iron Pyrometallurgy Production Line in Weda Bay, the Huayue Nickel Hydroxide 60,000 t/a Wet Process Project, the Amman 900,000 t/a Copper Smelting Project, and the Amman Batu Hijau Copper Processing Plant Expansion Project. The total value of the contracts has exceeded RMB 4.5 billion. Through these quality projects, PT MCC15 has built up the brand of "15MCC" in the Indonesian market, not only fostering strong partnerships with project owners and contributing to local employment and economic development.

十五冶建筑工程（印尼）有限公司成立于 2016 年，拥有印尼建筑服务 IUJK、采矿服务 IUJP 资质，总部位于雅加达 PIK 黄金海岸写字楼。自进入印尼市场以来，十五冶印尼公司先后承接青山钢铁纬达贝工业园火法镍生产线项目、华越氢氧化镍钴 6 万吨湿法项目、印尼阿曼 90 万吨 / 年铜冶炼项目、印尼阿曼 BatuHijau 铜选矿厂扩建项目等一批大型工业项目，累计合同额已突破 45 亿元。通过精品工程，十五冶印尼公司在印尼市场树立起“中国十五冶”品牌，不仅与项目业主建立起良好的合作关系，还带动了属地就业和经济发展。



公司

Company Milestones

大事记

November 2016
2016 年 11 月

PT MCC15 Engineering and Construction was established.
十五冶建筑工程（印尼）有限公司成立。

February 2020
2020 年 2 月

PT MCC15 undertook the main construction of the Huayue Nickel Hydroxide 60,000 t/a Wet Process Project.
十五冶印尼公司承建印尼华越氢氧化镍 6 万吨湿法主体工程三标段。

January 2022
2022 年 1 月

PT MCC15 undertook the Phase I Expansion 6,000,000 t/a Dexin Steel Indonesia Project.
十五冶印尼公司承建印尼德信钢铁一期扩建至 600 万吨钢铁项目。

April 2024
2024 年 4 月

PT MCC15 completed its organizational restructuring.
十五冶印尼公司完成机构重组。

July 2024
2024 年 7 月

PT MCC15 undertook the Amman Batu Hijau Copper Processing Plant Expansion Project .
十五冶印尼公司承建印尼阿曼 BatuHijau 铜选矿厂扩建项目。

May 2019
2019 年 9 月

PT MCC15 undertook the construction of the Tsingshan Group Nickel-iron Pyrometallurgy Production Line in Weda Bay.
十五冶印尼公司承建印尼青山钢铁维达贝工业园镍铁火法生产线。

August 2022
2022 年 8 月

PT MCC15 undertook the construction of Amman 900,000 t/a Copper Smelting Project.
十五冶印尼公司承建印尼阿曼 90 万吨 / 年铜冶炼项目。

01

Governance

治理篇

We continued to draw upon the management experience of leading enterprises worldwide to enhance its operational vitality, strengthen compliance awareness, and achieve long-term sustainable development. We committed to continuously improving its corporate governance framework, adapting policies and regulations to local conditions, thereby comprehensively enhancing its governance capabilities.

我们持续吸收全球先进企业的管理经验以激发企业活力、强化合规意识、实现长期可持续发展。我们不断健全公司治理机制，因地制宜修订企业制度，全面提升公司治理能力。



12 RESPONSIBLE CONSUMPTION AND PRODUCTION
负责任消费和生产

16 PEACE, JUSTICE AND STRONG INSTITUTIONS
和平、正义与强大机构

17 PARTNERSHIPS FOR THE GOALS
促进目标实现的伙伴关系

Corporate Governance 公司治理

Compliant Operations 合规运营

PT MCC15 adheres to the principle of "high-standard compliance driving high-quality development." The Company fully implements legal and regulatory requirements in the host country where it operates, strictly complies with applicable Indonesian laws and regulations, and continues to deepen its commitment to rule-of-law-based governance. Through strengthened compliance management and a more robust risk prevention and control system, the Company consistently enhances its capabilities to operate in accordance with legal and regulatory expectations, laying a strong foundation for steady and robust development.

十五冶印尼公司秉持“以高标准合规、促高质量发展”的理念，全面落实属地法治合规要求，严格遵守印尼相关法律法规，持续深化法治建设，强化合规管理，健全风险防控体系，不断提升依法合规治理能力，实现公司高质量稳健发展。

Compliance Management System 合规管理体系

We conducts our operations in alignment with the compliance management system of 15MCC, and adheres to the *Risk Control and Compliance Manual* to guide risk mitigation. Annual compliance goals, responsibilities, implementation plans, and specific work requirements are defined in the *Annual Legal and Compliance Work Guidelines*.

To ensure effective and substantive compliance—beyond mere documentation—the Company enforces the primary responsibility of legal governance at all levels and has enhanced its compliance review mechanism, ensuring strict implementation of legal and compliance audits.



我们坚持按照中国十五冶合规管理体系开展运营管理，遵照《风控合规手册》控制风险。我们按照《年度法治合规工作点》明确年度合规工作目标、职责分工、措施安排及工作要求。

为切实保障法治合规要求的落实，防止出现“纸面”合规，我们深化落实法治建设第一责任人职责，并优化合规审查机制，严格执行法律合规审核。

Compliance Culture Development 培育合规文化

To further embed the concept of "law-based corporate governance and compliant operations" into the corporate culture, PT MCC15 regularly circulates legal awareness articles and conducts lectures and training under its legal education programs. These initiatives aim to further raise employees' awareness of legal obligations and regulatory compliance. During onboarding, new employees receive targeted training under the theme "Strengthen Compliance, Prevent Risks, Uphold the Bottom Line," reinforcing the importance of compliance management and fostering a culture of compliance from the outset.

Risk Management 风险管理

A comprehensive risk management system serves as the cornerstone of the Company's stable and sustainable development. In accordance with relevant laws, regulations, and industry standards, PT MCC15 has established a sound risk control framework, standardized its operational processes for risk management, and continuously strengthened internal controls. Environmental and social risk factors are also integrated into the Company's risk control and management framework to safeguard and underpin its long-term sustainable development.

为使“依法治企、合规经营”理念进一步融入企业文化，我们持续为员工推送相关普法文章，开展法治讲堂等宣讲培训，引导员工树立法治意识、合规意识。此外，通过对新员工开展“强合规、防风险、守底线”的教育培训，强调合规管理的重要性，从源头营造合规经营文化氛围。

完善的风险管理体系是保障企业稳健和持续发展的基石。我们依据相关法律法规及行业规范建立健全风控管理体系，规范风控管理运行机制，持续强化风险管控。同时，我们还将环境及社会相关风险纳入到公司风控体系中，为公司可持续发展保驾护航。

Risk Management Policy
风险管理制度

The Company strictly follows the risk control policies and procedures set by 15MCC, including the *Compliance Management Measures*, *Risk Control and Compliance Manual*, and the *Compliance Management Measures*, the *Measures for Comprehensive Risk and Internal Control Management*. Based on its operational context in Indonesia, the Company reviews and analyzes risk items listed in its *Risk Database*, and implements localized risk control measures accordingly to ensure timely and effective identification, assessment, prevention, and management of internal and external risks. In addition, the Company is continuously refining its comprehensive risk prevention and control system, which encompasses areas such as organizational structures, governance frameworks, operational mechanisms, regulatory frameworks, and information systems.

我们严格遵守中国十五冶《合规管理办法》《风控合规手册》《全面风险与内部控制管理办法》等管理制度，根据公司在印尼运营情况，对《风险数据库》中风险进行筛查分析，因地制宜开展风控管理工作，以保障公司能够及时有效地识别、评估、防范和管控内外部风险。同时，我们持续完善涵盖组织体系、管控体系、运行机制、制度体系、信息系统等领域的全面风险防控和管理体系。

Risk Management Measures
风险管理措施

PT MCC15 implements multi-dimensional and multi-tiered measures to ensure the effective implementation of its policies.

我们通过多维度、多层次的措施，确保制度的有效落实。

Internally 一方面

each department holds regular internal meetings monthly or quarterly, working together to conduct self-assessments, jointly identify potential risk points, and promptly propose corrective actions as needed. Externally, the Company engages external independent audit institutions to support the ongoing refinement of its risk management framework.

公司各部门定期召开内部会议，所有部门每月或每季度召开全体会议，各部门群策群力，从不同角度出发，开展自查自纠，深入挖掘潜在风险点，及时提出整改措施；



Cross-departmental internal meetings
多部门内部会议

Meanwhile 另一方面

PT MCC15 leverages 15MCC's internal information exchange platform to encourage employee feedback, such as advice or challenges they met in their work, thus fostering a culture of active participation and collective supervision throughout the Company.

通过外部审计机构，为公司风险管理体系的持续优化提供支持。同时，公司还通过中国十五冶内部信息交流平台，鼓励员工积极反馈工作中的问题与建议，形成全员参与、共同监督的良好氛围。



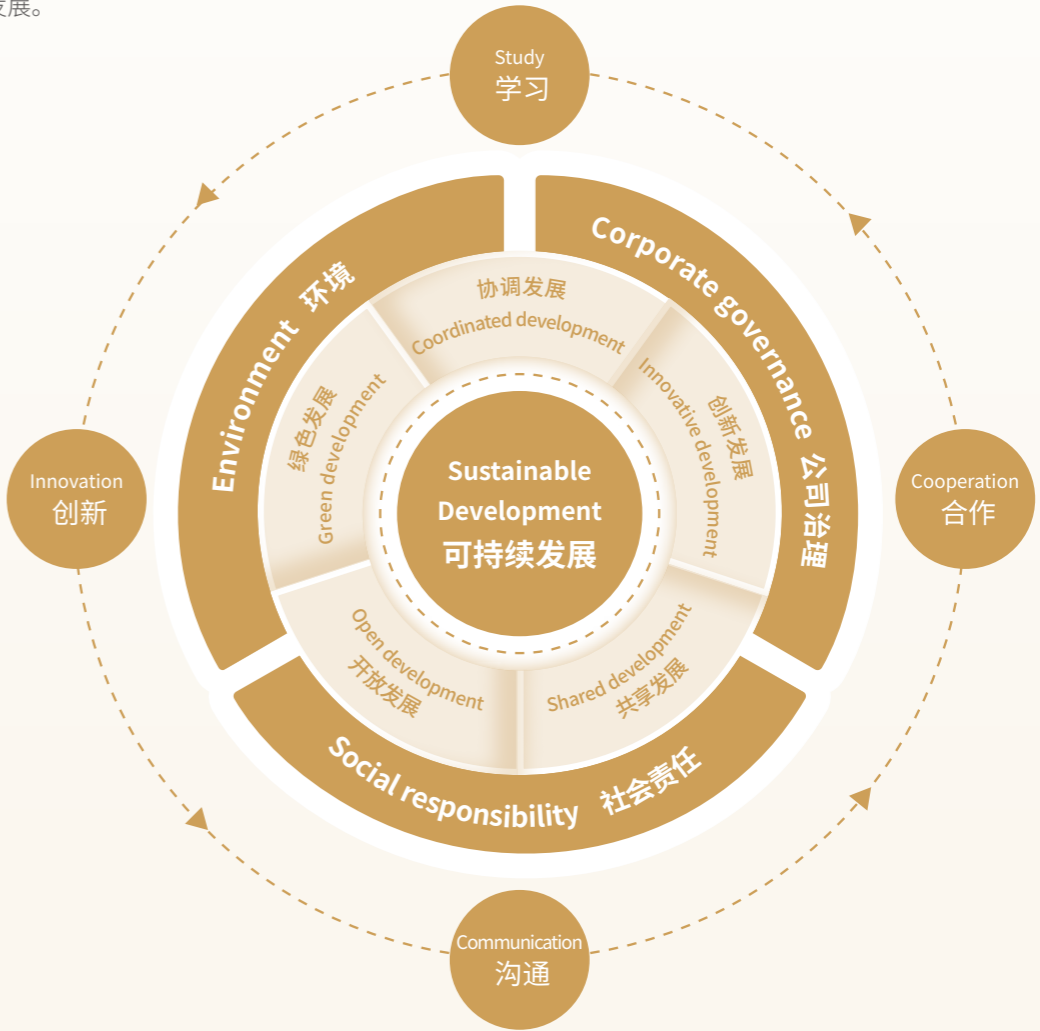
Sustainable Development Management
可持续发展管理

PT MCC15 remains firmly committed to the core values of its parent company, 15MCC: "Integrity, Refinement and Efficiency, Aim High and Innovation". With a focus on high-quality sustainable growth, the Company fully and faithfully implements the new development philosophy, placing a strong emphasis on ecological protection, actively fulfilling social responsibility, and continuously enhancing corporate governance. These priorities drive steady transformation in quality and efficiency, as the Company actively advances innovative, coordinated, green and open development for all.

十五冶印尼公司秉承中国十五冶“至诚致信、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。

Sustainable development management serves as a key driver in realizing PT MCC15's long-term strategic objectives. With a pragmatic and diligent approach, the Company continues to strengthen its sustainability governance and remains firmly committed to a green, high-quality, and sustainable development path. The strict implementation of internal policies such as the *ESG Management Manual* and *ESG Management Measures* provides a robust institutional foundation for the deepening of the Company's ESG practices and efforts.

可持续发展管理是企业实现宏伟发展目标的关键助推剂。十五冶印尼公司以认真、务实的态度不断加强可持续发展管理，坚持走绿色高质量可持续发展的道路。我们严格执行《ESG 工作管理手册》《ESG 工作管理办法》等制度，为公司持续深化可持续发展工作奠定坚实基础。



Stakeholder Engagement

利益相关方沟通

PT MCC15 prioritizes transparent and effective engagement with stakeholders. Through the establishment of multi-tiered and multi-channel communication mechanism, the Company seeks to fully understand stakeholder expectations and concerns, ensure efficient feedback mechanisms for the opinions and suggestions of its stakeholders, and clearly define material topics and sustainability strategies. These efforts help continuously enhance PT MCC15's ESG performance and management capabilities, contributing to mutual development and long-term value creation with all stakeholder groups.

十五冶印尼公司高度重视与利益相关方的沟通交流。通过建立多层次、多渠道的畅通沟通机制，我们深入了解利益相关方的诉求和期望，并确保各方的意见和建议得到充分的回应，明确公司的可持续发展战略及实质性议题，不断提升可持续发展管理能力和工作绩效，实现与利益相关方的共同发展。

Stakeholder Group 利益相关方名称	Shareholders 股东	Government and Regulators 政府及监管机构	Employees 员工	Communities 社区	Suppliers and Partners 供应商及合作伙伴	Customers 客户	Media and the Public 媒体与公众
Key Expectations and Concerns 利益相关方诉求和期望	Corporate governance and compliant operations 公司治理与合规经营	Compliance with local laws and regulations 遵守本地法规	Fair remuneration and benefits 公平薪酬与福利	Minimizing environmental impacts from construction 减少施工对社区环境的影响	Fair and transparent bidding process 公平透明的招标流程	Assurance of project quality and timely delivery 项目质量与交付时效保障	Transparency in corporate social responsibility initiatives 企业社会责任活动透明化
	Protection of shareholder rights and interests 股东权益保护	Employment of local employees 雇佣本地员工	Career development and language training 职业发展与语言培训	Support for community development and welfare 支持社区公益	Timely payments 按时支付款项	Responsive services 服务响应速度	Timely response to public events and emergencies 突发事件公关响应及时性
	Implementation of localization strategies 本地化战略执行	Localization training initiatives 本地化培训	Safe and healthy working environment 安全健康的工作环境	Local employment opportunities and priorities 优先雇佣本地员工	Support for local supply chain development 本地供应链扶持政策	Compliance with international standards 符合国际标准	
	Economic performance of projects 项目经济效益						
	Transparency in cross-cultural management 跨文化管理透明度						
Communication Channels and Mechanisms 沟通渠道和机制	Regular Board meetings 董事会定期会议	Policy formulation and engagement 政策制定	Employee representative feedback and consultation mechanisms 员工代表意见反馈与协商机制	Regular community forums 定期座谈会	Supplier evaluation and tiered management 供应商评价与分级管理	Contract execution 合同执行	Social media engagement 社交媒体运营
	Periodic performance reporting 定期工作汇报	Work meetings and reporting 工作会议、汇报		Community activities 社区活动	Quarterly partner engagement meetings 季度合作方会议	Meetings and exchanges 会议交流	Annual reports 年度报告
	Compliance audits and disclosures 合规审计与报表	Information reporting and disclosure 信息报送	Employee training programs 员工培训	Charitable initiatives 慈善公益		Ongoing daily communication 日常沟通	
	Timely communication on material decisions 关键决策同步沟通	Government visits and exchanges 政府参观和交流	Employee engagement activities 员工活动	Disclosure of project information and progress 项目进展信息公开	Public disclosure of local procurement ratios 本地化采购比例公示	Customer satisfaction surveys 客户满意度调查	
			Monthly satisfaction surveys 月度满意度调查				

Material Topics Management

实质性议题管理

Material topics identification and management play a vital role in PT MCC15's sustainability governance. Through a systematic process of identification, evaluation, and prioritization of material topics, the Company ensures that the most critical environmental, social, and economic issues are identified and effectively addressed across its operations.

在十五冶印尼公司的可持续发展管理中，实质性议题的识别和管理至关重要。我们通过系统的流程识别、评估和优先化实质性议题，确保在运营中关注和解决最重要的环境、社会和经济问题。

Topic Identification
议题识别

PT MCC15 compiles a comprehensive list of material topics by fully considering sustainability disclosure indicator frameworks, national policy requirements, industry development trends, corporate strategic planning, and feedback from key stakeholders.

综合考虑可持续发展信息披露指标、国家政策要求、行业发展趋势、公司发展规划、利益相关反馈建立议题清单。

Topic Assessment
议题评估

Identified material topics are assessed and ranked through stakeholder engagement, expert consultations, and other established assessment mechanisms to determine their relative materiality and potential impact.

通过与利益相关方沟通、专家咨询等方式对所识别的实质性议题进行排序。

Topic Management
议题管理

The final list of material topics is reviewed and approved by the the Company's Board of Directors. For each confirmed material topic, PT MCC15 formulates a corresponding action plan and actively implements it in operational and management practices. Regular monitoring and evaluations are conducted to ensure the topics are addressed effectively and in a timely manner.

由公司董事会最终审议确认实质性议题，并针对实质性议题，制定详细的行动计划，并在运营中积极落实。定期监测和评估这些议题的管理效果，确保其得到有效解决。



02

Quality

质量篇

Excellence in product and service delivery is the cornerstone of high-quality corporate development. PT MCC15 upholds the quality philosophy that "quality is life, and products reflect character". and is committed to providing clients with premium, safe, and responsible engineering solutions.

产品卓越是企业追求高质量发展的基石。十五冶印尼公司秉承“质量就是生命，产品代表人品”的质量理念，竭诚为客户提供优质、安全、负责任的产品与服务。



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
产业、创新和基础设施

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
负责任消费和生产

17 PARTNERSHIPS FOR THE GOALS
促进目标实现的伙伴关系

Quality Projects
品质工程



Huayue Nickel Hydroxide 60,000 t/a Wet Process Project
印尼华越氢氧化镍 6 万吨湿法主体工程三标段

PT MCC15 undertook Huayue Nickel Hydroxide 60,000 t/a Wet Process Project jointly developed by three leading shareholders: Huayou Cobalt, the world's largest cobalt producer; CMOC (China Molybdenum Company), a global leader in copper, molybdenum, and tungsten production; and Tsingshan Steel, a Fortune Global 500 company and one of the world's largest stainless steel manufacturers. The project adopts the world's most advanced third-generation High-Pressure Acid Leaching (HPAL) technology, with an annual output of 60,000 tons of nickel-cobalt hydroxide. It integrates non-ferrous metallurgy and chemical refining, and is characterized by high capital investment, high technical thresholds, advanced automation, ultra-low production costs, and ultra-low carbon emissions.

公司承建的印尼华越氢氧化镍 6 万吨湿法主体工程三标段项目由全球最大的钴生产商—华友钴业、全球领先的铜、钼、钨的生产企业—洛阳钼业、世界五百强及规模最大的不锈钢生产企业—青山钢铁三家实力股东合资建设。项目年产 6 万吨氢氧化镍钴，采用了世界最先进的第三代高压酸浸（HPAL）工艺，集有色金属冶炼和化工提炼于一体，具有高资本投入、高技术门槛、高自动化控制、超低成本产出、超低碳排放的突出特点。



Tsingshan Group Nickel-iron Pyrometallurgy Production Line in Weda Bay
印尼青山钢铁维达贝工业园镍铁火法生产线

Located in Maluku Province, Indonesia, the Weda Bay Industrial Park leverages world-class laterite nickel ore reserves and is the world's first fully integrated nickel industrial complex—from laterite ore to intermediate products, stainless steel, and new energy battery materials.

Throughout the project lifecycle, PT MCC15 maintained close collaboration with the owner, formulated a rigorous and scientific construction management plan, and ensured efficient resource allocation. The Company employed large numbers of local workers and overcame significant challenges—including environmental constraints and tight construction schedules—ultimately delivering the project on time and to a high standard, fully embodying its commitment to "customer first, providing more than you expect."

园区位于印度尼西亚马鲁古省，拥有世界级的镍矿资源，是世界上第一个从红土镍矿到镍中间品，再到不锈钢和新能源材料电池等产品的镍资源综合利用产业工业园。

自开工以来，我们积极与业主方进行多次沟通，统筹落实，制定科学严谨的施工组织计划，合理安排，大量使用当地劳工，克服了环境影响、施工任务重且急等多种困难，顺利完成了施工任务，彰显了公司“客户至上，超越需求”的服务理念。



Phase I Expansion 6,000,000 t/a Dexin Steel Indonesia Project
印尼德信钢铁一期扩建至 600 万吨钢铁项目

PT MCC15 served as the construction contractor for the Phase I Expansion 6,000,000 t/a Dexin Steel Indonesia Project, increasing production capacity to 6 million tons per year. This project is one of the largest and most comprehensive metallurgical projects undertaken overseas by a Chinese enterprise, and represents one of Indonesia's one of the largest projects of blast furnace ironmaking systems.

公司作为施工单位，承建的印尼德信一期扩建至 600 万吨钢铁项目是目前中资企业在海外投资建设的规模最大、工艺最完整的冶金项目之一，也是印度尼西亚目前最大的高炉炼铁系统工程之一。





Amman 900,000 t/a Copper Smelting Project 印尼阿曼 90 万吨 / 年铜冶炼项目

This project is the world's seventh copper smelting facility to adopt the "Double Flash" copper smelting technology. Upon completion, it will feature one of the most advanced copper smelting technologies globally. The project fully showcases PT MCC15's core expertise in copper smelting within the international construction market, while also laying the groundwork for continued cooperation with partners. Its successful execution marks a significant milestone for the global deployment of "Chinese Double Flash" technology.

印尼阿曼 90 万吨 / 年铜冶炼项目是世界上第七套采用“双闪”工艺的铜冶炼项目，项目建成后将是世界上最先进的铜冶炼工艺之一，也是公司铜冶炼核心优势在海外建筑业市场的充分体现，为双方深化合作奠定了基础的同时，也标志着“中国双闪”走出国门。



Amman Batu Hijau Copper Processing Plant Expansion Project 印尼阿曼 BatuHijau 铜选矿厂扩建项目

Building on the high-quality performance and successful delivery of the preceding Amman Batu Hijau Copper Processing Plant Expansion Project, this expansion project reflects PT MCC15's successful "site-based market development" approach. It also represents a strategic breakthrough in advancing the Company's goals of "deepening engagement in key national markets" and "comprehensive development of the mining sector." The project holds milestone significance in PT MCC15's pursuit of high-quality growth.

印尼阿曼 BatuHijau 铜选矿厂扩建项目是基于前期印尼阿曼 90 万吨 / 年铜冶炼项目优质履约，实现“以现场保市场”滚动发展的最新成果，更是落实“深耕重点国别市场”“全面开发矿山市场”策略取得的重大突破，对推动公司发展具有里程碑意义。



Quality Management 质量管理

Upholding the product principle that "quality is life, and products reflect character." PT MCC15 has established a comprehensive quality management system, strengthened fundamental management practices, and continually improved the quality of its products and services. Through these efforts, the Company seeks to deliver safe, responsible, and high-quality products and services for its customers while generating shared value and promoting sustainable development in collaboration with stakeholders.

十五冶印尼公司秉承“质量就是生命，产品代表人品”的质量理念，建立健全质量管理体系，夯实各项基础管理工作，不断提升产品和服务质量，与利益相关方追求共同利益、谋求可持续发展，竭诚为客户提供优质、安全、负责任的产品与服务。

Quality Management System 质量管理体系

Guided by the philosophy of "quality first for long-term success," the Company has put in place a robust incentive and accountability mechanism for quality management across its projects. By enhancing company-wide quality management awareness and clearly defining, implementing responsibilities, PT MCC15 ensures comprehensive control over all aspects of construction and production quality through this comprehensive quality management framework.

Building upon the 15MCC's *Project Management Manual and Project Quality Management Measures*, PT MCC15 continuously improves its internal quality protocols. By applying the Plan-Do-Check-Act (PDCA) principle across the entire project lifecycle, the Company steadily advances the implementation of the ISO 9001 Quality Management System. This supports the standardization and normalization of quality management practices of projects, ensuring effective, high-quality project delivery and sustained improvement in overall management capabilities.

我们坚持贯彻“百年大计，质量第一”的方针，健全公司项目质量管理的激励和约束机制，增强全员质量管理意识，落实质量管理责任，以完善的质量管理体系对生产建设进行全方位把控。

我们以中国十五冶《项目管理手册》《项目质量管理办法》等制度为基础，不断完善质量管理制度，运用 PDCA 原理进行全过程管理，稳步推进 ISO9001 质量管理体系建设，逐步实现工程质量管理规范化、标准化，全面提升项目管理水平，保障项目高质量完成。

Quality Culture Development

贯彻质量理念

PT MCC15 places strong emphasis on fostering a quality-driven corporate culture. It regularly organizes a variety of training, awareness campaigns, education, and inspection initiatives to strengthen all employees' quality awareness and managerial competence.

十五冶印尼公司高度重视企业的质量文化建设，开展多种形式的质量宣传、学习和检查活动，强化全体员工的质量意识和管理能力。

Each year, PT MCC15 conducts a "Quality Month" campaign across its Indonesian project departments. These initiatives include a wide range of activities such as quality lectures, technical workshops, on-site training, quality inspections, knowledge competitions, signature drives, and themed exhibitions. Collectively, these activities cultivate an environment and culture where employees care about, pursue, emphasize, and contribute to quality at every stage of their work.

我们每年定期开展质量月活动，印尼各项目部以质量学习、质量检查、实操培训、质量知识竞赛、质量签名、质量漫画展等丰富的活动形式，营造人人关心质量、重视质量、追求质量、创造质量、享受质量的工作氛围。



"Quality Month" Launch Ceremony
质量月启动仪式



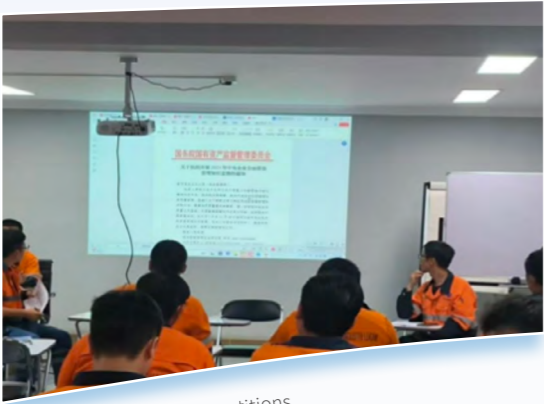
"Quality Month" Signature Campaign
质量月签名活动



Hands-on Training Sessions
实操培训



Quality Knowledge Lectures
质量学习



Quality Knowledge Competitions
质量管理知识竞赛



Quality Cartoon Exhibitions
质量漫画展



Quality Inspections
质量大检查

R&D and Innovation

研发创新

PT MCC15 regards innovation as a key driver of high-quality development. Therefore, the Company actively promotes both managerial and technological innovation to continuously strengthen its core competitiveness. Emphasizing "green and high-quality construction," PT MCC15 has fostered a strong culture of innovation and stimulated R&D motivation among its engineers and technical teams, while improving systems for management and implementation of research, development and innovation.

十五冶印尼公司将创新作为发展驱动力，全面推进管理创新与技术创新，不断积累和增强核心竞争力，提升“绿色建设，品质建设”水平，激发技术人员和工人队伍的创新热情，规范研发创新管理。

The Company has enhanced the role of technological innovation by improving its R&D and innovation framework, advancing key technology breakthroughs in engineering, and promoting the R&D and commercialization of key technologies, so to enhance technological innovation capacity in all respects. Major research topics completed include: the *Research and Application of Long-Span Truss Roof Installation Methods*, the *Research and Application of Layered Pouring Techniques for Mass Concrete*, the *Research and Application of Cathodic Protection in Concrete Structures*, the *Technical Advancements in Welding of 15CrMo Alloy Pipelines*.

我们不断强化科技创新引擎作用，完善科技创新管理体系，加强科技创新技术攻关，推进工程建设关键核心技术研发和商业化应用，全面提升科技创新能力，完成了《大跨度桁架屋面安装方法的研究与应用》《大体积混凝土分层浇筑的研究与应用》《阴极保护在混凝土结构中的研究与应用》《15CrMo 合金管道焊接技术研究技术进步项目》等课题。

Furthermore, driven by technological innovation, PT MCC15 effectively safeguards project quality and actively applies research outcomes in practical project scenarios, earning multiple awards for innovation in quality management.

同时，我们以创新技术保障项目质量，积极将研究成果运用到项目施工中，获得多项荣誉奖励。



The productivity optimization in sintering machine installation was recognized as a First-Class Achievement in the Quality Control (QC) Competition

提高烧结机安装工效的成果被评为质量管理小组成果竞赛 I 类成果



The installation efficiency enhancement for twin-chamber lime kilns at the Dexin Project received the Second Prize in the Ministry-level QC Competition

德信提高双膛石灰窑安装工效的成果获部级工程建设质量管理小组成果竞赛二等奖

Customer First

客户至上

PT MCC15 adheres to a service philosophy of "customer-first", striving to standardize, optimize, and tailor project delivery with a focus on "Efficiency, brand, and services." By clarifying post-delivery responsibilities at all levels and continuously improving service quality, the Company fulfills its mission of "shared development with clients."

PT MCC15 remains committed to a "customer-centric" philosophy, rigorously handling customer feedback and complaints with diligence and professionalism. Moreover, the Company has enforced a full-process, closed-loop customer complaint handling mechanism that includes confirmation, escalation, resolution, and follow-up. This ensures prompt external response to client needs and timely issue resolution, while internally promoting continuous process optimization. Meanwhile, PT MCC15 highly values customer experience and conducts regular satisfaction surveys, helping to strengthen post-completion service management and quality assurance.

十五冶印尼公司坚持“客户至上”的服务理念，围绕“效益、品牌、服务”保障项目建设流程标准化、规范化和定制化，逐层落实售后权责，提升服务质量，实现“与客户共发展”的使命。

我们坚持贯彻“以客户为中心”的理念，严肃认真对待客户投诉，制定了投诉确认、转化、处理的全流程闭环管理制度，实现了对外快速响应客户需求、整改解决问题，对内不断优化工作方法。同时，我们重视客户体验，坚持开展客户满意度调查，以加强项目建成后的服务管理和质量维护。



Letter of Appreciation from the General Contractor of the Amman 900,000 t/a Copper Smelting Project

印尼阿曼 90 万吨 / 年铜冶炼项目收到总包单位感谢信



Letter of Appreciation from owners of Huayue Nickel & Cobalt (HYNC) for the Indonesia SCM Mine Processing Plant Project

华越镍钴公司印尼 SCM 矿山选矿厂项目收到业主感谢信

03

Environment

环境篇

Green development is not only a fundamental requirement for achieving high-quality growth but also an essential component of ecological civilization. Upholding the environmental philosophy of "green development, healthy living", PT MCC15 has established a comprehensive environmental management system throughout the entire lifecycle, and strictly controls and manages emissions to ensure compliance with regulatory standards, thereby minimizing the environmental impact of projects. Moreover, the Company actively responds to the SDGs, and takes effective measures to address climate change. These efforts demonstrate PT MCC15's unwavering commitment to preserving a harmonious ecological environment and contributing to the green development of Indonesia's economy.

绿色发展既是实现高质量发展的根本需求，也是生态文明建设的必然要求。十五冶印尼公司秉持“绿色相随，健康相伴”的环保理念，构建全生命周期环境管理体系，严格管控排放物实现合规排放，降低工程对环境的影响；积极响应联合国可持续发展目标中绿色低碳倡议，采取有效措施应对气候变化；致力于守护生态和谐，助力印尼经济绿色发展。





Environmental Management 环境管理

Environmental Management Systems Development 环境管理体系建设

We uphold the principles of "protection first, prevention-oriented , integrated governance, public participation, and accountability for damage," and strictly adhere to Indonesia's Regulations such as the *Government Regulation No. 22 of 2021 on Environmental Protection and Management*, as well as the Ecological Environment Protection Management Measures and the Environmental Information Reporting and Review Management Measures of 15MCC. Guided by these regulations, the Company has established tailored environmental management systems based on the operational realities of each project.

我们坚持“保护优先、预防为主、综合治理、公众参与、损害担责”的原则，严格遵守印尼《关于环境保护和管理实施情况》和中国十五冶《生态环境保护管理办法》《环境信息报送和审核管理办法》等制度，结合各项目部生产建设情况建立与项目实际情况相适宜的环境管理体系。

In daily operations, PT MCC15 follows 15MCC's ISO 14001-certified environmental management system, in alignment with Indonesian laws and regulations to continuously enhance its environmental management capacity, striving to achieve a balance between economic and environmental benefits.

十五冶印尼公司日常生产经营中以通过 ISO14001 认证的中国十五冶环境管理体系为准绳，结合印尼法律法规管理要求，不断提升环境管理能力，力求实现经济效益与环境效益的平衡。

Emissions Management 排放物管理

We strictly comply with Indonesia's laws, regulations and industry standards regarding various types of pollution emissions. By integrating both source management and process control,we implement monitoring and control measures for wastewater, dust, solid waste, and noise generated during production, ensuring that emissions comply with legal standards.

我们严格遵守印尼各类污染排放物的相关法律法规和行业标准，将源头管理与过程控制相结合，实施对生产过程中产生的废水、扬尘、固体废物以及噪声污染的监控与防治，确保污染物达标排放。

Wastewater Management 废水管理



We adopt a comprehensive treatment approach for wastewater throughout the entire process, including source reduction, process control, and end-treatment. Domestic wastewater is transported via drainage systems or specialized pumping vehicles to sewage treatment plants, where it undergoes centralized treatment to ensure it meets regulatory standards before being discharged.

我们采取涵盖源头消减、过程控制、末端治理的全流程治理措施对废水进行治理，生活污水通过排水管道或专业抽排车运输进入污水处理厂进行集中处理，确保废水经处理达标后排放。



The wastewater from the Amman Batu Hijau Copper Processing Plant Expansion Project is transported daily by pump-out vehicles to the owner's wastewater treatment plant for processing.
印尼阿曼 BatuHijau 铜选矿厂扩建项目每天由抽排车运输废水到业主污水处理厂进行处理

Dust Control 扬尘管理



Dust monitoring systems have been installed at the project sites, connected to local government systems, to monitor real-time dust levels. Measures such as spraying, water sprinkling, wet drilling, and dust collectors are applied during construction of the projects to control dust levels. Additionally, exposed soil would be covered to effectively reduce the impact of dust on the surrounding environment.

我们在项目现场设置扬尘监测系统，并接入当地政府系统，实时对现场扬尘情况进行监测；对项目建设过程中产生的粉尘，采取喷雾、洒水、湿式凿岩、设置除尘器等措施进行处理；同时，对裸土进行覆盖处理，有效降低粉尘对环境产生的影响。



A water truck sprinkling water at the construction site to reduce dust
洒水车对施工现场进行洒水降尘

Solid Waste Management
固体废弃物管理



Waste generated during the project construction process is managed through a classification system, with compliance to local laws and regulations for storage and disposal to prevent environmental contamination. In response to the circular economy initiative, we promote recycling and the reuse of materials.

我们对项目建设过程中所产生的废弃物进行分类管理，并依法合规存放、处置，避免环境污染，并响应循环经济号召，在此基础上进行回收利用。



Domestic waste is segregated into dry and wet categories, sorted, and collected for recycling and proper disposal
生活垃圾实行干湿垃圾分离，分类投放，分类回收清运



Metal waste is centrally collected and recycled by the project owner
金属废弃物由业主集中回收



Hazardous waste is collectively collected and disposed of by the owner
危险废弃物集中收集后由业主清运处理

Noise Control
噪声管理



We use construction machinery equipped with noise-reducing devices and install enclosed mechanical shelters around high-noise machinery to minimize the spread of sound. During high-noise operations, working hours are strictly controlled to mitigate noise disruption. For continuous operations in special condition, noise reduction measures are implemented, and notifications are given to surrounding communities, with approval obtained from local environmental authorities prior to commencement.

我们选用具有消声降噪装置的施工机械，对施工现场的强噪声机械设置封闭的机械棚，以减少噪声的扩散。进行强噪声作业时，严格控制作业时间，降低噪声影响；特殊情况需连续作业的尽量采取降噪措施，事先做好周围群众的工作并报当地环保部门备案后方开始施工。

Green Operations
绿色运营

Tackling Climate Change
应对气候变化

We fully recognized the significant impact of climate change on the Company's development. In alignment with international agreements such as the *United Nations Framework Convention on Climate Change* (UNFCCC) and the *Paris Agreement*, we actively identify and assess climate-related risks and opportunities. Accordingly, we have developed corresponding climate change mitigation and adaptation measures and are committed to ensuring that climate change governance is effectively integrated into our development strategy.

我们深刻意识到气候变化对公司发展的重要影响，积极响应《联合国气候变化框架公约》《巴黎协议》等国际协定，识别并评估气候风险及机遇，制定相应的气候减缓及适应措施，推动气候变化治理有效融入公司发展战略。

PT MCC15 adheres strictly to 15MCC's Natural Disasters Emergency Response Plan and other relevant protocols. In accordance with the Severe Weather Safety Risk Classification and Control List, the Company identifies climate risks, including gale, torrential rain, and extreme temperatures, and implements preventive measures accordingly. Additionally, each project department has formed emergency response teams for natural disasters, working under unified leadership with tiered management. Close coordination and collaboration between departments ensure a scientific, systematic, and effective approach to managing climate change risks.

公司严格遵守中国十五冶《自然灾害应急预案》等制度，根据《恶劣天气安全风险分级管控清单》，识别强风、暴雨、高温等气候风险，并实施相应防范措施。同时，各项目部成立自然灾害应急工作组，统一领导，分级管理，部门密切配合，分工协作，以科学、有序、有效的方式应对气候变化风险。



Energy Conservation and Emission Reduction Measures

节能减排措施

To optimize energy utilization, reduce consumption, and enhance economic efficiency, we actively explore energy-saving and emission-reduction methods. Therefore, we have formulated the *Safety Management Policy with Four Saving Methods and One Environmental Protection Measure* to enhance resource and energy management.

为合理利用能源，降低能源消耗，提高经济效益。我们积极探索节能减排方法，制定《“四节一环保”安全管理制度》，提升资源和能源管理水平。



Prioritize the use of energy-efficient, high-performance, and environmentally friendly construction equipment and machinery, selecting construction methods and processes with lower energy consumption.

优先使用节能、高效、环保的施工设备和机具，优先考虑能耗较低的施工工艺。



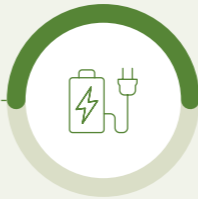
Leverage local climate and natural conditions to maximize the use of renewable energy, such as solar and geothermal energy.

根据当地气候和自然条件，充分利用太阳能、地热等可再生能源。



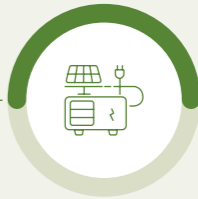
Set electricity consumption control targets for production, living, office, and construction equipment, regularly conducting metering, calculation and comparable analysis, and taking appropriate preventive and corrective actions accordingly.

设定生产、生活、办公和施工设备的用电控制指标，定期进行计量、核算，对比分析并采取相应预防与纠正措施。



Adopt energy-saving materials in temporary facilities and apply high-insulation materials for walls and floors to reduce operating time and energy consumption of air conditioning in summer and heating system in winter.

临时设施采用节能材料，墙体、层面使用隔热性能好的材料，减少夏天空调、冬天取暖设备的使用时间及耗能量。



Optimize work processes to enhance the efficiency of machinery, reducing the energy consumption per unit of equipment.

合理安排工序，提高各种机械的使用效率，降低各种设备的单位耗能。



Efficiently arrange the allocation and operating time of heaters, air conditioner, and fans efficiently, implementing segmented and time-bound schedule to save electricity.

合理配置有暖、空调、风扇数量及使用时间，实行分段分时使用，节约用电。

Efficient Resource Utilization

资源高效利用

In our efforts to establish a resource recycling system and optimize resource allocation, we actively explore green construction practices, implement clean production measures, improve resource efficiency, and minimize environmental pollution and energy consumption.

为构建资源循环体系，优化资源配置。我们积极探索绿色施工，采取清洁生产措施，提高资源利用效率，减少环境污染及能源消耗。

Resource Conservation and Utilization Measures

资源节约利用措施



Adopt technical and management strategies to increase the turnover of formwork, scaffolding, and other reusable materials.

采取技术和管理措施提高模板、脚手架等的周转次数。



Promote the use of high-strength steel and high-performance concrete to reduce resource consumption.

推广使用高强钢筋和高性能混凝土，减少资源消耗。



Optimize the fabrication and installation of steel components to minimize material use.

优化钢构件制作和安装方法，减少方案的措施用材量。



Prioritize pre-construction planning for cladding materials to reduce waste from non-standard materials.

贴面类材料在施工前，进行总体排版策划，减少非整块的数量。



Use modular and reusable buildings for onsite offices and living quarters. Wherever possible, maximize the use of existing structures or modular fencing systems to enclose the site, aiming for a 70% reuse rate for temporary buildings and fencing materials.

现场办公和生活用房采用周转式活动房。现场围挡最大限度地利用已有围墙或采用装配式可重复使用围挡封闭，力争工地临房、临时围挡材料的可重复使用率达到 70%。

Water Resource Management

水资源管理

Water resources are fundamental to economic balance, national development, and people's well-beings. Complying with Indonesia's water management laws and regulations, we continuously enhance water resource management, ensuring the lawful and regulated use and consumption of water, and raising employee awareness of water conservation to improve overall water utilization efficiency.

水资源是制约经济平衡以及关乎国家发展和民生安全的重要因素。我们严格执行印尼水资源管理相关法律法规，不断加强水资源管理，依法依规取水用水，增强员工节约用水意识，提升水资源利用率。

Water Resource Management Measures

水资源利用管理措施



Employ advanced water-saving construction techniques.

施工中采用先进的节水施工工艺。



Design and deploy water supply systems at construction sites according to consumption demands, ensuring appropriate pipe sizes and streamlined layouts, while taking effective measures to minimize leakage and damage from the network and water fixtures.

施工现场供水管网应根据用水量设计布置，管径合理、管路简捷，采取有效措施减少管网和用水器具的漏损。



Prioritize the use of recycled water for concrete mixing and curing, and, where feasible, collect rainwater for curing applications.

优先采用中水搅拌、中水养护，有条件的地区和工程收集雨水养护。



For water consumption of machinery, equipment, washing vehicles, spraying roads and irrigation of greens, the Company prioritizes the use of non-traditional water sources, thereby reducing reliance on municipal tap water.

现场机具、设备、车辆冲洗，喷洒路面、绿化浇灌等用水，优先采用非传统水源，减少市政自来水用量。

Ecological Protection

生态保护

Biodiversity is a critical foundation for sustaining all forms of life on Earth. We uphold the principles of "respecting, adapting to and protecting nature" as the core of our ecological philosophy. By integrating biodiversity conservation into our project construction processes, we strive to minimize the impact of our operations on biodiversity and ecosystems, thereby generating integrated value across economic, social, and environmental dimensions.

丰富的生物多样性是支持地球上所有形式生命的重要基础。我们践行“尊重自然、顺应自然、保护自然”的生态文明理念，在项目施工过程中融入生物多样性保护理念，降低业务活动对生物多样性及生态系统的影响，努力创造经济、社会和环境综合价值。

Ecological Protection Measures

生态保护措施

During project construction, we optimize foundation pit designs and plans to minimize earth excavation and backfilling, thus minimizing disturbances to the land and safeguarding the surrounding natural environment.

在项目施工时，我们对深基坑施工方案进行优化，减少土方开挖和回填量，最大限度地减少对土地的扰动，保护周边自然生态环境。

We prioritize using unused or barren, waste land for temporary construction sites. Upon project completion, we restore the land to its original topography and landform in a timely manner, thereby minimizing the environmental impact of our activities.

临时占地尽量使用荒地、废地，工程完工后，及时对占地恢复原地形、地貌，使施工活动对周边环境的影响降至最低。

We maximize the preservation of existing vegetation within the construction site. For projects with extended timelines, we implement new landscaping efforts in accordance with the requirements for permanent green spaces.

我们最大可能利用和保护施工用地范围内原有绿色植被，对于施工周期较长的现场，按建筑永久绿化的要求安排场地新建绿化。



For the Amman Batu Hijau Copper Processing Plant Expansion Project, the project site and construction area are situated within a forested environment, surrounded by lush vegetation and abundant wildlife. The project department strictly complies with Indonesia's laws and regulations regarding wildlife protection, ensuring the conservation of the surrounding ecosystem.

印尼阿曼 BatuHijau 铜选矿厂扩建项目驻地和施工现场位于森林环境中，周边均被森林植被覆盖，野生动植物资源丰富，项目部严格遵守印尼野生动植物保护的相关法律法规，保护周边生态环境。

Environmental Awareness Promotion and Education

环保宣贯

We prioritize fostering green ecological values and enhancing sustainable development management capabilities. Through environmental education and training sessions, as well as environmental-themed events, we work to raise employees' awareness and capabilities in environmental protection, cultivating a culture of responsibility, where "environmental responsibility starts with me."

我们重视绿色生态理念的培育和可持续发展管理能力的提升。通过开展环保教育培训、环保主题活动，提升员工的绿色环保意识和能力，营造“环保责任，从我做起”的文化氛围。



Ecological Civilization Education
生态文明学习



The Company organized beach clean-up activities to support the protection of local natural environments
公司开展海滩清洁活动，助力保护当地自然生态环境



The Company conducted tree planting activities
公司开展植树活动

04

Employee

员工篇

Employees are the most valuable asset of the corporate development. Being keenly aware that the importance of protecting employees' lawful rights and interests, PT MCC15 consistently prioritizes employees' physical and mental well-being, strives to build clear and accessible career development pathways, and provides thoughtful care in their daily lives. Uphold the commitment of 15MCC to "grow together with employees," the Company is dedicated to fostering a working environment built on trust and warmth, where every employee feels valued, supported, and has a strong sense of belonging.

人才是企业发展最宝贵的财富。我们深刻认识到保护员工合法权益的重要性，持续关注员工的身心健康，努力打造畅通的人才成长路径，细心关怀员工的日常生活，始终坚守中国十五冶“与员工共成长”的承诺，致力于塑造一个充满信任和温暖的大家庭环境，让每一位员工都能感受到家的温馨和支持。

3

GOOD HEALTH AND WELL-BEING

良好健康与福祉

4

QUALITY EDUCATION

优质教育

5

GENDER EQUALITY

性别平等

8

DECENT WORK AND ECONOMIC GROWTH

体面工作和经济增长

10

REDUCED INEQUALITIES

减少不平等



Employee Rights and Interests

员工权益

Employment Compliance

合规雇佣

Strictly abiding by international standards, including the *International Covenant on Human Rights* and the *Universal Declaration of Human Rights*, as well as Indonesia's Labor Law and other applicable laws and regulations, we have established standardized recruitment and employment procedures to ensure full legal compliance.

我们严格遵守《国际人权公约》《世界人权宣言》等国际准则及印尼《劳工法》等相关法律法规，制订规范的招聘和用工制度。

We strictly prohibit child labor and forced labor, ensure equal treatment of all employees, and protect their equality and rights regardless of religion, ethnicity, age, or gender, firmly opposing all forms of discrimination. Through continuous optimization of human resources, we strive to empower sustainable corporate development and enhance organizational vitality.

我们杜绝雇佣童工与强制劳工，平等对待每一位员工，维护不同宗教信仰、种族、年龄、性别的员工享受平等的权利，抵制一切歧视行为。通过人才优化为企业发展赋能，激发企业内在活力。



Democratic Management

民主管理

To further enhance the Company's democratic management and strengthen employee democratic oversight, PT MCC15 has formulated the *Implementation Rules for Factory Affairs Disclosure*. These regulations are rooted in the Company's operational realities and focus on key concerns and major challenges of employees, ensuring that disclosures are factual, fair, timely, and comprehensive. Moreover, adjustments are conducted to the scope and format of disclosures in a responsive and dynamic manner based on operational needs.

为进一步深化企业民主管理，加强职工民主监督，推进厂务公开，为公司改革、发展和稳定营造良好的环境，我们制定《厂务公开实施细则》，从公司实际出发，紧紧围绕员工关注的热点、难点问题，做到公开信息的真实、公正、及时、全面。同时还要根据运行情况，及时调整公开的内容和形式。

Through platforms such as employee representative conferences and the OA office system, PT MCC15 publicly discloses information such as cost control, labor subcontracting, production task completion, housing provident fund contributions, old-age, medical insurance and other social security fund payments, performance assessments results of management personnel, and employee charitable donation activities. These mechanisms safeguard employees' right to information and their participation in democratic management.

我们通过职代会、OA办公平台等形式对成本控制情况、劳务分包情况、生产任务完成情况、住房公积金、职工养老保险、医疗保险和其他社会保险基金缴纳情况、管理人员绩效考核结果、职工爱心捐款情况等信息进行公开，保障员工的知情权及参与民主管理的权利。

Remuneration and Benefits

薪酬福利

We strictly adhere to *PT MCC15 COMPANY REGULATIONS (PP)* to protect employees' legitimate rights and interests, safeguard the shared interests of both employees and the Company, and foster healthy and harmonious labor relations. These efforts contribute to enhanced work efficiency and improved quality of life for employees and their families.

In strict accordance with applicable policies in Indonesia, we provide employees with competitive salaries and religious holiday allowances, and we ensure full enrollment in social security and medical insurance programs such as work-related injury, unemployment, retirement, pension benefits. Employees and their family members are also registered as participants in the national healthcare insurance system to facilitate convenient access to medical and caregiving services. In addition, in fully compliance with Indonesian labor laws and regulations, we offer statutory leave benefits, including maternity leave, annual leave, special leave, and paid long-term sick leave, supporting employees in achieving a healthy work-life balance.

我们严格执行《公司规章制度（PP）》，保障员工的各项权利，维护员工与公司的共同利益，创造和培养健康和谐的工作关系，以提高工作效率，并提升员工及其家庭的生活水平。

我们严格按印尼当地政策为员工提供具有市场竞争力的工资及宗教节日津贴，为员工缴纳工伤、失业、退休、养老等各项社保及医保，并将员工及其家人登记为医保参与者，以方便医疗和护理服务福利发放和领取。同时，我们严格遵守印尼法律法规，为员工提供产假、年假、特别许可假期及带薪长期病假等福利，让员工更好地实现生活与工作的平衡。



Occupational Health and Safety 职业健康安全

We uphold a people-oriented philosophy and place the highest priority on safeguarding the life and health of our employees. Guided by 15MCC's safety principle of "safety-first and prevention-focused," we consistently reinforce red-line awareness and bottom-line thinking. Through a comprehensive set of initiatives, we continue to improve and optimize our occupational health and safety management system to further protect employee well-being and ensure that the overall production safety remains stable and under control.

我们坚持以人为本，高度重视员工生命安全和身体健康，贯彻中国十五冶“安全为天、防范为先”的安全理念，时刻强化底线思维和红线意识，多措并举，不断完善优化健康安全生产管理体系，保障员工生命健康，保障安全生产形势总体平稳可控。

Occupational Health Management 职业健康管理

To prevent, control, and eliminate occupational hazards while safeguarding the physical health and related rights of employees, we have established an *Occupational Health and Safety Management Policy* to strengthen our occupational health management. In accordance with the *Catalogue of Occupational Hazard Factors*, we also conduct regular monitoring, prevention and control of occupational risk factors. Quarterly monitoring results from project sites are consolidated and analyzed, and for any adverse trends identified, timely preventive measures are taken to eliminate the root causes of occupational diseases to the greatest extent possible.

为了预防、控制和消除职业病危害，保护员工身体健康及其相关权益，我们制定了《职业健康安全管理制

Occupational Disease Prevention and Control Measures 职业病防治措施

Comprehensive Dust Control 综合防尘降尘措施

Enhance ventilation management to ensure adequate air supply; Strictly enforce the use of personal protective equipment (PPE), such as dust masks.
加强通风管理，确保供风充足；严格要求员工佩戴好防尘口罩等个人防护用品。

Noise Protection 噪声防护措施

Conduct routine equipment maintenance to ensure built-in noise-reduction functionality; when encountering equipment failure, implement immediate inspection and repair of equipment exceeding permissible noise levels set forth in relevant environmental standards until compliance is restored; strengthen equipment maintenance management to mitigate noise from mechanical aging.
保持设备的经常性完好，发挥设备本身的消声降噪功能，当设备发生故障，噪音指标超过相关环保标准时，立即进行检修，直到符合标准才可使用；强化设备维护管理，减少机械老化带来的噪声。

Heat Stress Prevention 高温防护措施

Distribute heat-relief supplies and materials; adjust work schedules to avoid peak heat hours; provide labor protection equipment or PPE; enhance health monitoring and hygiene management; offer cooling beverages and heat relief products to employees to avoid heat stroke.
发放防暑降温用品和物资；调整作业时间，避免高温时段施工；发放劳动防护用品；加强卫生保健和健康监护；供给防暑降温清凉饮料和降温品。

Heat Stress Prevention 有毒有害气体防护措施

Ensure effective operation of ventilation and exhaust systems; distribute PPE and portable self-rescue devices; leverage air purification systems to absorb and neutralize toxic gases.
保证通风排毒系统有效运行；发放个人防护用品以及随身自救器；通过空气净化系统吸收、吸附净化产生的有毒有害气体。

Safety Defense Consolidation
筑牢安全防线

Upholding the belief that "human life and health remains the highest priority," we continue to strengthen comprehensive management of production safety, ensure adequate investment in safety measures, allocate resources in compliance with all regulatory safety requirements, and carry out regular safety inspections. These efforts aim to improve both production safety awareness and operational skills across the workforce.

我们坚持“人的生命健康高于一切”的理念，持续加强安全生产综合管理，保障安全生产投入，合规配置安全生产要素，积极开展各项安全检查，促进全员安全生产意识与安全生产技能双提升。

We actively conduct safety risk identification, hazard screening, and remediation efforts. We have established a comprehensive classification and control system for production risks with tiered management, along with a hazard investigation and rectification mechanism. Each project department prepares a *Risk Identification and Classification Control Checklist* on monthly basis, enabling dynamic safety risk management and supervision through self-identification, self-control, self-inspection, self-correction, and self-reporting.

我们积极开展安全风险识别、排查及整治工作，建立完善安全生产风险辨识分级管控和生产安全问题隐患排查治理体系，项目部每月定期制定《风险辨识与风险分级管控清单》，实现风险自辨自控、自查自治、自改自报动态化监管。

In parallel, to further enhance employee awareness and preparedness in the face of major emergencies, each project department formulates *Emergency Response Plans* tailored to site-specific conditions and conducts regular emergency drills, thereby further improving overall emergency response capabilities and minimizing potential losses and impacts.

同时，为进一步提高全体员工安全防范意识，增加员工应对重大突发事件的经验，提高整体应急反应能力，最大限度地减少损失、降低影响，各项目部根据自身情况制定《事故应急预案》，并定期开展事故应急演练。



In addition, committed to fostering a robust culture of production safety, we strive to actively promote a wide range of themed awareness and educational campaigns such as "Fire Safety Awareness Month" and "Production Safety Month", engaging all employees in diverse, participatory safety education activities. These initiatives contribute to the all-round enhancement of safety awareness and competencies across the Company.

此外，我们注重安全生产文化的培育，大力开展“消防宣传月”“安全生产月”等形式多样、全员参与的主题宣传教育活动，实现从安全意识到安全技能的全方位强化。



Case
案例

"Cooling Care" Initiative at the Amman 900,000 t/a Copper Smelting Project
印尼阿曼 90 万吨 / 年铜冶炼项目部送清凉活动

At the Amman 900,000 t/a Copper Smelting Project, the project department has firmly implemented the people-oriented approach. While maintaining production progress, it prioritizes the safety and health of frontline employees working under high-temperature conditions by working to improve heat prevention and mitigation. A range of heat stress prevention and labor security protection measures have been adopted, including improving working conditions, strictly enforcing standards for labor protection, environmental conditions, and work schedules. The department has also implemented scientifically adjusted working hours to ensure the health and safety of employees during hot weather operations.

印尼阿曼 90 万吨 / 年铜冶炼项目部牢固树立“以人为本”的理念，在抓好工作的同时，保障工作在高温一线员工的安全、健康，努力改善防暑降温条件，落实员工劳动防护标准、环境条件、作息时间等规定，切实做好防暑降温工作和劳动安全保障措施，科学合理调整作息时间，保护好员工高温生产的安全健康。



Training and Development

培训发展

Career Development Pathways

职业发展通道

The Company adheres to the philosophy of "maximizing individual potential and and putting the right people in the right roles," and strictly implements the *Position and Rank Management Measures* of 15MCC. A structured, clearly defined, well-regulated, and efficient career development system has been established to provide employees with diverse development opportunities, support their career progression, and enhance the overall capacity and quality of the workforce.

我们坚持“人尽其才，才尽其用”的人才理念，严格执行中国十五冶《职级管理办法》，建立通道完备、标准明晰、管理规范、运行高效的职级管理体系，为员工提供多元发展机会，推动员工职业发展，提升员工队伍能力和素质。

Professional Skills Training

专业技能培训

To support employees' professional development, PT MCC15 follows the concept of "integrating learning into work, and work into learning," and has established a comprehensive, multi-tiered training system covering management training, technical training, and onboarding training programs. This system aims to enhance employee capabilities on all fronts and strengthen alignment with the Company's corporate culture. In addition, PT MCC15 develops job-specific training videos and learning materials tailored to different roles, which are translated into local languages based on country-specific needs. The Company also leverages external resources to develop its own training courses to enrich training content and improve overall effectiveness.

为满足员工职业发展需要，我们秉持“学习工作化，工作学习化”的理念，制定了涵盖管理培训、专业培训、新人培训等维度的系统完善的培训体系，全方位提升员工能力和文化认同。同时，公司根据工种制作学习视频资料，按国别翻译成学习视频材料，并结合外部资源开发培训课程，以丰富培训资源，提高培训成效。

Case
案例

Developing Talent with Care — New Employee Training

用心育才——新员工培训

In 2024, new Indonesian employees participated in a structured training program that included courses on corporate culture, project safety management standards, and career development. Each project department implemented a formal "mentorship" training model, delivering comprehensive onboarding and hands-on education and training. New employees also visited construction sites for in-depth observation and practical learning, which helped them quickly integrate into project teams and injected new momentum to the development of their technical competencies.

2024 年，印尼籍新员工入职后参与了包括公司企业文化课、项目安全管理规范以及职业规划等内容丰富的课程培训，并由公司各项目部规范开展“师带徒”培训，进行了全面的教育培训，并深入施工现场观摩，帮助新员工快速融入团队，为属地新员工的职业技能提升注入新动力。



Case
案例

"Teaching to Fish" — Local Workforce Training

“授人以渔”培训

PT MCC15 places strong emphasis on the skills development and empowerment of local employees. The Company has established a "teaching to fish" employee development plan to enhance the employability of Indonesian staff. The Company engaged external professional instructors to deliver on-site training at project department locations and organized certification programs for aerial work platform operations. All 31 Indonesian participants successfully passed both theoretical and practical evaluations and obtained their operation certificates. Building on this success, PT MCC15 launched crane operation training and certification. In the first session, all 20 participating Indonesian employees passed the qualification assessments and were awarded official crane operation qualification certificates.

十五冶印尼公司高度重视属地化员工的各项技能培训和提升，我们制定“授渔式”员工发展计划，提升印尼员工就业能力。我们多方沟通，邀请外部专业培训老师到项目部进行培训，并组织印尼籍员工进行高空车操作资格培训取证，参加培训的 31 名学员全部顺利通过理论与实操考试，取得高空车操作资格。之后，我们再接再厉，又组织员工进行起重工培训取证，“起重工培训取证班”第一期 20 名印尼籍员工全部通过考核，取得起重工操作资格证书。



Crane Operation Certification Training
起重工取证培训

Aerial Work Platform Operation Certification Training
高空车操作资格取证培训

Case
案例

Striving for Excellence — Lufi
争先创优优秀个人——露菲

Since joining the Company, Lufi has demonstrated a strong sense of responsibility and actively engaged in training programs. She quickly acquired a solid understanding of Company operations and mastered job-related skills. She also places great importance on communication and collaboration, working closely with colleagues, suppliers, and on-site managers to ensure smooth coordination of equipment dispatching and attendance management. When handling disputes related to scheduling and attendance, she remains calm and composed, resolving issues through patient and rational communication, thereby ensuring successful project execution and achieving the target of "zero delays." She also maintains close attention to the expiration dates of equipment documentation and arranges renewals in a timely and effective manner to prevent disruptions caused by compliance lapses, ensuring continuity and operational efficiency. Her dedication and hard work have earned the respect and trust of her colleagues and recognition from both the Company and 15MCC. Therefore, she was honored with the 2024 "Outstanding Individual in Excellence" Award by 15MCC.

露菲自入职以来，面对工作认真负责，积极参与学习培训，深入理解公司业务并迅速掌握工作技能，同时注重与同事、客户之间的沟通和协作。她积极主动地与供应商、项目现场管理员进行沟通协调，确保设备调度和考勤等工作的顺利进行；在处理设备调度和考勤的各类纠纷时，始终保持冷静和理智，通过耐心细致的沟通和协调解决问题，保障项目顺利进行，实现“零延误”工作目标。同时，她始终对设备的相关证件到期日期保持高度关注，及时、合理安排并办理设备证件的过期续签工作，以避免因证件问题导致的项目延误，保障工作的连续性和效率。她的努力不仅得到了同事们的尊重和信任，也得到了公司与建设集团的认可和赞赏，荣获十五冶“2024 年度创先争优优秀个人”奖项。



Employee Care
员工关怀

PT MCC15 is committed to the philosophy of "a united family with warm care" and provides comprehensive, multi-dimensional support and care to all employees. The Company regards employees' pursuit of a better life as a core corporate objective and continuously strengthens its efforts to improve employee well-being. Through initiatives aimed at enhancing quality of life, PT MCC15 fosters a strong sense of belonging, fulfillment, and happiness among its workforce, while offering both material and emotional support.

我们始终秉持着“大家庭、温暖关怀”的理念，全方位、多渠道地关怀全体员工，把员工对美好生活的向往作为公司的奋斗目标，不断加强对员工的关心关爱，推进员工生活品质提升建设，增强广大员工归属感、成就感、幸福感，为员工提供精神和物质支持。

The Company firmly believes that achieving a work-life balance is vital to the long-term well-being of employees and the sustainable development of the Company. Therefore, PT MCC15 actively promotes a supportive work and living environment by providing free employee apartments near project sites to address housing needs, thereby reducing employees' living expenses and commuting time, and enhancing their overall quality of life.

我们坚信工作与生活平衡对员工与公司都至关重要，持续推进良好的工作与生活环境建设，在公司附近为员工提供免费员工公寓，帮助员工解决了住房问题，降低了员工的生活成本与通勤时间，提高了员工生活质量。



Employee Apartments
员工公寓

PT MCC15 respects the cultural traditions, religious beliefs, and dietary preferences of its diverse workforce and is committed to providing a healthy, inclusive, and comfortable living environment. The Company embraces dietary diversity by establishing project department-based canteens that follow high standards in delivering nutritionally balanced and varied meals. This approach ensures the provision of safe, hygienic food and contributes to improved employee satisfaction and overall well-being.

公司尊重员工文化习俗、信仰与饮食习惯，为员工提供良好的生活环境。公司包容饮食文化差异，各项目部自建食堂，并按照科学合理、营养均衡的方式进行高标准、多元化配餐，为员工提供健康、安全的食品，提高员工就餐满意度。



Cold Storage Room – Project Canteen
项目部食堂冷藏室



Canteen in Project Department
项目部食堂餐厅

Employee Support and Engagement

慰问与活动

The Company places strong emphasis on the physical and mental well-being of employees and regularly organizes a variety of cultural and recreational activities to enrich their leisure time, relieve work-related stress, and cultivate a positive and harmonious working atmosphere.

我们重视员工精神与物质生活，积极组织丰富多彩的文娱活动，丰富员工业余生活，释放工作压力，营造融洽的工作氛围。

Case
案例

International Women's Day Safari Visit
妇女节动物园参观活动

PT MCC15 is committed to supporting the professional and personal well-being of its female employees. On March 7, in celebration of International Women's Day, the Company organized a visit to Taman Safari Indonesia Bogor for its female staff. The event provided an open and relaxed environment in which Indonesian and Chinese employees engaged in mutual sharing of life and work experiences. The activity not only enhanced mutual understanding but also deepened interpersonal bonds. PT MCC15 will continue to organize such events to provide women with platforms for expression and development, encouraging them to embody and carry forward confidence, independence, and resilience as they contribute meaningfully to their roles.

十五冶印尼公司切实关心关爱女员工的工作与生活，3月7日国际妇女节当天，公司组织女性员工参观印尼茂物野生动物园。在轻松愉快的活动氛围中，中国和印尼员工畅所欲言，分享彼此的生活和工作经验，不仅增进了相互了解，还拉近了彼此的距离。公司也将持续开展此类活动，为女员工们提供展示自我的平台，助力她们继续发扬自信、自立、自强的精神，在各自的岗位上绽放光彩。



Case
案例

"Full Moon, Shared Joy" Recreational and Sports Activities
“月满华诞，情满双节”趣味文体活动

To enrich the cultural and spiritual life of employees, PT MCC15 organized a themed cultural and recreational event under the theme *"Full Moon, Shared Joy."* The event featured interactive activities including ring toss and tug-of-war. Both Indonesian and Chinese employees actively participated, demonstrating unity, collaboration, and a spirit of perseverance. Meanwhile, these events strengthen team cohesion and employee morale, empowering the workforce to approach their responsibilities with renewed motivation, increasing vitality and stronger bodies.



Tug-of-war competition
拔河比赛



Loop fetching activity
套圈取物活动

Multicultural Integration

多元文化融合

Indonesia is the world's largest Muslim-majority country, where Islam is the predominant religion. PT MCC15's project departments across Indonesia employ a significant number of local Indonesian staff. Differences in language, customs, and ways of thinking pose practical challenges to project management. In response, the Company respects local traditions, cultures, customs and religious beliefs, and continues to explore and accumulate practical experience in cross-cultural management on this basis.

印尼是世界上最大的伊斯兰国家，全国大部分人信奉伊斯兰教。印尼各项目部中，均有大量印尼籍员工，员工语言不通、风俗习惯不同、思维方式各异等是项目部必须面对和解决的难题。公司尊重当地风俗习惯、宗教信仰，并在此基础上持续探索在跨文化管理领域的实践经验。

Case
案例

Dedicated Prayer Room for Local Employees at the Amman Batu Hijau Copper Processing Plant Expansion Project
印尼阿曼 BatuHijau 铜选矿厂扩建项目部为属地员工开辟祷告室

PT MCC15 stays committed to its corporate social responsibility principle of "respecting the culture, customs, and values of local communities and indigenous peoples, as well as the diversity of project personnel." The Company supports freedom of religious belief and works to address the practical needs of its local workforce.

公司始终奉行“尊重当地社区和原住民的文化、习俗、价值观以及项目员工的多样性”的企业社会责任原则，尊重信仰自由，持续为属地员工办实事。

At the Amman Batu Hijau Copper Processing Plant Expansion Project, the project department established a dedicated prayer room within the local employee residential area. The facility is equipped with air conditioning, religious texts, carpets, and a designated area for ablution. Dedicated personnel are assigned to clean the space daily, ensuring it remains organized, clean and respectful. Moreover, work schedules are reasonably adjusted to accommodate daily prayers and religious holidays. During the month of Ramadan, Chinese employees fully respect local customs and demonstrate cultural sensitivity by refraining from consuming pork or discussing related topics in the presence of Indonesian colleagues. These practices promote mutual understanding and help to foster stronger interpersonal bonds between Indonesian and Chinese employees.

印尼阿曼 BatuHijau 铜选矿厂扩建项目部在属地员工住宿区特别开辟一间祷告室，内配有空调、经书、地毯、净礼处等便利设施，并安排专人每天进行清扫，确保祷告室干净整洁。并且，项目部根据员工的祷告时间合理安排日常和宗教节日的工作时间。斋月期间，中方员工充分尊重印尼籍员工习俗，不在印尼籍员工面前吃猪肉或谈论有关话题，促进印尼和中方员工在相互理解中拉近彼此的距离。



Case
案例

Mid-Autumn Festival Celebration
欢庆中秋活动

To promote cultural exchange and enhance mutual understanding among employees, PT MCC15 invited local Indonesian staff to celebrate the Mid-Autumn Festival alongside their Chinese colleagues. The event deepened Indonesian employees' appreciation of traditional Chinese festivals, while the sharing of cultural customs fostered mutual recognition and understanding. This initiative contributed to stronger intercultural communication and friendship and further strengthened team cohesion.

为促进文化交流，增进员工之间沟通与理解，十五冶印尼公司邀请印尼属地员工与中国员工共同庆祝中秋活动。通过此次活动，深化了印尼员工对中国传统节日认识，同时，通过中国与印尼员工对传统节日的交流，也加强了双方对文化的互认，深化了员工之间的理解与友谊，提高了公司的团队凝聚力。



Case
案例

"Celebrating Spring Festival, Contributing to a Stronger Enterprise" Themed Spring Festival Celebration
“欢度新春，强企有我”主题新春活动

To enrich the cultural and recreational life of overseas employees, the Amman Batu Hijau Copper Processing Plant Expansion Project department hosted a themed Spring Festival event under the banner "Celebrating Spring Festival, Contributing to a Stronger Enterprise." Both Indonesian and Chinese employees actively participated, fostering cultural exchange, enhancing team collaboration, and strengthening shared identity and sense of belonging across the workforce.

为丰富海外员工业余生活，印尼阿曼 BatuHijau 铜选矿厂扩建项目部邀请印尼属地员工与中国员工共同参与“欢度新春，强企有我”主题新春活动，促进了中国与印尼员工之间的文化交流，同时，增强了全体员工的团队协作能力，认同感和归属感。



05

Community

社区篇

PT MCC15 actively responds to the Belt and Road Initiative, upholding the principle of "supporting local development and achieving mutual benefit." The Company is committed to deeply integrating into Indonesian society, respecting local culture, and proactively participating in community development. In close collaboration with Indonesian partners and local communities, PT MCC15 seeks to jointly build a community with shared interests, shared responsibilities, and a shared future.

我们积极响应“一带一路”倡议，秉承“助力当地发展，实现互利共赢”的理念，主动融入印尼社会，尊重当地文化，积极参与社区建设，与印尼合作方及当地社区共同构建利益共同体、命运共同体和责任共同体。



Local Employment and Development

就业发展

Creating employment opportunities in host countries of overseas projects is a key approach through which 15MCC shares the benefits of economic growth with Belt and Road Initiative (BRI) countries. PT MCC15 stays committed to shared development with community and consistently contributes to employment in local communities surrounding project sites. The Company continues to recruit local talent on a large scale, generating a large number of job opportunities, thereby further promoting local employment and economic growth.

为海外项目所在地创造就业机会是中国十五冶与“一带一路”沿线国家共享经济发展成果的重要途径。十五冶印尼公司始终重视与社区共同发展，为项目所在地社区提供就业机会，持续招募项目属地人员，为当地提供了大量工作岗位，拉动了当地就业与经济发展。

Case
案例

Campus Recruitment Events at Indonesian Universities
印尼高校线下宣讲会

In July 2024, PT MCC15 hosted two high-standard, professional overseas campus recruitment hunt sessions at the Bandung Institute of Technology and Diponegoro University. The events attracted the active participation of more than 300 outstanding Indonesian university graduates. The Company signed cooperation agreements and memoranda of understanding with local universities to strengthen its talent pipeline, laying a solid foundation for local talent development and future business expansion in Indonesia. These efforts have also promoted local employment, achieving mutual benefit and win-win cooperation between the Company and local communities.

2024 年 7 月，我们在印度尼西亚万隆理工大学和迪波内戈罗大学举行了 2 场高规格、专业化的海外线下专场校园宣讲会，共吸引了超过 300 名印尼高水平大学毕业生的积极参与。我们与属地高校签订合作协议与谅解备忘录等，扩充了公司的人才储备库，为印尼业务发展，属地人才引进培养奠定良好的基础；同时，促进了当地就业，实现公司与当地社区互利共赢。



Career Hunt at Bandung Institute of Technology
万隆理工大学宣讲会



Career Hunt at Diponegoro University
迪波内戈罗大学宣讲会

Case
案例

Innovative Mechanisms for Localized Employment Collaboration with Local Government at Amman 900,000 t/a Copper Smelting Project
印尼阿曼 90 万吨 / 年铜冶炼项目部携手地方政府，探索属地化雇佣合作新机制

The Amman 900,000 t/a Copper Smelting Project has established a collaborative employment mechanism involving the project owner, local labor authorities, and the Company. Local governments were invited to participate in coordination efforts, a dedicated recruitment team was formed, and public announcements were made regarding information such as job categories, working hours, and contract terms. This approach has created a positive model and atmosphere for government-enterprise collaboration and has supported the orderly implementation of localized employment.

印尼阿曼 90 万吨 / 年铜冶炼项目部在属地化雇佣方面与业主单位及当地劳工部建立合作机制，邀请当地政府参与全面协调，组建专门招聘团队，并公开所需工种、劳动时间、合同事项等信息，形成企地合作良好氛围，有序推进属地化雇佣工作。



Local recruitment activities conducted in collaboration with the local department of labor
联合本地劳工部开展本地雇佣招聘活动



Community Development

社区共建

PT MCC15 actively fulfills its corporate social responsibilities by supporting local development through concrete actions. With a mindset of openness and equality, the Company engages in continuous dialogue and exchanges with local governments and the public, contributing to the high-quality development of the host country, regions, and communities, and working together to achieve shared growth and prosperity.

我们积极履行企业社会责任，以实际行动支持属地的发展，以平等开放的心态与属地政府和公众沟通交流，推动国家、地区及社区的高质量发展，共创共荣。

Profound Community Engagement

深度融入社区

PT MCC15 maintains close cooperation with local communities and actively participates in local governmental and community activities, working to foster partnerships based on mutual respect and shared development.

我们与属地社区密切合作，积极参加当地政府及社区活动，致力于建立相互尊重的伙伴关系。



Visit by H.E. Joko Widodo, then President of Indonesia, to the Amman 900,000 t/a Copper Smelting Project
时任印尼总统佐科到印尼阿曼 90 万吨 / 年铜冶炼项目视察



Company participation in local government celebrations to support local cultural and economic development
公司参与印尼当地政府的庆典活动，为属地文化经济发展贡献力量



The Company actively engaged in ongoing cooperation with local law enforcement to jointly maintain public order, community safety and social harmony
公司积极维护警民关系，共同维护社区和谐与安全



The Company regularly organized community cleaning campaigns in collaboration with subcontractors, which have received positive feedback from local residents
公司定期组织分包单位，对属地社区进行社区清洁活动，受到社区居民的广泛好评

Public Welfare and Community Contribution

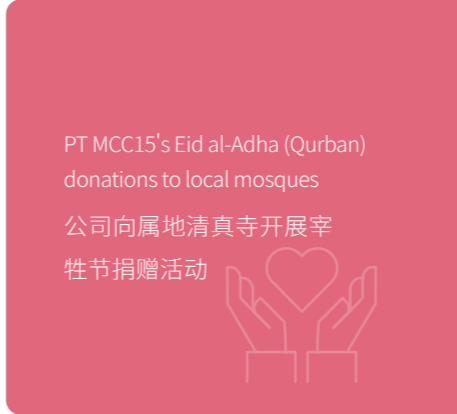
社区公益奉献

While delivering high-quality projects, PT MCC15 remains deeply attentive to the development of local communities. Upholding the values of "dedication, friendship, mutual help, and progress," the Company carries out charitable donations and community assistance initiatives, contributing to a brighter and more inclusive future for local residents.

我们致力于项目建设的同时，也时刻关注当地社区发展情况，秉持“奉献、友爱、互助、进步”的理念，开展公益捐赠、爱心帮扶行动，将更加美好的未来绘入当地发展的蓝图。



PT MCC15's Eid al-Fitr donation activities for low-income households or residents in local communities
公司向属地社区贫困居民开展开斋节捐赠活动



PT MCC15's community donations to local orphanages
公司向属地孤儿院开展社区捐赠活动



Exchange and Cooperation
交流合作

15MCC continues to deepen its global cooperation, upholding a collaborative approach that is broader in scope, deeper in substance, and warmer in engagement with its partners. The Group is committed to building a new cooperation paradigm characterized by strong complementarity, mutual benefit and win-win cooperation, with the shared goal of achieving high-quality and sustainable development. Accordingly, PT MCC15 actively implements 15MCC's international development strategy by working in win-win collaboration with suppliers, partners, clients and other stakeholders to pursue mutual growth and value creation.

中国十五冶深耕海外合作，坚持与各类伙伴开展更有广度、更有深度、更有温度的合作链条，致力打造深度互补、高度共赢的合作新格局，共谋高质量发展和可持续发展。十五冶印尼公司践行中国十五冶发展战略，携手供应商、合作方与客户等利益相关方合作共赢。

PT MCC15 adheres to the supplier management principles of "strict qualification, classification and grading, dynamic assessment, and survival of the fittest." The Company continuously improves its procurement management policies, strengthens the capacity and development of its procurement personnel, enhances purchasing efficiency, and ensures the quality and compliance of supplier onboarding. By promoting transparency in procurement and strengthening risk management and controls, PT MCC15 secures a stable material supply chain and establishes long-term, sustainable partnerships with its suppliers. These efforts aim to cultivate a qualified, competitive, and reliable supplier base aligned with the Company's strategic development needs.

The Company maintains a forward-looking perspective on industry trends, cutting-edge technologies, and market developments. It also places strong emphasis on talent development by promoting university-enterprise collaboration to enhance the talent pipeline across the industry. In parallel, PT MCC15 actively participates in exchanges and cooperative initiatives, so as to contribute to the sustainable development of the industry while supporting Indonesia's economic advancement, social progress, and improvement of people's well-beings.

我们遵循“严格准入、分类分级、动态考核、优胜劣汰”的供应商管理原则，不断完善采购管理制度，加强采购人才队伍建设，提升采购效率，保证供应商入库质量；推进阳光采购，加强采购风险管控，保障材料的稳定供应，与供应商建立可持续发展的长期伙伴关系，建立适合公司发展需要、稳定且兼具竞争力的合格供应商队伍。

我们深入了解行业发展现状、前沿技术以及未来趋势；同时高度重视人才，通过校企合作强化行业的人才供给；同时，积极参各类交流合作，推进行业的可持续发展与印尼的经济社会发展和民生改善。

Case
案例

Hubei (China)-Indonesia Business Matching Conference
中国湖北 - 印尼企业对接会

In June 2024, PT MCC15 participated as a representative enterprise of Hubei Province at the Hubei (China)-Indonesia Business Matching Conference, jointly organized by the Foreign Affairs Office of the People's Government of Hubei Province and the Jakarta Branch of the Bank of China.

2024 年 6 月，十五冶印尼公司作为优秀湖北企业代表参加湖北省人民政府外事办与中国银行雅加达分行联合举行的中国湖北 - 印尼企业对接会。

At the conference, Mr. Jiang Jian, Chairman of PT MCC15, delivered a keynote speech titled *"Enhancing Business Focus and Driving Technological Innovation to Empower Overseas Collaboration Among Chinese Enterprises."* He also shared the Company's project performance in Indonesia and expressed its vision to expand cooperation in areas such as smelting and mining, leveraging project platforms to jointly promote a new phase of international development in partnership with Indonesian and Chinese enterprises.

十五冶印尼公司董事长姜剑做了“实施业务聚焦，加强科技创新，为中国企业海外合作注入新动力”的主题发言，并介绍了公司在印尼项目业绩情况，表达了以项目为依托，同中国、印尼企业共同积极探索冶炼、矿山等领域合作，共同推动海外事业新发展的公司发展愿景。



Case
案例

China-Indonesia University-Enterprise Cooperation Summit
印尼高校线下宣讲会

In April 2024, PT MCC15 participated in the 2024 China-Indonesia University-Enterprise Cooperation Summit, hosted by Indonesia's Ministry of Education, Culture, Research, and Technology.

2024 年 4 月，十五冶印尼公司参加了在印度尼西亚教育、文化、研究和技术部举办的 2024 中国 - 印尼校企合作峰会。

At the summit, PT MCC15 provided a detailed introduction of its business areas and talent needs, and engaged in in-depth exchanges with participating university and corporate representatives. The event further enhanced the Company's visibility and recognition in the Indonesian market and supported its efforts to advance localized operations, management, resource integration, and cultural adaptation. It also strengthened collaboration with Indonesian universities in areas such as recruitment of local talent, internship program development, employee training and skills development, and joint research, helping to bridge academia and industry.

十五冶印尼公司在围绕公司业务和职业需求等方面进行了详细介绍，并与参会校企业进行了多方面的深入沟通，进一步增进印尼市场对公司的了解和认可，促进公司的管理、资源、文化本土化发展。促进了公司与印尼学校在优质本地人才招聘、实习项目建立、在职员工技能培训、联合科研等校企合作方面的深度合作，架起学术界与产业界的桥梁。



Independent Assurance Statement

独立审验声明

CECEP (HK) Advisory Company Limited ("CECEPAC (HK)" or "We") has been engaged by PT MCC15 Engineering and Construction ("PT MCC15", or the "Company"), to conduct an independent limited assurance engagement ("Assurance Engagement") on the information and data related to sustainable development in PT MCC15 FY 2024 Sustainability Report (the "Report"), and disclosed the results and conclusions of the Assurance Engagement to the intended users of the Report in the form of an independent assurance statement.

中国节能皓信（香港）咨询有限公司（“中国节能皓信（香港）”、“我们”）接受十五冶建筑工程（印尼）有限公司（“十五冶印尼公司”）的委托，对十五冶印尼公司《2024 年度可持续发展报告》（“《报告》”）中披露的有关可持续发展的资料执行独立有限审验工作（“审验工作”），并以发表独立审验声明的形式向《报告》的使用者披露审验结果及结论。

CECEPAC (HK) has been engaged to assure PT MCC15's adherence to the four AA1000 Accountability Principles of Inclusivity, Materiality, Responsiveness and Impact set out in the AA1000 Assurance Standard v3 ("AA1000AS v3").

中国节能皓信（香港）根据《AA1000 审验标准 v3》（“AA1000AS v3”），对十五冶印尼公司对包容性、实质性、回应性及影响性这四项 AA1000 审验原则的遵循情况进行审验。

Should there be any discrepancies or differences between the Chinese and English versions of the independent assurance statement, the Chinese version shall prevail.

如本审验声明的中文版与英文版之间有任何抵触或不相符之处，则请以中文版为准。

I.Independence and Competence 一、独立性与能力

CECEPAC (HK) was not involved in collecting and calculating data involved in the Report, or in the development of the Report. CECEPAC (HK)'s activities of Assurance Engagement are independent from PT MCC15. There is no relationship between CECEPAC (HK) and PT MCC15 beyond the contractual agreement for providing proper service of assurance.

中国节能皓信（香港）没有参与收集和计算《报告》内的数据或编撰《报告》。中国节能皓信（香港）进行的审验工作独立于十五冶印尼公司。除了审验合约订明的合适服务，中国节能皓信（香港）与十五冶印尼公司没有其他联系。

CECEPAC (HK)'s assurance team consists of professional personnel who are experienced in the industry and have received professional training in sustainability-related standards such as Global Reporting Initiative Sustainable Reporting Standards ("GRI Standards") issued by Global Reporting Initiative ("GRI"), AA1000AS v3, ISO 14001, ISO 9001, etc.

中国节能皓信（香港）的审验团队由行业内经验丰富的专业人士组成。相关人士接受过如全球可持续发展标准委员会发布的《可持续发展报告标准》（“GRI 标准”）、AA1000AS v3、ISO 14001、ISO 9001 等可持续发展相关标准的专业培训。

CECEPAC (HK)'s assurance team has rich experience in conducting assurance and has a full understanding and practical ability of AA1000AS v3. Meanwhile, the assurance team of CECEPAC (HK) carries out assurance work on sustainable development issues in accordance with the internal assurance protocol of CECEPAC (HK).

中国节能皓信（香港）的审验团队拥有进行审验工作的丰富经验，并且对 AA1000AS v3 具有充分的理解和实践能力，同时依据中国节能皓信（香港）的内部审验规定开展可持续发展事宜的审验工作。

II.PT MCC15's Responsibilities 二、十五冶印尼公司责任

PT MCC15 is responsible for the preparation and presentation of the Report with reference to GRI Standards. PT MCC15 is also responsible for implementing internal control procedures to ensure that the contents of the Report are free from material misstatement, whether due to fraud or error.

十五冶印尼公司的责任是参考 GRI 标准编制其《报告》。十五冶印尼公司亦负责并实施相关内部控制流程，以使《报告》不存在由于欺诈或错误导致的重大错误陈述。

III.Assurance Provider's Responsibilities 三、审验机构责任

CECEPAC (HK) is responsible for issuing an independent assurance statement according to AA1000AS v3 and GRI Standards issued by GRI to PT MCC15. This independent assurance statement applies solely to the Report in the specified scope, expresses a conclusion on the assurance work, and does not serve any other intent or purpose.

CECEPAC (HK) ensures that all personnel involved in assurance work meet professional qualification, training, and experience requirements, and are proficient in conducting Assurance Engagement. All results of assurance and certification audit are internally reviewed by senior staff to ensure that methodologies used in the process are sufficiently stringent and transparent.

中国节能皓信（香港）的责任是根据 AA1000AS v3 及 GRI 标准向十五冶印尼公司出具独立审验声明。此独立审验声明仅作为对下列十五冶印尼公司《报告》中所界定范围内的相关事项进行审验之结论，而不作为其他之用途。

中国节能皓信（香港）确保参与审验工作的人员符合专业资格、培训和经验要求，并具有实施审验的能力。所有核实和认证审核的结果均由资深人员进行内部评审以确保我们所使用的方法是严谨和透明的。

IV.Scope of the Assurance Engagement 四、审验范围

- The scope of the Assurance Engagement is limited to the information in the Report that related to PT MCC15, and does not include PT MCC15's suppliers, contractors and information provided by other third parties;
- AA1000AS Type 1 Moderate Level of Assurance was adopted to evaluate the nature and extent of PT MCC15's adherence to the four AA1000 Accountability Principles (Inclusivity, Materiality, Responsiveness and Impact) set out in the AA1000AS v3;
- The Assurance Engagement was with respect to information disclosed from January 01, 2024 to December 31, 2024 only. Any information that falls outside this period that is disclosed in the Report is not included within the scope of the Assurance Engagement. Therefore, we do not express any conclusions on this information; and
- The scope of the Assurance Engagement is confined to the information provided by PT MCC15. Any queries regarding the content or related matters within this independent assurance statement should be addressed to PT MCC15 only.
- 审验的范围限于《报告》涵盖的十五冶印尼公司的信息，不包括十五冶印尼公司的供应商、承包商以及其他第三方的信息；
- 采用 AA1000AS 类型 1 中度审验等级用以评估十五冶印尼公司遵循 AA1000AS v3 阐明的四项 AA1000 审验原则（包容性、实质性、回应性及影响性）的性质和程度；
- 审验的时间范围仅限于 2024 年 1 月 1 日至 2024 年 12 月 31 日的资料，对于此时间范围外的资料或在《报告》中所包括的任何其他资料均不在我们的审验工作范围内，因此我们不就此等信息发表任何结论；以及
- 审验范围乃基于并局限于十五冶印尼公司提供的资讯内容。对于本独立审验声明所载内容或相关事项之任何疑问，将由十五冶印尼公司一并回复。

V.Methodology of the Assurance Engagement 五、审验方法

CECEPAC (HK)'s Assurance Engagement was conducted at PT MCC15, and the work included: 中国节能皓信（香港）仅在十五冶印尼公司开展审验工作，工作内容包括：

- Evaluating the appropriateness of PT MCC15's stakeholder engagement process;
 - Conducting online interviews with PT MCC15's employees involved in sustainability management, preparation of the Report and the provision of relevant information;
 - Collating and evaluating evidence that supports the extent to which PT MCC15 adheres to the AA1000AS v3 principles;
 - Assessing whether the reporting and management approach disclosed for the Report responded to the principles of Inclusivity, Materiality, Responsiveness and Impact as defined in the AA1000AS v3; and
 - Performing other procedures we deemed necessary.
- 评估十五冶印尼公司的利益相关方参与过程的合适性；
 - 与十五冶印尼公司可持续性管理、《报告》编制及提供有关信息的员工进行线上访谈；
 - 整理和评估能够支持十五冶印尼公司遵循AA1000AS v3 原则的程度的证据资料；
 - 审验《报告》的编制与管理流程是否按照AA1000AS v3 阐明的包容性、实质性、回应性及影响性原则进行；以及
 - 我们认为必要的其他工作。

Assurance Engagement was performed and the conclusions within were based upon information and data provided to CECEPAC (HK) by PT MCC15 and on assumptions that the information provided was complete and accurate. 审验工作基于十五冶印尼公司提供予中国节能皓信（香港）的相关信息所作成之结论，并确保其所提供的信息是完整及准确的。

VI.Limitations 六、局限性

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. 由于非财务资料未有国际公认和通用于评估和计量的标准，故此不同但均为可接受的信息和计量技术应用或会影响与其他机构的可比性。

VII.Conclusions 七、结论

In accordance with the principles of Inclusivity, Materiality, Responsiveness and Impact in the AA1000AS v3, our findings and conclusions are as follows: 针对 AA1000AS v3 中包括的包容性、实质性、回应性及影响性原则的审验发现和结论如下：

Inclusivity 包容性

PT MCC15 has identified key stakeholders and continuously communicated with key stakeholders in various ways to understand their expectations and concerns. On this basis, PT MCC15 has formulated policies in consideration of key stakeholders' expectations and concerns. Our professional opinion is that PT MCC15 adheres to the principle of Inclusivity. 十五冶印尼公司识别了主要利益相关方，透过不同的方式持续与主要利益相关方沟通，并了解他们的期望与关注重点。十五冶印尼公司亦透过此基础考虑了主要利益相关方的期望和对主要利益相关方的影响以制定相关政策。我们的专业意见认为，十五冶印尼公司遵循包容性原则。

Materiality 实质性

PT MCC15 has conducted assessments of material topics for the Report, collected the opinions of key stakeholders, identified material topics through appropriate methods, and presented the results of assessments of material topics in its Report. Our professional opinion is that PT MCC15 adheres to the principle of Materiality. 十五冶印尼公司为其《报告》进行了实质性议题分析，收集了主要利益相关方的意见，透过合适的方法识别出实质性议题，并于其《报告》中展示了实质性议题的评估结果。我们的专业意见认为，十五冶印尼公司遵循实质性原则。

Responsiveness 回应性

PT MCC15 has established relevant communication channels with its key stakeholders to collect their concerns and responded to the key stakeholders on material topics related to sustainability. Our professional opinion is that PT MCC15 adheres to the principle of Responsiveness. 十五冶印尼公司对其主要利益相关方建立了相关的沟通渠道以收集其关注的事宜，并就可持续发展相关的实质性议题对主要利益相关方作出了回应。我们的专业意见认为，十五冶印尼公司遵循回应性原则。

Impact 影响性

In its ESG risk management system, PT MCC15 has established a process to understand, measure, assess and manage impacts. PT MCC15 carried out a regular corporate significant risk evaluation to identify and rank related risks based on their significance levels. Our professional opinion is that PT MCC15 adheres to the principle of Impact. 十五冶印尼公司在其可持续发展风险管理机制中建立了理解、衡量、评价和管理影响的流程，定期开展了企业重大风险研判，识别出了相关的风险并对相关结果进行排序。我们的专业意见认为，十五冶印尼公司遵循影响性原则。



July 31, 2025
2025 年 7 月 31 日

Hong Kong, China
中国香港

GRI Standards Index

GRI 标准索引

Explanation 使用说明	<p>This Sustainability Report of PT MCC15 Engineering and Construction covers the reporting period from January 1, 2024, to December 31, 2024. The Report has been prepared with reference to the GRI Standards. The table below identifies the GRI content disclosures referenced in this report.</p> <p>十五冶建筑工程（印尼）有限公司于 2024 年 1 月 1 日至 2024 年 12 月 31 日参照 GRI 标准，报告了在此份可持续发展报告中引用的 GRI 内容信息</p>
Version of GRI 1 使用的 GRI 1	<p>GRI 1: Foundation 2021</p> <p>GRI 1：基础 2021</p>

GRI Standard GRI 标准	Explanation 披露项	Location 回应章节
GRI 2: General Disclosures 2021 GRI 2：一般披露 2021	2-1 Organizational details 2-1 组织详细情况	About Us 关于我们
	2-2 Entities included in the organization's sustainability reporting 2-2 纳入组织可持续发展报告的实体	About Us 关于我们
	2-3 Reporting period, frequency, and contact point 2-3 报告期、报告频率和联系人	About Us 关于我们
	2-4 Restatements of information 2-4 信息重述	About Us 关于我们
	2-6 Activities, value chain, and other business relationships 2-6 活动、价值链和其他业务关系	About Us 关于我们
	2-22 Statement on sustainable development strategy 2-22 关于可持续发展战略的声明	A Letter to Stakeholders 致利益相关方的一封信 Sustainable Development Management 可持续发展管理

GRI Standard GRI 标准	Explanation 披露项	Location 回应章节
GRI 2: General Disclosures 2021 GRI 2：一般披露 2021	2-25 Processes to remediate negative impacts 2-25 补救负面影响	Governance 治理篇
		Corporate Governance 公司治理 Environmental Management 环境管理 Green Operations 绿色运营 Employee Rights and Safety 员工权益 Occupational Health and Safety 职业健康安全
	2-27 Compliance with laws and regulations 2-27 遵守法律法规	Stakeholder Engagement 利益相关方沟通
GRI 3: Material Topics 2021 GRI 3：实质性议题 2021	3-1 Process to determine material topics 3-1 确定实质性议题的过程	Material Topic Management 实质性议题评估
	3-3 Management of material topics 3-3 实质性议题的管理	Material Topic Management 实质性议题评估
GRI 303: Water and Effluents 2018 GRI 303：水资源和污水 2018	303-1 Interactions with water as a shared resource 303-1 组织与水（作为共有资源）的相互影响	Green Operations 绿色运营
	303-2 Management of water discharge-related impacts 303-2 管理与排水相关的影响	Environmental Management 环境管理

GRI Standard GRI 标准	Explanation 披露项	Location 回应章节
GRI 306: Waste 2020 GRI 306：废弃物 2020	306-1 Waste generation and significant waste-related impacts 306-1 废弃物的产生及废弃物相关重大影响	Environmental Management 环境管理
	306-2 Management of significant waste-related impacts 306-2 废弃物相关重大影响的管理	Environmental Management 环境管理
GRI 401: Employment 2016 GRI 401：雇佣 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-2 提供给全职员工（不包括临时或兼职员工）的福利	Employee Rights and Safety 员工权益
GRI 403: Occupational Health and Safety 2018 GRI 403：职业健康与安全 2018	403-1 Occupational health and safety management system 403-1 职业健康安全管理体系	Occupational Health and Safety 职业健康安全
	403-2 Hazard identification, risk assessment, and incident investigation 403-2 危害识别、风险评估和事件调查	Occupational Health and Safety 职业健康安全
	403-3 Occupational health services 403-3 职业健康服务	Occupational Health and Safety 职业健康安全
	403-5 Worker training on occupational health and safety 403-5 工作者职业健康安全培训	Occupational Health and Safety 职业健康安全

GRI Standard GRI 标准	Explanation 披露项	Location 回应章节
GRI 403: Occupational Health and Safety 2018 GRI 403：职业健康与安全 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-7 预防和减轻与商业关系直接相关的职业健康安全影响	Occupational Health and Safety 职业健康安全
	403-8 Workers covered by an occupational health and safety management system 403-8 职业健康安全管理体系适用的工作者	Occupational Health and Safety 职业健康安全
GRI 404: Training and Education 2016 GRI 404：培训与教育 2016	404-2 Programs for upgrading employee skills and transition assistance programs 404-2 员工技能提升方案和过渡协助方案	Employee Development 员工发展
GRI 413: Local Communities 2016 GRI 413：当地社区 2016	413-1 Operations with local community engagement, impact assessments, and development programs 413-1 有当地社区参与、影响评估和发展计划的运营点	Community Development 社区共建
GRI 416: Customer Health and Safety 2016 GRI 416：客户健康与安全 2016	416-1 Assessment of the health and safety impacts of product and service categories 416-1 对产品和服务类别的健康与安全影响的评估	Quality Management 质量管理

Reader Feedback Form
读者意见反馈表

Dear reader:

Thank you for taking the time to read the *2024 Sustainability Report of PT MCC15 Engineering and Construction* (hereinafter referred to as "the Report"). We sincerely value your opinions and invite you to provide feedback and suggestions to help us continuously improve our sustainability efforts.

尊敬的读者：

您好！感谢您阅读《十五冶建筑工程（印尼）有限公司 2024 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。

Please indicate your evaluation by checking the appropriate box below
针对下列问题，请在适当处勾选您的选择

1. Your overall satisfaction with the Report
1. 您对本报告的总体满意度评价

Very Poor 非常差

Poor 较差

Fair 一般

Good 较好

Very Good 非常好
2. Effective and comprehensive response to and disclosure of stakeholder concerns in the Report
2. 本报告完整地回应、披露了利益相关方的议题

Very Poor 非常差

Poor 较差

Fair 一般

Good 较好

Very Good 非常好
3. Clarity, accuracy, and completeness of the information and data presented in the Report
3. 本报告披露的信息及资料清晰、准确、完整

Very Poor 非常差

Poor 较差

Fair 一般

Good 较好

Very Good 非常好
4. Comprehensive and accurate reflection of PT MCC15's material impacts on society and the environment in the Report
4. 本报告全面、准确地反映了十五冶印尼公司对社会与环境的重大影响

Very Poor 非常差

Poor 较差

Fair 一般

Good 较好

Very Good 非常好
5. Structure, Logic, language quality, and visual layout as well as readability of the Report
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

Very Poor 非常差

Poor 较差

Fair 一般

Good 较好

Very Good 非常好

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You are very welcome to return this form by post, email, or fax. You may also contact us directly by phone. Your input is highly valued and will be carefully considered. Again, thank you so much for your feedback and support of our sustainability efforts, which will further contribute to our better ESG performance and reporting in the future.

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。

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