HUTCHISON PORTS

PIONEERING PORTS:
LEADING THE TRANSITION

SUSTAINABILITY REPORT 2023

INSIDE THIS REPORT

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INTRODUCTION

HIGHLIGHTS

OUR ENVIRONMENT

- Science Based Targets initiative (SBTi) approved our near-term and net-zero targets

- **-10.6%** in CO_2 intensity, compared to 2022

- **-19.4%** in Scope 1 & 2 emissions, compared to 2021 baseline

- Extended coverage of purchasing green electricity

- **-5.5%** in Diesel Consumption per TEU

- Developed BU level decarbonisation plans

OUR PEOPLE

- Strengthen enforcement of the Global Minimum Safety Standards (GMSS) 12.11 on pedestrian safety

Over 1,500 participants in Global Connect

GLOBAL CONNECT

88% of the global network participated in Climate Fresk Card Game

CL!MATE FRESK

Go Green × DOCK School

Planted **10,300 trees** and Interacted with **3,100 students** under Go Green x Dock School campaign

OUR BUSINESS

- Reduction in global inventory level

- Established Shared Services Centre

- New Terminal Operating System - Veronica

- Gate automation in Hutchison Ports Thailand

- Implementation of Autonomous Trucks (ATs) in Hutchison Ports Port of Felixstowe (United Kingdom), Hutchison Ports ICAVE (Mexico) and Hutchison Ports Thailand

OUR AWARDS

- Hutchison Ports BEST (Spain) received commendation from the Townhall of El Prat de Llobregat in recognition of its employment programme

- Hutchison Ports Busan (South Korea) receives Grand Prize at the Vehicle Booking System competition

- Hutchison Ports Pakistan Acknowledged as the "People Developer Port - Terminal of the Year 2023" and "Corporate Social Responsibility Pursuer Port - Terminal of the Year 2023" Awards

- London Thamesport received the Medway Well-being Award in recognition of its achievements for the healthy workplace scheme

FOREWORD

CLEMENCE CHENG
Managing Director
Europe

STEPHEN ASHWORTH
Managing Director
South East Asia

> "Looking back, 2023 was full of many challenges and uncertainties for everyone but, despite this, we remained focused on developing our business and our people in a safe, responsible and sustainable manner, progressively moving forward to achieving our targets and goals. 2023 was a year of transition."

In July, the International Maritime Organization (IMO) adopted its 2023 Strategy on Reduction of Greenhouse Gas (GHG) Emissions from Ships, with enhanced targets to tackle harmful emissions - a commitment to ensure an early adoption of alternative zero or near zero emission fuels by shipping lines by 2030, with a target to reducing at least 70 per cent GHG emissions by 2040. In May, the European Union also adopted new rules to extend its Emissions Trading System to cover GHG emissions from all ships with a 5,000 gross tonnage and above entering EU ports.

With the advent of new regulations, our customers decarbonisation efforts have picked up pace. They have designed next generation ships using alternative fuels such as LNG and methanol. They expect more from us in assisting them on their decarbonisation journey. A number of our ports have started providing shore power to ships and many more ports are in the process of installing shore power facilities. Furthermore, we continue to improve our operations to ensure we provide the highest levels of service and efficiency expected by our customers.

On 19 December 2023, we were notified by Science Based Targets initiative (SBTi) that our near-term, long-term and net-zero targets have been validated and approved, making Hutchison Ports the first global port operator to join over 5,000 companies with approved science-based targets to achieve our net-zero commitments. This is a significant milestone for Hutchison Ports.

We are committed to reduce scope 1 & 2 GHG emissions by 54.6 per cent by 2033 from a 2021 base year; reduce absolute scope 3 GHG emissions by 32.5 per cent within the same time frame; and achieve net-zero by 2050. With the targets set, we went straight to work on implementation. We are pleased to report that our business achieved a 19 per cent reduction in emissions in 2023 against the 2021 baseline. We are extremely proud of our achievement and thanks to everyone involved for getting us there.

It is recognised that although GHG emissions reduction is important to protect our environment, there are other equally important areas we need to focus on. We have issued our Biodiversity Policy, which sets out our vision to protect our local environment from adverse biodiversity impact due to our operations, preserve natural resources and raising overall environmental protection awareness. Our Go Green and Dock School programmes continue to make a difference in the local communities we operate in. There are a number of case studies relating to biodiversity in this report and I hope you enjoy reading them.

We could not have achieved all these initiatives without the support of our employees. Developing safe, inclusive and happy workplaces where employees with different backgrounds feel supported, proud and recognised continues to be our priority. We value the contribution of our people and continue to foster a culture of resilience, collaboration, innovation and excellence. During the Covid pandemic, we introduced the BEWELL campaign to support our employees. We are pleased that over 1,500 employees participated in our Global Connect programme in 2023 which encourages a life-long learning culture for our employees and networking to bring our people together. Our people are our most valued asset and our continued success is built on their commitment and talent.

We undertook a gap analysis in early 2024 to reassess our top priorities. This involved both internal and external stakeholders. The analysis identified decarbonisation, energy use and efficiency, cyber security and data protection, occupational health and safety and port security as our priorities. With these priorities in mind, we will continue to focus on our environment, our people and our business.

Looking forward, 2024 will also be a challenging year with regional conflicts continuing. The Red Sea crisis has already caused a major disruption to the global supply chain. However, we shall continue to strive to meet the expectations of our stakeholders to build a sustainable business.

CLEMENCE CHENG   **STEPHEN ASHWORTH**
Co-chairs, Group Sustainability Committee
28 June 2024

1.1 HUTCHISON PORTS

1.1.1 OUR REPORT

This is the fourth annual sustainability report of Hutchison Port Holdings Limited (Hutchison Ports), the world's leading port investor, developer and operator, is committed to sustainability and corporate responsibility. The key theme of this annual report is transition. Within the document will be key examples and case studies which highlight the transition from a business-as-usual scenario to the preferred partner in a sustainable supply chain. The report provides an overview of the company's progress and achievements in the three Sustainability Pillars: Our Environment, Our People and Our Business.

REPORTING PERIOD & SCOPE

This report covers the sustainability activities and progress of Hutchison Ports for the year from 1 January to 31 December 2023. During the reporting period, there were 53 Ports and other related service divisions spread across 24 countries throughout Asia, the Middle East, Africa, Europe, the Americas, and Australasia. The reporting scope covers the Business Units (BUs) in which the Group has operational control. Greenhouse Gas (GHG) emissions data has been consolidated in line with the Greenhouse Gas Protocol, excluding joint ventures, associates and affiliates over which the Group does not have operational control.

REPORTING FRAMEWORKS

Our sustainability report is guided by the most prominent global sustainability and Environmental, Social and Governance (ESG) frameworks notably the Task Force on Climate-related Financial Disclosures (TCFD), the Global Reporting Initiative (GRI) and the UN Sustainable Development Goals (UNSDGs). The report is also guided by disclosures required under The Stock Exchange of Hong Kong Limited Environmental, Social and Governance Reporting Guide. Hutchison Ports will continue to enhance and evolve its reporting in line with the harmonisation of standards.

CONTACT AND FEEDBACK:
We welcome your feedback and suggestions; email us at: SSE@hutchisonports.com

OUR COMMITMENT

OUR ENVIRONMENT

Hutchison Ports appreciates that we have a responsibility to protect and preserve the environment. We are committed to reducing our environmental impact and promoting sustainability in our operations. In this report, we share our progress towards our validated science-based targets and our decarbonisation strategies at a BU level. We also highlight our efforts around protecting the natural world through circular economy initiatives, measuring our interaction with water, and increasing biodiversity awareness among our staff.

OUR PEOPLE

At Hutchison Ports, we recognise that our employees are our most valuable asset. We are committed to providing a safe, healthy, and inclusive workplace for our employees, where everyone is treated with respect and dignity. We believe in promoting diversity, equality, and fairness across our operations. In this report, we report on our safety performance and what initiatives have been put in place to improve it. We also share our progress on programmes that promote employee well-being, such as our primary endeavour the BEWELL Campaign. We also showcase our efforts in the community through our flagship Go Green x Dock School Campaign.

OUR BUSINESS

At Hutchison Ports, we believe that sustainable business practices are essential for long-term success. We are committed to conducting our business ethically and transparently, while creating value for all our stakeholders. In this report, we share our progress on initiatives that promote responsible business practices, such as our approach to supply chain management, our commitment to human rights and labour standards, and our engagement with the communities where we operate. We also highlight the technological advances we are making as a group which assist us offering a safe, reliable, and efficient service as part of a sustainable supply chain.

1.1 HUTCHISON PORTS

1.1.2 OUR OPERATIONS & VALUES

HUTCHISON PORTS OPERATIONS

Hutchison Ports is the world's leading port investor, developer and operator. It operates 53 ports in 24 countries across Asia, the Middle East, Europe, Africa, the Americas and Australasia. The company is a subsidiary of CK Hutchison Holdings Limited (CKHH), a multinational conglomerate based in Hong Kong.

Strategic Port Locations

Hutchison Ports has a strategic presence in major global trade routes, with ports in key locations such as Hong Kong, China, the United Kingdom; the Netherlands, and Mexico and Panama in Central America. The company's extensive network of ports provides customers with efficient and reliable services for their global supply chains.

Employees

With over 18,000 employees worldwide, Hutchison Ports is committed to providing a safe and healthy work environment for its employees. The company values its employees and encourages a culture of collaboration, innovation, and excellence.

Volume of Containers Handled

Hutchison Ports is one of the world's largest container terminal operators, handling over 82.1 million TEU (twenty-foot equivalent unit) in 2023 which equates to approximately 10 per cent of containerised marine traffic handled. The company's state-of-the-art equipment, technology, and infrastructure enable it to efficiently handle large volumes of cargo, making it a trusted partner for businesses worldwide.

Technological Advancement

Hutchison Ports is at the forefront of technological advancement in the port industry, investing in advanced technology solutions to improve operational efficiency, enhance customer experience, and reduce environmental impact. The company's use of automation, robotics, and digital solutions enables it to offer faster turnaround times, increased productivity, and enhanced safety and security. Hutchison Ports' commitment to innovation and sustainability ensures it remains a leader in the port industry. One of our key achievements is the development and introduction of Autonomous Trucks (ATs) as well as the development of a brand-new state-of-the-art Terminal Operating System (TOS) both of which are highlighted in Chapter 5 Our Business.

HUTCHISON PORTS VALUES

At Hutchison Ports the application of UNITY values which reflect a commitment to excellence, integrity, and strong partnerships is embedded within our day-to-day operations. These UNITY values inform every aspect of the organisation's sustainable development, and we believe that our success is closely tied to the well-being of our employees, the environment, and the communities we operate in.

Our sustainability strategy is based on our three pillars: Our Environment, Our People, and Our Business.

We strive to realise environmental sustainability by reducing our carbon footprint through decarbonising our operations, managing waste and water, and protecting biodiversity where our terminals operate. We aim to achieve people sustainability by ensuring a safe and healthy workplace, promoting diversity and inclusion, and contributing to the well-being of the communities we operate in. Finally, we are committed to business sustainability by driving innovation, investing in our people and infrastructure, and creating value for our stakeholders.

THE WORLD'S LEADING PORT NETWORK

82.1M TEU

293 OPERATIONAL BERTHS

10% OF CONTAINERISED MARINE TRAFFIC

U UNRIVALED STANDARDS

N NETWORK STRENGTH

I INFORMED DECISIONS

T TRUSTED AND HONEST

Y YOUR PARTNERS

OUR PORTS NETWORK

EUROPE

With our early and significant presence in Europe, we began to expand our portfolio within the region to operate the world's first automated terminal in the Netherlands, followed by introducing the Group's first environmentally friendly semi-automated terminal in Barcelona, Spain.

BELGIUM
Willebroek

GERMANY
Duisburg

POLAND
Gdynia

SPAIN
Barcelona

SWEDEN
Stockholm

THE NETHERLANDS
Amsterdam
Moerdijk
Rotterdam
Venlo

UNITED KINGDOM
Felixstowe
Harwich
London Thamesport

THE WORLD OF HUTCHISON PORTS

53 PORTS IN 24 COUNTRIES

*As of June 2024

Further information can be found at:
WWW.HUTCHISONPORTS.COM.

MIDDLE EAST/AFRICA

Hutchison Ports is located in a number of growing and emerging markets in the Middle East and Africa.

IRAQ
Basra

OMAN
Sohar

SAUDI ARABIA
Jazan

UNITED ARAB EMIRATES
Ajman
Ras Al Khaimah
Umm Al Quwain

EGYPT
Alexandria
El Dekheila
Abu Qir
Ain Sokhna
B100

ASIA/AUSTRALASIA

Hutchison Ports has its heaviest concentration of terminals across North and South-East Asia. These have developed over the years in tune with shifting manufacturing bases and growing infrastructure. The headquarters of Hutchison Ports is located in Hong Kong.

MAINLAND CHINA
Huizhou
Jiangmen
Nanhai
Ningbo
Shanghai
Shenzhen
Xiamen

HONG KONG, CHINA
Kwai Tsing
Tuen Mun

INDONESIA
Jakarta

MALAYSIA
Port Klang

MYANMAR
Thilawa

PAKISTAN
Karachi

SOUTH KOREA
Busan
Gwangyang

THAILAND
Laem Chabang

VIETNAM
Ba Ria Vung Tau

AUSTRALIA
Brisbane
Sydney

THE AMERICAS

Hutchison Ports' Americas division has its highest concentration of terminals in Mexico where it offers a wide range of diverse operations handling for a variety of cargo and vessel types.

BAHAMAS
Freeport

PANAMA
Balboa
Cristobal

MEXICO
Ensenada
Lazaro Cardenas
Manzanillo
Veracruz
Hidalgo

02
OUR
APPROACH

2.1 STRATEGY

2.1.1 PLANNING

SUSTAINABILITY OVERVIEW

Hutchison Ports strives to be 'The preferred partner for a sustainable supply chain'. To achieve this vision, Hutchison Ports has embedded an overarching sustainability strategy that works hand in hand with business operations and the wider supply chain. The sustainability strategy is focussed on transition. In order to transition from business-as-usual practice to a market leader in the maritime industry, it is necessary to continually evolve and align with best practice. The overall Hutchison Ports transition involves all business disciplines and a group effort.

SUSTAINABILITY STRATEGY

At a group level, the sustainability strategy incorporates the governance, frameworks, and the roadmaps necessary to ensure progress in attaining our goals. This sustainability strategy is the result of incremental progress over a long period of time through the embracing of technology, innovation, and environmental endeavours. The fundamental aim is to keep impact at a minimum while continuing to function and flourish as a business. Initial steps on our journey include understanding what is material to the business in terms of ESG topics and which of those is a priority to both Hutchison Ports and the stakeholders. Currently our key focus objectives centre around decarbonising our operations, making those operations safer and ensuring we constantly innovate and embrace new technologies.

2005
Introduced the first electric rubber tyred gantry crane (RTGC).

2016
Hutchison Ports Corporate Centre collects ESG data.

2018
Group Environment Programme
The Group's environmental vision is created. Baselining begins.

2020
Reshaped to GSC
The GEC expands to include social and governance and becomes the GSC. The Group's first environmental strategy is rolled out group wide.

2022
Decarbonisation
Pathway established for emissions reduction.

2010
Introduced the first LNG tractor.

2017
Environmental Action
Hutchison Ports addresses the increasing pressure for environmental action on an individual BU basis.

2019
GEC was formed
July 2019 sees the Group's first convening of the Group Environmental Committee (GEC), to launch the environmental strategy.

2021
Our Sustainable Future
Priority focus areas for the sustainability strategy are identified through a materality assessment. The three pillars are created.

2023
Science Based Targets initiative (SBTi) Targets Approval/ Net-zero Roadmap

SUSTAINABILITY OVERVIEW

Hutchison Ports' sustainability strategy is a unique framework incorporating our three pillars of sustainability. These three pillars are titled as Our Environment, Our People and Our Business. By adopting the word "Our" in front of each pillar, we reinforce to every employee and business partner that sustainability is part of the wider mission of Hutchison Ports, and all parties are part of this journey. To ensure effective management of our strategic goals there exists a robust structure in place in terms of stewardship, governance, and accountability through the oversight of the GSC.

OUR ENVIRONMENT
Committed to protecting the environment, Hutchison Ports pursues mitigation of operational impacts. While utilising new technologies we strive for long-term decarbonisation in line with net-zero emissions targets.

OUR PEOPLE
Procuring talent and nurturing it is at the heart of our people strategy. Ensuring fair and equitable places of work while being in harmony within the communities in which we reside is the vision.

OUR BUSINESS
Being the preferred partner of a sustainable supply chain pushes Hutchison Ports to adopt the newest technologies, harness the strictest targets and employ the greatest people.
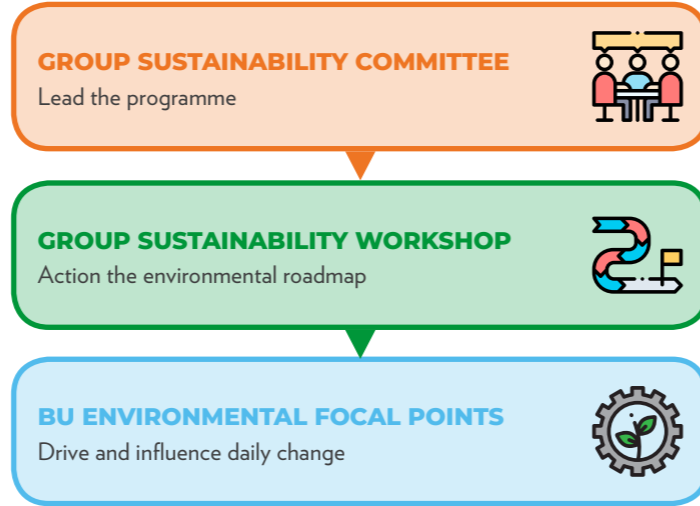
2.1 STRATEGY

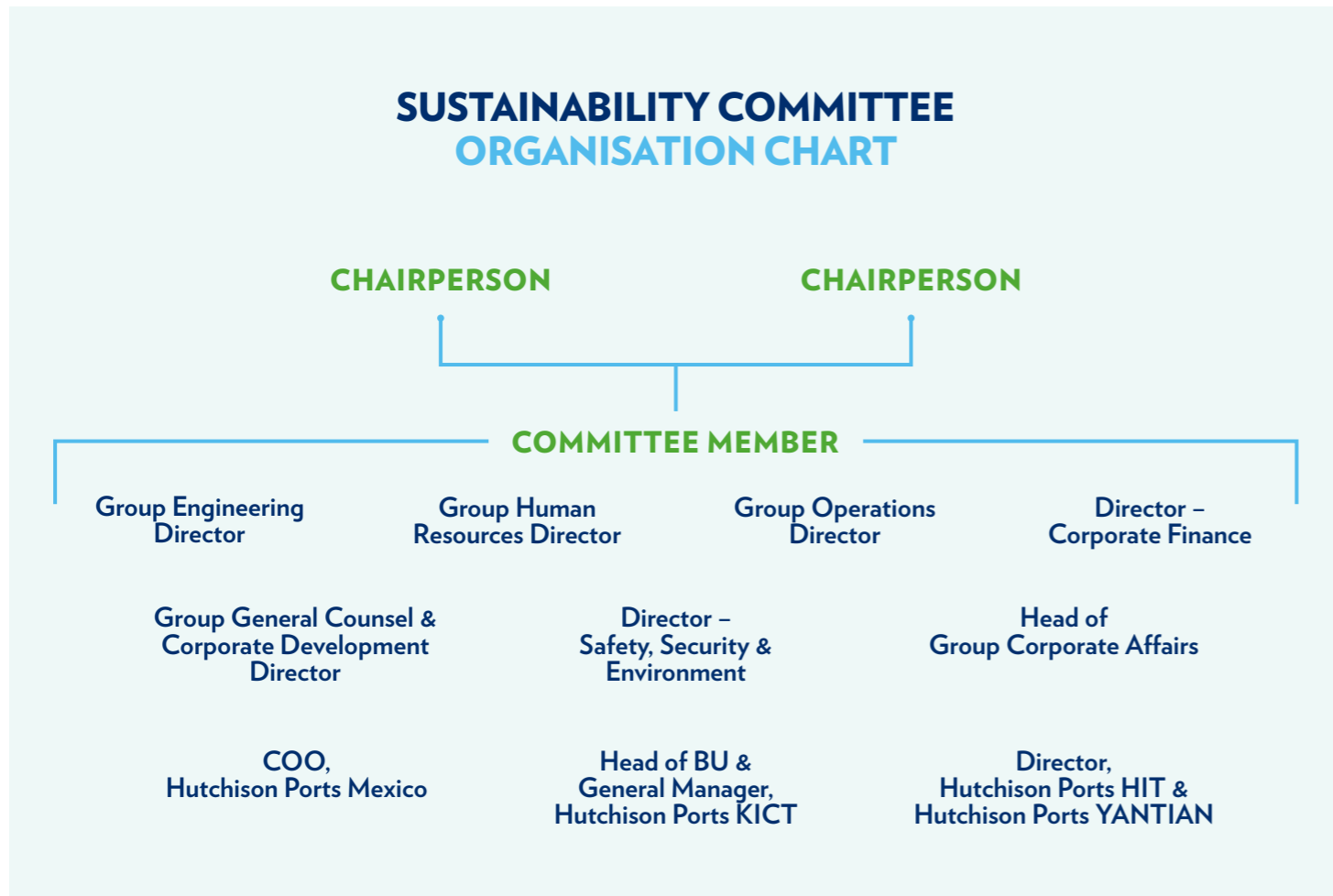## 2.1.2 STEWARDSHIP

SUSTAINABLE GOVERNANCE

The sustainability strategy has three distinct routes of implementation.

1. The leadership is through the GSC.
2. The Safety, Security, Environment (SSE) team action the environmental roadmap.
3. At a BU level, Our Environment is championed by the Environmental Focal Points who drive and influence daily change.

GROUP SUSTAINABILITY COMMITTEE
Lead the programme

GROUP SUSTAINABILITY WORKSHOP
Action the environmental roadmap

BU ENVIRONMENTAL FOCAL POINTS
Drive and influence daily change

GSC DEVELOPMENT

Our sustainability strategy is governed at group level by the GSC. This was formed in 2019 and is responsible for the steering of the direction of our sustainability strategy and associated endeavours. The GSC is governed by two co-chairs who are Divisional Managing Directors and are also members of the Executive Committee (EXCO). The remainder of the committee is made up of senior management with a geographic and discipline diaspora to represent all facets of the business.

SUSTAINABILITY COMMITTEE
ORGANISATION CHART

CHAIRPERSON   **CHAIRPERSON**

COMMITTEE MEMBER

Group Engineering Director

Group Human Resources Director

Group Operations Director

Director – Corporate Finance

Group General Counsel & Corporate Development Director

Director – Safety, Security & Environment

Head of Group Corporate Affairs

COO, Hutchison Ports Mexico

Head of BU & General Manager, Hutchison Ports KICT

Director, Hutchison Ports HIT & Hutchison Ports YANTIAN

GSC FUNCTIONALITY

The GSC meets quarterly and is supplemented by the SSE team who are responsible for research and development of the sustainability and environment initiatives. In support of its primary objective the main goals of the GSC are as follows:

1 To drive Hutchison Ports' sustainability Strategy through leadership communication and influence.

2 To reflect upon CKHH's sustainability agenda and mirror and contribute towards the wider group objectives where possible and relevant.

3 To identify standards and policies which need to be developed and adopted as part of the governance framework.

4 To ensure existing policies such as the Group Environmental Policy and Sustainability Policy are adhered to.

5 To provide strategic direction on the design and implementation of sustainability initiatives.

6 To review Hutchison Ports' sustainability data and progress reports against the agreed set of KPIs.

7 Plan and deploy resources for global development, promotion, and communication of our sustainability strategy.

8 Give direction to local BUs to plan and deploy resources to achieve the key management targets set.

9 Provide a co-ordinated means of industry involvement and dissemination of information including the best practices.

10 Take a proactive role in providing industry advice and guidance, including those requests from our stakeholders.

11 Assess risks and opportunities and address those should they arise.

2.1 STRATEGY

2.1.3 IMPLEMENTATION

INTRODUCTION

Implementation of the wider sustainability strategy within BUs can be achieved through in house systems and processes. One such example is the use of Environmental Management Systems (EMS) to cascade the correct and approved methods of environmental management through from group level. Within other ESG functions, such as HR and Safety, lay complimentary systems and approaches to ensure the latest policy and methodologies are being employed at BU level in alignment with the Group.

CERTIFICATION

Hutchison Ports' Corporate Centre has secured ISO14001 (2015) Environmental Management Systems certification and ISO45001 (2018) Occupational Health and Safety Systems certification in September 2022 which will be valid for 3 years. These certifications are for the head office departments located in Hong Kong. To ensure effective ISO management systems in place, the external auditors carried out a surveillance visit in September 2023, which included a review of necessary documents and office settings. The SSE team, along with colleagues from various functional units collaborated to strive for continuous improvement in our ISO management system.

To incorporate environmental management into daily operations, numerous BUs have established EMS following Hutchison Ports' Environmental Policy.

Presently, 21 BUs have adopted the internationally recognised ISO14001 (2015) standard for EMS, which emphasises continual improvement to enhance environmental performance.

In 2023, Hutchison Ports focused on the EMS development for two ports. They are Hutchison Ports Abu Qir (Egypt) and Hutchison Ports Jazan (Saudi Arabia). The BUs are currently developing robust EMS that are based on the Environmental Impact and Social Assessment (EISA) completed as part of the development works. For example in Hutchison Ports Jazan (Saudi Arabia), the operations team are working in close coordination with the Royal Commission (RC) and the Environmental Protection and Control Department (EPCD) to ensure full environmental protocol is in place during operations. This is extremely important due to sensitive nature of the marine environment in this section of the Red Sea.

PROGRESS

At Hutchison Ports, our key performance indicators and other ancillary initiatives as well as the process we measure their success are bound under our Key Responsibility Areas (KRA). This KRA is essentially the action plan which contains all the objectives for the year as part of the wider sustainability strategy. In 2023, the KRA and associated progress was as follows:
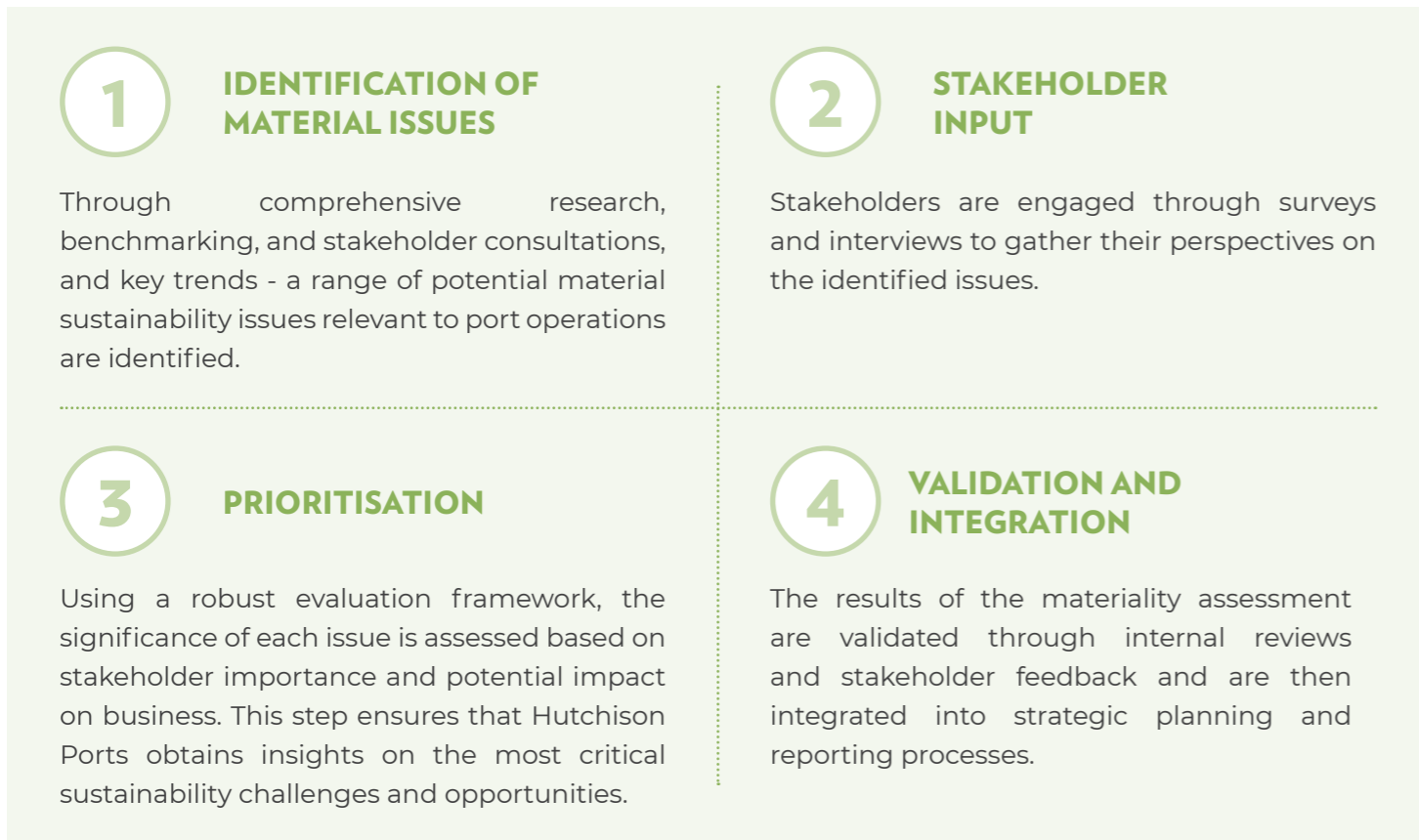
2022 COMMITMENT	2023 PROGRESS
Committed to setting both near-term and net-zero targets in line with the SBTi's net-zero standard.	• Obtained the approval from the SBTi for our submitted groupwise GHG emissions reduction targets and 2050 net-zero target.
Support emission reduction initiatives across the Group.	• GSC issued a guideline across the Group to go for full scale electrification of equipment and trucks starting from January 2024. • BUs developed decarbonisation plan to monitor reduction performance against target. • BU conducted self-assessment on their sustainability performance through baseline survey. • SSE team conducted regular review on the renewable energy landscape and explore the feasibility of utilising the renewable electricity in different regions. • Multiple training and mass communication workshops held on the topic of net-zero and science-based targets.
Enhance transparency on environmental performance.	• BUs' annual emissions data have been posted on individual BU's website.
Further optimise the automated processes of sustainability data collection and reporting.	• Scope 3 BU data reporting was incorporated to the current Environmental Information System (EIS).
Strengthen BU's enforcement of the GMSS, particularly clause 12.11.	• The consolidation of key personnels in different areas of the terminal, its respective safety control measures, and risk assessments has been done by individual BUs to minimise pedestrian activity on the terminal. • The AI-integrated Yard Surveillance System was rolled out in some of the BUs to monitor pedestrian activity within the yard.
Set qualitative and quantitative Occupational Health and Safety targets.	• A new set of safety KPIs was developed in accordance with industry standards and adopted across the Group for comparability. These KPIs are published in our annual safety reports and reported in Group Safety Committee meetings.

2.2 MATERIALITY

2.2.1 ENGAGEMENT & MATERIALITY

MATERIALITY ASSESSMENT

In 2023, Hutchison Ports commenced the process of re-assessing what is material to its operations. The objective of this exercise was to articulate what the most significant and material ESG issues are to the business, and how to ensure those issues are integrated into business decisions. One of the key benefits of a robust materiality assessment is that the analysis helps steer support and resources to the issues that matter the most to stakeholders and have the greatest impact on the business. The materiality assessment process was undertaken by a third-party independent consultant and involved several key steps:

1 IDENTIFICATION OF MATERIAL ISSUES

Through comprehensive research, benchmarking, and stakeholder consultations, and key trends - a range of potential material sustainability issues relevant to port operations are identified.

2 STAKEHOLDER INPUT

Stakeholders are engaged through surveys and interviews to gather their perspectives on the identified issues.

3 PRIORITISATION

Using a robust evaluation framework, the significance of each issue is assessed based on stakeholder importance and potential impact on business. This step ensures that Hutchison Ports obtains insights on the most critical sustainability challenges and opportunities.

4 VALIDATION AND INTEGRATION

The results of the materiality assessment are validated through internal reviews and stakeholder feedback and are then integrated into strategic planning and reporting processes.

EVALUATE RELEVANT ESG TOPICS

IDENTIFY INTERNAL AND EXTERNAL STAKEHOLDERS

COLLECT KEY INPUTS AND CONSOLIDATE FINDINGS

ANALYSE AND MAKE RECOMMENDATIONS

By systematically identifying and addressing material issues, Hutchison Ports not only enhances the sustainability performance but also strengthens the competitive position and resilience in the face of evolving market dynamics and regulatory landscapes. The analysis was completed in 2024 but the results are based upon the performance to end of year 2023 and the reflective elements upon the 2022 Sustainability Report.

ESG TOPICS

Hutchison Ports' materiality wheel was leveraged as a starting point in the development of a refined list of ESG topics. This was supplemented with incremental research performed for industry peers and common sustainability reporting standards to aggregate and refresh a preliminary list for consideration. The list generated 22 independent ESG topics for review, consideration, and confirmation.

MATERIAL ESG TOPIC EVALUATION PROCESS

Benchmark existing materiality assessment of Hutchison Ports against ESG priority issues and material topics of industry peers and rating agencies

Sustainability reporting standards and global references

Peer benchmarking

List of ESG topics for Hutchison Ports' consideration and confirmation

The list of identified ESG topics for Hutchison Ports:

Environmental Topics (8)	
1	Biodiversity
2	Climate Change
3	Decarbonisation
4	Energy Usage and Efficiency
5	Supply Chain Management and Sustainable Procurement
6	Waste Management and Circularity
7	Water Resources and Sewage Management
8	Air Quality

Social Topics (9)	
9	Community Engagement
10	Cyber Security and Data Privacy
11	Customer Engagement and Satisfaction

Social Topics (9) (cont'd.)	
12	Diversity, Equity and Inclusion
13	Employee Engagement and Well-being
14	Talent Development and Retention
15	Occupational Health and Safety
16	Port Security
17	Innovation and Technology

Governance Topics (5)	
18	Anti-corruption
19	Business Ethics
20	Corporate Governance
21	Risk Management
22	Regulatory Compliance

2.2 MATERIALITY

STAKEHOLDER ENGAGEMENT

The stakeholder engagement exercise was done with reference to the AA1000 Stakeholder Engagement Standard. In line with the standard, stakeholder groups (external and internal) were identified.

STAKEHOLDER SELECTION CRITERIA

Criteria	Description
Necessity	Whether the partipication of a specific stakeholder is essential for the survey
Diversity	Whether selected group of stakeholders could provide Hutchison Ports with insights from various aspects
Willingness to Participate	Whether the stakeholders are willing to actively contribute
Influence on Hutchison Ports	Whether the stakeholder has significant influence on Hutchison Ports' business and reputation
Dependence on Hutchison Ports	Whether a business decision of Hutchison Ports will affect the stakeholders

LIST OF STAKEHOLDERS: MANAGEMENT AND EMPLOYEES, BUSINESS PARTNERS, COMMUNITY/ NON-GOVERNMENTAL ORGANISATIONS (NGOs), SUPPLIERS, REGULATORS/ GOVERNMENT, MEDIA, INDUSTRY ASSOCIATIONS, CUSTOMERS
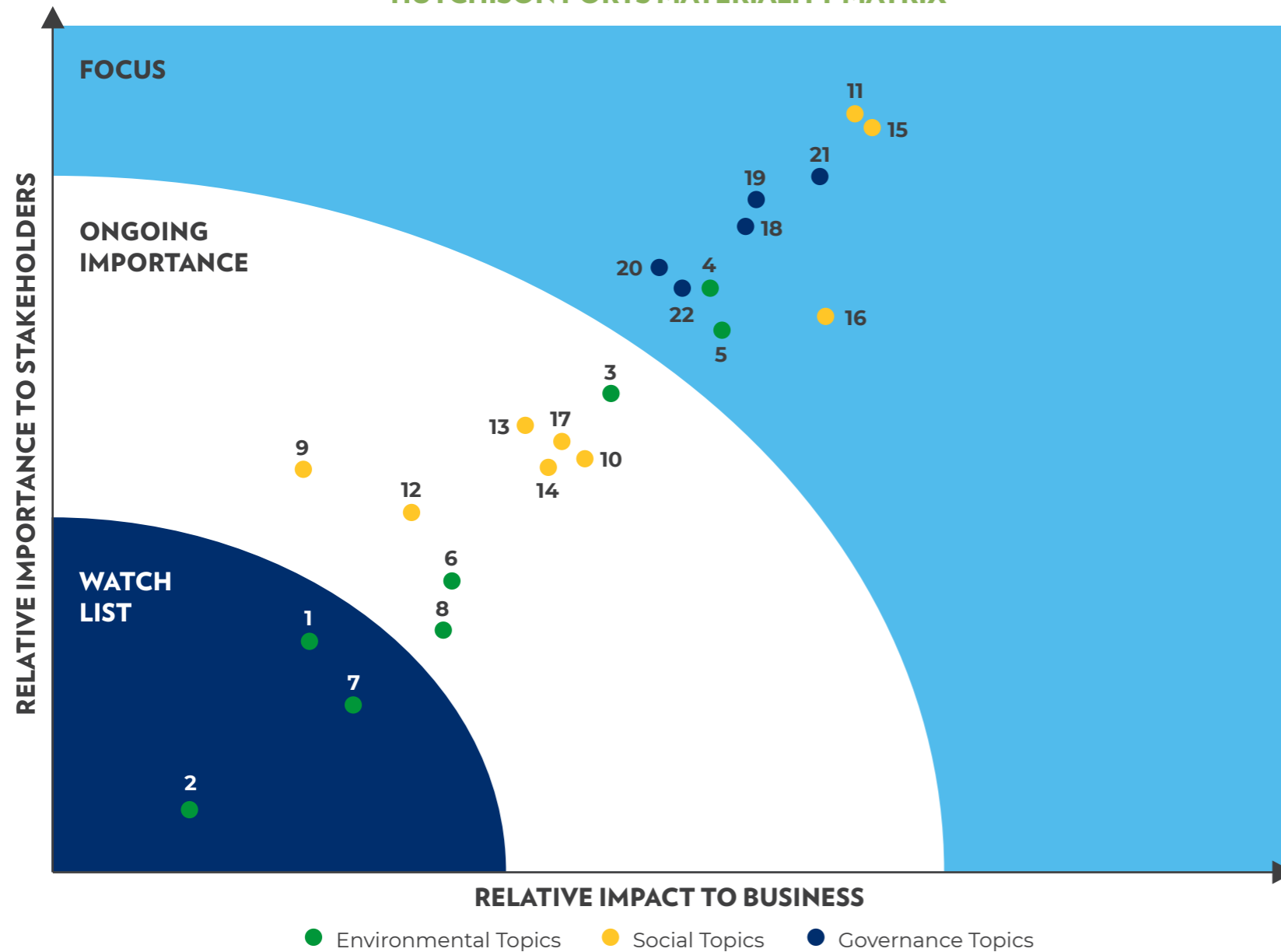
Both internal and external stakeholders were invited to participate in an online survey, and this was supplemented and supported by deep diver interviews with internal stakeholders at a senior management level within Hutchison Ports.

CONSOLIDATE FINDINGS

Upon receiving the inputs from the relevant stakeholders, the next step was to understand interviewees' concerns and obtain insights about the current practices and future expectations in terms of sustainability performance in their operating review and focus areas. When key topics and insights were understood in more detail, the next phase was to discern the relative impact to Hutchison Ports' business and versus the relative importance to stakeholders. This analysis allowed Hutchison Ports to group the components into areas of focus, ongoing importance and watch list. This assisted in focussing the eventual lens of materiality.

	Topics	Focus	Ongoing Importance	Watch List
1	Air Quality			⊘
2	Biodiversity			⊘
3	Climate Change		⊘	
4	**Decarbonisation**	⊘		
5	**Energy Use and Efficiency**	⊘		
6	Waste Management and Circularity		⊘	
7	Water Resources and Sewage Management			⊘
8	Supply Chain Management and Sustainable Procurement		⊘	
9	Community Engagement		⊘	
10	Customer Engagement and Satisfaction		⊘	
11	**Cyber Security and Data Privacy**	⊘		
12	Diversity, Equity and Inclusion		⊘	
13	Employee Engagement and Well-being		⊘	
14	Innovation and Technology		⊘	
15	**Occupational Health and Safety**	⊘		
16	**Port Security**	⊘		
17	Talent Acquisition and Retention		⊘	
18	**Anti-coruption**	⊘		
19	**Business Ethics**	⊘		
20	**Corporate Governance**	⊘		
21	**Regulatory Compliance**	⊘		
22	**Risk Management**	⊘		

HUTCHISON PORTS MATERIALITY MATRIX

RELATIVE IMPORTANCE TO STAKEHOLDERS

FOCUS

ONGOING IMPORTANCE

WATCH LIST

RELATIVE IMPACT TO BUSINESS

● Environmental Topics   ● Social Topics   ● Governance Topics

Material Topics	
4	Decarbonisation
5	Energy Usage and Efficiency
11	Cyber Security and Data Privacy
15	Occupational Health and Safety
16	Port Security
18	Anti-corruption
19	Business Ethics
20	Corporate Governance
21	Regulatory Compliance
22	Risk Management

ASSESSMENT

The results from the assessment are broadly aligned with Hutchison Ports' existing strategic priorities. The quantitative survey results, incorporating the full engagement process, have identified ten material topics encompassing various ESG issues. Stakeholders have emphasised decarbonisation and energy usage/efficiency, underscoring the need for emission reductions and electrification in line with the wider net-zero strategy. Cyber security has gained significance across industries, including port operations, necessitating ongoing efforts in cyber security and data privacy for business success. This is more prevalent as technology evolves and Hutchison Ports use cloud-based systems and integrated technologies.

Social topics are represented on the assessment largely by security and health and safety concerns, reflecting Hutchison Ports' focal areas. The interconnections among the different categories are becoming clearer, such as how climate risk management and adaptation to rising temperatures/extreme weather events directly relate to occupational health and safety. Port security is an ever-increasing point of note due to the linkages in supply chains and the ports playing a sensitive and critical node within the chain. This is ever present in a challenging geopolitical climate.

Governance issues are prominently featured in the list of material topics, highlighting the importance stakeholders place on how ESG oversight is integrated and managed within the organisation (e.g., corporate governance). This includes the assessment and mitigation of related risks, regulatory compliance, and the growing stakeholder demand for a deeper understanding of climate-related risks and their impact on business performance. Additionally, it emphasises the company's strategies for mitigating these risks in the future.

Hutchison Ports will ensure that strategy moving forward is informed by the elements within the assessment. Where gap analysis work highlights some deficiencies or improvements to be made this will be completed.

MULTILAYER MATRIX INTERPRETATION

The results of the materiality matrix come from a quantitative survey and the responses of its participants. Respondents rated the identified ESG topics based on "Relative Impact to Business" and "Relative Importance to Stakeholders." Each dot's coordinates on the x- and y-axis in the materiality matrix indicate the relative significance of each ESG topic. Dot coordinates to the right and to the top represent and ever-increasing importance. The matrix results are then categorised into a three-layer format based on the distribution of topics, offering a visual representation of their prioritisation.

Focus : Topics in the top right-hand layer of the matrix are designated as "Focus" topics. These are the most material to both stakeholders and Hutchison Ports' business, indicating greater ESG-related risks and opportunities.

Ongoing Importance : Topics in the middle band of the matrix are designated as "Ongoing Importance" topics. These hold moderate to high materiality for stakeholders and Hutchison Ports' business.

Watch List : Topics in the bottom left-hand band of the matrix are designated as "Watch List" topics. These are the least material topics for Hutchison Ports at the time of the assessment.

2.2 MATERIALITY

2.2.2 UNSDGs MAPPING

The objective of the United Nations Sustainability Development Goals (UNSDGs) is to create a sustainable future for everyone, by addressing some of the world's most pressing challenges. By coadoption and addressing each of the goals organisations can better align themselves with a global strategy. In the adopted 2015 framework, there are 17 UNSDGs. Not each and every UNSDGs is applicable to Hutchison Ports but as we progress further along our sustainability journey it is expected that more of the goals shall be incorporated into our overall framework.

Hutchison Ports has shaped our sustainability strategy in line with the UNSDGs to focus on 12 of the UNSDGs, implementing them through our three core sustainability pillars: Our Environment, Our People, and Our Business to become Our Future. Thanks to the concerted efforts within Hutchison Ports, we continue to achieve significant progress against various UNSDGs in 2023. The new materiality assessment process in 2023 has also allowed mapping against the UNSDGs for a full and holistic view of how best to integrate the relevant material topics into operations through the strategic end goals of the UNSDGs.

UNSDGs	Application of the UNSDGs	
Our Environment		
Materiality Influence	**UNSDG Background**	**Key Progress**
• **Decarbonisation** • **Energy Use and Efficiency**	**Goal 7** - Ensure access to affordable, reliable, sustainable, and modern energy for all. ![7 AFFORDABLE AND CLEAN ENERGY]	• Reduced reliance on public power utilities by installing renewable energy sources, such as solar panels. • Installed mobile shore power for vessels to connect to shoreside electricity powered by renewable energy. • Continued to develop onsite power generation from renewables. • Committed to SBTi and saw reduction in carbon emissions and intensity.
• **Energy Use and Efficiency** • **Port Security**	**Goal 9** - Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation. ![9 INDUSTRY, INNOVATION AND INFRASTRUCTURE]	• Incorporated sustainable innovation and autonomous technologies into terminal design and development. • Invested heavily in existing terminals to enhance efficiencies and reduce environmental impact such as sourcing renewable electricity and employing a circular economy. • Continued to look at new technologies including progressing rollout of new TOS and autonomous vehicles.

UNSDGs	Application of the UNSDGs	
Our Environment (cont'd.)		
Materiality Influence	**UNSDG Background**	**Key Progress**
• **Decarbonisation** • **Energy Use and Efficiency**	**Goal 13** - Take urgent action to combat climate change and its impacts. ![13 CLIMATE ACTION]	• GHG emissions reduction targets and 2050 net-zero targets successfully validated by the SBTi. • Enhanced scope 3 reporting with additional online tools and details. • Progressively converting diesel-powered fleet/equipment to electric, while at the same time incrementally incorporating renewable electricity into the business. • Decarbonisation plans generated at a BU level.
• **Corporate Governance** • **Regulatory Compliance** • **Risk Management**	**Goal 14** - Conserve and sustainably use the oceans, seas, and marine resources for sustainable development. ![14 LIFE BELOW WATER]	• Extensive training on pollution prevention and control as well as monitoring of ship ballast in accordance with IMO protocol. • Enhanced partnership with other port terminals as well as shipping lines to ensure minimal impact on the ocean. • Strict adherence to the protocols and permit requirements under the environmental impact assessment regime where it applies to terminals.
• **Business Ethics**	**Goal 15** - Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss. ![15 LIFE ON LAND]	• Organised various Go Green tree planting campaigns globally. • Volunteer campaigns continue to focus on community and beach clean-up operations. • Launched measures that will improve local air quality monitoring and control at port sites. • Entered into a long-term partnership with the World Wildlife Fund.

2.2 MATERIALITY

UNSDGs		Application of the UNSDGs
Our People		
Materiality Influence	**UNSDG Background**	**Key Progress**
• Occupational Health and Safety • Business Ethics • Corporate Governance • Risk Management • Regulatory Compliance	**Goal 3** - Ensure healthy lives and promote well-being for all at all ages.	• ISO 45001 (Occupational Health and Safety) certified and audited. • Update of the GMSS. • Promoted physical, mental, and emotional well-being through the BEWELL initiatives in the workplace including regular health screenings, access to health resources, vaccination programmes and first aid training.
• Business Ethics • Corporate Governance	**Goal 4** - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	• Provided support Schools via the Dock School programme inclusive of building repairs, materials for learning and learning days out for children in local communities. • Implemented a scholarship programme for adolescents and trained internships in partnerships with universities. • Rolled out the Climate Fresk initiative to educate communities and employees on climate change.
• Business Ethics • Corporate Governance	**Goal 5** - Achieve gender equality and empower all women and girls.	• Implemented gender-neutral hiring, training, and promotion practices. • Continue to educate at a national level that by adopting new technologies and shift patterns Hutchison Ports is a viable and exciting opportunity for female prospective employees.
• Business Ethics • Corporate Governance	**Goal 10** - Reduce inequality within and among countries.	• Hiring practices prioritising the local workforce in which we reside. • Analysed self-assessed questionnaires received from our suppliers and assessed their performance on aspects like ethical sourcing, fair labor practice, and environmental sustainability.

UNSDGs		Application of the UNSDGs
Our People (cont'd.)		
Materiality Influence	**UNSDG Background**	**Key Progress**
• Decarbonisation • Energy Use and Efficiency	**Goal 11** - Make cities and human settlements inclusive, safe, resilient, and sustainable.	• Adoption of more sustainable transportation systems such as electric vehicles in terminals to carry employees to minimise harmful air emissions. • Adoption of more rail intermodal transport to remove trucks from public highways. • Electrification programme which removes emissions that can be harmful to local human settlements.
Our Business		
• Anti-corruption • Corporate Governance • Regulatory Compliance • Risk Management	**Goal 8** - Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.	• Attained economic growth through ethical and sustainable business practices and governance while continuing to ensure comprehensive employee benefits. • Made responsible actions to ensure adherence to ethical standards in our supply chain, particularly in working conditions and human rights through our supply chain engagement programmes. • The company has implemented measures to promote employee development and empowerment, such as offering training and education opportunities and fostering a culture of innovation and entrepreneurship.
• Port Security • Cyber Security and Data Privacy	**Goal 17** - Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development.	• Actively engaged with our supply chain and stakeholders through different channels to realise sustainable business practices. • Collaborated with third parties in joint projects to innovate and drive research and development in the ports sector. • Heavily involved in wider learning opportunities and collaborative/networking events to ensure lesson learning between peers and other stakeholders.

2.2 MATERIALITY

2.2.3 REPORTING WHAT MATTERS

INTRODUCTION

In order to further improve the sustainability disclosures of Hutchison Ports a gap analysis project was commenced in 2023 to determine improvements in reporting to be performed by Hutchison Ports. This project was developed in tandem with preparatory works for new regulations on corporate sustainability disclosures being introduced at European Union (EU) and global level, as well as new stock exchange requirements. Gap analysis was first and foremost completed against the Global Reporting Initiative (GRI) to support a transition to full accordance with the protocol. The GRI issues a series of GRI Standards (i.e., global best practices for sustainability reporting), providing guidelines for disclosing the most significant impacts on the economy, environment, and the people.

GAP ANALYSIS

The purpose of the gap analysis exercise was to highlight improvements to be made in the overall disclosure reporting activities of Hutchison Ports. The exercise performed by an independent third party sought to identify gaps, and issue corresponding recommendations on how best to address the gaps. This exercise is pivotal on allowing progress on the journey to being in full accordance with the GRI standards. The standards applied included:

GRI 1

Foundation introduces the purpose and system of the GRI Standards and key concepts for the sustainability reporting.

GRI 2

General Disclosures provides information on reporting practices and other organizational details, such as its activities, governance, policies, and practices; as well as stakeholder engagement.
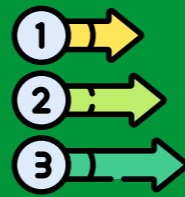
GRI 3

Material Topics provides a step-by-step guidance on how to determine material topics and contains disclosure requirements for the reporting process of determining the list of material topics, and how to correspondingly manage each of the topic.

The three above standards are supplemented by "The Topical Standards" which contain economic environmental and social disclosure guidelines.

REPORTING WHAT MATTERS

With the advent of new European Sustainability Reporting Standards (ESRS) under the new Corporate Sustainability Reporting Directive (CSRD) and the standards being set by the International Sustainability Standards Board (ISSB) as well as new requirements under the Hong Kong Stock Exchange (HKEX), the criteria to report what matters will evolve over the next number of years. In tandem, the materiality assessment for Hutchison Ports will receive another lens to determine financial impacts, risks, and opportunities in accordance with the updated standards.

We plan to identify and develop upon the work undertaken to fulfil obligations under the new standards in the next 2024 sustainability report. The CSRD is substantially broader in scope and more prescriptive than the ISSB and HKEX requirements although there is considerable overlap. The obligations firstly require an analysis of the reporting framework in terms of obligated entities which will be undertaken in 2024.

03

OUR
ENVIRONMENT

3.1.1 MANAGEMENT

Recognising the risks and opportunities presented by climate change, Hutchison Ports is dedicated to creating and implementing a decarbonisation strategy across the Group in line with our net-zero ambition. The following section details the organisation's decarbonisation plan and the measures necessary to reduce emissions from our regular business activities. It also includes the quantifiable progress we are making on the journey to net-zero. This section explores the detail around the SBTi, the application, and the validation of near-term and long-term targets.

ACTION PLANS PROGRESS

In the 2022 Annual Sustainability Report, our section on "Taking Action on Climate Change" outlined six focus areas where progress was required in order to facilitate the overall decarbonisation strategy. We have made progress against all these focus areas in 2023 and will continue this implementation through 2024.
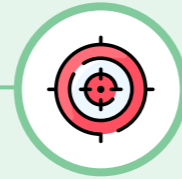
1

Address climate risks as part of our risk management process
Analysis of risk will be incorporated into the next double materiality assessment and in line with the requirement of CSRD / International Sustainability Standards Board (ISSB).

2

Set long-term targets to reduce GHG emissions
Science-based targets (SBTs) have been validated by SBTi.

3

Incorporate climate change considerations in business strategies
Sustainability baseline assessment and deacarbonisation plan at a BU level now incorporate wider longer-term strategies and considerations.

4

Establish procedures and processes and make use of the opportunities
Primary key areas of responsibility objectives and adoption/approval by the GSC.

5

Reduce GHG emissions, ozone depleting substances and air pollutants in our operations
Decarbonisation plans developed by BUs, calculating emissions and process to reduce in line with SBTs at group level.

6

Increase the use of renewable energy, innovative and energy efficient technology
Progress against the transition to fully green electricity and the first purchases of Environmental Attribute Certificates (EACs).

UNDERSTANDING OUR BASELINE

The sustainability baseline assessment is an important annual exercise to assess BUs' sustainability performance based on their implemented practices. GSC assesses BU's situation against three tiers which include Innovator, Initiator and Compiler. BUs are required to provide explanations or evidence to support their sustainability achievement practices. This exercise aims to identify areas where the SSE team can provide further support and guidance to relevant BUs, enabling them to achieve continuous improvement. In 2023, the sustainability baseline assessment was revamped to focus on our three Sustainability Pillars: Our People, Our Environment, and Our Business. The survey covered various aspects of sustainability, including governance, environment, people, business, and recognition.

The assessment was successfully conducted in September 2023, providing the Group with valuable insight into the current sustainability status of individual BUs. 16 per cent of our BUs have shown improvement by progressing to the next tier, reflecting their strong commitment to collaboration, and driving sustainability initiatives. To acknowledge the BUs' accomplishments in sustainability, recognition letters and certificates were issued. This initiative is key to our planning in terms of where support may be required for BUs as well as understanding their accomplishments and achievements.

3.1 CLIMATE

DECARBONISATION MANAGEMENT

To begin addressing the levers of decarbonisation required for SBTi, a special workshop was held in September 2023. It included presentations aimed at informing and guiding the management team of different BUs on Hutchison Ports' decarbonisation strategy and required BU level planning. The workshop focused on several key areas to enhance sustainability and efficiency within Hutchison Ports which included the assessment of energy consumption, strategising equipment replacement, evaluating electricity supply for potential integration of renewable energy, operational review for enhanced efficiencies, and promoting sustainable behaviours through educational initiatives. The workshop was attended by senior management as well as BU
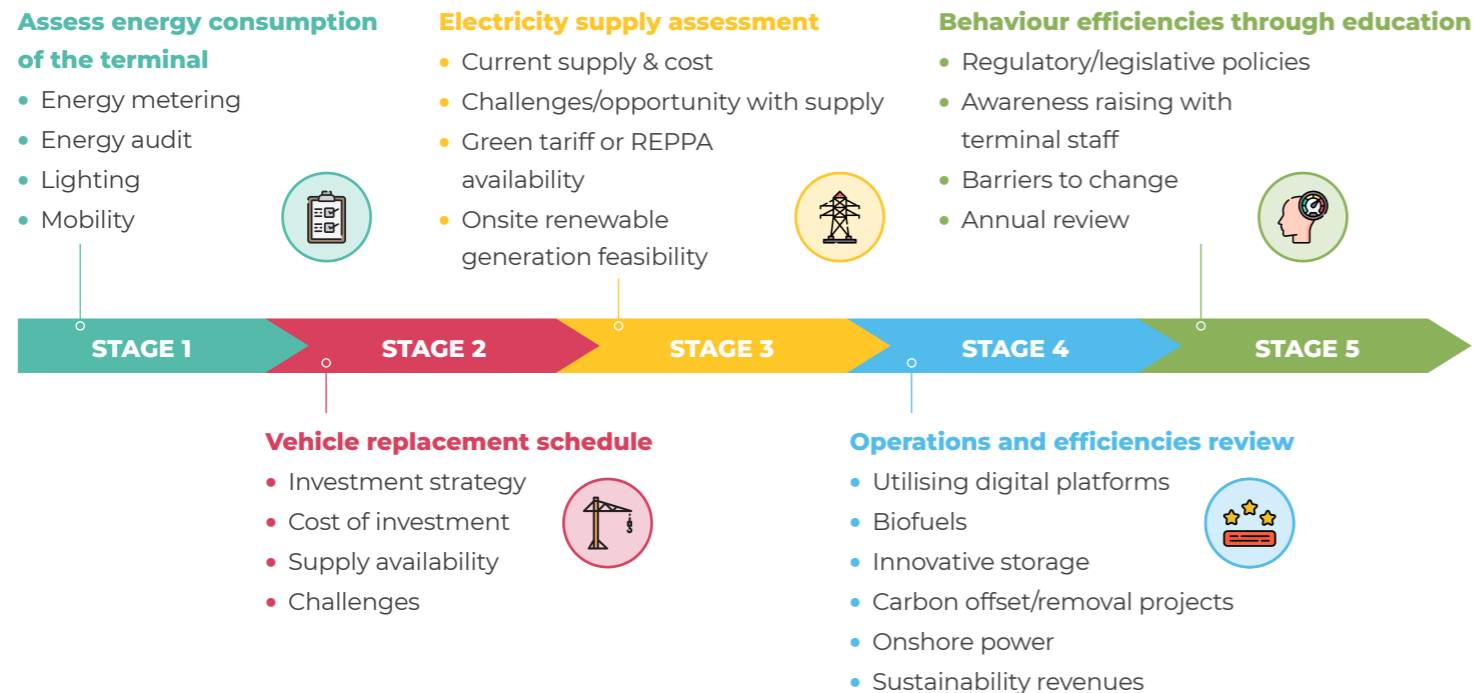
Heads who steer the individual BU's overall strategy. The key outcome of the workshop was for the BUs to develop their own local level decarbonisation plan in line with our approved SBTs.

BU DECARBONISATION PLAN

The BU decarbonisation plan aims to understand the energy profile of the BU, identify emission hotspots and outline emission reduction measures with supporting documents. The SSE team has prepared a standardised set of guidelines for BUs to develop their plan. This exercise assists the SSE team in understanding the status of each BU and provides appropriate support for achieving their emissions targets.
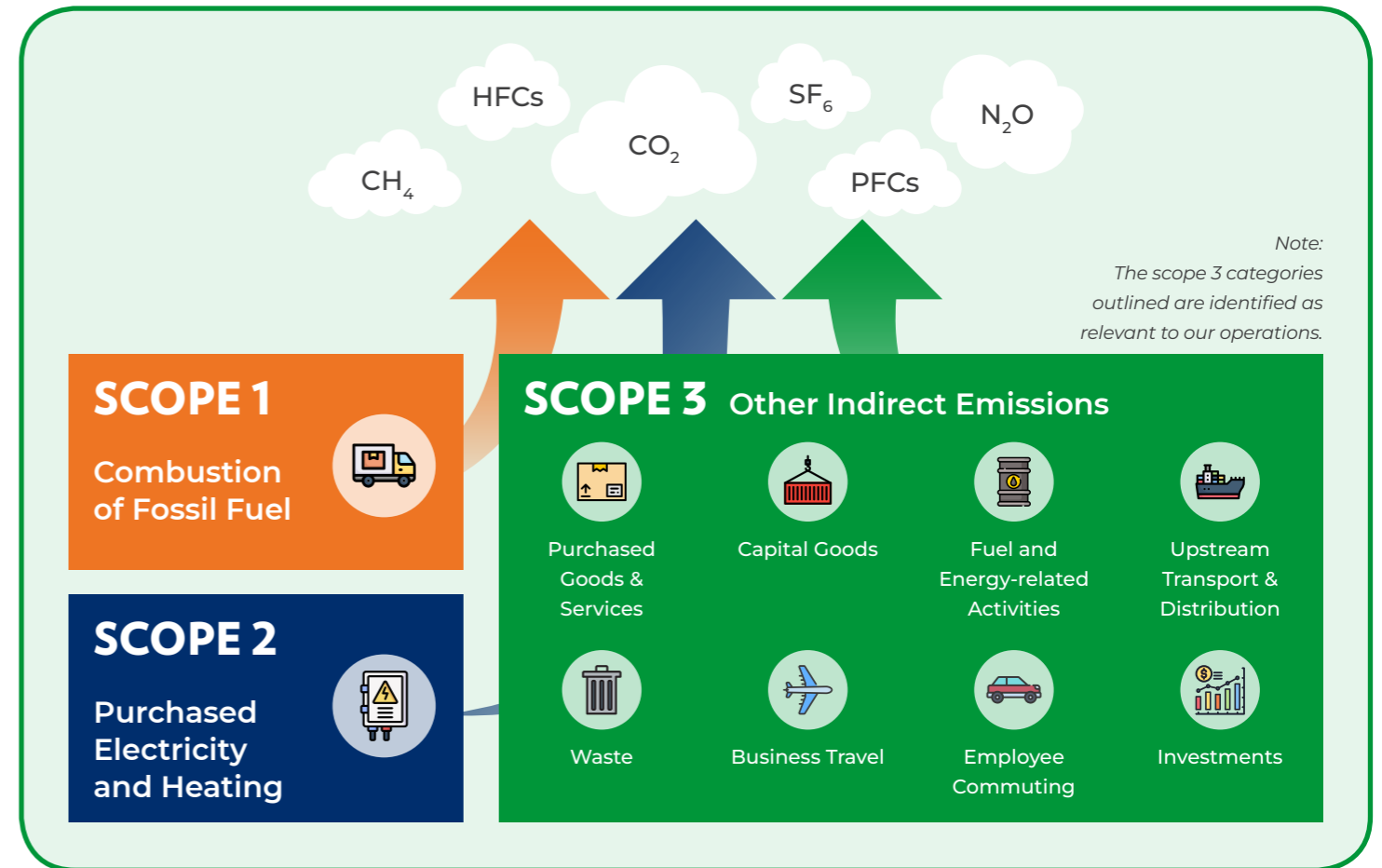
The decarbonisation plan was developed as part of a multidisciplinary approach that incorporated contributions from cross-functional departments. The main components of the decarbonisation plan include an assessment of current emissions, equipment replacement plan, the use of renewable electricity, changes in operational behaviours and the implementation of efficiencies. BUs are expected to conduct an annual review of their decarbonisation plan and provide updates on their progress in decarbonisation for performance tracking.

Assess energy consumption of the terminal
- Energy metering
- Energy audit
- Lighting
- Mobility

Electricity supply assessment
- Current supply & cost
- Challenges/opportunity with supply
- Green tariff or REPPA availability
- Onsite renewable generation feasibility

Behaviour efficiencies through education
- Regulatory/legislative policies
- Awareness raising with terminal staff
- Barriers to change
- Annual review

STAGE 1   STAGE 2   STAGE 3   STAGE 4   STAGE 5

Vehicle replacement schedule
- Investment strategy
- Cost of investment
- Supply availability
- Challenges

Operations and efficiencies review
- Utilising digital platforms
- Biofuels
- Innovative storage
- Carbon offset/removal projects
- Onshore power
- Sustainability revenues

3.1.2 NET-ZERO

UNDERSTANDING OUR GHG EMISSIONS

- Scope 1 emissions refer to GHG emitted from sources directly owned or controlled by the company. This included the emissions from the combustion of fossil fuels for equipment operation and power generation at the terminals.

- Scope 2 emissions associated with the purchase of electricity, steam, heat, leading to indirect GHG emissions.

- Scope 3 emissions are all other emissions occur in a company's value chain, both upstream and downstream emissions. Eight out of the 15 categories were identified as relevant to Hutchison Ports' operations according to the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

Note:
The scope 3 categories outlined are identified as relevant to our operations.

HFCs SF_6 N_2O CH_4 CO_2 PFCs

SCOPE 1
Combustion of Fossil Fuel

SCOPE 2
Purchased Electricity and Heating

SCOPE 3 Other Indirect Emissions
- Purchased Goods & Services
- Capital Goods
- Fuel and Energy-related Activities
- Upstream Transport & Distribution
- Waste
- Business Travel
- Employee Commuting
- Investments

2023 CARBON FOOTPRINT

Scope 1 has contributed up to 66 per cent while scope 2 emissions account for 34 per cent of our total scope 1 and 2 emissions. The primary contributors to scope 1 emissions are diesel-powered port equipment, terminal vehicles, and power generators. Terminal tractors account for 24 per cent of the overall diesel consumption and BUs are steadily shifting towards electric models in the coming years. In the scope 2 emissions profile, the primary contributors are the reefer stack, quay-crane, and other port equipment. The SSE team works closely with BUs to assess the feasibility of procuring renewable electricity in various regions to minimise indirect GHG emissions.

SCOPE 1 AND 2 EMISSIONS

34%
SCOPE 2 EMISSIONS

384,726
tonnes CO_2e

66%
SCOPE 1 EMISSIONS

- Diesel **98.4%**
- Natural Gas **0.6%**
- Gasoline **0.5%**
- LPG **0.4%**
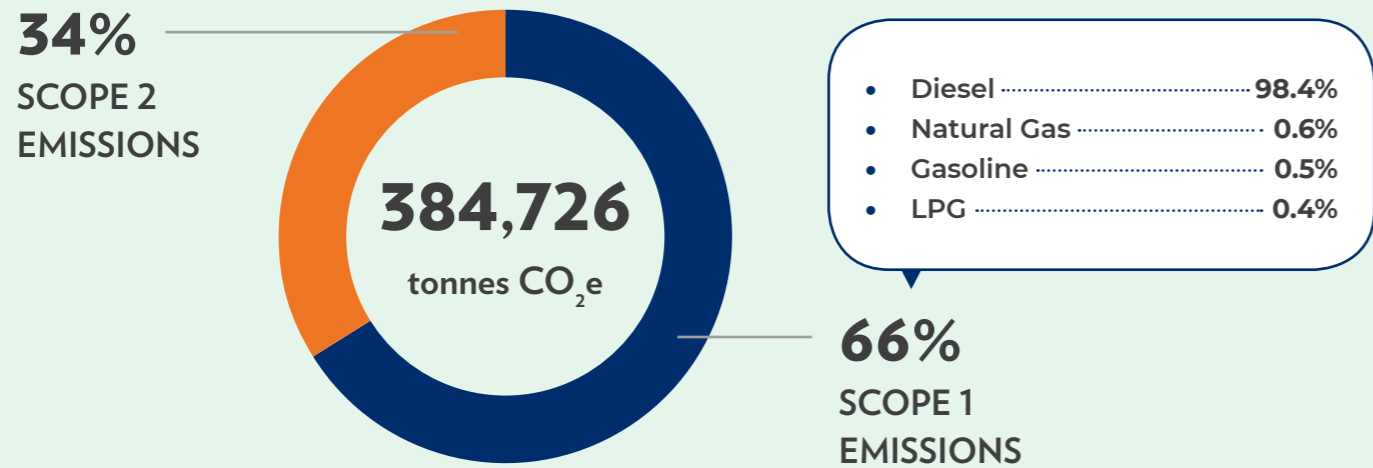
Hutchison Ports has made positive progress in reducing scope 1 and 2 emissions after implementing a wide range of sustainability initiatives with collaborative efforts across various departments. The scope 1 and scope 2 emissions were reduced by 11 per cent and 24 per cent respectively when compared to the year 2022.

2023 EMISSIONS REDUCTION PROGRESS (COMPARE TO 2021 SBTi BASELINE)[1]

-19%
REDUCTION IN SCOPE 1 AND SCOPE 2 EMISSIONS

-13%
REDUCTION IN ENERGY USE

[1] In the base year of 2021, the combined scope 1 and 2 emissions totalled 477,912 tonnes CO_2e. The baseline emission calculations took into account Delta II despite it not being operational for the complete year.

Environmental KPIs	Unit	2021	2022	2023
CO_2 Intensity	kg CO_2e/TEU	13.18	12.71	11.36
Energy Intensity	GJ/TEU	0.17	0.18	0.17
Total Energy Use	GJ	6,380,020	6,478,077	5,694,037
Diesel Use	Litre	105,827,220	104,437,610	92,742,077
Electricity Use	kWh	573,570,825	610,698,106	526,045,233
Scope 1 +2 Emissions	tonnes CO_2e	466,479	458,314	384,726
Scope 1 Emissions	tonnes CO_2e	290,163	283,937	252,151
Scope 2 Emissions	tonnes CO_2e	176,315	174,378	132,575

SCOPE 3 – DATA COLLECTION

To further refine and enhance the scope 3 data collection process, three online training sessions were held in September 2023 to introduce the updated scope 3 emissions data reporting feature in the EIS. These sessions outlined the methodologies for calculating scope 3 emissions and emphasised their importance in the context of the overall carbon footprint. Following the workshops, BUs started to submit their scope 3 emissions data on a monthly basis via EIS.

The SSE team regularly monitors the scope 3 emissions against the 2021 baseline profile. The data is collected and analysed every month. Any irregularities identified will be followed up to improve the data accuracy.

SCOPE 3 EMISSIONS

18.5%
INVESTMENTS

6.0%
EMPLOYEE COMMUTING

0.7%
BUSINESS TRAVEL

2.4%
WASTE

547,316
tonnes CO_2e

43.2%
PURCHASED GOODS & SERVICES

6.5%
CAPITAL GOODS

22.5%
FUEL AND ENERGY-RELATED ACTIVITIES

0.4%
UPSTREAM TRANSPORTATION & DISTRIBUTION

- The scope 3 emissions have excluded the indirect energy (Scope 2) GHG emissions and GHG trading activities.
- The scope 3 calculation follows the guidelines outlined in The Corporate Value Chain (Scope 3) Accounting and Reporting Standard.
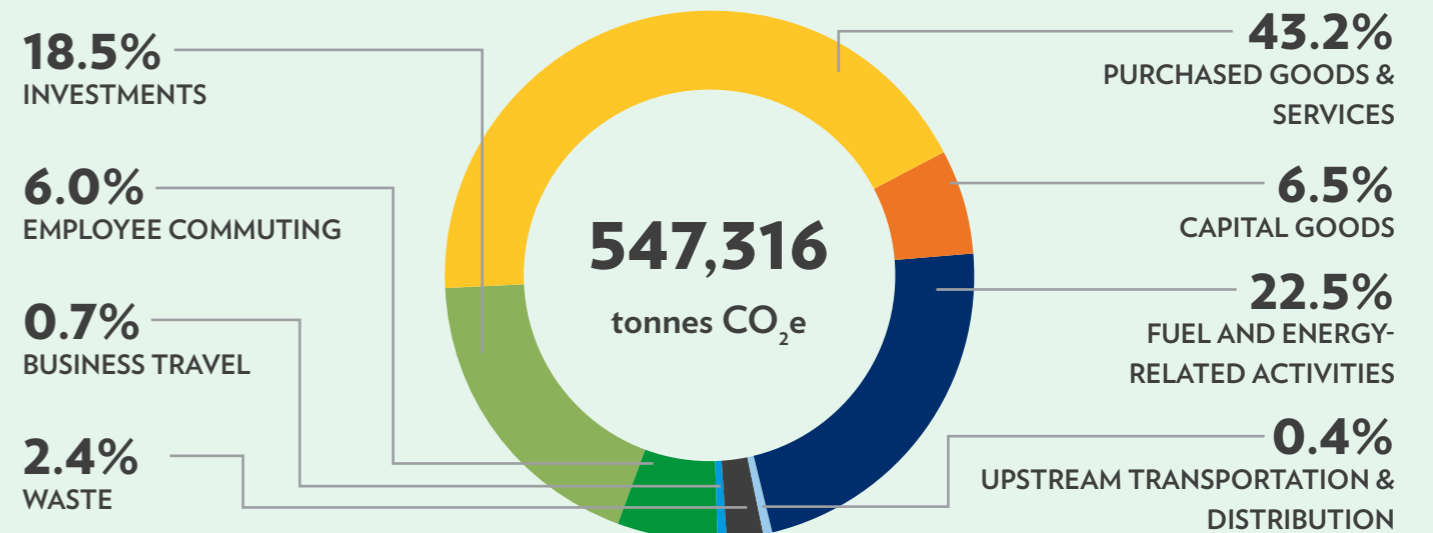
The reduction in emissions was achieved through the implementation of the sustainability measures and opportunities outlined in Section 3.1.3 SBTi, rather than a reduction in production capacity or the outsourcing of services.

EMISSIONS REDUCTION STRATEGY

As part of the overall decarbonisation plan which will tackle scope 1 and scope 2 emissions as discussed in the previous section, we expect scope 3 emissions to concurrently reduce through an affiliation with some of the scope 1 & 2 mechanisms. An example of this would be the indirect emissions related to the fuel and energy related activities which accounts for 22.5 per cent of our current scope 3 profile. As reliance on diesel fuels reduces so does the emissions related to that fuel production as well as its distribution to the point of use. Apart from the associated reductions, real change and emissions reductions will be brought forth through direct initiatives within the supply chain.

The reduction in diesel use and the increase in electrical use show a shift of gravity towards an electrified business and reduction in the combustion of fuels for energy. This has led to an overall reduction in total direct emissions once conversion factors are utilised which reflect not only average electrical use, but also market-based components and site-specific electrical energy agreements.

3.1 CLIMATE

3.1.3 SBTi

APPLICATION

Hutchison Ports is the first global port operator to receive official approval from SBTi for both the near-term GHG emissions reduction target and 2050 net-zero target, showcasing a pivotal achievement in its active response to global climate challenges.

The company has pledged to achieve a 54.6 per cent reduction in scope 1 and 2 emissions as well as a 32.5 per cent reduction in scope 3 emissions by 2033 from a 2021 base year and aims to achieve net-zero emissions by 2050 or earlier. To conform with SBTi's latest net-zero criteria, the validated targets were set to be more ambitious than the targets published in the 2022 Sustainability Report. This ambitious goal aligns with the latest climate science and the trajectory to limit global warming to 1.5°C above pre-industrial levels, mitigating the risks of climate change. The approval by SBTi is a testament to Hutchison Ports' dedication to sustainable development and environmental stewardship.

Hutchison Ports has taken a proactive approach to setting SBTs to reduce GHG emissions. It is a comprehensive and collaborative effort that involves meticulous planning, stakeholder engagement, and a commitment to continuous improvement. The journey towards setting SBTs at Hutchison Ports began with a comprehensive assessment of its carbon footprint across its operations in scope 1, scope 2 and scope 3 emissions. An emissions reduction model for scope 1 and scope 2 emissions was developed based on the data and information obtained from BUs. To address scope 3 emissions, Hutchison Ports also initiated a detailed study and analysis of its upstream and downstream emissions along the value chain and established its scope 3 inventory and baseline in accordance with the guidelines from GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

IMPLEMENTATION

To ensure that Hutchison Ports progresses continuously towards the near-term and net-zero targets, the company has implemented various strategies, focusing on innovation, collaboration, and continuous improvement across its operations. Here are some of the key strategies:

1 Future Equipment Electrification
The company is transitioning to electric equipment and vehicles, reducing reliance on fossil fuels. This includes the adoption of electric cranes, trucks, and other port machinery.

2 Renewable Energy Adoption
Hutchison Ports is investing in renewable energy sources, both onsite and offsite, such as solar, wind power and hydrogen, to supply clean energy for its operations.

3 Scope 3 Emissions Management
The company actively identifies and addresses emissions along its value chain from sources like procurement of equipment and transportation.

4 Governance and Risk Management
Hutchison Ports has integrated climate-related considerations into its governance structures and risk management processes. This ensures that climate risks are adequately assessed and managed, and sustainability goals are incorporated into decision-making.

5 Emissions Tracking and Monitoring
Hutchison Ports has deployed a cloud-based EIS to collect and monitor environmental data. Automatic data validation is performed on every data point submitted in the system.

6 Collaboration with Stakeholders
The company is working closely with shipping line customers, port authorities, suppliers and other stakeholders to collectively reduce emissions. This includes sharing best practices and encouraging the adoption of low-carbon technologies.

7 Innovation and Technology
The company is exploring and implementing cutting-edge technologies to improve efficiency and reduce emissions. This includes advancements in automation, data analytics, and alternative fuels.

8 Employee Engagement and Training
Hutchison Ports is fostering a culture of sustainability by engaging employees in its environmental initiatives and providing training on sustainable practices.

9 Transparent Reporting
The company is committed to reporting its progress against SBTs transparently. This includes regular publication of sustainability reports and communications with stakeholders.

VALIDATION

SBTi validated Hutchison Ports' SBTs through a rigorous process that includes a thorough review of the company's targets, strategies, emissions data and documentation to ensure they conform to the SBTi criteria and sector-specific requirements. The official target validation decision by the SBTi serves as a significant milestone for Hutchison Ports. It not only recognises the company's efforts but also reflects that Hutchison Ports actively responds to the expectations from stakeholders regarding decarbonisation across business operations. The approved targets are subject to reassessment and revalidation every 5 years by SBTi.

EMISSIONS PATHWAY

With respect the above discussed strategies as part of the decarbonisation plan the following graph shows the future trajectory of emissions. The black dotted line is the SBTi net-zero profile of reductions for reference. With the implementation of equipment replacement to low emissions and emissions free versions, as well as the utilisation of renewable energy, it can be seen that we would progress to short-term targets in 2033. At this point it would be required to begin adoption of newer technologies for example hydrogen in order to mitigate the hard to abate emissions hotspots of the organisation. As with any pathway model, there is built in assumptions and projected nominal business growth. It is the intention to review the progress over time as per SBTi requirements and adapt the strategy to ensure compliance.

3.1 CLIMATE

OUR TARGETS TO NET-ZERO

Hutchison Ports has obtained the approval from the SBTi for our groupwise GHG emissions reduction targets and 2050 net-zero target. SBTi confirmed the conformity of our targets with their net-zero criteria. Our targets are in line with the trajectory to limit global warming to 1.5°C above pre-industrial levels.

GHG Emissions (kilotonne CO_2e)

500

0

ACTIONS FROM NET-ZERO STRATEGY

- Terminals go for electric equipment and trucks from 2024 onwards for new purchase or replacements.

- Increase the adoption of Renewable Energy Power Purchase Agreement (REPPA) / Energy Attribute Certificates (EAC) in various markets.

- Gradual replacement of mobile diesel generators and powerhouses.

- Explore green fuel or other clean energy.

NEAR-TERM TARGET BY 2033

NEAR-TERM TARGET BY 2033

54.6% reduction in scope 1 & 2 emissions

32.5% reduction in scope 3 emissions

LONG-TERM TARGET BY 2050

90% reduction in scope 1 & 2 emissions

90% reduction in scope 3 emissions

SBTi Net-zero Profile

NET-ZERO BY 2050

Net-zero Pathway

2021   2033   2050

Notes:

1. Graph shown is for illustration purpose only.

2. In the base year of 2021, the combined scope 1 and 2 emissions totalled 477,912 tonnes CO_2e, while scope 3 emissions amounted to 474,837 tonnes CO_2e. The baseline emission calculations took into account Delta II despite it not being operational for the complete year.

3.2.1 RESILIENCE

BIODIVERSITY PROTECTION

Hutchison Ports, being a global terminal operator, has an impact on the environment in which it operates. There is a duty to measure and mitigate that impact and in turn build up capacity to be resilient to the wider and unavoidable impacts of climate change. This section outlines the approach to protecting ecosystems, managing resources, and safeguarding the future.

ENVIRONMENTAL POLICY

Hutchison Ports' Environmental Policy covers a framework of operations for considering biodiversity conservation and avoiding environmental disturbance under the following principles:

1 PROTECT NATURAL RESOURCES

2 MINIMISE IMPACT OF BUSINESS ACTIVITIES

3 ENHANCE AWARENESS AND ENGAGEMENT

OUR APPROACH

Hutchison Ports' mission is to ensure we protect, conserve, and restore local biodiversity and undertake biodiversity assessments where relevant to operations. The policy towards natural resources and biodiversity have been embedded in operations. Biodiversity for Hutchison Ports can mean any part of the ecosystem including the habitats and wider ecosystems outside the operational boundary. For example, introducing streamlined procedures and processes to increase efficiency and reduce consumption of day-to-day operational activities in ports such as paper, electronic equipment, etc. Minimisation of the waste footprint via recycling and reuse of materials where possible, as well as conserving water are further key measures.

CASE STUDY

BUs actively engage in a variety of environmental protection campaigns, some of the BU examples are listed below:

Hutchison Ports FHC (Bahamas) has continued its commitment to environmental conservation through the mangrove restoration project on Grand Bahama Island. The team successfully harvested a total of 1,450 mangrove propagules, which were then nurtured in biodegradable pots by dedicated volunteers. Once matured, these plants were carefully replanted along the coastline to support the local ecosystem and promote coastal resilience.

Hutchison Ports Sydney (Australia) is dedicated to the conservation of shorebird habitats through regular monitoring and the establishment of isolation controls to minimise negative impacts to the environment. Additionally, Hutchison Ports Sydney (Australia) actively participates in ecological restoration efforts at Sir Joseph Bank Park. This involves identifying and eradicating invasive species to foster the growth of indigenous flora, thereby restoring natural habitats and enhancing biodiversity in the region.
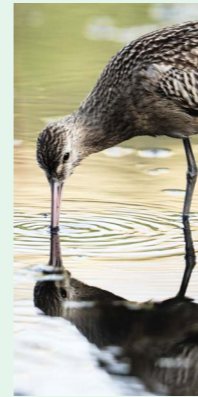
Hutchison Ports United Kingdom conducted periodic surveys to monitor the population and trends of these species. Additionally, the Port of Felixstowe has become a nesting site for Peregrine Falcons, which are highly protected species. The port collaborated with a local ornithologist to ensure the birds and their nests are safeguarded. Platforms have been installed on lighting towers to provide suitable nesting location for Peregrine Falcons.

Hutchison Ports BEST (Spain) is actively engaging in protecting the natural habitat and conserving marine life.

The management team of Hutchison Ports BEST (Spain) collaborated with The Centre for the Conservation and Recovery of Marine Animals (CRAM), a private non-profit organisation dedicated to the marine environment and endangered species conservation and recovery programme. The event involved cleaning up beach litter and culminated in the release of a rehabilitated turtle back into the ocean.

Hutchison Ports BEST (Spain) collaborated with the social enterprise Bosquia to join the reforestation project in Spain, planting 600 trees in an area that was devastated by a fire in 1974. This initiative is part of Hutchison Ports' commitment to environmental restoration and sustainability. The project not only contributes to reforestation but also aids in the recovery of the local ecosystem affected by the fire.

3.2 TRANSITION

3.2.2 RESOURCES & RISK

INTRODUCTION

Environmental management is a critical aspect of Hutchison Ports' operations, emphasising the protection of the environment and the promotion of sustainable development. The company is dedicated to minimising the adverse impact of its activities on the environment, reducing its carbon footprint, and preventing pollution.

BUs are required to report the environmental data on the EIS on a monthly basis. The data includes fuel and electricity usage, waste, and water consumption. This platform allows the SSE team to analyse the consumption trends and their subsequent environmental impact as well as necessary intervention measures.

AIR QUALITY

Effective air pollution management at Hutchison Ports is vital for safeguarding health and safety of our workforce, protecting the environment and supporting long-term sustainability goals. As we reduce our scope 1 emissions through decarbonisation processes and concurrently our exposure to other particulates shall be reduced. As the directive towards electrification of equipment and vehicles takes place this shall reduce even further. Where utilisation of fossil fuel is unavoidable, it is fundamental that we look towards cleaner second-generation biofuels which may replace the existing fossil fuels where market available. In this context, Hutchison Ports is continually reviewing positions on new fuels and cleaner combusting technologies to assist us in our transition to fully clean and renewable energy sources.

Performance

The amount of air pollutant is projected based on the fuel consumption of the port equipment and terminal vehicles. There has been an improvement in the air quality compared to 2022 due to the implementation of the equipment electrification programme which has reduced the consumption of fossil fuels.

Air Emissions	Unit	2021	2022	2023
Nitrogen oxides (NOx)	tonnes	1,135.75	1,186.78	1,035.40
Sulphur dioxide (SO$_2$)	tonnes	3.22	4.14	3.48
Particulate matter (PM)	tonnes	107.31	110.15	95.96

CASE STUDY

Hutchison Ports United Kingdom has been conducting air quality monitoring for several years and recently completed the first 12 months of electronic continuous monitor operation at all their three terminals.

Hutchison Ports United Kingdom has commissioned an expert consultant to update their air quality inventories, resulting in a recorded reduction of 93 per cent in SO$_2$ since 2009 and a 43 per cent reduction in NO$_2$ since 2007. The Air Quality Strategy Report, produced on a three-yearly cycle, also showed improvement.

Hutchison Ports BEST (Spain) is promoting sustainable mobility for employees with electric vehicle charging stations and a carsharing app. The carsharing app provides a platform for users to share rides with others who have similar travel needs, which could reduce the vehicles numbers and cut down emissions. The application could allow users to earn rewards for recording their sustainable commutes. 931 kg of GHG emissions was saved in 2023.
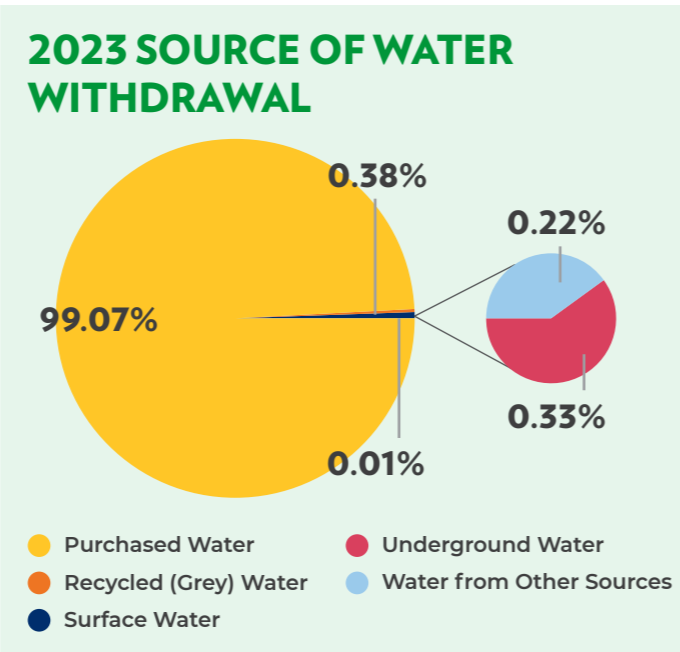
3.2 TRANSITION

WATER MANAGEMENT

Hutchison Ports also recognises the importance of water and aware of the challenges posed by water scarcity and are actively taking measures to optimise water use and reduce water consumption. In line with our Environmental Policy, BUs are required to adopt measures that conserve water and manage effluents effectively, ensuring the preservation of natural resources through the adoption of water-saving initiatives in our BUs.

Performance

Purchased water still remains the predominant component of our water consumption profile. Purchased water refers to the water purchased from external sources or centralised water distribution systems, typically delivered through pipelines. It is commonly utilised for maintenance purposes, equipment cleansing, and water use in building premises. There has been an 8 per cent reduction in our water consumption compared to last year. BUs are encouraged to install water metres to monitor consumption and conduct regular checks on any water leakages to minimise waste of water resources.

2023 SOURCE OF WATER WITHDRAWAL

- 99.07%
- 0.38%
- 0.22%
- 0.33%
- 0.01%

- 🟡 Purchased Water
- 🔴 Underground Water
- 🟠 Recycled (Grey) Water
- 🔵 Water from Other Sources
- 🔵 Surface Water

	Water withdrawal data					
Water stress	Surface water	Ground water	Seawater	Third-party	Water from other sources	Water recycled
Extremely High (>80%)	0%	100%	0%	20%	24%	77%
High (40-80%)	0%	0%	0%	11%	0%	0%
Medium-High (20-40%)	100%	0%	0%	11%	0%	0%
Low-Medium (10-20%)	0%	0%	0%	51%	76%	23%
Low (<10%)	0%	0%	0%	7%	0%	0%

The BUs are categorised in different extent of water stressed areas by the tool of World Resources Institute 'Adequate Water Risk Atlas'.

Based on the current profile, a significant portion of water withdraw from third-party source which refers to the purchased water from the external source. BUs located in regions with low to medium water stress levels account for 76 per cent of the total water consumption across the Group. BUs that are facing extremely high-water risk are proactively engaging in water conservation by implementing water recycling measures.

CASE STUDY
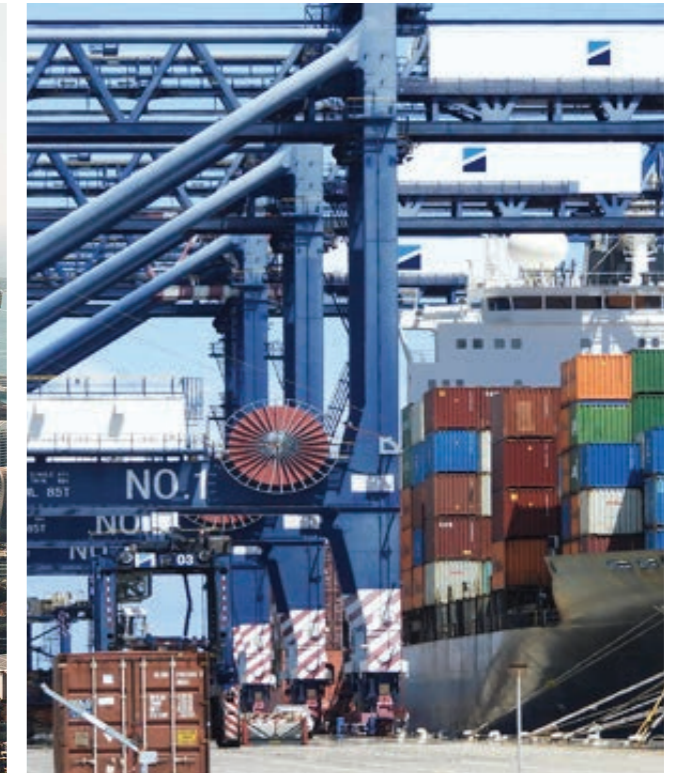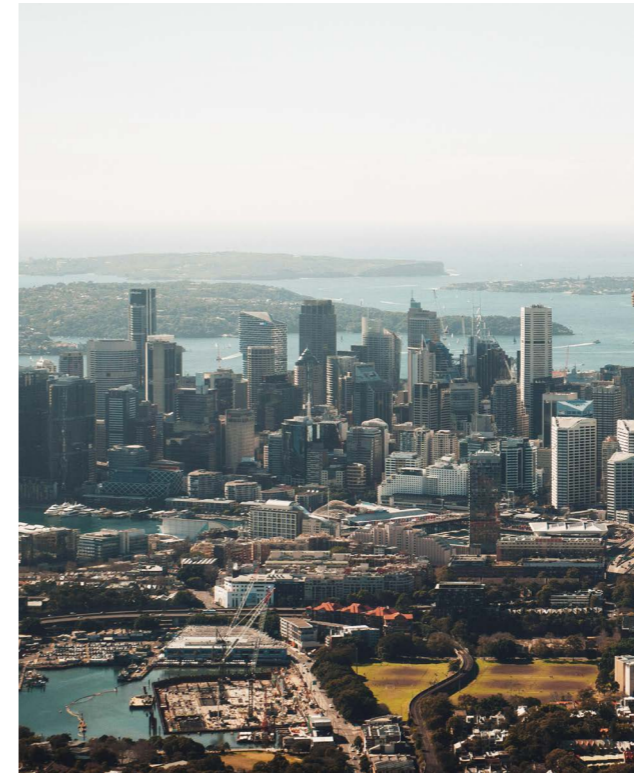
Hutchison Ports Sydney (Australia) has installed stormwater collection systems that are designed to capture the surface water runoff from the pavement and impervious surface. It could prevent flooding and waterways pollution. The collected rainwater will be collected and used for toilet flushing and irrigation.

In addition, 36 operational stormwater improvement devices have been installed to segregate the sediments and heavy metal from stormwater and trap pollutants to ensure no impurities would be discharged into the Botany Bay and Penrhyn Estuary.
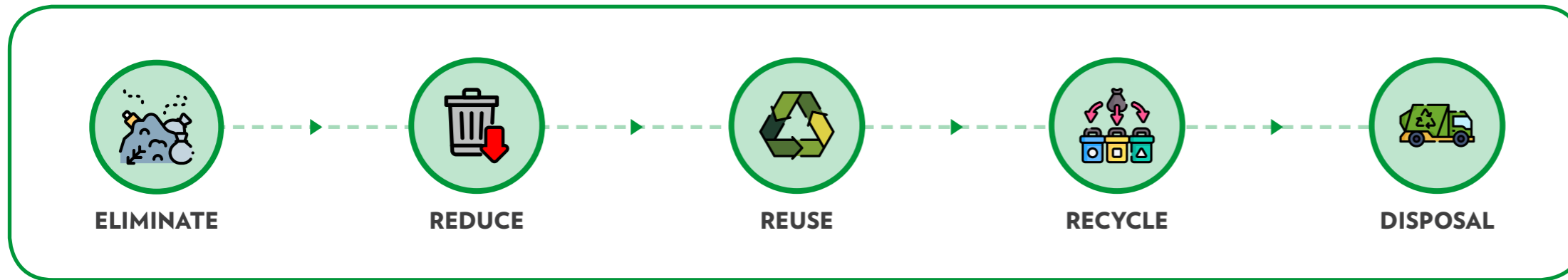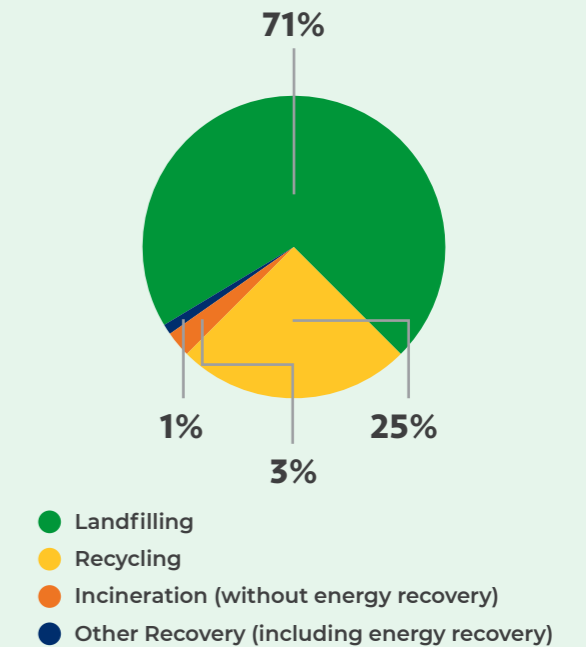
3.2 TRANSITION

WASTE MANAGEMENT

Hutchison Ports has a comprehensive waste management system that aligns with its sustainability strategy. The waste management standard aims to ensure all port waste is stored, transferred, and disposed of properly in accordance with relevant local environmental legislation.

Hutchison Ports has implemented the Waste Management Standard (GWMS) across its operations. The aim of this standard is to promote uniformity in waste management practices across BUs worldwide. The GWMS mandates that all waste generated within the ports is handled properly and in compliance with local environmental laws and regulations. To achieve this, relevant personnel within the BUs must receive training on the proper handling, storage, transfer, and disposal of waste.

Performance

The waste profile is similar to the last reporting year while landfill disposal continues to be the predominant portion. In 2023, there were terminal enhancement projects and terminal expansion which caused an increase in waste generation. Construction waste can consist of materials like wood, metal, concrete, bricks, insulation, and wiring, etc. The SSE team will work with BUs to promote waste reduction and encourage recycling within the terminal operation.

ELIMINATE → **REDUCE** → **REUSE** → **RECYCLE** → **DISPOSAL**

WASTE DISPOSAL METHOD OF NON-HAZARDOUS WASTE 2023

71%
1%
3%
25%

- ● Landfilling
- ● Recycling
- ● Incineration (without energy recovery)
- ● Other Recovery (including energy recovery)

CLIMATE RISK

As part of the transition process to net-zero, Hutchison Ports will undergo change in its business operations to incorporate the technologies required for low to zero emissions. Innovations will be continual but as the organisation evolves, it must prepare for the eventual risk of impact associated with the effects of climate change. This means the business must incorporate adaption techniques. These adaption techniques can be informed by scientific guidance models and best practice. Apart from the physical consequences of climate change, there must be an acute awareness of the transitional risks and opportunities brought on by climate change. This could mean risks to our workforce profile as well as opportunities brought on by incorporating innovations quickly.

In 2023, Hutchison Ports continued to evaluate climate change risks and exposure to the potential impacts. This was on the back of the initial, high-level climate change risk baseline exercise completed in 2022. Following best practice and in line with guidance from the Intergovernmental Panel on

Climate Change (IPCC) and recommendations within the TCFD, specific hazards have been identified and the mitigation measures applied to the relevant BUs where applicable.

The selected climate hazards can be separated into acute and chronic hazards. Acute shocks refer to climate hazards that are associated with rapid onset events. These include increased severity of extreme weather events, such as typhoons, storms, or floods. Chronic stresses refer to slow onset changes in climate patterns (i.e., sustained higher temperatures) that may cause sea level rise or chronic heat waves over a longer period of time.

For the next stage of the climate risk assessment, Hutchison Ports is planning to work with a third party consultant to analyse more of the risks and opportunities from both the physical and transition perspective as part of a wider process related to the CSRD. This will be front ended with the development of BU level protocols and assessment tool to integrate climate risk into the wider business risk management framework.

CASE STUDY

Hutchison Ports TIMSA (Mexico) has collaborated with the maintenance vendors to install filters with an extended lifespan and transition from mineral to synthetic oil in their machinery, thereby prolonging the duration between necessary oil replacements.

Hutchison Ports MITT (Myanmar) has adopted the re-treading technique with the local re-tread factory to repurpose the rubber tires of tractors and empty handlers that have worn out.

The Port of Felixstowe provides a collection point where employees can return their old safety boots when collecting new safety footwear. The returned boots are sorted for either reuse or recycling of the materials.

3.2 TRANSITION

3.2.3 CIRCULAR ECONOMY

INTRODUCTION

As part of our wider efforts to utilise resources for their full value life cycle, Hutchison Ports apply efficiency initiatives to address resource wastage within the business. These initiatives also highlight opportunities for maximising the value of products being retained. Inherently, this circular economy approach allows Hutchison Ports to reduce costs associated with oversupply, as well as correlated emissions from production. One of the key initiatives over the previous 5 years has been establishing a robust process of inventory identification and cataloging and where applicable reduction.
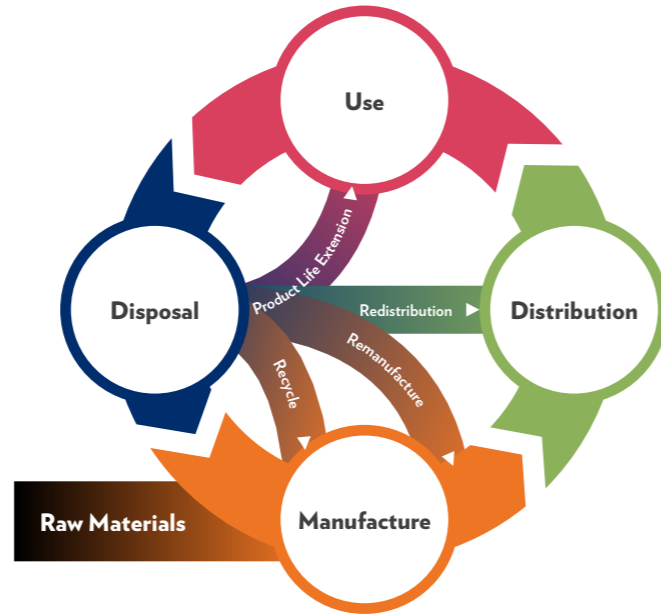
UNLEASHING A COST EFFICIENT, SUSTAINABLE AND INNOVATIVE TERMINAL OPERATIONS ERA IN 3QF WORKSHOP

The Workshop brought together Business Unit Leaders and Corporate Senior Management teams to address crucial topics as part of the continual development of Hutchison Ports. Primary topics discussed were that of recording and consolidating long-term inventory using new innovative techniques and a spare parts utilisation strategy.
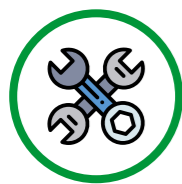
Future Outlook
Compositional Change in Cost of Sales Led by New Technology Initiatives.

Engineering Spare Parts Strategy
Buy, Hold, Dispose.

The workshop was exceptionally well received, with participants providing valuable insights and expressing enthusiastic support for the initiatives discussed. It was evident that the collective commitment to driving innovation and sustainability in container terminal operations is strong among the Business Unit leaders and Corporate Senior Management teams.

GLOBAL INVENTORY STUDY

Commenced in 2019 the objective of this global inventory study was to identify the full remit of global inventory on hand at a terminal level within the Group. This robust study incorporated all the terminals and ports under the Group portfolio within operational control. The study aimed to identify which products, materials and inventory was present and all costs of value associated. Upon completion of the study, it was identified that due to excess with some materials, reducing inventory holdings would be a key improvement for Hutchison Ports in its circular economy approach. To advance this finding from 2020 four key strategies were adopted:

1 A new Group policy to guide spare parts' sharing, classification, accounting, and management. The policy aims to reduce inventory holding and lower the risks of obsolescence.

2 A 3-year inventory holding optimisation programme was introduced and has been successful. After evaluating their inventory profile, including the age of the spare parts, non-moving stock ratio, usage rate, and turnover rate, in detail, BUs were assigned a target to reduce their inventory level. Benchmarking and new KPI (Key Performance Indicators) were also applied to find the norm for holding spare parts.

3 A new Group framework to standardise the definition and classification of spare part data for BUs. A standard data management approach aims to provide standard and consistent data for global inventory management.

4 A new Global Inventory Portal, an online database with a user-friendly search engine, was developed and made available for BUs. The platform increases the transparency of inventory holdings, specifically the spare parts held globally among the BUs. BUs can upload their spare part details in a standard format, including photos. The portal enhances the visibility and transparency of the spare parts held globally. The BU can search the portal for the required spare parts to check their availability internally before sourcing them from the market.

IMPROVED INVENTORY HOLDINGS EFFICIENCY BY

40%

GLOBAL INVENTORY PORTAL

1 PREVENTS WASTAGE
Aged and unused spare parts could be required by other BUs.

2 FULFILL URGENT NEEDS
From sourcing the spare parts to delivery to the terminal, internal transfer is much quicker.

3 IMPLEMENT THE SHARED INVENTORY CONCEPT
A portal allows BUs close to each other to share their excess spare parts inventory. These practices support BUs in maintaining a lower inventory level and wastage rate.
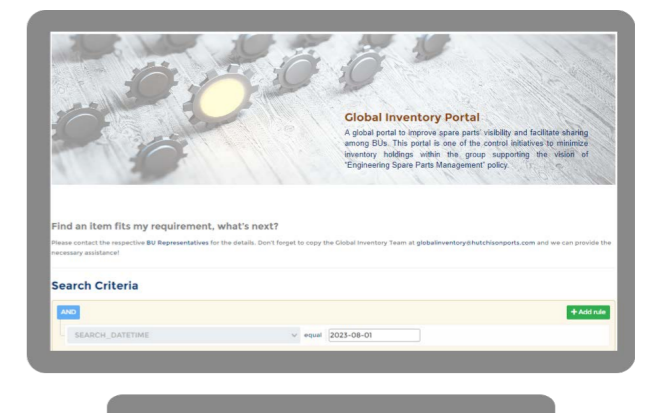
04
OUR PEOPLE

4.1 COLLEAGUES

4.1.1 SAFETY & SECURITY

SAFETY AND SECURITY OVERVIEW

Providing a safe working environment for employees and external users of the terminal and port facilities is a core value of Hutchison Ports. To achieve this core value a comprehensive governance structure for health and safety has been in place, which can be defined by a well-implemented safety management system. This is maintained by the efforts of the senior management, as well as the BU level, where clear delineation of responsibilities and reporting mechanisms are held.

GROUP SAFETY GOVERNANCE

SAFETY MANAGEMENT SYSTEM (SMS)

Our SMS is mainly top-down from the group level to individual BUs, in which BUs are obligated to adhere to both the Hutchison Ports' Safety Policy and local safety regulations. While pursuing continual improvements on occupational health and safety, the SMS is aligned to the ISO45001 framework, with our head office and 14 of our BUs certified and audited.

SIX STEPS OF SAFETY

SAFETY GOVERNANCE FRAMEWORK
(E.G. POLICY, COMMITTEE ETC.)

INCIDENT INVESTIGATION & FOLLOW UP

STANDARD OPERATING PROCEDURE (SOP) DEVELOPMENT & ENFORCEMENT

SAFETY RISK ASSESSMENT

SAFETY EDUCATION & TRAINING

SAFETY AUDIT & FOLLOW UP

SAFETY GOVERNANCE FRAMEWORK

Hutchison Ports' Group Safety Committee (SAFCOM) has overall responsibility for the promotion of safety in the workplace and implementation of the SMS. It completes this role by identifying and monitoring the risks our colleagues and working partners face and the measures such as policy and standards to be implemented over time to mitigate those risks. SAFCOM is chaired by the Group Operations Director with members from key functional heads, and also regional representatives, where annual meetings are held to discuss health and safety related matters. Key outcomes of SAFCOM 2023 meetings include:

- Review of all incident statistics and associated mitigation measures.
- Integration of lessons learnt into existing and new terminal designs.
- Key actions from improvements.
- Development of BU level safety rating targets.
- Progress against delivery of GMSS 12.11 regarding pedestrian safety, refer to the case study - Enhancing Terminal Safety.
- Utilisation of third-party subject matter experts for terminal reviews and audits.
- Progress against the BU Head of Safety (HoS) qualification standards.

GROUP SAFETY POLICY

The Safety Management System is underpinned by the Group Safety Policy (the Policy), which commits to providing a safe working environment. The Policy outlines the key concepts of the safety management system including conducting regular assessments of the terminals while adopting preventative measures to reduce safety risks. The Policy is the direct link between the overarching SAFCOM strategies at group level and the day-to-day workings at the terminal level. All BUs are required to adhere to and implement the Group Safety Policy.

GLOBAL MINIMUM SAFETY STANDARD (GMSS)

The implementation of the GMSS has been one of the key strategies adopted by SAFCOM. The GMSS, now in revision 7, ensures a similar level of safety requirements are observed at the terminal level. The most recent updates in 2023 incorporate more stringent safety requirements and expanded guidance on various areas, especially pedestrian safety in our terminals. This prompts BUs to review the personnel present in different areas and include only the people with necessary tasks.

INCIDENT REPORTING AND RATES

The internal Safety Portal is well developed for BUs to regularly update their safety performance. Serious incidents (fatality, major injury, and dangerous occurrences) are required to be reported via this channel for monitoring and review. BUs' Head of Safety (HoS) are required to conduct their own investigation to a degree appropriate to the incident. The investigation report is mandatory to detail the findings and improvement measures to prevent similar incidents from happening.

In 2023, despite substantial progress, the tragic loss of four workers were reported, with the majority related to pedestrian safety issues in our terminals. This underscores the utmost importance of putting our people first and minimising their exposure to moving vehicles and equipment.

In 2023, our Lost Time Injury Frequency Rate was 4.50. Our Total Recordable Incident Frequency Rate (TRIFR) was 4.56. TRIFR includes fatalities, major incidents and Lost Time Incidents.

CASE STUDY: ENHANCING TERMINAL SAFETY

One of the critical interfaces in our operations is between pedestrians and the equipment or terminal vehicles. These equipment or vehicles may include cargo-handling trucks that are involved in mixed modes of traffic including autonomous trucking. With the update of the GMSS clause 12.11, BUs reviewed the day-to-day activities extensively to minimise the presence of pedestrians as far as practical. Wherever point-to-point travelling is necessary, proper modes of transportation are provided to our workers so that the risk of vehicle and pedestrian contact is significantly reduced. The relevant control measures are well documented and reviewed by BU's safety management.

To supplement the safety rules on pedestrian safety more effectively, SSE team and BUs work hand in hand to introduce the AI-integrated Yard Surveillance System (YSS) in terminals. This has been rolled out in Hutchison Ports Thailand, Hutchison Ports ICAVE (Mexico), and Hutchison Ports Pakistan, where the systems utilise cameras and AI to identify pedestrians within the yard and inform terminal staff of potential hazards. SSE team also triggers regular review meetings with these BUs to look into detected cases and discuss follow-up actions to minimise pedestrian risks.

In view of the positive impacts from YSS, there are plans to extend this to other existing or new terminals such that pedestrian safety can be closely monitored.

In 2023, SSE team continued supporting new terminal developments. The new terminals in Hutchison Ports Jazan (Saudi Arabia) and Hutchison Ports Abu Qir (Egypt) have been operational in late 2023 and early 2024, which the enforcement of GMSS and improved guidance on pedestrian safety remain to be our priority focus area. To drive towards pedestrian-free terminals, the operational process and layout at the gate and yard areas are better designed with the collaboration of the Terminal Development team.

BU SAFETY IMPLEMENTATION

BU safety committee leads safety implementation at a BU level, as required by the GMSS. Their main responsibility is to address safety risks related to terminal operations by developing measures and policy accordingly. To effectively communicate and implement the measures to the workers, the leadership at the BU level strives to maintain a two-way communication through regular meetings and trainings.

Reinforcing the safety culture also stands on the shoulders of our BUs' HoS as they are most frequently in contact with the workforce, it is crucial that they are both experienced and qualified for the role. Their qualifications on safety personnel have been reviewed yearly since 2021, and for those who were suggested to acquire additional professional trainings, at least one widely recognised safety course was attended in 2023.

BU SAFETY AUDIT PROGRAMME

On top of BU's regular safety audits, a number of terminals were selected to review and verify their compliance with GMSS and other safety requirements. These audits could be initiated either by the CKHH's Group Management Services (GMS) audit function or by SAFCOM.

For the SAFCOM safety audits, it is conducted using a standard audit protocol where a uniform approach can be held across BUs. Key findings and recommendations revolve around aspects such as pedestrian safety and workplace transport, dangerous goods safety, engineering, and contactor safety. These visits help us identify areas which require extra attention and improvement actions.

EMERGENCY RESPONSE

BUs conduct emergency drills internally on a regular basis. These demonstrations are useful both as part of general emergency provisions on the terminal and in relation to testing business continuity arrangements. BUs have the autonomy to determine the topics that are material to their business operations. But generally, the topics fall in one of these categories, ranging from regular ones such as fire and dangerous goods leakage to abrupt ones like cyber-attack, power loss etc.

SAFETY TRAINING

A South East Asia region-wide safety sharing session was held in December 2023, after the successful completion of the groupwise Safety Training Programme in 2022. The briefing was led by the Director of Safety, Security & Environment, focusing on the enforcement of the GMSS in particular pedestrian safety and electrical work. This was also a great opportunity for BU management teams from BUs of Southeast Asia to share their safety practices, fostering a deeper sharing and understanding on various aspects of safety management.

TERMINAL SECURITY

Physical security is another key area of our organisational processes. As a member of the Customs Trade Partnership Against Terrorism (CTPAT), our security management complies with the compliance standards and requirements, and this safeguards our people as well as the smooth flow of cargo in and out of our terminals.

The Group has an established Group Security Committee (SECOM) which was formed in 2004. The remit and mission of this committee is to develop and maintain security guidelines across the Group, monitor the security performance of the BUs, and promote sharing of best security practices. Security is governed by the Group Security Policy (43/2021) with key highlights being:

BU Head is accountable for **BU security performance**

- Setup of BU Safety Policy & Procedures
- Ensure the setup is put into practice

BU should establish its own **Security Setup, Plan** and **Initiatives** meeting the **International Ship & Port Facility Security (ISPS) code**

- Ensure all workers understand and adhere to the BU's security requirements and practices

Global Minimum-Security Standards (GMSeS) are established and approved by Group Security Committee (SECOM). This set of GMSeS covers physical security of BUs and is mandatory. The purpose of the GMSeS is to ensure that:

- All BUs comply with the requirements of the International Ship & Port Facility Security (ISPS) Code as applicable to that port/terminal area.
- Security risk to Hutchison Ports and its BUs is minimised.
- The confidence of stakeholders including but not limited to authorities and customers in Hutchison Ports' security arrangements is maintained.

4.1 COLLEAGUES

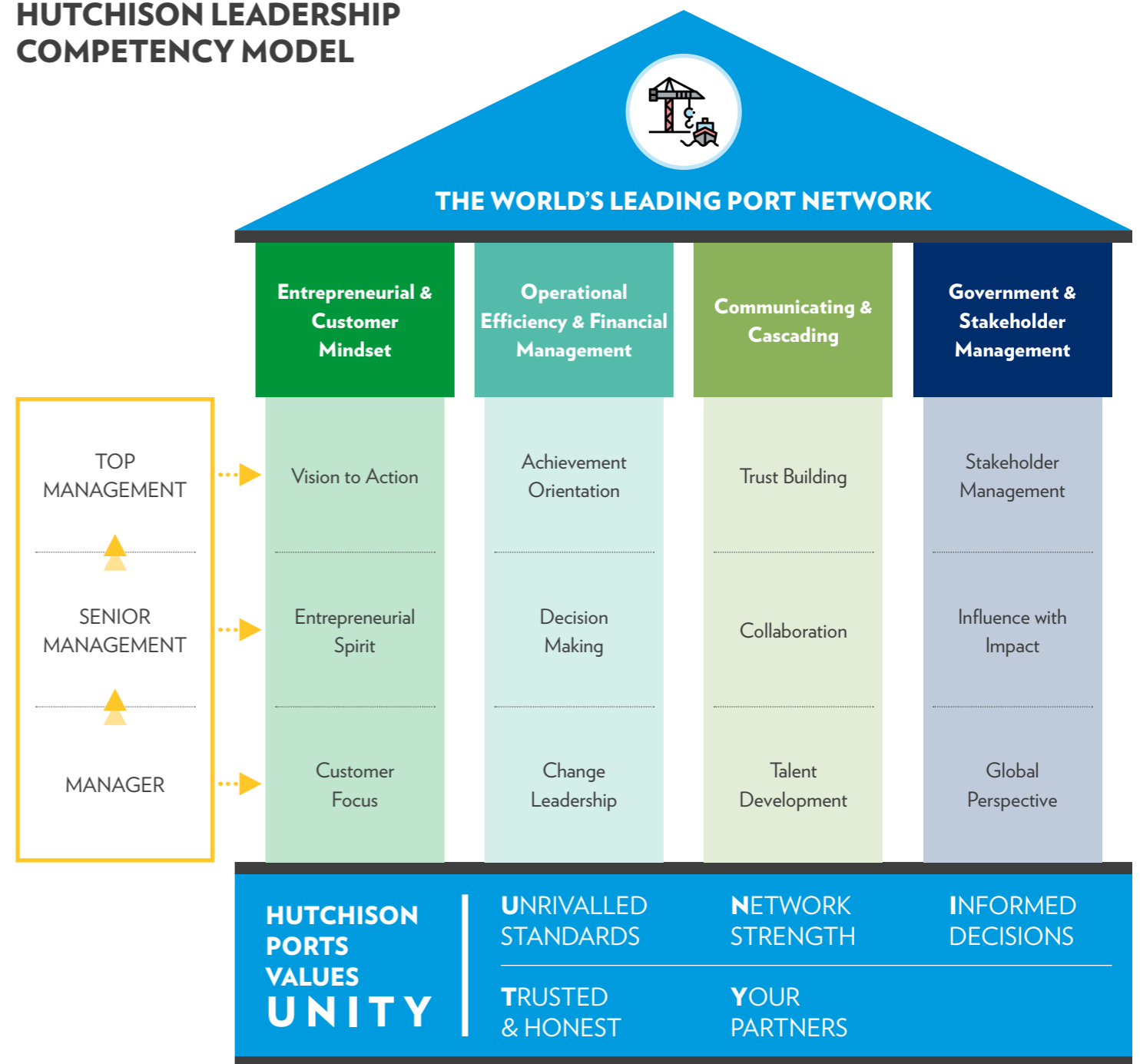## 4.1.2 HUMAN CAPITAL

A THRIVING WORKFORCE

At Hutchison Ports, we drive sustainable business results by enabling an agile and resilient workforce. We encourage our employees to bring their best selves through empowerment and thrive with their full potential. We formulate strategies to reward performance and engagement, enhance leadership and organisational capability, and cultivate a safe and supportive workplace that promotes well-being and inclusion.
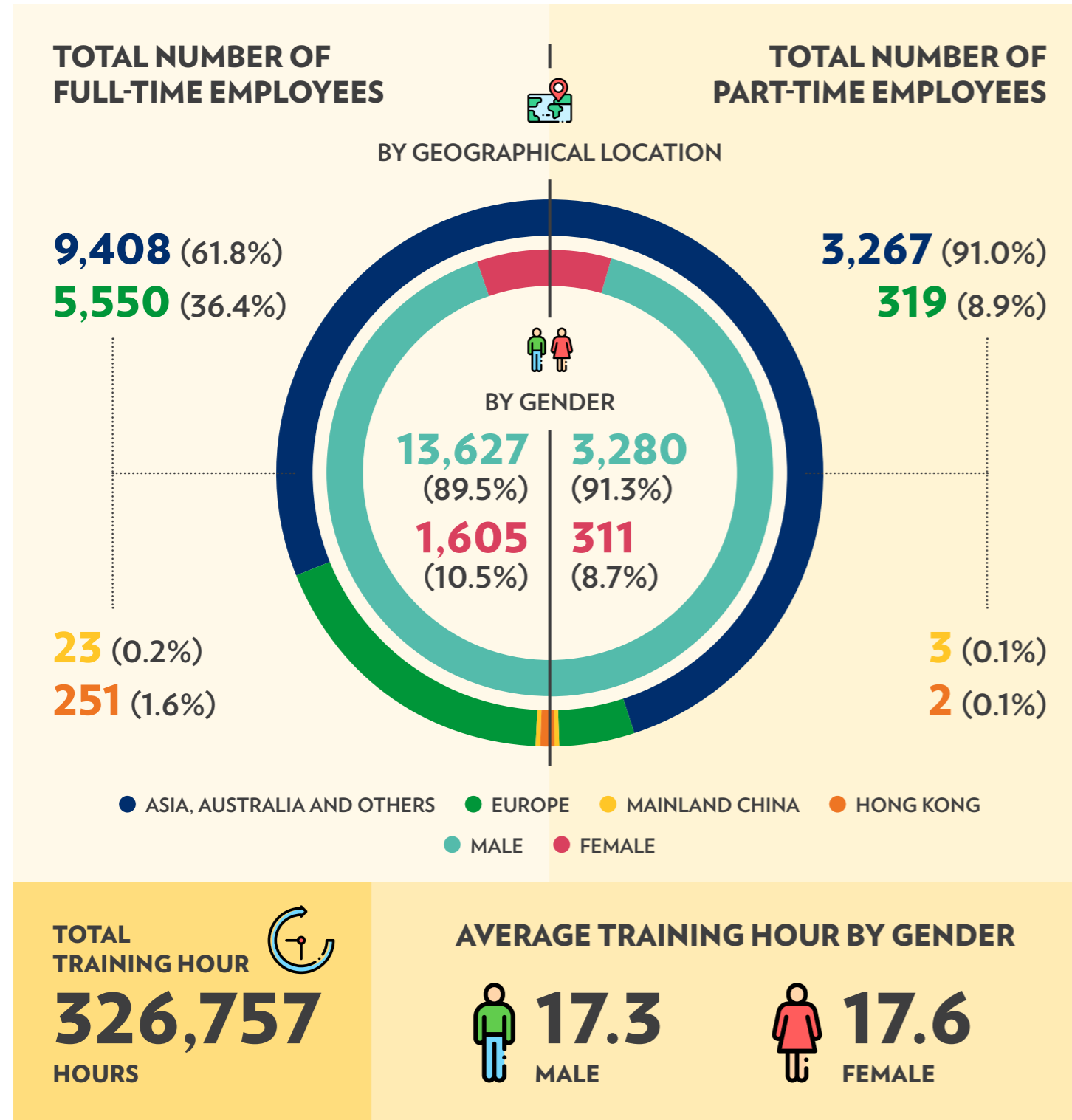
TRANSPARENT AND STRUCTURED FRAMEWORK

A well-structured framework is essential to support talent acquisition, succession planning, leadership development, performance, and reward management in Hutchison Ports. The Leadership Competency model, aligning with our UNITY organisational values and stipulating the expected employee attributes on both business and people aspects, is embedded into all core Human Resources (HR) processes to build a high-impact team and drive our business forward. Consisting of four pillars, a total of twelve leadership competencies are laid out with detailed behaviour anchors that cascade down to each management level. It also provides BUs with clear guidelines for talent selection and identification, leadership and development interventions, and assessment and evaluation standards.

TOTAL NUMBER OF FULL-TIME EMPLOYEES

TOTAL NUMBER OF PART-TIME EMPLOYEES

BY GEOGRAPHICAL LOCATION

9,408 (61.8%)
5,550 (36.4%)

3,267 (91.0%)
319 (8.9%)

BY GENDER

13,627 (89.5%)   **3,280** (91.3%)
1,605 (10.5%)   **311** (8.7%)

23 (0.2%)
251 (1.6%)

3 (0.1%)
2 (0.1%)

● ASIA, AUSTRALIA AND OTHERS   ● EUROPE   ● MAINLAND CHINA   ● HONG KONG
● MALE   ● FEMALE

TOTAL TRAINING HOUR
326,757 HOURS

AVERAGE TRAINING HOUR BY GENDER
17.3 MALE   **17.6** FEMALE

HUTCHISON LEADERSHIP COMPETENCY MODEL

THE WORLD'S LEADING PORT NETWORK

	Entrepreneurial & Customer Mindset	Operational Efficiency & Financial Management	Communicating & Cascading	Government & Stakeholder Management
TOP MANAGEMENT	Vision to Action	Achievement Orientation	Trust Building	Stakeholder Management
SENIOR MANAGEMENT	Entrepreneurial Spirit	Decision Making	Collaboration	Influence with Impact
MANAGER	Customer Focus	Change Leadership	Talent Development	Global Perspective

HUTCHISON PORTS VALUES UNITY

UNRIVALLED STANDARDS   **N**ETWORK STRENGTH   **I**NFORMED DECISIONS
**T**RUSTED & HONEST   **Y**OUR PARTNERS

4.1 COLLEAGUES

GETTING READY FOR THE FUTURE

Hutchison Ports conducts robust succession planning and talent reviews annually for all BUs across the regions to assess leadership bench strength and evaluate human asset risks. Targeted global, regional, and local strategies and mitigations are derived from the outcomes to elevate organisational and individual development. This is supported by the commitment of senior management to coach and nurture the career development of our talent, along with a comprehensive performance management and reward process to ensure equality, engagement, and retention.

MYPORT PROGRAMME

MyPORT reflects Hutchison Ports' vision of fostering an inclusive and collaborative environment where talents across multiple regions are empowered to lead through the UNITY values. It also aligns with the business objectives of creating cross-function synergy and developing future-ready leaders with global perspectives. The 15-month leadership development programme consists of three distinct modules and multiple touchpoints to maximise practical skills application, cross-BU teamwork and experience learning from senior executives across geographies and departments.
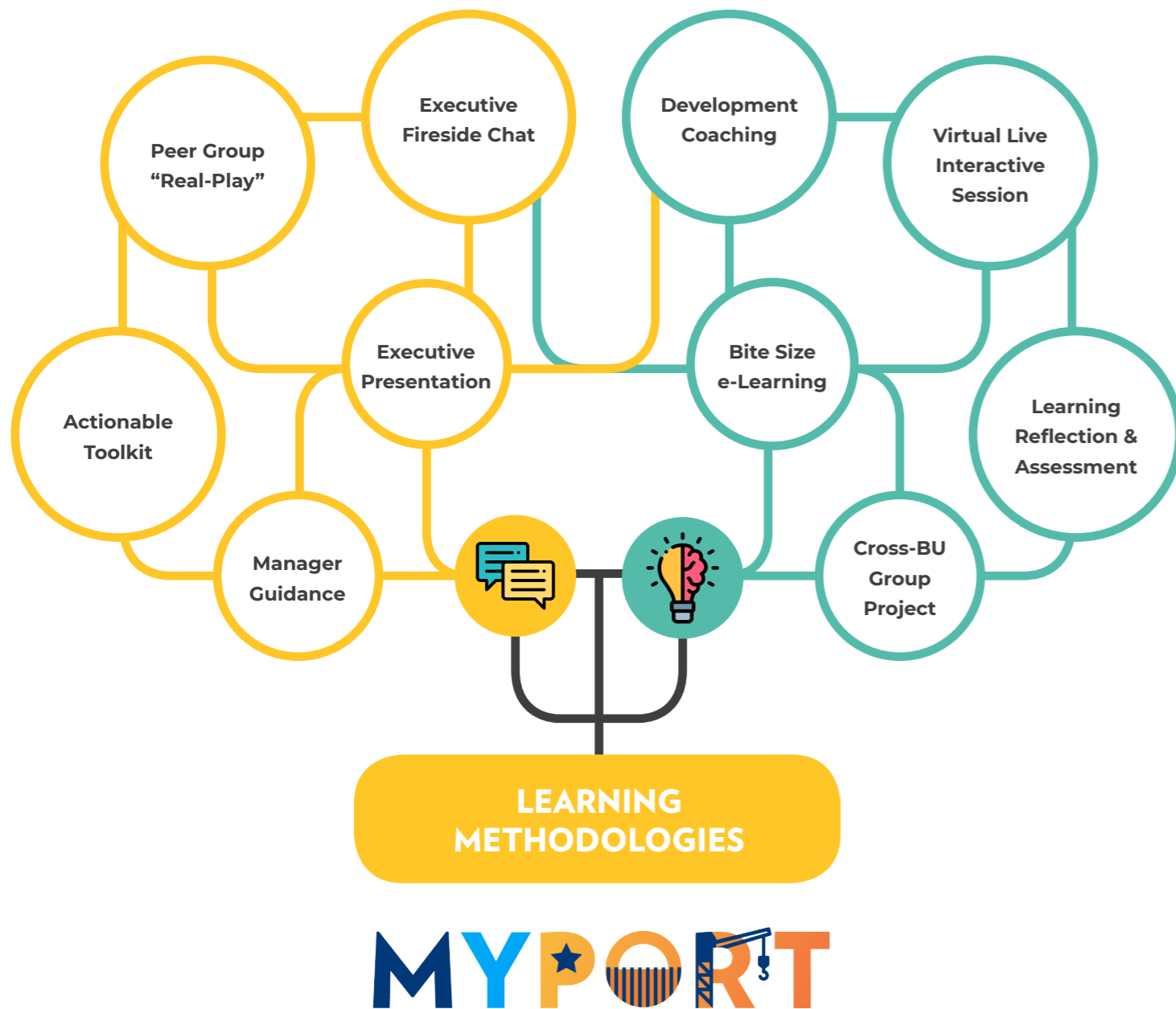
A key development component is the valuable project experience when delegates form project groups and collaborate on real business cases with peers from different backgrounds and functions. With guidance from senior project sponsors, they put skill learning into action, build trust and embrace diversity. Participants pitched their projects to the executives, demonstrating their critical thinking, problem-solving and stakeholder management capabilities accelerated through their development journey. The presentations also stimulated constructive dialogues with management about efficiency enhancement and sustainable development strategies.

LEARNING METHODOLOGIES

MYPORT

CROSS-BU BUSINESS GROUP PROJECTS

1. Sustainability: The Merits of Solar - The Existing, Against Upgrading and/or Increasing Capacity

2. Development of a Safe Solution to Phase Out Diesel Powered Generators

3. Data Science-Driven System for Enhance Customer Experience & Operation Efficiency

4. Strategising the Decarbonisation Actions of HPH Trust (HIT & YANTIAN)

5. Enabling Technologies to the Success of Operating a New Built Terminal on Shared Services

6. To Automate or Not to Automate, What's Next

4.1 COLLEAGUES

24 BUSINESS UNITS MYPORT PARTICIPATION

North China
2 BUs

Europe
5 BUs

South China
3 BUs

Latin America &
the Caribbean
(LAC)
5 BUs

Middle East
and Africa
(MEA)
4 BUs

South East Asia
(SEA)
4 BUs

Australia
1 BU

10 FUNCTIONS

OPERATIONS	FINANCE	IT	COMMERCIAL	ENGINEERING	CORPORATE AFFAIRS	OTHERS
28%	**17%**	**17%**	**15%**	**11%**	**4%**	**8%**
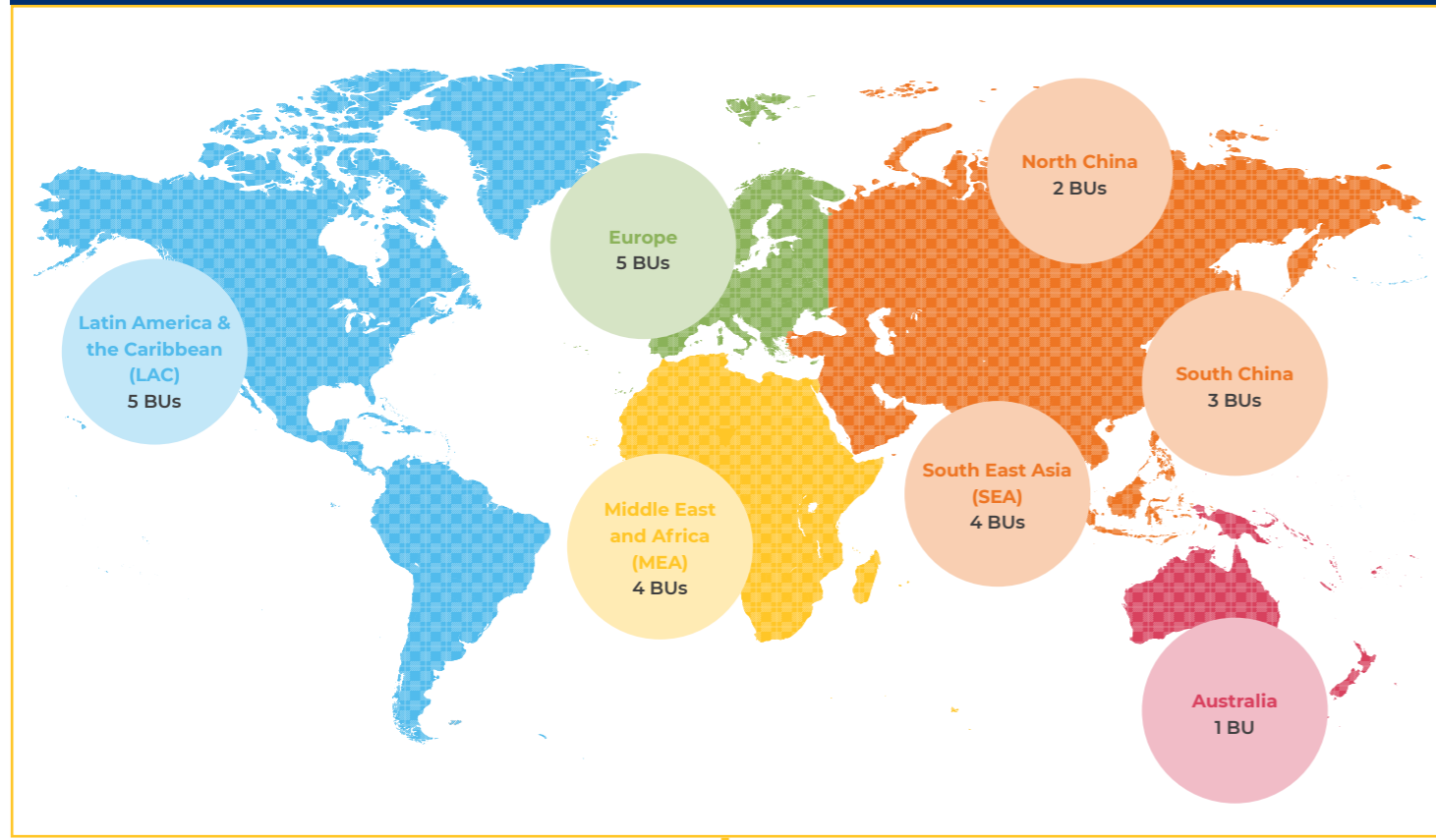
*Others: Administration/HR/Executive Office/Port Affairs

MYPORT GRADUATION

In December 2023, we celebrated the graduation of our emerging talents and recognised their accomplishments. This talent gathering, representing the Hutchison Ports network across Asia Pacific, Europe, Middle East, and Latin America, is imperative when they share takeaways and plans for the next level of progression with their peers worldwide. The mentorship of senior leaders is also paramount in guiding our future leaders to comprehend business purpose, take ownership and build strengths, and seize opportunities to harness diverse perspectives and inspire new ideas to flourish within the organisation.
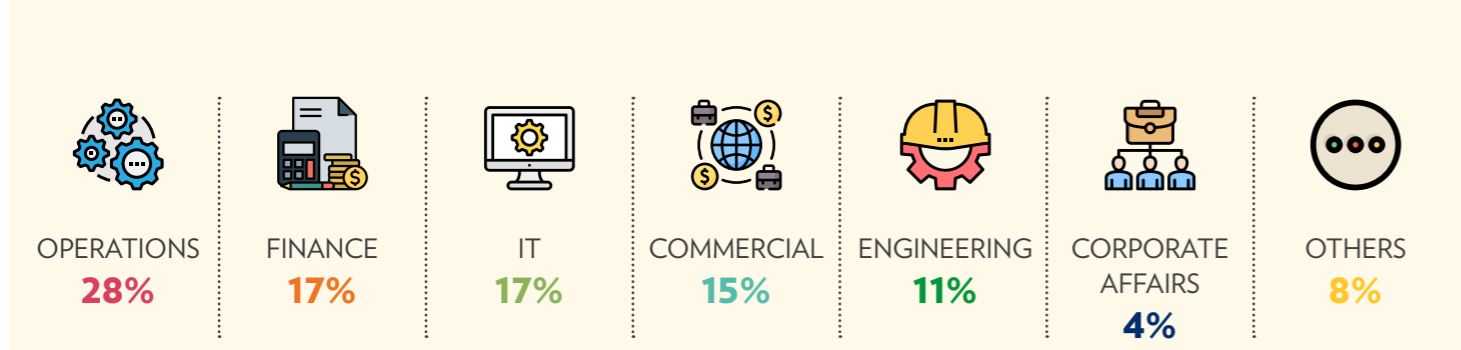
MASTERING LEADERSHIP COMPETENCIES & SHOWCASING EARLY SUCCESSES FROM OUR MYPORT GRADUATES

Capstone Group Project
BUSINESS KNOWLEDGE
FORWARD THINKING

Cross BU Network
BEST PRACTICE SHARING
COLLABORATION & COMMUNICATION

Career Planning
STEP UP IN DEVELOPMENT
RESULT-ORIENTED CONTRIBUTON

Building Team
INSPIRING & TRUST
FLEXING LEADERSHIP STYLE

WINNING PARTNERSHIPS
with internal & external stakeholders

ACHIEVE BUSINESS RESULTS
with confidence & just-in-time practices

BRING THE BEST
out of oneself & become future-ready leader

NURTURING THE NEXT GENERATION TALENT

Apart from talent acquisition efforts to attract the best talent for the company, Hutchison Ports organises various initiatives to nurture the talent pipeline of the next generation. Summer Internship of Hutchison Ports and Hutchison Ports HIT (Hong Kong, China) were offered to 20 students, who successfully completed an eight-week programme to acquire terminal industry knowledge and practical work experience. They were guided by manager coaches and engaged in networking and site visit events to develop skills and broaden their horizons. At a BU level, the Hutchison Ports Ajman (United Arab Emirates) hosted 4 students for 8 weeks within the IT department. Apprenticeship programmes were implemented in Hutchison Ports United Kingdom and Hutchison Ports FCP (Bahamas) respectively, when trainees were given the opportunity to transit into the areas of Engineering and Facilities upon training completion. Career fairs and Terminal visits were arranged in various BUs, promoting the diverse career opportunities within different functions of the terminals.

GLOBAL CONNECT

Global Connect is a new global learning initiative launched in 2022 to foster a life-long learning culture and encourage employee networking. This virtual platform enables colleagues across geographies and disciplines to develop business acumen and acquire role-model approaches required now and in the future. A unique group of thought leaders from multiple disciplines are invited to share their experience, and participants can gain insight, produce new solutions and collaborate to shape an agile and sustainable business. The theme in 2023 was "Best Practice", where subject matter experts from different functions and divisions shared topics related to business operations, strategic plans on sustainability functioning, and future advancement in technology in serving customers and enhancing process efficiency. These events were practical and thought-provoking, when over 1,500 participants took the learning on board for in-depth follow-up actions on standards, services, and efficiency improvements, as well as exploration and discussions of innovative approaches. It also fosters knowledge sharing between teams and cross-department collaborations for organisational growth.

JUN — **Engineering –** A Focus on Engineering: Quay Furniture and its Significance to Business Development.

SEP — **Engineering –** A Focus on Engineering: Migrating towards Green Port - The Engineering Solutions

OCT — **Operations –** Embracing Cargo Business Variety within Hutchison Ports

NOV — **Operations –** Developing New Best Practices for the Future with Veronica

HIGHLIGHTS

OVER 1,500

8.5/10
Enhance Functional Best Practice

93%
Relevant to Job and our Company

8.8/10
Enlightening, Practical & Thought-provoking

92%
Recommend to Others

DEMOGRAPHICS OVERVIEW
Participation by Region

15% Europe

47% Asia Pacific

14% Latin America

27% Middle East

HUTCHISONPORTS x GLOBAL CONNECT
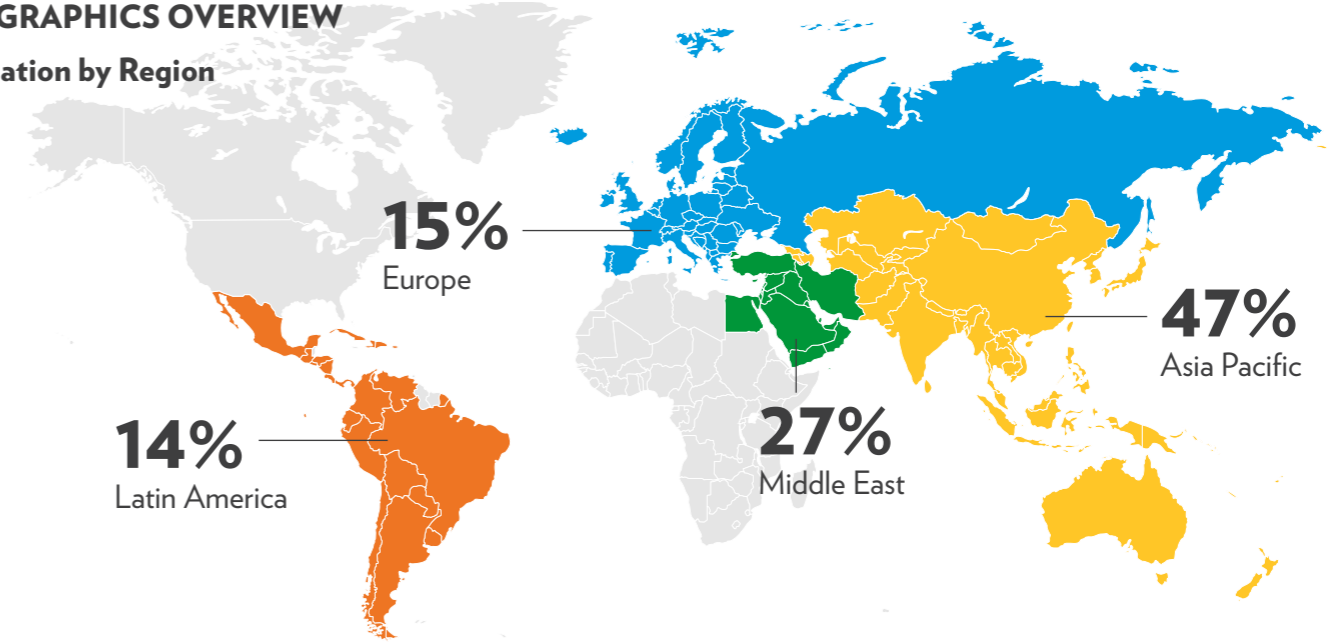
BEST PARTS ABOUT THE SUMMIT

- Provoke **Future-Readiness** with **Company Direction**
- Elevate **Business Acumen**
- Broaden **Cross-BUs Perspective**
- Engaged with **Global** Colleagues
- **Belongingness** to Hutchison Ports Network
- **Just-in-Time Interactive** Learning

COMMITTED TO FOLLOW-UP ACTIONS

- Knowledge Sharing with the Team
- Cross-Department Collaborations
- Explore New Approaches/ Enhance Standard
- Discuss Future Plans with Management
- Follow Actions Recommended by Speakers
- Review Improvement Opportunities

Function Spread

Others **11%**

COM **7%**

HR **9%**

OPS **27%**

ENG **26%**

IT **10%**

FIN **10%**
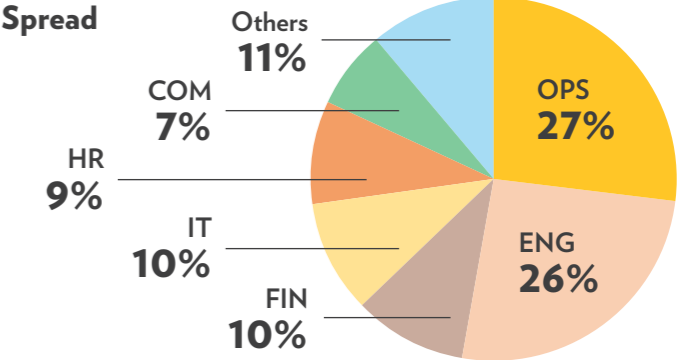
*****Others:** Corporate Affairs, Contract & Procurement, Executive Office, Legal & Company Secretariat, Logistics, Marketing, Port Affairs, Safety & Security

KEY TAKEAWAYS

Quay Furniture Best Practices

Green Equipment Deployment

Container & Cargo Business Variety

Planning Centric Operations

Automation & Sustainability

4.1 COLLEAGUES

4.1.3 WELLNESS, ENGAGEMENT, & INCLUSION

INTRODUCTION

Hutchison Ports strives to inspire an organisational culture that promotes employee wellness, engagement, and inclusion. We deploy a comprehensive framework to foster a cohesive and supportive work environment, enhance the sense of belonging and empower uniqueness and diversity. The three core facets - *Care, Contribute, and Collaborate* - inform our vision around our Group Strategies to enable our employees to thrive and flourish.

THE 3 CORES

CARE

We take care of the well-being of ourselves and others. We tackle challenges with resilience. We respect diverse thoughts and feelings.

CONTRIBUTE

We recognise capabilities and contributions of different members. We also give back and contribute to a sustainable community.

COLLABORATE

We are a Global Port network and we value collaborations. Together we co-create a positive and healthy work environment.

DIMENSIONS OF WELL-BEING

SOCIAL   PHYSICAL   SPIRITUAL   MENTAL   OTHERS   EMOTIONAL
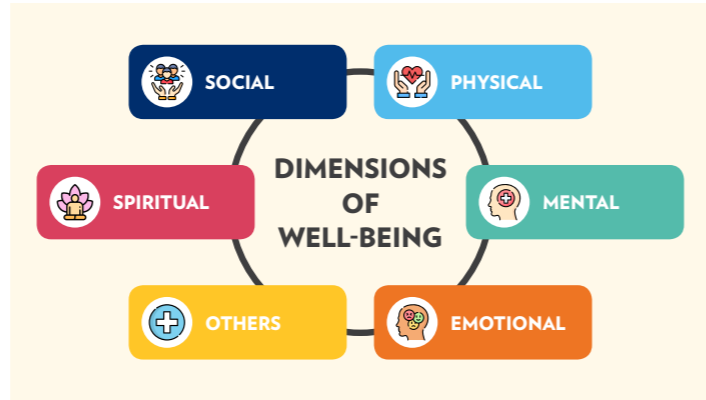
FOSTERING HOLISTIC WELL-BEING

In October 2021, the global BEWELL campaign was launched to demonstrate our commitment to prioritising our people's health and well-being. The Campaign aims to cultivate a positive culture across all BUs, promote a work-life harmonious environment, foster connections, and encourage employees to embrace a healthy lifestyle.

The wellness journey is structured with four checkpoints, each designed to gradually arouse awareness, build momentum, and educate employees to adopt a holistic approach to wellness. To drive synergy and address the diversity in employee needs across different BUs, global and local activities are arranged for each checkpoint.
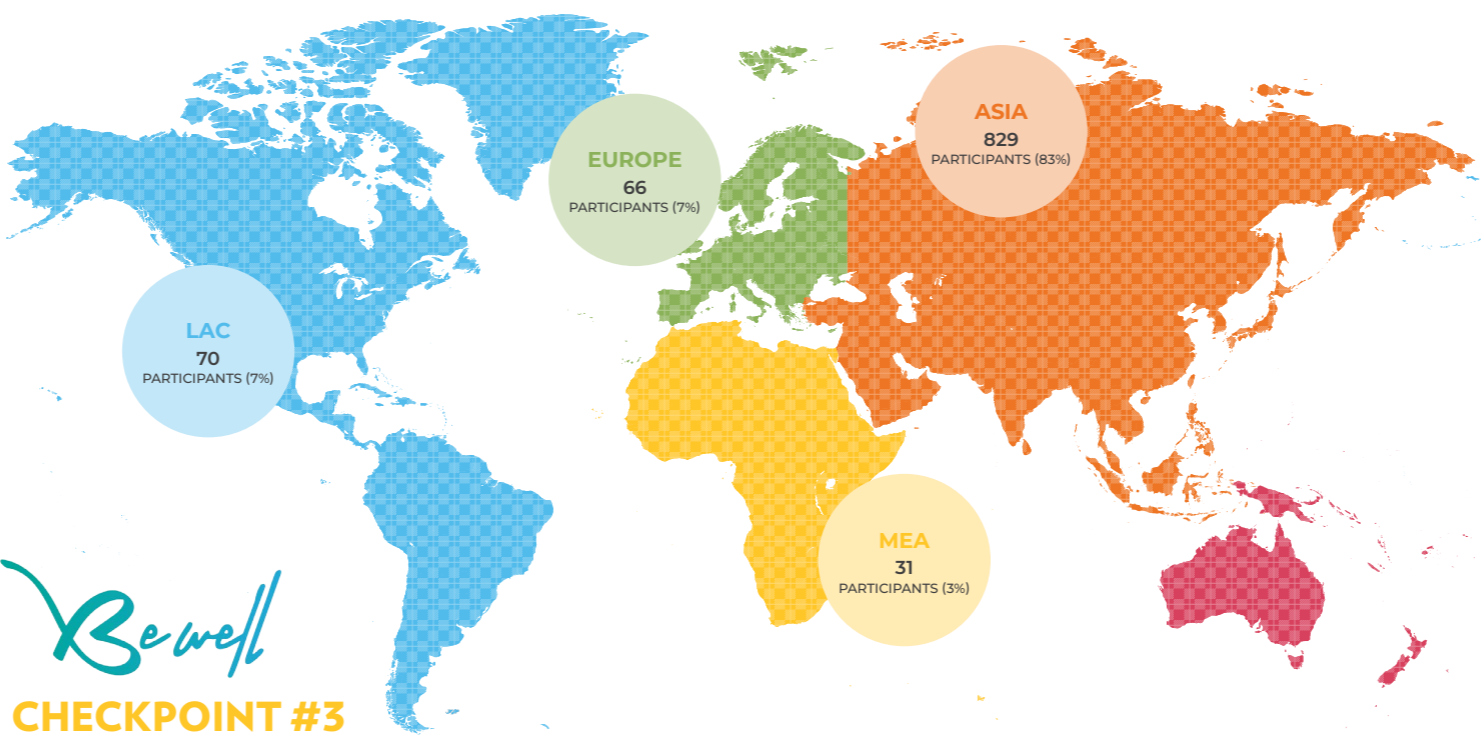
CHECKPOINT #3

THE WELLNESS JOURNEY

From 2021 to 2022, two checkpoints were concluded when employees enhanced their health awareness through eLearning courses, workshops and mindfulness exercises. Their mental and emotional health were also elevated by practising gratitude and applying it at work, life and collective levels. Through engaging in interactive activities both virtual and in-person, employees developed an appreciation for the beauty of nature and humanity. They experienced improvements in stress and emotion management, relationships, and effectiveness at work.

In 2023, the wellness journey moved on to cultivate holistic wellness, encouraging employees to incorporate various aspects of health into their daily habits and routines. The checkpoint theme 'Wellness Challenge' not only amplified employees' wellness levels but also encouraged involvement and synergy between BUs, promoting creativity, commitment, and influence in their wellness efforts. A thousand employees received global recognition for their accomplishments, and BU awards were presented at the annual HR summit, where over 70 HR leaders and colleagues participated and shared best practices.

EUROPE 66 PARTICIPANTS (7%)

ASIA 829 PARTICIPANTS (83%)

LAC 70 PARTICIPANTS (7%)

MEA 31 PARTICIPANTS (3%)

THE WELLNESS JOURNEY – GLOBAL ROADMAP 2021 -2024

CHECKPOINT #1
Well-being Awareness Learning

CHECKPOINT #2
Gratitude Movement

CHECKPOINT #3
Wellness Challenge

CHECKPOINT #4
My Little Victory Lap

All employees are invited to join the BEWELL journey when they go through four wellness checkpoints. Each checkpoint consists of various individual and team milestones. Employees who follow the game rules and accomplish the challenges are entitled to checkpoint awards. Upon completing the full journey, participants will be recognised globally for their wellness achievements.

4.1 COLLEAGUES

CASE STUDY: THE WELLNESS CHALLENGE - BU WINNERS SHOWCASING THEIR ACHIEVEMENTS

Hutchison Ports Port of Felixstowe (United Kingdom) focuses on physical, social, emotional and mental health and offers a variety of initiatives across different shift patterns and times. These events were made readily accessible to benefit most employees. Managers take the lead and communicate proactively with staff to encourage participation, enhancing openness to discuss health and inducing positive changes.

Our ports in United Arab Emirates develop a strategic multi-dimensional wellness plan through a virtual platform and health advocacy to bring about awareness and habit transformation. Goal setting and nutrition workshops, along with mobility and meditation exercises are well received by employees. Green and community concepts are also incorporated to boost engagement and social belonging.

Hutchison Ports YANTIAN (China) created excitement via a digital online Olympic,

driving the highest participation of over 1,200 employees forming 18 virtual teams to engage in a month-long sports competition. Coupled with thematic workshops on relaxation and emotion management, colleagues are motivated to embed holistic healthy habits in their routines.

For Hutchison Ports FCP (Bahamas), a wide array of activities was deployed to positively impact employees' overall wellness. From monthly step challenges to informative webinars on financial wellness, teams were engaged to achieve health goals. The basketball tournament, scavenger hunt and breakfast cook-off competition fostered camaraderie among participants.

Hutchison Ports Thailand launched the "Good Health & Great Life" motto to promote physical, mental, emotional and social well-being. This includes education on nutrition and workout, healthy food provision, music corner and voluntary services. The range of activities covers

almost all employee populations with very positive feedback.

Hutchison Ports ECT Rotterdam (The Netherlands) targeted physical and mental health by launching the fitness centre, a smoking cessation programme and mental wellness consultation services. These initiatives help employees prioritise their well-being to increase physical and mental strength, maintain balance and reduce stress.

Hutchison Ports Busan (South Korea) implemented two key initiatives – "Burn your Fat" and "Happy

Busan Together" to enhance all-rounded wellness. Employees team up and include family members to exercise regularly and serve the community, with a remarkable 2.9 million calories burnt and 1,500 kilograms of rice donation.

Likewise, our ports in Pakistan put our employees first and organised activities promoting various spectrums of well-being. This includes a Draught Tournament where teams get together and challenge their mental strength, Mindful Yoga when colleagues release their muscle tension, and tree plantation drive to contribute to the green environment.

In summary, 996 global employees were awarded certificates for their accomplishments from the 35 BUs who participated in this leg of the journey. To share best practices and to recognise BU contributions, "Top Awards" (co-elected) and "Group Awards" (selected by senior management) were also presented to outstanding BUs.

Annual summit celebrates achievements and fosters collaboration – nine BU winners showcase their contributions and spark practical discussions on employee well-being.

4.1 COLLEAGUES

Dock School Programme (HPT)

Volunteer Service for Kwai Shing East Rhenish Care And Attention Home (PS&L)

PinkTober Session (SAPT/KICT)

Clothes to be donated (GCT)

Healthy Meal Competition (FCP/FHC)

2023 Compliance- Sexual harassment prevention and Improving awareness of the disabled education (HKT)

Omani Women Day (OICT)

Beat The Heat Campaign 2023 (HAJT/HPRAK/HPUAQ/HLL)

Solidarity race for Sant Joan de Deu Hospital (BEST)

Graffiti Session (PPC)

HEALTHCARE PROVISION AND EDUCATION

As a responsible employer, Hutchison Ports is committed to raising health awareness and offering timely preventative measures to employees. In most BUs, COVID-19 and flu vaccination services are arranged near work premises to ease accessibility. In addition, regular medical checkups and health seminars on various topics are organised to ensure our staff receive the information they require to remain fit and healthy, both physically, emotionally, and spiritually. Examples of some of the campaigns include the blood pressure check and hypertension talk in Hutchison Ports HIT (Hong Kong, China), two months of healthy spine programme in Hutchison Ports Gdynia (Poland), Neurology and drug awareness session in Hutchison Ports Sohar (Oman), and a nutrition, weight loss and sports programme in Hutchison Ports PPC (Panama). Overall health awareness and protection are raised for all staff members.

ENGAGING A DYNAMIC WORKFORCE

At the core of any business success is the team employed within. At Hutchison Ports, we pride ourselves on a unified and vibrant workforce, when members collaborate seamlessly, thanks to our various initiatives that foster bonding, celebrate successes and advocate work-life balance. This is especially valuable post COVID pandemic to reunite and strengthen connections.

Annual staff gatherings are held in all BUs to celebrate business achievements and recognise staff contributions throughout the year. Along with long service award presentations and lucky draws, senior management often performed with staff to share the excitement and enhance togetherness. Employee Outings and Family Days are very popular among our BUs. These events provide occasions for employees and their family members to mingle and cherish nature.

At Hutchison Ports SITV (Vietnam), the team organised the 'Unified We Succeed' activity along the Mekong Delta to boost solidarity. In Hutchison Ports Gwangyang (South Korea), hiking resumed when 94 staff members climbed Bonghwa Mountain in Jeollanam-do Province to raise team spirit. Hutchison Ports Thailand re-organised Family Days that spread across school semester breaks to balance workload and children's availability. Over 1,700 employees and family members treasured the special arrangement at Nongnooch Tropical Garden and Ramayana Water Park. Hutchison Ports KICT (Pakistan) also held their grand Family Gala to celebrate unity when fun activities were planned to cater for all age groups of corporate family members.

Sports and recreation clubs and tournaments are another signature provision by Hutchison Ports to enable easy access to facilities for employees

to revitalise and enjoy team activities during leisure and break times. Hutchison Ports Sohar (Oman) organised a football championship with 84 employees divided into 7 teams competing against each other to boost morale. Hutchison Ports ECT Rotterdam (The Netherlands) teamed up in the exciting 'Harbour Cup' football tournament, 'Drakenbootrace' rowing race and 'Harbour-run' obstacle event, competing with other maritime companies and enjoying the team challenge. Hutchison Ports Gdynia (Poland) bike team joined the Climate Classic rallies and rode 120 km distance to raise climate change awareness across Europe. Hutchison Ports Stockholm (Sweden) also held their table tennis tournament in March 2023 where they enjoyed the interaction and were energised.

4.1 COLLEAGUES

EMBRACING DIVERSITY AND INCLUSION

Hutchison Ports is dedicated to nurturing a diverse and inclusive culture that reflects the rich tapestry of the global communities where we operate and serve. Our vision is to cherish a workforce with diversity across culture, gender, generation, ethnicity, religion, and ability, ensuring it is embraced and celebrated in every aspect of our environment. We integrate Diversity and Inclusion (D&I) principles into all facets of our operations, including recruitment, development, engagement and retention. Our commitment to these values ensures that D&I are integral to our organisational ethos, fostering a space where new ideas thrive and all employees have equal opportunities, contributing to our agility, resilience, and long-term success.

CELEBRATING CULTURE, RELIGION AND ETHNICITY

At Hutchison Ports, we appreciate cultures, ethnicities, and religions when different events are being celebrated so all can share the happiness and traditions. On these days, along with staff celebrations, voluntary activities dedicated to the community are often arranged to give back to society.

New Year and Spring festival celebrations are particularly significant in the Asian cultures. At Hutchison Ports HIT (Hong Kong, China), COSCO-HIT Terminals, Hutchison Ports Logistics (Hong Kong, China), Hutchison Ports YANTIAN (China), and Hutchison Ports SITV (Vietnam), various activities such as Dragon dance show, Chinese Couplet and lucky draw are organised for employees. At Hutchison Ports Thailand, the new year is called Songkran Festival when employees celebrate with special blessings and traditional activities.

In other parts of Asia and in the Middle East, special tribute is paid to their religion. At Hutchison Ports MITT (Myanmar) colleagues held a Ka-Htein Robe ceremony and donated tree-shaped stands to Thilawa Ywa Oo Monastery. In Hutchison Ports SITV (Vietnam), over 100 Staff participated in Tet event, making traditional rice cake and enjoying a fruit tray decoration contest. In March 2023, staff in Hutchison Ports Thailand cleaned the Sriwanaram Temple near the port, emphasising the importance of temples for observances and ceremonies. In Hutchison Ports Indonesia, spiritual activities were conducted for Muslim and Christian employees respectively to appreciate their beliefs. In the Middle East, religious festivals like Ramadan and Eid Milan are widely celebrated. Our ports in Pakistan, United Arab Emirates and Oman created memorable moments for employees through the observance.

To celebrate various religious holidays in November and December, our ports of Felixstowe organised a cultural diversity festival to bring colleagues together, enjoy multicultural cuisine, and enhance social well-being. On top of that, newsletters for Black History Month were released to educate on racial diversity and celebrate historical events. Black Ethnicity Day was celebrated in Hutchison Ports PPC (Panama) with activities focused on traditional folklore, clothing and local traditional dishes appreciation.

AWARENESS BUILDING AND EDUCATION

Hutchison Ports commits to cultivating awareness and learning on D&I among employees through various means, including campaigns, workshops, and training sessions. This continuous improvement ensures that our employees are well-equipped to foster an inclusive environment that respects and values people with diverse backgrounds and perspectives. In Hutchison Ports Busan (South Korea) and Hutchison Ports Gwangyang (South Korea), tailored D&I workshop were organised for management and employees to acquire insights and develop effective approaches at work. In the United Kingdom ports, roadshows were held to increase awareness and employee participation to promote diversity.

At Hutchison Ports ECT Rotterdam (The Netherlands), the 'De Veilige Haven' workshop was delivered to all staff to guide respectful interactions. Additionally, a reintegration desk programme was launched to support colleagues with physical or mental restrictions to return to work gradually after long-term absences. Hutchison Ports Gdynia (Poland) held the first 'Run Terminal Kids' in June 2023, with 300 children's runners to support the physically disabled. Our Indonesia ports arranged a pre-retirement programme to equip employees with useful tactics to enjoy their retirement period in a comfortable way. On World Down Syndrome Day (March 21st), our colleagues in Freeport showed their recognition and support for cognitive diversity with a mismatched socks campaign.

WOMEN EMPOWERMENT

Hutchison Ports is at the forefront of embracing technological advancements and remote technologies, which has opened doors for more women to enter roles traditionally dominated by men. Our recruitment teams work closely with business leaders to revamp job roles to reflect the new opportunities these advancements bring. Additionally, Hutchison Ports actively engages with local communities and educational institutions to highlight the excellent workplace opportunities available for women within the business. We continue to prioritise the well-being of women in our workforce to enhance their overall work conditions.

Hutchison Ports has been proactive in promoting breast cancer awareness among female employees. At Hutchison Ports Sohar (Oman) and Hutchison Ports Ajman (United Arab Emirates) through programmes in collaboration with recognised local hospitals, sessions were organised to educate women about early symptoms and the importance of screening. In Hutchison Ports Pakistan and Hutchison Ports KICT (Pakistan), similar initiatives were taken in partnership with Chughtai Lab. Additionally, a cervical cancer screening project was conducted at Hutchison Ports Thailand in collaboration with Chonburi Hospital. These preventive health measures are vital for the well-being of the female workforce.

CELEBRATING WOMEN'S DAY

Hutchison Ports BUs have made considerable efforts to celebrate both national and international days in recognition of women. On International Women's Day, Hutchison Ports Pakistan and Hutchison Ports KICT (Pakistan) organised an empowering Women's Day lunch to celebrate and honour the incredible contribution of the female employees at work. To make the event fun and exciting, a renowned female facilitator was invited to talk on women empowerment and complete team building through the concept of Diversity, Equity, and Inclusion. Through this event, personal and professional milestones of female employees were shared to recognise their contributions and successes.

In Poland, female representatives in Hutchison Ports Gdynia (Poland) celebrated Women's Day and took part in the women conference, "Girls on the Waves", organised by the Gdansk National Maritime Museum to increase women's participation in the maritime economy. During 2023 in Mexico, the BUs collectively held workshops and talks focussed on "Gender equality, the value of women in society". At a national level both Omani and Vietnamese Women's day were celebrated at the respective BUs to promote gender equality and women's empowerment. Mini games were organised, and meaningful gift given to female employees.

4.2 COMMUNITY

4.2.1 GO GREEN & DOCK SCHOOL

INTRODUCTION

Hutchison Ports has consistently prioritised Environmental Protection and Education as key aspects of community engagement and investment initiatives.

In 2023, we remain steadfast in advancing these core initiatives through our flagship Community Campaigns, namely Go Green & Dock School, with the following focuses:

- Heightening awareness of "Climate Change" within the communities and cities where we operate;
- Motivating BUs to arrange decarbonisation activities involving employees, business partners, and local stakeholders;
- Orchestrating joint Go Green x Dock School events to impart environmental knowledge to Dock School students, children of employees, and local youth groups.

With these concerted efforts, 32 ports across 19 countries have successfully executed 113 Go Green and/or Dock School events, such as planting trees, organising beach clean-ups, running Climate Action card games or workshops for students, conducting staff educational workshops, and arranging student visits to terminals.

Over the last year, we have succeeded in planting over 10,300 trees and had meaningful engagement with more than 3,100 students.

CASE STUDY: CLIMATE FRESK CARD GAME

Seeking to boost climate change awareness within our community, we brought in the Climate Fresk Card Game to our employees. This educational game draws on findings from the Intergovernmental Panel on Climate Change (IPCC) report, conveying how the climate system operates and the effects of its imbalance. It allows participants to understand the causes, mechanisms, ramifications, and scientific underpinnings of climate change.

PART 1: GO GREEN 2023 – GLOBAL KICK-OFF ACTIVITY

In line with our motto "Together we can make it happen" and supported by the GSC, the first Hutchison Ports Global Climate Fresk Online Card Game was staged in early March. The event was opened to all BU Heads and their designated team members within our network.

Our local partner, CarbonCare InnoLab, facilitated six sessions in three languages, engaging a total of 155 staff from 45 ports spanning 20 countries, which represented 88 per cent of our global network. The event attracted a broad spectrum of departments and roles, with 60 per cent holding managerial positions or higher.

Click here to learn more about the Kick-off Activity.

4.2 COMMUNITY

CASE STUDY: CLIMATE FRESK CARD GAME (CONT'D.)

PART 2: GO GREEN X DOCK SCHOOL CLIMATE ACTION AT BU LEVELS

1. Southeast Asia - Hutchison Ports Thailand

On 18 August 2023, Hutchison Ports Thailand spearheaded the Go Green x Dock School initiative at Banklongpring School, a kindergarten and primary school close to our terminals. The event included awarding scholarships to high-achieving students, refurbishing and enhancing classroom and outdoor facilities, hosting tree planting activity at the school's green space, and conducting an interactive Climate Action Card Game for students and teachers. Moreover, each student received a book entitled "I choose to ACT GREEN: low carbon lifestyle for everyone".

2. North Asia - Hutchison Ports Busan (South Korea)

A group of twenty-four future graduates from Korea Maritime University's Department of Shipping Management took a yard tour at Hutchison Ports Busan (South Korea) on 8 May 2023. Following their exploration, they participated in a Climate Action Card Game session convened in Hutchison Ports Busan's public relations education room.

3. Middle East and Africa - Hutchison Ports Pakistan

A student visit took place on 25 July 2023 as a part of the Dock School Programme, featuring a Climate Action Card Game and a briefing by the Health, Safety, and Environment (HSE) team on sustainable practices at the terminal. Students also explored the terminal's operations through a virtual tour.

4. The Americas - Hutchison Ports ICAVE (Mexico)

On 1 September 2023, Hutchison Ports ICAVE (Mexico) conducted a Go Green x Dock School event at the Miguel Aleman School in Varga Veracruz. The students received an informative presentation on environmental conservation and measures against climate change. It was complemented with a Climate Action workshop to deepen their understanding of the causes and consequences of climate change on everyday life. The students were also given recycle bags to encourage their families to collect plastic for recycling.

5. HPH Trust - Hutchison Ports HIT (Hong Kong, China)

As part of our commitment to enhancing climate change awareness and supporting the Go Green initiative, members of the Environmental Awareness Committee and summer interns took part in the Climate Fresk Card Game on 28 June 2023. The game provided an interactive way to learn the fundamental science of climate change and inspire us to take proactive actions.

4.2 COMMUNITY

GO GREEN

The Go Green campaign's highlight activities include tree planting and beach clean-up, with a notable 8 per cent increase in trees planted in 2023 compared to 2022.

Hutchison Ports Ajman (United Arab Emirates)

Hutchison Ports BEST (Spain)

Hutchison Ports FHC (Bahamas)
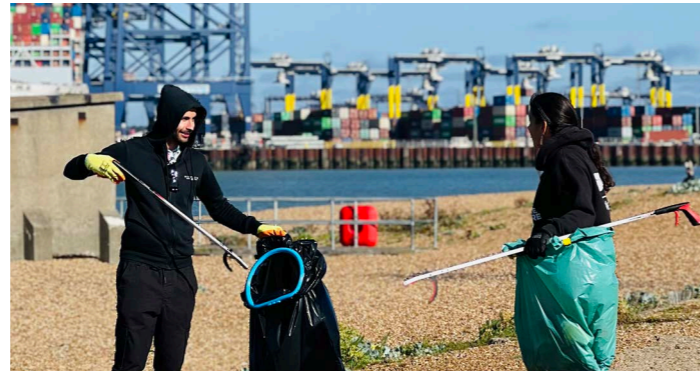
Hutchison Ports MITT (Myanmar)

Hutchison Ports Pakistan

Hutchison Ports Port of Felixstowe (United Kingdom)

Hutchison Ports Sohar (Oman)

Hutchison Ports YANTIAN (China)

DOCK SCHOOL

In addition to financial aid, our local teams have launched a variety of educational initiatives to offer extracurricular learning opportunities which help nurture students' potential. These include terminal tours, training sessions, placement and internships, scholarships, and environmentally focused events.

Hutchison Ports Alexandria (Egypt)

Hutchison Ports FCP (Bahamas) and Hutchison Ports FHC (Bahamas)

Hutchison Ports HIT (Hong Kong, China)

Hutchison Ports Indonesia

Hutchison Ports SITV (Vietnam)

Hutchison Ports Thailand

OTHER GREEN INITIATIVES

Go Green Campaign, **Zero Garbage Day**

Hutchison Ports Gwangyang (South Korea) held an environmental campaign at a cafeteria on 22 June 2023. The campaign was focused on reducing food waste and saw the eager participation of 80 employees, who made efforts to leave no remnants of lunch. In recognition of their participation, the company gifted flowerpots to the employees who engaged in the campaign.

Hutchison Ports and COSCO Shipping Ports Go Green Activities

Hutchison Ports collaborated with COSCO SHIPPING Ports (CSP) to advance the Go Green initiative in the community. On the 24 and 25 November 2023, shoreline clean-up activities took place in Hong Kong and Shanghai, arranged by HPH Trust's Hong Kong operations and CSP respectively. The event saw participation from 40 staff members of HPH Trust and Hutchison Ports Logistics Shanghai (China).

EUROPE

🌳 **606**
👨‍🎓 **171**

Hutchison Ports BEST (Spain) completed the planting of the 600 trees they promised to plant on behalf of all those attending the 10th anniversary ceremony in 2022.

Hutchison Ports Port of Felixstowe (United Kingdom) organised a Go Green Art competition for the youth from local community to stronger their awareness for environmental protection.

🌳 **3,495**
👨‍🎓 **2,113**
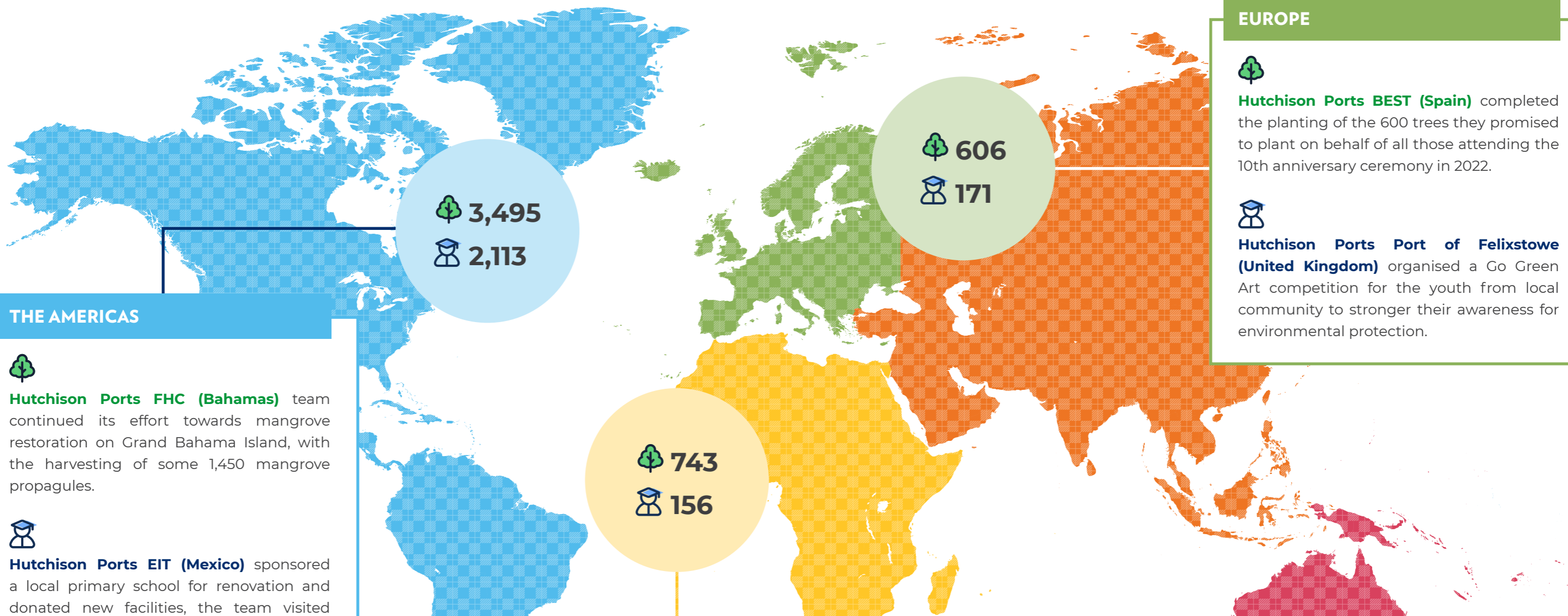
THE AMERICAS

Hutchison Ports FHC (Bahamas) team continued its effort towards mangrove restoration on Grand Bahama Island, with the harvesting of some 1,450 mangrove propagules.

Hutchison Ports EIT (Mexico) sponsored a local primary school for renovation and donated new facilities, the team visited and played environmental games with the children.

🌳 **743**
👨‍🎓 **156**

MIDDLE EAST & AFRICA

Hutchison Ports Ajman (United Arab Emirates) team and Department of Ports and Customs joined together to plant 100 Mangrove trees in Al Zorah Ajman as part of the United Arab Emirates national project to plant 100 million mangrove trees by 2030.

Hutchison Ports Alexandria (Egypt) team visited Gheit Elenab School and donated educational supplies, furniture and PCs to the students.

ASIA & AUSTRALASIA

Hutchison Ports MITT (Myanmar) held a "Tree Planting Ceremony and Green Talks" in order to enhance awareness and knowledge on climate change and planted 320 plants with staff and customers.

Hutchison Ports SITV (Vietnam) organised a terminal visit local school and donated study tool kits to 214 students of grades 1&2 of the school and hosted a Climate Action talk and small games with the children.

🌳 **5,525**
👨‍🎓 **1,059**

🌳 **Go Green**
Number of trees planted

👨‍🎓 **Dock School**
Number of students supported

2023

Go Green ✕ DOCK School

4.2 COMMUNITY

4.2.2 COMMUNITY ENGAGEMENT

INTRODUCTION

Hutchison Ports engages in various charitable activities and community projects that serve the communities it operates in. These local initiatives complement our main programmes and are managed by our local offices. They are often organised by dedicated port committees, with a focus on aiding those in need within these communities.

Volunteers From HPH Trust Hong Kong Promote Eco-Friendly Living Practice with The Elderly

Volunteers from HPH Trust Hong Kong Volunteer Team led an eco-friendly initiative by teaching the elderly from Yan Chai Hospital Fong Yock Yee Neighbourhood Elderly Centre to repurpose red envelopes into eco-friendly decorations. These elders participated in the activity as part of the Chinese Lunar New Year celebrations.

Hutchison Ports KICT (Pakistan) Organises Blood Donation Drive 2023

The team hosted a Blood Donation Drive where it successfully gathered 71 bottles of blood. Contributions came from not only employees but also the staff of vendors. It was conducted in collaboration with Hussaini Blood Bank.

ShoreTension Dragon Boat Race at Rotterdam

Colleagues from Hutchison Ports ECT Rotterdam (The Netherlands) actively took part in the ShoreTension dragon boat race in Hellevoetsluis. The event was enjoyable and served well for fostering teamwork. Moreover, it supported a noble cause as all proceeds went to the Royal Dutch Rescue Society.

Hutchison Ports Thailand Makes Donation to the Foundation for the Protection of Khao Yai National Park

On 15 August 2023, Stephen Ashworth, Managing Director, along with Anat Machima, Chief Operating Officer of Hutchison Ports Thailand, contributed to the Foundation for the Protection of Khao Yai National Park. This generous donation was accepted by General Surayud Chulanont, former Prime Minister of Thailand and President of the Foundation. The funds will be utilised to support the conservation of the forest and wildlife within the national park.

Hutchison Ports BEST (Spain) Participates in a Charity Race for Children Living with Cancer

For the fifth year in a row, the team took part in the Charity Race to support children with cancer. The race, hosted by the local Rotary Club, was held to garner funds for paediatric cancer research. Thanks to corporate donations and the efforts of more than 1,700 participants, a sum of €24,641.50 was successfully raised.

One Terminal Run 2023

The III ONE Terminal RUN at Hutchison Ports Gdynia (Poland) was successfully held on the yard, with participation from over 830 adults and 300 children. Sponsoring companies from the maritime industry showcased their offerings, and the proceeds were donated to charitable causes. A customer afterparty at the terminal concluded the occasion.

Hutchison Ports PPC (Panama) Sponsors Panama's 2023 Telethon

The team has become a sponsor for the Telethon, with the goal to improve and enhance the high-tech equipment used in Panama's major hospital's maternal milk banks. This will allow mothers to donate breast milk, helping to nurture the health of thousands of preterm babies by offering nourishment essential to the well-being of Panama's newborns.

4.2 COMMUNITY

4.2.3 COMMUNICATIONS

INTRODUCTION

There are several initiatives which are empowered to communicate our messages to our employees and external parties. It is important for the organisation to ensure that the workforce develop an understanding of the business from a broader perspective, and also feel a connection to both the values and the direction of travel for the company. The mechanisms which Hutchison Ports utilises vary dependent on it being an internal or external audience. In some respects, external publications are tailored to a wide-ranging audience of interested parties whereas an internal communicate can be specific and technical, while taking the form of both in person workshops/forums or literature communications.

OPPORTUNITY MAGAZINE

Hutchison Ports has developed and continues to distribute an in-house corporate magazine branded "Opportunity". This magazine is used to better communicate our core values to our customers, colleagues, and the shipping community worldwide. It highlights developments within Hutchison Ports while giving a platform for opinions from shipping and logistic industry leaders. This communication tool has its foundations in the company's unity of thought and purpose which has provided the platform for our success. Opportunity Magazine allows in depth discussion and leaders within Hutchison Ports to showcase expertise and long-term strategies. This outlook gives great oversight to prospective partners in a sustainable supply chain.

HONG KONG METROPOLITAN UNIVERSITY SUSTAINABILITY IN ACTION

Our GSC Co-chairs were invited to participate the "HKMU Sustainability in Action" initiative which is a 10-episode TV series produced by Hong Kong Metropolitan University (HKMU). The series aims to educate students on the importance of sustainability and its impact on businesses and the community. In the two episodes discussing International Transport and Energy, our co-chairs showcased our strategies for reducing GHG emissions and implementing renewable energy solutions across our terminals. They discussed both the advantages, and the challenges bring to our operations, offering a deep dive into our sustainability strategy and highlighting our commitment to sustainable and innovative practices within the port industry.

GHG EMISSIONS MONTHLY REPORT

The GHG Emissions Monthly Report is released monthly and is a quantitative report which catalogues emissions generated, target tracking and trend analysis. This report is released internally to all the BUs. The BU is able to clearly see their current trajectory in line with decarbonisation plans and our approved science-based targets. The report itself is primarily divided into four sections with continual updates being applied:

1 CARBON INTENSITY	2 SCOPE 1 EMISSIONS
3 SCOPE 2 EMISSIONS	4 SCOPE 3 EMISSIONS

GLOBAL HR NEWSLETTER

The first edition of the HR newsletter was published in 2021 as a collective collaboration showcasing global BU HR success stories. In 2023, the scope is enhanced to encompass knowledge sharing on engagement, well-being, D&I, and learning & development. The purpose is to enhance cross-BU communications, celebrate achievements and leverage initiatives planning to drive the global implementation of one of our three core sustainability pillars in Hutchison Ports – Our People. In 2023, there were two primary newsletters released covering the first and second six-month periods respectively. In 2023, there were over 60 individual BUs contributions to the newsletters. Key updates in 2023 included:

- Continual updates around Hutchison Ports BEWELL Campaign specifically around checkpoint 3 *(Wellness Challenge)*
- Updates from individual BUs who have integrated the BEWELL campaign into their day-to-day working
- Information around sustainability initiatives and the decarbonisation of the company
- News on recognition awards distributed out for different aspects of the campaigns
- Updates on the MyPort Development Programme as well as other leadership sessions
- Recognition of key milestones including anniversaries and production indicators
- Updates on collaborative programmes at group level including progress on rollout and adoption

WEEKLY BULLETIN

The weekly bulletin, issued every Friday to all employees, is a global newsletter that disseminates ongoing updates across the company. It enables BUs worldwide to stay informed about global events. All BUs are encouraged to contribute their updates.

ENVIRONMENTAL COMMUNICATIONS

In 2023, we revamped the environmental focal point newsletter into a biannual group-wide sustainability newsletter. This newsletter reports on the significant progress of the Group as a whole and informs the audience of the main strategies as well as the drivers for the Hutchison Ports' sustainability programme. Key information and messages delivered in 2023 centred on:

- An overview of our progress against approved SBTs
- Updates to our EIS
- Updates to the corporate sustainability section
- Scope 3 data collection and reporting updates
- Supply chain engagement and information surveys (assessment)
- The annual sustainability baseline assessment conducted at BU level
- Introduction of new programmes such as the annual decarbonisation plan for BUs

05
OUR BUSINESS

5.1.1 INTEGRATED OVERSIGHT

INTRODUCTION

Being a responsible business, Hutchison Ports employs governance structures that ensure the fundamental building blocks of the organisation are robust and the implementation of business strategies occur in a fair, equitable, compliant, and sustainable manner. In this section of the report, we will provide an overview of our progress in these three key areas:

INTEGRATED OVERSIGHT

CYBER SECURITY

OUR VALUE CHAIN

GOVERNANCE STRUCTURE

The SAFCOM and SECOM are primary governance structures in charge of safety and security respectively. The Information Technology Steering Committee (ITSC) is well established, which is responsible for ensuring that BUs' local policies, standards and procedures are aligned with the Group Policies of our parent company CKHH. Information from the different committees is cascaded through Group Compliance that in turn reports to the Internal Control Risk Management (ICRM) Steering Committee that oversees risk management and internal control matters.

SUSTAINABILITY AS A CORE BUSINESS

As described in Section 2.1.2 Stewardship, sustainability is managed by the GSC, with initiatives being derived by the respective functional team. The GSC ensures that our sustainability initiatives feed into the wider groupwise business strategy, while also safeguarding any new and progressive measures with updated governance systems where applicable. A number of the BUs have their own internal Sustainability Committee to drive endeavours at a national and local level. The local BU committees continually refer back to the SSE team to confirm alignment between local and Hutchison Ports Group Strategies. This is especially important where decarbonisation measures are being implemented to ensure they are in line with the wider Hutchison Ports' approved SBTs.

INTERNAL CONTROL FRAMEWORK

The methodology adopted by Hutchison Ports to facilitate robust governance and risk internal management is based on the "Three Lines of Defence Model". This model provides a clearer understanding of risk management and governance. It also stresses the importance of internal auditors working alongside management to manage risk. The model also emphasises the need for clear communication between the three lines of defence, and the importance of all three lines being accountable for risk management.

THE THREE LINES OF DEFENSE

1st LINE

RISK MANAGEMENT
Directly deals with risks in daily activities, identifying, assessing, and mitigaing risks in their areas.

2nd LINE

MONITORING AND REPORTING
Establishes policies, monitor risks, and ensures adherence to regulations and internal controls.

3rd LINE

INTERNAL AUDIT
Provides assurance and evaluates effectiveness of risk management and control processes.

The Internal control framework is the mechanism which encompasses our policies and the methods we use to communicate them. It also includes how we ensure that our workforce is adequately trained in our governance practices and any subsequent updates. This framework also covers the review and monitoring inclusive of audit process which support the operations of Hutchison Ports on a daily basis. Risk management is also a fundamental keystone to the framework, and there are inbuilt systems to assess risks and report on mitigating BUs to the parent company CKHH.

RISK MANAGEMENT

Risk management is an essential component of our sustainable business strategy, which helps us identify, assess, and mitigate the above potential risks associated with sustainability issues. By incorporating risk management into our sustainability strategy, we aim to ensure the long-term viability of our business operations and contribute to a sustainable future. Risk management for us centres around a wide range of ESG issues.

5.1 GOVERNANCE

POLICIES

The Group's key business strategies are governed by a suite of policies. Group Policies are regularly reviewed and updated where applicable. Local policies are also established at BU level where required under local legislative frameworks. All policies and governance follow the requirements of our parent company CKHH. They are made available in various languages to all BUs, and all employees are required to declare compliance. Below is a list of the key operational policies related to our governance and sustainability framework.

GOVERNANCE POLICIES

- Code of Conduct
- Anti-Fraud and Anti-Bribery Policy
- Policy on Personal Data Governance
- Information Security Policy
- Business Continuity Management Policy
- Whistleblowing Policy
- Group Cyber Security Policy
- Group Cyber Security Acceptable Use Policy
- Group Cyber Security Incident Reporting Policy

SUSTAINABILITY POLICIES

- Sustainability Policy
- Environmental Policy
- Safety Policy
- Human Rights Policy
- Modern Slavery and Human Trafficking Statement
- Supplier Code of Conduct
- Health and Work Environment Policy
- Dangerous Goods Policy

POLICY TRAINING AND UPDATES

All new joiners will receive Group Policy training at induction as a core module. It is imperative that new joiners are coached on the policies used to guide our different business processes from the outset. The delivery of policy training may differ from BU to BU but fundamentally the key outcomes and learning experience are the same. Once policy is updated, the revised version is issued out with notifications to ensure that only the most updated policy is referred to. Dependent on organisational role, some specialist training may be given on policy specifically applicable to that area of responsibility as an extra layer of defence. Furthermore, an e-learning platform is provided for all employees at all Ports. The policies are accessible on the intranet and are circulated to all levels within the organisation and all relevant stakeholders as necessary.

STANDARDS

Standards are necessary courses of action that provide support and direction to our formal policies.

Standards are more specific than policies and typically outline the required technical specifications, procedures, and processes for achieving a particular goal or objective. They provide detailed guidance for implementing policies and ensure that they are followed consistently across the organisation. Standards are often developed based on industry best practices or regulatory requirements. In Hutchison Ports, we are affiliated to the international Standards Organisation (ISO). Our ISO management systems are integrated into the business's daily operations and are fully supported at the highest levels of the organisation.

ETHICS

In partnership with our value chain and stakeholders, our organisation takes a firm and zero tolerance towards fraud, corruption and any behaviour which goes against our code of conduct. To continue to be a trusted and preferred partner, it is integral to our business that our UNITY values are applied. The 'T' in our UNITY core values sounds

for 'Trusted and Honest' which we uphold and expect everyone involved in our business processes to adhere to.

ENSURING COMPLIANCE

The Code of Conduct sets out standards for employees on how one should behave with all of our stakeholders and provides guidelines on business conduct. Topics covered include conflict of interest, fair dealing and integrity, no bribery, personal data protection and privacy, safe and healthy workplace, protection of the environment, and the reporting of illegal or unethical behaviour. Non-compliance with the Code of Conduct will result in disciplinary action, up to and including termination of employment. We regularly monitor applicable laws and regulations that have material impact on Hutchison Ports and various measures are in place to ensure full compliance. For instance, regular and refresher training sessions for Competition Law are in place to raise staff awareness.

ANTI-FRAUD AND ANTI-BRIBERY

The application of groupwise standards throughout our operations is expected. Our Anti-Fraud and Anti-Bribery Policy defines the behaviours that constitute fraud or bribery and outlines the roles and responsibilities of employees. Our policy is applicable to all business operations including procurement of goods and services, accepting, and offering corporate gifts or hospitality, and making political or charitable contributions. All employees are required to adhere to this Policy as well as any additional requirements set by local laws and regulations. The breach of which may lead to disciplinary action that might ultimately result in termination of employment.

We have implemented specific measures to encourage diligence among employees. Online training on anti-fraud and bribery is provided to all new employees. Refresher training is also provided on a yearly basis with reminders sent to the employees and updated training registers are available to senior management for review.

WHISTLEBLOWING POLICY

Hutchison Ports' Whistleblowing Policy expects and encourages its employees and other stakeholders including customers, suppliers, creditors, and debtors to raise concerns about any suspected impropriety, malpractice, or potential misconduct. There are multiple methods of enacting rights under the policy via in person or through our internal systems. The policy mechanisms allow full confidentiality to ensure that any investigation is completed without bias. By providing confidence, we also ensure that the whistleblower is protected against any ramifications including unfair dismissal, or other unwanted disciplinary actions. The reporter will always be informed of the next steps in the investigation. Further any results of the investigation will be reported to the Audit Committee of CKHH.

BUSINESS CONTINUITY PLAN

Hutchison Ports has implemented a Business Continuity Policy (BCP) with the objective of ensuring that all its BUs are equipped to recommence and maintain their business activities in the event of natural or unnatural calamities. The BCP mandates that each BU establishes a Business Continuity Management team to respond swiftly to emergencies of all types.

DATA PROTECTION

Data is regulated in multiple jurisdictions in which our organisation operates. One key regulation is the European Union's General Data Protection regulation (GDPR). In response, a principal policy measure in place is the Policy on Personal Data Governance, which is to be understood and adhered to by all employees. This policy covers data retention, rights of the individuals, information security and international transfers of personal data. The policy is inclusive of provisions on the legitimate purposes for data collection, as well as the safeguards in place for any data processing. A supplementary policy in place is the Information Security Policy which outlines the Hutchison Ports' approach to protect data confidentiality, integrity, and availability, including personal data, as well as managing and escalating security incidents.

5.1 GOVERNANCE

5.1.2 THE VALUE CHAIN

INTRODUCTION

Hutchison Ports utilises the supply chain to assist us in developing and deploying the technologies, products and services required to perform our operations efficiently and optimally. As the primary business of Hutchison Ports requires moving containers as a product for our customers, the organisation itself resides inside a value chain. The main objective of this value chain is to enhance the value of that product as its moved along the maritime supply chain. This ethos of value creation goes hand in hand with the concept of sustainability and "doing more with less". By increasing optimisation, we in turn reduce our output of emissions per TEU and complete this task effectively by incorporating all elements of our supply chain.

SUPPLIER CODE OF CONDUCT

Part one of this section underscores the policies which are applicable to the employees and supply chain of Hutchison Ports. For the supply chain, the key among these policies is the Supplier Code of Conduct. Under this policy, business partners and our suppliers are expected to abide by local laws and regulations, promote ethical standards, protect the rights of employees, and operate responsibly. The Supplier Code of Conduct was developed taking into consideration a number of international charters and conventions such as the United Nation's Declaration on Human Rights and the International Labour Organisation Core Conventions.

SUPPLIER SUSTAINABILITY SELF-ASSESSMENT QUESTIONNAIRE

Regarding supply chain management, a Supplier Sustainability Self-Assessment Questionnaire (SSSAQ) was first launched in 2022, to encourage regular self-assessment of business partners and suppliers of Hutchison Ports and BUs on conformance to the requirements of our Group's Supplier Code of Conduct. To facilitate a more comprehensive self-assessment on emissions associated with scope 3, the SSSAQ has been revisited further in 2023. A revised version of the SSSAQ for 2023 was launched in first half of 2024, covering sound environmental performance, social well-being and governance practices while allowing a framework for corrective plans for any non-conformances.

This supplier self-assessment is itself an annual exercise with a focus on primary suppliers in terms

of spending. The assessment covers the 12-month calendar year with the results of the assessment to be reported to the GSC on a yearly basis. It is expected engagement with suppliers will be effective with all reasonable efforts made by the selected suppliers to complete the assessment.

In 2024, it is expected that a more qualitative analysis will be undertaken in order to develop sustainability trends within our supply chain and identify where our subsequent engagement strategy will begin. This is particularly important in terms of our long-term scope 3 targets and objectives, as well as building the resilience of our business to risks generated from within the supply chain in terms of conduct. These efforts shall be reported upon in the 2024 Annual Sustainability Report.

SUSTAINABLE PROCUREMENT

In order to meet our strict science-based GHG emissions reduction targets, Hutchison Ports has modelled our predicted output of emissions as well as the reduction necessary to reach those targets. The initial reductions will be generated by the sourcing of cleaner fuels and the transition of our diesel equipment fleet to electrical fleet. This will be supplemented by the use of renewable energy. These measures however will not cover the scope 3 aspect which is discussed in Section 3.1.3 SBTi of this report. Scope 3 is in essence: indirect emissions from our value chain. With respect some of the larger goods and services we employ, we are somewhat constrained in terms of procurement in the near-term; however, the intention is to develop our sustainable procurement framework over time. This will be a collaborative and engagement effort with our primary suppliers to begin to address our long-term scope 3 target. The longer-term steps required will resemble:

1	2	3
Engaging with stakeholders such as suppliers and contractors to identify and address sustainability challenges in the supply chain.	Providing feedback and support where applicable to supplies addressing their major sustainability challenges.	Incorporating sustainability criteria into the supplier selection processes.

LOCAL SOURCING

As part of our business strategy, and incorporating the components of the above sections, Hutchison Ports works closely with stakeholders to ensure we are the preferred partner in the supply chain. By sourcing as much product and material as required by our operations locally, we give back to the communities in which we reside. This helps the organisation in terms of reducing risks from interrupted international supplies as well as economically assisting local contractors and

suppliers. This is evidenced by the usage of local providers for electrical generation, fuel purchase, labour, and miscellaneous consumables which make up a significant proportion of our operating costs. From a procurement perspective our BUs will utilise their procurement and tender platforms to allow local service providers the opportunity to attain business. This ensures a continual catalogue of approved contractors and vendors and allows the benefit of building up long-term relationships and shared understanding.

5.1 GOVERNANCE

5.1.3 CYBER SECURITY

OVERVIEW

Being an innovative and future thinking organisation, Hutchison Ports continually advances the use of integrated technologies. This evolution continually calls for digitisation and automation of processes. With this digital transformation is embedded risk in terms of data protection and potential information security concerns with respect the operations of our technology. As a global terminal operator, it is imperative to grow our security measures within our cyber systems at an even faster rate than the digital and operational processes they protect.

GOVERNANCE

Led by the top management, our Cyber Security Committee includes technical specialists and representatives from Group IT, Group Operations and Group Engineering. It oversees the management of cyber security risks and defences to ensure that all implemented schemes and policies are effective, coherent, and well-coordinated. Furthermore, an ITSC develops IT policies, standards and procedures at a BU level which supplement the governance of the Working Group.
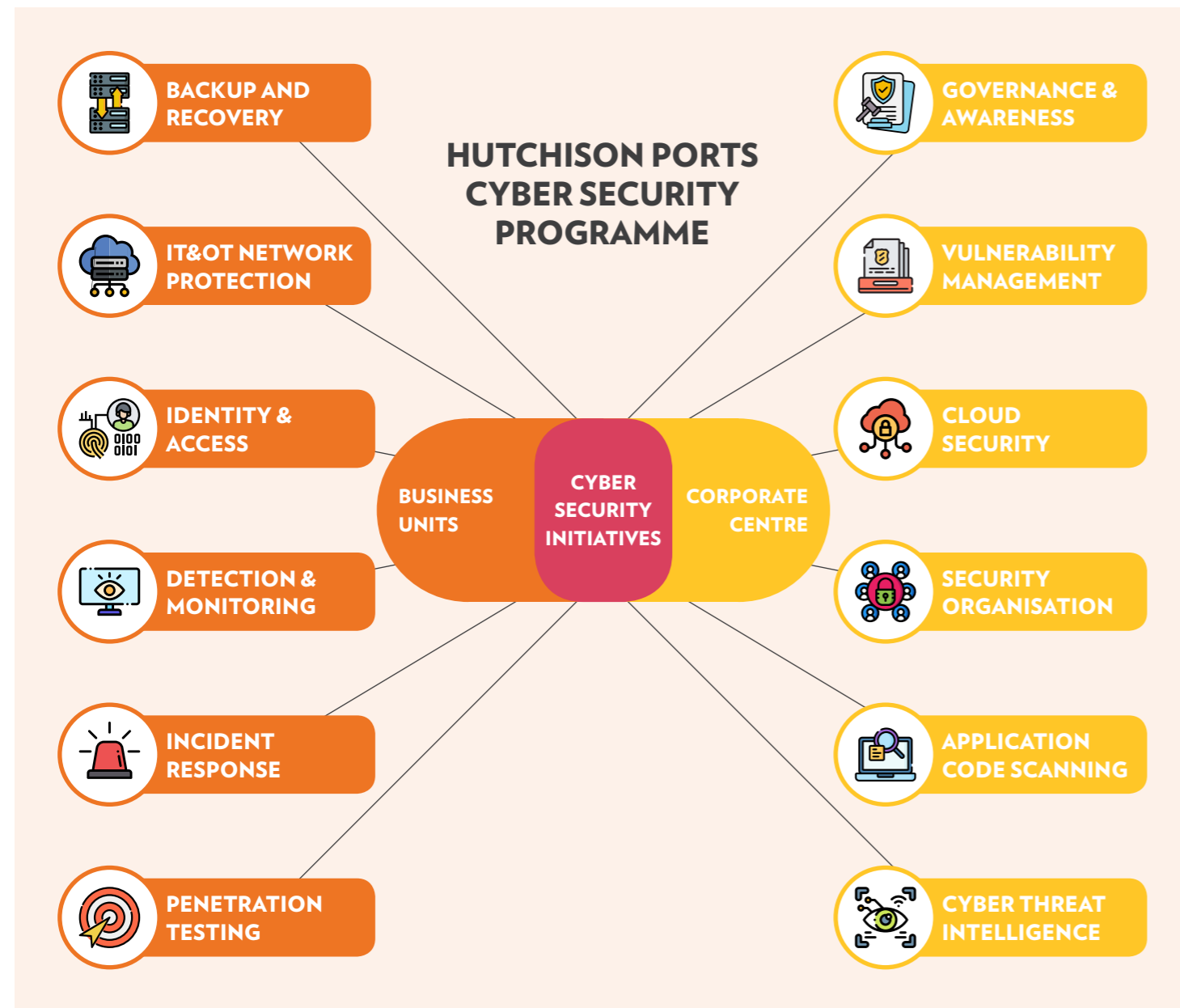
CYBER SECURITY WORKING GROUP

The Working Group works on standardising security strategies at the group level, monitoring cyber resilience across BUs, and supporting units that lack resources for proper security management. The Working Group aims to control costs by centralising key services, which results in savings across the Group. Furthermore, the Working Group is responsible for enforcing various regulatory and compliance requirements to ensure the security and integrity of the organisation's operations. Cyber security performance metrics include various dimensions to assure the BU security posture and performance.

HUTCHISON PORTS CYBER SECURITY PROGRAMME

- BACKUP AND RECOVERY
- IT&OT NETWORK PROTECTION
- IDENTITY & ACCESS
- DETECTION & MONITORING
- INCIDENT RESPONSE
- PENETRATION TESTING
- BUSINESS UNITS
- CYBER SECURITY INITIATIVES
- CORPORATE CENTRE
- GOVERNANCE & AWARENESS
- VULNERABILITY MANAGEMENT
- CLOUD SECURITY
- SECURITY ORGANISATION
- APPLICATION CODE SCANNING
- CYBER THREAT INTELLIGENCE

CYBER SECURITY PERFORMANCE METRICS

Cyber Threat Intelligence (CTI) Service
- Deep and dark web monitoring
- Brand abuse services for phishing domains & fake news
- Targeted threats with relevant news and threats

Incident Response Retainer (IRR) Service
- 24/7 hotline to receive request for potential incidents from ALL BUs
- Initial remote support and onsite support

Vulnerability Management
- Missing patches monitoring
- Vulnerability aging remediation
- Mis-configuration remediation

Cyber Incident Recovery (CIR)
- Preparedness and Response Playbook
- Recovery Time and Point Objectices (RTO 24 hours & RPO 15 minutes)
- Cloud-Based Disaster Recovery (CBDR)

Asset Management
- Maintain approved standard software list
- End-of-life device monitoring
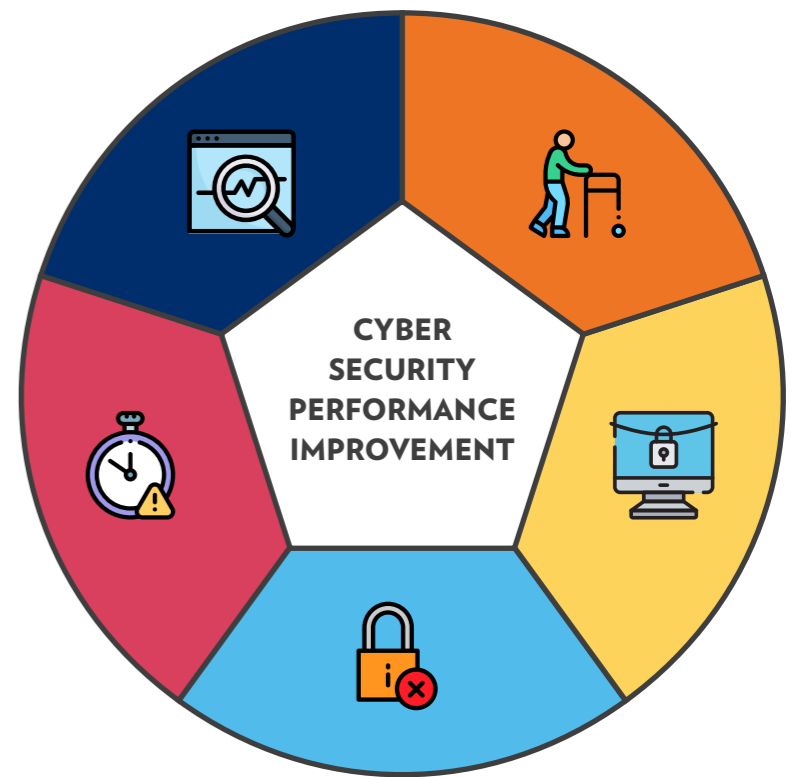
Cryptography Monitoring
- Cryptography in cloud computing and on-premise

Security Test
- Penetration test
- Source code scanning
- Host base scanning
- Application testing

CYBER SECURITY PERFORMANCE IMPROVEMENT

5.1 GOVERNANCE

SECURITY CONTROLS

Operational Technology (OT) and Information Technology (IT) have traditionally been separate domains, each with its own set of security requirements. However, with the rise of digital transformation and the Internet of Things (IoT), the line between OT and IT security is increasingly blurred.

The overlap between OT and IT protection arises from the need to secure interconnected systems as both domains become increasingly integrated. This convergence brings about several shared security concerns, including:

VISIBILITY AND CONTROL

Both IT and OT need to gain full visibility across digital assets and networks, monitor and control access to these assets, and implement proactive measures for threat detection and prevention.

NETWORK SEGMENTATION

Dividing the network into zones and implementing security boundaries is crucial in both IT and OT environments to limit the potential impact of a security breach.

CYBER SECURITY BEST PRACTICES

Both IT and OT can benefit from applying cyber security best practices, such as regular patching, use of firewalls, intrusion detection systems, and strong authentication mechanisms.

It is important to note that while there is significant overlap, there are also key differences due to the distinct environments and challenges each domain faces. For instance, OT systems often prioritise system availability and safety over confidentiality, unlike IT systems. Therefore, a nuanced approach is required when applying IT security practices to OT environments. This is reflected by an overarching holistic approach combining the aspects of both domains under people, process and technology functions.

People
- Security Culture
- Partners
- Vendor-Specific Training
- On-the-Job Experience
- Internal Training
- Formal Training
- Roles & Responsibilities

Process
- Security Operations
- Policy
- Assessment
- Asset Inventory
- Planning
- Standards & Guidelines
- Business Imperatives

Technology
- Incident Detection
- Threat Intelligence
- Forensics
- COTS/Propriety
- Security Controls
- Architecture
- Device & Network Management

PEOPLE / TECHNOLOGY / PROCESS — IT|OT

STRATEGY AND ROADMAP

In 2023, Hutchison Ports continually evolved the way it works incorporating new forms of hybrid working including fully remote working. This type of work alters the risk profiles and the threats experienced by the organisation thus there must be measures rolled out. This has led to an increase in training and awareness for the staff. Methods employed to enhance our cyber security posture includes but is not limited to:

MULTI-FACTOR AUTHENTICATION (MFA)

Implemented MFA to strengthen its authentication processes and reduce the risk of unauthorised access.

1

VIRTUAL PRIVATE NETWORK (VPN)

Extended its VPN capabilities to enable secure remote access to its systems.

2

CLOUD SECURITY

Implemented additional cloud security measures to ensure the security of its cloud-based systems and data.

3

ADVANCED TECHNOLOGY

Investment in advanced cyber security technologies, expertise, and tools to stay ahead of cyber threats, with a proper Security Monitoring design and Incident Response Plans to detect and respond to threats immediately.
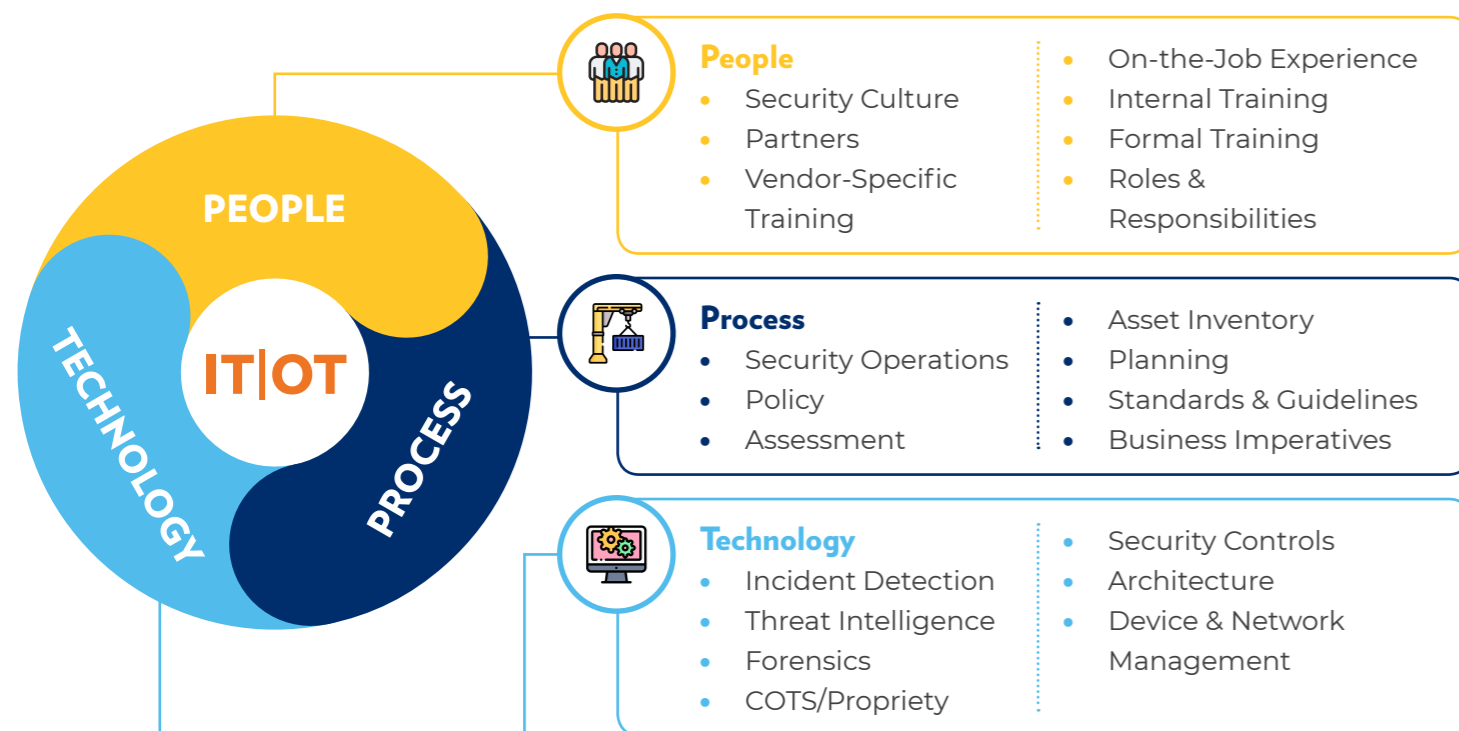
4

EMERGING CAPABILITY

Adopting emerging technologies and practices to enhance cyber security efforts, such as Artificial Intelligence and Machine Learning for real-time threat detection, Cyber Threat Intelligence, and a Zero Trust Architecture.

5

FUTUREPROOFING

Integration of OT systems and processes to ensure full oversight.

6

IMPLEMENTATION

Hutchison Ports adopted international IT security standard ISO27001 and international OT security standard IEC/ISA 62443 as reference security standards. Hutchison Ports regularly scans for vulnerabilities in the individual terminal IT systems to mitigate the risks and the vulnerabilities being exploited by hackers. BUs conduct annual cyber incident recovery drill to ensure they can recover from cyber incidents such as ransomware attacks.

To supplement simulation exercises BUs must complete biannual self-assessments to determine their state of readiness and ability to recover. This assessment outlines their maturity and this information feeds into the wider ICRM process which governs business risks and opportunities at group level.

AWARENESS AND RECOVERY PLANS

Hutchison Ports invested in employees' cyber security awareness training to increase their understanding of cyber threats and how to prevent cyber-attacks. These training sessions focused on topics such as phishing, password security, and social engineering. Phishing is regarded as one of the predominant cyber threat due to misleading individuals into revealing sensitive information, such as passwords or confidential information which may lead to losses.

In addition to formal training, there are other awareness initiatives such as computer screen savers with security themes, security education games with prizes, and user awareness animations are delivered to all employees. By educating employees, Hutchison Ports increased its cyber security resilience and reduced the risk and impact of cyber-attacks.

5.2 SUSTAINABLE BUSINESS MODEL

5.2.1 PORTS IN TRANSITION

INTRODUCTION

This section of our Annual Sustainability Report serves to highlight the continual innovative technological leaps Hutchison Ports is making year on year. Transformation through technology is a major part of the Hutchison Ports Strategic Plan. Technological advancement is based firmly on our Smart Network Strategy under the four main pillars of standardisation, automation, digitisation, and organisation. This section will emphasise the developments in 2023 and look at how the technologies are operating and advancing, while being intrinsically linked to the overarching business model and transition plan. This section will also delve deeper into our new TOS, Project Veronica, which was introduced in last year's sustainability report.

TRANSFORMATION

2023 heralded the advent of Hutchison Ports near-term and long-term emissions reduction targets in conjunction with the SBTi protocol. These targets reflect a commitment and associated path to net-zero by 2050. Upon completion of our SBTi validation, the work at a terminal level began in earnest. The first step was the assessment of energy usage and efficiency profile of the individual terminal. This manifested through the development and rollout of the BU level annual self-assessing decarbonisation plans as outlined in Section 3.1.1 Management. Within the decarbonisation plans is a full breakdown and understanding of the current equipment, vehicle and energy use profile of the BU, and the associated evolution and transition required to fulfil the net-zero ambition. This assessment also looks at efficiencies within our operational model. Enhancing and developing our terminals from an operational perspective inevitably will lead to a reduction in emissions due to less energy wastage.

GROUP POLICY

Inherent to any forward-thinking long-term plan and strategy is our underlying commitment. Hutchison Ports has built upon our existing Group Policies on Sustainability and Environment. In 2023,

a supplementary directive has been issued with respect newly purchased equipment, which from 2024 shall be fully electric and/or supplemented with other types of clean energy, with some minor exceptions applied. This transition needs to be accompanied with a scale up of energy capacity and connection to our terminals. This takes considerable planning and permissions from local regulators, suppliers, and municipalities.

Terminal operations have been tasked with identifying the necessary upgrades required for the BUs as well as planning for the newer concessions and purpose-built container terminals. Hutchison Ports' Operational Technology Policy recognises that we have moved into an era of new generation technologies and developing automation processes consistently. This policy helps direct the planning

and execution required at a BU level in terms of the hardware and software technologies which are introduced as part of the long-term roadmap.

GROUP ROADMAP

Based on the ubiquitous four pillars of the oeprational model, the roadmap below highlights the evolotion from version 4.0 through to operations 5.0. This will be the amalgmatation of individual processes into an all encompassing future operations model. One of the key endeavours in this will be the deveoplemnt and interagtion of a new TOS.

EXISTING SYSTEMS

nGen has been a key driver of Hutchison Ports' technological progress, helping the company to grow its global port network for the past 20 years. Since its launch in 2003, it has handled nearly 80

per cent of Hutchison Ports' throughput. The system has enabled Hutchison Ports to enhance productivity and become a technological leader in the port industry.

However, as Hutchison Ports pursues a new strategic direction, it requires a new TOS to support an increase to the level of automation and shared services. Moreover, the existing technology platform, which was built 20 years ago, lacks the flexibility to integrate with the latest technology today.

To address this challenge, Hutchison Ports has initiated a TOS modernisation project, Veronica, in 2020. Veronica is designed to take Hutchison Ports to the next level with the focus on standardisation, automation, digitalisation, and shared services.

ROADMAP - 2020 ONWARDS

2020   2022   2024   2026   2028   2030

STANDARDISATION — nGen-Centric operations & standardised systems

AUTOMATION — Autonomous trucks

DIGITALISATION — Terminal operations increasingly automated & digitalised

New TOS Solution Development

3 Key Design Principles
- ROC-Centric
- 50% FTE less to operate
- Accelerated Global Rollout

SHARED SERVICE — ROC₁ ROC₂ ROC₃

FUTURE OPERATIONS MODEL

OPERATIONS 4.0   OPERATIONS 5.0

5.2 SUSTAINABLE BUSINESS MODEL

5.2.2 TERMINAL OPERATING SYSTEM

PROJECT VERONICA

BACKGROUND

For many years nGen which is Hutchison Ports' proprietary TOS has been a world leader in algorithmic driven TOS management. With the advent of new technologies such as Artificial Intelligence (AI) systems are becoming more complex, evolved, and self-learning. By leveraging data, these systems can continuously improve and adapt to changing conditions. Embracing this change and culminating years of research and development will be the new TOS – Veronica. Veronica will help make real-time decisions beyond the scope of human processing power including variables that impact efficient operations such as global trade situation, shipping/ logistic route status, energy and the location of every inbound truck, ship, container, and land side operators.

PURPOSE

Hutchison Ports as a world leader in adopting technological innovations, sees these new technologies as an opportunity to further enhance global efficiency and services by harnessing the power of data-driven, self-learning systems. Maritime transport and economics is an ecosystem of complex moving parts in which ports and terminals are just one facet. By working within the main apparatus intuitively, ports can develop efficiencies, and optimisation across the full maritime value chain. These efficiencies translate into long-term business leadership and walk hand in hand with our other wider Group Strategies such as emissions reduction to zero, as outlined in our environment section.

OBJECTIVE

The objective of the TOS was to redefine what is expected of a TOS. Fundamental for this new design was the capability for the system to evolve and

mature, integrating different elements of the value chain over time to offer a platform which takes care of the customer's needs. At the beginning, the new technologies are mainly applied to core operations functions such as the loading and unloading of vessels and applying efficiencies. Moving forward, it needs to be able to not only process containers, but understand in real time all the dynamics in place for the transportation of the container from order to delivery.

DESIGN

The key three design principals embedded in its functionality and design are:

1 REGIONAL OPERATING CENTRE (ROC) CENTRIC

2 EFFICIENCY OF RESOURCES UTILISATION

3 ACCELERATED GLOBAL ROLLOUT

veronica

FOUR MAIN GOALS OF VERONICA

Planning Centric
Seeing the Future!

Data-driven Decision
No More Gut Feeling!

Automation & Digitalisation
Getting Things Done Quicker!

Shared Services
Well-managed Anytime, Anywhere!

IMPLEMENTATION

1 *Regional Operating Centre (ROC) Centric*

Aligning with the Group's strategies towards standardisation and shared services, the ROC acts as a shared service centre which aims to support multiple operation scopes, from stowage planning to terminal operations monitoring, container yard planning and berth planning.

Veronica leverages shared services through the Remote Operations Service Architecture (ROSA). This architecture enables ROCs to manage planning tasks for subscribed terminals across different regions. Centralised management, transparency through KPI-based performance monitoring, automation solutions, round-the-clock support, and the flexibility of remote operations contribute to operational optimisation and business resilience.

REGIONAL OPERATIONS CENTRE Centralised Planning & Control	System Administration	Yard Planning	Berth & Ship Planning	Control Tower	Documentation
LOCAL BUS Localised Execution & Monitoring	Billing	Front Line & Tower Coordinator	Customs	Gate	Landside Documents & Cashier
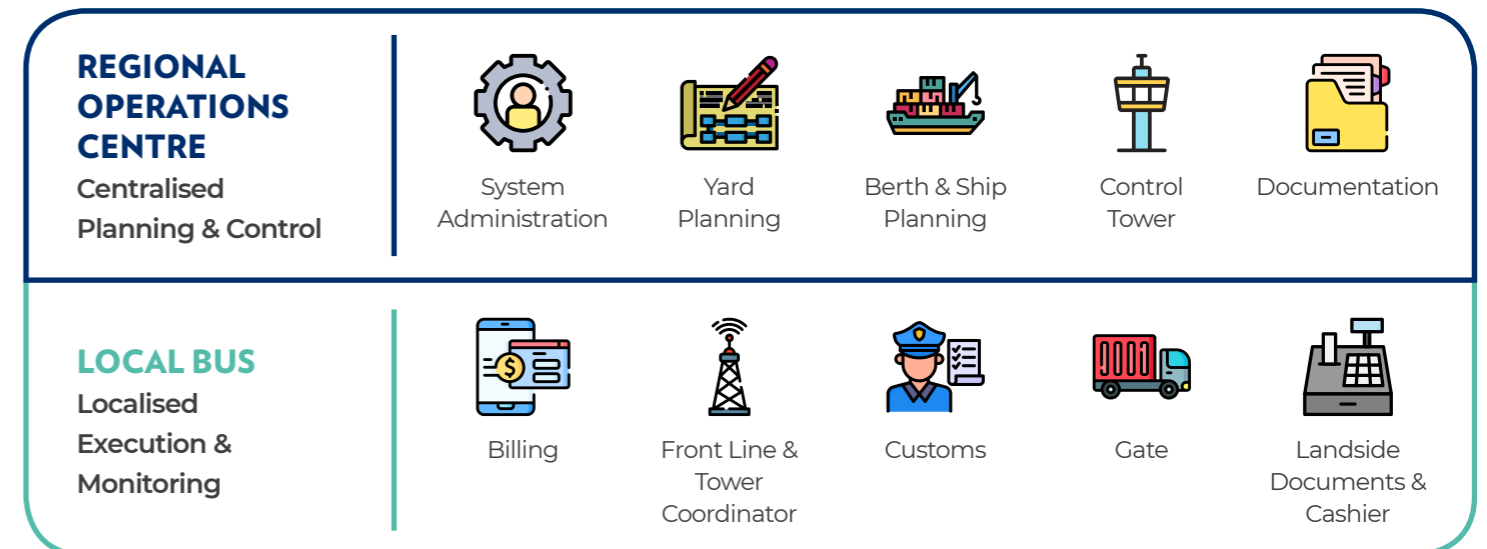
ROSA is one of the initiatives in project Veronica which is intended to enable shared services and to facilitate the remote working model of terminal operations. ROSA aims to enhance the processes in ROC with digitalisation so that we can work smarter and accomplish more with the same level of resources.

- Provide real-time visibility for monitoring & managing the work status and progress of ROC
- Enable ROC to manage tasks & priorities effectively
- Provide a clear view of task assignments to ROC planners
- Provide the statistics on the completion time of different tasks for SLA review
- Optimise resources and costs for ROC
- Facilitate the communication between ROC & BU in a centralised platform

PROJECT VERONICA (CONT'D.)

❷ Efficiency of Resource Utilisation – Veronicas Family

Below in the diagram the interconnectivity and key components of Veronica are outlined in detail. Along the x-axis is the geographic representation from the berth through to offsite. The y-axis is the chronological timeframe. Dependent on how integrated the Veronica system and its subsidiary systems are the more utilised the full system becomes. In the representation below subsystems like ABRAM and AMBROSE will perform tasks like deciding how berth-side resources are deployed to best effect. SOPHIE and ATLAS are the yard systems which direct ATs with their own onboard AI which communicates with Veronica. One of the key efficiencies with this system is avenues of production have a continual failsafe, for example if a piece of equipment is down for maintenance or issues at berth the system in real time can improvise and overcome downtime and allocate resources to ensure the next most efficient methods are employed.

Time Horizon	Berth	Quay	Horizontal Transport	Yard	Gate	Rail
COMMUNITY		Ordering Processing **HPDX**			**Document Digitalisation**	
Weeks / **STRATEGIC PLANNING**		Strategic Plan **SOPHIE**			Time-based Planning **THOMAS**	
					Visualisation & Ops Control **OLIVIA**	
Days / **TACTICAL PLANNING**	Berth Plan **ABRAM**	Ship Plan **AMBROSE**		Yard Plan **ATLAS**	ROC Management **ROSA**	
Hours / **SCHEDULING**		Equipment and Job Scheduling **ASAP**			Real Time Decision Support **ARPITA**	
					Emulation **EMMA**	
Mins / **EXECUTION**		Execution Management **QC VMT**			Data Analysis **KASIE**	
Seconds					**FOUNDATION**	

❸ Accelerated Global Rollout

Veronica sits at the forefront of the incoming communications from the logistic partners and begins, through its integrated systems, developing the most efficient process to be applied to each box. Data-driven decision-making in Veronica offers a transformative approach to operations, enabling teams to optimise efficiency and productivity. By leveraging algorithmic scheduling and forecasting capabilities, Veronica allows for more flexible and automated operations, reducing the need for human intervention and experienced staff to manage routine decisions.

This shift towards a data-centric model means that decisions are made based on real-time data and analytics, leading to more efficient dispatching of jobs, lower energy consumption, and the ability to accommodate different operational situations without manual rectification. As a result, operations can achieve higher efficiency with fewer resources, embodying the "do more with less" philosophy and paving the way for a more agile and responsive operational environment.

The visionary system is the result of years of experience, research, and development. It is the living representation of the Hutchison Ports strategy and is undergoing pilot rollout to a limited terminals in 2023/2024, while preparing for commencing global rollout to all terminals in 2025. This advancement in rollout is primarily due to the cloud technology which allows us to bring the operating system innovations to our terminals within a short period of time. Veronica is acting as an extensible platform on which Hutchison Ports is committed to investing resources to build various applications continuously with the application of latest technologies.

PILOT
Solid foundation with new Planning Approach introduced

2023
Partnering with **Early Adopter** for the trial

EARLY ACCESS
Improved features to support end-to-end operations

2024
Open to **SELECTIVE BUs** for acquiring comments

GENERALLY AVAILABLE
Mature product with all rounded features to elevate operations efficiency

2025
Available to **ALL BUs**
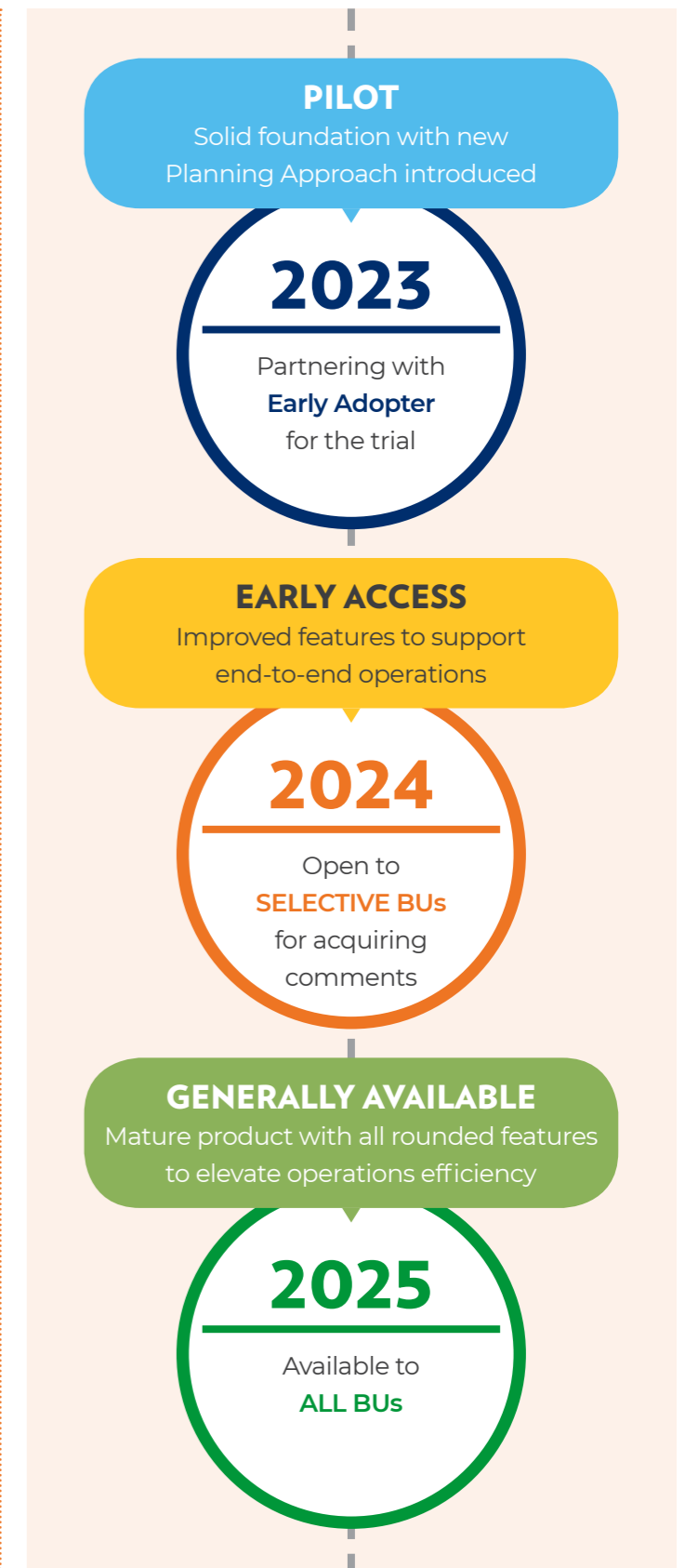
5.2 SUSTAINABLE BUSINESS MODEL

5.2.3 INNOVATIVE PORTS

TECHNOLOGY EVOLUTION

In previous Sustainability Reports, Hutchison Ports outlined its commitment through examples in harnessing technology at terminal level. In the 2022 Sustainability Report, ATs was a featured item due to its increasing rollout in the terminals. In 2023, continued testing and performance analysis was conducted on the ATs. Supplementing this phase was continued risk assessment analysis conducted at regional workshop level. This included site visits by prospective terminals to see firsthand the development, introduction, and implementation of the ATs at site level.

Some key highlights in 2023 include:

- Hutchison Ports Thailand continued the use of ATs and refining techniques applied.
- Mexico terminals began testing and commissioning for the first AT trials.
- Hutchison Ports Sohar (Oman) began the risk assessment required to adopt ATs.
- Hutchison Ports Alexandria (Egypt) completed testing regimes.
- United Kingdom terminals starting ATs test and expecting delivery of more units.

AUTONOMOUS TRUCKS (ATs)

2019
6 on site

2023
65 on site

2028
500 on site

350 THOUSAND
Accumulated moves

TRANSFORMATION TAKING EFFECT

20% LESS in total power & fuel cost

SIGNIFICANT REDUCTION in GHG emissions

FAR FEWER maintenance activities expected after electrification

MATERIALLY improving workplace safety

PORT OF FELIXSTOWE
THE PORT OF BRITAIN

ARTIFICIAL INTELLIGENCE

At Hutchison Ports, the intention is work in symbiosis with AI and use it for the tasks which involve a lot of processing power. Elements of our port technology will harness the development and application of AI such as autonomous vehicles. This will evolve over time and where applicable be integrated within our operating systems.

The relatively advanced ports at Hutchison have arrays of cameras and sensors driven by cutting-edge technology that can see the space and motion of every vehicle and know where they are going. These inform a traffic management system, V2X, that uses real-time data to inform the planning and management system for ATs. Hutchison Ports Thailand hosts some of the most advanced autonomous truck systems while Mexico and the United Kingdom have been very quick to follow suit in 2023.

For CCTV surveillance system, the integration with AI can detect suspicious or dangerous behaviour in the yards – such as truck drivers getting out of their vehicles in areas where it is unsafe to do so, or a person not wearing their safety vest and helmet. These mechanisms bring a whole new element to the safety prowess of the ports especially when the major risk is the plant people interface as discussed in our safety chapter. The progress in our AI integration also influences our security in terms of offering a layer of protection for our goods and services by understanding and tracking products from cradle to grave.

PLAN ALL
Strategic Plan, Tactical Plan and Last Mile Refinement

SEE ALL
Past, Now and Future

KNOW ALL
Proactive Alert, Insight and Recommended Action

TERMINAL OPERATING SYSTEMS

Our future ports will continually integrate further Veronica elements and look at not only the efficient loading and unloading elements but the cost and productivity of the full port operations and its connectivity to the rest of the world via road and rail. Veronica will usher in a new era of improved productivity and efficiency at each terminal as well as better integration of operations with external transportation and logistics operations. This in turn will lead to a cascade in the reduction of emissions as our energy consumption is optimised and emissions associated decrease. The modern TOS will be available as a service and follow a strict rollout and implementation plan as outlined in the previous chapter.

VERONICA-AS-A-SERVICE

Veronica-as-a-Service (VaaS) is a cloud-based Software-as-a-Service (SaaS) model adopted by Hutchison Ports to enhance terminal integration and collaboration. VaaS provides various advantages, including a seamless implementation process that reduces the initial investment in hardware and infrastructure for terminals. It also offers "Expand-As-You-Grow" flexibility and scalability, supporting BU growth without the need for upfront investment. The centralised hosting solution alleviates the responsibility of maintenance and upgrades for terminals, promoting inter-unit collaboration and operational analysis. VaaS ensures the rapid standardisation of system versions across different terminals and is highly configurable to meet diverse trade mixes and local business needs. Additionally, it allows for incremental operational improvements with minimal disruption, enhances system security, and simplifies disaster recovery processes.
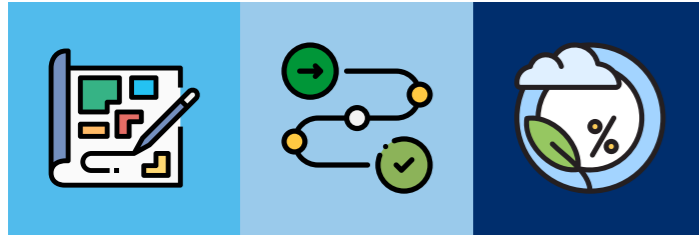
06
OUR FUTURE

OUR FUTURE

FOR OUR ENVIRONMENT

NET-ZERO ROADMAP

After our science-based targets were validated by SBTi, the BUs were required to devise their own decarbonisation plan that takes into account the local context and matches the groupwise SBTi targets . The plan will be used to monitor the emission reduction progress and reviewed every year to reflect any significant changes.

We have set science-based targets for the near term and a net-zero target by 2050. To achieve these targets, we require that all BUs choose electric equipment from 1 January 2024 onwards for any approved new purchase or equipment replacement at or beyond retirement age.

As the number of electric vehicles and equipment increases, the electricity consumption will also grow in the long term. Hutchison Ports will ensure grid capacity can support our transition. We will also gradually implement renewable energy power purchase agreements (REPPAs) and onsite renewable energy generation to enable our equipment to run on greener power sources.

Reducing scope 3 emissions remains a major challenge to Hutchison Ports. We acknowledge that our suppliers are one of the main sources of scope 3 emissions, and we will concentrate on building a strategy to engage with our key suppliers along the value chain. This type of engagement helps us identify the hotspots and to solicit new ideas on how they plan to manage their emissions.

FOR OUR PEOPLE

ENHANCED SAFETY MONITORING

The new safety KPIs will help us monitor the safety performance of each port, compare it with industry standards, and assist BUs in reaching zero fatalities. Additional support such as safety audit is offered to ensure full adherence to the GMSS and other safety requirements.

Since the Yard Surveillance System has proven to be effective, we will implement this monitoring system in more terminals to real time monitor the safety rules around pedestrian safety.

PEOPLE DEVELOPMENT

As we look towards the future of people development at Hutchison Ports, our direction is clear: we aim to foster leadership excellence, talent growth, and cross-business unit collaboration. Our commitment to providing development opportunities at every level of the organisation is unwavering, as we believe that nurturing our people's skills and capabilities is the cornerstone of innovation and accomplishment. This will be achieved through tailored development interventions that align with our strategic objectives and the evolving needs of our business. From frontline staff to senior management,

everyone will have access to resources and experiences that enhance their professional growth and contribute to our collective success. By breaking down silos and encouraging open communication, we will create a fertile ground for new concepts and approaches to flourish.

WELL-BEING, ENGAGEMENT & INCLUSION

Our BEWELL holistic approach is designed to cultivate not only the physical and mental well-being of our employees but also a positive workplace culture that embraces a healthy lifestyle and a spirit of giving back to society. We are committed to cultivate an environment where every individual feels valued and motivated to thrive regardless of their backgrounds, experiences and abilities. The well-being of our organisation is inextricably linked to the well-being of our people, and we are dedicated to move forward with this comprehensive and forward-thinking direction.

GO GREEN AND DOCK SCHOOL

In 2024, we continue our efforts in our communities by adding new ideas to the two flagship campaigns. Hutchison Ports partnered with WWF Hong Kong and launched the new initiative "Our Ocean Project", targets to promote protecting "Life under water (SDG 14)" across our network and our communities.
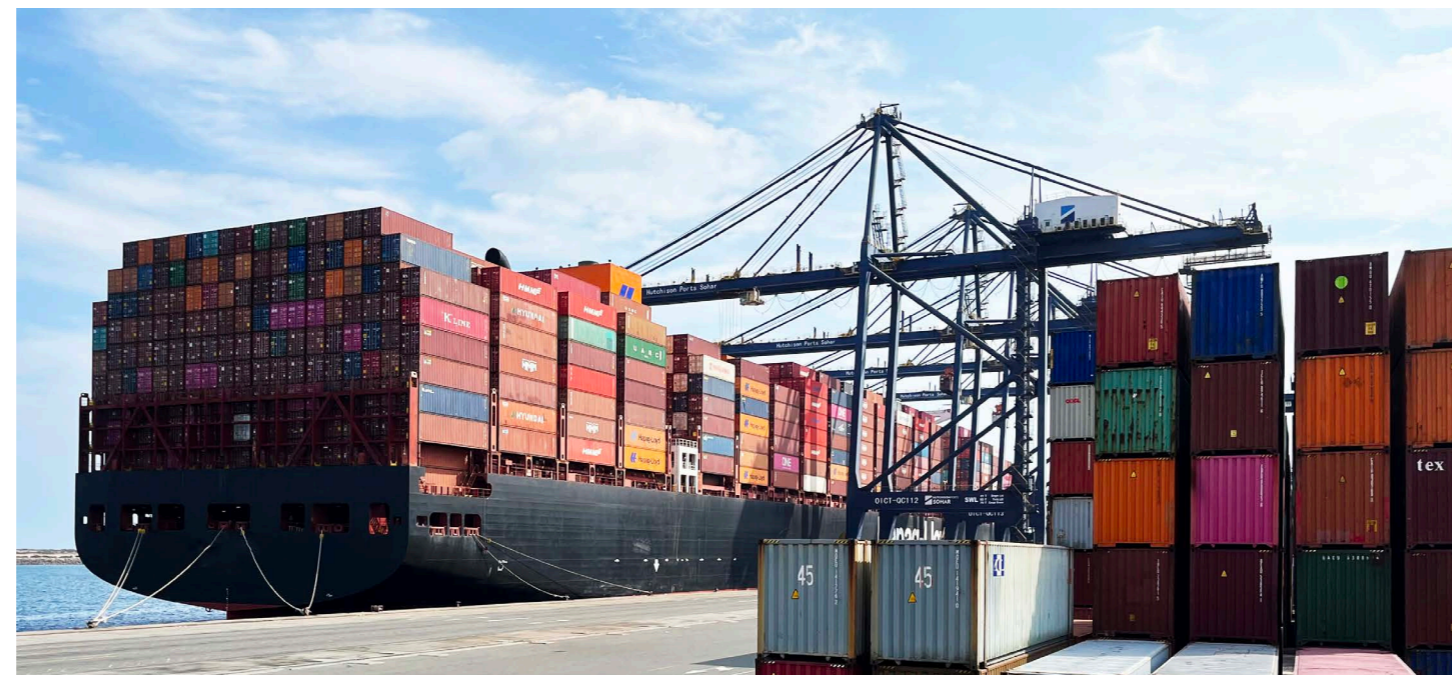
FOR OUR BUSINESS

AUTOMATION AND MODERNISATION

Our future operation focuses on embracing innovative technologies to enhance efficiency and sustainability. This encompasses not only the introduction of autonomous fleets but also the refinement of our operational processes and systems.

To align with the 2050 net-zero target, we anticipate an increase in electrified trucks and equipment, requiring more charging facilities. Integrating the energy management system with nGen will automate charging schedules, enhancing operational time and energy efficiency. This strategic move not only furthers sustainability goals but also ensures seamless terminal operations.

Concurrently, our BUs are set to launch automation projects aimed at enhancing operational efficiency, including introducing ATs in Mexico, Egypt, Thailand, Oman, Hong Kong and the United Kingdom, and Automated Straddle Carrier technology in Stockholm.

Cyber security remains critical in port operations, especially with the rise of cyber-attacks on OT devices. As automation scales up, we are committed to strengthening our monitoring and governance framework to include OT cyber security, ensuring the protection of our automated processes. This comprehensive approach integrates sustainability, efficiency, and security, driving us towards a future of innovative and resilient port operations.

OUR COMMITMENT

We aim to go beyond compliance and to improve our business with a forward-looking strategy and goals that will help us remain successful, sustainable and resilient for the long-term.

We are committed to advancing our sustainability journey and communicating our progress and achievements with our stakeholder. For more information, please visit https://hutchisonports.com/en/Sustainability/Overview.html.

APPENDIX

NAME OF BUs MENTIONED IN THE REPORT

- Hutchison Ports Abu Qir (Egypt)
- Hutchison Ports Ajman (United Arab Emirates)
- Hutchison Ports Alexandria (Egypt)
- Hutchison Ports Amsterdam (The Netherlands)
- Hutchison Ports BEST (Spain)
- Hutchison Ports Brisbane (Australia)
- Hutchison Ports Busan (South Korea)
- Hutchison Ports Delta II (The Netherlands)
- Hutchison Ports ECT Rotterdam (The Netherlands)
- Hutchison Ports ECV (Mexico)
- Hutchison Ports EIT (Mexico)
- Hutchison Ports FCP (Bahamas)
- Hutchison Ports FHC (Bahamas)
- Hutchison Ports Gdynia (Poland)
- Hutchison Ports Gwangyang (South Korea)
- Hutchison Ports Headoffice
- Hutchison Ports HIT (Hong Kong, China)
- Hutchison Ports Logistics (Hong Kong, China)
- Hutchison Ports Logistics Shanghai (China)
- Hutchison Ports ICAVE (Mexico)

- Hutchison Ports Indonesia
- Hutchison Ports Jazan (Saudi Arabia)
- Hutchison Ports KICT (Pakistan)
- Hutchison Ports LCMT (Mexico)
- Hutchison Ports LCT (Mexico)
- Hutchison Ports MITT (Myanmar)
- Hutchison Ports PPC (Panama)
- Hutchison Ports Pakistan
- Hutchison Ports RAK (United Arab Emirates)
- Hutchison Ports SITV (Vietnam)
- Hutchison Ports Sohar (Oman)
- Hutchison Ports Stockholm (Sweden)
- Hutchison Ports Sydney (Australia)
- Hutchison Ports TILH (Mexico)
- Hutchison Ports TIMSA (Mexico)
- Hutchison Ports TNG (Mexico)
- Hutchison Ports Thailand
- Hutchison Ports UAQ (United Arab Emirates)
- Hutchison Ports United Kingdom
- Hutchison Ports YANTIAN (China)
- COSCO-HIT Terminals

MEMBERSHIP LIST

- BSR
- Global Shipping Business Network
- ICHCA International
- Port Equipment Manufacturing Association

- Terminal Industry Committee 4.0 Association
- United for Wildlife Transport Taskforce
- WWF - Hong Kong

ENVIRONMENTAL DATA

Emissions	Unit	2021	2022	2023
Scope 1[1][2][4]	tonnes CO_2e	290,163	283,937	252,151
Scope 2 - location-based[1][3][4]	tonnes CO_2e	205,733	211,899	181,549
Scope 2 - market-based[1][3][4]	tonnes CO_2e	176,315	174,378	132,575
Total scope 1 and 2[1][3][4]	tonnes CO_2e	466,479	458,314	384,726
Carbon intensity[5]	kg CO_2e/TEU	13.18	12.71	11.36
Scope 3[4]	tonnes CO_2e	474,837	472,710	547,316

Energy	Unit	2021	2022	2023
Total energy consumption[6]	GJ	6,380,020	6,478,077	5,694,037
Diesel	L	105,827,220	104,437,610	92,742,077
Gasoline	L	465,957	486,425	535,945
LPG	L	840,497	882,593	751,798
Natural gas	L	1,082,778,542	844,515,595	844,310,727
Electricity[7]	kWh	573,570,825	610,698,106	526,045,233
Heating	kWh	1,102,500	957,571	927,269
Solar energy	kWh	696,349	738,263	1,974,198
Energy intensity[8]	GJ/TEU	0.17	0.18	0.17

Waste	Unit	2021	2022	2023
Total hazardous waste produced	**tonnes**	**3,231**	**3,174**	**2,946**
Hazardous waste - reuse	tonnes	-	-	-
Hazardous waste - recycling	tonnes	86	104	89
Hazardous waste - other recovery (including energy recovery)	tonnes	-	-	-
Hazardous waste - landfilling	tonnes	-	-	-
Hazardous waste - other waste management methods	tonnes	3,145	3,070	2,856
Hazardous waste - incineration (with energy recovery)	tonnes	-	-	-
Hazardous waste - incineration (without energy recovery)	tonnes	-	-	-

APPENDIX

ENVIRONMENTAL DATA (CONT'D.)

Waste (cont'd.)	Unit	2021	2022	2023
Total non-hazardous waste produced	**tonnes**	**31,892**	**27,147**	**30,296**
Non-hazardous waste - reuse	tonnes	-	-	-
Non-hazardous waste - recycling	tonnes	6,124	6,926	7,471
Non-hazardous waste - other recovery (including energy recovery)	tonnes	1,045	949	976
Non-hazardous waste - incineration (with energy recovery)	tonnes	-	-	-
Non-hazardous waste - incineration (without energy recovery)	tonnes	198	216	193
Non-hazardous waste - landfilling	tonnes	24,525	19,056	21,655
Non-hazardous waste - other waste management methods	tonnes	-	-	-

Water	Unit	2021	2022	2023
Total water withdrawal from all areas	**Megalitre**	**740.7**	**724.7**	**668.6**
Surface water	Megalitre	0.0	0.0	0.0
Ground water	Megalitre	6.9	7.4	2.2
Sea water	Megalitre	-	-	-
Produced water	Megalitre	-	-	-
Water from other sources withdrawal	Megalitre	1.4	1.3	1.5
Third-party water	Megalitre	732.3	716.0	664.9
Total water withdrawal with water stress[9]	**Megalitre**	**New Disclosure**		**204.8**
Surface water	Megalitre	New Disclosure		-
Ground water	Megalitre	New Disclosure		2.2
Sea water	Megalitre	New Disclosure		-
Produced water	Megalitre	New Disclosure		-
Water from other sources withdrawal	Megalitre	New Disclosure		0.4
Third-party water	Megalitre	New Disclosure		201.3

Water (cont'd.)	Unit	2021	2022	2023
Total water discharge	**Megalitre**	**-**	**-**	**-**
Surface water	Megalitre	-	-	-
Ground water	Megalitre	-	-	-
Sea water	Megalitre	-	-	-
Third-party water	Megalitre	-	-	-

Air emissions[10]	Unit	2021	2022	2023
NOx emissions	tonnes	1,135.75	1,186.78	1,035.40
SOx emissions	tonnes	3.22	4.14	3.48
Particulate matter emissions	tonnes	107.31	110.15	95.96

Notes:

1. The following standards and sources of emission factors were adopted.
   a) The emission factors applied for the calculation of scope 1 are adopted from the U.S. Environmental Protection Agency and Department for Environment, Food, and Rural Affairs (UK).
   b) The emission factors applied for the calculation of scope 2 GHG Emissions are adopted from the International Energy Agency.
   c) The scope 1 emissions conversion factor was sourced from the UK Government's Greenhouse Gas Conversion Factors for Corporate Reporting.
   d) Global Warming Potential (GWP) is referenced from the Intergovernmental Panel on Climate Change (IPCC) Synthesis Report (AR5) (2014).
   e) The calculation approach of scope 1 and 2 are based on the operational control as outlined in the GHG Protocol Corporate Standard.
2. The sources of fugitive emissions within Hutchison Ports' operations primarily include refrigerant leakages from air conditioners in corporate office spaces and refrigerated containers. The emissions of ozone-depleting substance was not included as it was estimated to be less than 1% of the total emissions.
3. The scope 2 calculation has excluded the GHG trades.
4. The scope 1, 2 and 3 emissions calculation only account for BUs with full year operation.
5. Carbon intensity is calculated as total GHG emissions divided by total throughput of Hutchison Ports' subsidiaries.
6. Energy consumption is controlled by Hutchison Ports including fuels such as diesel, gasoline, LPG, natural gas and electricity used on-site.
7. Electricity only includes electricity purchased from external parties and does not include self-generated electricity.
8. Energy intensity is calculated as total energy consumption divided by total throughput of Hutchison Ports' subsidiaries.
9. Areas experiencing water stress are identified using the WRI Aqueduct Water Risk Atlas tool. These regions are characterised by a high (40-80%) or extremely high (>80%) annual ratio of water withdrawals to the renewable water resources available.
10. The emission factors applied for the calculation of air emissions are adopted from National Atmospheric Emissions Inventory.

APPENDIX

SAFETY DATA

Work-related injuries	2021	2022	2023
For all employees			
Number of fatalities as a result of work-related injury	1	1	0
Rate of fatalities as a result of work-related injury[1]	New Disclosure		0
Number of recordable work-related injuries	New Disclosure		398
Rate of recordable work-related injuries[2]	New Disclosure		9.94
Number of working hours	New Disclosure		40,025,693
Number of lost days due to work injury[3]	5,992	6,052	5,669
For contractors			
Number of fatalities as a result of work-related injury	2	0	4
Rate of fatalities as a result of work-related injury[1]	New Disclosure		0.29
Number of recordable work-related injuries	New Disclosure		59
Rate of recordable work-related injuries[2]	New Disclosure		4.28
Number of working hours	New Disclosure		13,800,094

Notes:

❶ *Equation for rate of fatalites as a result of work-related injury:*

$$\text{Rate of fatalities as a result of work-related injury} = \frac{\text{Number of fatalities as a result of work-related injury}}{\text{Number of hours worked}} \times [200{,}000 \text{ or } 1{,}000{,}000]$$

❷ *Equation for rate of recordable work-related injuries*

$$\text{Rate of recordable work-related injuries} = \frac{\text{Number of recordable work-related injuries}}{\text{Number of hours worked}} \times [200{,}000 \text{ or } 1{,}000{,}000]$$

❸ *The 2022 figure was restated as per refinement of raw data.*

WORKFORCE DATA

	2021	2022	2023
1.1 Employees			
Total number of employees	18,308	19,735	18,823
A) By employment mode			
I) Total number of full-time employees	15,180	16,204	15,232
By gender			
· Male	13,670	14,527	13,627
· Female	1,510	1,677	1,605
By employee category			
· Manager grade or above	564	595	533
· General staff	14,616	15,609	14,699
By age group			
· Below 30	1,818	1,897	1,836
· 30 - 49	9,503	10,095	9,277
· 50 or above	3,859	4,212	4,119
By geographical location			
· Hong Kong	277	256	251
· Mainland China	27	23	23
· Europe	4,837	5,421	5,550
· Asia, Australia and others	10,039	10,504	9,408
Ii) Total number of part-time employees	3,128	3,531	3,591
By gender			
· Male	2,747	2,990	3,280
· Female	227	297	311
By employee category			
· Manager grade or above	11	19	21
· General staff	2,963	3,268	3,570

	2021	2022	2023
1.1 Employees (cont'd.)			
Total number of employees (cont'd.)			
A) By employment mode (cont'd.)			
II) Total number of part-time employees (cont'd.)			
By geographical location			
• Hong Kong	6	2	2
• Mainland China	5	4	3
• Europe	246	309	319
• Asia, Australia and others	2,717	2,972	3,267
B) By employment type			
I) Total number of permanent employees	15,881	16,484	15,371
By gender			
• Male	14,278	14,746	13,712
• Female	1,603	1,738	1,659
By geographical location			
• Hong Kong	276	256	251
• Mainland China	27	23	23
• Europe	5,057	5,665	5,663
• Asia, Australia and others	10,521	10,540	9,434
II) Total number of temporary employees	2,736	3,054	3,253
By gender			
• Male	2,574	2,844	3,036
• Female	162	210	217
By geographical location			
• Hong Kong	0	0	0
• Mainland China	5	4	3
• Europe	163	230	190
• Asia, Australia and others	2,568	2,820	3,060

	2021	2022	2023
1.1 Employees (cont'd.)			
Total number of employees (cont'd.)			
B) By employment type (cont'd.)			
III) Total number of contract employees	18	51	19
By gender			
• Male	15	33	10
• Female	3	18	9
By geographical location			
• Hong Kong	1	0	0
• Mainland China	0	0	0
• Europe	17	51	16
• Asia, Australia and others	0	0	3
IV) Total number of non-guaranteed hours employees	102	146	180
By gender			
• Male	89	119	149
• Female	13	27	31
By geographical location			
• Hong Kong	6	2	2
• Mainland China	0	0	0
• Europe	0	0	0
• Asia, Australia and others	96	144	178
1.2 Workers who are not employees			
Number of external contractor workers	6,875	7,163	6,481

APPENDIX

	2021	2022	2023
1.3 New employee hires			
By gender			
· Male	1,306	1,525	1,286
· Female	284	350	295
By age group			
· Below 30	525	684	694
· 30 - 49	805	927	711
· 50 or above	260	264	176
By employee category			
· Hong Kong	56	57	49
· Mainland China	1	1	1
· Europe	514	508	308
· Asia, Australia and others	1,019	1,309	1,223

				Percentage		
	2021	2022	2023	2021	2022	2023
1.4 Employee turnover rate						
Total employee turnover number[1]	1,095	1,226	1,711	-	-	-
Turnover rate (%)[2]	-	-	-	6.0%	6.4%	8.9%
By gender						
· Male	963	1,056	1,537	5.2%	5.6%	8.0%
· Female	132	170	174	0.7%	0.9%	0.9%
By age group						
· Below 30	226	249	226	1.2%	1.3%	1.2%
· 30 - 49	581	628	989	3.2%	3.3%	5.1%
· 50 or above	288	349	496	1.6%	1.8%	2.6%
By geographical location						
· Hong Kong	60	74	56	0.3%	0.4%	0.3%
· Mainland China	3	5	2	0.0%	0.0%	0.0%
· Europe	283	316	364	1.5%	316	1.7%
· Asia, Australia and others	749	831	1,289	4.1%	4.4%	6.7%
By employee category						
· Manager grade or above	52	64	92	0.3%	0.3%	0.5%
· General staff	1,043	1,162	1,619	5.7%	6.1%	8.4%

Notes:

[1] *Employee turnover refers to employees who leave the organisation voluntarily or due to dismissal, retirement, or death in service.*

[2] *Turnover rate is calculated based on the employee departure during the year, divided by the average number of the total employees in 2022 and 2023 as at 31 December of each year.*

TRAINING DATA

				Percentage		
	2021	2022	2023	2021	2022	2023
2.1 The average training hours completed per employee[1]						
Average training hours						
· Per employee	12.0	17.4	17.4	-	-	-
By gender						
· Male	12.0	17.9	17.3	-	-	-
· Female	12.8	15.3	17.6	-	-	-
By employee category						
· Manager grade or above	11.5	12.9	16.1	-	-	-
· General staff	12.1	17.8	17.4	-	-	-
2.2 The percentage of full-time employees trained by gender and employee category						
Total number of trained full-time employees	8,714	10,899	10,824	57%	67%	71%
By gender						
· Male	7,727	9,562	9,626	88.7%	87.7%	88.9%
· Female	987	1,337	1,198	11.3%	12.3%	11.1%
By employee category						
· Manager grade or above	302	365	323	3.5%	3.3%	3.0%
· General staff	8,412	10,534	10,501	96.5%	96.7%	97.0%
2.3 Communication and training about anti-corruption policies and procedures						
Total number and percentage of employees[1] received communication about anti-corruption policies and procedures						
By employee category						
· Manager grade or above	282	457	260	1.5%	2.3%	1.4%
· General staff	3,636	3,646	4,320	19.9%	18.5%	23.0%
By geographical location						
· Hong Kong	283	258	253	1.5%	1.3%	1.3%
· Mainland China	0	25	1	0.0%	0.1%	0.0%
· Europe	173	693	172	0.9%	3.5%	0.9%
· Asia, Australia and others	3,462	3,127	4,154	18.9%	15.8%	22.1%

				Percentage		
	2021	2022	2023	2021	2022	2023
Total number and percentage of employees[1] received training about anti-corruption policies and procedures						
By employee category						
· Manager grade or above	91	169	103	0.5%	0.9%	0.5%
· General staff	2,109	2,163	2,386	12.7%	11.0%	11.5%
By geographical location						
· Hong Kong	60	39	49	0.3%	0.2%	0.3%
· Mainland China	0	25	0	0.0%	0.1%	0.0%
· Europe	77	308	162	0.4%	1.6%	0.9%
· Asia, Australia and others	2,063	1,960	2,278	11.3%	9.9%	12.1%
By employment mode						
· Full-time	1,826	1,550	1,706	11.2%	8.9%	10.1%
· Part-time	374	782	783	-	-	-
Number of training hours on anti-corruption by employment mode						
· Full-time	1,534	1,933	1,735	-	-	-
· Part-time	377	847	816	-	-	-

Notes:

[1] *It refers to all employees include permanent employees, temporary employees, non-guaranteed hours employees.*

APPENDIX

PARENTAL LEAVE DATA

	2021	2022	2023
3.1 Total number of employees that were entitled to parental leave			
By gender			
• Male	11,968	12,677	13,338
• Female	1,609	1,735	1,764
3.2 Total number of employees that took parental leave			
By gender			
• Male	357	456	455
• Female	60	59	50
3.3 Total number of employees that returned to work in the reporting period after parental leave ended			
By gender			
• Male	356	449	451
• Female	56	53	43
3.4 Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work			
By gender			
• Male	311	403	424
• Female	51	49	44
3.5 Return to work of employees that took parental leave			
By gender			
• Male	100%	99%	99%
• Female	100%	98%	100%
3.6 Retention rates of employees that took parental leave			
By gender			
• Male	95%	92%	99%
• Female	93%	89%	96%

GRI INDEX

General Disclosures		
GRI 2: General Dislosures 2021		
The Organisation and its Reporting Practices		
2-1	Organisational details	1.1 Hutchison Ports 1.1.2 Our Operations & Values
2-2	Entities included in the organisation's sustainability reporting	Appendix - Name of BUs mentioned in the report
2-3	Reporting period, frequency and contact point	1.1 Hutchison Ports 1.1.1 Our Report
2-4	Restatements of information	Please refer to Appendix - Environmental data for the restatement of diesel and electricity consumption.
2-5	External assurance	External assurance was not sought for this sustainability report.
Activities and Workers		
2-6	Activities, value chain and other business relationships	The information is currently being consolidated.
2-7	Employees	Appendix - Workforce data No significant fluctuations in the workforce during the reporting year.
2-8	Workers who are not employees	Appendix - Workforce data
Governance		
2-9	Governance structure and composition	2.1 Strategy 2.1.2 Stewardship
2-10	Nomination and selection of the highest governance body	2.1 Strategy 2.1.2 Stewardship
2-11	Chair of the highest governance body	2.1 Strategy 2.1.2 Stewardship
2-12	Role of the highest governance body in overseeing the management of impacts	2.1 Strategy 2.1.2 Stewardship
2-13	Delegation of responsibility for managing impacts	2.1 Strategy 2.1.2 Stewardship
2-14	Role of the highest governance body in sustainability reporting	2.1 Strategy 2.1.2 Stewardship
2-15	Conflicts of interest	The information is currently being consolidated.
2-16	Communication of critical concerns	2.1 Strategy 2.1.2 Stewardship

APPENDIX

General Disclosures (cont'd.)

GRI 2: General Dislosures 2021 (cont'd.)

Governance (cont'd.)

2-17	Collective knowledge of the highest governance body	The information is currently being consolidated.
2-18	Evaluation of the performance of the highest governance body	Due to confidentiality constraints, Hutchison Ports is unable to disclose this information.
2-19	Remuneration policies	Due to confidentiality constraints, Hutchison Ports is unable to disclose this information.
2-20	Process to determine remuneration	Due to confidentiality constraints, Hutchison Ports is unable to disclose this information.
2-21	Annual total compensation ratio	Due to confidentiality constraints, Hutchison Ports is unable to disclose this information.

Strategy, Policies and Practices

2-22	Statement on sustainable development strategy	Foreword
2-23	Policy commitments	5.1 Governance 5.1.1 Integrated Oversight
2-24	Embedding policy commitments	5.1 Governance 5.1.1 Integrated Oversight
2-25	Processes to remediate negative impacts	The information is currently being consolidated.
2-26	Mechanisms for seeking advice and raising concerns	5.1 Governance 5.1.1 Integrated Oversight
2-27	Compliance with laws and regulations	5.1 Governance 5.1.1 Integrated Oversight
2-28	Membership associations	Appendix - Membership list

Stakeholder Engagement

2-29	Approach to stakeholder engagement	5.1 Governance 5.1.2 The Value Chain
2-30	Collective bargaining agreements	There is no information available.

GRI 3: Material Topics 2021

3-1	Process to determine material topics	2.2 Materiality 2.2.1 Engagement & Materiality
3-2	List of material topics	2.2 Materiality 2.2.1 Engagement & Materiality 2.2.2 UNSDG Mapping

Specific Disclosures

GRI 201: Economic Performance 2016

3-3	Management of material topics	2.2 Materiality 2.2.1 Engagement & Materiality
201-1	Direct economic value generated and distributed	Refer to P. 18 to 23 of CKHH's 2023 Annual Report
201-2	Financial implications and other risks and opportunities due to climate change	Due to confidentiality constraints, Hutchison Ports is unable to disclose this information.
201-4	Financial assistance received from government	Due to confidentiality constraints, Hutchison Ports is unable to disclose this information.

GRI 205: Anti-corruption 2016

3-3	Management of material topics	2.2 Materiality 2.2.1 Engagement & Materiality
205-1	Operations assessed for risks related to corruption	5.1 Governance 5.1.1 Integrated Oversight
205-2	Communication and training about anti-corruption policies and procedures	Appendix - Training data
205-3	Confirmed incidents of corruption and actions taken	There were no reported cases of fraud or bribery in 2023.

GRI 302: Energy 2016

3-3	Management of material topics	2.2 Materiality 2.2.1 Engagement & Materiality
302-1	Energy consumption within the organisation	Appendix - Environmental data
302-2	Energy consumption outside of the organisation	Appendix - Environmental data
302-3	Energy intensity	Appendix - Environmental data
302-4	Reduction of energy consumption	Appendix - Environmental data 3.1.2 Net-zero
302-5	Reductions in energy requirements of products and services	Appendix - Environmental data 3.1 Climate 3.1.2 Net-zero

GRI 303: Water and Effluents 2018

3-3	Management of material topics	2.2 Materiality 2.2.1 Engagement & Materiality
303-1	Interactions with water as a shared resource	3.2 Transition 3.2.2 Resources

APPENDIX

Specific Disclosures (cont'd.)

GRI 303: Water and Effluents 2018 (cont'd.)

303-2	Management of water discharge-related impacts	3.2 3.2.2	Transition Resources & Risk
303-3	Water withdrawal		Appendix - Environmental data
303-4	Water discharge		Total water discharge is not available due to data collection constraints.
303-5	Water consumption		Appendix - Environmental data

GRI 304: Biodiversity 2016

3-3	Management of material topics	2.2 2.2.1	Materiality Engagement & Materiality
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	3.2 3.2.1	Transition Resilience
304-2	Significant impacts of activities, products and services on biodiversity	3.2 3.2.1	Transition Resilience
304-3	Habitats protected or restored	3.2 3.2.1	Transition Resilience
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	3.2 3.2.1	Transition Resilience

GRI 305: Emissions 2016

3-3	Management of material topics	2.2 2.2.1	Materiality Engagement & Materiality
305-1	Direct (scope 1) GHG Emissions		Appendix - Environmental data
305-2	Energy indirect (scope 2) GHG emissions		Appendix - Environmental data
305-3	Other Indirect (scope 3) GHG Emissions	3.1 3.1.2	Climate Net-zero
305-4	GHG emissions intensity		Appendix - Environmental data
305-5	Reduction of GHG Emissions	3.1 3.1.2	Appendix - Environmental data Climate Net-zero
305-6	Emissions of ozone-depleting substances (ODS)		Appendix - Environmental data
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions		Appendix - Environmental data

Specific Disclosures (cont'd.)

GRI 306: Waste 2020

3-3	Management of material topics	2.2 2.2.1	Materiality Engagement & Materiality
306-1	Waste generation and significant waste related impacts	3.2 3.2.2	Transition Resources
306-2	Management of significant waste-related impacts	3.2 3.2.2	Transition Resources
306-3	Waste generated		Appendix - Environmental data
306-4	Waste diverted from disposal		Appendix - Environmental data
306-5	Waste directed to disposal		Appendix - Environmental data

GRI 401: Employment 2016

3-3	Management of material topics	2.2 2.2.1	Materiality Engagement & Materiality
401-1	New employee hires and employee turnover		Appendix - Workforce data
401-2	Benefits provided to full-time employees that are not provided to temporary or part time employees	4.1 4.1.2	Colleagues Human Capital
401-3	Parental leave	4.1 4.1.2	Colleagues Human Capital

GRI 403: Occupational Health and Safety 2018

3-3	Management of material topics	2.2 2.2.1	Materiality Engagement & Materiality
403-1	Occupational health and safety management system	4.1 4.1.1	Colleagues Safety & Security
403-2	Hazard identification, risk assessment, and incident investigation	4.1 4.1.1	Colleagues Safety & Security
403-3	Occupational health services	4.1 4.1.1	Colleagues Safety & Security
403-4	Worker participation, consultation, and communication on occupational health and safety	4.1 4.1.1	Colleagues Safety & Security
403-5	Worker training on occupational health and safety	4.1 4.1.1	Colleagues Safety & Security
403-6	Promotion of worker health	4.1 4.1.1	Colleagues Safety & Security
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.1 4.1.1	Colleagues Safety & Security

APPENDIX

Specific Disclosures (cont'd.)

GRI 403: Occupational Health and Safety 2018 (cont'd.)

403-8	Workers covered by an occupational health and safety management system	4.1 Colleagues 4.1.1 Safety & Security
403-9	Work-related injuries	Appendix - Safety data
403-10	Work-related ill health	Appendix - Safety data

GRI 404: Training and Education 2016

3-3	Management of material topics	2.2 Materiality 2.2.1 Engagement & Materiality
404-1	Average hours of training per year per employee	Appendix - Training data
404-2	Programmes for upgrading employee skills and transition assistance programmes	4.1 Colleagues 4.1.2 Human Capital

GRI 405: Diversity and Equal Opportunity 2016

3-3	Management of material topics	2.2 Materiality 2.2.1 Engagement & Materiality
405-1	Diversity of governance bodies and employees	Appendix - Workforce data
405-2	Ratio of basic salary and renumeration of women to men	Due to confidentiality constraints, Hutchison Ports is unable to disclose this information.

GRI 406: Non-Discrimination 2016

| 3-3 | Management of material topics | 2.2 Materiality
2.2.1 Engagement & Materiality |
| 406-1 | Incidents of discrimination and corrective actions taken | There were no reported cases of non-compliance with laws and regulations relating to workplace discrimination in 2023. |

GRI 408: Child Labour 2016

| 3-3 | Management of material topics | 2.2 Materiality
2.2.1 Engagement & Materiality |
| 408-1 | Operations and suppliers at significant risk for incidents of child labour | Hutchison Ports did not identify any new or existing operations and suppliers with significant social risks in 2023. |

Specific Disclosures (cont'd.)

GRI 409: Forced or Compulsory Labour 2016

| 3-3 | Management of material topics | 2.2 Materiality
2.2.1 Engagement & Materiality |
| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | Hutchison Ports did not identify any new or existing operations and suppliers with significant social risks in 2023. |

GRI 413: Local Communities 2016

3-3	Management of material topics	2.2 Materiality 2.2.1 Engagement & Materiality
413-1	Operations with local community engagement, impact assessments, and development programmes	4.2 Community 4.2.2 Community Engagement
413-2	Operations with significant actual and potential negative impacts on local communities	4.2 Community 4.2.2 Community Engagement

GRI 414: Supplier Social Assessment 2016

3-3	Management of material topics	2.2 Materiality 2.2.1 Engagement & Materiality
414-1	New suppliers that were screened using social criteria	5.1 Governance 5.1.2 The Value Chain
414-2	Negative social impacts in the supply chain and actions taken	5.1 Governance 5.1.2 The Value Chain

GRI 418: Customer Privacy 2016

| 3-3 | Management of material topics | 2.2 Materiality
2.2.1 Engagement & Materiality |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | 5.1 Governance
5.1.3 Cyber Security
There was no reported cases of unauthorised data leakage or compromised IT infrastructure in 2023. |

TOGETHER, WE CAN MAKE IT HAPPEN

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