

# BUILDING CLIMATE-READY PORTS

SUSTAINABILITY  
REPORT 2025



# INSIDE THIS REPORT



## 01

### INTRODUCTION

Highlights	4
Foreword	6
1.1 Hutchison Ports	8
1.1.1 Our Report	8
1.1.2 Our Responsibilities	10

## 02

### OUR ESG APPROACH

2.1 ESG Strategy and Foundation	16
2.1.1 Pathway to Sustainable Growth	16
2.1.2 ESG Foundation	18
2.1.3 United Nations Sustainable Development Goals Mapping	20
2.2 Governance and Implementation	26
2.2.1 Sustainability Governance	26
2.2.2 ESG Data Governance and Management System	28
2.2.3 Sustainability Reporting Development	30

## 03

### OUR ENVIRONMENT

3.1 Climate Action	36
3.1.1 Strategic Pathways to Decarbonisation	36
3.1.2 Emissions Metrics	44
3.1.3 Advancing Climate Strategy and Resilience	46
3.2 Environmental Stewardship	48
3.2.1 Ecosystem Management	48
3.2.2 Resource Management	50
3.2.3 Optimising Resource Efficiency	56

## 04

### OUR PEOPLE

4.1 Our Colleagues	64
4.1.1 Safety and Security	64
4.1.2 Human Capital	70
4.1.3 Workforce Well-being, Engagement and Inclusion	80
4.2 Our Community	100
4.2.1 Go Green & Dock School	100
4.2.2 Community Engagement	114
4.2.3 Communications	116

## 05

### OUR BUSINESS

5.1 Governance	120
5.1.1 Integrated Oversight	120
5.1.2 Value Chain Management	125
5.1.3 Cyber Security	128
5.2 Sustainable Business Model	134
5.2.1 Ports in Transition	134
5.2.2 Terminal Operating System	140
5.2.3 Resilient Port Operations	150

## 06

### OUR FUTURE

Our Environment	154
Our People	154
Our Business	154
Our Commitment	154
Appendix	156



# 01

## INTRODUCTION

Highlights	4
Foreword	6
<b>1.1 Hutchison Ports</b>	<b>8</b>
1.1.1 Our Report	8
1.1.2 Our Responsibilities	10

# HIGHLIGHTS

## OUR ENVIRONMENT



**-23.9%**  
in scope 1 and scope 2 emissions,  
compared with 2021 baseline



**-9.0%**  
in carbon intensity,  
compared with 2024



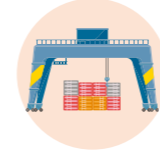
**-7.3%**  
in diesel consumption per TEU,  
compared with 2024



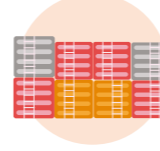
**45%**  
of total electricity consumption  
came from renewable energy source



## OUR BUSINESS



Egypt's  
**first semi-automated terminal** opens at Ain Sokhna



**Enhancing operational capacity**  
through terminal expansion at  
Hutchison Ports BEST (Spain)



Rollout  
**Autonomous Trucks (ATs)**  
in Egypt, Mexico, Thailand,  
United Kingdom



Full deployment of  
**Veronica across Mexican BUs**



## OUR PEOPLE



Introduced Governance of  
Electrification Policy, strengthening  
safety oversight in electrification



Over **1,400**  
employees participated

Over **8,000**

employees participated  
Global BEWELL month



**↑21%**  
in number of activities,  
compared with 2024

Planted  
**8,090 trees** and  
**4,432 students** participated



## OUR AWARDS

Hutchison Ports earned the  
**Middle East Economic and  
Trade Excellence Award**

Hutchison Ports was awarded the  
**Caring Company Award**

Hutchison Ports received the  
**ARC Awards for the  
Sustainability Report 2023**

Hutchison Ports achieved  
**Platinum Tier** under the  
**Cyber Security Staff Awareness  
Recognition Scheme**

Port of Felixstowe has won the  
**Cold Chain Federation  
Sustainability Award**



# FOREWORD



**CLEMENCE CHENG**  
Managing Director Europe  
Co-chair,  
Group Sustainability Committee



**STEPHEN ASHWORTH**  
Managing Director  
South East Asia & Australia  
Co-chair,  
Group Sustainability Committee

2025 was a year of extraordinary challenges, shaped by geopolitical instability, tariff tensions and record-breaking weather events that affected communities and economies across the world. Yet it also offered signs of progress, including renewable energy surpassing coal as the world's leading source of electricity in the first half of 2025, according to Ember. In such an environment, the importance of resilient, responsible and forward-looking leadership has become ever more evident.

At Hutchison Ports, sustainability is integral to the way we strengthen our operations, support our people and communities, and create enduring value across our global network. In 2025, we made meaningful progress in advancing our climate ambitions, reinforcing operational resilience, and accelerating the transition towards a safer, more inclusive, digital and lower-carbon future. Our conviction remains clear: long-term performance depends on navigating a rapidly changing environment with discipline, responsibility and fidelity to our values.

Safety remains a defining priority across our business. Supported by our Safety Management System and governance oversight through Group Safety Committee (SAFCOM), we introduced new initiatives during the year, including the Governance of Electrification Policy and enhanced Radiation Safety Guidance to address emerging risks. We also expanded AI-enabled Yard Surveillance Systems and advanced automation technologies such as ATs to reduce exposure to higher-risk activities.

As digital technologies become more deeply embedded across our operations, we remain focused on deploying innovation responsibly. We apply AI and automation in ways that enhance safety, transparency and operational efficiency, while maintaining appropriate human oversight and giving due consideration to data privacy, ethics and workforce impacts.

As digitalisation deepened across our terminals and operations, cyber security remained a critical business priority. During the year, we strengthened our framework through enhanced monitoring, employee awareness programmes, infrastructure resilience and risk management processes designed to safeguard operational continuity, sensitive data and critical systems.

Our decarbonisation journey gathered further momentum in 2025, with a 23.9 per cent reduction in combined scope 1 and scope 2 emissions against our 2021 baseline. Carbon intensity improved to 9.66 kg CO<sub>2</sub>e per TEU, while renewable electricity accounted for approximately 45 per cent of total electricity consumption. These results reflect sustained effort across operational efficiency, electrification and renewable energy adoption, and keep us aligned with our Science Based Targets initiative (SBTi)-validated targets, reinforcing our commitment to achieving our 2023 reduction goals and net-zero ambition for 2050.

We also embedded circular economy principles across our operations and supply chain through sustainable procurement, electrification initiatives and optimised spare parts management. Supplier engagement workshops were launched to support decarbonisation efforts related to scope 3 emissions.

This broader focus on the value chain also underscores the importance of responsible procurement. We encouraged suppliers to align with our expectations on environmental performance, ethical business conduct, labour standards and human rights principles, strengthening transparency and resilience across our procurement activities.

Respect for labour and human rights remains fundamental to our business and culture. We are committed to providing a safe, inclusive and respectful working environment free from discrimination, harassment, forced labour and child labour, supported by policies and governance processes that promote fair treatment and equal opportunity.

Our people remain central to our long-term success, and in 2025 we invested in employee well-being, engagement and leadership development to build a resilient and future-ready workforce. The BEWELL programme expanded its focus on physical, mental and emotional well-being, while more than 1,400 employees participated in Global Connect under the theme "Empower to Elevate". We also recognise gender balance as a structural challenge within the port sector, with greater scope to address this over time through remote-controlled equipment and evolving operating models.

Strong ethical standards remain essential to maintaining stakeholder trust and long-term business resilience. Our commitment to ethics, anti-bribery and anti-corruption is supported by clear policies, employee training, governance oversight and compliance mechanisms that promote integrity, accountability and responsible decision-making across the organisation.

We also created positive social impact in the communities where we operate. Building on the success of our Go Green & Dock School initiative, we launched "Go Beyond Go Green" as a group-wide platform for environmental engagement and education. The programme delivered a 21 per cent increase in activities during the year, with more than 8,000 trees planted and over 4,400 students engaged globally.

Protecting biodiversity and supporting healthy ecosystems remain important elements of our environmental approach. Through tree planting, awareness programmes and responsible operational practices, we supported biodiversity protection and encouraged greater environmental stewardship across our sites and local communities.

Digitalisation and automation remain important enablers of our future operating model. During the year, we advanced the rollout of ATs across multiple terminals, with 59 units deployed across BUs in Egypt, Mexico, Thailand, United Kingdom. Our Terminal Operating System, Veronica, also evolved as a strategic platform supporting Operations 5.0 and enabling greater standardisation, shared services and data-driven decision-making across the network.

To support this transformation, we strengthened our sustainability governance and reporting structure in preparation for evolving regulatory expectations, including Corporate Sustainability Reporting Directive (CSRD) and EU Taxonomy readiness. Sustainability oversight remains led by the Group Sustainability Committee, with ESG considerations embedded into enterprise risk management and strategic decision-making. Sustainability performance is also integrated into leadership evaluation and incentive structures, reinforcing accountability across the organisation.

Looking ahead, we remain focused on delivering credible decarbonisation outcomes while maintaining operational resilience and responsible growth. As electrification, automation and digitalisation scale across our network, we will prioritise the safe management of emerging risks, strengthen ESG governance, advance responsible technology practices, and invest in our people and communities.

We invite you to explore this report and the progress we made in 2025, which we are proud of. Building a more sustainable and inclusive business requires collective effort, and we are grateful to our customers, partners and employees for their support. Together, we have taken important steps towards a more sustainable future for our people, our customers and the communities we serve.

**CLEMENCE CHENG**

**STEPHEN ASHWORTH**

Co-chairs, Group Sustainability Committee

28 June 2026

# 1.1 HUTCHISON PORTS

## 1.1.1 OUR REPORT

Hutchison Port Holdings Limited (Hutchison Ports), a leading global port operator and logistics service provider, is delighted to present its sixth Sustainability Report, demonstrating how the Group is driving meaning progress and shaping more sustainable operations across its global network. The report reinforces its commitment to leading the transition towards sustainable supply chains while delivering resilient and long-term value.

This report presents Hutchison Ports' sustainability priorities, actions and outcomes as the Group continues its transition towards more resilient and low-carbon port operations. It reflects how sustainability considerations are increasingly embedded into operational planning, risk management and long-term business development across our global portfolio.

Structured around three pillars: **Our Environment, Our People** and **Our Business**, the report focuses on the issues most material to our operations and stakeholders. It outlines progress against key commitments and targets, highlights material developments during the year, and describes the actions being taken to strengthen the management of environmental, social and governance (ESG) related risks and opportunities. Together, these disclosures provide transparency on performance and support a clearer understanding of how sustainability considerations are informing decision making across Hutchison Ports.



### >> Reporting Period

This report covers Hutchison Ports' sustainability performance and progress for the period from 1 January to 31 December 2025. During the reporting period, the Group operated 53 ports across 24 countries. The scope of the report includes Business Units (BUs) under operational control, with Greenhouse Gas (GHG) emissions consolidated in accordance with the Greenhouse Gas Protocol.



### >> Reporting Frameworks

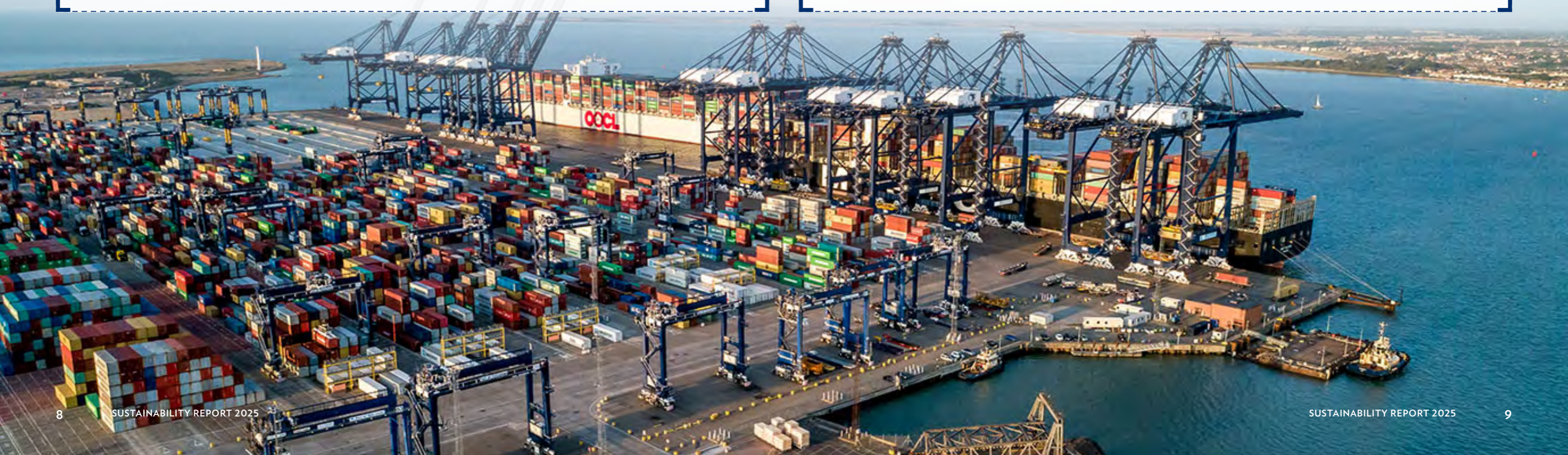
This Sustainability Report has been prepared with reference to recognised international sustainability reporting frameworks and standards, including the Global Reporting Initiative (GRI) Standards, the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and the United Nations Sustainable Development Goals (UNSDGs). The report also takes reference from the Environmental, Social and Governance Reporting Guide issued by The Stock Exchange of Hong Kong Limited (HKEX).

In addition, Hutchison Ports continued to monitor developments in evolving sustainability reporting requirements, including CSRD and the EU Taxonomy. These efforts support continuous improvement in the consistency, and transparency of the Group's sustainability disclosures.



### >> Contact and Feedback

We welcome your feedback and suggestions; email us at: [SSE@HUTCHISONPORTS.COM](mailto:SSE@HUTCHISONPORTS.COM)



# 1.1 HUTCHISON PORTS

## 1.1.2 OUR RESPONSIBILITIES

### 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 operates a global network of ports located along key international trade routes across Asia, Europe, the Middle East and the Americas. This geographic presence supports the efficient movement of goods and contributes to the resilience and continuity of global supply chains.

The Group maintains a focus on long-term, sustainable growth through targeted investment in port infrastructure and capacity enhancement. This includes selective expansion in high-potential trade corridors and ongoing engagement with shipping lines, government authorities and technology partners to support shared objectives.

In parallel, Hutchison Ports continues to assess the deployment of smart port solutions, including automation and advanced technologies, to improve operational efficiency, productivity and safety. By integrating technological innovation with responsible business practices, the Group seeks to strengthen operational resilience and support long-term competitiveness within an evolving global maritime environment.



#### Employees

Hutchison Ports employs over 19,000 people globally and remains committed to maintaining a safe and healthy working environment. The Group places strong emphasis on its workforce, promoting collaboration, capability development and a shared culture of responsibility.

#### Volume of Containers Handled

Hutchison Ports operates a large-scale container terminal network and handled over 90 million TEUs (twenty-foot equivalent units) in 2025, equivalent to approximately 9 per cent of global marine container traffic. The Group's port infrastructure, equipment and operational systems are designed to support efficient and reliable cargo handling across diverse markets.

#### Technological Advancement

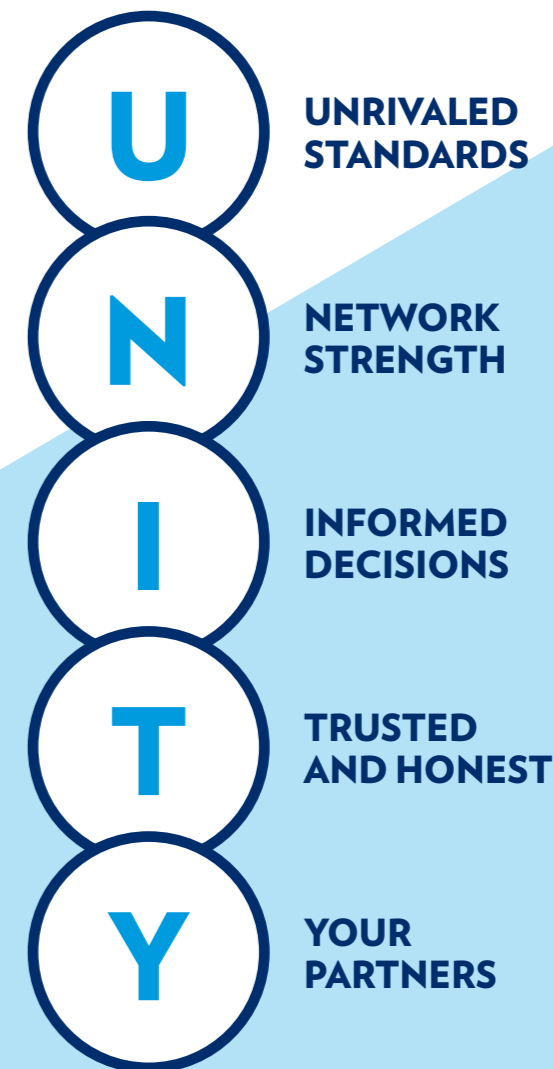
Hutchison Ports continues to integrate innovation into port operations to support efficiency, safety and environmental performance. The Group invests in advanced technologies, including automation, robotics, artificial intelligence (AI) and digital solutions, to enhance operational effectiveness and support more streamlined and resilient processes across its global network.

Through the adoption of these technologies, Hutchison Ports aims to improve productivity, shorten vessel turnaround times, and strengthen safety and security performance. This approach to innovation supports the Group's broader commitment to sustainable operations and long-term resilience within an evolving maritime and logistics environment.

### HUTCHISON PORTS VALUE

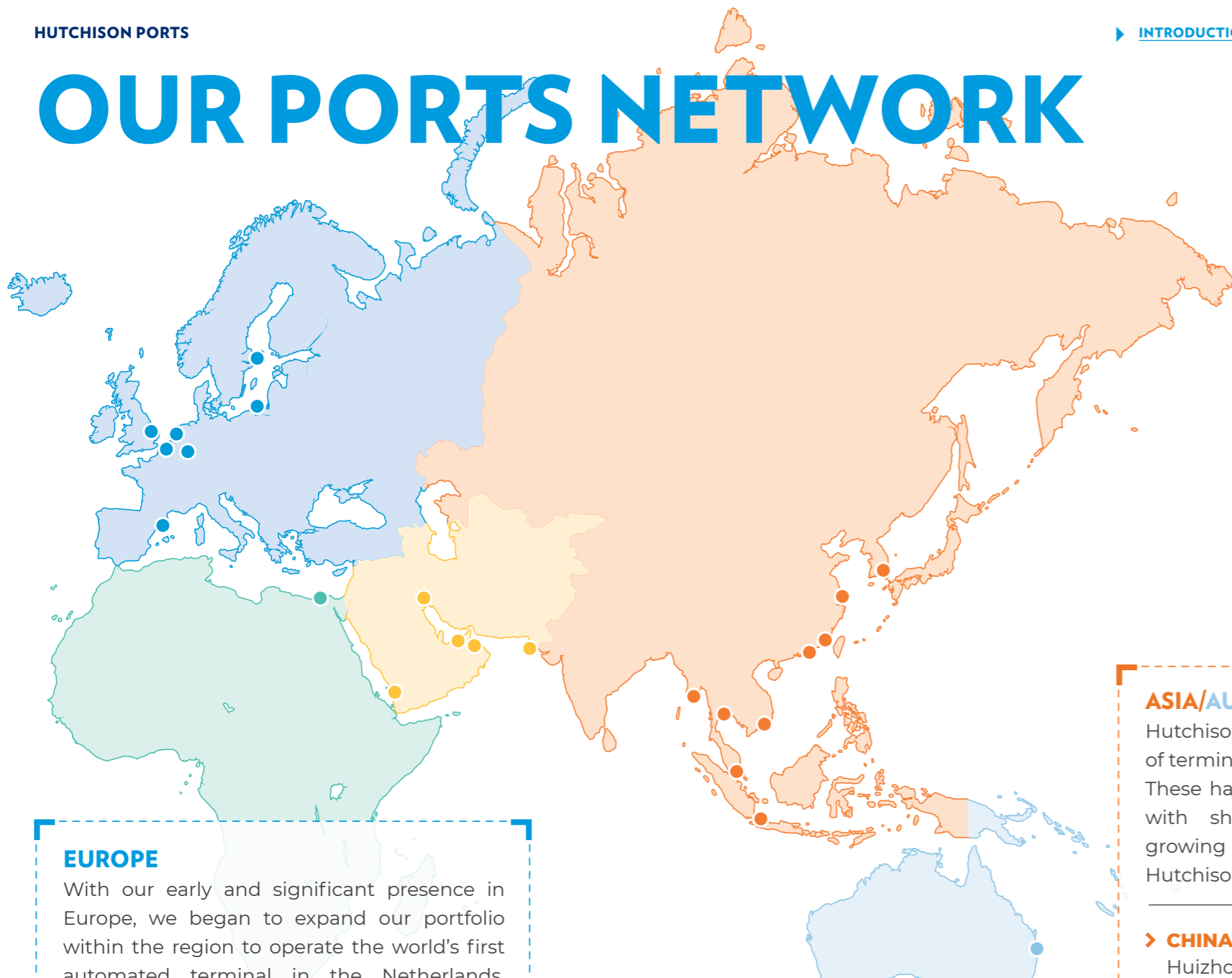
At Hutchison Ports, the Group's UNITY values, centred on integrity, excellence and partnership, are embedded throughout daily operations and inform how the business is conducted. These values underpin the Group's approach to sustainability and support informed decision-making across the organisation. Long-term business resilience is recognised as being closely linked to environmental stewardship, the well-being of the workforce, and the sustainable development of the communities in which the Group operates.

The Group's sustainability strategy is structured around three core pillars: Our Environment, Our People and Our Business, which together shape how sustainability is integrated across the organisation. Under Our Environment, the Group focuses on reducing emissions, advancing the decarbonisation of operations, managing waste and water responsibly, and protecting biodiversity at its terminals. Under Our People, priority is given to maintaining a safe and healthy working environment, promoting diversity and inclusion, and supporting the well-being of employees and the communities served. Under Our Business, the Group seeks to strengthen long-term resilience by embedding responsible governance, encouraging innovation, and investing in people and infrastructure to support sustainable value creation for stakeholders.



# THE WORLD'S LEADING PORT NETWORK

# OUR PORTS NETWORK



## THE WORLD OF HUTCHISON PORTS 53 PORTS IN 24 COUNTRIES

\*As of May 2026

### 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

### 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

### 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.

- ▶ **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

Further information can be found at:  
[WWW.HUTCHISONPORTS.COM](http://WWW.HUTCHISONPORTS.COM)





# 02

## OUR ESG APPROACH

<b>2.1 ESG Strategy and Foundation</b>	<b>16</b>
2.1.1 Pathway to Sustainable Growth	16
2.1.2 ESG Foundation	18
2.1.3 United Nations Sustainable Development Goals Mapping	20
<b>2.2 Governance and Implementation</b>	<b>26</b>
2.2.1 Sustainability Governance	26
2.2.2 ESG Data Governance and Management System	28
2.2.3 Sustainability Reporting Development	30

# 2.1 ESG STRATEGY AND FOUNDATION

## 2.1.1 PATHWAY TO SUSTAINABLE GROWTH

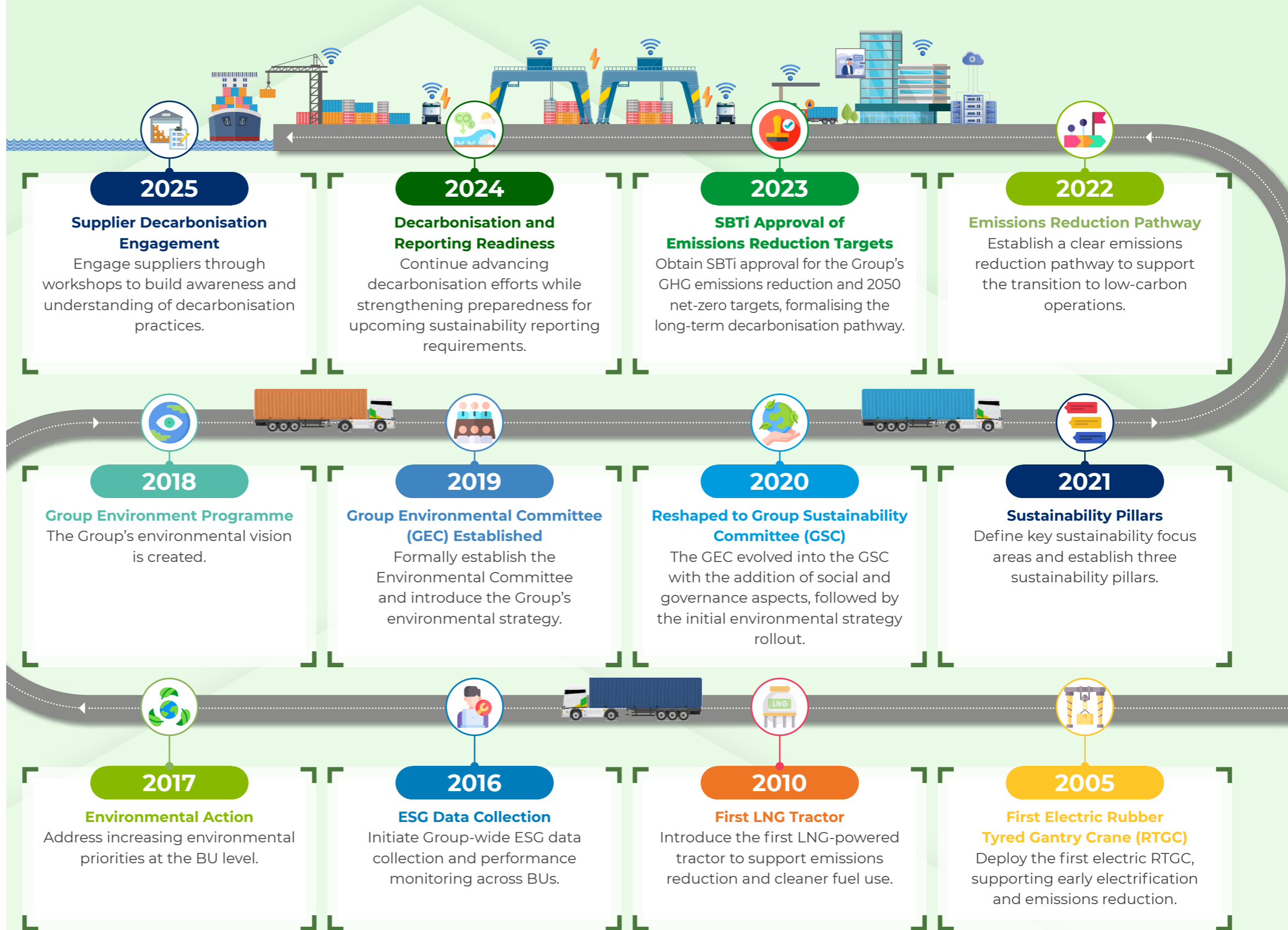
Our pathway to sustainable growth is guided by a disciplined and balanced approach that integrates sustainability considerations into long-term strategy, capital allocation and operational execution. By strengthening the resilience of our assets, improving efficiency across our operations and embedding responsible business practices, we seek to deliver stable and sustainable returns while navigating an evolving operating and regulatory landscape.

Our focus remains on managing environmental and social risks proactively, leveraging innovation and technology to enhance performance, and maintaining robust governance to support informed decision-making. Through this approach, we aim to create enduring value for stakeholders while positioning the business to adapt and grow responsibly over the long-term.



### ESG DEVELOPMENT JOURNEY

Hutchison Ports' ESG strategy has evolved through a structured and progressive approach:



# 2.1 ESG STRATEGY AND FOUNDATION

## 2.1.2 ESG FOUNDATION

The Group's ESG foundation provides a structured framework to guide the integration of sustainability across operations, governance and stakeholder engagement. It emphasises responsible environmental management, inclusive and safe workplaces, and robust governance practices. Following the completion of the ongoing gap assessment, the ESG strategy will be further refined to reflect emerging best practices and regulatory developments.



### OUR ENVIRONMENT

Hutchison Ports is committed to minimising the environmental impacts of its operations while advancing long-term decarbonisation in line with its net-zero ambition. Through the adoption of new technologies and continuous operational improvements, the Group seeks to reduce emissions, enhance energy efficiency and support the transition to more sustainable port operations.

Decarbonisation is being kept at the forefront, efforts at both Group and BU levels are aligned to develop and enhance strategies to reduce emissions across operations. These coordinated initiatives reflect a consistent approach to implementing practical emission reduction measures, with progress monitored against near-term and net-zero targets validated by the SBTi.



### OUR PEOPLE

Attracting, developing and retaining talent is central to the Group's people strategy. Hutchison Ports strives to foster a fair, inclusive and safe workplace where everyone is respected, while maintaining constructive relationships with the communities in which it operates. These efforts underpin workforce resilience and long-term business sustainability.

Hutchison Ports is dedicated to providing a safe and supportive working environment, while promoting employee well-being through the BEWELL programme. The Group also actively engages with the wider community through initiatives such as the Go Green and Dock School programmes, fostering environmental awareness and supporting community-led campaigns.



### OUR BUSINESS

Through continued investment in innovation, technology and capability building, Hutchison Ports supports its ambition to be the preferred partner in a sustainable supply chain. Clear targets and disciplined operations enable the delivery of efficient, reliable and sustainable port services that create long-term value for stakeholders.

Hutchison Ports is working to advance technology and automation across port operations, including the adoption of digital solutions and the use of AI to enhance efficiency and support decision-making. These efforts support ongoing improvements in operational performance, reflecting a consistent approach to continuous improvement.

## STAKEHOLDER ENGAGEMENT

Hutchison Ports adopts a structured approach to stakeholder engagement, supported by a range of communication channels, to enable consistent and open dialogue with its key stakeholder groups. This approach supports a clear understanding of stakeholder expectations and fosters effective collaboration, forming the basis for a sustainability strategy that responds to societal concerns and evolving market trends.

The table below outlines these stakeholders and the corresponding engagement mechanisms employed.

STAKEHOLDER GROUPS	ENGAGEMENT CHANNEL	
<b>Management and Employees</b>	<ul style="list-style-type: none"> <li>▶ Company intranet</li> <li>▶ Company magazine and internal newsletters</li> <li>▶ Engagement surveys</li> </ul>	<ul style="list-style-type: none"> <li>▶ Global Connect</li> <li>▶ Mobile app</li> <li>▶ Notices and bulletins</li> <li>▶ Town Halls</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>▶ Company magazines</li> <li>▶ Corporate website and social media</li> <li>▶ Customer engagement events</li> </ul>	<ul style="list-style-type: none"> <li>▶ Customer satisfaction surveys</li> <li>▶ Meetings and dialogues</li> <li>▶ Press releases</li> </ul>
<b>Investors</b>	<ul style="list-style-type: none"> <li>▶ Company magazines</li> <li>▶ Corporate website and social media</li> </ul>	<ul style="list-style-type: none"> <li>▶ Investor relations calls</li> <li>▶ Press releases</li> </ul>
<b>Shareholders</b>	<ul style="list-style-type: none"> <li>▶ Company magazines</li> <li>▶ Corporate website and social media</li> </ul>	<ul style="list-style-type: none"> <li>▶ Meetings and dialogues</li> <li>▶ Press releases</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>▶ Procurement processes</li> <li>▶ Supplier audits</li> <li>▶ Supplier evaluation</li> </ul>	<ul style="list-style-type: none"> <li>▶ Supplier meetings</li> <li>▶ Workshops for suppliers</li> </ul>
<b>Community and Non-governmental Organisations (NGOs)</b>	<ul style="list-style-type: none"> <li>▶ Community programmes</li> <li>▶ Employee volunteering</li> </ul>	<ul style="list-style-type: none"> <li>▶ Go Green &amp; Dock School</li> <li>▶ NGO Partnerships</li> </ul>
<b>Regulators / Government</b>	<ul style="list-style-type: none"> <li>▶ Audits</li> <li>▶ Inspections</li> <li>▶ ISO Standards</li> </ul>	<ul style="list-style-type: none"> <li>▶ Port visits</li> <li>▶ Response to public consultations</li> </ul>






# 2.1 ESG STRATEGY AND FOUNDATION

## 2.1.3 UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS MAPPING

The Group's ESG strategy is structured around defined focus areas supported by specific targets and performance indicators. These focus areas are aligned, where relevant, with the UNSDGs, which provide a globally recognised framework for sustainable development.

Hutchison Ports currently tracks and implements initiatives aligned with 12 of the 17 UNSDGs. This alignment supports transparency in reporting and reflects the Group's commitment to contributing to broader environmental and social objectives through its operations.

### OUR ENVIRONMENT

UNSDG BACKGROUND	KEY PROGRESS	MATERIALITY INFLUENCE
 <p><b>Goal 7</b> <b>Affordable and Clean Energy</b> Ensure access to affordable, reliable, sustainable, and modern energy for all.</p>	<ul style="list-style-type: none"> <li>Purchased renewable electricity through Renewable Energy Power Purchase Agreements (REPPAs) and Energy Attribute Certificates (EACs).</li> <li>Installed renewable energy systems, including solar panels, to support on-site electricity generation.</li> <li>Reduced reliance on diesel-powered generation through gradual replacement of powerhouse, including selected transitions to grid electricity where feasible.</li> <li>Installed shore power for vessels to connect to shoreside electricity powered by renewable energy.</li> </ul>	<ul style="list-style-type: none"> <li>Climate Change Adaption</li> <li>Climate Change Mitigation</li> <li>Energy</li> </ul>
 <p><b>Goal 9</b> <b>Industry, Innovation and Infrastructure</b> Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.</p>	<ul style="list-style-type: none"> <li>Incorporated sustainable innovation and autonomous technologies into terminal design and development.</li> <li>Invested heavily in existing terminals to enhance efficiencies and reduce environmental impact such as sourcing renewable electricity and employing a circular economy.</li> <li>Continued to look at new technologies including progressing rollout of new Terminal Operating System (TOS) and ATs.</li> <li>Ensure new terminal constructions follow comprehensive Environmental and Social Impacts Assessments (ESIAs) and associated permitting.</li> </ul>	<ul style="list-style-type: none"> <li>Climate Change Adaption</li> <li>Energy</li> <li>Resource Inflows, Including Resource Use</li> </ul>
 <p><b>Goal 13</b> <b>Climate Action</b> Take urgent action to combat climate change and its impacts.</p>	<ul style="list-style-type: none"> <li>GHG emissions reduction targets and 2050 net-zero targets were successfully validated by the SBTi.</li> <li>Enhanced scope 3 reporting with additional online tools and details.</li> <li>Progressively converting diesel-powered fleet/equipment to electric, while at the same time incrementally incorporating renewable electricity into the business.</li> <li>Decarbonisation plans generated at a BU level.</li> <li>Increase of EIS scope and data capture to include new attributes associated with new reporting metrics.</li> <li>Strengthened environmental management system through ISO 14001.</li> </ul>	<ul style="list-style-type: none"> <li>Climate Change Adaption</li> <li>Climate Change Mitigation</li> <li>Energy</li> </ul>
 <p><b>Goal 14</b> <b>Life below Water</b> Conserve and sustainably use the oceans, seas, and marine resources for sustainable development.</p>	<ul style="list-style-type: none"> <li>Enhanced partnership with other port terminals as well as shipping lines to ensure minimal impact on the ocean.</li> <li>Strict adherence to the protocols and permit requirements under the environmental impact assessment regime where it applies to terminals.</li> <li>Waste management standard in place.</li> <li>Local Group Corporate Affairs activities as part of wider partnerships.</li> </ul>	<ul style="list-style-type: none"> <li>Water</li> <li>Waste Management</li> </ul>
 <p><b>Goal 15</b> <b>Life on Land</b> Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.</p>	<ul style="list-style-type: none"> <li>Organised various Go Green tree planting campaigns.</li> <li>Volunteer campaigns continue to focus on community and beach clean-up operations.</li> <li>Launched measures that will improve local air quality monitoring and control at port sites.</li> <li>Entered into a long-term partnership with the World Wide Fund for Nature (WWF).</li> </ul>	<ul style="list-style-type: none"> <li>Biodiversity (as advanced at a BU level)</li> <li>Pollution of Air</li> </ul>

# 2.1 ESG STRATEGY AND FOUNDATION



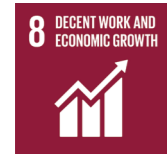
## OUR PEOPLE

UNSDG BACKGROUND	KEY PROGRESS	MATERIALITY INFLUENCE
 <p><b>Goal 3</b> <b>Good Health and Well-being</b> Ensure healthy lives and promote well-being for all at all ages.</p>	<ul style="list-style-type: none"> <li>▶ ISO 45001 (Occupational Health and Safety) certified and audited.</li> <li>▶ Update of the Global Minimum Safety Standards (GMSS).</li> <li>▶ 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.</li> </ul>	<ul style="list-style-type: none"> <li>• Working Conditions</li> <li>• Equal Treatment And Opportunities For All</li> <li>• Other Worker-Related Rights</li> <li>• Corporate Culture</li> </ul>
 <p><b>Goal 4</b> <b>Quality Education</b> Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p>	<ul style="list-style-type: none"> <li>▶ Provided supporting to schools via the Dock School programme inclusive of building repairs, materials for learning and learning days out for children in local communities.</li> <li>▶ Implemented a scholarship programme for adolescents and trained internships in partnerships with universities.</li> <li>▶ Global connect endeavours to raise awareness on specific topics associated with the business.</li> </ul>	<ul style="list-style-type: none"> <li>• Equal Treatment And Opportunities For All</li> <li>• Other Worker-Related Rights</li> <li>• Corporate Culture</li> </ul>
 <p><b>Goal 5</b> <b>Gender Equality</b> Achieve gender equality and empower all women and girls.</p>	<ul style="list-style-type: none"> <li>▶ Implemented gender-neutral hiring, training, and promotion practices.</li> <li>▶ 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.</li> <li>▶ Ensure fair representation at different levels of the organisation.</li> <li>▶ Conduct gender pay gap review to identify disparities and support fair and transparent remuneration practices across the workforce.</li> </ul>	<ul style="list-style-type: none"> <li>• Equal Treatment And Opportunities For All</li> </ul>
 <p><b>Goal 10</b> <b>Reduced Inequalities</b> Reduce inequality within and among countries.</p>	<ul style="list-style-type: none"> <li>▶ Hiring practices prioritising the local workforce in which we reside.</li> <li>▶ Analysed self-assessed questionnaires received from our suppliers and assessed their performance on aspects like ethical sourcing, fair labour practice, and environmental sustainability.</li> </ul>	<ul style="list-style-type: none"> <li>• Equal Treatment And Opportunities For All</li> <li>• Corporate Culture</li> </ul>
 <p><b>Goal 11</b> <b>Sustainable Cities and Communities</b> Make cities and human settlements inclusive, safe, resilient, and sustainable.</p>	<ul style="list-style-type: none"> <li>▶ Adopted more sustainable transportation systems such as electric vehicles in terminals to carry employees to minimise harmful air emissions.</li> <li>▶ Adopted more rail intermodal transport to remove trucks from public highways.</li> <li>▶ Equipment electrification supporting reduced dependence on fuel consumption and contributing to lower emissions.</li> <li>▶ Enhanced data collection for environmental data, including fuel consumption, electricity consumption, water consumption and waste generation.</li> <li>▶ Rolled out the "Go Beyond Go Green" initiative to foster environmental awareness and encourage practical sustainable actions, while broadening participation through more diverse environmental activities.</li> </ul>	<ul style="list-style-type: none"> <li>• Climate Change Adaption</li> <li>• Climate Change Mitigation</li> <li>• Energy</li> <li>• Water</li> <li>• Waste Management</li> <li>• Resource Inflows Including Resource Use</li> </ul>

# 2.1 ESG STRATEGY AND FOUNDATION

## OUR BUSINESS

### UNSDG BACKGROUND



#### Goal 8

##### Decent Work and Economic Growth

Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.



#### Goal 17

##### Partnerships for the Goals

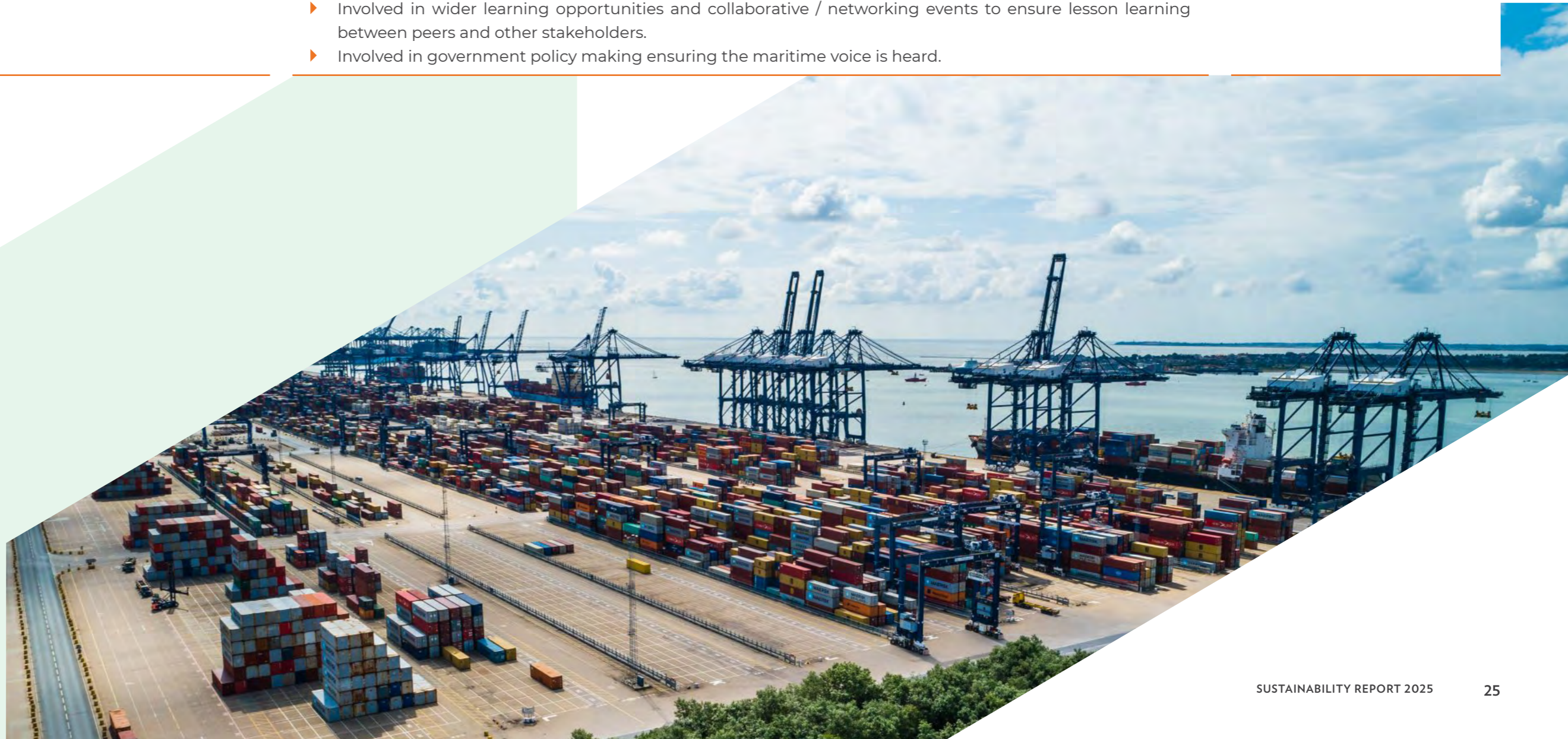
Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development.

### KEY PROGRESS

- ▶ 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.
  - ▶ Began data collection along the value chain through Supplier Sustainability Self-Assessment Questionnaire (SSSAQ).
  - ▶ Implemented measures to promote employee development and empowerment, such as offering training and education opportunities and fostering a culture of innovation and entrepreneurship.
- 
- ▶ 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.
  - ▶ Involved in wider learning opportunities and collaborative / networking events to ensure lesson learning between peers and other stakeholders.
  - ▶ Involved in government policy making ensuring the maritime voice is heard.

### MATERIALITY INFLUENCE

- Equal Treatment And Opportunities For All
  - Corporate Culture
  - Corruption and Bribery
  - Management Of Relationships With Suppliers Including Payment Practices
- 
- Political Engagement



# 2.2 GOVERNANCE AND IMPLEMENTATION

## 2.2.1 SUSTAINABILITY GOVERNANCE

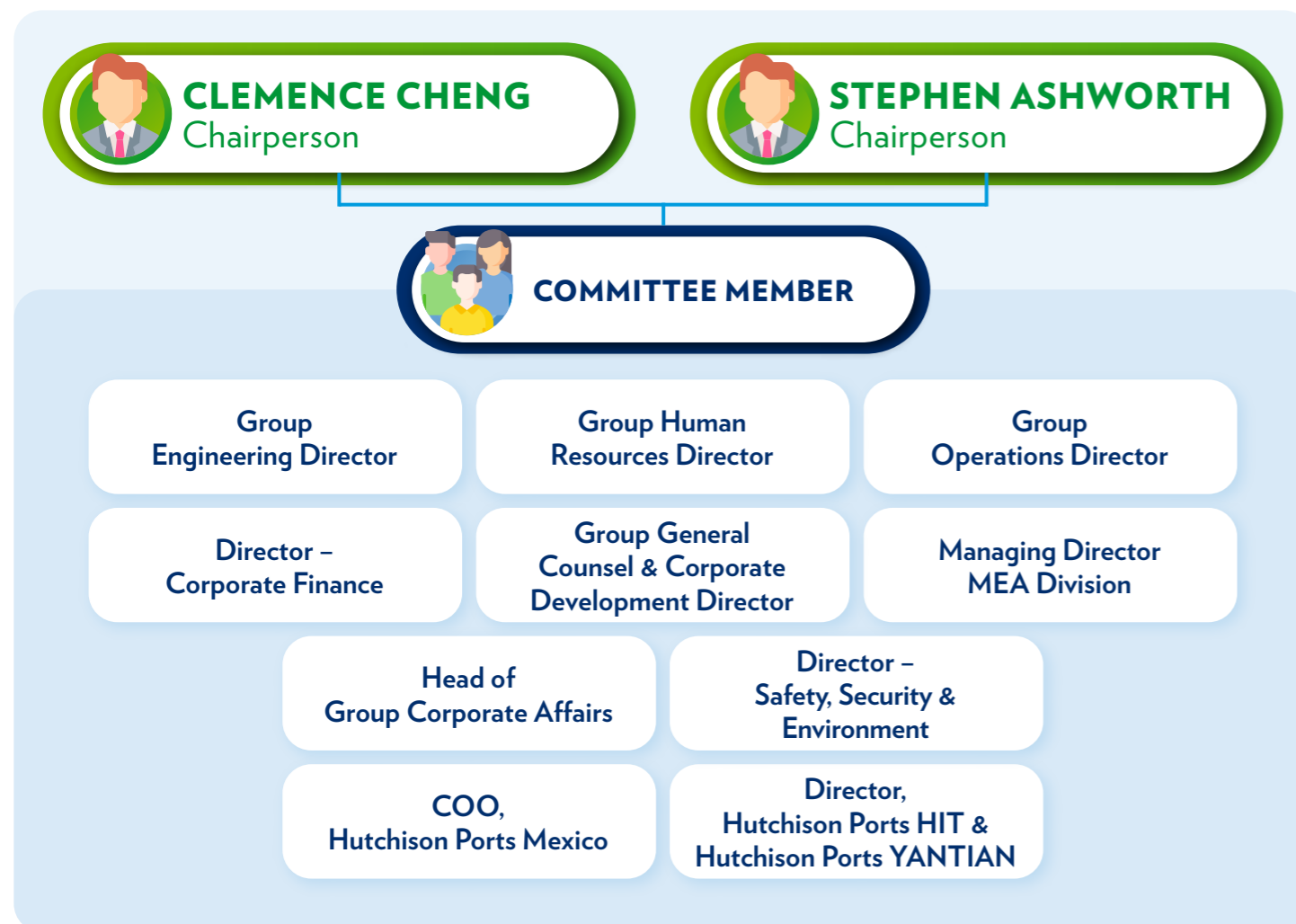
### GROUP SUSTAINABILITY COMMITTEE

At Hutchison Ports, the Group Sustainability Committee (GSC) provides strategic oversight of sustainability matters, leads the integration of material ESG considerations into the Group's operations and steers the Group's transition to a low-carbon future.

The GSC, established in 2019, is co-chaired by two Divisional Managing Directors and comprises senior management representatives from key geographies and functional areas. This composition supports effective oversight and ensures that sustainability priorities are aligned with the Group's overall business strategy.

The GSC meets on a quarterly basis to review performance against established key performance indicators (KPIs), assess progress on sustainability initiatives, and examine relevant regulatory developments. Through this governance framework, the Group seeks not only to ensure ongoing compliance with applicable regulatory requirements, but also proactively drive adherence to recognise international best practices and respond to evolving market expectations.

### ORGANISATION CHART



### SAFETY, SECURITY AND ENVIRONMENT TEAM

The GSC is supported by the Group Safety, Security and Environment (SSE) team, which plays a central role in implementing the Group's sustainability strategy, monitoring performance and supporting BUs in delivering sustainability initiatives across the Group.

The Group SSE team oversees ESG-related data collection, analysis and reporting, including submissions to the Group's ultimate parent company, CKHH. At the BU level, each terminal appoints an Environmental Focal Point to manage site-level environmental compliance, permitting and local reporting obligations.

Acting as a central enabler, the Group SSE team facilitates communication and alignment on sustainability priorities between the GSC and BUs, promotes consistent application of Group policies, and supports continuous improvement in sustainability performance.

### MANAGEMENT ACCOUNTABILITY FOR SUSTAINABILITY PERFORMANCE

Hutchison Ports has begun incorporating sustainability-linked KPIs into its incentive plans for nominated executives, strengthening the alignment between leadership remuneration and sustainability performance. These KPIs cover four key areas:



Environmental performance is primarily assessed through carbon intensity reduction, aligned with the Group's decarbonisation pathway. In parallel, operational resilience is reinforced through business continuity requirements, while safety and diversity metrics ensure strong governance over workplace safety, inclusive culture, and responsible business practices.

Performance against these sustainability-related metrics directly influences incentive payments for nominated executives, primarily senior leaders and department heads, while employees across the organisation are encouraged to incorporate relevant sustainability objectives into their individual performance goals.

By embedding sustainability metrics into performance incentives, Hutchison Ports strengthens accountability across leadership and drives measurable progress towards its environmental and social commitments.

# 2.2 GOVERNANCE AND IMPLEMENTATION

## 2.2.2 ESG DATA GOVERNANCE AND MANAGEMENT SYSTEM

### ESG DATA MANAGEMENT SYSTEMS

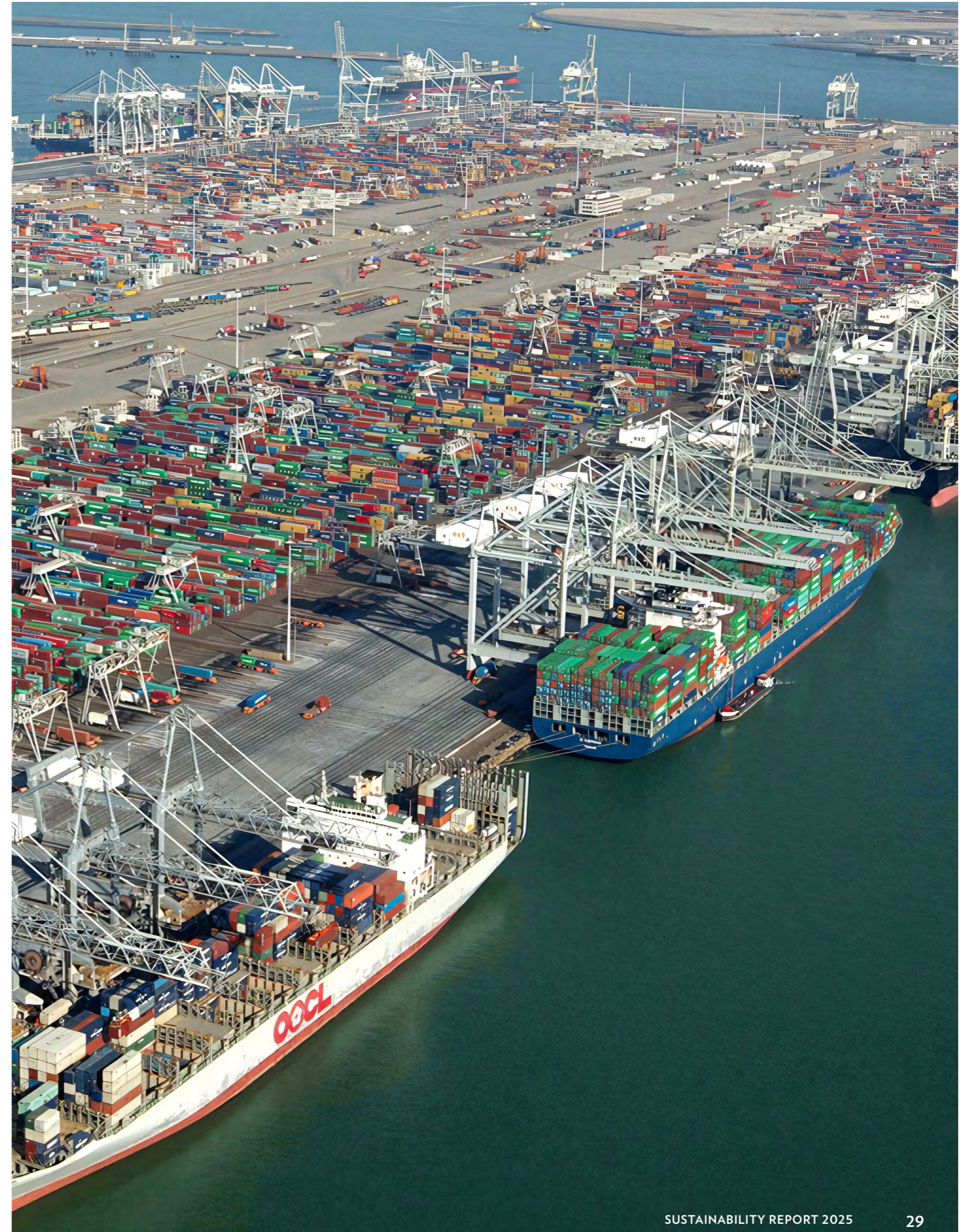
The Group adopts a structured approach to ESG data governance, supported by a centralised Environmental Information System (EIS). The EIS enables the collection and analysis of environmental data, including energy consumption, GHG emissions, waste and water metrics, from BUs across the Group.

Internal reporting is conducted on a monthly basis, enabling management to monitor environmental performance, identify anomalies, and drive continuous improvement. The Group SSE team works closely with relevant BUs to ensure data accuracy, completeness and consistency, thereby supporting the integrity of ESG disclosures.

### ISO MANAGEMENT SYSTEMS AND CERTIFICATIONS

Hutchison Ports' Corporate Centre in Hong Kong is certified under ISO 14001 (Environmental Management Systems) and ISO 45001 (Occupational Health and Safety Management Systems), demonstrating the Group's commitment to maintaining high standards in environmental stewardship and workplace safety. To reinforce these standards, the Group conducts annual training to enhance employee awareness and understanding of environmental management practices and occupational health and safety requirements. Across the Group, 18 BUs have obtained ISO 14001 certification and 12 BUs are certified under ISO 45001. All BUs operate in accordance with the Group's Environment and Sustainability Policies and other relevant ESG-related policies, providing a consistent framework for sustainability management across operations.

Environmental and occupational health and safety management systems support improved operational performance by embedding structured processes and continuous improvement through the Plan-Do-Check-Act (PDCA) cycle. This enables more effective risk management, stronger operational control and timely incident response. By integrating environmental and safety considerations into daily operations, it supports efficient resource use, pollution prevention and improved workplace safety. Alignment with ISO 14001 and ISO 45001 further reinforces a consistent and robust approach across operations.



# 2.2 GOVERNANCE AND IMPLEMENTATION

## 2.2.3 SUSTAINABILITY REPORTING DEVELOPMENT

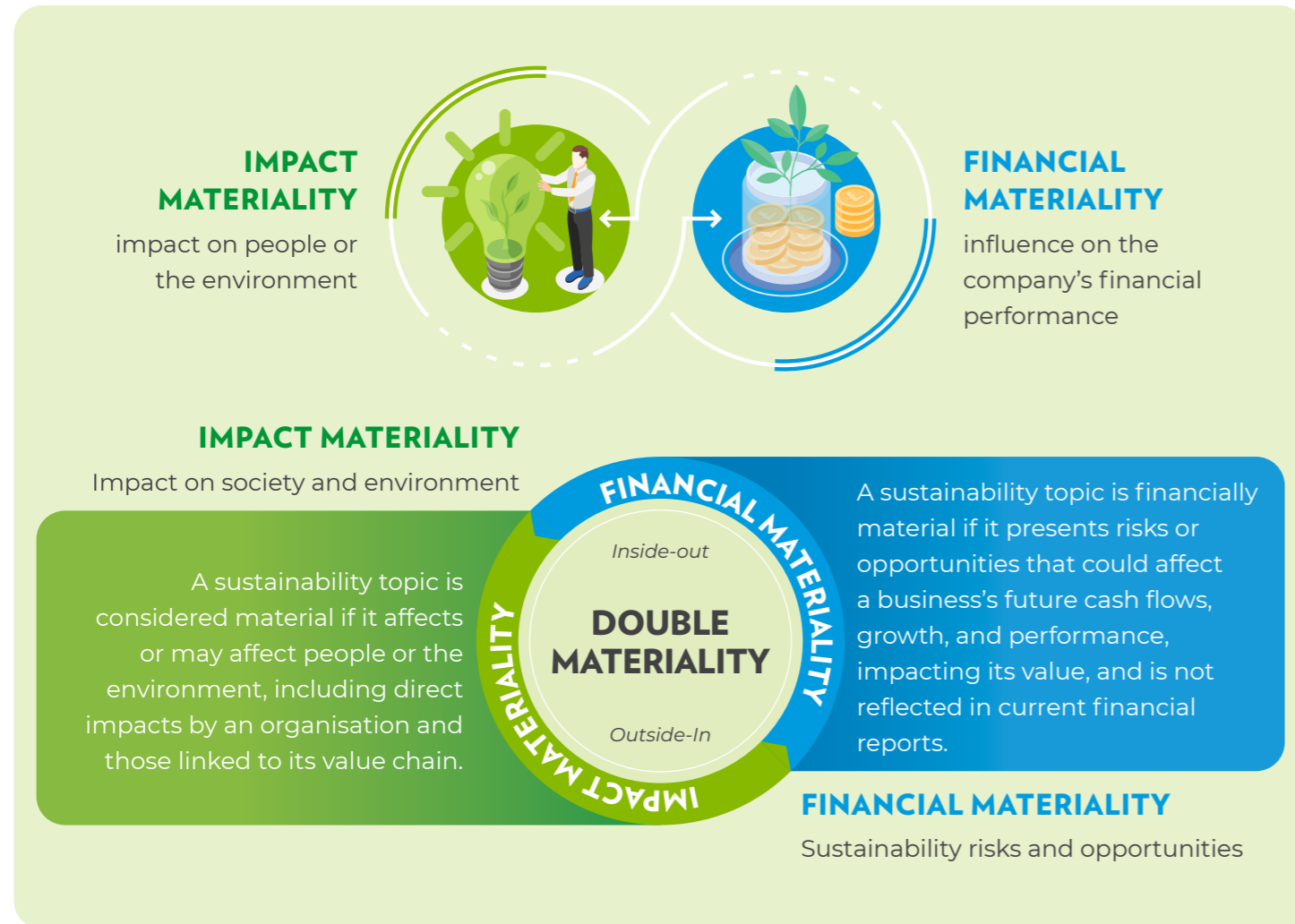
### BACKGROUND

Hutchison Ports continues to monitor developments in sustainability disclosure requirements, including the IFRS Sustainability Disclosure Standards issued by the International Sustainability Standards Board (ISSB), the CSRD and the EU Taxonomy, while strengthening its readiness in response to evolving expectations.

To support this, the Group commenced its CSRD journey in 2024 by conducting a Double Materiality Assessment (DMA) in alignment with the European Sustainability Reporting Standards (ESRS), as required by CSRD.

The DMA enabled the identification and prioritisation of key sustainability matters, including the most significant impacts, risks and opportunities (IROs) relevant to the business and its stakeholders. The assessment was conducted through a structured approach, incorporating internal reviews and stakeholder inputs to evaluate both impact and financial materiality, with outcomes supporting the prioritisation of material topics for disclosure.

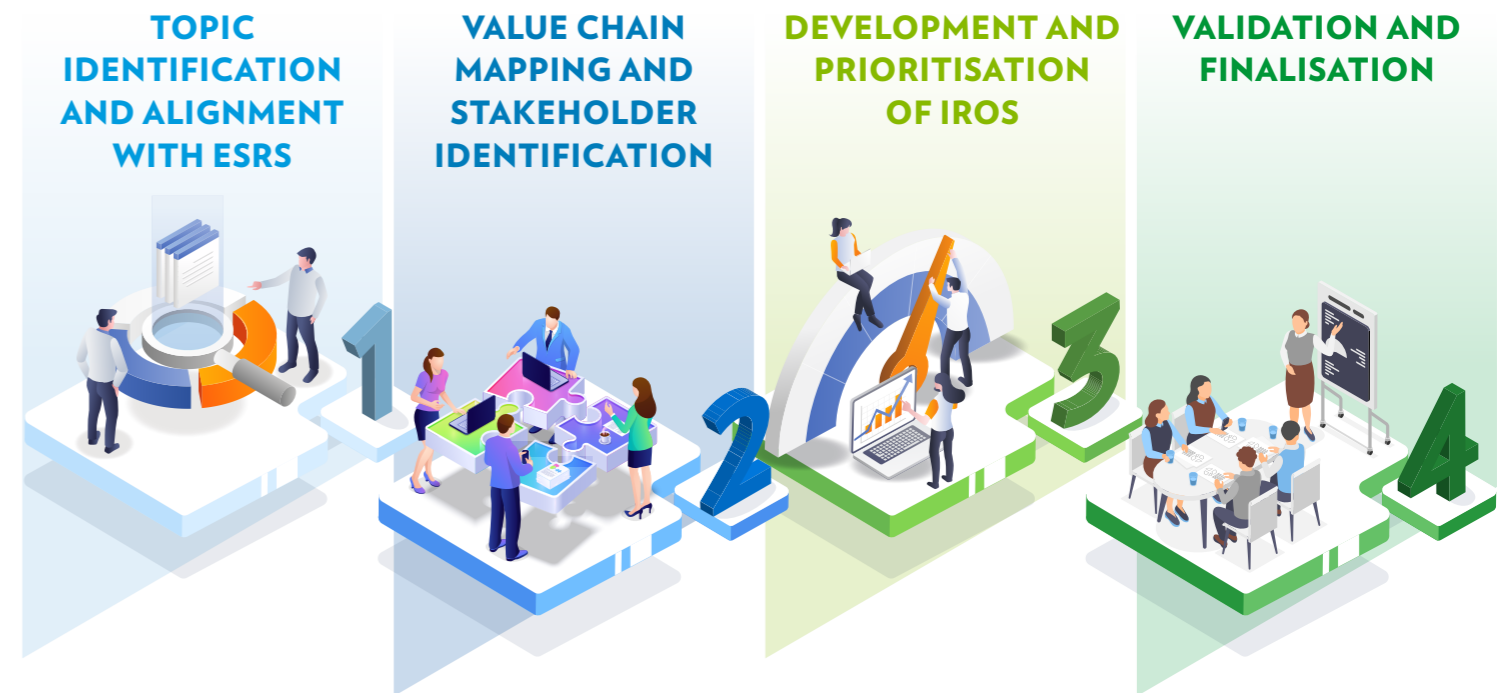
### DOUBLE MATERIALITY DIMENSIONS



### REPORTING SCOPE

The DMA conducted in 2024 was based on a defined reporting boundary, covering all relevant entities across the Group and supporting comprehensive coverage and alignment with anticipated regulatory requirements.

### ASSESSMENT PROCESS



**1 TOPIC IDENTIFICATION AND ALIGNMENT WITH ESRS**  
The process commenced with a review of prior materiality assessments, relevant industry standards, peer benchmarks, and emerging regulatory requirements. This informed the development of an initial list of sustainability topics, which were subsequently mapped against the topics under ESRS.

**2 VALUE CHAIN MAPPING AND STAKEHOLDER IDENTIFICATION**  
Building on the identified topics, Hutchison Ports' value chain was mapped across upstream, own operations, and downstream activities. This enabled the alignment of material topics with operational stages and provided a structured basis for identifying relevant stakeholders.

**3 DEVELOPMENT AND PRIORITISATION OF IROS**  
A preliminary list of IROs, structured by time horizons and classified as actual or potential. A scoring methodology, aligned with the Group's Enterprise Risk Management (ERM) framework, was established and applied through structured stakeholder workshops to evaluate and prioritise the identified IROs.

**4 VALIDATION AND FINALISATION**  
Validation workshops were conducted to review and refine the scoring outcomes with key stakeholders, confirming the final list of material IROs.

# 2.2 GOVERNANCE AND IMPLEMENTATION

## ASSESSMENT RESULT

The table below provides an overview of IROs for key material topics, with 36 IROs identified as material based on defined disclosure thresholds, corresponding to 17 subtopics under the ESRS.

ENVIRONMENT	SOCIAL	GOVERNANCE
<b>E1 Climate Change</b> <ul style="list-style-type: none"> <li>Climate change adaptation (2)</li> <li>Climate change mitigation (2)</li> <li>Energy (2)</li> </ul>	<b>S1 Our Workforce</b> <ul style="list-style-type: none"> <li>Working conditions (3)</li> <li>Equal treatment and opportunities for all (1)</li> <li>Other work-related rights (1)</li> </ul>	<b>G1 Business Conduct</b> <ul style="list-style-type: none"> <li>Corporate culture (4)</li> <li>Political engagement (1)</li> <li>Management of relationships with suppliers including payment practices (1)</li> <li>Corruption and bribery (1)</li> </ul>
<b>E2 Pollution</b> <ul style="list-style-type: none"> <li>Pollution of air (2)</li> </ul>	<b>S2 Workers in the Value Chain</b> <ul style="list-style-type: none"> <li>Working conditions (2)</li> <li>Other work-related rights (2)</li> </ul>	
<b>E3 Water and Marine Resources</b> <ul style="list-style-type: none"> <li>Water (1)</li> </ul>	<b>S3 Affected Community</b> <ul style="list-style-type: none"> <li>Communities economic, social and cultural rights (1)</li> </ul>	
<b>E5 Circular Economy</b> <ul style="list-style-type: none"> <li>Resource inflows, including resource use (2)</li> <li>Waste management (1)</li> </ul>		

**Legend:**  
 ● Material sub-topic - **Impact materiality**      ① Number of material IROs per sub-topic  
 ● Material sub-topic - **Financial materiality**      ① Number of material human rights-related IROs per sub-topic  
 ● Material sub-topic - **Impact AND Financial materiality**

## REGULATORY DEVELOPMENTS AND CSRD READINESS





Hutchison Ports continues to monitor developments in CSRD reporting. The EU’s “Omnibus” package introduced revisions aimed at reducing the reporting burden for companies while maintaining a high level of transparency for sustainability disclosures. These proposed changes include adjustments to scope, timelines and reporting requirements, such as a “stop-the-clock” directive delaying the implementation for companies, as well as transitional relief measures allowing certain ESRS datapoints to be deferred.

Despite the delay in implementation, Hutchison Ports has continued to progress preparatory work to strengthen its sustainability reporting capabilities and support alignment with evolving requirements, including:

**Governance and oversight enhancement**  
 A CSRD sub-committee has been established to monitor regulatory developments and support preparation and implementation. Regular updates on CSRD and EU Taxonomy are provided to senior management and relevant committees, enabling timely assessment of impacts on the Group’s reporting scope, systems, and controls and informing strategic decision-making.

**Internal capability building and readiness activities**  
 To enhance internal preparedness, Hutchison Ports organised internal workshops and disseminated relevant information via Group Sustainability Newsletters to strengthen internal stakeholders’ understanding of sustainability-related regulatory requirements and their implications, supporting overall reporting readiness across the Group.

Hutchison Ports will implement further projects in 2026 to enhance readiness for CSRD requirements and embed CSRD-related considerations into existing reporting processes, as outlined below.

PROJECT	PURPOSE
 <b>Climate Resilience and Scenario Analysis</b>	To identify and assess climate-related transition risks and opportunities, evaluate their financial and operational impacts under different climate scenarios.
 <b>EU Taxonomy Project</b>	To identify in-scope economic activities and assess the proportion of turnover, CapEx and OpEx that is Taxonomy-eligible and Taxonomy-aligned, supporting EU Taxonomy reporting requirements for BUs within the scope of CSRD.
 <b>Data Management System Implementation</b>	To explore enhanced reporting platforms to support CSRD disclosures, with a focus on improving data integration, traceability, and readiness for limited assurance across BUs.
 <b>Review of DMA</b>	To review the DMA upon finalisation of the revised ESRS to ensure alignment with updated regulatory requirements and reflect any changes in scope, methodology, or disclosure expectations.



# 03

## OUR ENVIRONMENT

<b>3.1 Climate Action</b>	<b>36</b>
3.1.1 Strategic Pathways to Decarbonisation	36
3.1.2 Emissions Metrics	44
3.1.3 Advancing Climate Strategy and Resilience	46
<b>3.2 Environmental Stewardship</b>	<b>48</b>
3.2.1 Ecosystem Management	48
3.2.2 Resource Management	50
3.2.3 Optimising Resource Efficiency	56

# 3.1 CLIMATE ACTION


## 3.1.1 STRATEGIC PATHWAYS TO DECARBONISATION

### INTRODUCTION


Hutchison Ports is advancing climate action as a strategic priority across its terminal network, recognising that decarbonisation, climate resilience and long-term business value are increasingly interconnected. The Group adopts an integrated approach focused on reducing GHG emissions across operations and the value chain, while strengthening the management of associated environmental impacts and supporting sustainable port operations. This approach is supported by Group-level governance, performance monitoring and established processes for identifying and managing climate-related risks and opportunities. These elements provide a clear and consistent framework to guide decarbonisation and climate action, enabling Hutchison Ports to respond effectively to evolving regulatory requirements and climate-related developments across its global operations.

### DECARBONISATION TARGETS AND PROGRESS


Hutchison Ports' decarbonisation strategy continues to be anchored in science-based targets validated by the SBTi, aligning the Group's emissions reduction pathway with the goals of the Paris Agreement and the transition to a low-carbon economy. These targets provide a clear framework for reducing GHG emissions across operations and the value chain, guiding delivery of the Group's climate objectives. The Group is committed to reducing absolute scope 1 and scope 2 GHG emissions by 54.6 per cent by 2033, and scope 3 emissions by 32.5 per cent over the same timeframe, using 2021 as the baseline year. This is complemented by a long-term ambition to achieve net-zero emissions across the value chain by 2050.




Carbon Intensity reached  
**9.66** kg CO<sub>2</sub>e/TEU



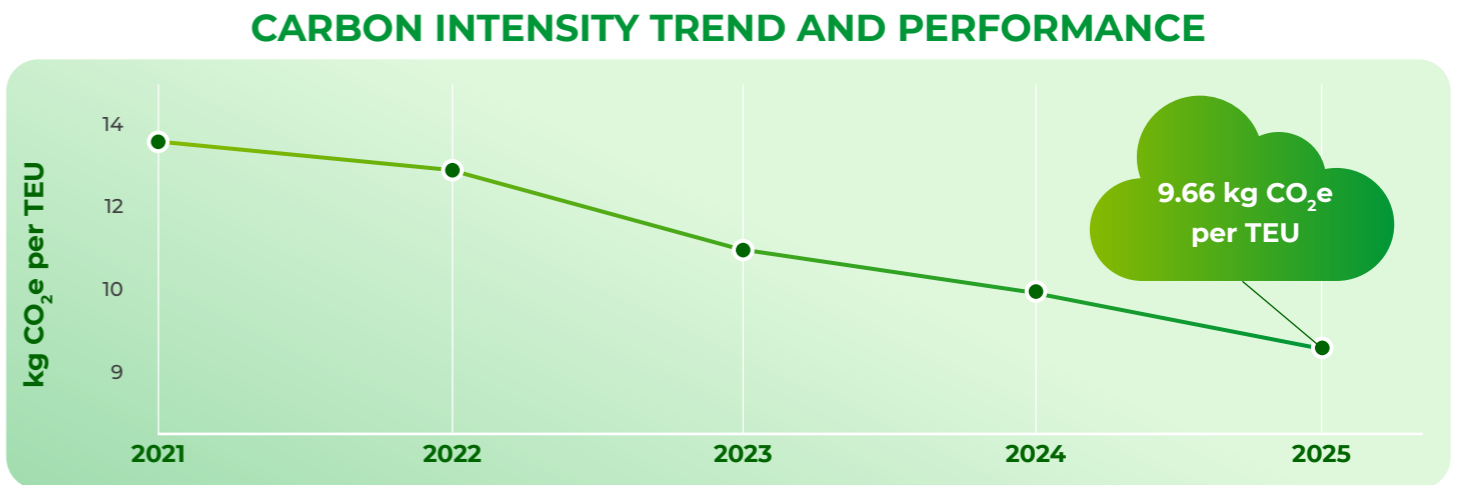
**-9.0%**  
in carbon intensity,  
compared with 2024



**-23.9%**  
in scope 1 and scope 2 emissions,  
compared with 2021



**-7.3%**  
in diesel consumption per TEU,  
compared with 2024



In 2025, Hutchison Ports achieved a 23.9 per cent reduction in GHG emissions compared with the baseline year, surpassing the reduction trajectory implied by its SBTi-aligned pathway. The Group also reduced carbon intensity to 9.66 kg CO<sub>2</sub>e per TEU, marking a 9.0 per cent decrease from the previous year and bringing it below 10 kg CO<sub>2</sub>e per TEU for the first time.

This milestone reflects the strong execution of Hutchison Ports' decarbonisation strategy, supported by continued equipment electrification, greater adoption of renewable energy and ongoing operational efficiency improvements.

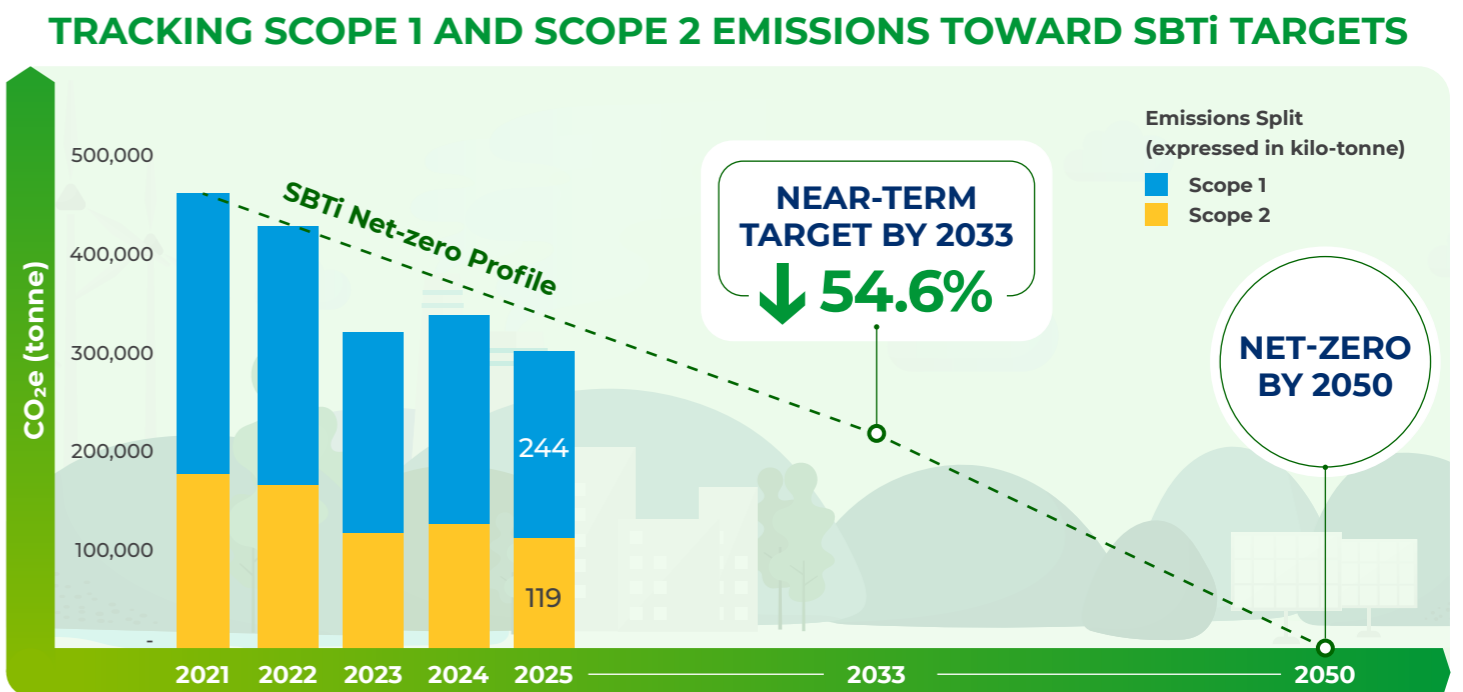
**Scope 1 & 2 Science-based Targets**

↓ **54.6%** by 2033    ↓ **90%** by 2050

---

**Scope 3 Science-based Targets**

↓ **32.5%** by 2033    ↓ **90%** by 2050



# 3.1 CLIMATE ACTION

**NET-ZERO EMISSIONS BY 2050**



- Ongoing Supplier Engagement
- Procurement of Renewable Electricity
- Equipment Electrification
- Integrated Battery Swapping Network
- AI-driven terminal
- Advanced Port Automation
- Shore Power Implementation
- Full Port Electrification & Smart Grid

Hutchison Ports is advancing its decarbonisation journey through targeted initiatives spanning operations and the value chain, supporting its long-term ambition to achieve net-zero emissions by 2050. Central to this effort is the progressive electrification of fleet and port equipment, alongside the expansion of renewable electricity use across terminals. These initiatives are supported by enabling infrastructure, such as battery swapping stations, as well as the application of advanced automation and digital solutions to enhance operational efficiency.

In parallel, the Group continues to deepen collaboration with suppliers and partners to drive emissions reductions beyond its own operations, including the wider adoption of renewable electricity and the implementation of shore power solutions for vessels at berth. This approach reinforces delivery of science-based decarbonisation targets, enhances operational performance, and accelerates the transition to lower-emission and more sustainable port operations.

## SCOPE 1

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.



**Diesel Consumption**  
**-6.4%**  
 compared with 2024

## DRIVING ELECTRIFICATION THROUGH GOVERNANCE

Equipment electrification is guided by a robust Group-level framework that ensures a consistent and disciplined transition away from diesel-powered assets, positioning it as a core consideration in operational and capital decision-making across BUs. A Group mandate introduced in 2024 requires BUs to prioritise electric or clean-energy equipment when procuring new assets or replacing end-of-life equipment. By integrating these criteria into capital planning and procurement, Hutchison Ports is accelerating the deployment of lower-emission equipment and advancing progress in decarbonisation.



Hutchison Ports Thailand



Hutchison Ports FCP (Bahamas)



Hutchison Ports Abu Qir (Egypt)



## CASE STUDY

### EXPANSION OF REEFER INFRASTRUCTURE

Hutchison Ports BEST (Spain) has undertaken a phased expansion of its refrigerated container (reefer) infrastructure as part of its terminal development programme at the Port of Barcelona. The initiative involves the commissioning of additional electrical connection points within newly developed automated stacking crane (ASC) storage blocks in 2025.

This expansion increases fixed reefer connection capacity from around 2,200 to 3,200 points and introduces seven new semi-automated blocks, boosting terminal yard capacity by approximately 25 per cent.

These enhancements strengthen the terminal's ability to handle growing volumes of refrigerated cargo and reinforce its position as a key European hub for reefer operations.



**BIGGER, FASTER and GREENER**

# 3.1 CLIMATE ACTION

## SCOPE 2

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



**45%**  
of electricity sourced from renewable energy source



**+15.8%**  
of solar energy generation, compared with 2024

### DRIVING SCOPE 2 EMISSIONS REDUCTION THROUGH RENEWABLE ELECTRICITY

The Group is actively expanding the use of renewable electricity to reduce scope 2 emissions across its operations. This is achieved through recognised procurement mechanisms, including REPPAs and EACs, enabling a steady increase in renewable electricity use while maintaining supply reliability and cost efficiency.

In 2025, these measures were implemented across terminals in Europe, the Middle East and South East Asia, with renewable electricity accounted for 45 per cent of the Group's total electricity consumption.

This transition is supported by ongoing assessment of regional market conditions, enabling Hutchison Ports to align procurement strategies with local availability, market maturity and supply stability, while continuing to expand renewable electricity adoption across its global network.



Hutchison Ports MITT (Myanmar)



Hutchison Ports KICT (Pakistan)

### INTEGRATING ON-SITE RENEWABLE ENERGY

On-site renewable energy forms an integral part of Hutchison Ports' broader approach to reducing scope 2 emissions and total consumption energy resilience across operations. Where technically and economically viable, BUs deploy on-site renewable solutions, such as solar photovoltaic systems, to supplement grid electricity consumption and reduce reliance on externally sourced power.

In support of this approach, BUs in Myanmar and Pakistan have established plans to expand solar generation capacity within terminals, contributing to further emissions reduction and a more diversified and resilient energy portfolio.



### OVERVIEW OF ON-SITE RENEWABLE ENERGY EXPANSION PLANS

BUSINESS UNIT	PROGRESS AND PLANNED EXPANSION
<b>Hutchison Ports MITT (Myanmar)</b>	A 100 kW solar system was installed in 2024 and expanded by an additional 200 kW in 2025, bringing total capacity to 300 kW by year end.
<b>Hutchison Ports Pakistan</b>	Installed a 235 kW solar system in 2024; an additional 127 kW system is under installation, with a further 400 kW planned.
<b>Hutchison Ports Sohar (Oman)</b>	Currently operates 2,000 MW of photovoltaic solar capacity, with a target to reach 4,800 MW by 2030.

These initiatives complement the Group's wider renewable electricity procurement strategy and support a pragmatic, phased transition toward low-carbon energy use, while maintaining operational reliability and alignment with long-term decarbonisation objectives.

# 3.1 CLIMATE ACTION

**SCOPE 3**  
 Scope 3 emissions are all other emissions that occurring in a company's value chain, both upstream and downstream emissions.

## CASE STUDY

### SUPPLIER ENGAGEMENT FOR VALUE CHAIN DECARBONISATION

Recognising that a significant share of emissions lies beyond direct operations, Hutchison Ports has strengthened engagement with suppliers to support decarbonisation across the value chain. This includes the delivery of Supplier Training Workshops designed to build understanding of sustainability expectations and encourage collective action.

The workshops, delivered through both in-person and online formats, engaged over 500 participants, including suppliers and BU representatives. The sessions focused on the Group's decarbonisation strategy and science-based targets, while providing practical insights into emissions reduction approaches. This engagement promotes greater consistency and awareness in supplier decarbonisation, supporting alignment with Hutchison Ports' long-term net-zero ambition.



### SUPPORT FOR SHIPPING LINES - ONSHORE POWER SUPPLY

Hutchison Ports plays an active role in supporting its customers' decarbonisation by enabling lower-emission vessel operations at berth, with shore power serving as a key solution. While the development of shore power infrastructure is led by port authorities and local partners, the Group collaborates across the value chain to support its deployment and effective use within terminal operations.

Our terminals in China, including Shanghai, Ningbo, Xiamen, and Yantian provide shore power connectivity at their berths, allowing vessels to shut down their engines while docked. This initiative significantly reduces emissions in port areas and delivers wider environmental benefits, including lower air, noise and marine pollution. In Europe, Hutchison Ports BEST (Spain) has launched the first shore power supply system in the Port of Barcelona, supplying vessels with 100 per cent renewable electricity while at berth. This further supports customers in reducing emissions and contributes to the transition towards more sustainable maritime operations.

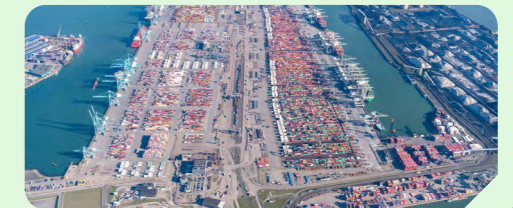
The following case studies highlight how these partnerships are contributing to emissions reduction across different regions.

## CASE STUDY

### SCALING SHORE POWER INFRASTRUCTURE

Hutchison Ports ECT Rotterdam (The Netherlands), in collaboration with Rotterdam Shore Power, is advancing the large-scale deployment of onshore power to support lower-emission vessel operations. The project is targeting shore power connectivity for more than 90 per cent of visiting vessels by 2028, marking a substantial step forward in reducing emissions at berth.

Once fully operational, the facilities are expected to supply shore power to over 5,000 seagoing vessels each year, delivering an estimated reduction of approximately 35,000 tonnes of CO<sub>2</sub> emissions annually. This transition is enabled by the installation of 60 MVA of power capacity, with all electricity sourced from certified renewable energy.



## CASE STUDY

### ENABLING LOW-EMISSION VESSEL OPERATIONS

Hutchison Ports YANTIAN (China) is advancing shore power adoption in South China, becoming the first container terminal in the region to facilitate the deployment of ONE's Alternative Maritime Power (AMP) unit. This collaboration strengthens shore power utilisation, supporting customers in reducing emissions from vessels at berth.

From 2016 to 2025, shore power use at YANTIAN avoided 73,212 tonnes of CO<sub>2</sub> emissions, reflecting the impact of sustained infrastructure development and operational integration. The terminal is also exploring solar installations on buildings and quay crane machinery houses to expand renewable energy use. Through continued collaboration, these efforts support lower-emission port and shipping operations and reinforce YANTIAN's role in enabling greener maritime logistics.



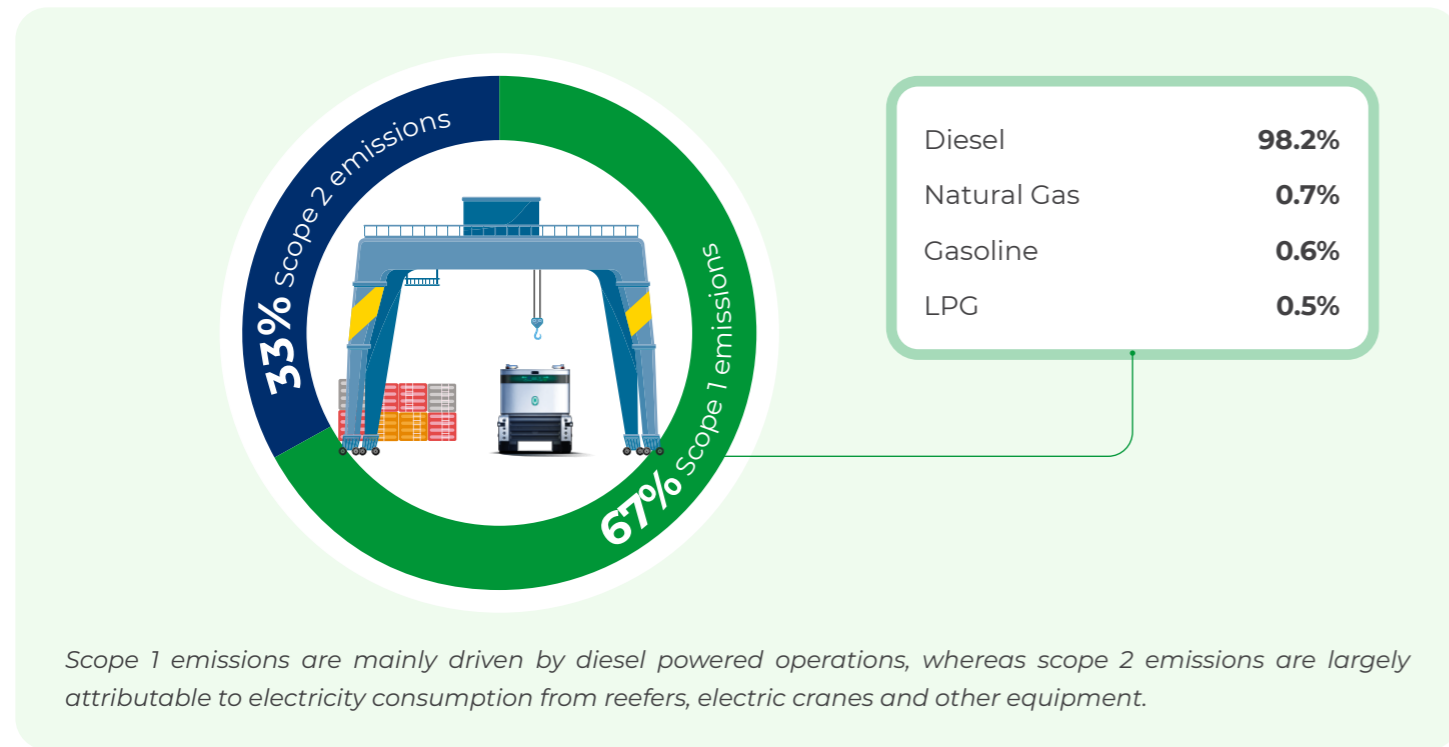
# 3.1 CLIMATE ACTION

## 3.1.2 EMISSIONS METRICS

Environmental performance is a core measure of how effectively Hutchison Ports manages and reduces the environmental impacts of its port and terminal operations. It is assessed through a defined set of key performance indicators focused on GHG emissions, energy use and resource efficiency, providing clear visibility of performance and progress across the Group.

ENVIRONMENTAL KPIS	UNIT	2023	2024	2025
Carbon Intensity	kg CO <sub>2</sub> e/TEU	11.35	10.62	9.66
Energy Intensity	GJ/TEU	0.17	0.16	0.16
Total Energy Consumption	GJ	5,693,343	6,083,885	5,840,236
Diesel Use	Litre	92,740,664	95,576,743	89,479,597
Electricity Use	kWh	525,779,810	599,979,635	597,298,885
Scope 1	tonne CO <sub>2</sub> e	252,147	260,188	244,305
Scope 2 (market-based)	tonne CO <sub>2</sub> e	132,449	135,589	119,245

## SCOPE 1 AND SCOPE 2 EMISSIONS

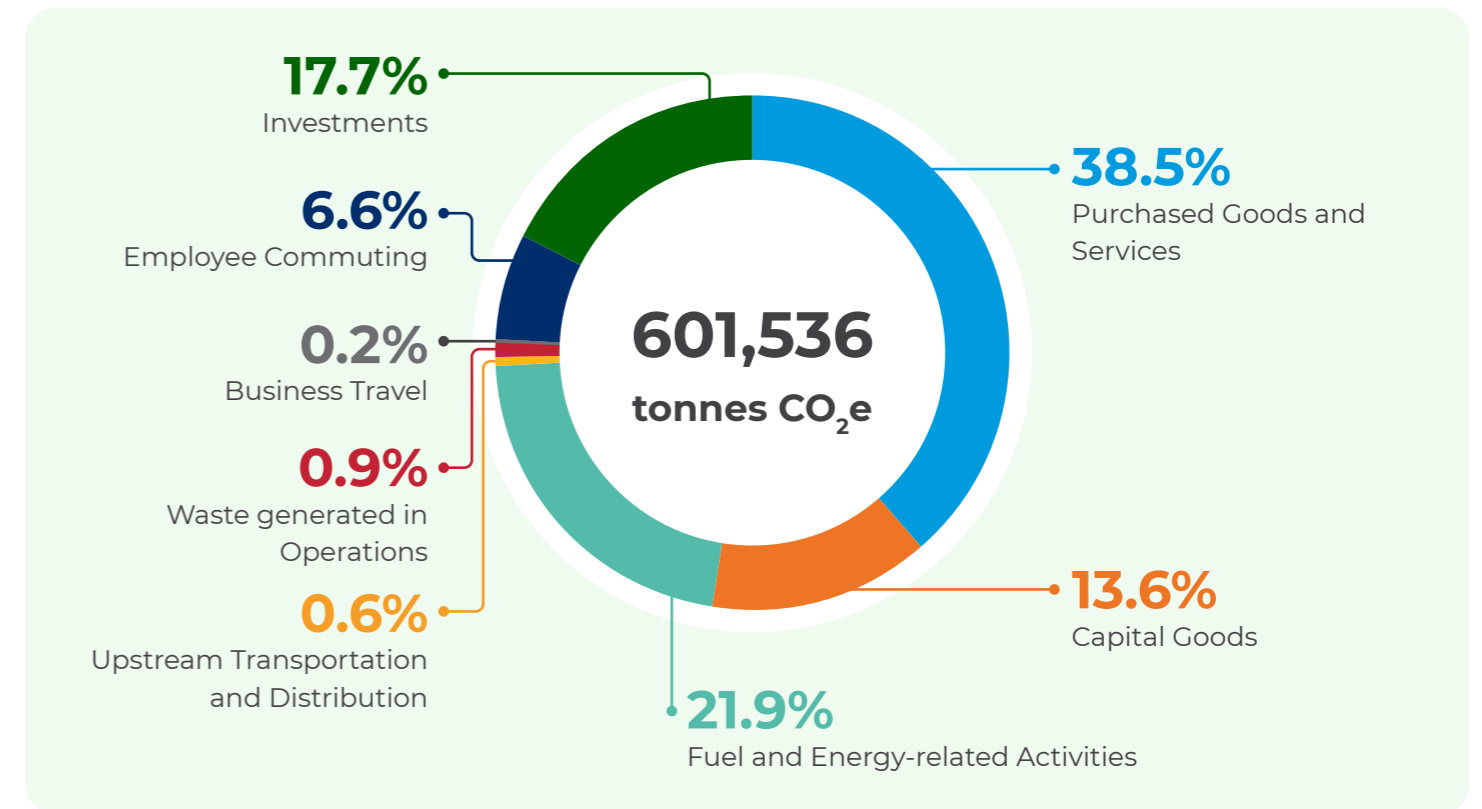


Performance is reviewed regularly at Group level to track progress against internal targets and long-term decarbonisation commitments. The outcomes inform management actions, capital planning and operational improvements, reinforcing accountability and driving continuous improvement in line with the Group's broader climate and sustainability objectives.

## SCOPE 3 EMISSIONS

The Group's scope 3 emissions profile identifies eight out of the 15 categories defined under the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard as relevant to Hutchison Ports' operations. Among these, the procurement of products and services, as well as capital goods, represent the most significant contributing categories, driven primarily by the upstream activities of suppliers and contractors supporting terminal development and operations, including the acquisition of new port equipment.

In response, Hutchison Ports is strengthening supplier engagement as a key lever to address value-chain emissions. This includes working collaboratively to improve transparency and understanding of emissions sources, while supporting suppliers in identifying and implementing reduction opportunities. In parallel, the Group is enhancing its data capabilities to strengthen the collection, consistency and quality of scope 3 emissions data, supporting more effective monitoring and management of these emissions over time.



# 3.1 CLIMATE ACTION

## 3.1.3 ADVANCING CLIMATE STRATEGY AND RESILIENCE

Building on progress in emissions reduction and environmental performance across its terminal network, Hutchison Ports continues to advance climate action by strengthening decarbonisation across operations and extending engagement across the value chain. This includes accelerating the adoption of lower-emission equipment, expanding electrification, and deploying technologies that reduce emissions from terminal activities and vessels at berth.

These efforts are underpinned by robust governance and oversight of electrification, energy use and emissions at the BU level, supported by ongoing identification and assessment of climate-related risks and opportunities. Collaboration with customers, suppliers and external partners further enables the practical deployment of low-emission solutions across operations, including actions relevant to value-chain emissions, with the following actions forming our strategy going forward.

- 

**Driving continuous emissions reduction**  
Emission reduction targets are set at the BU level, reviewed annually, and regularly monitored and reported to senior management to support continued progress towards the Group's low-carbon transition.
- 

**Governance of equipment electrification**  
Robust governance of equipment electrification guides the transition, incorporating maintenance and safety controls to ensure safe implementation and mitigate operational risks while reducing emissions.
- 

**Assessment of climate-related risks**  
Climate transition risks and opportunities are assessed to inform strategic planning, including evaluation of financial and operational impacts under different climate scenarios.
- 

**Engagement across the value chain**  
Ongoing engagement with suppliers supports decarbonisation beyond operations, enabling the deployment of low-emission solutions across the value chain.
- 


**Advancing electrification through partnerships**  
Collaboration with the European Commission and financing partners supports access to funding, improving the feasibility of investments in electric equipment and deployment of low-emission technologies.

Beyond operational emissions, Hutchison Ports integrates climate considerations into business planning and investment decision-making, ensuring that climate-related risks and opportunities are addressed in a forward-looking manner. This strengthens resilience under different climate conditions and enhances long-term performance, while supporting the effective integration of operational measures and strategic actions as the Group advances its low-carbon transition.

### CASE STUDY

#### CLIMATE RESILIENCE PROJECT

Hutchison Ports launched a climate resilience assessment to strengthen its understanding of climate-related risks and opportunities and support long-term strategic planning.




Strengthens resilience under different climate scenarios


Enhances visibility of climate-related risks and opportunities

Supports more informed strategic and investment planning

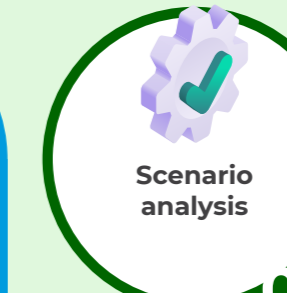
The project will cover data analysis, benchmarking, stakeholder engagement and scenario modelling to evaluate key climate-related risks and opportunities. Financial impacts were assessed under different climate scenarios to support strategic planning. The findings informed response considerations and resilience planning, supported by internal upskilling to strengthen capability in integrating climate considerations into decision-making.




**Inception, research & benchmarking**  
**01**



**Stakeholder engagement & scenario setting**  
**02**



**Scenario analysis**  
**03**



**Disclosure of results**  
**04**

# 3.2 ENVIRONMENTAL STEWARDSHIP

## 3.2.1 ECOSYSTEM MANAGEMENT

Hutchison Ports manages ecosystem and biodiversity considerations through established operational controls and site-specific practices. Operating primarily in coastal environments, our activities may interact with adjacent marine and terrestrial ecosystems, particularly in relation to terminal operations and infrastructure development.

BUs take primary responsibility for identifying and managing biodiversity-related risks and impacts, embedded within local environmental management practices and aligned with applicable regulatory requirements. Measures are tailored to site conditions and include pollution prevention controls such as spill response, wastewater and runoff management, waste segregation, and regular inspection of drainage and containment systems.

In addition, some BUs also collaborate with local authorities and specialist organisations on wildlife protection, habitat management and environmental monitoring, reflecting a proactive approach to managing biodiversity impacts responsibly.

### POLICY

Hutchison Ports is committed to protecting biodiversity and conserving ecosystems, supported by its Biodiversity Policy, Environmental Policy and broader environmental management framework. These policies define the principles and expectations for managing biodiversity considerations across operations and guiding decision-making in relation to activities that may affect natural habitats, while ensuring a consistent approach across BUs.

In line with this approach, the Group promotes continuous improvement in biodiversity management and supports initiatives that contribute to habitat conservation, restoration and environmental awareness, reinforcing its commitment to responsible port operations and long-term ecosystem stewardship.



### TERRESTRIAL

#### Preventing Invasive Species and Supporting Wildlife

Hutchison Ports United Kingdom collaborated with Natural England and local stakeholders to develop a Biosecurity Plan for the Stour and Orwell Estuary Special Protection Area, aimed at preventing the introduction and spread of invasive non-native species.

In parallel, employees supported conservation efforts at a nearby nature reserve, helping to reduce disturbance and support breeding birds and resting seals.



### MANGROVE

#### Restoring Mangrove Ecosystems

Hutchison Ports FCP (Bahamas) has partnered with local entities since 2022 to support the restoration of mangrove ecosystems on the island following the impacts of Hurricane Dorian in 2019. The initiative focuses on rehabilitating degraded intertidal habitats and reinforcing the ecological functions of mangroves within the coastal environment.



### MARINE

#### Supporting Marine Wildlife Conservation

Hutchison Ports BEST (Spain) supports marine biodiversity through collaboration with the Conservation and Recovery of Marine Animals (CRAM) Foundation, which focuses on the rescue, rehabilitation and recovery of marine animals in the Mediterranean. The partnership, together with awareness activities, contributes to safeguarding marine species and improving understanding of marine ecosystems among employees and the local community.



# 3.2 ENVIRONMENTAL STEWARDSHIP

## 3.2.2 RESOURCE MANAGEMENT

### AIR QUALITY

Across Hutchison Ports' operations, air quality impacts mainly arise from terminal activities involving cargo-handling equipment, vehicles and auxiliary systems. Air quality considerations are managed at the BU level through established practices aligned with local operating conditions, with all operations complying with applicable laws and regulations. These practices focus on operational controls, including preventive maintenance, equipment optimisation and site-specific monitoring, to manage non-GHG air emissions such as nitrogen oxides, sulphur oxides and particulate matter.

Local air quality is influenced by operational measures such as the use of electric or lower-emission equipment and the provision of shore power systems to reduce vessel emissions at berth. These measures are complemented by site-specific practices, including dust control and routine inspections, supporting the management of air emissions alongside safe and efficient terminal operations.

AIR EMISSIONS	UNIT	2023	2024	2025
NO <sub>x</sub> emissions	tonne	1,035.40	1,033.50	965.46
SO <sub>x</sub> emissions	tonne	3.48	3.46	3.38
Particulate matter emissions	tonne	95.96	94.50	87.39



### CASE STUDY

#### AIR QUALITY MANAGEMENT

Hutchison Ports United Kingdom actively manages air quality through dedicated Air Quality Strategies that identify key emission sources, establish emission inventories, and define targeted monitoring and mitigation measures. These strategies provide a clear framework for controlling emissions from terminal operations.

Performance is assessed against National Air Quality Objective limits for key pollutants, including nitrogen dioxide, sulphur dioxide and particulate matter (PM<sub>2.5</sub> and PM<sub>10</sub>). Monitoring results consistently indicate that emissions remain below objective limits at receptor locations. Outcomes are regularly reported to the HPUK Sustainability Committee and relevant regional authorities, supporting transparency and oversight in the management of air quality.



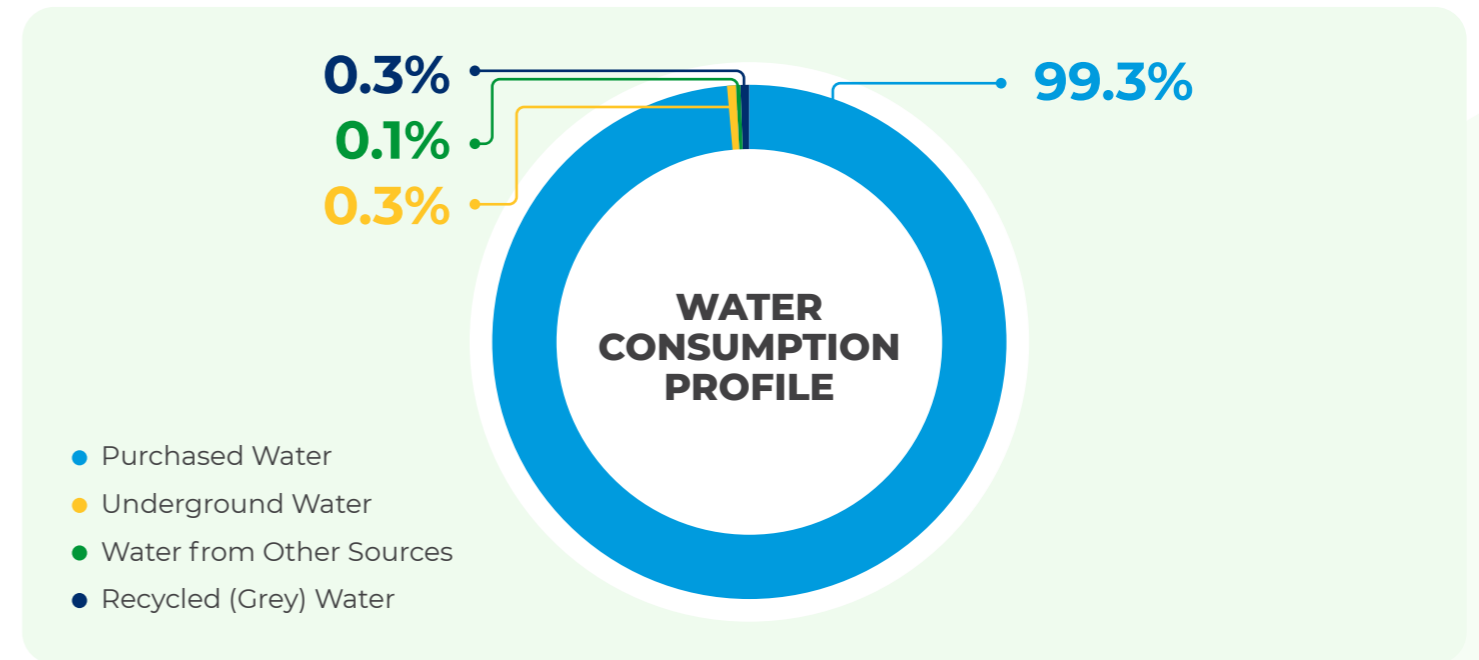
### WATER MANAGEMENT

Hutchison Ports recognises water as a critical resource and manages its use across operations through established environmental management frameworks. Water is primarily used for terminal activities, including equipment washing, maintenance, sanitation facilities, employee welfare and fire protection systems. The majority of water is sourced from municipal or centralised supply networks, with limited reliance on groundwater or other alternative sources.

Water management is implemented at the BU level, taking into account local operating conditions and regulatory requirements, and is supported by a focus on efficient use and responsible resource management. BUs apply water conservation measures and manage effluents to minimise environmental impacts, supported by practices such as water metering, routine monitoring of usage and checks to identify abnormal consumption or potential leakages. Where required, formal water management plans are developed in line with regulatory reporting requirements, including the monitoring of wastewater discharges against permit conditions.

### WATER PROFILE

In 2025, water consumption patterns varied across BUs, reflecting differences in terminal activities, operational needs and site conditions. While purchased water remained the predominant source, reliance on alternative sources was limited. In some locations, water use was influenced by optimisation measures and adjustments to operational practices, while in others, external factors such as rainfall affected the use of alternative sources.



## 3.2 ENVIRONMENTAL STEWARDSHIP

Hutchison Ports assesses water use across its operations with reference to local water stress conditions, recognising that exposure varies by location. Analysis indicates that the majority of water sourced from third-party supply systems is located in areas of low to high water stress, while a portion of operations are situated in regions classified as extremely high water stress. In these higher-risk locations, BUs have implemented water-saving initiatives within terminal operations, such as the installation of water-efficient faucets and the prompt rectification of water leakages, to improve water efficiency and manage consumption. These patterns inform the Group’s approach to water management, with an emphasis on monitoring usage and applying efficiency measures in areas where water resources are more constrained.

WATER STRESS	Surface water	Ground water	Seawater	Third-party	Water from other sources	Water recycled
Low (<10%)	0%	0%	0%	10%	0%	0%
Low - Medium (10-20%)	0%	0%	0%	35%	0%	22%
Medium - High (20-40%)	0%	0%	0%	21%	0%	0%
High (40-80%)	0%	0%	0%	11%	0%	0%
Extremely High (>80%)	0%	100%	0%	22%	100%	78%

### CASE STUDY

#### RESILIENT WATER MANAGEMENT

Hutchison Ports BEST (Spain) manages water quality through systematic effluent monitoring at discharge points prior to release into the public sewer system, supported by the operation and regular maintenance of hydrocarbon separators. This approach ensures that discharge parameters remain within permitted limits, supporting consistent environmental performance. In parallel, targeted water saving measures, such as optimising water pressure across faucets and sanitary facilities, are implemented to reduce overall consumption.

Employee engagement also plays a key role in driving water efficiency. An internal recognition programme raises awareness of resource conservation and encourages practical, implementable environmental improvement ideas, with support provided for their implementation. One example is the installation of water saving faucets at the truck centre, contributing to reduced water use in daily operations. These measures strengthen the terminal’s ability to operate under reduced water availability while complying with discharge requirements.



### CASE STUDY

#### SMARTER WATER MANAGEMENT THROUGH TECHNOLOGY AND AWARENESS

Hutchison Ports Ajman (United Arab Emirates) enhances water efficiency through a combination of technology and employee awareness, while ensuring continued access to safe drinking water for employees. Potable water is provided through reverse osmosis filtration systems, reducing reliance on bottled water across the terminal.

Operational teams support efficient water use through the installation of sensor based taps in washrooms and regular inspections to identify and promptly rectify leaks or pipe failures. Employees are guided by awareness signage at water points, encouraging responsible use and reinforcing hygienic practices in daily operations.

These efforts have reduced water consumption while maintaining high standards of hygiene in day-to-day operations.



## 3.2 ENVIRONMENTAL STEWARDSHIP

### WASTE MANAGEMENT

Hutchison Ports takes a proactive approach to waste management as part of its commitment to resource efficiency and circular economy principles. Waste generated across operations reflects day-to-day terminal activities and project-related works, including equipment maintenance and, where relevant, terminal enhancement or expansion activities. Waste streams typically comprise general waste, recyclable materials and construction related waste, with composition and volume varying according to operational intensity and the nature of these activities.

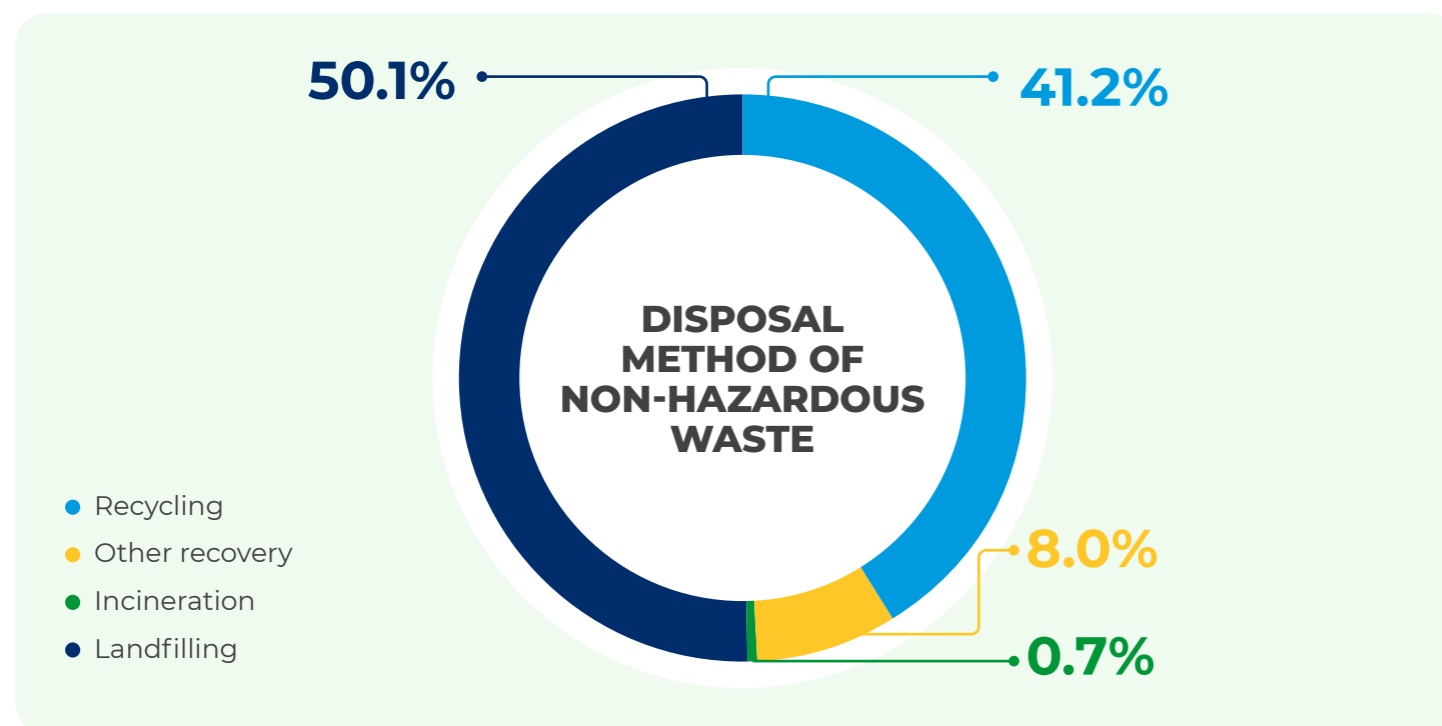
A Group Waste Management Standard establishes a consistent framework across BUs, ensuring waste is properly segregated, stored, transferred and disposed of in accordance with local regulatory requirements. The standard reflects the waste hierarchy, prioritising elimination, reduction, reuse and recycling ahead of disposal.

Aligned with this framework, BUs focus on minimising waste generation, improving segregation at source and increasing recycling rates where practicable, while engaging licensed contractors to ensure safe and compliant treatment and disposal. This approach supports more efficient resource use and reduces environmental impacts.

### WASTE PROFILE

The waste treatment profile shows that 41.2 per cent of non-hazardous waste was recycled and a further 8 per cent directed to recovery processes, including energy recovery. A further 0.7 per cent was treated through incineration, while landfilling accounted for 50.1 per cent.

Compared to 2024, non-hazardous waste disposed of via landfill decreased by 15 per cent, highlighting the impact of targeted waste reduction and diversion measures implemented across BUs. This improvement reflects both strengthened waste management practices and changes in operational activities during the year, including reduced large scale maintenance and construction works, which typically generate construction related waste.



These results demonstrate continued progress in shifting waste towards recycling and recovery pathways, while further opportunities remain to reduce reliance on landfill and enhance resource efficiency across operations.



### CASE STUDY


#### ENHANCING MATERIAL RECOVERY THROUGH SEGREGATION

At Hutchison Ports BEST (Spain), waste segregation is applied across both office and terminal operations to support effective recycling and resource recovery. Designated collection points enable materials to be separated at source, including plastics, paper, food waste and glass, improving the quality and efficiency of downstream processing.

Within terminal areas, additional containers are used to manage non-hazardous waste streams such as metals, tyres and wood. These materials are directed to appropriate recovery pathways, with recovered steel reintroduced into the production cycle, while tyres are repurposed for secondary uses, including applications in playgrounds, sports surfaces and as an alternative fuel in cement manufacturing.




This approach enables Hutchison Ports BEST (Spain) to divert waste from disposal and extend the useful life of materials, supporting more efficient resource use and advancing circularity in terminal operations.



### CASE STUDY

#### EXTENDING MATERIAL LIFE THROUGH REUSE

At Hutchison Ports MITT (Myanmar), material reuse is promoted to extend asset lifespan and reduce resource consumption within terminal operations. Tyre retreading is carried out through local facilities, enabling tyres used in terminal tractors and trailers to be reused and reducing the need for replacements.



In addition, materials generated from operations are repurposed for practical on site applications. Packing materials from general cargo operations, along with used tyres and plastic bottles, are reused for terminal landscaping and gardening within the terminal premises.

These practices reduce waste at source while maximising the value of materials already in use, demonstrating how simple and locally applied solutions support more efficient and sustainable day-to-day operations.

# 3.2 ENVIRONMENTAL STEWARDSHIP

## 3.2.3 OPTIMISING RESOURCE EFFICIENCY

As a global port network operating across diverse locations, Hutchison Ports recognises that optimising resource efficiency is essential to reducing environmental impacts while supporting safe, reliable and efficient terminal operations. From equipment and infrastructure to spare parts, materials and consumables, responsible resource use is embedded across day-to-day operations and long-term planning.

By integrating circular economy principles into both operations and the supply chain, Hutchison Ports aims to maximise the value of resources through reuse, recovery and recycling, alongside more sustainable procurement and equipment management practices. These efforts contribute to reduced material consumption, waste minimisation and progress towards broader decarbonisation and environmental stewardship goals.

### CIRCULAR ECONOMY IN OPERATIONS AND SUPPLY CHAIN



## 3.2 ENVIRONMENTAL STEWARDSHIP



### SUSTAINABILITY IN SUPPLIER MANAGEMENT

Sustainability considerations are actively integrated into supplier selection and assessment processes across BUs, with approaches tailored to local operational contexts. As BUs continue to take steps to strengthen sustainable procurement through supplier engagement, evaluation and ongoing monitoring, Hutchison Ports is progressing towards more responsible and sustainable procurement practices, as illustrated in the case studies below.



#### CASE STUDY

##### SUPPLIER AUDIT AND ENGAGEMENT

Supplier audits were conducted to assess key sustainability and ethical risk areas, including labour-related practices, with no significant issues identified in 2025 audits. Regular review meetings with suppliers further provide a platform to discuss multiple aspects of supplier performance, including environmental impact, and to drive continuous improvement.



#### CASE STUDY

##### SUSTAINABLE SUPPLIER SELECTION AND EVALUATION

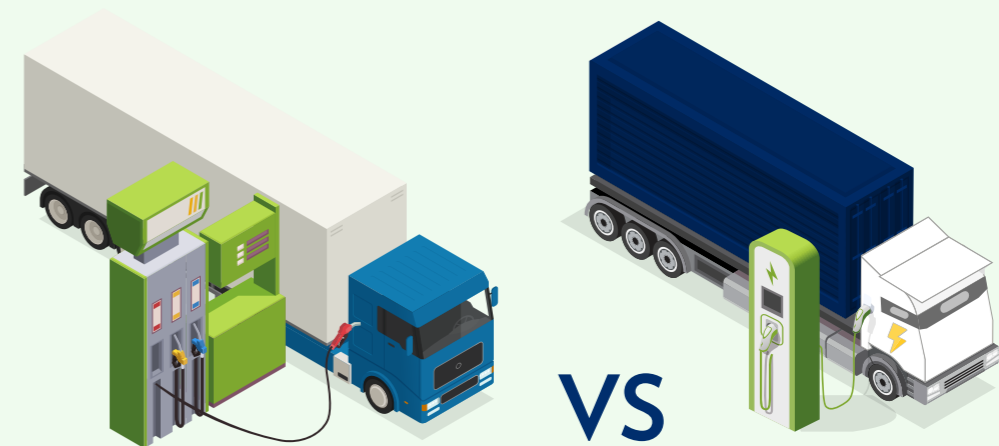
Hutchison Ports Alexandria (Egypt) integrates environmental considerations into its supplier selection and evaluation processes through an internal approval mechanism. Suppliers are assessed against defined criteria, including environmental practices, use of sustainable materials, regulatory compliance, and health, safety and environmental management, with periodic reviews conducted to ensure continued alignment with the terminal's sustainability requirements.



### EQUIPMENT ELECTRIFICATION AND MAINTENANCE PRACTICES

Electrified equipment typically requires fewer consumables and has simpler key systems, which results in fewer component replacements and decreased material usage over time. While preventive maintenance is essential for keeping the equipment operational, refurbishment activities, such as engine overhauls, are no longer necessary.

#### COMPARISON OF DIESEL AND ELECTRIC TRUCK SYSTEMS



##### No. of key systems (Drive-train related)

- |                                       |                            |                             |
|---------------------------------------|----------------------------|-----------------------------|
| ▶ Diesel engine                       | ▶ e-Control Unit           | ▶ Battery modules/cells     |
| ▶ Engine Fuel injection system        | ▶ Fuel tank & pipe         | ▶ Battery Management System |
| ▶ Air intake system                   | ▶ Turbocharger intercooler | ▶ Traction motor            |
| ▶ Clutch                              | ▶ Battery & starter        | ▶ Traction inverter unit    |
| ▶ Lubrication system (Engine-related) |                            |                             |

##### Consumables

27 types

A few types

##### Engine Overhaul

Required

Not required

## 3.2 ENVIRONMENTAL STEWARDSHIP



### CASE STUDY

#### WORKSHOP ON THE TRANSITION TO ELECTRIC MANUAL TRUCKS

In October, the Group Engineering and Operations team conducted a workshop focusing on the transition from diesel to electric manual trucks. Key topics discussed included the impact on GHG emissions, operating costs, safety and maintenance practices, and the development of charging infrastructure. The workshop was held both on-site and online, attracting participation from over 50 representatives from various BUs.

Representatives from Hutchison Ports Busan (South Korea), Hutchison Ports Thailand, Hutchison Ports Abu Qir (Egypt), Hutchison Ports Pakistan, and Hutchison Ports United Kingdom shared valuable insights based on their operational and maintenance experiences. The collective knowledge gained from the workshop will assist in the future planning and implementation of electric truck solutions across all BUs.



### SPARE PARTS MANAGEMENT

The Engineering Spare Parts Management Policy has been implemented to strengthen resource optimisation and inventory control across BUs. Through standardised practices for spare parts classification, monitoring, and database management, the Policy enhances visibility across BUs and enables the sharing and interchange of parts between operations, reducing duplication and unnecessary procurement. Procurement governance further strengthens inventory tracking and helps mitigate the risk of obsolescence for major purchases.

Supporting this approach, a digitalised form with an online approval workflow is used to procure inventory and capital items, providing clearer tracking and justification for spare parts consumption, reuse, and replacement decisions. Together, these measures help optimise inventory levels, reduce surplus and obsolescence risk, and support more efficient resource use, including lower associated scope 3 emissions.



### ASSET DISMANTLING AND MATERIAL RECOVERY

Across its operations, Hutchison Ports adopts a structured approach to waste management, prioritising waste segregation, resource recovery and landfill diversion. Dedicated systems and operational practices are implemented to enable the effective separation of recyclable and non-hazardous waste streams, while partnerships with waste management contractors support appropriate treatment, reuse and energy recovery pathways. The following case studies illustrate how these practices are implemented across different operational contexts.



### CASE STUDY

#### WASTE DIVERSION AND RESOURCE RECOVERY INITIATIVES

BUs in Australia prioritise waste diversion through dedicated collection systems for metals, commingled recyclables and other waste streams to maximise landfill diversion. Waste recycling rates are tracked, monitored and reported on a regular basis.

In addition, an internal Social Fund initiative enables the recovery of commingled recyclables from general waste, redirecting materials to designated collection points for cash conversion. This initiative further strengthens resource recovery while enhancing employee engagement.



### CASE STUDY

#### E-WASTE RECYCLING AND RESOURCE RECOVERY INITIATIVES

Hutchison Ports LCT and Hutchison Ports LCMT (Mexico) participate in the annual recycling campaign organised by the Municipal Reciclación Committee, contributing electronic waste for recycle or reuse. Resources generated from recycling activities are directed to support institutions involved in environmental initiatives.



### CASE STUDY

#### WASTE SEGREGATION AND CIRCULAR USE OF MATERIALS

Hutchison Ports United Kingdom works closely with appointed waste management contractors to segregate non-hazardous waste into materials suitable for reuse and residual general waste directed to an energy-from-waste facility. Materials with clearly defined reuse pathways, such as cable reels, are managed through dedicated arrangements to facilitate their return to suppliers, supporting reuse and circular resource use.



# 04

## OUR PEOPLE

<b>4.1 Our Colleagues</b>	<b>64</b>
4.1.1 Safety and Security	64
4.1.2 Human Capital	70
4.1.3 Workforce Well-being, Engagement and Inclusion	80
<b>4.2 Our Community</b>	<b>100</b>
4.2.1 Go Green & Dock School	100
4.2.2 Community Engagement	114
4.2.3 Communications	116

# 4.1 OUR COLLEAGUES

## 4.1.1 SAFETY AND SECURITY

### SAFETY AND SECURITY OVERVIEW

Hutchison Ports is committed to protecting the health, safety and security of its employees, contractors and external users of the terminal and port facilities. Providing a safe working environment is a core Group value, supported by a well-implemented Safety Management System comprising governance oversight, policies, procedures, and onsite management. Safety and security are managed through the combined roles of Group-level and BU governance.

### GROUP SAFETY GOVERNANCE

The Hutchison Ports Group Safety Committee (SAFCOM) provides oversight of workplace safety and the implementation of the Safety Management System (SMS). The purposes of the establishment of SAFCOM are:

- ▶ To develop and maintain safety standards and guidelines across the Group including the Global Minimum Safety Standards (GMSS)
- ▶ To promote the sharing of best safety practices
- ▶ To monitor the safety performance of BUs
- ▶ To ensure adequate resources are allocated to implement the safety policy

SAFCOM is chaired by the Group Operations Director with members from key functions and regional representatives.



### Key outcomes of the SAFCOM 2025 meeting

- Review of incident statistics and associated mitigation measures
- Reinforcement of lessons learnt into terminal design and operational controls
- Implementation of a global exercise to enforce pedestrian safety
- Progress review on governance of electrification policy
- Introduction of radiation scanner safety guidance
- Review and planned refresh of global safety training modules

### GROUP SAFETY POLICY

The Group Safety Policy defines the SMS and sets out management’s commitment to providing a safe working environment. The Policy establishes management responsibilities, requires regular safety risk assessments, and mandates preventative measures to reduce safety risks. It links SAFCOM’s Group-level strategies with day-to-day terminal operations, and all BUs are required to comply with its requirements. The Policy also addresses third-party risks, requiring contractors, partners, and other third parties operating at Hutchison Ports’ facilities to apply equivalent safety controls and conduct their activities safely.

### SAFETY MANAGEMENT SYSTEM

Hutchison Ports’ SMS adopts a top-down governance approach, requiring BUs to comply with Group Safety Policies and local safety regulations. The SMS is aligned with the ISO 45001 occupational health and safety management framework and follows a continuous improvement approach. As of 2025, the Group’s head office and 12 BUs are ISO 45001 certified. The SMS is reviewed and updated regularly to reflect regulatory developments, operational experience, and industry practices.

### GLOBAL MINIMUM SAFETY STANDARDS

The introduction and ongoing enhancement of the GMSS remains a key strategy adopted by SAFCOM. The GMSS establishes uniform minimum safety requirements and supports the development of procedures and policies at the terminal level. Now in its seventh revision, the GMSS continues to evolve in response to operational needs. The latest updates include strengthened safety requirements and expanded guidance in several areas, with particular emphasis on pedestrian safety (GMSS 12.11) in our terminals.

### GOVERNANCE OF ELECTRIFICATION POLICY

The full implementation of the Group’s equipment electrification directive, as a key commitment to its net-zero decarbonisation strategy, is driving a transformational shift across BUs from diesel to battery-powered equipment. The Governance of Electrification Policy has been introduced in 2025 to ensure effective governance of the transition, including maintenance practices and safety controls to support the safe adoption and use of electric equipment and trucks.

# 4.1 OUR COLLEAGUES

## INCIDENT REPORTING

Incident reporting and investigation are an integral part of Hutchison Ports' safety governance framework. Safety performance is reported from the BU level to the Group through monthly returns. Serious incidents, including fatalities, major injuries, and dangerous occurrences, are required to be reported via the internal Safety Portal for Group-level monitoring and review, enabling rapid review and timely actions by the Group SSE team as appropriate. Heads of Safety (HoS) at BUs are responsible for conducting investigations proportionate to the severity of the incident and submitting reports that detail root causes, findings, and corrective and preventive actions.

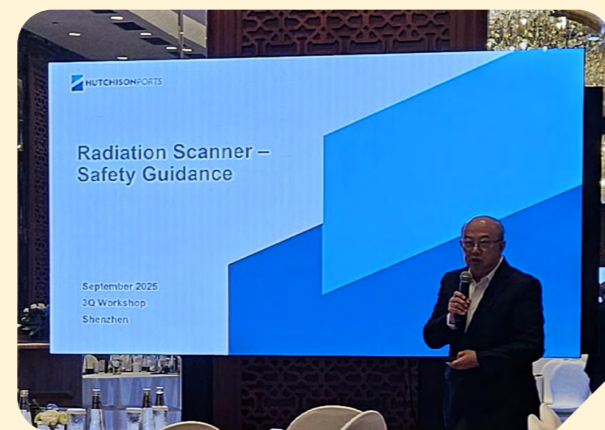
In 2025, four work-related fatalities were reported, three of which involved individuals being struck by vehicles or mobile equipment. This reinforces the ongoing importance of pedestrian safety within terminal operations and highlights the need for continued focus on our pedestrian-safety initiatives. A global exercise driving BU enforcement of pedestrian safety clause GMSS 12.11 is planned to be launched in 2026.



## CASE STUDY

### SAFETY WORKSHOP

A Group level workshop was held in Shenzhen in September 2025 where the Group SSE team delivered two focused safety sessions to BU Heads and key safety leaders. The electrification safety session focused on the Governance of Electrification Policy, and highlighted safety requirements, including risk controls for electric equipment, charging safety, and personnel competency. The radiation safety session supported the upcoming issuance of Radiation Safety Guidance, covering key radiation safety principle ALARA (As Low As Reasonably Achievable), mitigation measures, and radiation exposure monitoring requirements.



## BU SAFETY GOVERNANCE

### BU SAFETY IMPLEMENTATION

Safety implementation at the BU level is led by BU safety committees, in accordance with the requirements of the GMSS. The committees oversee the management of safety risks arising from terminal operations through the development and implementation of BU-specific policies, procedures, and control measures. They maintain effective two-way communication with employees, contractors, and other third parties on site through regular meetings and training. Each BU is supported by a HoS with appropriate safety qualifications and ongoing training, who promotes safety awareness and the implementation of safety initiatives.

### BU SAFETY AUDIT PROGRAMME

Hutchison Ports' SAFCOM maintains the safety audit programme at the BU level. Selected BUs were audited to assess and verify compliance with the GMSS and other safety requirements. Safety audits continued throughout 2025, with several BUs undergoing full and intensive GMSS compliance reviews. Key insights and recommendations from the 2025 audits focused on pedestrian safety, stevedore safety controls, engineering maintenance, and traffic flow design, highlighting areas requiring further attention and corrective actions.

### RISK MANAGEMENT

Work-related hazards that could lead to high-consequence injuries include:



Falls from height during stevedoring or maintenance activities



Vehicle collisions with pedestrians



Entrapment between objects such as moving cargo



Maintenance hazards, including sudden release of stored energy

These risks remain due to ongoing port operations. Upon identification at the BU level, prompt measures are implemented, ranging from policy and procedural adjustments to significant operational changes, such as introducing physical barriers.

## 4.1 OUR COLLEAGUES



### CASE STUDY

#### IMPLEMENTATION OF TWISTLOCK STATIONS (TLS)

Twistlock handling on the quay deck is a high-risk activity in terminal operations, with stevedores exposed to risks including being struck by tractors, falling twistlocks and entrapment between container and chassis. To address these risks, Hutchison Ports has established a twistlock-handling hierarchy of control, which prioritises higher-order controls to protect the stevedores.

To support consistent application of the hierarchy across terminals, Hutchison Ports has developed TLS Design Guidance, setting out the standardised approach to twistlock handling safety. TLS represents a key engineering control within the hierarchy, providing a defined and protected working area for stevedores during twistlock operations. The TLS incorporates protective cabin structures and controlled station layouts to physically separate workers from vehicle movements.

For AT operations, remote TLS are essential as AT requires a fixed twistlock handling location independent of quay crane movement. The adoption of TLS reinforces our commitment to protecting stevedore safety through engineering-led safety controls.



### CASE STUDY

#### STRENGTHEN RADIATION MANAGEMENT

As local customs authorities step up requirements for cargo radiation screening to strengthen security, radiation scanning has become a routine part of cargo movements at seaport terminals. However, this screening may pose radiation exposure risks to terminal truck drivers who pass through scanner zones multiple times daily.

In response, the Group conducted surveys across BUs to better understand current radiation management practices and identify potential risks. Based on these insights, standard Radiation Safety Guidance has been developed to promote more consistent practices and strengthen radiation management across terminals. This also enhances operational controls and reflects the Group's commitment to achieving zero harm and maintaining a safe workplace.



### CASE STUDY

#### ENHANCEMENT OF YARD SURVEILLANCE SYSTEM (YSS)

Hutchison Ports continued to advance its AI-integrated YSS, with a focus on pedestrian safety in terminal operations.

A refined approach to alert classification has been introduced, with alerts grouped into authorised, not-authorised and false categories, enabling clearer identification of pedestrian-related safety risks and improved interpretation of alert data. Enhancements were made to the global YSS dashboard and reporting approach to improve clarity and usability. Updated reporting and analytical summaries provide greater visibility of trends and enable ongoing review of pedestrian control measures. These updates enhance consistency in monitoring and reporting, strengthen oversight through the YSS dashboard and support compliance with GMSS 12.11.



#### BUSINESS CONTINUITY MANAGEMENT (BCM)

BUs regularly conduct internal BCM drills to enhance emergency preparedness and ensure they can resume business operations in an organised and efficient manner following such incidents. Annually, each BU must carry out drills covering fire, dangerous goods leakage, power interruption, and IT system outage.

#### TERMINAL SECURITY

Physical security remains a critical element of the Group's organisational and operational governance. As a member of the Customs Trade Partnership Against Terrorism (CTPAT), our security management at both Group and BU levels continues to comply with all relevant standards, including the International Ship & Port Facility Security (ISPS) Code.

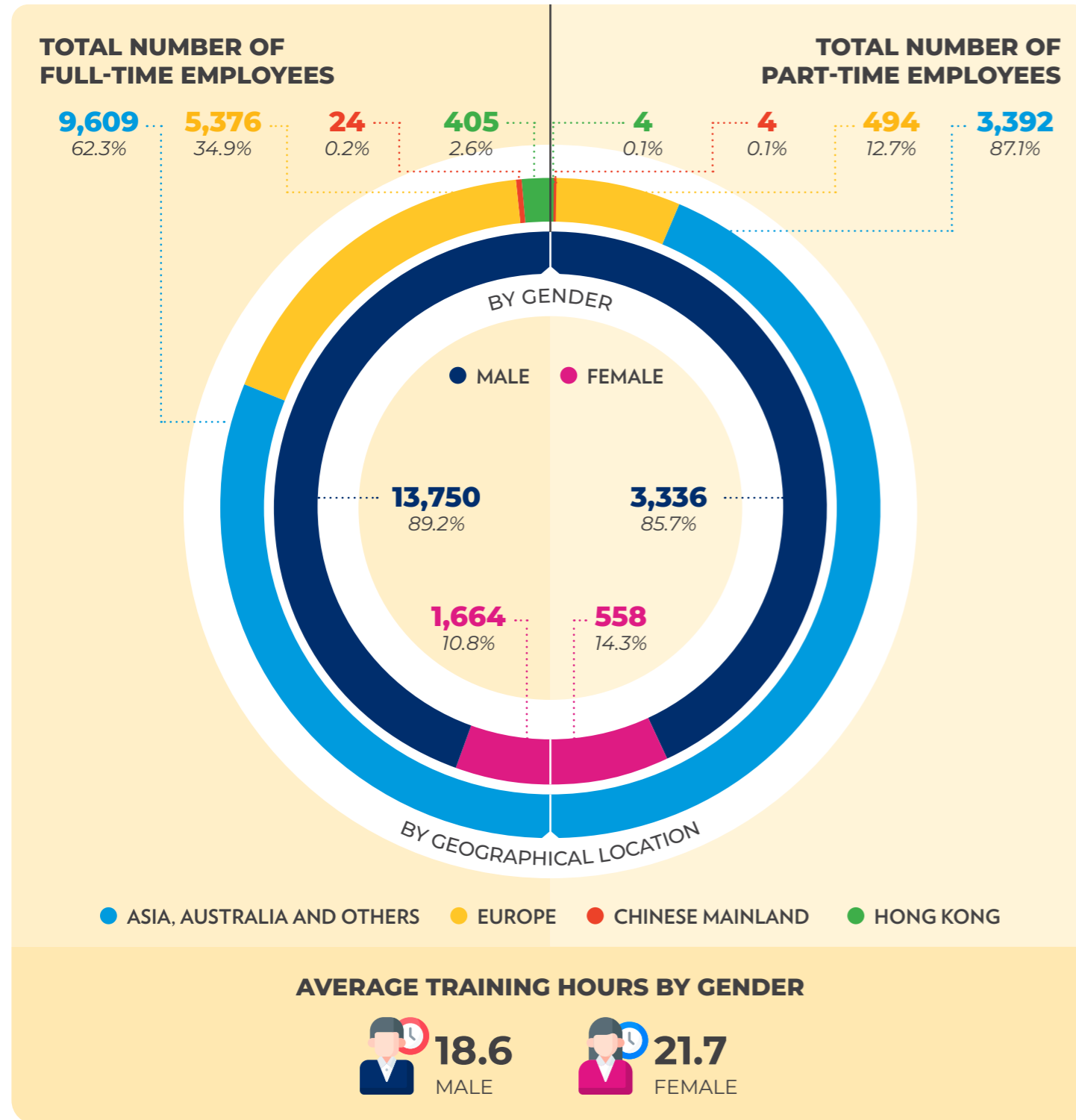
The Group Security Committee (SECOM) oversees the development and maintenance of group-wide security guidelines, monitors BU security performance, and promotes the sharing of best security practices. Security is governed by the Group Security Policy (43/2021), supported by the Global Minimum-Security Standards (GMSeS). The mandatory GMSeS, established and approved by SECOM, set requirements for the physical security of BUs to ensure compliance with the ISPS Code, minimise security risks to the Group, and maintain stakeholder confidence, including that of authorities and customers.

# 4.1 OUR COLLEAGUES

## 4.1.2 HUMAN CAPITAL

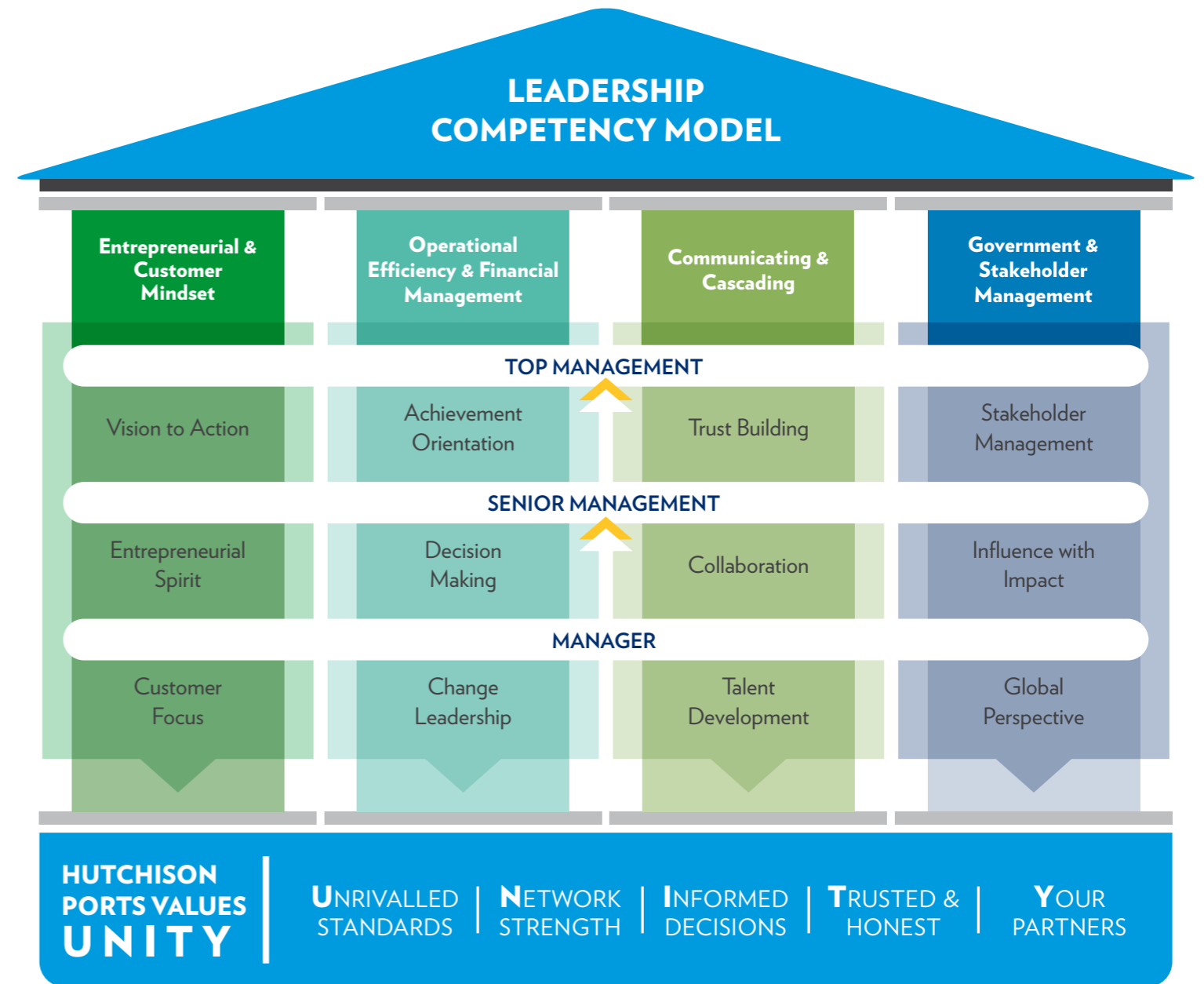
### INTRODUCTION

At Hutchison Ports, sustainable operations are supported by a competent and resilient workforce. Our colleagues are empowered to develop and perform at their full potential. Our approach to employee development emphasises long-term planning that recognises performance, builds leadership capability, and supports future succession through structured education, mentorship, and leadership programmes.



At Hutchison Ports, a well-established framework drives strategic alignment across key people functions, including talent acquisition, succession planning, leadership development, performance management, and reward systems. Central to this framework is the Leadership Competency Model, which is anchored in the Group's UNITY organisational values. The model comprises four core pillars and twelve defined leadership competencies, each supported by behavioural criteria tailored to different management levels. This structured approach enables BUs to identify talent effectively, strengthen leadership capabilities, and assess performance in a consistent manner.

Across all BUs, annual succession planning and talent reviews are conducted to evaluate leadership readiness and identify potential workforce risks. The outcomes of these reviews inform targeted actions at global, regional, and local levels, supporting both organisational resilience and individual development. Senior management takes an active role in coaching and guiding talent, reinforcing a culture of continuous development. These efforts are supported by a comprehensive performance management and reward system, designed to promote fairness, engagement, and retention.



# 4.1 OUR COLLEAGUES

## BUILDING A FUTURE TALENT PIPELINE

Hutchison Ports is committed to building a sustainable talent pipeline by nurturing the next generation of maritime and logistics professionals through a structured portfolio of initiatives, including internships, apprenticeships, bootcamps, terminal visits and career fairs. The Group provides practical, hands-on learning opportunities that build industry awareness, develop future-ready skills and support the long-term workforce resilience.

Summer internship programmes are organised annually to provide students with structured exposure across business functions, combining project-based work, day-to-day operational experience and networking opportunities. These programmes aim to strengthen participants' commercial understanding, functional capability and essential soft skills such as teamwork, communication and problem-solving, while enabling them to explore potential career pathways within the sector.

In parallel, Hutchison Ports offers accredited apprenticeship programmes that equip young people with specialised technical skills in areas such as Operations and Engineering, supporting the continuity in critical roles. These efforts are complemented by terminal visits for students, providing early insight into port operations and the broader corporate environment, and helping to spark interest in maritime careers.

Hutchison Ports also strengthens engagement with local communities through career fairs and targeted school outreach, highlighting the diversity of roles within the Group and promoting the maritime and logistics industry as an inclusive career destination. Collectively, they reflect the Group's commitment to broadening participation, addressing future skills needs and supporting the long-term sustainability of its workforce.

## MENTORING, APPRENTICESHIPS AND INTERNSHIPS

The cross-BU mentoring scheme in the European region was introduced to support the growth of current and future leaders. The programme connects participants with experienced colleagues across the region, creating opportunities to exchange insights, broaden perspectives, and strengthen understanding of how ports operate in different contexts.

Participants were nominated from European BUs, with representation from Operations, Engineering, Finance and Commercial teams. Mentoring sessions are held remotely, enabling participation across time zones and making it easier for all to engage and benefit from the programme.

In addition to mentoring initiatives, BUs continue to support talent development through apprenticeship and graduate programmes. Hutchison Ports United Kingdom continues to invest in talent development through apprenticeship and graduate initiatives. An engineering apprenticeship engagement event was held at Colchester Institute in November 2025 where fourteen apprentices joined various functional teams, including engineering, finance and digital support.

In addition, four employees were enrolled in the Operations Manager Leadership Apprenticeship Programme. Hutchison Ports Port of Felixstowe (United Kingdom) also strengthened its talent pipeline by welcoming two graduates in engineering and operations.

The Corporate Centre and Hutchison Ports HIT (Hong Kong, China) organised the annual 8-week summer internship programme for 33 interns, providing real-world exposure and opportunities to explore diverse career paths. The programme integrated hands-on projects with networking sessions, alongside team-building activities, a visit to the government dockyard, career sharing by senior leaders and engagement with fellow CKHH interns.



# 4.1 OUR COLLEAGUES

## STUDENT ENGAGEMENT AND TERMINAL VISITS



Hutchison Ports Pakistan welcomed university students to learn about green initiatives and terminal operations.



Students from Bahria University visited Hutchison Ports KICT (Pakistan), gaining firsthand insights into terminal operations through a guided tour and participating in interactive sessions.



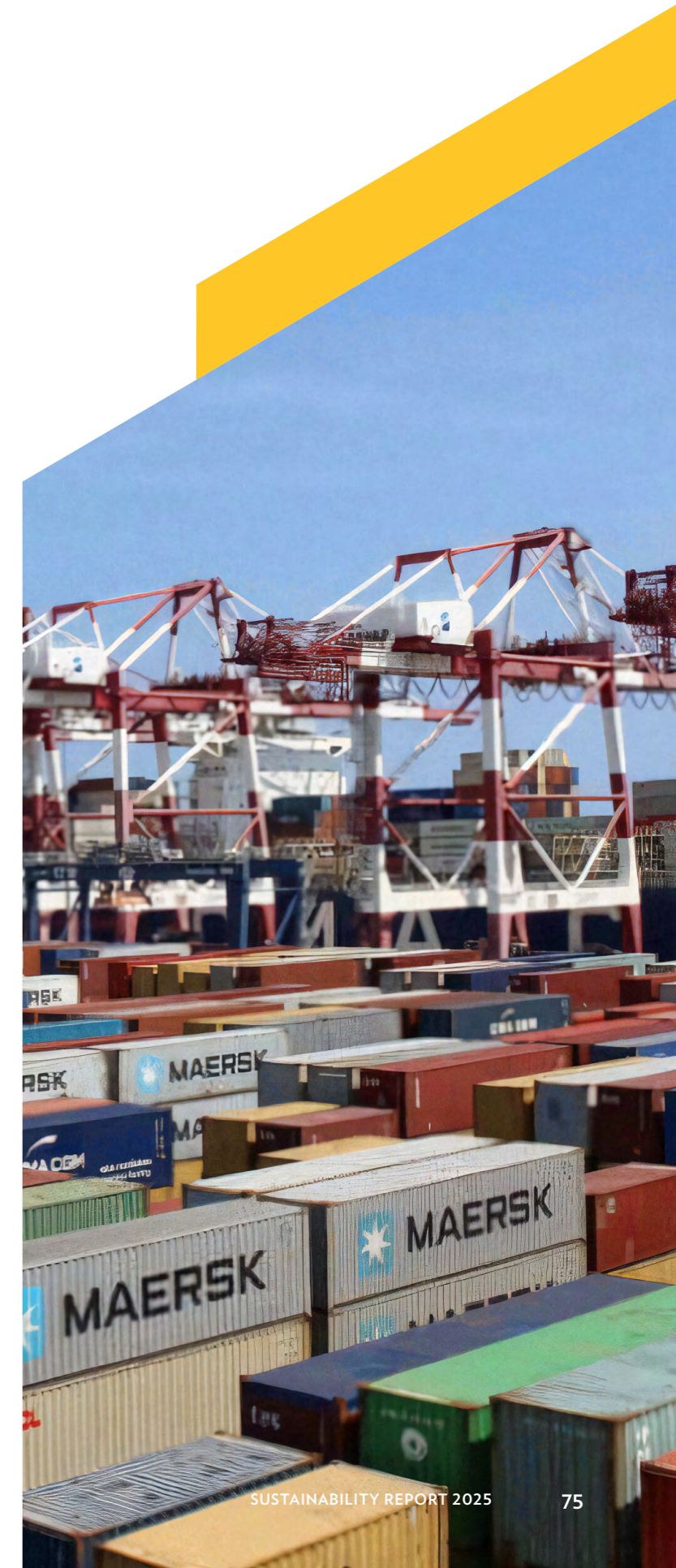
Students from Technical Schools visited Hutchison Ports Gdynia (Poland) to explore careers in the maritime industry through a terminal tour.

## CAREER FAIRS

Hutchison Ports Gdynia (Poland) participated in the Academic Job Fair for Uniformed Services, organised by the Polish Naval Academy's Career Office. The event brought together students and graduates to explore career and development opportunities while promoting equal access to employment. This initiative supports workplace diversity and broadens access to young talent within the local community.



Hutchison Ports FCP and Hutchison Ports FHC (Bahamas) collaborated with government departments and local organisations to strengthen the talent pipeline and support employment opportunities within the Grand Bahama community. In partnership with the Department of Labour and Public Service, job fairs were organised to recruit candidates for operational roles, generating strong interest through targeted outreach. BUs in Bahamas have also participated in the Grand Bahama Expo and Career Fair, engaging job seekers and young talent while showcasing career opportunities and apprenticeship pathways.



# 4.1 OUR COLLEAGUES

## FOSTER PEOPLE DEVELOPMENT AND CAREER ADVANCEMENT

### GLOBAL CONNECT

Global Connect, a global platform launched in 2022, is designed to strengthen employees' business acumen while promoting collaboration across functions and regions. It enables employees from diverse disciplines and geographies to build connections and exchange knowledge, supporting more integrated ways of working.

Through insights and experiences shared by expert leaders across various fields, participants deepen their market and functional knowledge, contribute to the development of innovative solutions, and collaborate to advance more agile and sustainable business practices.

Embracing the 2025 theme **"Empower to Elevate"**, Global Connect supported colleagues worldwide through a series of learning and engagement sessions delivered in collaboration with Group Information Technology, Group Operations, Group Engineering, and Group HR. The programme focuses on enhancing functional capabilities, promoting well-being, and forward-thinking in line with the organisation direction.

With over 1,400 participants, it emphasised the practical application of insights to enhance adoption and operational efficiency, while promoting knowledge sharing and cross-department collaboration across the Group.



## GLOBAL CONNECT 2025 – EMPOWER TO ELEVATE


**IT - Cyber Security**

March 2025

**Building a Cyber Security Culture in a Changing Landscape**

The session explored emerging cyber threats and evolving global regulations aimed at mitigating cyber risks. It used AI-powered simulations and real-life case studies to deepen participants' understanding of the Group Cyber Security Programme and its underlying framework.


**ENG - Electrification**

September 2025

**Turning Diesel Power Mobile Container Handling Equipment to Electric**

The event explored the electrification of mobile container-handling equipment and its role in advancing net-zero goals. It showcased benefits, challenges, and platform innovations that improve time and energy efficiency.


**OPS - Sustainability**

July 2025

**Unlocking Sustainability: Turning Compliance into Competitive Advantage**

The session examined the evolving sustainability reporting landscape, focusing on CSRD and scope 3 emissions, and highlighted the role of value chain engagement and collaboration in advancing the Group's net-zero roadmap.


**HR - BEWELL & Award Ceremony**

December 2025

**BEWELL Together: Global Awards Ceremony & Wellness Summit**

The virtual celebration connected colleagues across BUs through interactive activities on the BEWELL Circle platform. Award-winning BUs shared best practices, reinforcing holistic well-being as a strategic priority. Participants gained valuable insights on enabling an inclusive culture to reduce mental health stigma and support recovery.

### 2025 HIGHLIGHTS

HIGHLIGHTS

1,431

Engagement

99%

Recommendation

40%

Knowledge Increment

### KEY ACHIEVEMENTS



**Culture & Awareness**



**Principles & Perspectives**



**Risk Management**



**Practical Tools & Techniques**



**Collaboration & Engagement**



**Future Readiness**

### INFLUENTIAL IDEAS

- Internet Safety Awareness
- Scope 3 Emissions
- Equipment Electrification
- Mental Health Support

### TURNING INSIGHTS INTO ACTIONS

-  Strengthen Cybersecurity Practices
-  Engage Stakeholders for Sustainability Goals
-  Plan Transition to Electric Equipment
-  Start Wellness & Inclusion Conversations to People Around
-  Share Insights with Team

### OUR PARTICIPATION SPREAD

Our participation covers: **ALL Regions & ALL Functions**



# 4.1 OUR COLLEAGUES

## DEVELOPING TALENT AND FUTURE LEADERS

Hutchison Ports adopts a structured and forward-looking approach to building a skilled and adaptable workforce. Through integrated learning and development programmes, the Group strengthens the professional, managerial, and technical capabilities required to support evolving business needs and long-term organisational resilience.

Leadership and talent development are delivered through comprehensive, multi-month programmes that combine formal training with practical application. These include workshops, scenario-based simulations, cross-functional assignments, as well as mentorship and coaching. Participants develop core management capabilities such as strategic thinking, decision-making, negotiation, conflict management, and stakeholder engagement, and apply these skills in real-world contexts to navigate complex operational and business challenges with confidence.

To strengthen leadership and talent bench strength, high-potential employees follow tailored development pathways that accelerate progression. Through targeted assignments, structured mentorship, and exposure to senior leadership, these pathways build readiness for broader responsibilities while reinforcing a strong pipeline of future leaders across the Group. In 2025, a key focus is the South East Asia (SEA) Management Development Programme, which provides targeted capability building for managers in the region.

In parallel, functional and technical training programmes are organised to support continuous upskilling, ensuring employees remain aligned with emerging technologies, industry developments, and changing operational requirements.

These efforts strengthen leadership capability, enhance operational effectiveness, and contribute to improved team performance across the organisation.



Hutchison Ports EIT and ECV (Mexico) delivered a diploma programme in leadership and team management



Fire Safety Training at Hutchison Ports SITV (Vietnam)



YANTIAN Relay 2030



## CASE STUDY

### DEVELOPING FUTURE LEADERS ACROSS SOUTH EAST ASIA – THE SEA MANAGEMENT DEVELOPMENT PROGRAMME

The SEA Management Development Programme is designed to strengthen leadership capability across the region by cultivating a pipeline of future leaders who can collaborate effectively across markets.

Through a combination of intellectually challenging and experiential learning, participants are encouraged to step beyond their comfort zones, embed new leadership behaviours, and refine their individual development plans. The programme equips them with the insights and capabilities needed to drive growth and foster innovation across BUs and the wider region.

Eleven high-potential employees from across the SEA region were selected based on consistent performance, demonstrated potential for advancement, and a strong track record within the organisation. Participants undertake skills-based training, engage in real-life projects, and gain hands-on exposure to terminal operations through port visits.

Launched in February, the 12-month programme takes participants on a structured journey. It begins with defining scope and setting priorities, then builds insights and alignment through stakeholder engagement before progressing to the development and delivery of practical solutions. The journey will conclude in March 2026 with the presentation of outcomes.

Learning is brought to life through collaborative group projects focused on Port Automation or Sustainable Port Development, where participants apply their skills in real-world contexts and showcase their results.

Throughout the programme, participants are expected to act as advocates for positive organisational development and apply their enhanced capabilities to contribute to support sustained business performance and growth.



# 4.1 OUR COLLEAGUES

## 4.1.3 WORKFORCE WELL-BEING, ENGAGEMENT AND INCLUSION

### INTRODUCTION

Hutchison Ports is committed to fostering a supportive, inclusive and engaging workplace that promotes employee well-being and contributes to workforce retention. This is delivered through an integrated approach combining competitive employee benefits, structured engagement mechanisms, and a sustained focus on diversity and inclusion.

The Group provides benefits that extend beyond statutory requirements, including parental leave, pension plans supported by financial guidance, comprehensive healthcare coverage, performance-based incentives and staff discounts, supporting both employees and their families. To ensure employee voices are actively heard and valued, the Group facilitates regular engagement through surveys, town halls, conferences, workshops and ongoing communication at both global and local levels.

### BEWELL: OUR HOLISTIC WELL-BEING FRAMEWORK

A holistic approach to workforce well-being is implemented through the Group-wide BEWELL programme launched in 2021, which supports the physical, mental and social well-being of employees and reinforces a people-centred workplace culture. The programme is implemented globally with local flexibility across BUs.

BEWELL operates under a consistent Group framework based on three cores — Care, Contribute and Collaborate — promoting inclusive and supportive working environments. Targeted initiatives further promote diversity, equity and inclusion by recognising diverse perspectives and fostering an equitable and respectful working environment.

### THE 3 CORES



The BEWELL programme contributes to the management of material workforce-related impacts and risks by supporting employee health, safety and overall well-being, thereby reducing people-related operational risks, while strengthening engagement, inclusion and organisational culture to enhance workforce stability and retention. It further supports productivity and leadership capability by building resilience and well-being awareness and promotes psychological safety and early intervention through targeted mental health initiatives and first aider networks.

### BEWELL 2025 ENHANCEMENT

Over the past years, the BEWELL Global Campaign has reinforced Hutchison Ports' commitment to a positive, inclusive and people-centred workplace under the tagline "Your Well-being Matters!". It has progressed through four key checkpoints: raising awareness, cultivating a gratitude mindset, driving behavioural change, and recognising achievements. Together, these phases have enabled a structured shift from awareness-building to sustained engagement and cultural integration, laying a strong foundation for the programme's continued evolution in 2025.

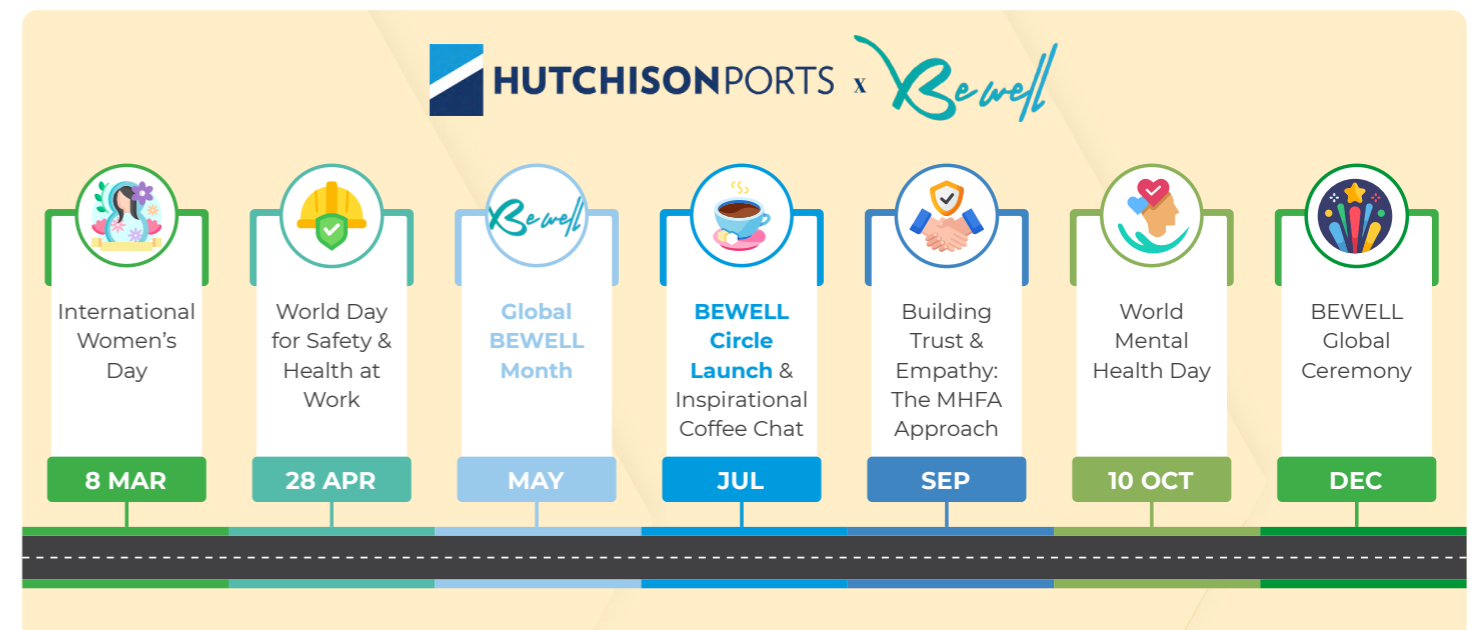
In 2025, the wellness spectrum model expanded to eight fields, including occupational, financial and environmental aspects. The model was integrated with the 3C framework (Care, Contribute, Collaborate) and Inclusivity to foster a comprehensive workplace.

A BEWELL Roadmap was introduced to expand the framework across a broader range of well-being dimensions, further strengthening inclusivity and accessibility across the workforce. This was supported by three key global engagement initiatives: Global BEWELL Month, the BEWELL Circle and companywide celebrations of International Wellness and Inclusion Days.

Delivered through virtual events and targeted campaigns, these initiatives enhanced participation and collaboration across 37 BUs, reinforcing awareness, engagement and early support mechanisms. In addition to structured Group-led programmes, a range of diversified activities were organised to extend their reach, enabling BUs to localise and implement tailored well-being initiatives at the operational level.



### 2025 BEWELL JOURNEY SUMMARY



# 4.1 OUR COLLEAGUES

## GLOBAL BEWELL MONTH

The first Global BEWELL Month, themed “BEWELL, Be Inspired”, ran in May over a twofold approach: the BEWELL Inspirational Hub, a virtual hotspot for employees to share, connect and play, and together with onsite activities held by BUs in alignment with the year’s theme.

The initiative united colleagues worldwide, sharing over 1,000 stories that inspire vitality, courage, enrichment, love and care. Global and BU activities fostered a work environment embracing holistic wellness, engagement and inclusion. Advocates were recognised for their dedication and contributions, with 527 participants awarded.

**Global Bewell Month**

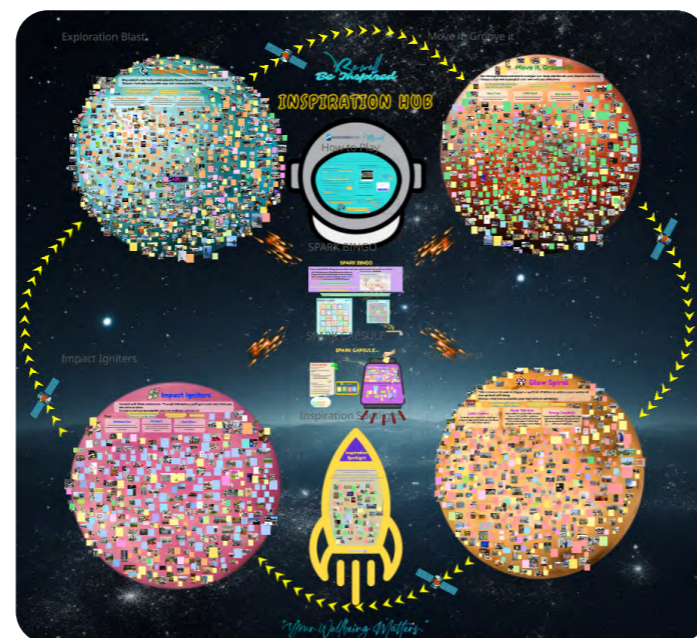
- Over 8,000** Employee Participated
- 37** BUs
- 7** Divisions
- 20** Departments

- 973** Experience Shared
- 527** Awardees
- 291** Like-a-thon Votes
- 120** Bingo Challenge
- 67** BU activities

## BEWELL INSPIRATION HUB

The Inspiration Hub is a dynamic online platform for promoting workplace wellness and engagement. It enables colleagues to share stories and connect with one another, building a thriving and diverse community dedicated to well-being and collaboration. The platform also incorporates interactive and gamified elements to encourage participation, including weekly featured posts and recognition, which help maintain momentum and make engagement more engaging, and rewarding.

More than 1,000 wellness stories from over 37 BUs were shared through the Inspiration Hub, highlighting diverse experiences and initiatives across the Group while strengthening employee connection and fostering a sense of community around well-being.



Global BEWELL Month is structured as a month-long engagement journey, with a weekly theme that guide employees to share well-being stories inspired by personal experiences, nature, passions and daily life. By encouraging colleagues to prioritise their physical well-being through sharing photos and short motivating reflections.

These contributions highlight energy-boosting habits and moments of achievement, while promoting physical well-being and inspiring others through relatable experiences.



Hutchison Ports Thailand



BUs in the UAE



Hutchison Ports MITT (Myanmar)



Hutchison Ports Stockholm (Sweden)



Hutchison Ports FCP and FHC (Bahamas)



Hutchison Ports Busan (South Korea)

# 4.1 OUR COLLEAGUES

## BEWELL CIRCLE

BEWELL Circle is a global wellness network that unites passionate champions to promote joy, health, and care. Members connect across our Port family and drive meaningful, inclusive well-being initiatives that inspire a healthier, happier workplace.



 <p><b>689</b> Members across <b>37</b> BUs</p>	 <p><b>33</b> Interaction Boards</p>	 <p><b>514</b> Insights Exchanged</p>
----------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------

In 2025, two BEWELL Circle events were delivered to foster employee engagement and well-being. In July 2025, the “Inspirational Coffee Chat” brought colleagues together for an engaging session where the speaker shared personal reflections on innovation, collaboration and well-being, alongside practical insights on the use of artificial intelligence. This was followed in September 2025 by “Building Trust & Empathy: The MHFA Approach”, an interactive session that explored mental well-being through open dialogue and perspectives from mental health advocates.



## COMPANY WIDE CELEBRATIONS OF INTERNATIONAL WELLNESS AND INCLUSION DAYS

In 2025, BEWELL further strengthened participation and collaboration through global engagement initiatives aligned with International Wellness and Inclusion Days. These observances created shared opportunities for BUs to reinforce priorities related to health, safety, inclusion and psychological well-being through activities tailored to local contexts. Highlights featured in the following sections include three international wellness days:

*Bewell Be Inspired*

### Celebrating International Wellness and Inclusion Days

 International <b>WOMEN'S DAY</b>	 World Day for <b>SAFETY AND HEALTH AT WORK</b>	 World <b>MENTAL HEALTH</b> Day
------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------

Collectively, BEWELL continues to serve as a central platform for advancing workforce well-being, strengthening engagement, mitigating health and safety risks, and supporting long-term operational resilience and sustainable value creation.

# 4.1 OUR COLLEAGUES

## PUTTING THE 3 CORES INTO ACTION ACROSS BUS

Guided by the three core principles - **CARE, CONTRIBUTE and COLLABORATE**, BUs deliver structured programmes and initiatives that support employee well-being, advance diversity and inclusion, and strengthen organisational cohesion, complemented by Group-level initiatives that collectively contribute to a resilient and sustainable workforce.



### CARE

#### SUPPORTING PHYSICAL AND MENTAL WELL-BEING

Hutchison Ports promotes employee health awareness and facilitates access to health checks and preventative care. Across BUs, healthcare provision includes routine medical examinations and accessible workplace-based vaccination programmes. Health seminars covering a range of topics are delivered to support employees' physical, emotional and overall well-being.

Health-related activities and training sessions are provided to reinforce a safe, healthy and supportive working environment. Physical well-being programmes, such as health screenings, fitness activities and ergonomics initiatives, help reduce risks linked to strain and fatigue.



Automated External Defibrillators training at Hutchison Ports Thailand



Health talk seminars at BUs in Indonesia



Annual health check at Hutchison Ports MITT (Myanmar)



Occupational disease screening at Hutchison Ports SITV (Vietnam)



#### SAFETY AND OCCUPATIONAL HEALTH

Hutchison Ports celebrated World Day for Safety and Health at Work on 28 April by reinforcing the importance of preventing workplace accidents and occupational illnesses, with a focus on strengthening systems that safeguard workers across complex operations. The occasion highlighted the Group's commitment to maintaining safe and healthy working environments, where risks are proactively identified, assessed and mitigated through robust safety management practices.

By embedding a strong safety culture, supported by training, operational controls and incident prevention measures, the Group works to minimise harm, protect its workforce and maintain reliable operations. This approach enhances operational resilience and contributes to sustainable business performance.



BUs in the UAE offered a discount voucher for a mammography screening



Health check at Hutchison Ports ECT Rotterdam (The Netherlands)



Hutchison Ports Pakistan



BUs in Egypt



Hutchison Ports Gdynia (Poland)

# 4.1 OUR COLLEAGUES



## SUPPORTING PHYSICAL AND MENTAL WELL-BEING

### MENTAL HEALTH

Hutchison Ports recognises the close link between mental health and inclusion, as different groups may experience workplace stressors and barriers in different ways. Addressing these factors is essential to ensuring that all employees feel respected, valued and able to contribute fully.

To support this, the Group promotes open dialogue, strengthens access to support and builds awareness through targeted campaigns and structured learning. By integrating mental health and inclusion, Hutchison Ports fosters a supportive culture where employees across diverse backgrounds can thrive, contributing to a more collaborative and effective workforce.



### CASE STUDY

#### MENTAL HEALTH FIRST AIDERS PROGRAMME – HUTCHISON PORTS CORPORATE CENTRE

To strengthen mental health support within the workplace, 30 leaders at the Hutchison Ports Corporate Centre in Hong Kong completed Mental Health First Aider (MHFAiders) training in May 2025, certified by The Mental Health Association of Hong Kong.

Through the programme, participants were equipped to recognise early signs of mental health issues, provide initial support and guide individuals to appropriate professional and community resources. By building internal capability, the initiative supports a more responsive and supportive work environment, enabling timely intervention and promoting greater awareness of mental health across teams.



Hutchison Ports also celebrates World Mental Health Day by reinforcing these priorities across BUs, using the occasion to drive engagement, deepen understanding, reduce stigma and encourage early support. It provides a platform for BUs to build on ongoing efforts and strengthen shared ownership, with selected initiatives presented below.



Sound Healing and Meditation sessions in Hutchison Ports YANTIAN (China) and Huizhou Port Industrial Corporation Limited (China)



Hutchison Ports Alexandria and Hutchison Ports Abu Qir (Egypt) launched the "Stronger Minds, for Safer Workplaces" initiative to enhance focus, resilience and well-being



Hutchison Ports SITV (Vietnam) organised a session on emotional management and stress control



# 4.1 OUR COLLEAGUES



## CONTRIBUTE

### FOSTERING INCLUSION, DIVERSITY AND BELONGING

Hutchison Ports promotes awareness and understanding of Diversity and Inclusion (D&I) across the workforce through campaigns, workshops and training programmes, supporting the development of an inclusive environment that values individuals from diverse backgrounds and perspectives.

In 2025, the Group advanced its D&I approach from activity-based initiatives to more capability-driven and culturally embedded practices, with a stronger focus on fair access to opportunities, representation and voice, inclusive leadership behaviours, and the integration of D&I with well-being and community engagement. Leadership and awareness training was also delivered across multiple regions to strengthen organisational capability and reinforce consistent D&I practices.

#### WOMEN EMPOWERMENT AND GENDER EQUALITY

Hutchison Ports is committed to cultivate a welcoming and supportive environment that value both women and men contributions across all levels in the maritime industry, promoting mutual respect and equal opportunities for everyone to thrive and succeed. Women empowerment efforts such as International Women's Day, Pinktober or breast awareness month in October are widely celebrated across BUs. At the same time, women related challenges on menopause and violence were also covered to encourage dialogue and understanding across gender.

Through these efforts, the Group fosters a culture of respect and belonging, supporting employee morale and contributing to a more sustainable and inclusive working environment.



Hutchison Ports Busan (South Korea) launched the "Happy BUSAN Together" campaign to deliver hygiene items to female adolescents through staff donations



Hutchison Ports Alexandria (Egypt) and Hutchison Ports Abu Qir (Egypt) recognised female employees for their contributions



BUs in Pakistan organised "Pinktober" Lunch to bring awareness of breast cancer



Hutchison Ports SITV (Vietnam) hosted the "Women and the Art of Work-Life Balance" event to promote mental well-being and inclusion



Hutchison Ports FCP and FHC (Bahamas) celebrated International Men's Day to recognise the contributions and well-being of men, featuring a Men's Blueprint Seminar



# 4.1 OUR COLLEAGUES



## CONTRIBUTE

### FOSTERING INCLUSION, DIVERSITY AND BELONGING

#### CELEBRATING CULTURE, RELIGION AND ETHNICITY

Hutchison Ports recognises and values the cultural, ethnic and religious diversity of its workforce. The Group celebrates key cultural and religious events across its operations, fostering a sense of belonging and inclusion. These initiatives strengthen connections among employees, supporting a collaborative workforce and reinforcing an inclusive culture that drives engagement and organisational effectiveness across BUs.



Hutchison Ports SITV (Vietnam) celebrated Pre-Tết (Lunar New Year)



Hutchison Ports United Kingdom celebrated Pride Month to improve awareness and inclusion for the community



Hutchison Ports Thailand celebrated Loy Krathong Festival



Buddhists' Waso Robe Offering and Monastery Donations at Hutchison Ports MITT (Myanmar)

#### INCLUSIVE HIRING, DEVELOPMENT AND PARTNERSHIP

Hutchison Ports advances inclusive hiring and workforce diversity through partnerships, awareness and development initiatives, and structured engagement programmes. Across BUs, recruitment and talent development efforts support individuals from diverse backgrounds, including persons with disabilities and ethnic minority groups, helping to build a more inclusive talent pipeline.

Complementing these efforts, workshops, experiential learning and employee led initiatives foster understanding, encourage dialogue and strengthen a culture of respect and inclusion.

To further remove barriers to participation, Hutchison Ports leverages technological and remote working developments to expand access to roles traditionally underrepresented by women in the maritime sector. Recruitment and training teams collaborate with business leaders to redesign roles and offer relevant training to evolving operational needs, while partnerships with communities and educational institutions help raise awareness of diverse career opportunities across its operations.



Hutchison Ports HIT (Hong Kong, China) partnered with KELY Support Group to offer a one-month placement for an ethnic minority intern



Digitalised remote operations supporting female workforce participation in Hutchison Ports Thailand



Hutchison Ports HIT (Hong Kong, China) – Human Library with Retina, raising awareness of visual impairment through interactive experiences



Hutchison Ports Pakistan nominated female employees to participate in GDEIB Conference

# 4.1 OUR COLLEAGUES



## CONTRIBUTE

### FOSTERING INCLUSION, DIVERSITY AND BELONGING



#### CASE STUDY

##### ADVANCING INCLUSIVE EMPLOYMENT THROUGH PARTNERSHIP

In 2025, Hutchison Ports partnered with CareER to strengthen inclusive hiring and workforce integration. Through participation in the CareER Inclusive Recruitment Fair, the Group engaged students and graduates with disabilities and special educational needs, supporting a more diverse talent pipeline. This included onboarding seven interns, alongside additional hires from disability and ethnic minority backgrounds.

The partnership also focused on awareness and capacity building. An inclusive sharing session with CareER speakers provided practical insights into inclusive hiring and workplace integration, strengthening understanding across teams.

Hutchison Ports further supported community initiatives such as the CareER RunnERthon Online 2025 and the Corporate Inclusive Sports Challenge, where Hutchison Ports HIT (Hong Kong, China) ranked among the top participants. The Group also served as a Gold Sponsor, demonstrating its commitment to inclusion beyond the workplace.

Its efforts were recognised at the CareER Disability Inclusion Index Forum, where representatives from Hutchison Ports HIT (Hong Kong, China) and Hutchison Ports received the Inclusive Employer Badge.

Through this partnership, Hutchison Ports continues to strengthen inclusive hiring practices and foster a more diverse and equitable workplace.



# 4.1 OUR COLLEAGUES



## COLLABORATE

### STRENGTHENING ENGAGEMENT AND TEAM CULTURE

A business's success is underpinned by the strength and engagement of its workforce. To promote a positive and inclusive working environment, a range of engagement activities were delivered throughout the year. These included staff gatherings to celebrate organisational achievements and recognise individual and team contributions, such as long service awards, prize draws and performance recognition events, many of which were attended by senior management.

In addition, employee and family days, team-building initiatives and sports activities supported collaboration, boosted morale and strengthened a sense of belonging across the organisation, helping to sustain a motivated workforce and consistent performance.

### FOSTERING AN ACTIVE WORKFORCE

Hutchison Ports provides onsite sports and recreational facilities to ensure convenient access for employees working across different shifts, supporting physical well-being and social interaction. Employee-led sports and recreation clubs further strengthen teamwork and engagement by enabling members to organise and lead activities, including cross-team competitions and intercompany tournaments.

These initiatives enhance employee well-being and foster a collaborative workplace culture, contributing to sustained engagement and overall organisational performance.



Family Gala at Hutchison Ports Paskistan



2025 Team building activity at Hutchison Ports SITV (Vietnam) under the theme "Break Limits, Reach Beyond"



Harbour run at Hutchison Ports ECT Rotterdam (The Netherlands)



Sitting volleyball at BUPA x Paralympics GB Team at Hutchison Ports United Kingdom



Summer Camp for Employees' Children from Hutchison Ports YANTIAN (China) and Huizhou Port Industrial Corporation Limited (China)



Celebration of Children Day at Hutchison Ports EIT (Mexico)



Sohar Football Championship at Hutchison Ports Sohar (Oman)



Hutchison Ports LCT and LCMT (Mexico)-Internal soccer tournament



Family Days at Hutchison Ports Port of Felixstowe (United Kingdom) marked the Port's 150<sup>th</sup> anniversary



Family Day at Hutchison Ports Thailand



Table tennis competition at Hutchison Ports YANTIAN (China)



One month fitness challenge across BUs in the UAE



# 4.1 OUR COLLEAGUES

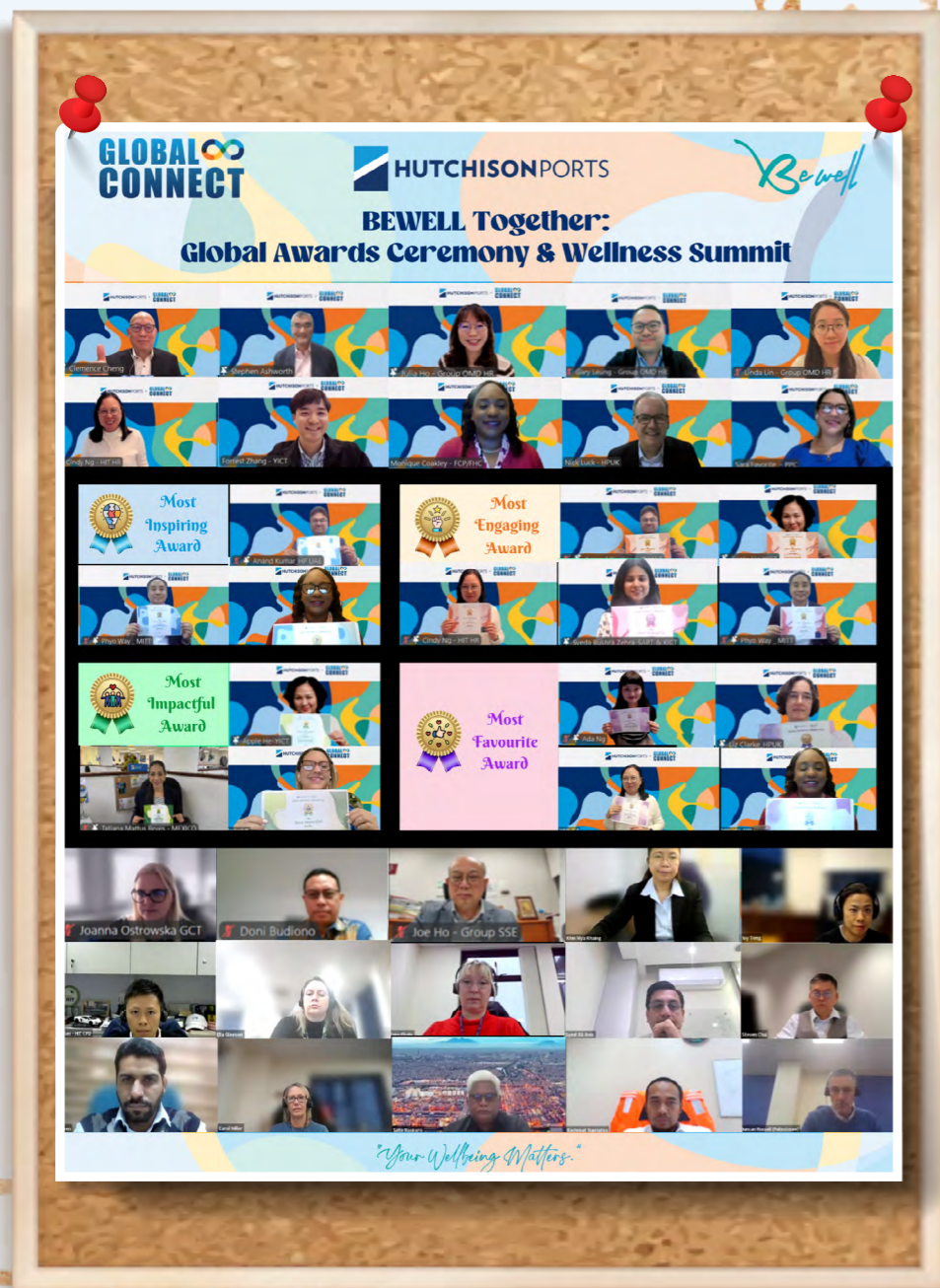


## COLLABORATE

### STRENGTHENING ENGAGEMENT AND TEAM CULTURE

#### BEWELL CEREMONY AND WELLNESS SUMMIT

The BEWELL ceremony and wellness summit brought colleagues together across BUs in a virtual celebration. The event featured lively interactions on the BEWELL Circle platform and award-winning BUs sharing best practices, reinforcing holistic well-being as a strategic priority. Participants gained valuable insights into addressing mental health stigma and support for recovery journeys, deepening their understanding of our corporate sustainability vision while fostering a culture of inclusion.



#### MOST INSPIRING



- TRIUMPH** : Hutchison Ports FCP & FHC (Bahamas)
- STAR** : Hutchison Ports MITT (Myanmar)  
BUs in UAE

#### MOST FAVOURITE



- TRIUMPH** : Hutchison Ports United Kingdom
- STAR** : COSCO-HIT Terminals (Hong Kong, China)  
Hutchison Ports FCP & FHC (Bahamas)  
Hutchison Ports HIT (Hong Kong, China)

#### MOST IMPACTFUL



- TRIUMPH** : Hutchison Ports PPC (Panama)
- STAR** : BUs in Mexico  
Hutchison Ports YANTIAN (China)

#### MOST ENGAGING



- TRIUMPH** : Hutchison Ports HIT (Hong Kong, China)  
Hutchison Ports YANTIAN (China)
- STAR** : Hutchison Ports MITT (Myanmar)  
Hutchison Ports SAPT & KICT (Pakistan)  
BUs in UAE

#### CONTRIBUTION TO WORKFORCE OUTCOMES

BEWELL brings together Hutchison Ports' commitment to employee well-being, inclusion and engagement. By fostering an environment where people feel supported, valued and empowered to contribute, it strengthens workforce stability and organisational performance. In 2025, BEWELL continued to underpin the Group's people-focused approach, supporting resilient operations and long-term sustainable value creation, with BUs proactively delivering initiatives to reinforce these priorities.

# 4.2 OUR COMMUNITY

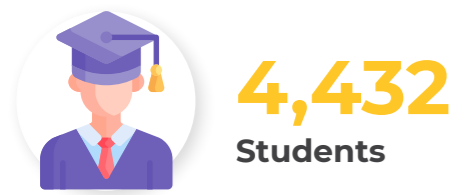
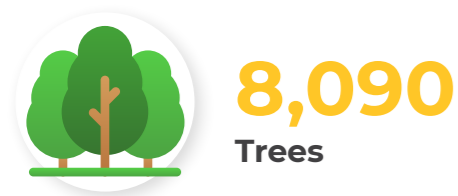
## 4.2.1 GO GREEN & DOCK SCHOOL

### INTRODUCTION

As a global port network, Hutchison Ports recognises its responsibility to the local communities it serves, given their vital role in supporting our business through their expertise, workforce, and supply chain partnerships. We are committed to fostering long-term, mutually beneficial relationships through two flagship initiatives: “Go Green”, which promotes environmental awareness and sustainable practices, and “Dock School”, which focuses on nurturing the next generation through education and leadership development. Together, these programmes reflect our ongoing commitment to supporting resilient and thriving communities.

### PROGRESS

Building on the long-established Go Green & Dock School programmes, Hutchison Ports further broadened its community engagement in 2025 with the launch of a new initiative, “Go Beyond Go Green”, leading to a 21 per cent increase in the number of activities conducted during the year. More than 8,000 trees were planted, and over 4,400 students were engaged through these activities, providing valuable learning experiences and insights.



### GO BEYOND GO GREEN

Guided by the Group Sustainability Committee, we introduced “Go Beyond Go Green”, a long-term initiative to foster environmental awareness and practices within the communities we serve. The initiative comprises two key elements:

**Promoting individual action:** Encouraging individuals to adopt at least one Go Green action or dedicate one hour to sustainability efforts, such as tree planting, maintaining a paperless office, participating in Earth Hour, or reducing plastic use, so that small and practical steps can be integrated into daily life.

**Expanding engagement:** Broadening participation by introducing more diverse and creative environmental activities beyond our flagship tree planting and beach clean-up programmes, enabling wider involvement across different groups and interests.

Through these efforts, we aim to engage a wider audience, cultivate a shared sense of responsibility, and inspire more diverse and impactful Go Green actions.

**One Action or One Hour**  
What to do? Here are some examples.

- Be a 1-day vegetarian
- Support WWF Earth Hour
- Turn off the light during lunch for 1 hour
- Go Hiking or Eco-Tour Embrace our Nature
- 1 Plant at Home/Office
- Paperless office for 1 week
- Join 1 public green activity
- No car for 1 day every week

### More SDGs we have achieved



[Click here to view our promotional video.](#)

# 4.2 OUR COMMUNITY

## CORPORATE CENTRE GO BEYOND GO GREEN WITH CIRCULAR ECONOMY

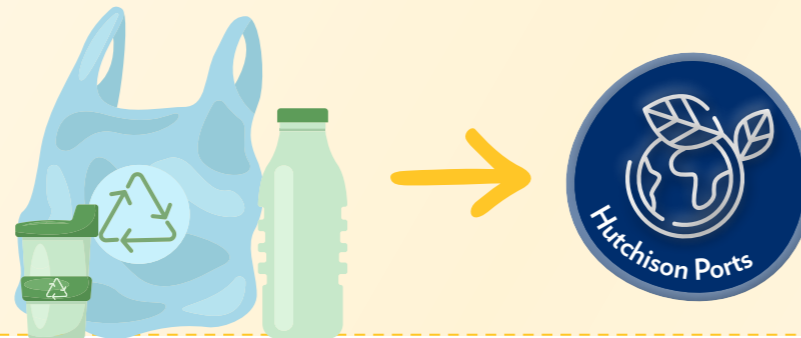


In 2025, Hutchison Ports further advanced its sustainability efforts through the global "Go Beyond Go Green" campaign, promoting environmental protection and education with a focus on circular economy principles. The circular economy emphasises the sharing, reuse, refurbishment and recycling of materials and products to reduce waste and maximise resource efficiency.

Aligned with the United Nations Sustainable Development Goals, including SDG 13 (Climate Action), SDG 14 (Life Below Water), SDG 15 (Life on Land) and SDG 17 (Partnerships for the Goals), our Corporate Centre in Hong Kong collected plastic waste from terminals and repurposed it into recycled products. These included specially designed "Go Green" pins distributed to participants of our activities to foster a culture of environmental care. In addition, recycled plastic coral cookie tags were created in collaboration with the Hoi Ha Wan Marine Life Centre to support biodiversity-related research in coastal areas.



**UN SDGs we have achieved**

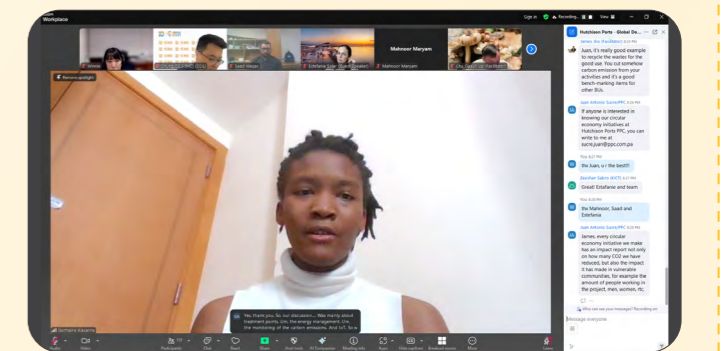
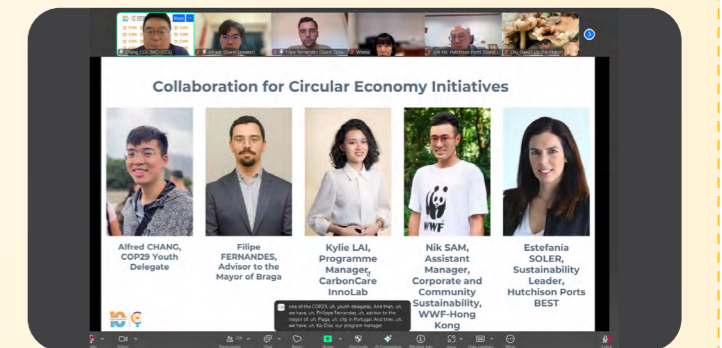


Hutchison Ports brought its global community together through the inaugural Dock School Environmental Webinar on 27 June, marking a new milestone in youth engagement. The event attracted strong international participation, with 269 registrations from 19 countries, including 190 university students representing 18 ports across regions such as China, Thailand, Pakistan, the United Arab Emirates, Spain, Mexico, South Korea and Hong Kong.

Focusing on the theme of circular economy in ports and sustainable supply chain management, the webinar featured a dynamic multi-stakeholder panel comprising speakers from Hutchison Ports, World Wide Fund for Nature Hong Kong, CarbonCare InnoLab, a professional urban design advisor from the Europe, and COP29 delegates. The discussion provided valuable perspectives on key sustainability challenges and emerging solutions. This was complemented by an interactive Q&A session and group discussions, where participants actively exchanged ideas and explored real-world applications.

More than a learning event, the webinar served as a platform for connection, dialogue and inspiration. Participants were encouraged to examine climate-related issues, share local challenges and collaborate on practical approaches to sustainability. By engaging directly with industry professionals and sustainability practitioners, students strengthened their networks, broadened their understanding and deepened their commitment to climate action. It also reinforces our belief that empowering youth is essential to advancing sustainability and shaping the future leadership of our industry.

**UN SDGs we have achieved**



# 4.2 OUR COMMUNITY

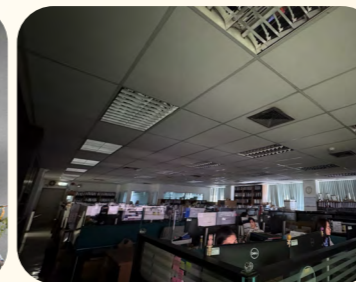
## GO BEYOND GO GREEN AT BU LEVELS

BUs organised activities with different social elements to encourage staff members and our community stakeholders to be part of our Go Green actions.



### Support WWF Global initiative - Earth Hour (on 22 March 2025 at 20:30)

Hutchison Ports joined Earth Hour 2025, with more than 17 ports across 10 countries taking part in this global initiative, reaffirming our commitment to sustainability and environmental stewardship. By switching off non-essential lighting and promoting energy conservation, we joined millions worldwide in raising awareness of climate change. These collective actions highlight our ongoing efforts to support global sustainability initiatives and contribute to a more sustainable future.



**HUTCHISON PORTS UNITED KINGDOM INTERNAL NOTICE**

**Earth Hour 2025**  
Join us and support the biggest hour for the earth, 'Earth Hour', a global initiative that has been taking place since 2007. Earth Hour takes place on Saturday 22 March at 20:30.

For just ONE HOUR switch off all mains electric and mark this hour for the earth. Take a photo of what you are doing, send it in and the most creative idea for 'Earth Hour' will win a Perkbax prize!

**Need some ideas? Why not mark Earth Hour by:**

- Eating dinner by candlelight
- Spending the hour 'camping' indoors, reading to the kids by torchlight
- Playing games on your phone or challenging the family to a boardgame by candlelight

We are sure there are plenty of other ideas you can come up with! Photo entries should be submitted to Ragnee Hope via email [hoper@hpuuk.co.uk](mailto:hoper@hpuuk.co.uk) by Friday 4 April. Please include your name, clock number and a phone number.

**more than 17 ports across 10 countries taking part in this global initiative**



### Hutchison Ports Pakistan

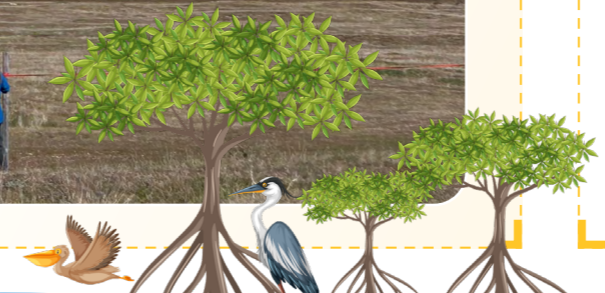
Hutchison Ports Pakistan advanced the Go Green initiative by organising an employee engagement activity that included an exercise session, a guided walk and the distribution of indoor plants. The activity aimed to promote a healthier and more sustainable workplace by encouraging employees to adopt environmentally responsible habits. It reflects the integration of environmental awareness and employee well-being, moving beyond awareness-raising to fostering a positive and healthy working environment.



### Hutchison Ports Port of Felixstowe (United Kingdom)

Staff from the Port of Felixstowe volunteered at a nearby nature reserve, assisting with the installation of 300 wooden posts, cordons and signs to protect breeding areas from disturbance by visitors and dogs. The initiative aimed to enhance the breeding success of Ringed Plovers and safeguard resting seals.

Volunteers later returned to support the removal of the posts and cordons and to carry out litter-picking activities at Landguard Nature Reserve. This continued involvement demonstrates the port's commitment to environmental conservation and the protection of local wildlife through hands-on conservation efforts.



### Hutchison Ports Thailand

Hutchison Ports Thailand supported the training and seminar programme of the "Next Gen Go Beyond Go Green" youth camp, focused on the conservation of marine and coastal resources, particularly mangrove forests. Held at the Nature Education Center for Mangrove Conservation and Ecotourism in Samet Subdistrict, Mueang District, Chonburi Province, the event brought together 153 young participants.

The programme aimed to foster awareness and appreciation of mangrove forest resources, establish a school-based conservation network, and encourage the productive use of participants' free time, while also promoting creativity and teamwork and enabling participants to share their ideas on mangrove conservation.



# 4.2 OUR COMMUNITY

## Hutchison Ports HIT (Hong Kong, China)

Members of the Environmental Awareness Committees of Hutchison Ports HIT (Hong Kong, China), Hongkong United Dockyards Limited and Hongkong Salvage & Towage Services visited Mai Po Nature Reserve in Hong Kong, a key site along the East Asian–Australasian Flyway. Participants explored wetland habitats including intertidal shrimp ponds, fishponds and mangroves, gaining insights into the area’s rich biodiversity and its importance for migratory bird species.

Hutchison Ports HIT Environmental Awareness Committee also organised a family visit to the WWF Mai Po Centre on 18 October, where participants learned more about local wetlands and wildlife.

These activities helped enhance environmental awareness, encourage community engagement and foster a shared commitment to protecting Hong Kong’s natural ecosystems.



## Hutchison Ports YANTIAN (China)

As part of the “Go Beyond Go Green” campaign, Hutchison Ports YANTIAN (China) held an Energy Saving Week in June, featuring an online workshop and a staff competition that saw strong participation. The initiative aimed to raise awareness and encourage contributions towards a greener port.



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

Hutchison Ports FCP and Hutchison Ports FHC in the Bahamas hosted their annual sustainability essay competition, inviting high school students to explore innovative environmental solutions. Aligned with the Group’s “Go Beyond Go Green” initiative, the competition promotes youth engagement, education, and responsible citizenship.

By encouraging creative thinking, the initiative provides a platform for young people to share fresh perspectives that may help inform future smart and sustainable port development. It also reflects our ongoing commitment to sustainability and our support for the communities in which we operate.



## Hutchison Ports Jazan (Saudi Arabia)

Hutchison Ports Jazan (Saudi Arabia) marked the Clean Air for Blue Skies event with an awareness session highlighting the importance of reducing air pollution. Employees took part in sustainability-focused discussions, while indoor plants were distributed to promote a greener workplace and encourage environmentally responsible practices across the organisation.



# 4.2 OUR COMMUNITY

## GO GREEN

As part of the Go Green campaign, tree planting and beach clean-ups remained key areas of focus across our BUs. Throughout the year, the campaign maintained strong momentum and delivered meaningful results, driving consistent environmental action.

## DOCK SCHOOL

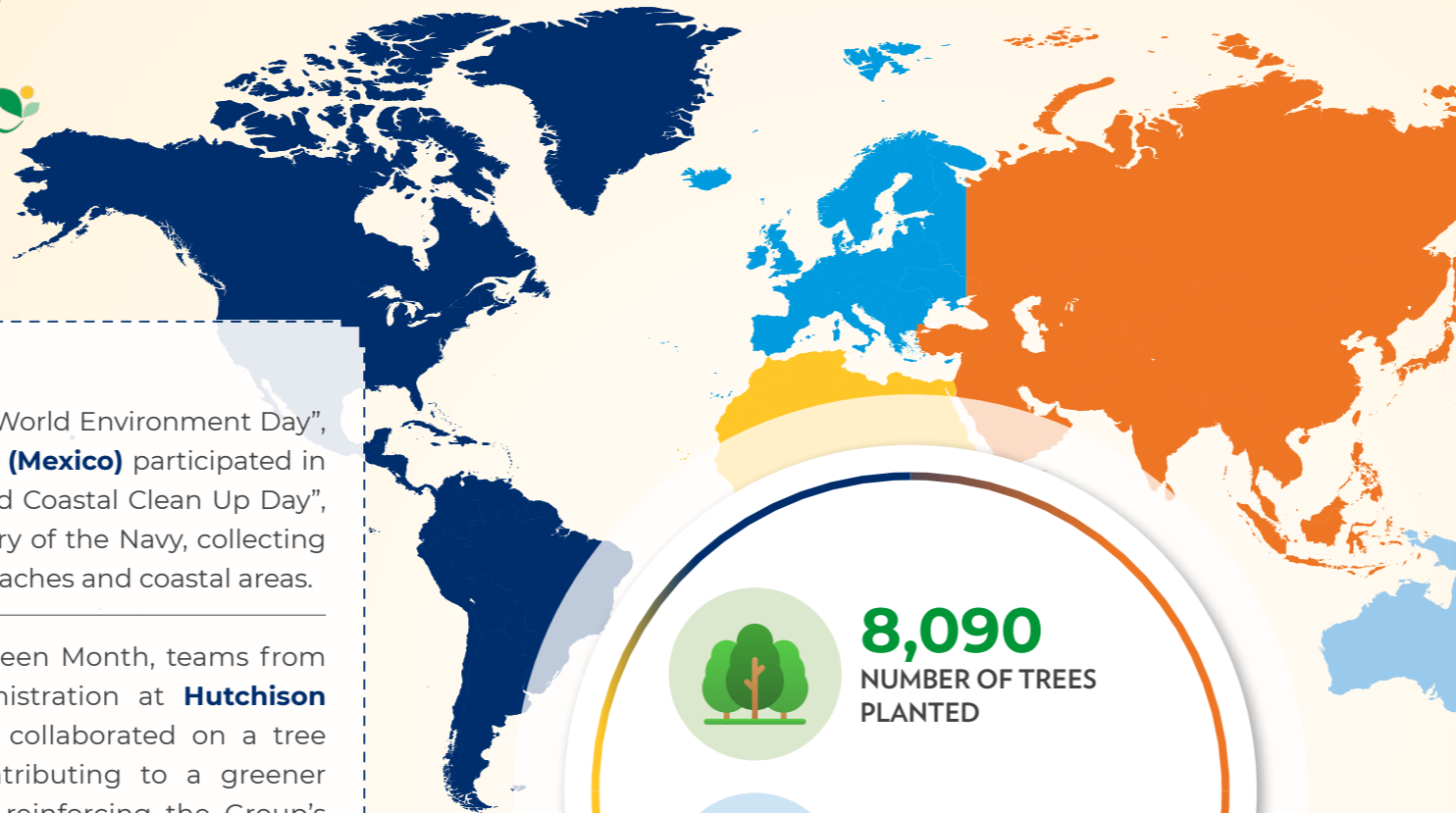
Beyond financial support, local BUs initiated a range of educational programmes to support students' learning beyond the classroom, including terminal tours, training sessions, placements and internships, scholarships, and environmental protection-focused activities.



## 4.2 OUR COMMUNITY

# 2025

DOCK School GO Green



### THE AMERICAS



In commemoration of “World Environment Day”, **Hutchison Ports ICAVE (Mexico)** participated in its first joint “Beach and Coastal Clean Up Day”, organised by the Ministry of the Navy, collecting 650 kg of waste from beaches and coastal areas.



In recognition of Go Green Month, teams from Operations and Administration at **Hutchison Ports FCP (Bahamas)** collaborated on a tree planting initiative, contributing to a greener port environment and reinforcing the Group’s commitment to environmental stewardship.

### MIDDLE EAST & AFRICA



**Hutchison Ports KICT (Pakistan)** organised a community support and tree planting event at SOS Children’s Village, bringing together the Country Director of COSCO Shipping and their team in a collaborative effort to plant 1,000 trees within the premises.



**Hutchison Ports Sohar (Oman)** organised a beach clean-up at the start of the year, with 53 staff volunteers clearing general and recyclable waste to help maintain a clean environment for local communities and marine life.



**Hutchison Ports Ajman (United Arab Emirates)**, partnered with the Department of Ports and Customs (DPC), carried out the Go Green initiative at Al Zorah Nature Reserve in the Emirate of Ajman, planting 300 mangrove saplings to support the UAE’s climate resilience and carbon sequestration goals, while engaging 53 employees and 25 children in meaningful environmental stewardship.



**8,090**  
NUMBER OF TREES  
PLANTED



**4,432**  
NUMBER OF STUDENTS  
SUPPORTED

### ASIA



**Hutchison Ports Busan and Hutchison Ports Gwangyang (South Korea)** carried out a tree planting activity at Gwangyang Suburban Park. A total of 155 seedlings of two species were planted in the designated sites. Employees from both BUs have continuously organised events for over 12 years to support climate action and promote sustainable future.



Stephen Ashworth, Managing Director of Hutchison Ports Thailand and South East Asia & Australia, delivered a guest lecture on “Port Sustainability Management” to second-year undergraduates at the Faculty of International Maritime Studies, Kasetsart University Sriracha Campus (IMS KU). The session forms part of **Hutchison Ports Thailand’s** ongoing academic collaboration with IMS KU, reflecting our commitment to corporate social responsibility and the development of future leaders.



The management team and 100 staff members from **Hutchison Ports MITT (Myanmar)** and Hutchison Logistics (Myanmar) joined forces with the Environmental Conservation Department (ECD) of Yangon Southern District for a tree planting activity. A total of 300 trees were planted within the ECD premises, contributing to collective efforts towards sustainability.

### EUROPE



**Hutchison Ports Port of Felixstowe (United Kingdom)’s** staff and their families took part in a beach clean adjacent to the port as part of the Great British Beach Clean, a national event organised by the Marine Conservation Society. Volunteers collected nearly 5.5kg of waste, contributing to the protection of the local coastline.



**Hutchison Ports Abu Qir (Egypt)** welcomed 63 students from The Arab Academy for Science, Technology and Maritime Transport. The visit provided first-hand insights into how advanced technologies deployed by Hutchison Ports enhance terminal efficiency and support Egypt’s logistics sector.

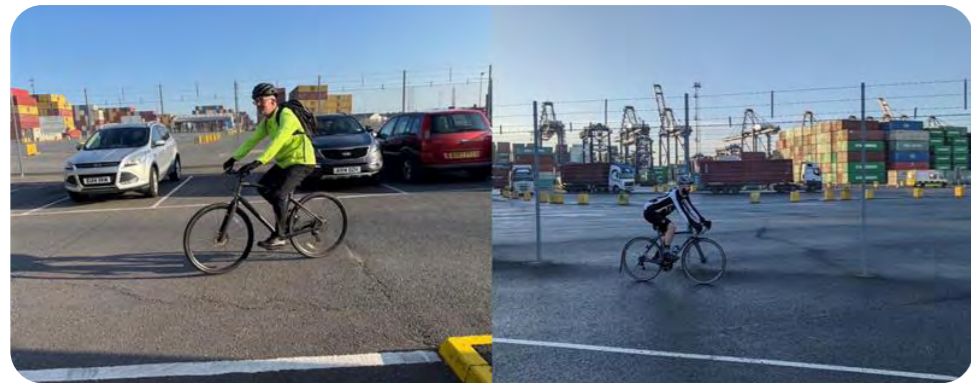
# 4.2 OUR COMMUNITY

## OTHER GREEN INITIATIVES



### Hutchison Ports Abu Qir and Hutchison Ports Alexandria (Egypt)

Hutchison Ports Abu Qir and Hutchison Ports Alexandria (Egypt) jointly celebrated World Earth Day 2025 with a series of activities, including an employee children’s drawing and handicraft competition, an environmental workshop, a waste segregation activity, and a tree planting event, promoting environmental awareness and collective efforts towards building a greener port in Egypt.



### Hutchison Ports United Kingdom

In support of “Cycle to Work Day”, we recognised employees at the Port of Felixstowe and Harwich Port who are embracing greener commuting practices through our Cycle to Work scheme. By reducing their carbon footprint while enhancing well-being, these everyday choices demonstrate how small changes can create a meaningful impact.



### Hutchison Ports BEST (Spain)

In celebration of World Environment Day, Hutchison Ports BEST (Spain) held an executive team meeting at the Marine Animal Recovery Center (CRAM), its long standing partner since 2021. On this occasion, CRAM highlighted the recovery of 148 marine animals in 2024 and recognised Hutchison Ports BEST (Spain) as one of the most sustainable terminals globally.

### Hutchison Ports Thailand

Hutchison Ports Thailand, together with the Faculty of International Maritime Studies at Kasetsart University, hosted the awards ceremony for the 50 Million TEU Logo Contest. The event recognised the winning entries, celebrating creativity and collaboration between students and company staff. This initiative supports youth development and strengthens connections between academia and the port industry in Thailand.



### Hutchison Ports Pakistan

Colleagues from across departments in Hutchison Ports Pakistan came together for a creative, clay-based workshop, reflecting shared values and diverse perspectives through hands-on collaboration. Participants sculpted symbolic clay models representing sustainability and environmental awareness within the port.

### Hutchison Ports KICT (Pakistan)

Hutchison Ports KICT (Pakistan) organised a competition for employees’ children to craft Pakistan flags and other Independence Day-themed artwork using recycled materials. The activity aimed to raise sustainability awareness among the younger generation and saw strong participation, with top entries receiving awards.



# 4.2 OUR COMMUNITY

## 4.2.2 COMMUNITY ENGAGEMENT

Hutchison Ports plays an active role in supporting local communities through a wide range of charitable activities and community initiatives. Led by our BUs, these locally driven efforts complement the Group's core programmes and reflect a shared commitment to giving back and creating positive social impact. The examples below showcase the passion and dedication demonstrated across our BUs.

### Hutchison Ports ICAVE (Mexico)

Hutchison Ports ICAVE (Mexico) brought together employees, their families and a renowned local urban artist to create a 24 metre collaborative mural on a school wall in downtown Veracruz. The graffiti-style artwork celebrates 30 years of unity, creativity and the company's strong and enduring bond with the community.



### Hutchison Ports Sohar (Oman)

Hutchison Ports Sohar (Oman) supported local education by donating computers and accessories to two government schools in Liwa, a community near the port. The initiative supported the schools' efforts to upgrade their digital resources, enhancing the learning experience for students and strengthening access to modern education tools.



### Hutchison Ports Gdynia (Poland)

Employees at Hutchison Ports Gdynia (Poland) came together to support children at a local hospice by preparing personalised gifts for 11 young recipients. The collection, which included personal care items, medical supplies, baby clothing and toys, brought comfort and joy to each child. Through this initiative, our team continues to make a positive contribution to the local community while fostering a strong spirit of care, teamwork and social responsibility.



### Hutchison Ports HIT (Hong Kong, China)

Volunteers from Hutchison Ports HIT (Hong Kong, China) and Terminal 8 also hosted a "Mobile Application Sharing" session for elderly participants, demonstrating how to use photo editing apps, translation tools and various everyday applications. The session was well received, equipping participants with practical digital skills and enhancing convenience in their daily lives.

### Hutchison Ports Indonesia

Hutchison Ports Indonesia marked Idul Fitri by distributing Eid gifts to orphans, underprivileged children and low-income families in North Jakarta. Approximately 400 children received gift packages and cash assistance ahead of the festive period. Held at the JICT Mosque, the event was attended by stakeholders and included an Islamic sermon delivered by a preacher, sharing messages of joy and blessings.



### Hutchison Ports Port of Felixstowe (United Kingdom)

Staff from the Port of Felixstowe took to the water for the annual local charity Dragon Boat Race. Competing against 21 other teams, they secured an impressive third place while helping to raise vital funds for Brave Futures, a charity supporting children and young people. The event not only showcased strong team spirit but also contributed meaningfully to the local community.



# 4.2 OUR COMMUNITY

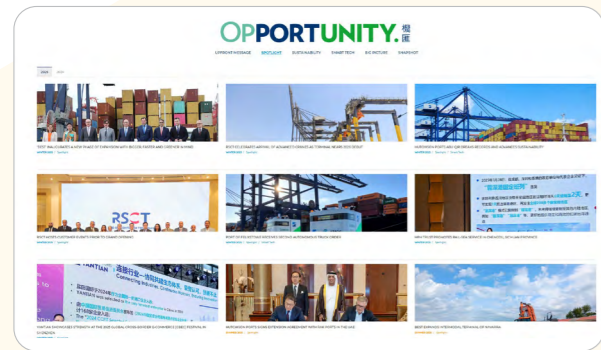
## 4.2.3 COMMUNICATIONS

Hutchison Ports provides a range of communication channels to share timely and relevant updates with both internal and external audiences. These channels are designed to enrich the audience's understanding of the business, promote awareness of sustainability priorities, and strengthen their connection to the Company's values and strategic goals. Through transparent and consistent information sharing, Hutchison Ports fosters engagement, alignment, and accountability across its operations and stakeholder groups.

### EXTERNAL COMMUNICATION

#### OPPORTUNITY MAGAZINES

Opportunity Magazine is Hutchison Ports' in-house publication that shares stories and insights on sustainable operations across the Group. Through features highlighting sustainability initiatives, responsible business practices, and developments across the port network, the magazine demonstrates how sustainability considerations are integrated into daily operations and decision-making. By showcasing contributions from BUs and employees worldwide, Opportunity promotes transparency, strengthens understanding of the Group's sustainability priorities, and reinforces alignment with Hutchison Ports' values, strategy, and long-term sustainable development goals.



#### INDUSTRY PUBLICATIONS

Hutchison Ports published an article titled "From Diesel to Digital: Hutchison Ports' Sustainability Transformation" in Edition 158 of Port Technology International to communicate its approach to port technology and sustainable operations.

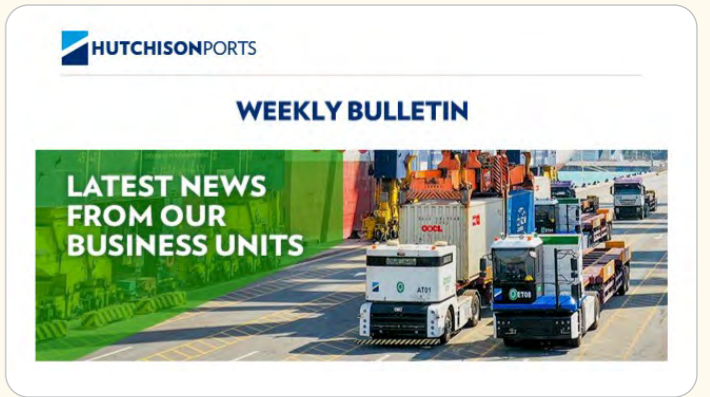
The article outlines how Hutchison Ports is advancing low carbon and future ready terminal operations through electrification, renewable energy adoption, and a structured decarbonisation strategy across its global network. The Group reinforces its commitment to innovation, transparency, and long-term sustainable development.



## INTERNAL COMMUNICATION

#### WEEKLY BULLETIN

The Weekly Bulletin is published every Friday to provide employees with regular updates on key developments, initiatives, and activities across the Port. It serves as a platform for sharing timely information and enabling awareness of the Company's priorities, values, and sustainability objectives. BUs are also encouraged to contribute updates and showcase their sustainability achievements through the bulletin.



#### GLOBAL HUMAN RESOURCES (HR) NEWSLETTER

The Global HR Newsletter is a bi-annual internal communication platform to share updates on employee engagement, well-being, D&I, as well as learning and development initiatives across Hutchison Ports' global network. The newsletter showcases contributions from BUs' HR teams worldwide, highlights key milestones and achievements, and promotes knowledge sharing across regions. Contents of Global HR Newsletter include:

- Our People pillar – engagement, well-being, D&I, learning
- Global participation and cross-BU sharing
- BEWELL ecosystem – Global BEWELL Month and BEWELL Circle network
- Capability building via Global Connect
- Mental well-being emphasis across BUs
- Engagement and Inclusive Culture



#### SUSTAINABILITY NEWSLETTERS

The Sustainability Newsletter is an internal publication issued twice a year to provide updates on key sustainability developments across Hutchison Ports. It highlights progress against the Group's SBTi-aligned net-zero targets and decarbonisation strategy, environmental performance and outlines major sustainability initiatives such as equipment electrification and renewable energy adoption.

The newsletter also features selected group-wide engagement activities and regulatory-related updates to enable internal awareness of sustainability priorities and implementation progress across BUs.





# 05

## OUR BUSINESS

<b>5.1 Governance</b>	<b>120</b>
5.1.1 Integrated Oversight	120
5.1.2 Value Chain Management	125
5.1.3 Cyber Security	128
<b>5.2 Sustainable Business Model</b>	<b>134</b>
5.2.1 Ports in Transition	134
5.2.2 Terminal Operating System	140
5.2.3 Resilient Port Operations	150

# 5.1 GOVERNANCE

## 5.1.1 INTEGRATED OVERSIGHT

### OVERVIEW

Hutchison Ports maintains a robust governance structure to support responsible operations across its business activities and value chain. Our governance structure is underpinned by clearly defined policy commitments, structured processes for identifying and assessing risks, and the implementation of appropriate mitigation measures.

In response to the evolving regulatory landscape, including increasing requirements for sustainability-related disclosures, the Group continues to strengthen governance processes to enhance transparency, accountability and compliance with applicable regulatory frameworks.

### SUSTAINABILITY AT THE CORE OF BUSINESS STRATEGY

Hutchison Ports integrates sustainability considerations into its core business strategy through a structured governance model led by the GSC. Functional teams develop initiatives aligned with the Group's strategic priorities, while BUs implement these through dedicated sustainability committees. Coordination with the Group SSE team ensures consistency across the organisation.

Sustainability considerations are embedded into key decision-making processes, including operational planning, risk management and capital allocation, ensuring alignment with long-term environmental and social objectives.

This integrated approach supports key priorities such as decarbonisation and reinforces Hutchison Ports' commitment to creating long-term value through responsible operations.

### RESPONSIBLE BUSINESS

To uphold responsible business conduct, Hutchison Ports has established various governance bodies with defined roles and responsibilities. The SAFCOM and the SECOM are tasked with overseeing safety and physical security respectively, while the GSC provides overarching direction on sustainability agenda. (see [Chapter 2](#) and [Chapter 4](#)).

At the BU level, local committees support the implementation of initiatives tailored to operational contexts. The Cyber Security Committee, comprising technical specialists and representatives from Group IT, Group Operations and Group Engineering, oversees cyber security risk management and system resilience. The Internal Control and Risk Management (ICRM) Steering Committee governs risk management and internal control processes, while Group Compliance ensures adoption and alignment with policies issued by our parent company, CKHH.

These governance structures support clear allocation of responsibilities, effective oversight mechanisms, and consistent implementation of policies across the Group.

### POLICY MATTERS

The Group operates under a comprehensive set of policies that are regularly reviewed and updated to reflect regulatory developments and operational needs. At the BU level, additional policies are established to ensure compliance with local legal and regulatory requirements.

Policies are accessible in multiple languages and communicated across all BUs. Employees are required to familiarise themselves with applicable policies and confirm compliance where relevant, including adherence to the Code of Conduct.

Policy frameworks are designed to ensure alignment with applicable laws, regulations and internationally recognised standards, while supporting consistent governance practices across jurisdictions.

### POLICY INTEGRATION

All Hutchison Ports' policies are approved by the Group Managing Director and disseminated to various parties, including Division Heads and BU Heads to ensure consistent implementation. Mandatory policy training is incorporated into the employee induction programme, providing essential guidance on key business processes from the outset. Targeted training programmes and role-specific guidance further support the effective application of policies and reinforce internal control systems.

Each policy is assigned to a designated owner at the Group level, responsible for maintaining updates and ensuring compliance. Revised policies are formally communicated to ensure implementation of the latest requirements. Policies are accessible on the intranet and distributed to relevant stakeholders as needed.

<div data-bbox="1528 1123 1914 1165" data-label="Section-Header"> <h4>GOVERNANCE POLICIES </h4> </div> <div data-bbox="1528 1207 2122 1806" data-label="List-Group"> <ul style="list-style-type: none"> <li>➤ Code of Conduct</li> <li>➤ Anti-Fraud and Anti-Bribery Policy</li> <li>➤ Policy on Personal Data Governance</li> <li>➤ Information Security Policy</li> <li>➤ Business Continuity Management Policy</li> <li>➤ Whistleblowing Policy</li> <li>➤ Group Cyber Security Policy</li> <li>➤ Group Cyber Security Acceptable Use Policy</li> <li>➤ Group Cyber Security Incident Reporting Policy</li> <li>➤ Policy on Reasonable and Ethical Procurement, Implementation and Use of Artificial Intelligence</li> <li>➤ Policy on Governance of Electrification</li> <li>➤ Competition Compliance Policy</li> </ul> </div>	<div data-bbox="2240 1123 2656 1165" data-label="Section-Header"> <h4>SUSTAINABILITY POLICIES </h4> </div> <div data-bbox="2240 1207 2775 1585" data-label="List-Group"> <ul style="list-style-type: none"> <li>➤ Sustainability Policy</li> <li>➤ Environmental Policy</li> <li>➤ Biodiversity Policy</li> <li>➤ Safety Policy</li> <li>➤ Human Rights Policy</li> <li>➤ Modern Slavery and Human Trafficking Statement</li> <li>➤ Supplier Code of Conduct</li> <li>➤ Health and Work Environment Policy</li> <li>➤ Dangerous Goods Policy</li> </ul> </div>
-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

# 5.1 GOVERNANCE

## CODE OF CONDUCT

The Code of Conduct establishes expected standards of behaviour and provides comprehensive guidance on areas including conflict of interest, fair dealing, anti-fraud and anti-bribery, personal data protection and privacy, workplace safety, environmental protection and reporting of misconduct. The Code supports a culture of integrity and ethical business conduct, providing a foundation for responsible decision-making across all operations. Non-compliance may result in disciplinary action, including termination of employment.

The Group rigorously monitors pertinent laws and regulations that significantly impact the company and has instituted measures to ensure full compliance. Regular training and refresher course on Competition Law support ongoing awareness and compliance.

## ANTI-FRAUD AND ANTI-BRIBERY

The Anti-Fraud and Anti-Bribery Policy defines prohibited practices and outlines the responsibilities of employees and business partners. Employees are required to adhere to this policy, alongside all applicable legal and regulatory requirements. Controls and procedures are established to prevent, detect and respond to fraud and corruption risks as part of the Group's overall risk management framework.

All new employees are required to complete training, supported by refresher courses conducted at least every two years to reinforce awareness and compliance. Business partners are also required to comply with the Group's Anti-Fraud and Anti-Bribery Policy as specified in contractual agreements.

## WHISTLEBLOWING

The Whistleblowing Policy provides a formal mechanism for employees and external stakeholders, including customers, suppliers, creditors and debtors, to report suspected impropriety, malpractice or misconduct through designated internal channels or in person. It ensures reports are handled confidentially and investigated impartially.

It also includes safeguards to protect individuals who raise concerns in good faith from retaliation, including unfair dismissal or disciplinary action. Reporters are kept informed of the progress of investigations, and the findings are communicated to the appropriate governance bodies, supporting oversight and accountability within the Group's governance framework.



## HUMAN RIGHTS AND MODERN SLAVERY

Hutchison Ports is committed to upholding human rights and preventing modern slavery and human trafficking across its operations and supply chains. This commitment is guided by the Group Human Rights Policy, which is aligned with internationally recognised frameworks, including the Universal Declaration of Human Rights, the International Bill of Human Rights, the International Labour Organisation's 1998 Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights.

In 2025, the Human Rights Policy was updated to reinforce its zero-tolerance principle for discrimination and harassment, with a more explicit commitment to Equality, Diversity and Inclusion and fair treatment.

BUs will organise compliance training in line with their operational needs to help raise awareness of human rights risks, reinforce expected standards, and contribute to the prevention of related issues, while supporting a respectful and inclusive working environment.



### CASE STUDY

#### PROMOTING FAIR AND RESPONSIBLE EMPLOYMENT

Equality Plan has been established at Hutchison Ports BEST (Spain) to promote fair treatment and equal opportunities. In addition, all employees are covered by a Collective Labour Agreement (CLA) that exceeds the minimum requirements under Spanish legislation, providing enhanced employment protections and reinforcing the company's commitment to employee well-being and responsible employment practices. Together, these frameworks demonstrate Hutchison Ports BEST (Spain)'s strong commitment to employee well-being, responsible employment practices and the upholding of high ethical standards.



### CASE STUDY

#### MANAGING MODERN SLAVERY AND HUMAN RIGHTS RISKS

Hutchison Ports United Kingdom maintains a structured approach to managing modern slavery and human rights risks across its operations and supply chain. Transparency is ensured through the publication of its Modern Slavery Statement and other governance disclosures, while key policies are accessible to employees via internal platforms. Internal control and risk reviews are conducted twice yearly to assess the effectiveness of mitigation measures.



**Good news!**  
We've been awarded **Authorised Economic Operator (AEO)** status

Supplier due diligence is also applied, requiring suppliers to comply with the Supplier Code of Conduct and, where applicable, provide modern slavery statements or demonstrate preventive measures within their operations and supply chains. This framework is further supported by recognised accreditations, including Authorised Economic Operator (AEO) status, reinforcing robust supply chain controls.

# 5.1 GOVERNANCE

## DATA PROTECTION

Hutchison Ports operates under a range of data protection regulations across multiple jurisdictions, including the EU General Data Protection Regulation (GDPR). To ensure compliance, the Group has established a Policy on Personal Data Governance, which all employees are required to understand and adhere to. The policy defines the Group's approach to data protection, including requirements on data retention, individual rights, information security and the cross-border transfer of personal data. It also sets out controls to ensure lawful data collection and appropriate safeguards for data processing.

The Information Security Policy complements this framework by outlining the Group's control environment for safeguarding data confidentiality, integrity and availability. It also establishes processes for identifying, managing and responding to information security risks and incidents, supporting the effective implementation of data protection requirements across operations.

## BUSINESS CONTINUITY

The Group has established a BCM Policy to ensure that BUs are prepared to maintain and resume operations under a range of disruptive conditions, including natural disasters and human-induced incidents such as cyber-attacks and power outages. The policy forms part of the Group's risk management framework, supporting operational resilience and minimising the impact of unforeseen events.

Under the policy, each BU is required to establish a BCM Committee responsible for developing and maintaining a Business Continuity Plan (BCP), which sets out response procedures for emergency scenarios. An Incident Response Team (IRT) is also designated to enable timely and effective implementation of the BCP.

Training is provided to relevant employees to ensure clarity of roles and responsibilities during disruptions, supported by regular drills to test the effectiveness of the BCP and the readiness of the IRT. These exercises help identify gaps and support continuous improvement.

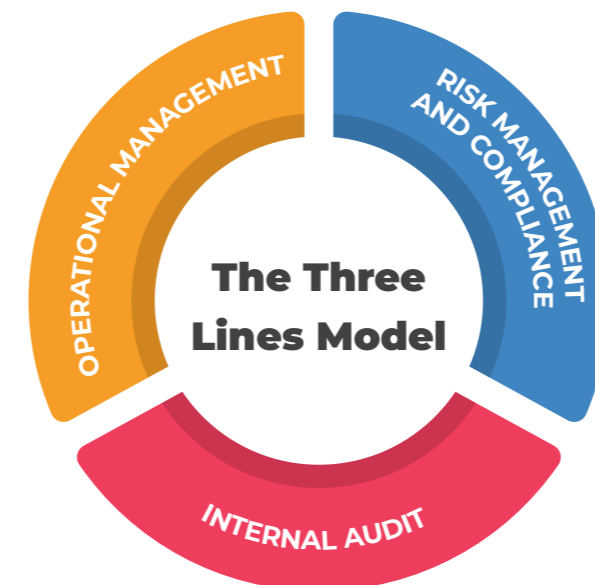
## 5.1.2 VALUE CHAIN MANAGEMENT

### OVERVIEW

The resilience of Hutchison Ports' operations relies on the effective management of risks across its activities and value chain. Hutchison Ports' ESG risk management approach is designed to safeguard enterprise value while minimising potential negative impacts on society and the environment. Sustainability risks and opportunities are systematically considered as part of the Group's overall risk management framework, supported by established risk management practices that promote long-term sustainability.

### INTERNAL CONTROL FRAMEWORK

A structured internal control system is implemented at Hutchison Ports through the adoption of the Three Lines Model. This model defines clear accountability across functions, supported by coordinated risk oversight and information flow. It enables a systematic approach to identifying, evaluating and addressing risks, while reinforcing shared responsibility for effective risk management throughout the company.



**1<sup>st</sup> LINE**

**Operational Management**  
Directly deals with risks in daily activities, identifying, assessing, and mitigating risks in their areas.

---

**2<sup>nd</sup> LINE**

**Risk Management and Compliance**  
Establishes policies, monitors risks, and ensures adherence to regulations and internal controls.

---

**3<sup>rd</sup> LINE**

**Internal Audit**  
Provides assurance and evaluates effectiveness of risk management and control processes.



## 5.1 GOVERNANCE

### RISK IDENTIFICATION

Hutchison Ports' Enterprise Risk Management (ERM) framework establishes a structured approach for the proactive identification and management of both existing and emerging risks across BUs and Group functions. The framework supports the assessment of risks that may impact operational performance and the delivery of the Group's strategic objectives.

At the Group level, risk identification is informed by multiple internal and external inputs, including BU-level insights, central risk assessments and post-incident reviews, as well as peer benchmarking, industry practices, investor expectations and evolving regulatory requirements. This integrated approach supports a comprehensive and forward-looking view of risk across the operations.

### RISK MANAGEMENT

Risk governance is overseen by senior management at the Group level, with biannual reviews conducted to assess BU risk profiles and set strategic priorities. This top-down oversight complements the bottom-up risk identification process at the BU level, enabling both localised and Group-wide risks to be captured.

Identified risks are systematically assessed, prioritised and consolidated into reporting outputs that inform mitigation planning. Clear ownership is assigned to ensure accountability for risk management. Mitigation measures are then developed, incorporating appropriate controls and action plans to reduce risk exposure to acceptable levels.

Climate-related risks are integrated into the overall risk management process, supporting the Group's decarbonisation objectives and ensuring alignment with its broader sustainability strategy.

### INTERNAL AUDIT

Ongoing monitoring and independent assurance are integral to the effectiveness of the Group's risk management framework, supporting the implementation of mitigation measures and the identification of gaps in policies, procedures and controls.

Internal audits are conducted by CKHH Group Management Services in accordance with an agreed audit plan and are complemented by targeted operational audits by Group Operations, ensuring comprehensive oversight of key risk areas.

### SUPPLIER CODE OF CONDUCT

The Supplier Code of Conduct sets out the Group's expectations for suppliers and business partners across the value chain. It requires compliance with applicable laws and regulations, adherence to high ethical standards, protection of employees' rights, and the adoption of responsible operating practices.

Informed by internationally recognised frameworks, including the Universal Declaration of Human Rights and the International Labour Organization Core Conventions, the Code aligns the Group's supply chain approach with global best practices and reinforces our commitment to responsible business conduct.

### SUPPLIER SUSTAINABILITY SELF-ASSESSMENT QUESTIONNAIRE

Hutchison Ports continues to strengthen supplier ESG oversight through its SSSAQ, enhancing visibility of sustainability practices and supporting a risk-based approach to engagement across the supply chain. Participation remained strong, with all in-scope BUs completing the exercise and an overall supplier response rate of approximately 85 per cent, providing a solid basis for assessing supplier performance and capability.

The results indicate that sustainability is increasingly embedded in suppliers' strategic priorities, with over 90 per cent of respondents integrating it into their business plans. More mature practices were observed in social areas, particularly occupational health and safety. However, the assessment also highlights uneven progress in environmental management, with gaps in emissions measurement, data availability and the implementation of structured decarbonisation initiatives. These findings highlight varying levels of readiness across the supplier base and underscore the importance of targeted engagement.

Insights from the SSSAQ inform the prioritisation of supplier engagement, including targeted awareness and capacity-building initiatives. They also support the Group's broader decarbonisation strategy, particularly in addressing scope 3 emissions and strengthening collaboration with supply chain partners to drive emissions reductions.



# 5.1 GOVERNANCE

## 5.1.3 CYBER SECURITY

### OVERVIEW

As Hutchison Ports advances automation, digitalisation, and the adoption of AI-enabled technologies, ensuring secure operations has become an increasing priority, particularly in response to the rising frequency and evolving nature of cyber-attacks targeting the logistics and maritime sectors.

The Group recognises cyber security as a strategic enabler of operational resilience and sustainable business performance. An enterprise-wide, risk-based approach is applied across both Information Technology (IT) and Operational Technology (OT) environments, and is integrated into the broader governance and risk management framework. This approach supports the identification, assessment, and mitigation of cyber security risks that may affect operations, assets, and the value chain.

Given the interconnectivity of port operations and the wider value chain, effective cyber security controls are critical to maintaining business continuity and safeguarding systems and data. The Group's approach is underpinned by recognised standards, defined accountability, and ongoing efforts to strengthen workforce awareness and support the effective implementation of cyber security risk management measures.

### CYBER SECURITY GOVERNANCE AND OVERSIGHT

Cyber security governance at Hutchison Ports is embedded within the Group's broader ICRM framework, which supports the effective implementation of internal controls across all functions and risk areas. Cyber security management reflects the complexity of port operations, where IT and OT systems are increasingly integrated.

Hutchison Ports aligns its cyber security practices with internationally recognised standards through the implementation of the ISO 27001 Information Security Management System, supported by regular internal control reviews, risk management processes, and independent external audits. This structured approach is progressively being extended to OT environments through the adoption of the IEC 62443 framework, strengthening the Group's overall security posture across both IT and OT domains.

At the Group level, the Cyber Security Committee (CYBERCOM) convenes semi-annually and comprises senior management and representatives from key functions. It defines cyber security priorities and strategic direction, and oversees cyber resilience across BUs, with particular focus on OT environments. CYBERCOM also provides strategic oversight of Group standards and guidelines, promotes awareness and the dissemination of best practices to strengthen security capabilities and mitigate cyber threats.

The Information Security Custodians (ISCs) meet quarterly to review security protocols and management measures, and to recommend enhancements to security practices. These meetings incorporate updates on industry developments, regulatory changes, threat intelligence, and evolving security governance practices, supporting ongoing alignment across internal stakeholders. ISCs also translate ICRM requirements into actionable controls across BUs. In parallel, participation in the CKHH Cyber Security Working Group facilitates cross-divisional knowledge sharing and promotes consistency in cyber security practices across the wider Group.

Supporting these governance mechanisms, the Information Security team is responsible for managing cyber security risks across Hutchison Ports. It contributes to the standardisation of cyber security strategies, supports the implementation of group-wide standards, and monitors cyber resilience across BUs. The team also reviews security-related resource requirements and supports compliance with regulatory requirements and internal policies, ensuring that cyber security risks are addressed and managed systematically across cloud and on-premises platforms.

Hutchison Ports' cyber security governance is further underpinned by a comprehensive policy framework, including the Information Security Policy, Operational Technology Policy, and AI Governance and Code of Conduct. These policies establish consistent requirements for employees, business partners, and suppliers, supporting the protection of IT and OT systems, as well as customer and business data.

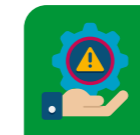
The framework is strengthened by supporting processes and tools, including the enterprise risk register and the cyber incident recovery (CIR) programme, which enables the ongoing identification, prioritisation, and mitigation of cyber security risks. In addition, a Security by Design approach is applied across Hutchison Ports, embedding security requirements throughout the system lifecycle—from initial design and development to deployment and ongoing operations. Group IT security standards define key control requirements, while implementation is carried out at the BU level, ensuring that cyber security risks are managed proactively and consistently across both cloud and on-premises environments.

### CYBER SECURITY IMPLEMENTATION AND DIGITAL INITIATIVES

To translate these governance principles into practice, Hutchison Ports continues to implement targeted initiatives aligned with its digitalisation strategy, focusing on strengthening resilience, improving detection capabilities, and optimising performance across digital platforms.

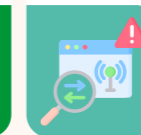
#### Vulnerability Management and Red Team

Regular vulnerability scanning is conducted across server and network systems to identify and prioritise security weaknesses. These activities are complemented by penetration testing and Red Team exercises that simulate real-world attack scenarios to validate control effectiveness and strengthen detection and response capabilities.



#### Advanced Threat Detection and Response

Enhanced threat detection capabilities have been implemented to enable faster identification and mitigation of potential threats, including the integration of advanced analytics and machine learning techniques to monitor patterns and vulnerabilities.



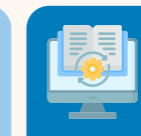
#### Enhanced OT Cyber Security

Tailored security measures are implemented to protect critical OT infrastructure, including specialised solutions that improve visibility, threat detection, and risk management across operational environments.



#### Comprehensive Training Programmes

Comprehensive training programmes are delivered to strengthen employee awareness, enhance cyber security competencies, and support a culture of security mindfulness.

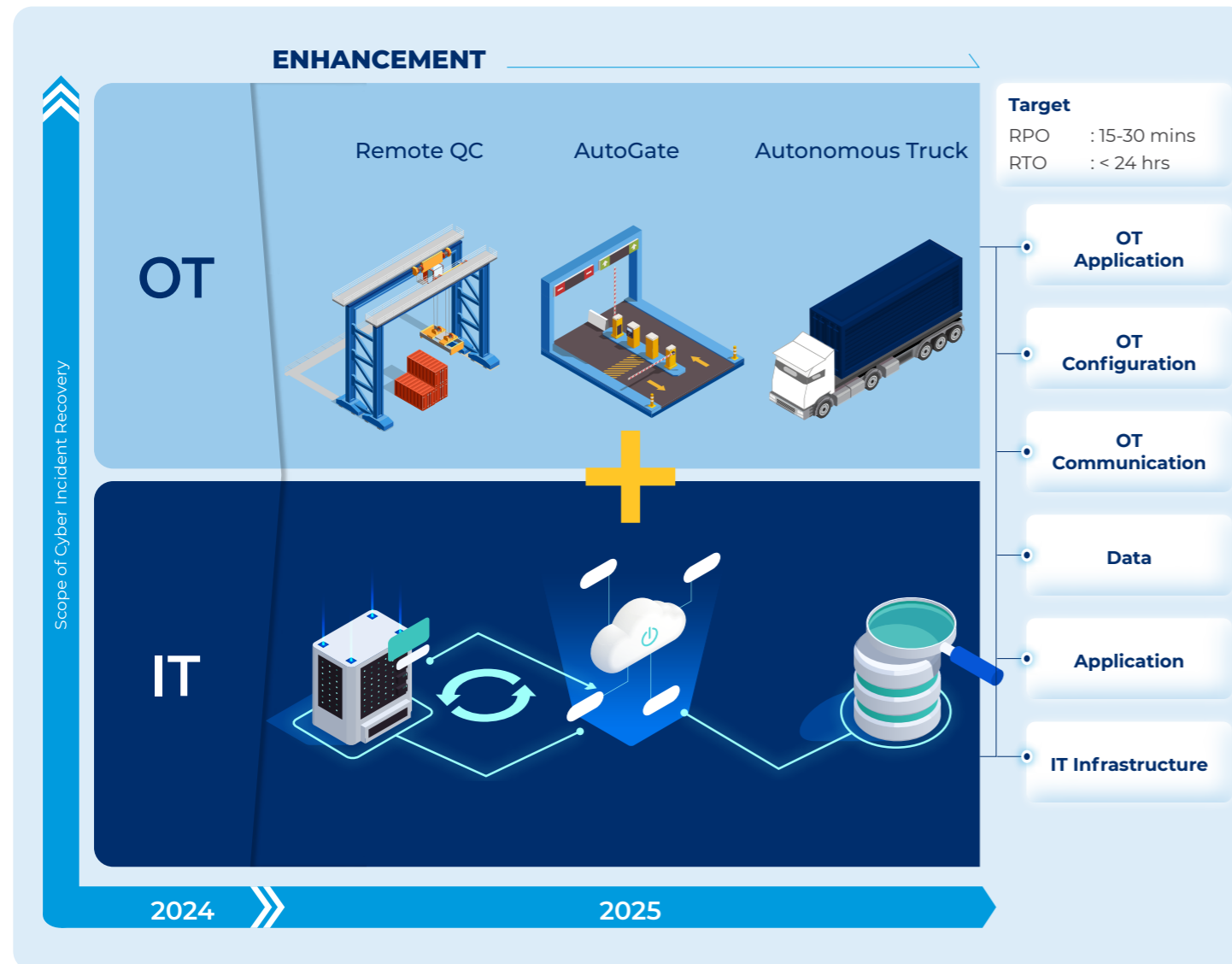


# 5.1 GOVERNANCE

## CYBER INCIDENT RECOVERY ACROSS IT & OT

Beyond strengthening preventive and detection capabilities, the Group also enhances its ability to respond to and recover from cyber incidents. As port operations increasingly adopt advanced technologies, such as remote-controlled quay cranes, automated gate systems, and ATs, cyber incident recovery capabilities have expanded beyond traditional IT systems to include critical OT applications and infrastructure. This integrated approach strengthens response readiness and minimises operational disruption.

In this context, clearly defined recovery targets, including a Recovery Point Objective (RPO) of 15 to 30 minutes and a Recovery Time Objective (RTO) of less than 24 hours, demonstrate a structured commitment to business continuity. Overall, the integration of IT and OT enhances system reliability, strengthens risk management, and supports resilient operations.

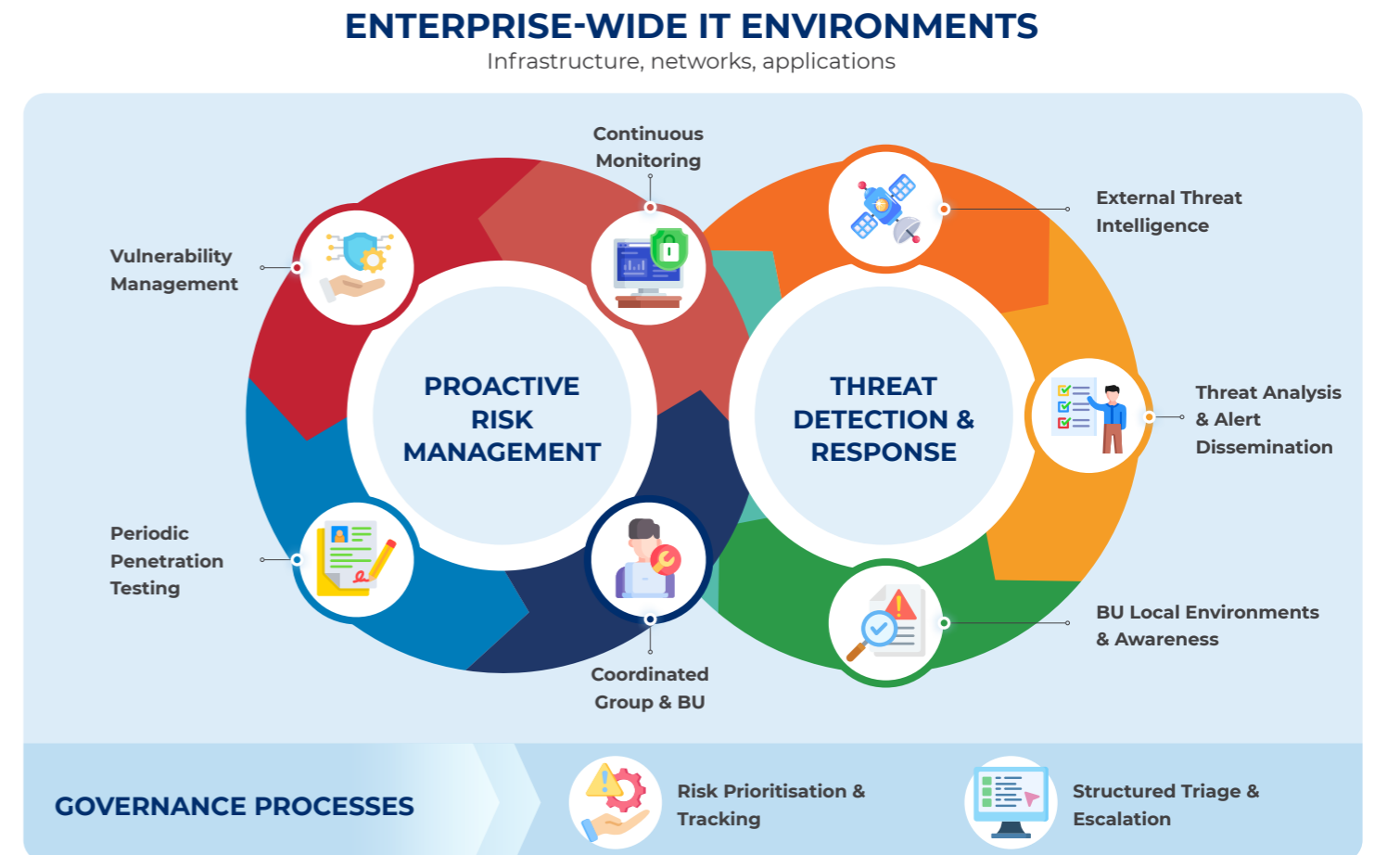


## ASSESSMENT AND IDENTIFICATION OF POTENTIAL THREATS

Hutchison Ports conducts regular and structured security assessments across its IT environments to identify, assess, and manage risks affecting infrastructure, networks, and applications. These activities include continuous attack surface monitoring, vulnerability management, and periodic penetration testing at both Group and BU levels.

Findings are reviewed through established governance processes, with risks prioritised and tracked through to remediation to ensure accountability and timely corrective action. This approach provides consistent visibility of the Group's security posture while enabling BUs to address risks in line with their operational context.

Threat detection and response are supported by defined governance structures and security monitoring at the BU level. The Group Information Security team leverages external threat intelligence services to disseminate relevant alerts to BUs, facilitating timely awareness and follow-up actions within local environments. Security events and intelligence-driven alerts are managed through structured triage and escalation processes involving Information Security team and designated ISCs, ensuring clear accountability and consistent response across the organisation.



# 5.1 GOVERNANCE

## DRIVING RESPONSIBLE AI ADOPTION ACROSS OPERATIONS

The rapid advancement of AI is reshaping industries globally, enabling new efficiencies, enhancing decision-making, and supporting innovation. As AI applications become more widespread, organisations are increasingly expected to ensure that their use is governed by robust frameworks that address associated risks, including data privacy, cyber security, and potential bias.

Recognising both the opportunities and risks presented by AI, Hutchison Ports is taking a structured and proactive approach to its adoption. The Group has established a centralised governance framework to support the responsible, safe, and controlled use of AI across its operations. This includes the adoption of a Group Policy on the Reasonable and Ethical Procurement, Implementation and Use of Artificial Intelligence, which is implemented across the company. Oversight is provided by an AI Governance Committee at the Group level, supported by a formal approval procedure communicated to all BUs.

The governance approach is risk-based and spans the full AI lifecycle. Prior to deployment, AI solutions are subject to structured assessments covering model design, data quality, technical safeguards, and potential bias. Following implementation, ongoing monitoring is conducted to assess performance, safety, and model stability, supported by defined processes for change management and incident response.

To ensure consistent oversight and effective control, Hutchison Ports adopts a centrally governed model based on the use of standardised and approved AI-enabled tools integrated within its enterprise environment. This approach supports consistent data management practices, strengthens accountability, and enables uniform governance across all BUs. Any proposed or new AI use cases are required to be reported to Group IT and, where applicable, are subject to formal review and prior approval by the AI Governance Committee, which convenes on an as-needed basis.

Protecting sensitive information is a core element of the AI control framework. The use of AI tools without prior approval is not permitted, and the input of confidential, privileged, or price-sensitive information into such tools is strictly prohibited. The AI governance framework operates in alignment with Group policies on information security, personal data governance, acceptable use of technology, and confidentiality. Its implementation is reinforced through defined usage standards, human-in-the-loop oversight, cyber security testing, and ongoing employee training programmes.

## TRAINING, AWARENESS AND CYBER RESILIENCE

To strengthen cyber security awareness and organisational resilience, all BUs conduct regular phishing simulations and security awareness activities to help employees identify and respond effectively to social engineering threats. These initiatives are complemented by annual Information Security Awareness Training for all employees, reinforcing core cyber security principles and ensuring a consistent baseline of awareness throughout the organisation. These efforts support the development of a proactive and well-informed cyber security culture across the workforce.

These efforts are complemented by cyber security drills using realistic attack scenarios, including ransomware simulations, to test technical response capabilities and organisational readiness. The exercises assess coordination, decision-making, and recovery effectiveness, supporting continuous improvement in cyber resilience.



## CASE STUDY

### CYBER SECURITY AWARENESS MONTH

In 2025, Hutchison Ports also marked Cyber Security Awareness Month through group-wide awareness initiatives and communications, reinforcing secure digital behaviours, employee vigilance and shared responsibility for safeguarding information systems and operational technology.

These activities complemented the Group's ongoing cyber security training programmes and awareness exercises.



## CASE STUDY

### FROM AWARENESS TO RESILIENCE: STRENGTHENING CYBER CAPABILITIES

Hutchison Port Holdings Limited attained the Platinum Tier under the Cyber Security Staff Awareness Recognition Scheme jointly organised by the Hong Kong Internet Registration Corporation (HKIRC) and the ISACA China Hong Kong Chapter. The scheme recognises organisations for their commitment to strengthening cyber security and enhancing staff awareness.

This achievement highlights the Group's proactive efforts to cultivate a cyber-aware workforce. Through ongoing awareness programmes and targeted training, Hutchison Ports strengthens employees' ability to identify and respond to evolving cyber threats. It also reflects the effectiveness of these efforts in minimising cyber risks, strengthening organisational resilience, and enhancing stakeholder confidence in the Group's information security practices.



These initiatives collectively demonstrate Hutchison Ports' commitment to a robust and integrated cyber security framework. By aligning governance, operational controls, and workforce awareness, the Group strengthens its resilience to cyber threats and supports the secure and sustainable advancement of its digital operations.

# 5.2 SUSTAINABLE BUSINESS MODEL

## 5.2.1 PORTS IN TRANSITION

### INTRODUCTION

Hutchison Ports is undergoing a fundamental transformation driven by evolving operational demands, rapid technological advancement, and rising expectations for efficiency and reliability. As critical nodes in global supply chains, terminals must adapt to dynamic operating conditions while optimising asset utilisation and strengthening end-to-end processes across the value chain.

This transformation is further supported by ongoing network expansion, including the commencement of operations at Red Sea Container Terminal, the first semi-automated terminal in Egypt and capacity enhancements at Hutchison Ports BEST (Spain), comprising the addition of new semi-automated yard blocks and expanded reefer plug capacity to support growing refrigerated cargo demand, strengthening network capacity, connectivity, and service capability.

Building on these developments, technological innovation is redefining terminal operations, with automation, digital optimisation, and equipment electrification streamlining processes into reliable, energy-efficient systems. These innovations enhance performance and competitiveness while supporting more resource-conscious, lower-emission operations. Targeted investments in research and development are accelerating deployment across Hutchison Ports' global network, alongside efforts to strengthen supporting infrastructure and integrate new technologies into existing workflows to maintain continuity and maximise value.

This section outlines how Hutchison Ports leverages innovation, data-driven insights, and cross-functional collaboration to strengthen operational resilience, enhance performance, and advance the transition towards future-ready port operations.

### AUTONOMOUS TRUCKS

Sustainability sits at the core of Hutchison Ports' operational strategy, with automation and equipment electrification driving efficient, low-emission terminal operations. ATs are a key enabler, supporting energy-efficient container transport while reducing reliance on diesel-powered equipment.

Beyond efficiency gains, AT deployment improves consistency, safety, and resource utilisation by enabling more predictable workflows, reducing variability, and enhancing coordination across quayside, and landside activities. As adoption expands, the Group focuses on ensuring ATs deliver sustained performance, supporting greater efficiency, reliability, and reduced environmental impact.

### GLOBAL ROLLOUT

Hutchison Ports is advancing the global deployment of ATs to support its broader automation and operational efficiency strategy. Across the Group, terminals are at different stages of implementation, ranging from preparation and optimisation to testing and full-scale operations, reflecting varying levels of site readiness, infrastructure capability, and operational complexity. Deployment is supported by close coordination across BUs, with a focus on system integration, operational alignment, and continuous optimisation to ensure consistent performance and scalability.

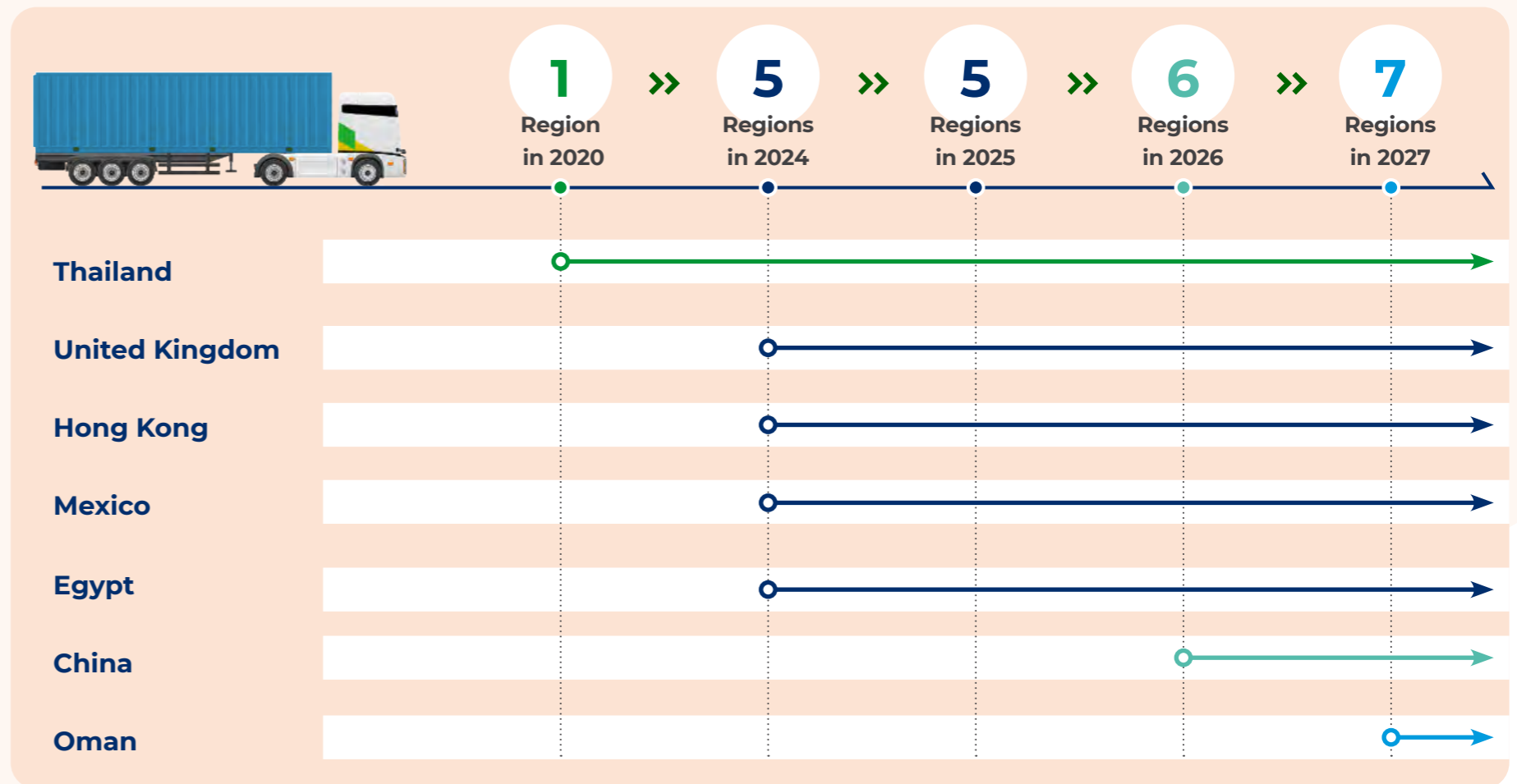
AT deployment is well established in Hutchison Ports ICAVE (Mexico), Hutchison Ports Abu Qir (Egypt), and the Port of Felixstowe (United Kingdom), where ATs are fully integrated into daily terminal operations in mixed traffic mode. Terminals in Hutchison Ports HIT (Hong Kong, China), Hutchison Ports YANTIAN (China) are progressing through implementation and preparation phases, with infrastructure upgrades, system testing, and operational adjustments underway to support full deployment. By 2025, AT implementation covers five BUs with a total of 59 units deployed. This is expected to expand to six BUs and 111 ATs by 2026, reflecting both broader geographic adoption and increased fleet capacity to support growing operational demand.



In 2025,  
**59 ATs** introduced in 5 BUs



From 2020 to 2025,  
**>1.2 million TEUs** are handled by ATs



# 5.2 SUSTAINABLE BUSINESS MODEL

## PERFORMANCE TRACKING

Alongside the rollout of ATs, Hutchison Ports also places strong emphasis on monitoring operational performance to ensure consistent outcomes. Key performance indicators, including cycle time, are tracked through a dedicated dashboard, providing up-to-dated visibility of AT efficiency and supporting data-driven optimisation as deployment expands.

This systematic approach enables performance to be transparently visualised across BUs, helping to identify inefficiencies and areas for improvement. By integrating data-driven insights into the deployment process, the Group ensures that AT implementation not only scales effectively but also delivers sustained operational efficiency and reliability over time.



## CASE STUDY

### ENHANCING EFFICIENCY AND SAFETY WITH ATs

Hutchison Ports is progressing the deployment of ATs to enhance operational efficiency and safety performance.

An AT workshop was conducted in Sohar in July 2025 to establish a roadmap for integrating ATs into daily operations. Discussions focused on key enablers, including yard infrastructure upgrades, traffic flow optimisation, and adjustments to operational practices. These measures support the introduction of ATs through the reconfiguration of yard layouts and operating procedures.

By reducing the need for manual driving within terminal environments, ATs help minimise potential occupational risks and support a safer working environment for drivers. At terminals where inbound laden containers are subject to X-ray scanning requirements, ATs reduces the need for truck drivers to be physically present during scanning, thereby lowering their exposure to radiation.

The initiative improves operational performance while strengthening the Group's approach to managing work-related safety risks, supporting safer and more sustainable port operations.



## CASE STUDY

### OPTIMISING TERMINAL EFFICIENCY THROUGH AT OPERATIONS

At Hutchison Ports ICAVE (Mexico) and Hutchison Ports Abu Qir (Egypt), targeted operational enhancements were implemented to enhance efficiency and reduce energy consumption, centred on the use of ATs.

The initiative directly optimised traffic flow and minimised idle time by eliminating stop-line bottlenecks along critical transit corridors. By smoothing vehicle acceleration profiles and reducing stop-and-start cycles, the terminal successfully eased congestion, accelerated container throughput, and mitigated operational disruptions. Furthermore, AT travel speeds were dynamically increased in safe zones, shaving critical seconds off equipment cycle times while strictly maintaining safety standards.

These enhancements boosted overall efficiency, improved system performance, and reduced idle energy consumption, supporting smoother and more reliable terminal operations.



# 5.2 SUSTAINABLE BUSINESS MODEL

## BATTERY SWAPPING STATION (BSS)

As Hutchison Ports accelerates its transition towards low-carbon operations, the deployment of electric equipment, including electric trucks and ATs, continues to expand across terminals. This shift drives the need for scalable energy solutions that can support continuous and high-volume operations.

To support the growing fleet of electric trucks and ATs, BSS enable rapid battery exchange within minutes, reducing downtime and ensuring reliable power supply. This is particularly critical for AT operations, where automated workflows depend on uninterrupted energy availability.

The integration of electric trucks and ATs with battery swapping also enhances operational flexibility, allowing them to be deployed and rotated more effectively across different zones. This helps reduce bottlenecks, improve traffic flow, and optimise equipment utilisations. In addition, automated battery exchange minimises manual intervention, strengthening process reliability and supporting safer working conditions. With BSS already in place at Hutchison Ports Port of Felixstowe (United Kingdom) and Hutchison Ports Abu Qir (Egypt), the BSS will be further expanded to Hutchison Ports Thailand and Hutchison Ports ICAVE (Mexico) in 2026 to support the deployment of ATs.

By reducing reliance on conventional charging cycles, battery swapping streamlines operations, strengthens equipment utilisation, and strengthens operational resilience. These advancements contribute to emissions reduction while enhancing overall productivity and supporting the long-term sustainability of port operations.



## CASE STUDY

### SCALING E-TRUCK OPERATIONS WITH BATTERY SWAPPING

Hutchison Ports YANTIAN (China) has introduced an on-dock chassis BSS for electric trucks, cutting charging time from around 60 minutes to just five. Enabled by a drive-through design and supported by local government, the BSS significantly improves operational efficiency while advancing the shift to electrified port equipment and reducing carbon emissions. Once fully scaled, it is expected to support around 100 electric trucks daily, reducing diesel consumption by over 2,000 tonnes per annum.

By minimising downtime and improving operational feasibility, the system accelerates the adoption of electric trucks, enabling large-scale deployment across port operations and supporting a decisive transition away from fossil fuel-based assets.



## ADVANCING QUAYSIDE EFFICIENCY THROUGH DIGITALISATION

Container handling on the quayside is traditionally labour intensive, with around three to four personnel assigned per quay crane. These workers carry out a range of manual verification and coordination tasks, from checking container information and seals to inspecting for damage, confirming job completion, handling twistlocks, ensuring proper chassis positioning, and coordinating the discharge and loading sequence. While these steps are essential, many of the activities are repetitive and require personnel to work close to moving equipment, where even with the safest designs, risks can never be completely eliminated.

With the introduction of QCVision, this process is being transformed. QCVision uses camera systems installed on quay cranes to automatically capture container images during operations, while Optical Character Recognition (OCR) extracts key information such as container number, size and type, hazardous classification, and other relevant data. The information is automatically validated and sent to the TOS, reducing the need for manual checks. Images are also stored for record keeping, with the option to support container condition inspection.

The workflow is seamlessly integrated into daily operations. TOS sends job details to the system, and containers are handled as usual. As each container passes through the designated point, images are captured and processed in real time, with results sent back to TOS. If any issues arise, such as unclear or missing data, remote checkers can step in to resolve them without needing to be physically present on the quayside. Once handling is completed, job confirmation is automatically sent to the TOS.

By taking over routine verification tasks, QCVision reduces the need for manual intervention on the quayside. This lowers manpower requirements and operating costs while improving processing speed, consistency, and data accuracy. Most importantly, it reduces workers' exposure to high-risk areas and supports a safer working environment. QCVision marks a significant step forward in enabling smarter, safer, and more efficient container handling, while empowering personnel to focus on more specialised tasks.



**Enhance process efficiency**  
through more predictable and controllable handling times

01



**Enhance workforce utilisation**  
through checker deployment and reduced manual intervention

02



**Advance operational digitalisation**  
by enabling real-time container recognition without interrupting equipment movement

03



**Strengthen safety and working conditions**  
by relocating tasks away from hazardous areas to a controlled environment

04

# 5.2 SUSTAINABLE BUSINESS MODEL

## 5.2.2 TERMINAL OPERATING SYSTEM

### THE BACKGROUND

Hutchison Ports is actively shaping its future operations model through a clear commitment to innovation and sustainability across its global network. Since launching its initial automation initiatives in 2020, the Group has continued to build momentum through key milestones in standardisation and digitalisation, which form the foundation of its Operations 5.0 vision, an nGen-centric model supported by unified enterprise systems.

At the heart of this transformation is a shift from siloed, terminal-level operations toward a more integrated, shared service-centric approach. This transition is guided by three core principles: leveraging shared services, enhancing efficiency through streamlined workforce requirements, and enabling faster, scalable deployment across regions.

Veronica, the next generation of Hutchison Ports' in-house TOS, plays a central role in this journey, acting as a bridge between Operations 4.0 environment and the future state. By enabling more digitalised and intelligent terminal operations, it accelerates progress toward a more connected and data-driven operating model. Over the period from 2020 to 2030, this phased transformation reflects Hutchison Ports' ambition to build a leaner, smarter, and more sustainable operations framework at scale.

### REASON FOR VERONICA: LEAP TO FUTURE OPERATIONS MODEL



# 5.2 SUSTAINABLE BUSINESS MODEL

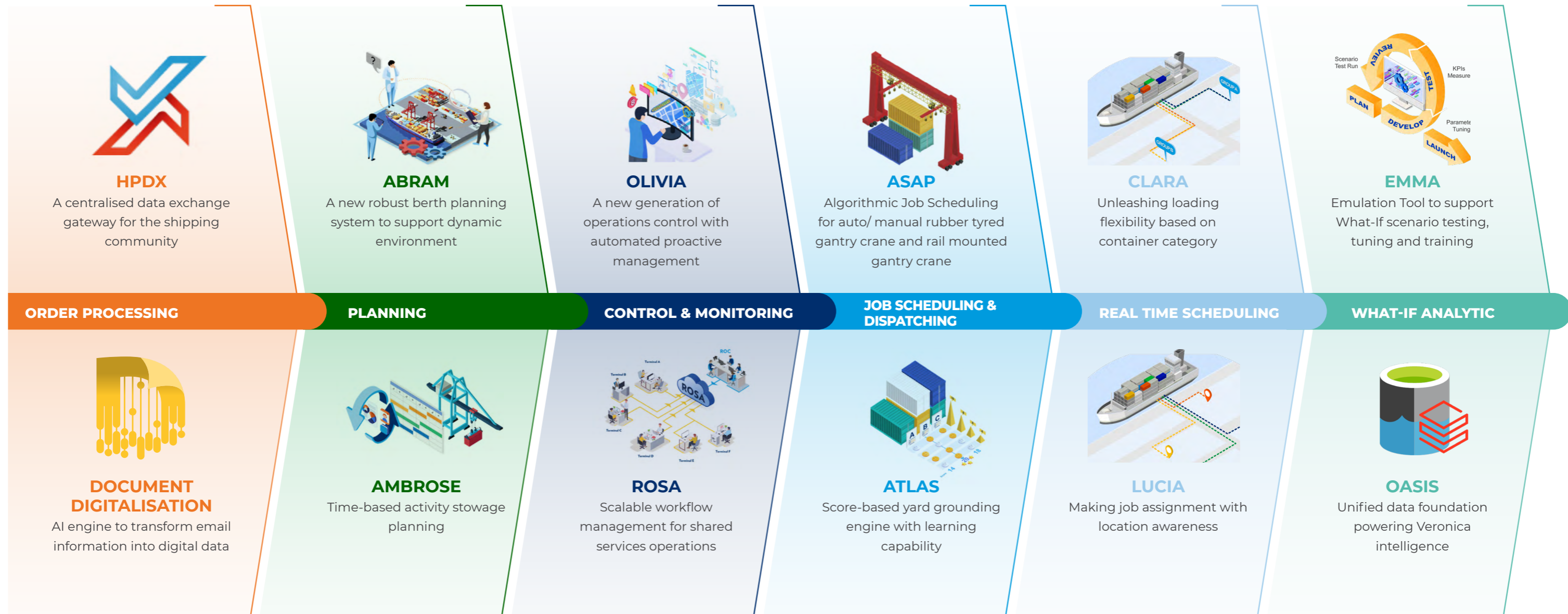
## VERONICA

Hutchison Ports continues to develop its in-house end-to-end operations solutions Veronica. Veronica represents an evolution from previous solutions rather than a replacement, and it has been designed to operate in parallel with nGen during the transition period. This hybrid model enables terminals to introduce new capabilities progressively, reducing implementation risk and maintaining operational continuity.

The Veronica product family enables end-to-end terminal operations, covering activities from quay to landside, while integrating seamlessly with the broader logistics community. It supports the full operational time horizon, from long-term planning weeks in advance to real-time execution, enabling coordinated and responsive terminal operations.

These capabilities allow terminals to operate with greater precision, reduce energy consumption, and minimise reliance on manual processes. Through data-driven decision-making and time-based planning, Veronica optimises container movements, reduces unproductive equipment travel, and enhances overall terminal throughput.

### PRODUCT FEATURE LINE UP



## 5.2 SUSTAINABLE BUSINESS MODEL

### THE PROGRESS

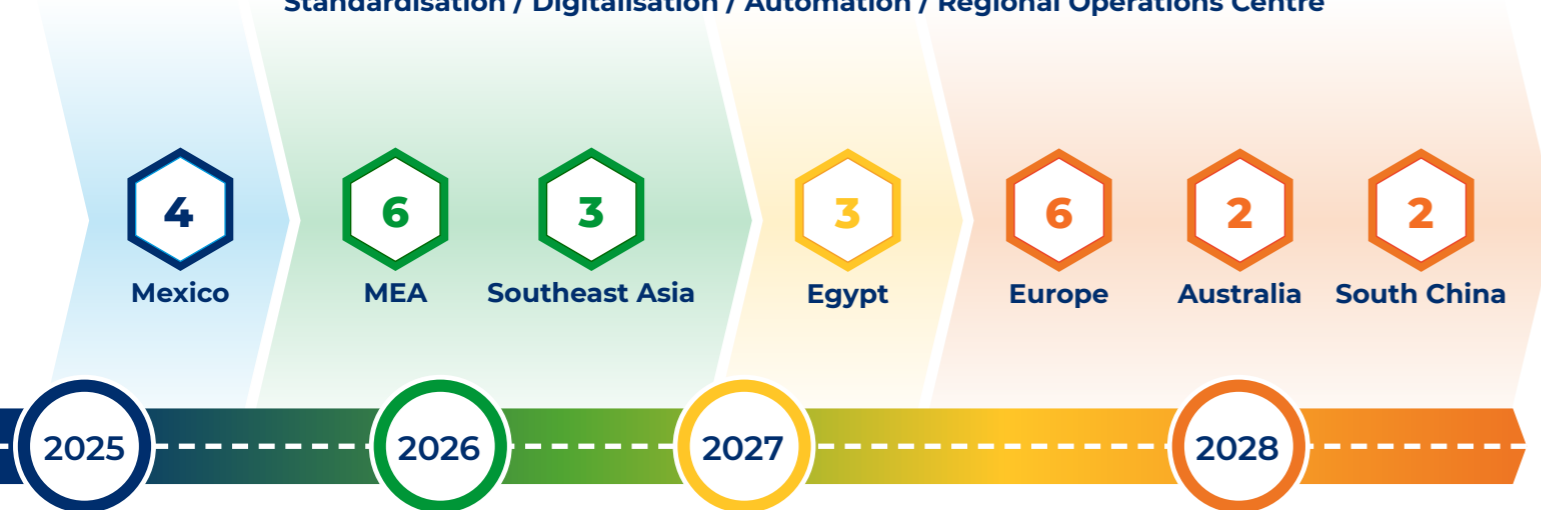
Hutchison Ports is progressing the global implementation of its modernised operations framework across seven major regions between 2025 and 2028, covering 26 terminals worldwide.

Following full deployment across four terminals in Mexico in 2025, Hutchison Ports is advancing the rollout globally, with expansion now underway in the Middle East and Africa. Since mid-2025, all BUs in the Middle East and Africa have commenced implementation, including Karachi with two terminals, the UAE with two terminals, Oman with one terminal, and Saudi Arabia with one terminal, with completion expected by the second quarter of 2026.

In parallel, the programme is scaling across Southeast Asia. The terminal in Laem Chabang, Thailand, and two terminals in Indonesia are all scheduled to go live in 2026, further extending deployment across the network. Subsequent phases will bring the rollout to Egypt, Europe, Australia and South China.

### veronica - Progressive Global Rollout

Standardisation / Digitalisation / Automation / Regional Operations Centre



This strategic and phased deployment integrates standardisation, digitalisation, automation, and the creation of regional operations centres, together enhancing consistency, efficiency, and scalability across the network.

By advancing this multi-regional rollout, Hutchison Ports ensures that the benefits of its future operations model are realised across a diverse geographic portfolio, further reinforcing its commitment to building a more sustainable and resilient global port infrastructure.

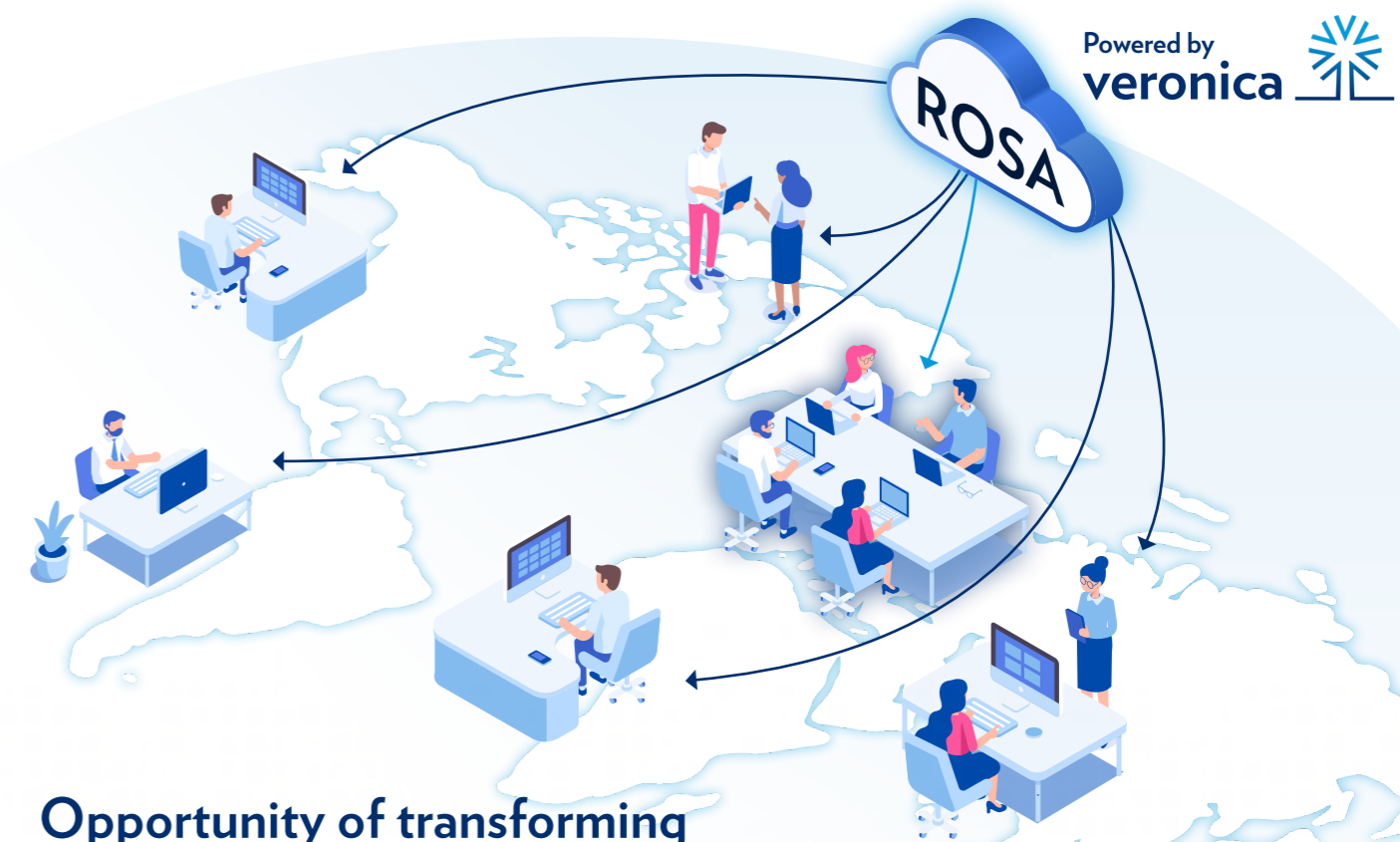
### VERONICA-AS-A-SERVICE (VAAS) CLOUD PLATFORM

Hutchison Ports is transforming the way it manages port operations through Veronica, a cloud-based platform delivered as a service that enables secure, “anytime, anywhere” access across all BUs. The platform is built on a unified “One Veronica” framework, supported by enterprise-grade cyber security and a high-availability architecture. It replaces conventional operations that rely on manual, non-traceable communication and siloed, on-premise workflows with a fully digitalised and collaborative model.

Under this approach, digital communication is fully traceable and enables teams to operate seamlessly as one. This supports remote operations and more flexible working arrangements, including work-from-home capabilities.

Looking ahead, this model will evolve into Regional Operations Centres (ROCs) and National Operations Centres (NOCs), which centralise operational oversight and unlock efficiencies across multiple terminals.

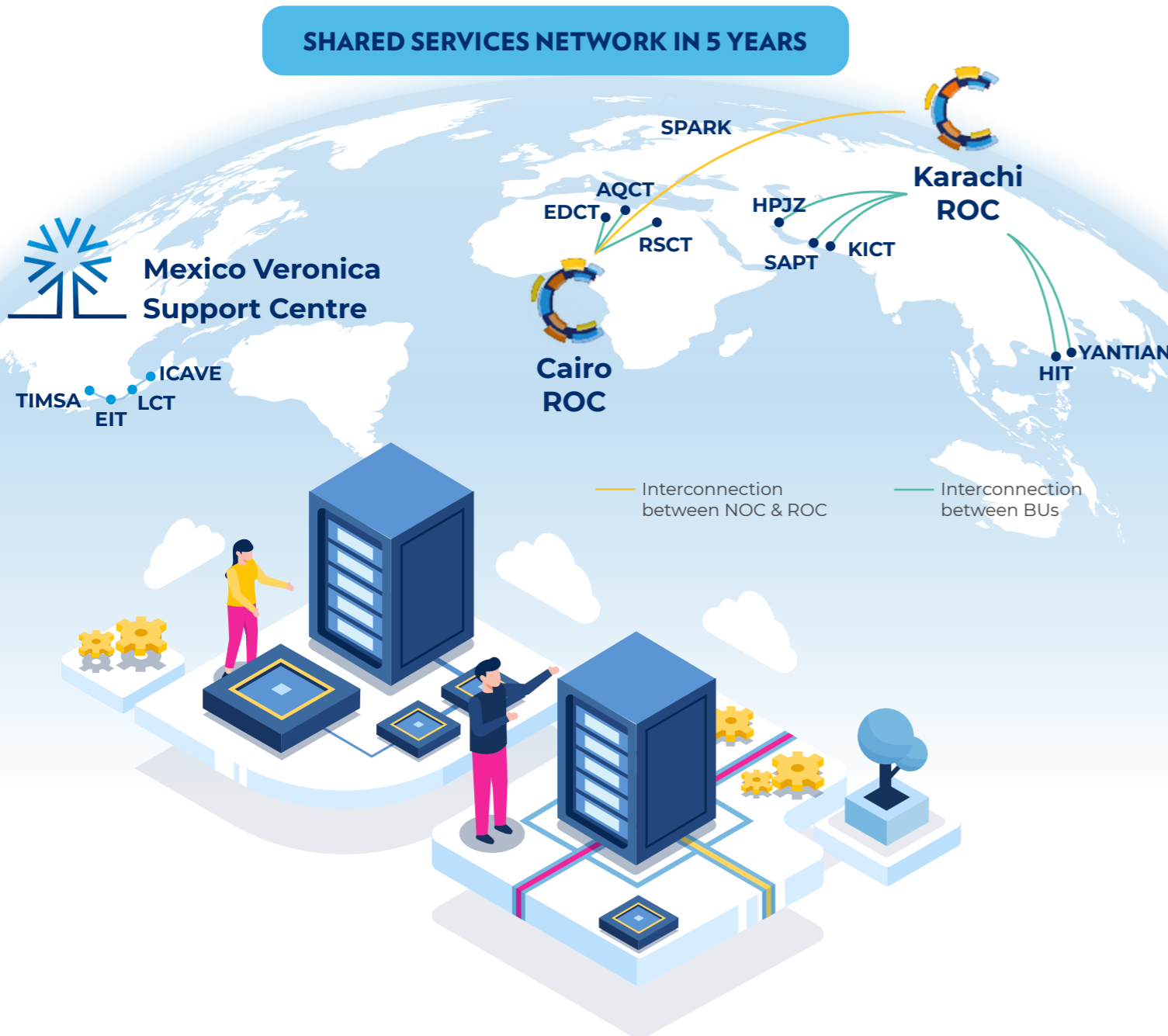
### ROC<sub>s</sub>/NOC<sub>s</sub> OPERATIONS MODE



# 5.2 SUSTAINABLE BUSINESS MODEL

## EXPANSION OF THE SHARED SERVICES NETWORK

Over the next five years, Hutchison Ports envisions a fully integrated shared services network across key regions, including Cairo, Karachi, and Mexico. Interconnected ROCs and Shared Service Centres will link terminals across South China, the Middle East, and Egypt, creating a cohesive, scalable, and sustainable global operating ecosystem.



## “LET HER LEARN” - AN AI JOURNEY OF VERONICA

By integrating operational, equipment, and supply chain data from all BUs into the OASIS data lake, Hutchison Ports has established a unified big data ecosystem that supports Veronica’s continuous learning and evolution.

### DATA PLATFORM EMPOWERS VERONICA TO LEARN



Drawing on this consolidated intelligence, Veronica is able to anticipate, learn, and respond, delivering actionable insights, data driven decisions, and recommended actions to BUs. As BUs generate more data, the cycle strengthens, enabling Veronica to become smarter over time and drive increasingly autonomous, efficient operations across the Group.

# 5.2 SUSTAINABLE BUSINESS MODEL

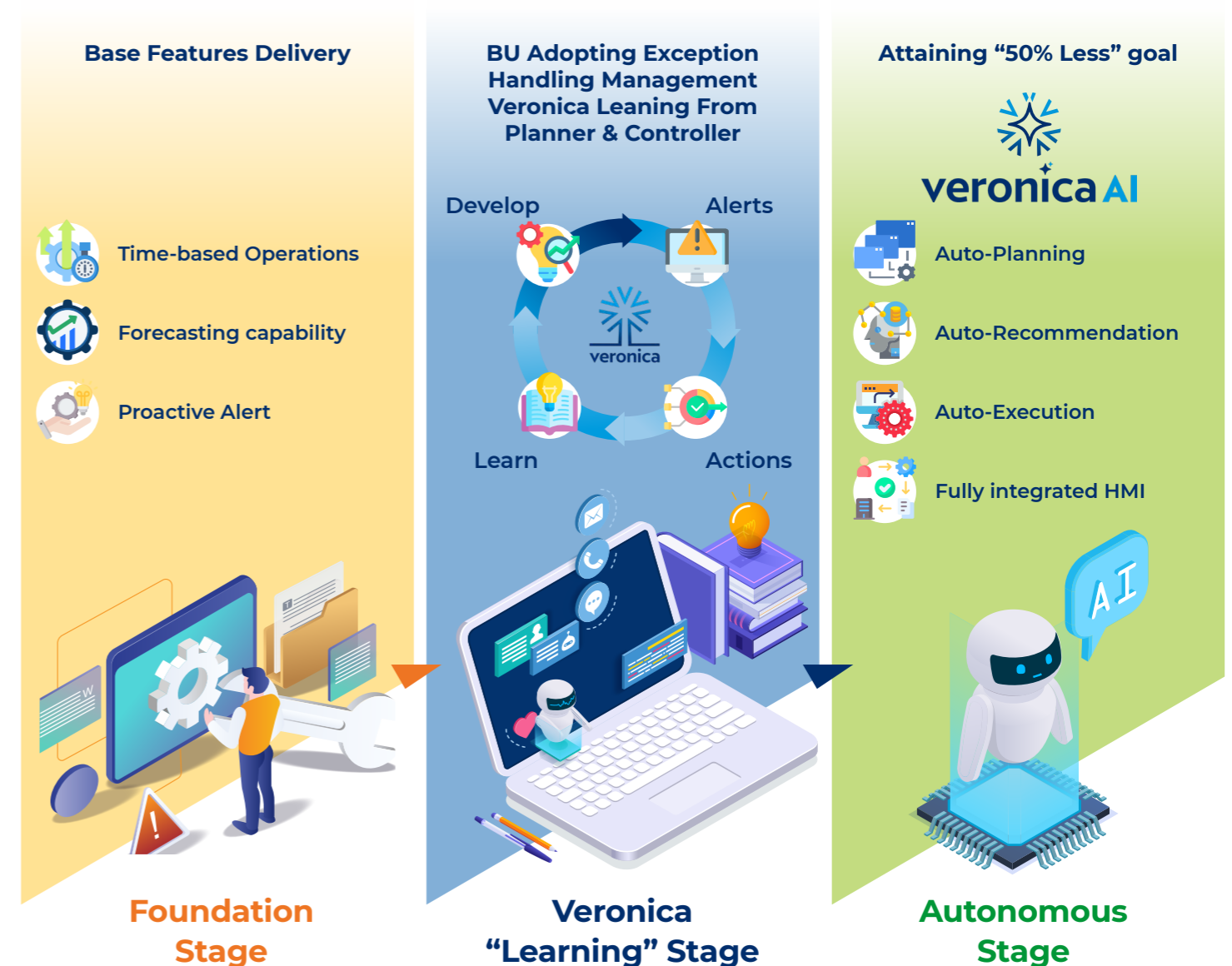
## ADVANCING AI-ENABLED OPERATIONS WITH VERONICA

Veronica is evolving into an AI-enabled operational platform that enhances port performance and decision-making. Its development follows a progressive journey. As BUs adopt the system, Veronica learns from real-time operational data, building a robust knowledge base that reflects actual operating conditions. It then applies calibrated KPIs to evaluate performance and define the targets for operational efficiency. Building on this foundation, Veronica supports planning and control by generating recommendations informed by historical operating scenarios and improvement priorities. This progression establishes a clear pathway towards more intelligent, data-driven, and adaptive port management.



A three-stage progression supports Hutchison Ports' long-term vision of achieving more autonomous and adaptive terminal operations:

- **Foundation Stage:** Core functionalities, including forecasting, proactive alerts, and time-based operations, establish a strong digital baseline.
- **Learning Stage:** Veronica develops a deeper understanding of operational patterns through exception handling, management alerts, and planner-controller interactions.
- **Autonomous Stage:** A fully trained Veronica supports auto planning, auto recommendation, and auto execution, enabled by an integrated human-machine interface (HMI) spanning push to talk, CCTV, yard surveillance, and GPS.



HMI devices (Push-to-Talk, CCTV, Yard Surveillance, GPS) Integration by phases

# 5.2 SUSTAINABLE BUSINESS MODEL

## 5.2.3 RESILIENT PORT OPERATIONS

As global trade evolves and environmental challenges intensify, Hutchison Ports is proactively positioning itself to meet future demands by strengthening its role as a sustainable, smart, resilient and reliable supply chain partner. The Group is advancing a forward-looking transformation to develop an integrated port ecosystem that combines advanced technology with environmental stewardship, operational excellence and long-term value creation, while supporting the resilience and efficiency of global supply chains. This strategic direction is guided by three focus areas: Our Environment, Our People, and Our Business.

**Our goal is to develop a low-carbon, resilient and smart port ecosystem**



### LOW CARBON AND CLIMATE-RESILIENT OPERATIONS

We are advancing decarbonisation efforts, recognising the importance of reducing emissions as part of the transition to low-carbon port operations. Our approach prioritises the progressive electrification of equipment, supported by targeted infrastructure upgrades to enable effective deployment and sustain operational performance. As this transition progresses, the procurement of renewable electricity further reduces emissions from energy use. In parallel, we are strengthening supplier engagement to extend decarbonisation across the value chain and promote alignment with low-carbon practices.

At the same time, we are placing greater focus on climate resilience by strengthening our understanding of climate-related risks and opportunities, while enhancing operational preparedness for potential impacts. These efforts support the continued transition towards low-carbon and climate-resilient port operations.



### EMPOWER PEOPLE AND COMMUNITIES

We are strengthening our approach to empowering people and supporting the communities in which we operate. Our efforts are anchored in a commitment to a zero-harm and safe working environment, reinforced through strengthened safety governance and comprehensive training programmes.

Recognising the importance of fostering an inclusive and supportive workplace, we continue to promote employee well-being while advancing capability development and knowledge sharing across our operations.

We also engage actively with local communities through initiatives such as Go Green and the Dock School Programme, while partnerships with educational institutions contribute to skills development. These efforts support inclusive growth and the long-term sustainability of our workforce and the communities we serve.



### SMART, EFFICIENT AND DATA-DRIVEN PORTS

We are enhancing smart, efficient and data-driven port operations, recognising the importance of improving operational visibility, efficiency and resilience across our terminals. This is supported by the continued application of TOS across BUs, enabling standardised planning, real-time monitoring and optimisation of terminal activities.

We are advancing automation technologies, including remote operations and automated equipment to improve operational accuracy, safety and productivity. These efforts contribute to the ongoing digitalisation of our terminals, supported by a continued focus on cyber security to safeguard system integrity and protect operational data.



Driving long-term value through transition



Decarbonisation and Climate Resilience



Safety and Workforce Readiness



Community Development



Operational Performance and Resilience



Digitalisation and Smart Operations



# 06

## OUR FUTURE

Our Environment	154
Our People	154
Our Business	154
Our Commitment	154

# OUR FUTURE



## OUR ENVIRONMENT

### Advancing Decarbonisation and Regulatory Readiness

Hutchison Ports will continue to advance decarbonisation through focused action on equipment electrification, lower-or zero-carbon fuels, and the expanded use of renewable electricity, including REPPAs, EACs and on-site renewable energy generation. These efforts are supported by the ongoing implementation of the decarbonisation roadmap and strengthened monitoring of emissions performance across operations.

In parallel, we are strengthening climate transition planning, deepening supplier engagement, and driving alignment across BUs to accelerate emissions reduction across operations and the value chain. This includes enhancing our understanding of policy, market and technology developments, and reviewing BU decarbonisation plans to support alignment with the Group's long-term direction.

We are also reinforcing readiness for evolving regulatory requirements, including ISSB, CSRD and the EU Taxonomy, by enhancing sustainability reporting, governance, data management and internal processes, supporting more consistent, decision-useful and audit-ready disclosures.



## OUR PEOPLE

### Shaping the Future of Terminal Safety

Safety remains our top priority. For pedestrian safety, we will continue building enforcement momentum at BU level of the important GMSS 12.11 to minimise pedestrian risk. A global exercise will be conducted to reinforce consistent implementation, with the focus on eliminating pedestrian exposure through design, access control, physical protection and vehicle-based movement. We will also expand the AI-Integrated YSS installation and applications, including daily penalty dashboard and YSS Daily Reports, to improve monitoring and incident investigation quality. In response to the transformational shift toward electric equipment and trucks, and the increasing use of radiation cargo screening, we will ensure robust BU enforcement of the Governance of Electrification Policy and strict adherence to Radiation Safety Guidance.

### Building our Ecosystem in People Sustainability

Hutchison Ports is advancing an agile, human-centric ecosystem that places our people at the centre of transformation across technology, corporate governance, and human vitality. As we harness AI to drive efficiency and innovation, we are strengthening collaboration, clarifying roles and accountabilities, building future-ready capabilities, and accelerating global leadership exchange. We also continue to evolve our well-being and inclusion strategy through the BEWELL Circle network. This framework enhances our port community by unlocking cultural richness, diverse strengths, and gender empowerment, while strengthening the link between individual contribution, business resilience, and sustainable value for society.

### Driving Sustainability Through Everyday Action

In 2026, we will further integrate our Go Beyond Go Green initiative into everyday practices, building on progress in terminal electrification and renewable energy. Through the launch of Energy Saving Starts at Home, we encourage simple and practical energy saving behaviours at work and in daily life, reinforcing the role of individual actions in driving collective impact. This reflects our belief that sustainability extends beyond performance metrics and is embedded in a culture of care that supports our people, strengthens environmental stewardship, and promotes broader community awareness and engagement.



## OUR BUSINESS

### Transforming Terminal Operations through AI and Automation

Hutchison Ports will drive the next phase of its TOS transformation through AI Agent-led operations in Veronica, redefining planning, execution, and decision-making across the terminal network. Embedded AI Agents will enable continuous real-time optimisation, predictive planning, and increasingly autonomous execution across key operational functions. Implemented under a robust AI governance framework, these capabilities ensure responsible, secure, and transparent use of AI. As adoption expands across BUs, Veronica will enhance coordination, optimise resource utilisation, and deliver scalable, data-driven efficiency gains, accelerating the transition towards a more automated, resilient, and value-driven operating model.

Automation will continue to be advanced as a core driver of operational transformation, supporting more efficient, consistent and lower-emission terminal operations. Near-term priorities include scaling the deployment of ATs, strengthening system integration and enhancing coordination across yard, quay and landside activities. As adoption expands, automation will be increasingly integrated with digital platforms to improve operational predictability, optimise resource utilisation and reduce reliance on manual processes, supporting safer, more resilient and efficient terminal operations at scale.



## OUR COMMITMENT

We aim to go beyond compliance to support long-term success, sustainability and resilience, while maintaining a strong commitment to advancing our sustainability journey and communicating our progress transparently to stakeholders. For more information, please visit <https://hutchisonports.com/en/Sustainability/Overview.html>

# APPENDIX

## NAME OF BUs MENTIONED IN THE REPORT

ABBREVIATION	LONG FORM
<b>A</b>	
AICT	Hutchison Ports Alexandria (Egypt)
AICT	Hutchison Ports El Dekheila (Egypt)
AQCT	Hutchison Ports Abu Qir (Egypt)
<b>B</b>	
BCT	Hutchison Ports Brisbane (Australia)
BEST	Hutchison Ports BEST (Spain)
<b>C</b>	
COSCO-HIT	COSCO-HIT Terminals
CTN	Hutchison Ports Stockholm (Sweden)
<b>D</b>	
Delta II	Hutchison Ports Delta II (The Netherlands)
<b>E</b>	
ECT	Hutchison Ports ECT Rotterdam (The Netherlands)
ECV	Hutchison Ports ECV (Mexico)
EDCT	El Dekheila Container Terminals
EIT	Hutchison Ports EIT (Mexico)
<b>F</b>	
FCP	Hutchison Ports FCP (Bahamas)
FHC	Hutchison Ports FHC (Bahamas)
<b>G</b>	
GCT	Hutchison Ports Gdynia (Poland)
<b>H</b>	
HAJT	Hutchison Ports Ajman (United Arab Emirates)
HIT	Hutchison Ports HIT (Hong Kong, China)
HKT	Hutchison Ports Busan (South Korea)
HLSL	Hutchison Ports Logistics Shanghai (China)
HPH-CC	Hutchison Ports Headoffice
HPI	Hutchison Ports Indonesia
HPJZ	Hutchison Ports Jazan (Saudi Arabia)
HPT	Hutchison Ports Thailand
HPUK	Hutchison Ports United Kingdom

ABBREVIATION	LONG FORM
<b>I</b>	
ICAVE	Hutchison Ports ICAVE (Mexico)
<b>K</b>	
KICT	Hutchison Ports KICT (Pakistan)
KIT	Hutchison Ports Gwangyang (South Korea)
<b>L</b>	
LCMT	Hutchison Ports LCMT (Mexico)
LCT	Hutchison Ports LCT (Mexico)
<b>M</b>	
MITT	Hutchison Ports MITT (Myanmar)
<b>O</b>	
OICT	Hutchison Ports Sohar (Oman)
<b>P</b>	
PFL	Hutchison Ports Port of Felixstowe
PPC	Hutchison Ports PPC (Panama)
<b>R</b>	
RAK	Hutchison Ports RAK (United Arab Emirates)
RSCT	Red Sea Container Terminals
<b>S</b>	
SAPT	Hutchison Ports Pakistan
SICTL	Hutchison Ports Sydney (Australia)
SITV	Hutchison Ports SITV (Vietnam)
SPARK	SPARK (Dry Port and Logistics Zone)
<b>T</b>	
TILH	Hutchison Ports TILH (Mexico)
TIMSA	Hutchison Ports TIMSA (Mexico)
TNG	Hutchison Ports TNG (Mexico)
<b>U</b>	
UAQ	Hutchison Ports UAQ (United Arab Emirates)
<b>Y</b>	
YANTIAN	Hutchison Ports YANTIAN (China)

## GLOSSARY

ABBREVIATION	LONG FORM
<b>A</b>	
AEO	Authorised Economic Operator
AI	Artificial Intelligence
ALARA	As Low As Reasonably Achievable
AMP	Alternative Maritime Power
ASC	Automated Stacking Crane
ATs	Autonomous Trucks
<b>B</b>	
BCM	Business Continuity Management
BCP	Business Continuity Plan
BSS	Battery Swapping Station
BUs	Business Units
<b>C</b>	
CRAM	Conservation and Recovery of Marine Animals
CIR	Cyber Incident Recovery
CKHH	CK Hutchison Holdings Limited
CLA	Collective Labour Agreement
CSRD	Corporate Sustainability Reporting Directive
CTPAT	Customs Trade Partnership Against Terrorism
CYBERCOM	Cyber Security Committee
<b>D</b>	
D&I	Diversity and Inclusion
DMA	Double Materiality Assessment
DPC	Department of Ports and Customs
<b>E</b>	
EACs	Energy Attribute Certificates
ECD	Environmental Conservation Department
EIS	Environmental Information System
ERM	Enterprise Risk Management
ESG	Environmental, Social and Governance
ESIAs	Environmental and Social Impact Assessments
ESRS	European Sustainability Reporting Standards

ABBREVIATION	LONG FORM
<b>G</b>	
GDEIB	Global Diversity, Equity and Inclusion Benchmarks
GDPR	General Data Protection Regulation
GEC	Group Environmental Committee
GHG	Greenhouse Gas
GMSeS	Global Minimum-Security Standards
GMSS	Global Minimum Safety Standards
GRI	Global Reporting Initiative
GSC	Group Sustainability Committee
GWP	Global Warming Potential
<b>H</b>	
HKEX	The Stock Exchange of Hong Kong Limited
HKIRC	Hong Kong Internet Registration Corporation
HoS	Heads of Safety
HPH	Hutchison Port Holdings Limited
HPHT	Hutchison Port Holdings Trust
HR	Human Resources
HMI	Human-machine Interface
<b>I</b>	
ICRM	Internal Control and Risk Management
IFRS	International Financial Reporting Standards
IMS KU	International Maritime Studies, Kasetsart University Sriracha Campus
IPCC	Intergovernmental Panel on Climate Change
IROs	Impacts, Risks and Opportunities
IRT	Incident Response Team
ISCs	Information Security Custodians
ISPS	International Ship & Port Facility Security
ISSB	International Sustainability Standards Board
IT	Information Technology

## MEMBERSHIP

LIST
Global Shipping Business Network
ICHCA International
Port Equipment Manufacturing Association
Terminal Industry Committee 4.0 Association
United for Wildlife Transport Taskforce
World Wide Fund for Nature - Hong Kong

# APPENDIX

## GLOSSARY (CONT'D.)

ABBREVIATION	LONG FORM
<b>K</b>	
KPIs	Key Performance Indicators
<b>M</b>	
MEA	Middle East and Africa
MHFAiders	Mental Health First Aiders
<b>N</b>	
NGOs	Non-governmental Organisations
NOC	National Operations Centre
<b>O</b>	
OCR	Optical Character Recognition
Ops	Operations
OT	Operational Technology
<b>P</b>	
PDCA	Plan-Do-Check-Act
<b>R</b>	
REPPAs	Renewable Energy Power Purchase Agreements
ROC	Regional Operations Centre
RPO	Recovery Point Objective
RTGC	Rubber Tyred Gantry Crane
RTO	Recovery Time Objective
<b>S</b>	
SAFCOM	Group Safety Committee
SBTi	Science Based Targets initiative
SEA	South East Asia
SECOM	Group Security Committee
SMS	Safety Management System
SOP	Standard Operating Procedure
SSC	Shared Service Centre
SSE	Safety, Security and Environment
SSSAQ	Supplier Sustainability Self-Assessment Questionnaire

ABBREVIATION	LONG FORM
<b>T</b>	
TCFD	Task Force on Climate-related Financial Disclosures
TEUs	Twenty-foot Equivalent Units
TLS	Twistlock Station
TOS	Terminal Operating System
<b>U</b>	
UNSDGs	United Nations Sustainable Development Goals
<b>V</b>	
VaaS	Veronica as a Service
<b>W</b>	
WWF	World Wide Fund for Nature
<b>Y</b>	
YSS	Yard Surveillance System

## GHG CALCULATION METHODOLOGY

This section outlines the reporting boundaries, methodologies used in the preparation of the GHG inventory for 2025.

### STANDARD AND GUIDELINES

We calculate the GHG emissions in accordance with the following standards and guidelines:

- The GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), 2004
- The GHG Protocol: Scope 2 Guidance
- The GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011)
- IPCC Guidelines for National Greenhouse Gas Inventories, 2006

### CONSOLIDATION APPROACH

The Group consolidates GHG emissions using the operational control approach, covering emissions from BUs where it has operational control.

### SCOPE 1 EMISSIONS

Scope 1 Emissions refers to emissions from operations that are owned or controlled by our company, mainly on-site fossil fuel combustion from equipment operations and in-house power generation in terminals.

The emissions are calculated using the standards of the GHG Protocol.

### SCOPE 2 EMISSIONS

Scope 2 Emissions refers to emissions from generation of purchased or acquired electricity, steam, heating or cooling by the company.

The emissions are calculated based on two methods in line with the GHG Protocol standards.

- Location-based method: Calculates average emissions for electricity or heat based on the grid(s) in the geographical locations from which energy is sourced, using general emission factors provided by the International Energy Agency.
- Market-based method: Calculates electricity emissions based on electricity procurement of BUs, using emission factors derived from contractual instruments (e.g. renewable energy certificates, power purchase agreements).

### SCOPE 3 EMISSIONS

Scope 3 emissions are indirect GHG emissions that occur throughout a company's value chain, calculated in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard.

The emissions are calculated based on the following eight categories that are relevant to our operations and cover the majority of the value chain.

Category	Definition	Calculation Method
<b>Category 1-</b> Purchased Goods and Services	Upstream emissions related to extraction, production and transportation of goods and services purchased or acquired.	Spend-based method
<b>Category 2-</b> Capital Goods	Upstream emissions related to extraction, production and transportation of capital goods purchased or acquired.	Spend-based method
<b>Category 3-</b> Fuel-and Energy-Related Activities	Emissions related to extraction, production and transportation from fuels and energy purchased.	Average-data method
<b>Category 4-</b> Upstream Transportation and Distribution	Emissions related to transportation and distribution of capital goods purchased.	Distance-based method
<b>Category 5-</b> Waste Generated in Operations	Emissions from disposal and treatment of waste generated.	Waste-type specific method
<b>Category 6-</b> Business Travel	Emissions from transportation of employees for business-related activities.	Distance-based method
<b>Category 7-</b> Employee Commuting	Emissions from transportation of employees between their homes and their worksites.	Average-data method
<b>Category 15-</b> Investments	Emissions associated with the Company's investments.	Average-data method and Investment-specific method

# APPENDIX

## ENVIRONMENTAL DATA

Emissions	Unit	2023	2024	2025
<b>Total scope 1 and scope 2 (market-based) <sup>(1)(2)(3)(4)</sup></b>	<b>tonne CO<sub>2</sub>e</b>	<b>384,596</b>	<b>395,777</b>	<b>363,550</b>
Scope 1 <sup>(1)(2)(3)</sup>	tonne CO <sub>2</sub> e	252,147	260,188	244,305
Scope 2 (location-based) <sup>(1)(3)(4)</sup>	tonne CO <sub>2</sub> e	182,101	188,873	186,416
Scope 2 (market-based) <sup>(1)(3)(4)</sup>	tonne CO <sub>2</sub> e	132,449	135,589	119,245
Scope 3 <sup>(3)</sup>	tonne CO <sub>2</sub> e	553,071	557,533	601,536
Carbon intensity <sup>(5)</sup>	kg CO <sub>2</sub> e/TEU	11.35	10.62	9.66
Energy	Unit	2023	2024	2025
<b>Total energy consumption <sup>(6)</sup></b>	<b>GJ</b>	<b>5,693,343</b>	<b>6,083,885</b>	<b>5,840,236</b>
Diesel	L	92,740,664	95,576,743	89,479,597
Gasoline	L	535,945	575,825	631,994
LPG <sup>(7)</sup>	L	751,798	805,235	757,263
Natural gas	L	844,310,727	933,182,838	900,605,545
Electricity <sup>(8)</sup>	kWh	525,779,810	599,979,635	597,298,885
Heating	kWh	927,269	995,405	1,005,547
Solar energy	kWh	2,061,943	4,873,819	5,645,145
Energy intensity <sup>(9)</sup>	GJ/TEU	0.17	0.16	0.16

Waste	Unit	2023	2024	2025
<b>Total hazardous waste produced</b>	<b>tonne</b>	<b>2,920.6</b>	<b>2,728.7</b>	<b>2,723.0</b>
Hazardous waste - reuse	tonne	0	0	0
Hazardous waste - recycling	tonne	104.1	189.8	223.9
Hazardous waste - other recovery (including energy recovery)	tonne	0	0	0
Hazardous waste - landfilling	tonne	0	0	0
Hazardous waste - other waste management methods	tonne	2,816.5	2,539.0	2,484.9
Hazardous waste - incineration (with energy recovery)	tonne	0	0	0
Hazardous waste - incineration (without energy recovery)	tonne	0	0	14.2
<b>Total non-hazardous waste produced</b>	<b>tonne</b>	<b>29,647.5</b>	<b>18,407.2</b>	<b>13,594.4</b>
Non-hazardous waste - reuse	tonne	0	0	0
Non-hazardous waste - recycling	tonne	6,796.8	8,907.5	5,603.7
Non-hazardous waste - other recovery (including energy recovery)	tonne	976.5	1,225.4	1,082.5
Non-hazardous waste - incineration (with energy recovery)	tonne	0	0	0
Non-hazardous waste - incineration (without energy recovery)	tonne	219.0	220.6	96.3
Non-hazardous waste - landfilling	tonne	21,655.2	8,053.7	6,811.9
Non-hazardous waste - other waste management methods	tonne	0	0	0

# APPENDIX

## ENVIRONMENTAL DATA (CONT'D.)

Water	Unit	2023	2024	2025
<b>Total water withdrawal from all area</b>	<b>'000 m<sup>3</sup></b>	<b>669.7</b>	<b>628.1</b>	<b>665.9</b>
Surface water	'000 m <sup>3</sup>	0	0	0
Ground water	'000 m <sup>3</sup>	2.2	2.9	2.2
Sea water	'000 m <sup>3</sup>	0	0	0
Produced water	'000 m <sup>3</sup>	0	0	0
Water from other sources withdrawal	'000 m <sup>3</sup>	0.4	0.2	0.4
Third-party water	'000 m <sup>3</sup>	667.1	624.9	663.3
<b>Total water withdrawal with water stress <sup>(10)</sup></b>	<b>'000 m<sup>3</sup></b>	<b>203.8</b>	<b>203.8</b>	<b>226.3</b>
Surface water	'000 m <sup>3</sup>	0	0	0
Ground water	'000 m <sup>3</sup>	2.2	2.9	2.2
Sea water	'000 m <sup>3</sup>	0	0	0
Produced water	'000 m <sup>3</sup>	0	0	0
Water from other sources withdrawal	'000 m <sup>3</sup>	0.4	0.2	0.4
Third-party water	'000 m <sup>3</sup>	201.3	200.6	223.7
<b>Total Water discharge</b>	<b>'000 m<sup>3</sup></b>	<b>0</b>	<b>0</b>	<b>0</b>
Surface water	'000 m <sup>3</sup>	0	0	0
Ground water	'000 m <sup>3</sup>	0	0	0
Sea water	'000 m <sup>3</sup>	0	0	0
Third-party water	'000 m <sup>3</sup>	0	0	0
<b>Air Emissions <sup>(11)</sup></b>	<b>Unit</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
NOx emissions	tonne	1,035.4	1,033.5	965.5
SOx emissions	tonne	3.5	3.5	3.4
Particulate matter emissions	tonne	96.0	94.5	87.4

**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).
- 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 1, 2 and 3 emissions calculation only account for BUs with full year operation.
- 4 The scope 2 calculation has excluded the GHG trades.
- 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 LPG consumption data for 2024 have been restated to reflect revised reporting and improved accuracy.
- 8 Electricity only includes electricity purchased from external parties and does not include self-generated electricity.
- 9 Energy intensity is calculated as total energy consumption divided by total throughput of Hutchison Ports' subsidiaries.
- 10 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.
- 11 The emission factors applied for the calculation of air emissions are adopted from National Atmospheric Emissions Inventory.

# APPENDIX

## SAFETY DATA

Period	2023	2024	2025
<b>Work-related injuries</b>			
<b>For all employees</b>			
The number of fatalities as a result of work-related injury	0.00	0.00	1.00
The rate of fatalities as a result of work-related injury <sup>(1)</sup>	0.00	0.00	0.06
The number of recordable work-related injuries	398.00	313.00	338.00
The rate of recordable work-related injuries <sup>(2)</sup>	9.94	7.59	8.14
The number of working hours	40,025,693	41,211,944	41,504,423
Number of lost days due to work injury	5,413	4,704	5,008
<b>For contractors</b>			
The number of fatalities as a result of work-related injury	4.00	2.00	3.00
The rate of fatalities as a result of work-related injury <sup>(1)</sup>	0.29	0.13	0.18
The number of recordable work-related injuries	59.00	95.00	90.00
The rate of recordable work-related injuries <sup>(2)</sup>	4.28	6.26	5.53
The number of working hours	13,800,094	15,186,096	16,277,585

**Notes:**

**1** Equation for rate of fatalities as a result of work-related injury

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

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

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

## WORKFORCE DATA

Period	2023	2024	2025
<b>1.1 Employees</b>			
<b>Total number of employees</b>	<b>18,823</b>	<b>19,196</b>	<b>19,308</b>
<b>A) By employment mode</b>			
<b>i) Total number of full-time employees</b>	<b>15,232</b>	<b>15,140</b>	<b>15,414</b>
<b>By gender</b>			
- Male	13,627	13,486	13,750
- Female	1,605	1,654	1,664
<b>By employee category</b>			
- Manager grade or above	533	531	529
- General staff	14,699	14,609	14,885
<b>By age group</b>			
- Below 30	1,836	1,748	1,844
- 30 - 49	9,277	9,108	9,176
- 50 or above	4,119	4,284	4,394
<b>By geographical location</b>			
- Hong Kong	251	258	405
- Chinese Mainland	23	24	24
- Europe	5,550	5,452	5,376
- Asia, Australia and others	9,408	9,406	9,609
<b>ii) Total number of part-time employees</b>	<b>3,591</b>	<b>4,056</b>	<b>3,894</b>
<b>By gender</b>			
- Male	3,280	3,696	3,336
- Female	311	360	558
<b>By employee category</b>			
- Manager grade or above	21	13	53
- General staff	3,570	4,043	3,841
<b>By geographical location</b>			
- Hong Kong	2	1	4
- Chinese Mainland	3	4	4
- Europe	319	313	494
- Asia, Australia and others	3,267	3,738	3,392

# APPENDIX

## WORKFORCE DATA (CONT'D.)

Period	2023	2024	2025
<b>1.1 Employees (cont'd.)</b>			
<b>B) By employment type</b>			
<b>i) Total number of permanent employees</b>	<b>15,371</b>	<b>15,343</b>	<b>15,703</b>
<b>By gender</b>			
- Male	13,712	13,665	13,909
- Female	1,659	1,678	1,794
<b>By geographical location</b>			
- Hong Kong	251	257	343
- Chinese Mainland	23	24	24
- Europe	5,663	5,622	5,661
- Asia, Australia and others	9,434	9,440	9,675
<b>ii) Total number of temporary employees</b>	<b>3,253</b>	<b>3,636</b>	<b>3,384</b>
<b>By gender</b>			
- Male	3,036	3,348	3,002
- Female	217	288	382
<b>By geographical location</b>			
- Hong Kong	0	0	0
- Chinese Mainland	3	4	4
- Europe	190	95	185
- Asia, Australia and others	3,060	3,537	3,195
<b>iii) Total number of contract employees</b>	<b>19</b>	<b>51</b>	<b>87</b>
<b>By gender</b>			
- Male	10	35	75
- Female	9	16	12
<b>By geographical location</b>			
- Hong Kong	0	2	62
- Chinese Mainland	0	0	0
- Europe	16	48	22
- Asia, Australia and others	3	1	3

Period	2023	2024	2025
<b>1.1 Employees (cont'd.)</b>			
<b>B) By employment type (cont'd.)</b>			
<b>iv) Total number of non-guaranteed hours employees <sup>(1)</sup></b>	<b>180</b>	<b>166</b>	<b>134</b>
<b>By gender</b>			
- Male	149	134	100
- Female	31	32	34
<b>By geographical location</b>			
- Hong Kong	2	0	4
- Chinese Mainland	0	0	0
- Europe	0	0	2
- Asia, Australia and others	178	166	128
<b>1.2 Workers who are not employees</b>			
Number of external contractor workers	6,481	7,188	7,182
<b>1.3 Employee turnover rate</b>			
Turnover rate (%) <sup>(2)</sup>	8.9%	5.8%	6.8%
Total employee turnover number <sup>(3)</sup>	1,711	1,105	1,309
<b>By gender</b>			
- Male	1,537	961	1,175
- Female	174	144	134
<b>By age group</b>			
- Below 30	226	206	224
- 30 - 49	989	524	618
- 50 or above	496	375	467
<b>By geographical location</b>			
- Hong Kong	56	30	87
- Chinese Mainland	2	0	0
- Europe	364	436	507
- Asia, Australia and others	1,289	639	715
<b>By employee category</b>			
- Manager grade or above	92	76	69
- General staff	1,619	1,029	1,240

# APPENDIX

## WORKFORCE DATA (CONT'D.)

Period	2023	2024	2025
<b>1.4 New employee hires</b>			
<b>By gender</b>			
- Male	1,286	998	1,254
- Female	295	177	210
<b>By age group</b>			
- Below 30	694	510	651
- 30 - 49	711	563	698
- 50 or above	176	102	115
<b>By geographical location</b>			
- Hong Kong	49	36	35
- Chinese Mainland	1	2	0
- Europe	308	359	591
- Asia, Australia and others	1,223	778	838

**Notes:**

- 1 Non-guaranteed hours employees are employed by the organisation without a guarantee of a minimum or fixed number of working hours.
- 2 Turnover rate is calculated based on the employee departure during the year, divided by the average number of the total employees in 2024 and 2025 as at 31 December of each year.
- 3 Employee turnover refers to employees who leave the organisation voluntarily or due to dismissal, retirement, or death in service.

## TRAINING DATA

Period	2023	2024	2025	Percentage		
				2023	2024	2025
<b>2.1 The average training hours completed per employee<sup>(1)</sup></b>						
<b>Average Training Hours</b>						
- Per employee	17.4	14.7	19.0	-	-	-
<b>By gender</b>						
- Male	17.3	14.6	18.6	-	-	-
- Female	17.6	15.4	21.7	-	-	-
<b>By employee category</b>						
- Manager grade or above	16.1	13.0	14.2	-	-	-
- General staff	17.4	14.7	19.1	-	-	-
<b>2.2 The percentage of full-time employees trained by gender and employee category</b>						
<b>Total number of trained full-time employees</b>	10,824.0	11,329.0	10,845.0	71%	75%	70%
<b>By gender</b>						
- Male	9,626	10,000	9,462	88.9%	88.3%	87.2%
- Female	1,198	1,329	1,383	11.1%	11.7%	12.8%
<b>By employee category</b>						
- Manager grade or above	323	482	450	3.0%	4.3%	4.1%
- General staff	10,501	10,847	10,395	97.0%	95.7%	95.9%
<b>2.3 Communication and training about anti-corruption policies and procedures</b>						
<b>Total number and percentage of employees<sup>(1)</sup> received communication about anti-corruption policies and procedures</b>						
<b>By employee category</b>						
- Manager grade or above	260	457	334	1.4%	2.4%	1.7%
- General staff	4,320	4,290	5,782	23.0%	22.3%	29.9%
<b>By geographical location</b>						
- Hong Kong	253	219	259	1.3%	1.1%	1.3%
- Chinese Mainland	1	27	27	0.0%	0.1%	0.1%
- Europe	172	613	544	0.9%	3.2%	2.8%
- Asia, Australia and others	4,154	3,888	5,286	22.1%	20.3%	27.4%

# APPENDIX

## TRAINING DATA (CONT'D.)

Period				Percentage		
	2023	2024	2025	2023	2024	2025
<b>2.3 Communication and training about anti-corruption policies and procedures (cont'd.)</b>						
<b>Total number and percentage of employees<sup>(1)</sup> received training about anti-corruption policies and procedures</b>						
<b>By employee category</b>						
- Manager grade or above	103	273	249	0.5%	1.4%	1.3%
- General staff	2,386	2,562	2,999	12.7%	13.3%	15.5%
<b>By geographical location</b>						
- Hong Kong	49	241	259	0.3%	1.3%	1.3%
- Chinese Mainland	0	27	27	0.0%	0.1%	0.1%
- Europe	162	385	264	0.9%	2.0%	1.4%
- Asia, Australia and others	2,278	2,182	2,698	12.1%	11.4%	14.0%
<b>By total number of employee</b>						
- Full-time	1,706	2,452	2,798	-	-	-
- Part-time	783	383	450	-	-	-
<b>Number of training hours on anti-corruption by employment mode</b>						
- Full-time	1,735	2,726	3,024	-	-	-
- Part-time	816	396	542	-	-	-

**Note:**

<sup>1</sup> It refers to all employees include permanent employees, temporary employees, non-guaranteed hours employees.

## PARENTAL DATA

Period	2023	2024	2025
<b>3.1 Total number of employees that were entitled to parental leave</b>			
<b>By Gender</b>			
- Male	13,338	13,679	13,678
- Female	1,764	2,247	2,465
<b>3.2 Total number of employees that took parental leave</b>			
<b>By Gender</b>			
- Male	455	409	487
- Female	50	69	69
<b>3.3 Total number of employees that returned to work in the reporting period after parental leave ended</b>			
<b>By Gender</b>			
- Male	451	405	464
- Female	43	54	55
<b>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</b>			
<b>By Gender</b>			
- Male	424	342	386
- Female	44	37	54
<b>3.5 Return to work of employees that took parental leave <sup>(1)</sup></b>			
<b>By Gender</b>			
- Male	99%	99%	99%
- Female	100%	93%	87%
<b>3.6 Retention rates of employees that took parental leave <sup>(2)</sup></b>			
<b>By Gender</b>			
- Male	99%	88%	95%
- Female	96%	90%	95%

# APPENDIX

## GRI INDEX

General Disclosures			
GRI 2: General Disclosures 2021			
The organisation and its reporting practices			
2-1	Organisational details	1.1 1.1.2	Hutchison Ports Our Responsibilities
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 1.1.1	Hutchison Ports Our Report
2-4	Restatements of information	Please refer to Appendix - Environmental data.	
2-5	External assurance	Hutchison Ports has not sought external assurance for this sustainability report.	
Activities and workers			
2-6	Activities, value chain and other business relationships	2.1 2.1.2	ESG Strategy and Foundation ESG Foundation
2-7	Employees	Appendix - Workforce data The number of employees remains consistent throughout the year and no significant fluctuations.	
2-8	Workers who are not employees	Appendix - Workforce data	
Governance			
2-9	Governance structure and composition	2 2.1.2	Our ESG Approach ESG Foundation
2-10	Nomination and selection of the highest governance body	2.1 2.1.2	ESG Strategy and Foundation ESG Foundation
2-11	Chair of the highest governance body	2.1 2.1.2	ESG Strategy and Foundation ESG Foundation
2-12	Role of the highest governance body in overseeing the management of impacts	2.1 2.1.2	ESG Strategy and Foundation ESG Foundation
2-13	Delegation of responsibility for managing impacts	2.1 2.1.2	ESG Strategy and Foundation ESG Foundation
2-14	Role of the highest governance body in sustainability reporting	2.1 2.1.2	ESG Strategy and Foundation ESG Foundation
2-16	Communication of critical concerns	2.1 2.1.2	ESG Strategy and Foundation ESG Foundation
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.	

General Disclosures (cont'd.)			
GRI 2: General Disclosures 2021 (cont'd.)			
Governance (cont'd.)			
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 5.1.1	Governance Integrated Oversight
2-24	Embedding policy commitments	5.1 5.1.1	Governance Integrated Oversight
2-26	Mechanisms for seeking advice and raising concerns	5.1 5.1.1	Governance Integrated Oversight
2-27	Compliance with laws and regulations	5.1 5.1.1	Governance Integrated Oversight
2-28	Membership associations	Appendix- Membership	
Stakeholder engagement			
2-29	Approach to stakeholder engagement	2.1 2.1.2	ESG Strategy and Foundation ESG Foundation
2-30	Collective bargaining agreements	Information is not available.	
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	2.2 2.2.3	Governance and Implementation Sustainability Reporting Development
3-2	List of material topics	2.1 2.1.3 2.2 2.2.3	ESG Strategy and Foundation United Nations Sustainable Development Goals Mapping Governance and Implementation Sustainability Reporting Development
Specific Disclosures			
GRI 201: Economic Performance 2016			
3-3	Management of material topics	2.1 2.1.3 2.2 2.2.3	ESG Strategy and Foundation United Nations Sustainable Development Goals Mapping Governance and Implementation Sustainability Reporting Development
201-1	Direct economic value generated and distributed	Refer to p.18 to 23 of CKHH's 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.	

# APPENDIX

## GRI INDEX (CONT'D)

Specific Disclosures (cont'd.)			
GRI 205: Anti-corruption 2016			
3-3	Management of material topics	2.1 2.1.3 2.2 2.2.3	ESG Strategy and Foundation United Nations Sustainable Development Goals Mapping Governance and Implementation Sustainability Reporting Development
205-1	Operations assessed for risks related to corruption	5.1 5.1.1	Governance 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		Hutchison Ports is not aware of confirmed incidents related to corruption.
GRI 302: Energy 2016			
3-3	Management of material topics	2.1 2.1.3 2.2 2.2.3	ESG Strategy and Foundation United Nations Sustainable Development Goals Mapping Governance and Implementation Sustainability Reporting Development
302-1	Energy consumption within the organisation	3.1 3.1.2	Climate Action Emissions Metrics Appendix - Environmental data
302-2	Energy consumption outside of the organisation	3.1 3.1.2	Climate Action Emissions Metrics Appendix - Environmental data
302-3	Energy intensity	3.1 3.1.2	Climate Action Emissions Metrics Appendix - Environmental data
302-4	Reduction of energy consumption	3.1 3.1.2	Climate Action Emissions Metrics Appendix - Environmental data
302-5	Reductions in energy requirements of products and services	3.1 3.1.2	Climate Action Emissions Metrics Appendix - Environmental data
GRI 303: Water and Effluents 2018			
3-3	Management of material topics	2.1 2.1.3 2.2 2.2.3	ESG Strategy and Foundation United Nations Sustainable Development Goals Mapping Governance and Implementation Sustainability Reporting Development
303-1	Interactions with water as a shared resource	3.2 3.2.2	Environmental Stewardship Resource Management
303-2	Management of water discharge-related impacts	3.2 3.2.2	Environmental Stewardship Resource Management
303-3	Water withdrawal	3.2 3.2.2	Environmental Stewardship Resource Management Appendix - Environmental data

Specific Disclosures (cont'd.)		
GRI 303: Water and Effluents 2018 (cont'd.)		
303-4	Water discharge	Total water discharge is not available due to data collection constraints.
303-5	Water consumption	3.2 3.2.2 Appendix - Environmental data
GRI 304: Biodiversity 2016		
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 Environmental Stewardship Ecosystem Management
304-2	Significant impacts of activities, products and services on biodiversity	3.2 3.2.1 Environmental Stewardship Ecosystem Management
304-3	Habitats protected or restored	3.2 3.2.1 Environmental Stewardship Ecosystem Management
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	3.2 3.2.1 Environmental Stewardship Ecosystem Management
GRI 305: Emissions 2016		
3-3	Management of material topics	2.1 2.1.3 2.2 2.2.3 ESG Strategy and Foundation United Nations Sustainable Development Goals Mapping Governance and Implementation Sustainability Reporting Development
305-1	Direct (scope 1) GHG Emissions	3.1 3.1.2 Climate Action Emissions Metrics Appendix - Environmental data
305-2	Energy indirect (scope 2) GHG emissions	3.1 3.1.2 Climate Action Emissions Metrics Appendix - Environmental data
305-3	Other Indirect (scope 3) GHG Emissions	3.1 3.1.2 Climate Action Emissions Metrics Appendix - Environmental data
305-4	GHG emissions intensity	3.1 3.1.2 Climate Action Emissions Metrics Appendix - Environmental data
305-5	Reduction of GHG Emissions	3.1 3.1.1 3.1.2 Climate Action Strategic Pathways to Decarbonisation Emissions Metrics
305-6	Emissions of ozone-depleting substances (ODS)	Appendix - Environmental data
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	3.2 3.2.2 Environmental Stewardship Resource Management Appendix - Environmental data

# APPENDIX

## GRI INDEX (CONT'D)

Specific Disclosures (cont'd.)			
<b>GRI 306: Waste 2020</b>			
3-3	Management of material topics	2.1 2.1.3 2.2 2.2.3	ESG Strategy and Foundation United Nations Sustainable Development Goals Mapping Governance and Implementation Sustainability Reporting Development
306-1	Waste generation and significant waste related impacts	3.2 3.2.2	Environmental Stewardship Resource Management
306-2	Management of significant waste-related impacts	3.2 3.2.2	Environmental Stewardship Resource Management
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	
<b>GRI 401: Employment 2016</b>			
3-3	Management of material topics	2.1 2.1.3 2.2 2.2.3	ESG Strategy and Foundation United Nations Sustainable Development Goals Mapping Governance and Implementation Sustainability Reporting Development
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	Our Colleagues Human Capital
401-3	Parental leave	Appendix - Workforce data	
<b>GRI 403: Occupational Health and Safety 2018</b>			
3-3	Management of material topics	2.1 2.1.3 2.2 2.2.3	ESG Strategy and Foundation United Nations Sustainable Development Goals Mapping Governance and Implementation Sustainability Reporting Development
403-1	Occupational health and safety management system	4.1 4.1.1	Our Colleagues Safety and Security
403-2	Hazard identification, risk assessment, and incident investigation	4.1 4.1.1	Our Colleagues Safety and Security
403-3	Occupational health services	4.1 4.1.1	Our Colleagues Safety and Security
403-4	Worker participation, consultation, and communication on occupational health and safety	4.1 4.1.1	Our Colleagues Safety and Security
403-5	Worker training on occupational health and safety	4.1 4.1.1	Our Colleagues Safety and Security
403-6	Promotion of worker health	4.1 4.1.1	Our Colleagues Safety and Security

Specific Disclosures (cont'd.)			
<b>GRI 403: Occupational Health and Safety 2018 (cont'd.)</b>			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.1 4.1.1	Our Colleagues Safety and Security
403-8	Workers covered by an occupational health and safety management system	4.1 4.1.1	Our Colleagues Safety and Security
403-9	Work-related injuries	Appendix - Safety data	
403-10	Work-related ill health	Appendix - Safety data	
<b>GRI 404: Training and Education 2016</b>			
3-3	Management of material topics	2.1 2.1.3 2.2 2.2.3	ESG Strategy and Foundation United Nations Sustainable Development Goals Mapping Governance and Implementation Sustainability Reporting Development
404-1	Average hours of training per year per employee	4.1 4.1.2	Our Colleagues Human Capital Appendix - Training data
404-2	Programmes for upgrading employee skills and transition assistance programmes	4.1 4.1.2	Our Colleagues Human Capital
<b>GRI 405: Diversity and Equal Opportunity 2016</b>			
405-1	Diversity of governance bodies and employees	Due to confidentiality constraints, Hutchison Ports is unable to disclose this information.	
<b>GRI 406: Non-Discrimination 2016</b>			
3-3	Management of material topics	2.1 2.1.3 2.2 2.2.3	ESG Strategy and Foundation United Nations Sustainable Development Goals Mapping Governance and Implementation Sustainability Reporting Development
406-1	Incidents of discrimination and corrective actions taken	Hutchison Ports is not aware of incidents of discrimination.	
<b>GRI 407: Freedom Of Association And Collective Bargaining 2016</b>			
3-3	Management of material topics	2.1 2.1.3 2.2 2.2.3	ESG Strategy and Foundation United Nations Sustainable Development Goals Mapping Governance and Implementation Sustainability Reporting Development
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Hutchison Ports did not identify any new or existing operations and suppliers with significant social risks in 2025.	

# APPENDIX

## GRI INDEX (CONT'D)

Specific Disclosures (cont'd.)			
GRI 408: Child Labour 2016			
3-3	Management of material topics	2.1 2.1.3 2.2 2.2.3	ESG Strategy and Foundation United Nations Sustainable Development Goals Mapping Governance and Implementation Sustainability Reporting Development
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 2025.	
GRI 409: Forced or Compulsory Labour 2016			
3-3	Management of material topics	2.1 2.1.3 2.2 2.2.3	ESG Strategy and Foundation United Nations Sustainable Development Goals Mapping Governance and Implementation Sustainability Reporting Development
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Hutchison Ports did not identify any new or existing operations and suppliers with significant social risks in 2025.	
GRI 413: Local Communities 2016			
3-3	Management of material topics	2.1 2.1.3 2.2 2.2.3	ESG Strategy and Foundation United Nations Sustainable Development Goals Mapping Governance and Implementation Sustainability Reporting Development
413-1	Operations with local community engagement, impact assessments, and development programmes	4.2 4.2.2	Our Community Community Engagement
413-2	Operations with significant actual and potential negative impacts on local communities	4.2 4.2.2	Our Community Community Engagement
GRI 414: Supplier Social Assessment 2016			
3-3	Management of material topics	2.1 2.1.3 2.2 2.2.3	ESG Strategy and Foundation United Nations Sustainable Development Goals Mapping Governance and Implementation Sustainability Reporting Development
414-1	New suppliers that were screened using social criteria	5.1 5.1.2	Governance Value Chain Management
414-2	Negative social impacts in the supply chain and actions taken	5.1 5.1.2	Governance Value Chain Management

Specific Disclosures (cont'd.)			
GRI 418: Customer Privacy 2016			
3-3	Management of material topics	2.1 2.1.3 2.2 2.2.3	ESG Strategy and Foundation United Nations Sustainable Development Goals Mapping Governance and Implementation Sustainability Reporting Development
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	5.1 5.1.3	Governance Cyber Security Hutchison Ports is not aware of substantiated complaints concerning breaches of customer privacy and losses of customer data.

# TOGETHER, WE CAN MAKE IT HAPPEN

## HUTCHISON PORT HOLDINGS LIMITED

(Incorporated in the British Virgin Islands with Limited Liability)

Terminal 4, Container Port Road South  
Kwai Chung, Hong Kong



[SSE@hutchisonports.com](mailto:SSE@hutchisonports.com)



[hutchisonports.com](http://hutchisonports.com)



[hutchison-port-holdings](https://www.linkedin.com/company/hutchison-port-holdings)



A member of CK Hutchison Holdings