

CHAPTER 12

APPENDICES

KEY PERFORMANCE INDICATORS

WORKFORCE STATISTICS

Workforce Statistics		Total			Non-subidiaries			Subsidiaries			The Company		
		2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020
Total Workforce													
Employees	No. of people	11,610	10,419	10,315	6,751	6,723	6,698	4,511	3,350	3,286	348	346	331
Supervised Employees	No. of people	5,341	5,282	4,469	2,931	2,921	2,517	2,409	2,360	1,952	1	1	0
Self-employed	No. of people	2,491	2,460	1,355	1,633	1,662	663	858	798	692	0	0	0
Employee Composition													
By employment type													
Full-time	No. of people	11,604	10,414	10,312	6,749	6,721	6,696	4,507	3,347	3,285	348	346	331
Part-time	No. of people	6	5	3	2	2	2	4	3	1	0	0	0
By geographical location													
Hong Kong	%	4.0	4.5	4.6	5.4	5.4	5.5	0.1	0.2	0.0	25.8	28.0	30.2
China (ex-Hong Kong)	%	81.2	79.4	79.0	82.6	82.6	82.2	80.5	74.8	74.2	64.7	62.4	61.0
Overseas	%	14.8	16.1	16.4	12.0	12.0	12.2	19.3	25.0	25.8	9.5	9.5	8.8
By gender													
Male	%	87.5	87.8	87.9	89.6	89.5	89.2	85.6	85.9	86.7	71.8	73.7	74.3
Female	%	12.5	12.2	12.1	10.4	10.5	10.8	14.4	14.1	13.3	28.2	26.3	25.7
By age group													
Aged below 30	%	14.6	16.2	14.4	14.4	14.4	12.6	15.0	20.2	18.4	13.5	13.9	10.9
Aged 30-50	%	65.9	67.6	73.3	69.0	70.8	87.4	62.0	62.2	69.3	56.9	58.4	65.9
Aged above 50	%	19.5	16.1	12.3	16.6	14.8	11.8	23.0	17.6	12.4	29.6	27.7	23.3
By employee category													
Managerial position	%	0.8	0.9	0.9	1.0	0.8	0.9	0.4	1.1	0.8	1.7	1.7	1.8
Supervisory position	%	6.5	7.0	6.2	6.4	6.5	5.9	4.3	4.6	3.0	37.6	39.6	44.7
General position	%	92.7	92.1	92.9	92.6	92.7	93.2	95.2	94.3	96.2	60.6	58.7	53.5
Employee Turnover													
	No. of people	387	336	355	254	229	252	125	102	93	8	5	10
	Turnover rate (%) ¹⁵	3.3	3.2	3.4	3.8	3.4	3.8	2.7	3.0	2.8	2.3	1.4	3.0
By geographical location													
Hong Kong	No. of people	25	22	38	17	18	35	0	0	0	8	4	3
China (ex-Hong Kong)	No. of people	193	194	221	114	125	152	79	68	62	0	1	7
Overseas	No. of people	169	120	96	123	86	65	46	34	31	0	0	0
Hong Kong	%	5.4	4.7	8.1	4.7	4.9	9.5	0.0	0.0	0.0	8.9	4.1	3.0
China (ex-Hong Kong)	%	2.0	2.3	2.7	2.0	2.3	2.8	2.2	2.7	2.5	0.0	0.5	3.5
Overseas	%	9.8	7.2	5.7	15.1	10.7	7.9	5.2	4.1	3.7	0.0	0.0	0.0
By gender													
Male	No. of people	326	297	297	224	203	213	96	92	77	6	2	7
Female	No. of people	61	39	58	30	26	39	29	10	16	2	3	3
Male	%	3.2	3.2	3.3	3.7	3.4	3.6	1.5	3.2	2.7	2.4	0.8	2.8
Female	%	4.2	3.1	4.7	4.3	3.7	5.4	3.5	2.1	3.7	2.1	3.3	3.5
By age group													
Aged below 30	No. of people	127	113	73	77	74	50	47	38	23	3	1	0
Aged 30-50	No. of people	227	194	171	151	136	122	71	54	45	5	4	4
Aged above 50	No. of people	33	29	111	26	19	80	7	10	25	0	0	6
Aged below 30	%	7.5	6.7	4.9	7.8	7.6	5.9	6.9	5.6	3.8	6.4	2.1	0.0
Aged 30-50	%	3.0	2.8	2.3	3.3	2.9	2.4	2.5	2.6	2.0	2.0	2.0	1.8
Aged above 50	%	1.5	1.7	8.7	2.3	1.9	10.1	0.7	1.7	6.2	0.0	0.0	7.8

15 Employee turnover rate was calculated by: the total number of employees who voluntarily resigned (excluding internal reassignment between the companies under COSCO SHIPPING, or the employees who left the Company due to dismissal, retirement or death during employment) divided by the total number of employees during the reporting year.

Workforce Statistics (continued)		Total			Non-subsidiaries			Subsidiaries			The Company		
		2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020
New Hires													
	No. of people	648	460	255	402	231	110	221	214	122	25	15	23
	Rate of new hires (%) ¹⁶	5.6	4.4	2.5	6.0	3.4	1.6	3.2	6.4	3.7	7.2	4.3	6.9
By geographical location													
Hong Kong	No. of people	40	30	18	32	29	8	0	0	0	8	1	10
China (ex-Hong Kong)	No. of people	401	291	154	241	128	62	144	149	79	16	14	13
Overseas	No. of people	207	139	83	129	74	40	77	65	43	1	0	0
Hong Kong	%	8.7	6.4	3.8	8.8	7.9	2.2	0.0	0.0	0.0	8.8	1.0	10.0
China (ex-Hong Kong)	%	4.2	3.5	1.9	4.3	2.3	1.1	4.0	5.9	3.2	7.1	6.5	6.4
Overseas	%	12.1	8.3	4.9	15.9	9.2	4.9	8.8	7.8	5.1	3.0	0.0	0.0
By gender													
Male	No. of people	421	371	200	237	196	87	170	167	96	14	8	17
Female	No. of people	227	89	55	165	35	23	51	47	26	11	7	6
Male	%	4.1	4.1	2.2	3.9	3.3	1.5	4.4	5.8	3.4	5.6	3.1	6.9
Female	%	15.6	7.0	4.4	19.5	5.0	3.2	7.8	10.0	5.9	11.3	7.7	7.1
By age group													
Aged below 30	No. of people	395	297	144	251	137	54	129	150	78	15	10	12
Aged 30-50	No. of people	235	148	101	137	83	48	88	61	42	10	4	11
Aged above 50	No. of people	18	15	10	14	11	8	4	3	2	0	1	0
Aged below 30	%	23.3	17.5	9.7	25.8	14.1	6.4	19.0	22.2	12.9	31.9	20.8	33.3
Aged 30-50	%	3.1	2.1	1.3	2.9	1.7	0.9	2.2	2.9	1.8	5.1	2.0	5.0
Aged above 50	%	0.8	0.9	0.8	1.2	1.1	1.0	0.3	0.5	0.5	0.0	1.0	0.0

16 The rate of new hires was calculated by: the total number of new employees divided by the total number of employees.

Workforce Statistics (continued)		2022			
		Total	Non- subsidiaries	Subsidiaries	The Company
Collective Bargaining Agreements					
Employees from 13 terminals were covered by collective bargaining agreements ¹⁷ . Some terminals have established a fixed notice period regarding significant operational changes. Depending on commercial and other aspects of business sensitivity, the companies discuss with labour unions and provide reasonable notice period for any significant operational changes. Some terminals specify notice period and provisions for consultation and negotiation in collective agreements.					
The percentage covered and information of respective terminals are as follows:					
100% of the employees were covered by collective bargaining agreements	No. of terminal companies	13	5	8	N/A
Board Composition					
By gender					
Male	No. of people	N/A			9
Female	No. of people	N/A			1
By age group					
Aged below 30	No. of people	N/A			0
Aged 30-50	No. of people	N/A			3
Aged above 50	No. of people	N/A			7

17 In addition, employees of CSP Zeebrugge Terminal was covered by collective bargaining agreements and the percentage of employees covered was 55%.

Workforce Statistics (continued) ^{18,19}		The Company		
		2022	2021	2020
Staff Training				
	Percentage of employees received training	56.7	44.8	N/A
	Total number of employees received trainings	198	155	590
	Total training hours	21,689	7,623	8,673
	Average training hours	62	22	26
By gender				
Male	Percentage of employees received training	44.0	32.9	N/A
Female	Percentage of employees received training	88.8	78.0	N/A
Male	Total number of employees received trainings	111	84	438
Female	Total number of employees received trainings	87	71	152
Male	Average training hours	50	18	26
Female	Average training hours	94	33	26
By employee category				
Managerial position	Percentage of employees received training	83.3	66.7	N/A
Supervisory position	Percentage of employees received training	27.5	22.6	N/A
General position	Percentage of employees received training	73.0	59.1	N/A
Managerial position	Total number of employees received trainings	5	4	11
Supervisory position	Total number of employees received trainings	39	31	264
General position	Total number of employees received trainings	154	120	315
Managerial position	Average training hours	25	125	26
Supervisory position	Average training hours	35	11	26
General position	Average training hours	79	27	26

18 Statistics of staff training in 2020 were calculated based on the total number of participants in each training, hence, the percentage of employees received training was not available for disclosure.

19 Statistics of staff training only cover full-time employees.

Workforce Statistics (continued)		Total			Non-subidiaries			Subsidiaries			The Company		
		2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020
Occupational Health and Safety													
Work-related injuries and work-related ill health													
Fatalities	No. of people	0	1	0	0	1	0	0	0	0	0	0	
High-consequence work-related injuries ²⁰	No. of cases	3	0	1	0	0	0	3	0	1	0	0	
Recordable work-related injuries ²¹	No. of cases	99	62	64	47	33	30	51	29	34	0	0	
Rate of fatalities ²²	Per 200,000 hours worked	0.00	0.01	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	
Rate of high-consequence work-related injuries ²³	Per 200,000 hours worked	0.01	0.00	0.01	0.00	0.00	0.00	0.03	0.00	0.03	0.00	0.00	
Rate of recordable work-related injuries ²⁴	Per 200,000 hours worked	0.55	0.58	0.46	0.54	0.45	0.43	0.56	0.88	1.08	0.00	0.00	
Work-related ill health ²⁵	No. of cases	8	0	7	0	0	0	8	0	7	0	0	
Lost days and absentees													
Lost days due to work-related injuries ²⁶	No. of days	2,710	1,201	1,825	923	502	569	1,787	699	1,256	0	0	
Absentees ²⁷	No. of days	27,961	18,719	17,406	13,887	6,522	7,225	13,831	12,010	9,821	242.5	187	
Lost day rate ²⁸	%	0.09	0.05	0.05	0.05	0.03	0.03	0.14	0.09	0.15	0.00	0.00	
Absentee rate ²⁹	%	0.91	0.70	0.51	0.78	0.36	0.42	1.12	1.48	1.20	0.49	0.74	

20 High-consequence work-related injuries refer to other injuries from which the worker cannot recover (e.g. amputation of a limb), or does not or is not expected to recover fully to pre-injury health status within 6 months.

21 Recordable work-related injuries include work-related injury or ill health that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.

22 Rate of fatalities was calculated by: the total number of fatalities times 200,000 and divided by the number of hours worked.

23 Rate of high-consequence work-related injuries was calculated by: the total number of high-consequence work-related injuries times 200,000 and divided by the number of hours worked.

24 Rate of recordable work-related injuries was calculated by: the total number of recordable work-related injuries times 200,000 and divided by the number of hours worked.

25 Work-related ill health refers to an illness due to workplace or work-related activities (e.g. high pressure or exposure to harmful chemicals for a long period of time) or work-related injury.

26 Lost days due to work-related injuries refer to time away from work due to work-related accidents or work-related ill health.

27 Absentees refer to an employee absent from work due to incapacity of any kind, not just as a result of work-related injury or work-related ill health. Permitted leave absences such as holidays, study leave, maternity leave/paternity leave, and compassionate leave are excluded.

28 Lost day rate was calculated by: the total number of lost days divided by the total number of scheduled workdays times 100%.

29 Absentee rate was calculated by: the number of days of absence divided by the total number of scheduled workdays times 100%.

ENVIRONMENTAL PERFORMANCE³⁰

Environmental Performance		Total			Non-subsidiaries			Subsidiaries			The Company		
		2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020
Direct Energy Consumption													
Diesel	Litre	76,986,169	84,822,636	76,178,299	47,721,574	53,207,673	44,434,635	29,264,595	31,614,963	31,743,665	0	0	0
Gasoline	Litre	767,467	778,698 ³¹	597,858	545,334	583,027 ³¹	442,424	211,655	184,609 ³¹	144,054	10,478	11,062 ³¹	11,380
Liquefied petroleum gas (LPG)	Litre	151,030	198,849 ³¹	177,740	114,730	132,436 ³¹	132,489	36,300	66,413	45,251	0	0	0
Liquefied natural gas (LNG)	Litre	7,365,154	9,650,634	13,670,733	5,657,985	9,650,634	13,670,733	1,707,169	0	0	0	0	0
Natural gas	m ³	355,959	450,549	372,410	346,917	439,656	366,355	9,042	10,893	6,055	0	0	0
Indirect Energy Consumption													
Purchased electricity (excluded electricity supply by shore power)	kWh	628,552,329	605,511,077	576,429,121	364,386,017	385,752,018	366,159,362	263,781,620	219,313,330	209,859,885	384,692	445,728	409,874
Shore power ³²	kWh	4,720,382	N/A	N/A	3,417,910	N/A	N/A	1,302,472	N/A	N/A	N/A	N/A	N/A
Purchased heating	MJ	2,324	6,086	5,867	2,324	6,086	5,867	0	0	0	0	0	0
Solar energy	kWh	2,061,984	303,357	43,440	1,948,540	0	0	113,444	303,357	43,440	0	0	0
Energy Use³³													
Direct energy use	TJ	3,189	3,496 ³¹	3,247	1,976	2,276 ³¹	2,026	1,213	1,218 ³¹	1,220	0	0	0
Indirect energy use	TJ	2,265	2,180	2,075	1,314	1,389	1,318	950	790	756	1	2	1
Total energy use	TJ	5,454	5,676	5,322	3,290	3,666 ³¹	3,345	2,163	2,008 ³¹	1,976	2	2	2
Energy consumption intensity	GJ per TEU	0.070	0.081	0.076	0.072	0.078 ³¹	0.070	0.069	0.087 ³¹	0.088	N/A	N/A	N/A
	GJ per m ²	0.16	0.33	0.30	N/A	N/A	N/A	N/A	N/A	N/A	0.16	0.33 ³¹	0.30 ³¹
GHG Emissions³⁴													
GHG emissions (scope 1)	Tonnes of CO ₂ e	220,388	244,379 ³¹	219,941	138,201	158,542 ³¹	136,383	82,160	85,801 ³¹	83,528	27	36 ³¹	30
GHG emissions (scope 2)	Tonnes of CO ₂ e	366,724	356,790 ³¹	398,664	216,063	232,473 ³¹	272,511	150,390	124,138 ³¹	125,828	271	179 ³¹	326
GHG emissions (scope 3) ^{32, 35}	Tonnes of CO ₂ e	3,342	N/A	N/A	2,081	N/A	N/A	1,261	N/A	N/A	0.52	N/A	N/A
Total GHG emissions (scope 1 & scope 2)	Tonnes of CO ₂ e	587,112	601,168 ³¹	618,605	354,264	391,015 ³¹	408,894	232,550	209,938 ³¹	209,356	298	215 ³¹	356
Energy consumption intensity (scope 1 & scope 2)	kg of CO ₂ e per TEU	7.58	8.53 ³¹	8.81	7.70	8.27 ³¹	8.55	7.39	9.06 ³¹	9.36	N/A	N/A	N/A

30 Environmental data are rounded off for reporting, thus leading to differences on summation.

31 The figures were restated after data review.

32 These figures were newly collected in 2022, therefore, the data for 2020 and 2021 is unavailable.

33 The energy consumption for different fuel types was calculated based on gross calorific values, density or conversion factors stated in the UK Government GHG Conversion Factors for Company Reporting (2020). Energy consumption of electricity was calculated based on the default factors provided by the Electrical and Mechanical Services Department of Hong Kong: 1 kWh = 0.0036 GJ.

34 GHG emissions were calculated based on the 100-year Global Warming Potentials, provided by the Intergovernmental Panel on Climate Change (IPCC) in its Fifth Assessment Report (CO₂: 1, CH₄: 28, N₂O: 265).

- (1) GHG emissions from our operations in China were calculated based on the GHG Protocol Tool for Energy Consumption in China (Version 2.1) issued by Greenhouse Gas Protocol;
- (2) GHG emission from our operations in Hong Kong were calculated based on Appendix 2: Reporting Guidance on Environmental KPIs in the Main Board Listing Rules issued by the SEHK;
- (3) GHG emissions from our operations overseas were calculated based on the Emission Factors from Cross-Sector Tools issued by Greenhouse Gas Protocol;
- (4) for those GHG emission factors from electricity generation not covered by (1) to (3) above, the calculation was based on Carbon Footprint Country Specific Electricity Grid GHG Emission Factors v1.1 (Mar 2022) and relevant information provided by local electricity suppliers (applicable to the operations in Hong Kong and overseas); and
- (5) the above statistics do not include fugitive emissions from fire-extinguishing systems and refrigeration/air conditioning equipment.

35 GHG (Scope 3) emissions include indirect greenhouse gas emissions from the provision of shore power to ships, waste paper disposed of in landfills, and electricity consumed by governmental departments to treat potable water and sewage.

Environmental Performance (continued)		Total			Non-subsidiaries			Subsidiaries			The Company		
		2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020
Total Water Consumption	m ³	2,968,645	2,604,763	2,613,978	1,800,892	1,612,398	1,591,201	1,166,629	990,923	1,021,807	1,124	1,441	969
Municipal water supply	m ³	2,926,494	2,573,048	2,587,881	1,796,496	1,608,187	1,579,258	1,128,885	963,430	1,007,654	1,114	1,431	969
Groundwater	m ³	286	156	146	286	156	146	0	0	0	0	0	0
Wastewater from other organisations	m ³	19,170	3,650	11,385	3,650	3,650	11,385	15,520	0	0	0	0	0
Other water utilities	m ³	22,695	27,909	14,566	460	405	413	22,225	27,494	14,153	10	10	0
Water consumption intensity	m ³ per TEU	0.038	0.037	0.037	0.039	0.034	0.033	0.037	0.043	0.046	N/A	N/A	N/A
	m ³ per m ²	0.101	0.230	0.226	N/A	N/A	N/A	N/A	N/A	N/A	0.101	0.230	0.226
Material used													
Engine oil and hydraulic oil	kg	801,552	898,988	809,979	338,411	380,313	305,639	463,142	518,675	504,341	N/A	N/A	N/A
Grease	kg	109,683	105,559	113,966	42,252	50,947	56,037	67,431	54,613	58,929	N/A	N/A	N/A
Tyres ³⁶	kg	1,271,849	1,342,971	1,316,865	640,162	775,395	718,532	631,687	567,576	598,333	N/A	N/A	N/A
Paper	kg	65,861	57,069	72,806	40,532	36,269	53,238	24,606	19,199	17,606	723	1,601	1,962
Waste generation													
Solid chemical waste	kg	4,930,238	4,825,247	3,751,787	2,107,490	2,324,812	1,924,860	2,822,748	2,500,435	1,826,927	N/A	N/A	N/A
Waste oil contaminated rag	kg	284,172	230,884	215,487	234,317	191,330	171,269	49,855	39,554	44,218	N/A	N/A	N/A
Waste wire rope	kg	2,558,977	2,118,701	950,854	1,586,507	1,564,811	390,612	972,470	553,890	560,242	N/A	N/A	N/A
Scrap metal	kg	1,946,240	2,380,603	2,501,285	261,703	525,066	1,388,078	1,684,537	1,855,537	1,163,207	N/A	N/A	N/A
Waste oil drum	kg	42,446	36,728	27,779	18,084	16,098	5,097	24,362	20,630	22,682	N/A	N/A	N/A
Waste paint bucket	kg	11,454	24,910	2,481	3,030	18,057	424	8,424	6,853	2,057	N/A	N/A	N/A
Waste oil sludge	kg	86,950	33,421	53,901	3,849	9,450	19,380	83,101	23,971	34,521	N/A	N/A	N/A
Liquid chemical waste	kg	561,970	559,002	485,585	272,626	288,243	218,365	289,344	270,759	267,220	N/A	N/A	N/A
Waste lead acid battery	kg	41,347	45,449	25,872	12,705	10,763	15,410	28,642	34,686	10,462	N/A	N/A	N/A
Waste oil	kg	520,623	513,553	459,713	259,921	277,480	202,955	260,702	236,073	256,758	N/A	N/A	N/A
Other hazardous waste ³⁷	kg	498,149	207,951	292,293	55,654	32,338	23,832	442,375	175,493	268,341	120	120	120
Wooden pallets	kg	279,780	290,837	157,170	100,100	225,964	109,000	179,680	64,873	48,170	N/A	N/A	N/A
Wastewater	m ³	1,054,890	834,336	1,146,216	651,948	485,996	878,440	402,943	348,339	267,776	N/A	N/A	N/A
Other non-hazardous water ³⁸	kg	1,081,366	1,180,944	1,069,099	608,075	714,652	626,080	473,292	466,292	443,019	0	0	0
Waste recycling^{39, 40}													
Solid chemical waste	kg	2,950,154	2,602,230	105,469	1,529,138	1,603,747	85,460	1,421,016	998,483	19,949	N/A	N/A	N/A
Liquid chemical waste	kg	491,507	341,030	166,744	200,209	208,019	152,140	291,298	133,011	14,604	N/A	N/A	N/A
Other hazardous waste	kg	203,729	80,152	429	49,500	13,980	0	154,169	66,112	369	60	60	60
Wooden pallets	kg	406,008	226,425	196,720	152,620	169,680	152,810	253,388	56,745	43,910	N/A	N/A	N/A
Tyres ⁴¹	kg	650,349	679,046	693,778	387,522	329,534	361,700	262,827	349,512	332,078	N/A	N/A	N/A
Paper	kg	33,750	38,679	46,041	16,648	16,448	42,297	16,720	21,081	3,144	382	1,150	600
IT equipment	kg	7,769	10,616	6,579	2,355	3,673	3,999	5,415	6,943	2,580	N/A	N/A	N/A
Other waste	kg	122,231	285,539	8,820	0	157,080	500	122,231	128,459	8,320	0	0	0

36 Tyre consumption was measured in pieces. When calculating the total weight of tyre consumption in kilograms, for tyres weighing less than 10 kg, 10 kg-50 kg, and 51 kg-100 kg, the respective median weight was used for each tyre category (i.e. 5.5 kg, 30 kg, 75.5 kg, respectively). For tyres weighing more than 100 kg, 150 kg was used for calculation.

37 Medical waste, sludge and other contaminated waste were included.

38 Metal, plastic, glass, food waste and other non-hazardous domestic waste were included.

39 The solid waste, liquid chemical waste and other hazardous waste were disposed of and recycled by certified third parties. Relevant details were not repeated here.

40 For examples, ink cartridges, light tubes, mercury lamps and circuit boards, etc. Since some of the waste were handled by recycling companies, we are unable to provide the weight of recycled materials of specific category. We will explore to make more detailed disclosure in future reports.

41 Tyres recycled was measured in pieces. When calculating the total weight of tyres recycled in kilograms, for tyres weighing less than 10 kg, 10 kg-50 kg, and 51 kg-100 kg, the respective median weight was used for each tyre category (i.e. 5.5 kg, 30 kg and 75.5 kg, respectively). For tyres weighing more than 100 kg, 150 kg was used for calculation.