

CHAPTER 12

APPENDICES

KEY PERFORMANCE INDICATORS

WORKFORCE STATISTICS

Workforce Statistics		Total ¹⁴			The Company			Subsidiaries ^{14,15}		
		2024	2023 ¹⁶	2022 ¹⁶	2024	2023	2022	2024	2023	2022
Total Workforce										
Employees	No. of people	4,909	4,809	4,859	329	374	348	4,580	4,435	4,511
Temporary employees	No. of people	32	17	51	1	0	0	31	17	51
Employee composition ¹⁷										
By employment type										
Full-time	No. of people	4,903	4,802	4,855	329	374	348	4,574	4,428	4,507
Part-time	No. of people	6	7	4	0	0	0	6	7	4
By geographical location										
Hong Kong	%	1.7	1.9	2.0	24.6	23.5	25.8	0.04	0.1	0.1
China (ex-Hong Kong)	%	76.5	78.3	79.4	72.3	67.4	64.7	76.8	79.2	80.5
Overseas	%	21.8	19.8	18.6	3.0	9.1	9.5	23.1	20.7	19.3
By gender										
Male	%	83.0	84.5	84.6	69.3	73.0	71.8	84.0	85.5	85.6
Female	%	17.0	15.5	15.4	30.7	27.0	28.2	16.0	14.5	14.4
By age group										
Age 30 or below	%	14.3	14.7	14.9	15.5	13.1	13.5	14.3	14.9	15.0
Age 31-49	%	63.0	61.8	61.6	60.8	58.6	56.9	63.2	62.1	62.0
Age 50 or above	%	22.6	23.5	23.4	23.7	28.4	29.6	22.5	23.0	23.0
By employee category										
Managerial position	%	0.8	0.7	0.6	1.5	2.4	1.7	0.7	0.6	0.4
Supervisory position	%	8.9	9.7	6.7	38.3	48.7	37.6	6.7	6.5	4.3
General position	%	90.4	89.6	92.7	60.2	48.9	60.7	92.5	92.9	95.3
Gender distribution by employee category ¹⁸										
Managerial position – Male	%	0.7	0.7	0.6	80.0	88.9	N/A	97.0	96.3	N/A
Managerial position – Female	%	0.04	0.04	0.02	20.0	11.1	N/A	3.0	3.7	N/A
Supervisory position – Male	%	7.4	8.2	5.5	81.7	83.0	N/A	83.8	84.3	N/A
Supervisory position – Female	%	1.5	1.6	1.2	18.3	17.0	N/A	16.2	15.7	N/A
General position – Male	%	75.7	75.7	78.6	61.1	62.3	N/A	84.9	85.5	N/A
General position – Female	%	14.6	13.8	14.1	38.9	37.7	N/A	15.1	14.5	N/A
Employee Turnover										
	No. of people	105	105	133	4	9	8	101	96	125
	Turnover rate (%) ¹⁹	2.1	2.2	2.7	1.2	2.4	2.3	2.2	2.2	2.7
By geographical location										
Hong Kong	No. of people	4	7	8	4	7	8	0	0	0
China (ex-Hong Kong)	No. of people	18	59	79	0	2	0	18	57	79
Overseas	No. of people	83	39	46	0	0	0	83	39	46
Hong Kong	Turnover rate (%)	4.8	7.5	8.3	4.9	8.0	8.9	0.0	0.0	0.0
China (ex-Hong Kong)	Turnover rate (%)	0.5	1.6	2.0	0.0	0.8	0.0	0.5	1.6	2.2
Overseas	Turnover rate (%)	7.8	4.1	5.1	0.0	0.0	0.0	7.8	4.3	5.2

14 The total only covers the reporting scope detailed in Chapter 1 of this report, so the employee data disclosed in this report differs from the Company’s 2024 Annual Report.

15 Please refer to Chapter 1 of this report for the scope of the subsidiaries. Since Xiamen Haitou Supply Chain, CSP Abu Dhabi CFS, CSP Zeebrugge CFS, and CSP Guinea Terminal Management SARL have been included in the reporting scope since 2024, this may lead to significant changes in performance in 2024 compared to the historical data from 2022 and 2023.

16 The reporting scope in previous annual sustainability reports included some of the major joint ventures and associates. To reflect the Group’s performance more accurately and comprehensively, and in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, the sustainability report no longer covers joint ventures and associates over which the Company has no operational control, starting in 2024. Additionally, historical data has been restated.

17 Figures may not add up to 100% due to rounding.

18 Gender distribution by employee category was started in 2023, and therefore are no comparable figures for 2022.

19 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 ¹⁴			The Company			Subsidiaries ^{14, 15}		
		2024	2023 ¹⁶	2022 ¹⁶	2024	2023	2022	2024	2023	2022
By gender										
Male	No. of people	83	81	102	2	4	6	81	77	96
Female	No. of people	22	24	31	2	5	2	20	19	29
Male	Turnover rate (%)	2.0	2.0	2.1	0.9	1.5	2.4	2.1	2.0	1.5
Female	Turnover rate (%)	2.8	3.2	0.6	2.0	5.0	2.1	2.9	3.0	3.5
By age group										
Aged 30 or below	No. of people	47	35	50	1	1	3	46	34	47
Aged 31-49	No. of people	49	67	76	2	7	5	47	60	71
Aged 50 or above	No. of people	9	3	7	1	1	0	8	2	7
Aged 30 or below	Turnover rate (%)	6.7	4.9	6.9	2.0	2.0	6.4	7.1	5.2	6.9
Aged 31-49	Turnover rate (%)	1.6	2.3	2.5	1.0	3.2	2.0	1.7	2.2	2.5
Aged 50 or above	Turnover rate (%)	0.7	0.3	0.6	1.3	0.9	0.0	0.7	0.2	0.7
New Hires										
	No. of people	231	220	246	12	46	25	219	174	221
	Rate of new hires (%) ²⁰	4.7	4.6	5.1	3.6	12.3	7.2	4.8	3.9	3.2
By geographical location										
Hong Kong	No. of people	6	13	8	6	13.0	8	0	0	0
China (ex-Hong Kong)	No. of people	89	112	160	6	33.0	16	83	79	144
Overseas	No. of people	136	95	78	0	0.0	1	136	95	77
Hong Kong	Rate of new hires (%)	7.2	14.0	8.3	7.4	14.8	8.8	0.0	0.0	0.0
China (ex-Hong Kong)	Rate of new hires (%)	2.4	3.0	4.1	2.5	13.1	7.1	2.4	2.2	4.0
Overseas	Rate of new hires (%)	12.7	10.0	8.6	0.0	0.0	3.0	12.8	10.4	8.8
By gender										
Male	No. of people	186	164	184	7	33	14	179	131	170
Female	No. of people	45	56	62	5	13	11	40	43	51
Male	Rate of new hires (%)	4.5	4.0	4.5	3.0	12.1	5.6	4.6	3.5	4.4
Female	Rate of new hires (%)	5.7	7.5	8.6	5.1	12.9	11.3	5.8	6.7	7.8
By age group										
Aged 30 or below	No. of people	139	98	144	6	9	15	133	89	129
Aged 31-49	No. of people	86	117	98	6	36	10	80	81	88
Aged 50 or above	No. of people	6	5	4	0	1	0	6	4	4
Aged 30 or below	Rate of new hires (%)	19.8	13.8	19.9	11.8	18.4	31.9	20.4	13.5	19.0
Aged 31-49	Rate of new hires (%)	2.9	3.9	3.3	3.0	16.4	5.1	2.9	2.9	2.2
Aged 50 or above	Rate of new hires (%)	0.5	0.4	0.4	0.0	0.9	0.0	0.5	0.4	0.3

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

Workforce Statistics (continued) ²¹		Total			The Company			Subsidiaries ¹⁵		
		2024	2023	2022	2024	2023	2022	2024	2023	2022
Staff Training										
	Percentage of employees received training (%)	89.7	–	–	67.9	51.7	56.7	91.3	–	–
	Total number of employees received trainings	4,434	–	–	224	194	198	4,210	–	–
	Total training hours	158,633	–	–	19,807	34,049	21,689	138,826	–	–
	Average training hours	32	–	–	60	91	62	30	–	–
By gender										
Male	Percentage of employees received training (%)	90.0	–	–	53.5	41.2	44	92.1	–	–
Female	Percentage of employees received training (%)	88.6	–	–	100	80.2	88.8	86.9	–	–
Male	Total number of employees received trainings	3,714	–	–	122	113	111	3,592	–	–
Female	Total number of employees received trainings	720	–	–	102	81	87	618	–	–
Male	Average training hours	33	–	–	54	227	50	31	–	–
Female	Average training hours	31	–	–	73	104	94	25	–	–
By employee category										
Managerial position	Percentage of employees received training (%)	86.8	–	–	100.0	66.7	83.3	81.8	–	–
Supervisory position	Percentage of employees received training (%)	78.2	–	–	31.0	16.5	27.5	89.9	–	–
General position	Percentage of employees received training (%)	81.8	–	–	97.4	85.9	73.0	90.9	–	–
Managerial position	Total number of employees received trainings	33	–	–	6	6	5	27	–	–
Supervisory position	Total number of employees received trainings	340	–	–	39	30	39	301	–	–
General position	Total number of employees received trainings	4,061	–	–	179	158	154	3,882	–	–
Managerial position	Average training hours	31	–	–	71	176	25	25	–	–
Supervisory position	Average training hours	47	–	–	42	21	35	48	–	–
General position	Average training hours	31	–	–	71	156	79	29	–	–

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

Workforce Statistics (continued)		Total ¹⁴			The Company			Subsidiaries ^{14, 15}		
		2024	2023	2022	2024	2023	2022	2024	2023	2022
Occupational Health and Safety										
Work-related injuries and work-related ill health										
Fatalities	No. of people	0	0	0	0	0	0	0	0	0
High-consequence work related injuries ²²	No. of cases	1	1	3	0	0	0	1	1	3
Recordable work-related injuries ²³	No. of cases	25	29	51	0	0	0	25	29	51
Rate of Fatalities ²⁴	Per 200,000 working hours	0	0	0	0	0	0	0	0	0
Rate of high-consequence work-related injuries ²⁵	Per 200,000 working hours	0.01	0.01	0.03	0	0	0	0.01	0.01	0.03
Rate of recordable work-related injuries ²⁶	Per 200,000 working hours	0.41	0.41	0.56	0	0	0	0.41	0.41	0.56
Work related ill health ²⁷	No. of cases	3	5	8	0	0	0	3	5	8
Lost days and absentees										
Lost days due to work related injuries ²⁸	No. of days	1,167	952	1,787	0	0	0	1,167	952	1,787
Absentees ²⁹	No. of days	13,298	13,943	14,073.5	412	437	242.5	12,886	13,506	13,831
Lost day rate ³⁰	%	0.07	0.06	0.14	0	0	0	0.07	0.06	0.14
Absentee rate ³¹	%	0.79	0.83	0.73	0.75	0.80	0.49	0.79	0.83	1.12

22

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.

23

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.

24

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

25

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 working hours.

26

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 working hours.

27

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.

28

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

29

Absentees refer to an employee absents 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.

30

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

31

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

ENVIRONMENTAL PERFORMANCE

Environmental Performance		Total ¹⁴			The Company			Subsidiaries ^{14, 15}	
		2024	2023	2022	2024	2023	2022	2024	2023
Direct Energy Consumption									
Diesel	Litre	26,622,050	27,168,507	29,264,595	0	0	0	26,622,050	27,168,507
Gasoline	Litre	173,131	158,279 ³⁴	222,134 ³⁴	13,076	12,464	10,478	160,055	145,815
Liquefied petroleum gas	Litre	0	15,100	36,300	0	0	0	0	15,100
Liquefied natural gas	kg	1,075,324	3,380,215	3,772,843	0	0	0	1,075,324	3,380,215
Natural gas	m ³	82,352	14,884	9,042	0	0	0	82,352	14,884
Indirect Energy Consumption									
Purchased electricity (excluded shore power)	kWh	273,256,090	259,113,569	264,166,312	438,598	426,693	384,692	272,817,492	258,686,876
Shore power	kWh	9,590,000	3,789,158	0	0	0	0	9,590,000	3,789,158
Solar energy	kWh	7,844,282	755,891	0	0	N/A	N/A	7,844,282	755,891
Energy Use ³²									
Direct energy use	TJ	1,082	1,214	1,316	0	0	0	1,081	1,214
Indirect energy use	TJ	1,012	936	951	2	2	1	1,010	934
Total energy usage	TJ	2,093	2,150	2,268	2	2	2	2,091	2,148
Energy consumption intensity	TJ per US\$10,000 of revenue	0.014	0.015	0.016	N/A	N/A	N/A	0.014	0.015
Scope 1 and 2 GHG Emissions ³³									
Scope 1 GHG emissions ³⁴	Tonnes of CO ₂ e	76,919	78,497	84,895	34	32	27	76,886	78,465
Scope 2 GHG emissions	Tonnes of CO ₂ e	127,026	148,492	150,661	274	301	271	126,752	148,191
Scope 1 and 2 GHG emissions	Tonnes of CO ₂ e	203,945	226,989	235,556	307	333	298	203,638	226,656
Scope 1 and 2 GHG emission intensity	Tonnes of CO ₂ e per US\$10,000 of revenue	1.36	1.56	1.63	N/A	N/A	N/A	1.35	1.56

Environmental Performance		The Company	
		2024	2023 ³⁴
Scope 3 GHG Emissions ³⁵			
Category 1 – Purchased goods and services	Tonnes of CO ₂ e	61,010	55,528
Category 2 – Capital goods	Tonnes of CO ₂ e	8,002	8,526
Category 3 – Fuel and energy related activities	Tonnes of CO ₂ e	60,169	58,675
Category 4 – Upstream transportation and distribution	Tonnes of CO ₂ e	6,381	2,776
Category 5 – Waste generated in operations	Tonnes of CO ₂ e	173	125
Category 6 – Business travel	Tonnes of CO ₂ e	1,199	77
Category 7 – Employee commuting	Tonnes of CO ₂ e	1,640	2,149
Category 8 – Upstream leased assets	Tonnes of CO ₂ e	4,540	4,679
Category 9 – Downstream transportation and distribution	Tonnes of CO ₂ e	406,807	341,377
Category 13 – Downstream leased assets	Tonnes of CO ₂ e	4,652	7,874
Category 15 – Investment ³⁶	Tonnes of CO ₂ e	72,767	73,854

32

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.

33

GHG emissions were calculated based on the 100-year Global Warming Potentials, provided by the Intergovernmental Panel on Climate Change (IPCC) in its Sixth Assessment Report (CO₂: 1, CH₄: 27, N₂O: 273).

(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.

34

The figures were restated after data review.

35

Scope 3 GHG emissions refer to indirect emissions within the upstream and downstream value chain of ports. Based on the “Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard”, our port conducted a comprehensive inventory of 11 types of emissions related to port operations in 2023 and 2024.

36

Non-subsidiaries, as investment projects, are accounted for under Category 15 – Investment within Scope 3 GHG emissions, instead of being included in the Group’s Scope 1 & 2 GHG emissions, starting from 2023. The scope covered in Category 15 is same as last year.

Environmental Performance (continued)			Total ¹⁴			The Company			Subsidiaries ^{14, 15}	
			2024	2023	2022	2024	2023	2022	2024	2023
Air Emissions ³⁷										
Nitrogen oxides (NO _x)	Tonnes		696	220 ³⁸	N/A	0	0	N/A	696	220 ³⁸
Sulfur oxides (SO _x)	Tonnes		15	4 ³⁸	N/A	0	0	N/A	14	4 ³⁸
Respirable Suspended Particles (PM10)	Tonnes		46	14 ³⁸	N/A	0	0	N/A	46	14 ³⁸
Total Water Consumption										
Municipal water supply	m ³		1,184,986	1,216,113	1,129,999	1,481	1,487	1,114	1,183,505	1,214,626
Wastewater from other organisations	m ³		11,390	13,615	15,520	N/A	N/A	N/A	11,390	13,615
Other water utilities	m ³		3,513	3,758	22,235	10	10	10	3,502	3,748
Total water consumption	m ³		1,199,888	1,233,486	1,167,754	1,491	1,497	1,124	1,198,397	1,231,988
Water consumption intensity	m ³ per US\$10,000 of revenue		7.98	8.48	8.10	N/A	N/A	N/A	N/A	N/A
Materials Used										
Engine oil and hydraulic oils	kg		372,888	425,075	463,142	N/A	N/A	N/A	372,888	425,075
Grease	kg		60,160	112,435	67,431	N/A	N/A	N/A	60,160	112,435
Tyres ³⁹	kg		601,814	752,836	631,687	N/A	N/A	N/A	601,814	752,836
Paper	kg		29,070	35,133	25,329	N/A	1,634	723	29,070	33,499
Waste Generation										
Solid chemical waste	kg		1,746,370	2,623,041	2,822,748	N/A	40,858	N/A	1,746,370	2,582,183
Waste oil contaminated rag	kg		31,283	56,665	49,855	N/A	N/A	N/A	31,283	56,665
Waste wire rope	kg		645,764	786,862	972,470	N/A	N/A	N/A	645,764	786,862
Scrap metal	kg		972,233	1,669,430	1,684,537	N/A	N/A	N/A	972,233	1,669,430
Waste oil drum	kg		22,488	11,310	24,362	N/A	N/A	N/A	22,488	11,310
Waste paint bucket	kg		11,476	6,407	8,424	N/A	N/A	N/A	11,476	6,407
Waste oil sludge	kg		63,126	92,367	83,101	N/A	40,858	N/A	63,126	51,509
Liquid chemical waste	kg		266,133	306,158	289,344	N/A	N/A	N/A	266,133	306,158
Waste lead acid battery	kg		29,839	47,519	28,642	N/A	N/A	N/A	29,839	47,519
Waste oil	kg		236,294	258,639	260,702	N/A	N/A	N/A	236,294	258,639
Other hazardous waste ⁴⁰	kg		379,277	192,198	442,495	48	84	120	379,229	192,114
Wooden pallets	kg		338,518	479,552	179,680	N/A	N/A	N/A	338,518	479,552
Wastewater	m ³		645,701	287,564	402,943	N/A	N/A	N/A	645,701	287,564
Other non-hazardous waste ⁴¹	kg		723,329	907,480	473,292	873	N/A	N/A	722,456	907,480
Waste Recycling ^{42, 43}										
Solid chemical waste	kg		866,101	1,895,824	1,421,016	N/A	N/A	N/A	866,101	1,895,824
Liquid chemical waste	kg		115,537	155,494	291,298	N/A	N/A	N/A	115,537	155,494
Other hazardous waste	kg		355,088	57,708	154,229	N/A	36	60	355,088	57,672
Wooden pallets	kg		262,234	429,076	253,388	N/A	N/A	N/A	262,234	429,076
Tyres ⁴⁴	kg		187,552	288,645	262,827	N/A	N/A	N/A	187,552	288,645
Paper	kg		10,531	28,885	17,102	410	645	382	10,121	28,240
IT equipment	kg		4,513	30,203	5,415	N/A	N/A	N/A	4,513	30,203
Other waste	kg		661,959	666,155	122,231	N/A	N/A	N/A	661,959	666,155

37 Air emissions are newly disclosed in 2023 and therefore no comparable figures for 2022.

38 The figures were restated after data review.

39 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.

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

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

42 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.

43 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.

44 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.