

DATA

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ESG DATA SUMMARY

Note: PSA BDP data has been included from 2024 onwards, unless otherwise stated.

ENVIRONMENT					
		Units	2022	2023	2024
Direct (Scope 1) Greenhouse Gas Emissions	Scope 1 GHG emissions	ktCO ₂ e	484	473	527
Energy Indirect (Scope 2) Greenhouse Gas Emissions	Scope 2 GHG emissions – Market-based	ktCO ₂ e	261	229	239
	Scope 2 GHG emissions – Location-based		288	275	309
Other Indirect (Scope 3) Greenhouse Gas Emissions¹	Total Scope 3 GHG emissions	ktCO ₂ e	1,499	1,553²	2,345³
	Category 2 – Capital good		138	200	290
	Category 4 – Upstream transportation & distribution		108	140	715
	Category 9 – Downstream transportation and distribution		790	772	816
	Other categories		422	441	524
Greenhouse Gas Emissions Intensity	Emissions intensity (container terminals only)	kgCO ₂ e/TEU	11.1	9.7	9.6
Energy Consumption⁴	Fuel consumption from non-renewable sources	TJ	9,571	9,302	10,495
	Fuel consumption from renewable sources		39	39	65
	Purchased grid electricity		4,533	4,332	4,871
	Self-generated electricity		43	47	56
Water Withdrawal^{5,6}	Total water withdrawal from water-stressed areas	megalitres	503	823	1,165⁸
	Surface water		0	3	3
	Freshwater				3
	Groundwater		31	53	20
	Freshwater				20
	Seawater		0	0	0
	Third-party water		472	767	1,142
	Freshwater				1,135
	Other water				7
	Total water withdrawal from non-water-stressed areas⁷	megalitres	2,447	1,957	1,983
	Surface water		21	16	17
	Freshwater				17
	Groundwater		38	52	86
	Freshwater				86
	Seawater		0	0	0
	Third-party water		2,388	1,889	1,880
	Freshwater				1,849
	Other water				31

¹ All Scope 3 categories data were calculated using equity-based approach

² Scope 3 emissions figures for 2023 have been restated after data checks performed by business units for Category 4 and refinement in calculation methodology for alongside vessels in Category 9.

³ Increase in Scope 3 is mainly due to the inclusion of PSA BDP data from 2024. Due to its nature of business as a supply chain solutions provider, this led to a significant increase in Category 4 emissions.

⁴ Energy consumption data is on 100% equity basis.

⁵ Freshwater refers to water with ≤1,000 mg/L Total Dissolved Solids; Other water refers to water with >1,000 mg/L Total Dissolved Solids.

⁶ Water withdrawal data with breakdown by freshwater and other water is only available from 2024 onwards.

⁷ Water-stressed areas are determined using the WRI Aqueduct Water Risk Atlas tool.

⁸ Increase in water withdrawal is mainly due to the inclusion of PSA BDP data from 2024 and increased water usage at Ports business units to support operational needs.

ENVIRONMENT					
		Units	2022	2023	2024
Water Discharge ⁹	Total water discharge to water-stressed areas ⁷	megalitres			948
	Surface water				13
	Groundwater				0
	Seawater				9
	Third-party water				926
	Total water discharge to non-water-stressed areas	megalitres			1,693
	Surface water				62
	Groundwater				5
	Seawater				12
	Third-party water				1,614
Waste Generated	Total generated waste	Metric tons	28,500	48,280	37,160
	Industrial waste		12,100	14,460	16,050
	Construction waste		9,600	18,310	5,870
	General waste		5,100	13,570	13,120
	Packaging waste		1,200	1,530	1,440
	Office waste		400	370	610
	Other waste		100	40	70

SOCIAL					
		Units	2022	2023	2024
Total Workforce ¹⁰	Total Workforce	No. of employees	49,000	55,000	58,000
	PSA Corporate Centre		500	500	500
	Ports – Southeast Asia		15,100	16,500	17,000
	Ports – Europe and Mediterranean		15,300	11,200	11,000
	Ports – Americas			4,800	4,900
	Ports – Middle East South Asia		4,900	4,800	7,000 ¹¹
	Ports – Northeast Asia		5,400	7,000	7,200
	PSA Marine		1,000	1,900	2,200
	CrimsonLogic		1,200	13,00	1,200
	PSA BDP		5,600	7,000	7,000
New Employee Hires and Employee Turnover ¹²	Total number of new employee hires	No. of employees	4,200	3,896	6,277
	Total number of employee turnover	No. of employees	3,184	3,223	5,581
Average Hours of Training Per Year Per Employee ^{12,13}	Average training hours per employee	Hours	33	33	33

⁹ Water discharge data is only available from 2024 onwards. For 2024, the total water discharged to water-stressed areas and non-water-stressed areas comprised 98% and 99% of freshwater respectively.

¹⁰ The numbers represent headcount at the end of each reporting period, 31 December of each year. PSA BDP and Alisan figures are included from 2022 and 2023 respectively.

¹¹ Total headcount in MESA region increased in 2024 mostly to support expansion projects and new business units.

¹² This only includes direct hires.

¹³ Training hours data reported covers only employees in PSA Corporate Centre, PSA Singapore and Belgium entities in 2022, but covers all our business units from 2023.

SOCIAL						
		Units	2022	2023	2024	
Work-Related Fatalities and Injuries	Fatalities	No. of Incidents				
	Employees		0	2	0	
	Contractors		3	3	2	
	Third-party workers		6	0	0	
	Safety incidents resulting in permanent disability					
	Employees		0	1	0	
	Contractors		2	0	0	
	Third-party workers		0	1	0	
	Recordable work-related injuries					
	Employees		129	140	233	
	Contractors		235	248	323	
	Lost Time Injuries Frequency Rate (LTIFR)		-	2.93	2.96	3.38
	Diversity of Governance Bodies and Employees – By Gender		Percentage of individuals within the Board	%		
Male		80	73		70	
Female		20	27		30	
Percentage of executive employees						
Male		77	76		63	
Female		23	24		37	
Percentage of non-executive employees						
Male		90	93		92	
Female		10	7		8	
Diversity of Governance Bodies and Employees – By Age Group	Percentage of individuals within the Board	%				
	Over 50 years old		100	100	100	
	Percentage of executive employees					
	Under 30 years old		12	15	19	
	30 – 50 years old		69	67	65	
	Over 50 years old		19	18	16	
	Percentage of non-executive employees					
	Under 30 years old		22	22	22	
	30 – 50 years old		62	61	61	
	Over 50 years old		16	17	17	

GOVERNANCE					
		Units	2022	2023	2024
Kua Hong Pak Innovation Awards (KHPIA)	No. of submitted projects		550	682	669
Communication and Training about Anti-Corruption Policies and Procedures¹⁴	Percentage of employees received anti-corruption training		46	31	27
Substantiated Complaints Concerning Breaches of Customer Privacy	No. of substantiated complaints received		0	0	0
IT System Breaches Leading to Leaks, Theft or Loss of Customer Data	No. of incidents involving breach of IT or OT systems		0	0	0

¹⁴ For 2022, the figures report employees who have undergone anti-corruption training with no stipulated timeline. From 2023, this has been tightened to report employees who have undergone anti-corruption training in the reporting year.

GRI CONTENT INDEX

Statement of use	PSA International has reported in accordance with the GRI Standards for the period 1 January to 31 December 2024
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND REMARKS
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021	2-1 Organizational details	p. 21, 35
	2-2 Entities included in the organization's sustainability reporting	p. 17, 32-33 The performance data from p. 111-113 of this report covers all our business entities as per our public financial statements, unless otherwise stated.
	2-3 Reporting period, frequency and contact point	p. 32-33
	2-4 Restatements of information	p. 57
	2-5 External assurance	p. 32-33, 56
	2-6 Activities, value chain and other business relationships	p. 21, 35
	2-7 Employees	p. 73
	2-8 Workers who are not employees	p. 73
	2-9 Governance structure and composition	p. 10-15, 41
	2-10 Nomination and selection of the highest governance body	Confidentiality constraints: PSA is a private entity and does not currently disclose the following information.
	2-11 Chair of the highest governance body	p. 11, 41
	2-12 Role of the highest governance body in overseeing the management of impacts	p. 41
	2-13 Delegation of responsibility for managing impacts	p. 41
	2-14 Role of the highest governance body in sustainability reporting	p. 41
	2-15 Conflicts of interest	Confidentiality constraints: PSA is a private entity and does not currently disclose the following information.
	2-16 Communication of critical concerns	p. 41
	2-17 Collective knowledge of the highest governance body	p. 41
	2-18 Evaluation of the performance of the highest governance body	Confidentiality constraints: PSA is a private entity and does not currently disclose the following information.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND REMARKS
	2-19 Remuneration policies	Confidentiality constraints: PSA is a private entity and does not currently disclose the following information.
	2-20 Process to determine remuneration	Confidentiality constraints: PSA is a private entity and does not currently disclose the following information.
	2-21 Annual total compensation ratio	Confidentiality constraints: PSA is a private entity and does not currently disclose the following information.
	2-22 Statement on sustainable development strategy	p. 3-8
	2-23 Policy commitments	p. 78, 97-98, The Code
	2-24 Embedding policy commitments	p. 41-45, 97-98, The Code
	2-25 Processes to remediate negative impacts	p. 97-98
	2-26 Mechanisms for seeking advice and raising concerns	p. 97-98
	2-27 Compliance with laws and regulations	p. 97-98
	2-28 Membership associations	p. 44-45
	2-29 Approach to stakeholder engagement	p. 42-43
	2-30 Collective bargaining agreements	p. 84
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	p. 38-40
	3-2 List of material topics	p. 38-40
ENVIRONMENT		
Taking Climate Action		
Climate Change Adaptation		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 47-54
Emissions and Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 55-63
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	p. 58, 60-63
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 56-63
	305-2 Energy indirect (Scope 2) GHG emissions	p. 56-63
	305-3 Other indirect (Scope 3) GHG emissions	p. 56-63
Ensuring Responsible Operations		
Marine Protection and Conservation		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 64-65
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	p. 64-65
Waste Management and Recycling		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 66-68

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND REMARKS
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p. 66-68
	306-2 Management of significant waste-related impacts	p. 66-68
	306-3 Waste generated	p. 66-68
Water Use and Pollution		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 69-70
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	p. 69-70 At present, while PSA has water conservation activities, a group-wide water-related target has not yet been set.
	303-2 Management of water discharge-related impacts	p. 69
	303-3 Water withdrawal	p. 70, 111
	303-4 Water discharge	p. 70, 112
SOCIAL		
Nurturing a Future-Ready Workforce		
People Development		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 72-77
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p. 74-75
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	p. 76
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 78-81
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 78-79
	403-2 Hazard identification, risk assessment, and incident investigation	p. 79
	403-3 Occupational health services	p. 79-81
	403-4 Worker participation, consultation, and communication on occupational health and safety	p. 80 The frequency of safety committee meetings varies widely across business units based on their needs and requirements.
	403-5 Worker training on occupational health and safety	p. 80-81
	403-7 Prevention and mitigation of occupational health and safety impacts linked by business relationships	p. 78-81
	403-8 Workers covered by an occupational health and safety management system	p. 78
	403-9 Work-related injuries	p. 81

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND REMARKS
Protecting Our People		
Employee Diversity and Inclusion		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 82-83
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p. 83, 113
Labour Relations and Worker Wellbeing		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 84
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Collective bargaining agreements are localised and varies significantly across BUs and countries. As such, there is no standardised benefit offerings at the Group-level.
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	p. 84
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	p. 84
Supporting Our Communities		
Community Relations		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 85-89
GOVERNANCE AND ECONOMIC		
Transforming Supply Chains		
Optimisation of Global Supply Chains		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 91-94
Innovation and Technology		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 95-96
Acting with Integrity		
Ethical Business Conduct		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 97-98
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	p. 97-98
Sustainable Procurement		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 99-101
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	p. 100
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	p. 100
Ensuring Responsible Operations		
Sustainable Port Development		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 102-104
Keeping Our Operations Safe and Secure		
Port Security		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 105-106
Cybersecurity and Data Privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 107-109
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	p. 109

TASKFORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

DISCLOSURE	LOCATION
GOVERNANCE	
Describe the board's oversight of climate-related risks and opportunities.	Board and Committee Oversight, p.47
Describe management's role in assessing and managing climate-related risks and opportunities.	Management Structure, p.48
STRATEGY	
Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	Methodology Taken for Climate Change Scenario Analysis, p. 48-50
Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	Physical Climate Risk Analysis, p. 51 Transition Climate Risks and Opportunities Analysis, p. 52-54
Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Methodology Taken for Climate Change Scenario Analysis, p. 48-50 Physical Climate Risk Analysis, p. 51 Transition Climate Risks and Opportunities Analysis, p. 52-54
RISK MANAGEMENT	
Describe the organisation's processes for identifying and assessing climate-related risks	Methodology Taken for Climate Change Scenario Analysis, p. 48-50 Climate Risk Assessment and Adaptation Process, p. 50
Describe the organisation's processes for managing climate-related risks.	Risk Management Approach, p. 48 Physical Climate Risk Analysis, p. 51 Transition Climate Risks and Opportunities Analysis, p. 52-54
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	Risk Management Approach, p. 48
METRICS & TARGETS	
Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Metrics and Targets, p.54
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Metrics and Targets, p.54
Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Metrics and Targets, p.54