

HKEI's Sustainability Report 2023

GRI Content Index

Statement of use	HK Electric Investments and HK Electric Investments Limited (collectively known as HKEI) have reported in accordance with the GRI Standards for the period 1 January 2023 to 31 December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI G4 Electric Utilities ¹

GRI 2: General Disclosures 2021

Cross-Reference/Information

WEB – our website;

SR – our Sustainability Report;

AR – our Annual Report;

INFO – direct/supplementary information;

Figures may not add up to the total due to rounding.

GRI Standard Indicator	Disclosures		
The Organisation and its reporting practices			
GRI 2: General Disclosures 2021	2-1	Organisational details	<p>SR: Our Business and Approach to Sustainability – HKEI in Brief</p> <p>INFO:</p> <p>Our headquarters is located in Hong Kong and we operate in Hong Kong. Share stapled unit(s) jointly issued by HK Electric Investments (the "Trust") and HK Electric Investments Limited (the "Company") (collectively "HKEI") ("Share Stapled Unit(s)") are listed on the Main Board of The Stock Exchange of Hong Kong Limited (the Company and its subsidiaries are collectively known as the "Group"). The Trust is a listed business trust (the trustee manager of which is HK Electric Investments Manager Limited (the "Trustee-Manager"), and the Company is wholly owned by the Trust.</p>
	2-2	Entities included in the organisation's sustainability reporting	<p>SR: Report Overview; Our Business and Approach to Sustainability – HKEI in Brief</p> <p>AR: Notes to the Financial Statements</p>
	2-3	Reporting period, frequency and contact point	<p>SR: Report Overview; Back Cover</p>
	2-4	Restatements of information	<p>INFO:</p> <p>No restatement.</p>
	2-5	External assurance	<p>SR: Report Overview; Verification Statement</p>

¹ The GRI G4 Electric Utilities Sector Disclosures is the latest sector standard available for electric utilities.

Activities and Workers																																																																														
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	<p>SR: Our Business and Approach to Sustainability – HKEI in Brief; Sharing our Planet – Climate Action and Clean Air; Working with Partners – Managing our Supply Chain; Key Statistics</p> <p>AR: Consolidated Statement of Profit or Loss; Consolidated Statement of Financial Position; Consolidated Statement of Changes in Equity; Notes to the Financial Statements</p> <p>INFO:</p> <p>The core business of HK Electric is to supply electricity. Our supply chain includes the supply of fuels, goods and services in order to facilitate the supply of safe, reliable and clean electricity to our customers. There were no movements in the Share Stapled Units, as well as in the share capital of the Trustee-Manager and the Company during the year.</p> <p>No significant changes in our operations and our supply chain that caused significant economic, environmental, and social impacts were recorded.</p> <p>Please refer to Disclosure Item EU3.</p>																																																																											
	2-7	Employees	<p>SR: Report Overview; Our Business and Approach to Sustainability – HKEI in Brief; Working with Partners – Human Capital Management</p> <p>INFO:</p> <table border="1" data-bbox="639 999 1430 1697"> <thead> <tr> <th rowspan="2">Age group</th> <th colspan="3">Employee category</th> <th rowspan="2">Group overall ratio (%)</th> </tr> <tr> <th>Senior staff ratio (%)</th> <th>General staff ratio (%)</th> <th>Workman ratio (%)</th> </tr> </thead> <tbody> <tr> <td>Age 30 or below</td> <td>0.0</td> <td>100.0</td> <td>0.0</td> <td>18.3</td> </tr> <tr> <td>Age 31-40</td> <td>1.8</td> <td>97.8</td> <td>0.4</td> <td>26.9</td> </tr> <tr> <td>Age 41-50</td> <td>5.8</td> <td>90.0</td> <td>4.2</td> <td>19.7</td> </tr> <tr> <td>Age 51 or above</td> <td>19.3</td> <td>68.0</td> <td>12.7</td> <td>35.1</td> </tr> <tr> <td>Group overall ratio (%)</td> <td>8.4</td> <td>86.2</td> <td>5.4</td> <td>100.0</td> </tr> </tbody> </table> <table border="1" data-bbox="639 1290 1430 1507"> <thead> <tr> <th rowspan="2">Gender group</th> <th colspan="3">Employee category</th> <th rowspan="2">Group overall ratio (%)</th> </tr> <tr> <th>Senior staff ratio (%)</th> <th>General staff ratio (%)</th> <th>Workman ratio (%)</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>9.1</td> <td>84.4</td> <td>6.5</td> <td>79.1</td> </tr> <tr> <td>Female</td> <td>5.7</td> <td>93.0</td> <td>1.3</td> <td>20.9</td> </tr> <tr> <td>Group overall ratio (%)</td> <td>8.4</td> <td>86.2</td> <td>5.4</td> <td>100.0</td> </tr> </tbody> </table> <table border="1" data-bbox="639 1514 1430 1697"> <thead> <tr> <th rowspan="2">Gender group</th> <th colspan="2">Employment contract</th> <th rowspan="2">Group overall ratio (%)</th> </tr> <tr> <th>Permanent ratio (%)</th> <th>Contract ratio (%)</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>90.1</td> <td>9.9</td> <td>79.1</td> </tr> <tr> <td>Female</td> <td>91.1</td> <td>8.9</td> <td>20.9</td> </tr> <tr> <td>Group overall ratio (%)</td> <td>90.3</td> <td>9.7</td> <td>100.0</td> </tr> </tbody> </table> <p>Notes:</p> <ol style="list-style-type: none"> Our operations are based in Hong Kong. As at 31 December 2023, we have around 1,800 employees in total. There was no significant fluctuations in the total workforce during the reporting year and between reporting years. The data disclosed cover our permanent and contract employees only. Part-time/non-guaranteed hours and temporary employees are not covered due to their insignificant proportion. Since the numbers are rounded, the total may not reflect the sum of the given figures. 		Age group	Employee category			Group overall ratio (%)	Senior staff ratio (%)	General staff ratio (%)	Workman ratio (%)	Age 30 or below	0.0	100.0	0.0	18.3	Age 31-40	1.8	97.8	0.4	26.9	Age 41-50	5.8	90.0	4.2	19.7	Age 51 or above	19.3	68.0	12.7	35.1	Group overall ratio (%)	8.4	86.2	5.4	100.0	Gender group	Employee category			Group overall ratio (%)	Senior staff ratio (%)	General staff ratio (%)	Workman ratio (%)	Male	9.1	84.4	6.5	79.1	Female	5.7	93.0	1.3	20.9	Group overall ratio (%)	8.4	86.2	5.4	100.0	Gender group	Employment contract		Group overall ratio (%)	Permanent ratio (%)	Contract ratio (%)	Male	90.1	9.9	79.1	Female	91.1	8.9	20.9	Group overall ratio (%)	90.3	9.7	100.0
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2-8	Workers who are not employees	INFO: Number of man-hours worked by contractors in 2023 was 4,764,582.																						
EU1	Installed capacity, broken down by primary energy source and by regulatory regime	SR: Key Statistics																						
EU2	Net energy output, broken down by primary energy source and by regulatory regime	SR: Key Statistics																						
EU3	Number of residential, industrial, institutional and commercial customer accounts	SR: Key Statistics																						
EU4	Length of above and underground transmission and distribution lines by regulatory regime	<p>INFO:</p> <table border="1"> <thead> <tr> <th colspan="4">Circuit length (km)</th> </tr> <tr> <th colspan="2">Above/Underground breakdown</th> <th colspan="2">Voltage breakdown</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Above ground</td> <td rowspan="2">38</td> <td>Transmission (275 kV & 132 kV)</td> <td>446</td> </tr> <tr> <td>Distribution (22 kV & 11 kV)</td> <td>4,281</td> </tr> <tr> <td>Underground</td> <td>6,931</td> <td>Low voltage</td> <td>2,241</td> </tr> <tr> <td>Total</td> <td></td> <td colspan="2">6,969</td> </tr> </tbody> </table> <p>Notes:</p> <ol style="list-style-type: none"> 1. Circuit length is different from conductor length in that one or more conductors may be employed to form a circuit. For instance, a 1-km long three-phase grounded LV interconnection between two points which is built with one conductor per phase plus one neutral conductor has a total of 4 km of conductor; however, it is only a 1-km long circuit. Multiple, independently-switched circuits, e.g. feeders, may be attached on the same structures or located in a common trench along a route. In such instances, the length of each circuit will be counted. 2. The length of underground circuit included the length of submarine circuits. 3. Since the numbers are rounded, the total may not reflect the sum of the given figures. 	Circuit length (km)				Above/Underground breakdown		Voltage breakdown		Above ground	38	Transmission (275 kV & 132 kV)	446	Distribution (22 kV & 11 kV)	4,281	Underground	6,931	Low voltage	2,241	Total		6,969	
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EU5	Allocation CO ₂ e emissions allowances or equivalent, broken down by carbon trading framework	INFO: Not applicable to Hong Kong.																						

Governance			
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	<p>WEB: HK Electric Investments</p> <p>SR: Our Business and Approach to Sustainability – Sustainability Governance</p> <p>AR: Combined Corporate Governance Report; Boards of Directors and Management Team</p>
	2-10	Nomination and selection of the highest governance body	<p>WEB: Director Nomination Policy; Board Diversity Policy</p> <p>AR: Combined Corporate Governance Report</p>
	2-11	Chair of the highest governance body	<p>INFO: The positions of the Chairman and the Chief Executive Officer of the Company are held by separate individuals, and are subject to retirement from their directorship by rotation and re-election once every three years at the annual general meeting. The Trustee-Manager does not appoint a Chief Executive Officer due to its specific and limited role to administer the Trust.</p>
	2-12	Role of the highest governance body in overseeing the management of impacts	<p>SR: Our Business and Approach to Sustainability – Sustainability Governance; Running a Sustainable Business – Corporate Governance, Climate-related Disclosures</p> <p>AR: Combined Corporate Governance Report; Risk Management; Risk Factors</p>
	2-13	Delegation of responsibility for managing impacts	<p>SR: Our Business and Approach to Sustainability – Sustainability Governance; Running a Sustainable Business – Corporate Governance, Climate-related Disclosures</p> <p>AR: Combined Corporate Governance Report; Risk Management; Risk Factors</p> <p>INFO: The Sustainability Committee of the Company may delegate certain of its responsibilities to working teams with such powers as are necessary to discharge the responsibilities of the Committee, including without limitation the Sustainability Management Committee comprising the Chief Executive Officer, Operations Director (effective July 2023 changed to Engineering Director), Chief Financial Officer, General Manager (Corporate Development), General Manager (Human Resources), General Manager (Public Affairs), Group Legal Counsel and Company Secretary and selected members of the Company's management, as appointed by the Chairman of the Committee from time to time.</p>
	2-14	Role of the highest governance body in sustainability reporting	<p>SR: Report Overview; Our Business and Approach to Sustainability – Sustainability Governance, Materiality</p>
	2-15	Conflicts of interest	<p>AR: Combined Corporate Governance Report</p>
	2-16	Communication of critical concerns	<p>SR: Running a Sustainable Business – Corporate Governance, Stakeholder Engagement</p> <p>AR: Combined Corporate Governance Report</p>

	2-17	Collective knowledge of the highest governance body	<p>SR: Running a Sustainable Business – Corporate Governance, Climate-related Disclosures</p> <p>AR: Combined Corporate Governance Report</p>
	2-18	Evaluation of the performance of the highest governance body	<p>SR: Our Business and Approach to Sustainability – Sustainability Governance</p> <p>AR: Combined Corporate Governance Report</p>
	2-19	Remuneration policies	<p>AR: Combined Corporate Governance Report</p>
	2-20	Process to determine remuneration	<p>WEB: Terms of Reference of the Remuneration Committee</p> <p>AR: Combined Corporate Governance Report</p> <p>INFO: The proposal of employees’ performance bonus for the current year and remuneration package for the following year was prepared by General Manager (Human Resources) with reference to findings from the pay-trend surveys published by key consulting firms and public media.</p> <p>The Remuneration Committee held a meeting in December each year. During the meeting and under delegated responsibility from the Company Board, committee members considered and approved the performance bonus payable to the full-time Executive Directors and management team of the Group in respect of the current financial year and their remuneration package for the following year. No Director or member of the management team participated in the determination of their own remuneration.</p> <p>Employees may make suggestions regarding remuneration via the regular Joint Consultation (JC) Panel meetings. Their suggestions will be considered by the Management but will not be discussed for reaching agreement with the JC representatives in the meetings. Results of votes are not available.</p>
	2-21	Annual total compensation ratio	<p>INFO: Compensation-related information is highly sensitive and confidential. The remuneration indicator is not available.</p>
Strategy, policies and practices			
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	<p>SR: A Word from our CEO</p>
	2-23	Policy commitments	<p>WEB: Our Vision, Missions and Core Values; Corporate Policies</p> <p>SR: Our Business and Approach to Sustainability – HKEI in Brief, Sustainability Governance; Running a Sustainable Business – Overview, Sustainable Long-term Growth, Corporate Governance, Climate-related Disclosures; Sharing our Planet; Working with Partner</p> <p>AR: Combined Corporate Governance Report</p> <p>INFO: The policies and guidelines are approved by the Management.</p>

	2-24	Embedding policy commitments	<p>WEB: Corporate Policies</p> <p>SR: Our Business and Approach to Sustainability – Materiality; Running a Sustainable Business – Corporate Governance, Stakeholder Engagement; Refer to Overview and Management Approach in each chapter for details.</p>
	2-25	Processes to remediate negative impacts	<p>WEB: Corporate Policies</p> <p>SR: Our Business and Approach to Sustainability – Materiality; Running a Sustainable Business – Corporate Governance, Stakeholder Engagement; Refer to Overview and Management Approach in each chapter for details.</p>
	2-26	Mechanisms for seeking advice and raising concerns	<p>WEB: Corporate Policies; Whistleblowing; Whistleblowing Procedure</p> <p>SR: Running a Sustainable Business – Corporate Governance, Stakeholder Engagement</p> <p>AR: Combined Corporate Governance Report</p>
	2-27	Compliance with laws and regulations	<p>SR: Running a Sustainable Business – Corporate Governance, Climate-related Disclosures; Key Statistics</p>
	2-28	Membership associations	<p>INFO:</p> <p>It is important for us to keep updated on developments in our industry, as well as provide thought leadership where appropriate, so we actively support and participate in various professional associations and organisations, including the Business Environment Council (BEC); Asia Pacific Customer Service Consortium (APCSC); Hong Kong Customer Contact Association (HKCCA); Hong Kong Retail Management Association (HKRMA); The Institute of Purchasing & Supply of Hong Kong; Energy Procurement Supply Association (EPSA); Data Protection Officers' Club under the Office of the Privacy Commissioner for Personal Data (PCPD), Hong Kong, etc.</p> <p>We also encourage our employees to contribute to their professional sectors. Some of them hold leading positions in major associations, such as The Hong Kong Institution of Engineers (HKIE) and The Institution of Engineering and Technology Hong Kong (IET Hong Kong).</p>
Stakeholder engagement			
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	<p>SR: Our Business and Approach to Sustainability – Materiality; Running a Sustainable Business – Stakeholder Engagement; Serving Hong Kong – Serving our Customers; Working with Partners – Human Capital Management; Key Statistics</p>
	2-30	Collective bargaining agreements	<p>SR: Working with Partners – Human Capital Management</p>

Materiality assessment			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	SR: Report Overview; Our Business and Approach to Sustainability – Materiality; Running a Sustainable Business – Stakeholder Engagement INFO: Our material assessment and identified material sustainability issues are described in the Materiality Section.
	3-2	List of material topics	SR: Report Overview; Our Business and Approach to Sustainability – Materiality

GRI 3: Material Topics 2021

Cross-Reference/Information

WEB – our website;

SR – our Sustainability Report;

AR – our Annual Report;

INFO – direct/supplementary information;

Figures may not add up to the total due to rounding.

GRI Standard Indicator		Disclosures	
GRI 200: Economic			
Economic Performance			
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>SR: Our Business and Approach to Sustainability – Sustainability Governance; Running a Sustainable Business – Overview, Sustainable Long-term Growth, Corporate Governance, Climate-related Disclosures</p> <p>AR: Chairman’s Statement; CEO’s Report</p>
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	<p>SR: Our Business and Approach to Sustainability – HKEI in Brief</p> <p>AR: Consolidated Statement of Profit or Loss; Consolidated Statement of Financial Position</p>
	201-2	Financial implications and other risks and opportunities due to climate change	SR: Running a Sustainable Business – Sustainable Long-term Growth, Corporate Governance, Climate-related Disclosures; Sharing our Planet – Climate Action and Clean Air
	201-3	Defined benefit plan obligations and other retirement plans	AR: Notes to the Financial Statements
	201-4	Financial assistance received from government	INFO: No financial assistance from the Hong Kong Special Administrative Region (HKSAR) Government.
Market Presence			
GRI 3: Material Topics 2021	3-3	Management of material topics	SR: Running a Sustainable Business – Sustainable Long-term Growth, Corporate Governance; Working with Partners – Overview, Human Capital Management

GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	<p>INFO:</p> <p>All of our existing employees and placement trainees are compensated above the minimum wage rules. We review the updates on the Minimum Wage Ordinance in Hong Kong from time to time and when appropriate to ensure full compliance.</p> <p>HK Electric's Code of Practice for Suppliers covering the minimum wages requirement is included in the application for admission to the Recognised Tenderers Register (RTR) for compliance by suppliers/contractors. Bidders and Tenderers are also requested to follow the Code in our General Requirements for Contracts enclosed in every enquiry document.</p> <p>Our operations are based in Hong Kong.</p>
	202-2	Proportion of senior management hired from the local community	<p>INFO:</p> <p>93% of senior management are hired from the local community. The definition of senior management refers to HK Electric’s Directors and General Managers.</p> <p>Our operations are based in Hong Kong.</p>
Indirect Economic Impacts			
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>SR: Our Business and Approach to Sustainability – HKEI in Brief, Sustainable Development Goals and Targets; Running a Sustainable Business – Overview, Sustainable Long-term Growth, Corporate Governance, Climate-related Disclosures; Sharing our Planet – Overview, Climate Action and Clean Air; Serving Hong Kong – Overview, Management Approach; Key Statistics</p>
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	<p>SR: Our Business and Approach to Sustainability – HKEI in Brief, Sustainable Development Goals and Targets; Running a Sustainable Business – Sustainable Long-term Growth; Sharing our Planet – Climate Action and Clean Air; Serving Hong Kong – Serving our Customers, Smart Power Services; Working with Partners – Health & Safety</p>
	203-2	Significant indirect economic impacts	<p>SR: Our Business and Approach to Sustainability – HKEI in Brief, Sustainable Development Goals and Targets; Running a Sustainable Business – Sustainable Long-term Growth; Sharing our Planet – Climate Action and Clean Air; Serving Hong Kong – Serving our Customers, Smart Power Services; Working with Partners – Human Capital Management, Health & Safety</p>
Procurement Practices			
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>WEB: Code of Conduct; Code of Practice for Suppliers</p> <p>SR: Our Business and Approach to Sustainability – HKEI in Brief, Sustainable Development Goals and Targets; Running a Sustainable Business – Sustainable Long-term Growth; Sharing our Planet – Overview, Climate Action and Clean Air, Responsible Environmental Management; Working with Partners – Overview, Managing our Supply Chain; Key Statistics</p>
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	<p>INFO:</p> <p>Natural gas, limestone and ultra-low sulphur diesel are supplied by companies with bases in China or Hong Kong while coals are sourced mainly from Indonesia and Canada. For other goods and services, about 90% were procured from “local suppliers” who are defined as companies in China including Hong Kong.</p>

Anti-corruption			
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>WEB: Anti-Fraud and Anti-Bribery Policy; Code of Conduct</p> <p>SR: Running a Sustainable Business – Corporate Governance; Working with Partners – Overview, Managing our Supply Chain</p>
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	SR: Running a Sustainable Business – Corporate Governance
	205-2	Communication and training about anti-corruption policies and procedures	<p>AR: Combined Corporate Governance Report</p> <p>SR: Running a Sustainable Business – Corporate Governance; Working with Partners – Managing our Supply Chain</p>
	205-3	Confirmed incidents of corruption and actions taken	SR: Running a Sustainable Business – Corporate Governance
Anti-competitive Behavior			
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>SR: Running a Sustainable Business – Corporate Governance; Working with Partners – Managing our Supply Chain</p> <p>INFO: We have established a Competition Compliance Policy and relevant approach and framework to guide us making our own decisions independently.</p>
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	INFO: No relevant legal actions in 2023 were recorded.

Availability and Reliability			
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>SR: Our Business and Approach to Sustainability – Sustainability Governance, Sustainable Development Goals and Targets; Running a Sustainable Business – Overview, Sustainable Long-term Growth, Corporate Governance, Climate-related Disclosures; Sharing our Planet – Overview, Climate Action and Clean Air; Serving Hong Kong – Overview, World-class Power Supply</p> <p>INFO: HK Electric has been adopting a diverse power portfolio to deliver cleaner, more efficient and reliable electricity supply to meet our customers’ demand on both long and short-term bases.</p> <p>HK Electric will carry out regular review of our load forecast and planning criteria to suit the ever-changing socio-economic environment and to meet the tightening environmental requirements. All these forecast parameters will be subject to Government’s scrutiny.</p> <p>To ensure reliability, a comprehensive Maintenance Regime for generating plants has been established. Periodic maintenance is arranged for all the machineries in order to maintain its reliability. The frequency of the periodic maintenance is determined by the recommendations from the original equipment manufacturers, 'Reliability-Centred Maintenance' study and plant ownership scheme. In between periodic maintenance, condition of the equipment is monitored to determine its “health” in order to secure the availability of the plant.</p>
EU10 Availability and Reliability	EU10	Planned capacity against projected electricity demand over the long term, broken down by energy source and regulatory regime	<p>SR: Our Business and Approach to Sustainability – HKEI in Brief, Sustainable Development Goals and Targets; Sharing our Planet – Climate Action and Clean Air; Serving Hong Kong – World-class Power Supply; Key Statistics</p>
Demand-side Management			
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>SR: Our Business and Approach to Sustainability – Sustainability Governance, Sustainable Development Goals and Targets; Running a Sustainable Business – Sustainable Long-term Growth, Corporate Governance, Climate-related Disclosures; Sharing our Planet – Education and Awareness; Serving Hong Kong – Overview, Smart Power Services</p>

Research and Development			
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>SR: Running a Sustainable Business – Innovation; Sharing our Planet – Overview, Climate Action and Clean Air, Responsible Environmental Management; Serving Hong Kong – Serving our Customers</p> <p>INFO: We continue to keep track of the latest technology development related to our business. Research and development activities are carried out by relevant business units.</p> <p>With HK Electric's full support of the Government's long-term goal to achieve carbon neutrality, the company will promote zero-carbon power generation through various means, including studying the technological development in renewables, hydrogen fuel, nuclear power and battery energy storage systems. Repurposing of gas-fired units to run on hydrogen fuel is a particular area of research interest. In addition, HK Electric will continue to promote energy conversation in the community, the greater use of electric vehicles as well as the introduction of smart meters for customers.</p> <p>Most of these studies would involve in-house experts whilst some projects would be done in collaboration with local universities. There were no significant additional costs compared with our overall expenditure in 2023.</p>
System Efficiency			
EU11	EU11	Average generation efficiency of thermal plants by energy source and by regulatory regime	SR: Key Statistics
EU12	EU12	Transmission and distribution losses as a percentage of total energy	SR: Key Statistics
GRI 300: Environmental			
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>WEB: Responsible Environmental Management; Supply Chain Management</p> <p>SR: Our Business and Approach to Sustainability – Sustainability Governance, Sustainable Development Goals and Targets; Running a Sustainable Business – Overview, Sustainable Long-term Growth, Corporate Governance, Climate-related Disclosures; Sharing our Planet – Overview, Climate Action and Clean Air, Responsible Environmental Management; Working with Partners – Managing our Supply Chain; Key Statistics</p>

Materials			
GRI 301: Materials 2016	301-1	Materials used by weight or volume	<p>SR: Key Statistics</p> <p>INFO: No materials are present in our final product as our product is electricity and no materials containing polychlorinated biphenyl (PCBs) are used.</p>
	301-2	Recycled input materials used	<p>SR: Our Business and Approach to Sustainability – Sustainable Development Goals and Targets; Sharing our Planet – Responsible Environmental Management; Key Statistics</p> <p>INFO: The amount of plant effluent and rain water collected and recycled at Lamma Power Station represented ~7.3% of the Station's total consumption of freshwater.</p>
	301-3	Reclaimed products and their packaging materials	<p>INFO: There are no reclaimed products and packaging materials due to the nature of our product, viz. electricity.</p>
Energy			
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	<p>SR: Key Statistics</p>
	302-3	Energy intensity	<p>SR: Key Statistics</p>
	302-4	Reduction of energy consumption	<p>SR: Sharing our Planet – Responsible Environmental Management</p>
Water and Effluents			
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	<p>SR: Our Business and Approach to Sustainability – Sustainable Development Goals and Targets; Sharing our Planet – Responsible Environmental Management; Working with Partners – Managing our Supply Chain; Key Statistics</p> <p>INFO: Freshwater is provided by the Water Supplies Department of the HKSAR Government. Seawater is withdrawn for cooling of plant equipment at Lamma Power Station and returned to the sea after proper treatment. All our discharge complies with legislative requirements. No water sources were significantly affected.</p>
	303-2	Management of water discharge-related impacts	<p>SR: Sharing our Planet – Responsible Environmental Management</p> <p>INFO: Our water discharge is governed by licenses granted by Environmental Protection Department (EPD) under the Water Pollution Control Ordinance (WPCO). EPD of the HKSAR Government carries out regular inspections of our water treatment and discharge facilities.</p>

303-3	Water withdrawal	<p>SR: Sharing our Planet – Responsible Environmental Management; Key Statistics</p> <p>INFO: Freshwater is provided by the Water Supplies Department of the HKSAR Government. Seawater is withdrawn for cooling of plant equipment at Lamma Power Station and returned to the sea after proper treatment. The amount of plant effluent and rain water collected and recycled at Lamma Power Station represented ~7.3% of the Station’s total consumption of freshwater.</p>
303-4	Water discharge	<p>SR: Sharing our Planet – Responsible Environmental Management; Key Statistics</p> <p>INFO: Our water discharge is governed by licenses granted by Environmental Protection Department (EPD) under Water Pollution Control Ordinance (WPCO). EPD carries out regular inspections of our water treatment and discharge facilities.</p> <p>The wastewater after treatment for removal of oil, grease, suspended solids and heavy metals was discharged to the natural water body and was not used by other parties. No significant impact on the water bodies and related habitats is caused.</p> <p>We had no discharges to water bodies and related habitats that are designated as protected areas.</p>
303-5	Water consumption	<p>SR: Sharing our Planet – Responsible Environmental Management; Key Statistics</p> <p>INFO: The amount of plant effluent and rain water collected and recycled at Lamma Power Station represented ~7.3% of the Station’s freshwater consumption.</p>
Biodiversity		
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	<p>SR: Sharing our Planet – Responsible Environmental Management</p> <p>INFO: No land was owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas.</p>
	304-2 Significant impacts of activities, products, and services on biodiversity	<p>SR: Sharing our Planet – Responsible Environmental Management</p> <p>INFO: No land was owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas.</p>

	304-3	Habitats protected or restored	<p>SR: Sharing our Planet – Responsible Environmental Management</p> <p>INFO: No land was owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas.</p>
	EU13	Biodiversity of offset habitats compared to the biodiversity of the affected areas	<p>SR: Sharing our Planet – Responsible Environmental Management</p> <p>INFO: No land was owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas.</p>
Emissions			
GRI 305: Emissions 2016	305-1	Direct (Scope 1) greenhouse gas emissions	SR: Report Overview; Our Business and Approach to Sustainability – HKEI in Brief; Sharing our Planet – Climate Action and Clean Air; Key Statistics
	305-2	Energy indirect (Scope 2) greenhouse gas emissions	SR: Report Overview; Our Business and Approach to Sustainability – HKEI in Brief; Sharing our Planet – Climate Action and Clean Air; Key Statistics
	305-3	Other indirect (Scope 3) greenhouse gas emissions	SR: Report Overview; Our Business and Approach to Sustainability – HKEI in Brief; Sharing our Planet – Climate Action and Clean Air; Key Statistics
	305-4	Greenhouse gas emissions intensity	SR: Key Statistics
	305-5	Reduction of greenhouse gas emissions	SR: Our Business and Approach to Sustainability – Sustainable Development Goals and Targets; Running a Sustainable Business – Climate-related Disclosures; Sharing our Planet – Climate Action and Clean Air
	305-6	Emissions of ozone-depleting substances (ODS)	INFO: Amount of emission of ozone-depleting substances was 262.1 kg of R22. A programme for phasing out this HCFC refrigerant in our air-conditioning systems is in place.
	305-7	Nitrogen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions	SR: Sharing our Planet – Climate Action and Clean Air; Key Statistics
Waste			
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	SR: Sharing our Planet – Responsible Environmental Management

	306-2	Management of significant waste-related impacts	SR: Sharing our Planet – Responsible Environmental Management																	
	306-3	Waste generated	SR: Sharing our Planet – Responsible Environmental Management; Key Statistics																	
	306-4	Waste diverted from disposal	SR: Sharing our Planet – Responsible Environmental Management; Key Statistics																	
	306-5	Waste directed to disposal	SR: Sharing our Planet – Responsible Environmental Management; Key Statistics																	
Supplier Environmental Assessment																				
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	SR: Working with Partners – Managing our Supply Chain																	
	308-2	Negative environmental impacts in the supply chain and actions taken	SR: Working with Partners – Managing our Supply Chain																	
GRI 400: Social																				
Employment																				
GRI 3: Material Topics 2021	3-3	Management of material topics	WEB: Our Values about People ; Equal Opportunities SR: Our Business and Approach to Sustainability – Sustainability Governance; Sustainable Development Goals and Targets; Running a Sustainable Business – Corporate Governance; Working with Partners – Human Capital Management; Key Statistics																	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	SR: Working with Partners – Human Capital Management																	
			INFO:																	
			<table border="1"> <thead> <tr> <th></th> <th colspan="2">Gender Group</th> <th colspan="2">Age Group</th> <th>Overall</th> </tr> </thead> <tbody> <tr> <td rowspan="4">New hires rate (%)</td> <td rowspan="2">Male</td> <td rowspan="2">8.4</td> <td>Age 30 or below</td> <td>21.1</td> <td rowspan="4">9.9</td> </tr> <tr> <td>Age 31-40</td> <td>8.3</td> </tr> <tr> <td rowspan="2">Female</td> <td rowspan="2">15.4</td> <td>Age 41-50</td> <td>9.1</td> </tr> <tr> <td>Age 51 or above</td> <td>5.6</td> </tr> </tbody> </table> <p>Notes: 1. We have around 1,800 employees in total. 2. Our operations are based in Hong Kong.</p>		Gender Group		Age Group		Overall	New hires rate (%)	Male	8.4	Age 30 or below	21.1	9.9	Age 31-40	8.3	Female	15.4	Age 41-50
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401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>WEB: Our Values about People</p> <p>INFO: Performance bonus, year-end bonus, gratuity for contract employees, medical benefits, electricity allowance, travel allowance, Group Life and Personal Accident Insurance are not provided to temporary or part-time employees.</p>																		
401-3	Parental leave	<p>INFO:</p> <table border="1" data-bbox="651 506 1374 763"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Total no. of employees that took maternity/parental leave</td> <td>24</td> <td>2</td> </tr> <tr> <td>Rate of return to work of employees who took maternity/parental leave</td> <td>100%</td> <td>100%</td> </tr> <tr> <td>Rate of retention of employees who took maternity/parental leave</td> <td>96%</td> <td>100%</td> </tr> </tbody> </table> <p>Note: All eligible employees were entitled to maternity/parental leave.</p>		Male	Female	Total no. of employees that took maternity/parental leave	24	2	Rate of return to work of employees who took maternity/parental leave	100%	100%	Rate of retention of employees who took maternity/parental leave	96%	100%						
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EU15	Percentage of employees eligible to retire in the next 5 and 10 years broken down by job category and by region	<p>INFO:</p> <table border="1" data-bbox="651 853 1374 1093"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Employee Type</th> <th rowspan="2">Overall</th> </tr> <tr> <th>Staff</th> <th>Workman</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Retire in the next 5 years (%)</td> <td>15.3</td> <td>51.5</td> <td rowspan="2">17.3</td> </tr> <tr> <td>29.9</td> <td>71.7</td> </tr> <tr> <td rowspan="2">Retire in the next 10 years (%)</td> <td>29.9</td> <td>71.7</td> <td rowspan="2">32.1</td> </tr> <tr> <td>71.7</td> <td></td> </tr> </tbody> </table> <p>Notes: 1. We have around 1,800 employees in total. 2. Our operations are based in Hong Kong.</p>		Employee Type		Overall	Staff	Workman	Retire in the next 5 years (%)	15.3	51.5	17.3	29.9	71.7	Retire in the next 10 years (%)	29.9	71.7	32.1	71.7	
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EU17	Days worked by contractor and subcontractor employees involved in construction, operation & maintenance activities	<p>INFO: The total man-hours worked by contractors were 4,764,582.</p>																		
EU18	Percentage of contractor and subcontractor employees that have undergone relevant health and safety training	<p>INFO: All relevant employees of our contractors working at our work sites have undergone relevant health and safety training.</p>																		
Labor/Management Relations																				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>WEB: Our Values about People; Equal Opportunities</p> <p>SR: Our Business and Approach to Sustainability – Sustainability Governance, Sustainable Development Goals and Targets; Running a Sustainable Business – Overview, Corporate Governance, Stakeholder Engagement; Working with Partners – Overview, Human Capital Management</p>																		

<p>GRI 402: Labor/ Management Relations 2016</p>	<p>402-1</p> <p>Minimum notice periods regarding operational changes</p>	<p>SR: Our Business and Approach to Sustainability – Sustainability Governance, Sustainable Development Goals and Targets; Running a Sustainable Business – Corporate Governance, Stakeholder Engagement; Working with Partners – Overview, Human Capital Management</p> <p>INFO: In practice, ample time is given to employees for operational changes. Collective bargaining is not applicable (collective bargaining agreements are not required by law in Hong Kong).</p>
<p>Occupational Health and Safety</p>		
<p>GRI 3: Material Topics 2021</p>	<p>3-3</p> <p>Management of material topics</p>	<p>WEB: Health & Safety Policy; Health & Safety</p> <p>SR: Our Business and Approach to Sustainability – Sustainability Governance, Sustainable Development Goals and Targets; Running a Sustainable Business – Corporate Governance; Working with Partners – Overview, Human Capital Management, Health & Safety; Key Statistics</p>
<p>GRI 403: Occupational Health and Safety 2018</p>	<p>403-1</p> <p>Occupational health and safety management system</p>	<p>WEB: Health & Safety Policy; Health & Safety</p> <p>SR: Working with Partners – Health & Safety, Managing our Supply Chain</p>

<p>403-2</p>	<p>Hazard identification, risk assessment, and incident investigation</p>	<p>WEB: Health & Safety Policy; Health & Safety</p> <p>SR: Working with Partners – Health & Safety, Managing our Supply Chain</p> <p>INFO:</p> <p>Our Health & Safety Policy is in place and we adopt and maintain management systems designed to eliminate health and safety hazards and support continuous performance improvement. We also furnish necessary information, instruction, training and supervision and provide a healthy and safe working environment. We promote employee wellness and raise health and safety awareness of working personnel. Safety briefings and pre-job risk assessments are conducted prior to work and when there are changes to the working environment or work procedures.</p> <p>The control of the risk from a hazardous substance/environment, like any other risk, is tackled from a risk management perspective. The risk management process includes all factors related to an activity involving potential hazards, to make a judgement about the associated risks and implement appropriate controls. Existing substances/materials/work process/plants are regularly reviewed by the Division/Department Head or his/her specifically designated deputy whenever it is known that there is possible hazard.</p> <p>Employees are encouraged to report any work-related hazards and hazardous situations to their supervisors, safety professionals, Section/Department Heads or even senior management through any means including verbal reports, phone, emails, messages, mobile apps, etc. Their reports will be followed up immediately by appropriate persons. These measures help to lower overall risk and reduce accidents.</p> <p>To protect employees against reprisals, a whistle-blower hotline connected directly to the Head of Internal Audit is in place to receive any reports of possible work-related hazards and hazardous situations from employees and external parties.</p> <p>In general, we investigate work-related incidents by gathering information through exploring all reasonable enquiries; analysing the information by identifying the sequence of events and conditions that led to the incidents, immediate causes, underlying causes and root causes; identifying the risk control measures; and formulating and implementing action plans.</p>
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<p>403-3</p>	<p>Occupational health services</p>	<p>WEB: Health & Safety Policy; Health & Safety</p> <p>SR: Working with Partners – Health & Safety</p> <p>INFO: Depending on the operational nature, Divisions/Departments have developed their training plans/schedules. The Division/Department Head is responsible for provision of information, training and knowledge as necessary to ensure, so far as is reasonably practicable, the safety and health at work of employees of the Division/Department. Division/Department Heads regularly review the adequacy of the training programme. Induction training/orientation sessions are given to all new recruits. Effectiveness of the training is evaluated and training records are maintained.</p> <p>Moreover, we have developed, implemented and maintained a hazard control programme as well as a personal protective equipment (PPE) program. An approved equipment guide is in place to ensure proper equipment is provided to employees. Where special safety and health hazards are present, the Division/Department Heads will arrange to provide adequate and suitable training for employees to cope with such hazards. The training shall include providing them with information about the safety and health hazards, the safety precautions and the proper use of the protective equipment. Refresher courses shall also be conducted regularly. Legal requirements on provisions of training to employees and the appointment of competent persons to carry out certain tasks are defined in the Factories and Industrial Undertakings Ordinance, Occupational Safety and Health Ordinance, and their subsidiary regulations. The Division/Department Heads must identify the subjects of which training is required and appoint competent persons to satisfy the legal requirements. In addition, the Division/Department Heads also regularly review the adequacy of the divisional/departmental safety promotion and education programmes and draw up an annual programme for implementation.</p>
<p>403-4</p>	<p>Worker participation, consultation, and communication on occupational health and safety</p>	<p>WEB: Health & Safety Policy; Health & Safety</p> <p>SR: Working with Partners – Health & Safety</p>

<p>403-5</p>	<p>Worker training on occupational health and safety</p>	<p>WEB: Health & Safety Policy; Health & Safety</p> <p>SR: Working with Partners – Health & Safety; Key Statistics</p> <p>INFO:</p> <p>We provide various occupational health and safety training to employees. The Division/Department Head is responsible for provision of information, training and instructions as necessary to ensure, so far as is reasonably practicable, the safety and health at work of employees of the Division/Department. He/she shall identify and regularly review the training needs of the employees under his/her control in consideration of their operational activities. Induction training for new recruits and for new work items, special hazard training and statutorily required training are provided.</p> <p>For example, Newcomer Induction Training, Plant Induction Training, Natural Gas Safety Training, Safe Use and Inspection of Lifting Appliances & Lifting Gear Training, Lamma Power Station Fire Safety Awareness Training Course, Environmental Awareness Training, Safety Rules Training for Competent Person / Authorised Person, Training Course on Safety and Health in Use and Maintenance of Rechargeable Battery, Work Safe Behaviour Training Course, Mandatory Basic Safety Training Revalidation Course, Blue Card Shipboard Safety Training, Safety Training Course for Competent Persons / Certified Workers in Confined Spaces Operation, Marine Construction Safety Talk, Adult Cardio Pulmonary Resuscitation (CPR) Certificate Course, Road Safety Training Course, Health Talk on Manual Handling Operations and Prevention of Back Injuries, and Health Talk on Use of Computer etc.</p> <p>Total health and safety training hours of employees was approximately 15,913 and 68% of our employees participated in health and safety training as of end 2023.</p>
<p>403-6</p>	<p>Promotion of worker health</p>	<p>WEB: Health & Safety Policy; Health & Safety</p> <p>SR: Working with Partners – Human Capital Management, Health & Safety</p> <p>INFO:</p> <p>Our employees are covered by Hospitalisation and Outpatient schemes and they can access the information of the schemes via corporate Intranet / mobile apps and hotline provided by service providers.</p> <p>Female employees with one year's service or more are eligible for an annual gynaecological examination subject to a maximum claim amount. Meanwhile, employees aged 45 or above with one year's service or more are eligible for Biennial Medical Check-Ups. Employees who do not meet the requirements may join the Medical Check-up plan on a self-financed basis at preferential rates.</p> <p>Injection of Quadrivalent Flu Vaccine is arranged for registered employees at four office locations and at designated clinics on an annual basis.</p> <p>Self-check Health Corners at four work locations are equipped with thermometer, blood pressure monitor, body-fat scale, stand scale with height rod for employees to use. Besides, Resting Rooms were set up at workplaces for colleagues who feel unwell and need to take a short rest.</p> <p>We also provide lactation rooms in our workplaces for breastfeeding mothers.</p>

<p>403-7</p>	<p>Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</p>	<p>WEB: Health & Safety Policy; Health & Safety</p> <p>SR: Working with Partners – Health & Safety</p> <p>INFO:</p> <p>We adopt an Enterprise Risk Management Framework to deal with top strategic corporate risks. Health & Safety is considered to be one of our strategic corporate risks. Our Enterprise Risk Management Framework includes detailed mitigation measures for the risks.</p> <p>To prevent significant negative occupational health and safety impacts, the following measures are taken:</p> <ul style="list-style-type: none"> • Formulate and implement Safety Management System (SMS) Audit Plan and Safety Promotion Plan; • Comply with Health & Safety regulations by implementing and updating various guidelines, standards and instructions, and conducting compliance reviews regularly; • Inform employees of existing and emerging legal and other obligations that apply to their job responsibilities; • Bring in independent expertise by calling in external auditors for SMS Audits for all major operations; • Ensure that all employees of contractors are properly briefed, adequately trained, and provided with adequate safety information and PPE; • Implement Competent Person system for contractors working on or near our facilities; • Organise regular safety sharing meetings among contractors, and invite Labour Department and other safety organisations to promote Health & Safety awareness of employees and contractor workers; • Eliminate hazards caused by material issues by identifying these issues and compiling a guideline for selecting proper materials; • Integrate hazard identification & risk assessment early during the design of work procedures & work processes, and introduction of new apparatus & tools; and • Review the existing substances/materials/work process/plant whenever it is known that there is possible hazard.
<p>403-8</p>	<p>Workers covered by an occupational health and safety management system</p>	<p>WEB: Health & Safety Policy; Health & Safety</p> <p>SR: Working with Partners – Health & Safety</p>

<p>403-9</p> <p>Work-related injuries</p>	<p>SR: Working with Partners – Health & Safety; Key Statistics</p> <p>INFO:</p> <p>For our employees:</p> <table border="1" data-bbox="651 331 1386 893"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> <th>Overall</th> </tr> </thead> <tbody> <tr> <td>Number of fatalities</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Number of lost time injuries</td> <td>2</td> <td>0</td> <td>2</td> </tr> <tr> <td>Lost Time Injury Frequency Rate (LTIFR) (per 200,000 employee-hours)</td> <td>-</td> <td>-</td> <td>0.11</td> </tr> <tr> <td>Numbers of days lost/charged (no. of employee-days)</td> <td>3</td> <td>0</td> <td>3</td> </tr> <tr> <td>Lost Time Injury Severity Rate (LTISR) (per 200,000 employee-hours)</td> <td>-</td> <td>-</td> <td>0.17</td> </tr> <tr> <td>Longest period without a lost time injury (no. of calendar days)</td> <td>158</td> <td>0</td> <td>158</td> </tr> <tr> <td>Number of reported traffic accidents (no. of cases)</td> <td colspan="2">6</td> <td></td> </tr> <tr> <td>Number of high-consequence work-related injuries</td> <td colspan="2">0</td> <td></td> </tr> <tr> <td>Rate of high-consequence work-related injuries (per 200,000 employee-hours)</td> <td colspan="2">0</td> <td></td> </tr> <tr> <td>The main types of work-related injury</td> <td colspan="2">Stepping on, striking against or struck by object. Slip, trip or fall on the same level.</td> <td></td> </tr> <tr> <td>The number of employee-hours</td> <td colspan="2">3,538,258</td> <td></td> </tr> </tbody> </table> <p>For contractor workers engaging in HK Electric’s jobs:</p> <table border="1" data-bbox="651 965 1386 1391"> <tbody> <tr> <td>Number of fatalities</td> <td>0</td> </tr> <tr> <td>Number of lost time injuries</td> <td>17</td> </tr> <tr> <td>Lost Time Injury Frequency Rate (LTIFR) (per 200,000 contractor-hours)</td> <td>0.71</td> </tr> <tr> <td>Number of days lost/charged (no. of contractor-days)</td> <td>748</td> </tr> <tr> <td>Lost Time Injury Severity Rate (LTISR) (per 200,000 contractor-hours)</td> <td>31.4</td> </tr> <tr> <td>Number of high-consequence work-related injuries</td> <td>0</td> </tr> <tr> <td>Rate of high-consequence work-related injuries (per 200,000 contractor-hours)</td> <td>0</td> </tr> <tr> <td>The main types of work-related injury</td> <td>Stepping on, striking against or struck by object. Slip, trip or fall on the same level.</td> </tr> <tr> <td>The number of contractor-hours</td> <td>4,764,582</td> </tr> </tbody> </table> <p>Notes:</p> <ol style="list-style-type: none"> 1. Minor injuries not causing any lost days were not included. 2. “Days” referred to “scheduled workdays”. 3. For lost-time injuries in which disability continues beyond the closing date (31 December) of a specific year, days lost in the year were estimated on the basis of medical opinion with regard to probable ultimate disability. 4. “High-consequence work-related injuries” refer to work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months. 5. Our operations are based in Hong Kong. 		Male	Female	Overall	Number of fatalities	0	0	0	Number of lost time injuries	2	0	2	Lost Time Injury Frequency Rate (LTIFR) (per 200,000 employee-hours)	-	-	0.11	Numbers of days lost/charged (no. of employee-days)	3	0	3	Lost Time Injury Severity Rate (LTISR) (per 200,000 employee-hours)	-	-	0.17	Longest period without a lost time injury (no. of calendar days)	158	0	158	Number of reported traffic accidents (no. of cases)	6			Number of high-consequence work-related injuries	0			Rate of high-consequence work-related injuries (per 200,000 employee-hours)	0			The main types of work-related injury	Stepping on, striking against or struck by object. Slip, trip or fall on the same level.			The number of employee-hours	3,538,258			Number of fatalities	0	Number of lost time injuries	17	Lost Time Injury Frequency Rate (LTIFR) (per 200,000 contractor-hours)	0.71	Number of days lost/charged (no. of contractor-days)	748	Lost Time Injury Severity Rate (LTISR) (per 200,000 contractor-hours)	31.4	Number of high-consequence work-related injuries	0	Rate of high-consequence work-related injuries (per 200,000 contractor-hours)	0	The main types of work-related injury	Stepping on, striking against or struck by object. Slip, trip or fall on the same level.	The number of contractor-hours	4,764,582
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<p>403-10</p> <p>Work-related ill health</p>	<p>SR: Working with Partners – Health & Safety; Key Statistics</p> <p>INFO:</p> <p>No employees with high incidence or high risk of diseases related to their occupation were identified. In 2023, the sick leave rate was 5.3. (N.B. Sick leave rate is the workdays lost due to sickness x 2,000 over total number of employee hours. Sick leave due to work-related accidents is not counted.) No cases of occupational diseases were reported in 2023.</p>																																																																		

Training and Education			
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>WEB: Our Values about People; Learning & Development</p> <p>SR: Running a Sustainable Business – Corporate Governance; Working with Partners – Overview, Human Capital Management</p>
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	SR: Working with Partners – Human Capital Management
	404-2	Programmes for upgrading employee skills and transition assistance programmes	<p>WEB: Learning & Development</p> <p>SR: Working with Partners – Human Capital Management</p>
	404-3	Percentage of employees receiving regular performance and career development reviews	INFO: 100%
Diversity and Equal Opportunity			
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>WEB: Our Values about People; Equal Opportunities</p> <p>SR: Our Business and Approach to Sustainability – Sustainability Governance, Sustainable Development Goals and Targets; Running a Sustainable Business – Corporate Governance; Working with Partners – Overview, Human Capital Management; Key Statistics</p>
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	<p>SR: Working with Partners – Human Capital Management</p> <p>AR: Boards of Directors and Management Team; Combined Corporate Governance Report</p> <p>INFO: Please refer to the General Disclosure Item 2-7.</p>
	405-2	Ratio of basic salary and remuneration of women to men	<p>INFO: Senior staff: 95% General staff: 85% Workman: 58% Overall: 83% Note: Our operations are based in Hong Kong.</p>
Non-discrimination			
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>WEB: Our Values about People; Equal Opportunities</p> <p>SR: Our Business and Approach to Sustainability – Sustainability Governance; Sustainable Development Goals and Targets; Running a Sustainable Business – Corporate Governance; Working with Partners – Overview, Human Capital Management; Key Statistics</p>

GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	INFO: No incidents of discrimination were recorded.
Child Labor			
GRI 3: Material Topics 2021	3-3	Management of material topics	WEB: Equal Opportunities ; Supply Chain Management ; Code of Practice for Suppliers SR: Working with Partners – Respecting Human Rights, Managing our Supply Chain INFO: We are committed to complying with the requirements in the Employment Ordinance of Hong Kong. All recruitments through HR Division are coupled with proper checking of the age of the employees to ensure full compliance with the ordinance. Bidders and Tenderers are also requested to follow the Code in our General Requirements for Contracts enclosed in every enquiry document. In addition, review of contractors in our RTR including labour relations and relevant compliance was conducted on a periodic basis which the contractor was required to submit their sustainability performance for evaluation.
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	SR: Running a Sustainable Business – Corporate Governance; Working with Partners – Respecting Human Rights
Forced or Compulsory Labor			
GRI 3: Material Topics 2021	3-3	Management of material topics	WEB: Equal Opportunities ; Supply Chain Management ; Code of Practice for Suppliers SR: Our Business and Approach to Sustainability – Sustainability Governance; Running a Sustainable Business – Sustainable Long-term Growth, Corporate Governance; Working with Partners – Overview, Respecting Human Rights, Managing our Supply Chain
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	SR: Running a Sustainable Business – Corporate Governance; Working with Partners – Respecting Human Rights
Security Practices			
GRI 3: Material Topics 2021	3-3	Management of material topics	SR: Running a Sustainable Business – Corporate Governance; Serving Hong Kong – Overview, World-class Power Supply; Working with Partners – Human Capital Management, Managing our Supply Chain

GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	<p>WEB: Human Right Policy; Code of Practice for Suppliers</p> <p>INFO: Our Physical Security Management System Manual stated that Fire and Security personnel must be provided with training on human rights, personal data privacy, etc. 100% of our security personnel have received formal training on the organisation's human rights policies or specific procedures and their application to security. HKEI's Code of Practice for Suppliers also cover human rights aspect.</p>
Rights of Indigenous Peoples			
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>SR: Our Business and Approach to Sustainability – Sustainability Governance, Stakeholder Engagement; Running a Sustainable Business – Corporate Governance</p>
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	<p>INFO: No case was recorded.</p>
Human Rights Assessment			
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>WEB: Human Right Policy</p> <p>SR: Our Business and Approach to Sustainability – Sustainability Governance, Stakeholder Engagement; Running a Sustainable Business – Corporate Governance; Working with Partners – Overview, Respecting Human Rights</p>
GRI 412: Human Rights Assessment	412-1	Operations that have been subject to human rights reviews or impact assessments	<p>SR: Working with Partners – Respecting Human Rights</p>
Local Communities			
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>SR: Our Business and Approach to Sustainability – Sustainability Governance, Stakeholder Engagement, Sustainable Development Goals and Targets; Running a Sustainable Business – Sustainable Long-term Growth, Corporate Governance; Sharing our Planet – Education and Awareness; Serving Hong Kong – Smart Power Services, Caring for the Community; Working with Partners; Key Statistics</p> <p>INFO: Our Public Affairs Department arranges annual meeting with a number of business units for reviewing their work on communication with stakeholders.</p>
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programmes	<p>INFO: Sustainability considerations as described in this report are integrated in all our operations.</p>

	413-2	Operations with significant actual and potential negative impacts on local communities	INFO: No operations would cause significant actual or potential negative impacts on local communities as our operations are integrated with effective sustainability initiatives as described in this Report.
	EU22	Number of people physically or economically displaced and compensation, broken down by type of project	INFO: No projects involved displacement of people or compensation.
Supplier Social Assessment			
GRI 3: Material Topics 2021	3-3	Management of material topics	WEB: Equal Opportunities ; Supply Chain Management ; Code of Practice for Suppliers SR: Our Business and Approach to Sustainability – Sustainability Governance; Running a Sustainable Business – Sustainable Long-term Growth, Corporate Governance; Working with Partners – Respecting Human Rights, Managing our Supply Chain
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	SR: Working with Partners – Managing our Supply Chain
	414-2	Negative social impacts in the supply chain and actions taken	SR: Working with Partners – Managing our Supply Chain
Customer Health and Safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	WEB: Health & Safety Policy ; Health & Safety SR: Our Business and Approach to Sustainability – Sustainability Governance, Sustainable Development Goals and Targets; Running a Sustainable Business – Sustainable Long-term Growth, Corporate Governance; Serving Hong Kong – Serving Our Customers; Working with Partners - Health & Safety; Key Statistics
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	INFO: All of our significant product and service have undergone health and safety impact assessment for improvement.
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	SR: Running a Sustainable Business – Corporate Governance

EU25	Number of injuries and fatalities to the public involving company assets, including legal judgments, settlements and pending legal cases of diseases	<p>INFO: No case was recorded.</p>
Marketing and Labeling		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>WEB: Quality Policy; Supply Rules; Guide to Connection of Supply</p> <p>SR: Serving Hong Kong – Serving our Customers</p>
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	SR: Running a Sustainable Business – Corporate Governance; Serving Hong Kong – Serving our Customers
	417-2 Incidents of non-compliance concerning product and service information and labelling	SR: Running a Sustainable Business – Corporate Governance; Serving Hong Kong – Serving our Customers
	417-3 Incidents of non-compliance concerning marketing communications	SR: Running a Sustainable Business – Corporate Governance; Serving Hong Kong – Serving our Customers
Customer Privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>WEB: Personal Data Privacy Policy</p> <p>SR: Our Business and Approach to Sustainability – Sustainability Governance; Running a Sustainable Business – Sustainable Long-term Growth, Corporate Governance; Serving Hong Kong – Serving our Customers</p> <p>INFO: A Customer Personal Data Protection Officer is assigned to implement Privacy Management Program (PMP) controls regarding protection of customer personal data. A data loss prevention tool has been implemented to detect any leakage of personal data including customer data timely.</p>
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR: Serving Hong Kong – Serving our Customers

Disaster/ Emergency Planning and Response			
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>SR: Our Business and Approach to Sustainability – Sustainability Governance; Running a Sustainable Business – Sustainable Long-term Growth, Corporate Governance, Climate-related Disclosures; Working with Partners – Health & Safety</p> <p>INFO:</p> <p>A drill to test the effectiveness of the formation of Crisis Management Team (CMT) is normally staged once a year. Drills for Backup Call Centre, Backup Customer Centre, Disaster Recovery of HK Electric Customer Information System (HECIS) System Production Server and Electricity Supply and Meter Management (ESMM) System were carried out in 2023.</p>
Access			
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>WEB: Concessionary Tariffs & Caring Services; Community Care</p> <p>SR: Our Business and Approach to Sustainability – HKEI in Brief; Serving Hong Kong – Overview, World-class Power Supply, Serving our Customers, Smart Power Services</p>
	EU26	Percentage of population unserved in licensed distribution or service areas	<p>INFO:</p> <p>0%.</p>
	EU27	Number of residential disconnections for non-payment, broken down by duration of disconnection and by regulatory regime	<p>INFO:</p> <p>Sufficient notice would be communicated to customers with ample time to settle the non-payment, before executing the disconnection. In fact, the no. of non-payment cases which led to disconnection was very small as compared to the customer base of more than 589,000 accounts. In 2023, there were 630 residential accounts (0.1%) disconnected due to non-payment while we have acceded to 1,405 accounts for payment deferral from residential customers. In accordance with our service pledge, supply will be re-connected on the same day as payment is received. In addition, we provide advice on energy efficiency to customers, and are willing to listen to customers having difficulties with bill settlement to see what and how we can help.</p>
	EU28	Power outage frequency	<p>INFO:</p> <p>System Average Interruption Frequency Index (SAIFI): 0.103</p>
	EU29	Average power outage duration	<p>INFO:</p> <p>System Average Interruption Duration Index (SAIDI) (hours): 0.057</p>
	EU30	Average plant availability factor by energy source and by regulatory regime	<p>SR: Key Statistics</p>
Provision of Information			
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>WEB: Concessionary Tariffs & Caring Services; Community Care</p> <p>SR: Serving Hong Kong – Serving our Customers, Smart Power Services; Working with Partners – Health & Safety</p>