

Kingdom Of Cambodia

Nation Religion King



Sihanoukville Autonomous Port

Sustainability Report 2025



Public Enterprise
A listed Company

Vision

To become the only efficient and dynamic deep seaport, contributing to the improvement of logistic sector for the Kingdom of Cambodia.

Mission

- To develop in accordance with the policy of the Royal Government.
- To improve service quality through close cooperation with port users, modernization of technological systems and human resources development in line with the national and international innovation.
- To collaborate with development partners to study and towards the construction of deep-water ports in line with the vision and growth of transit containers.
- To promote and strengthen the principle of being a port for all.

Values

- Geographical Superiority
- Pro-action & Innovation
- Integrity & Accountability
- Friendliness & Respectfulness
- Teamwork & Service Quality
- Reliability & Predictability

Message of H.E. Chairman & CEO

The Commitment to Sustainability, Environment, Social, and Governance



On behalf of the Board of Directors, management, workers, and employees of the Sihanoukville Autonomous Port (PAS), I am honored and pleased to inform you that the Sihanoukville Autonomous Port, which is the only international deep-sea port of the Kingdom of Cambodia, has strived and focused on sustainability in accordance with environmental initiatives, including social responsibility and the implementation of business operations with ethical standards. PAS will promote sustainable practices and enhance environmental protection, business operations, human resource development, community engagement, social responsibility, good governance, ethical standards, workplace safety, and risk management. Furthermore, PAS will continue to promote transparency and accountability in its business operations with inclusiveness by ensuring that the benefits derived from these practices will be prioritized for workers, employees, and customers of PAS.

According to the sustainability strategy for 2025, PAS has strived to develop and improve all aspects of its operations. PAS has actively participated in environmental protection by promoting environmental awareness among workers, employees, and the public, taking into account environmental, social, and governance factors in its operational processes to encourage sustainable practices. At the same time, PAS has launched a payment service through an innovative and secure digital payment system, ensuring the protection of customers' business information and promoting sustainable growth for all stakeholders to support economic and social development.

PAS recognizes that its workforce is its most valuable asset, and PAS is committed to promoting a culture of equality and prioritizing the well-being of workers and employees by creating a supportive environment that values diversity and promotes equal opportunities for all. Through investment in human resources, PAS aims to transform its workplace into an environment where everyone can thrive and contribute to common success. Additionally, PAS welcomes feedback for improvement to enhance operational efficiency and engages with local communities to promote positive change through responsible practices. With a commitment to sustainable development, PAS adheres to the Sustainable Development Goals by promoting regulatory frameworks and encouraging research and innovation to drive continuous improvement and sustainable growth.

Preah Sihanouk Province, April 20, 2026
Delegate of the Royal Government of Cambodia
In Charge as Chairman & CEO

A red circular official seal of the Sihanoukville Autonomous Port is visible, partially overlapping the signature. The seal contains the text 'ROYAUME DU CAMBODGE' at the top, 'PORT AUTONOME DE Sihanoukville' around the perimeter, and a central emblem. A blue ink signature is written over the seal and extends to the right.

LOU KIMCHHUN

Message of H.E. Chairman & CEO

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Section 1

Operational Information



I. The Sihanoukville Autonomous Port's Business Model

The Sihanoukville Autonomous Port (PAS), which is the only international deep-water seaport in the Kingdom of Cambodia, plays a significant role in facilitating regional and global maritime transport. PAS covers an operational area of approximately 125 hectares and is strategically situated in Kampong Som Bay, benefiting from natural features such as deep water, islands that act as barriers against strong winds and tidal waves, and a location that does not require regular dredging for the vessel channel.

PAS serves as a distribution and supply center that incorporates all types of transportation systems to help facilitate and provide services to customers and port users. PAS is connected to Phnom Penh capital via National Road No. 4, which spans 226 kilometers, or through National Road No.3, passing through Kampot Province, with a length of 244 kilometers, or via the Expressway by 187 kilometers. Besides the road networks, PAS is linked by a southern railway line extending from Phnom Penh to Kampot Province with a length of 264 kilometers. Furthermore, PAS is accessible by air, with connections from Siem Reap, Phnom Penh, and Vietnam to Sihanoukville International Airport.

PAS has the following main sources of income:

- Port Charges for Vessel Services are revenues derived from shipping services and vessel berthing, including revenues from tonnage charge, berthage charge, channel, pilotage, tug assistance fee, mooring and unmooring, hatch opening and closing, and garbage collection from ships.
- Stevedoring Charges are revenues derived from the handling of general cargo or containers, offloading, and loading from ships to the pier.
- Lo-Lo Charges are revenues derived from the handling of general cargo or containers on the yard.
- Storage Fees are revenues derived from the storage of general cargo or containers in warehouses and yards.
- Land Leasing in the Sihanoukville Autonomous Port's Special Economic Zone.

A. Operational Outcome

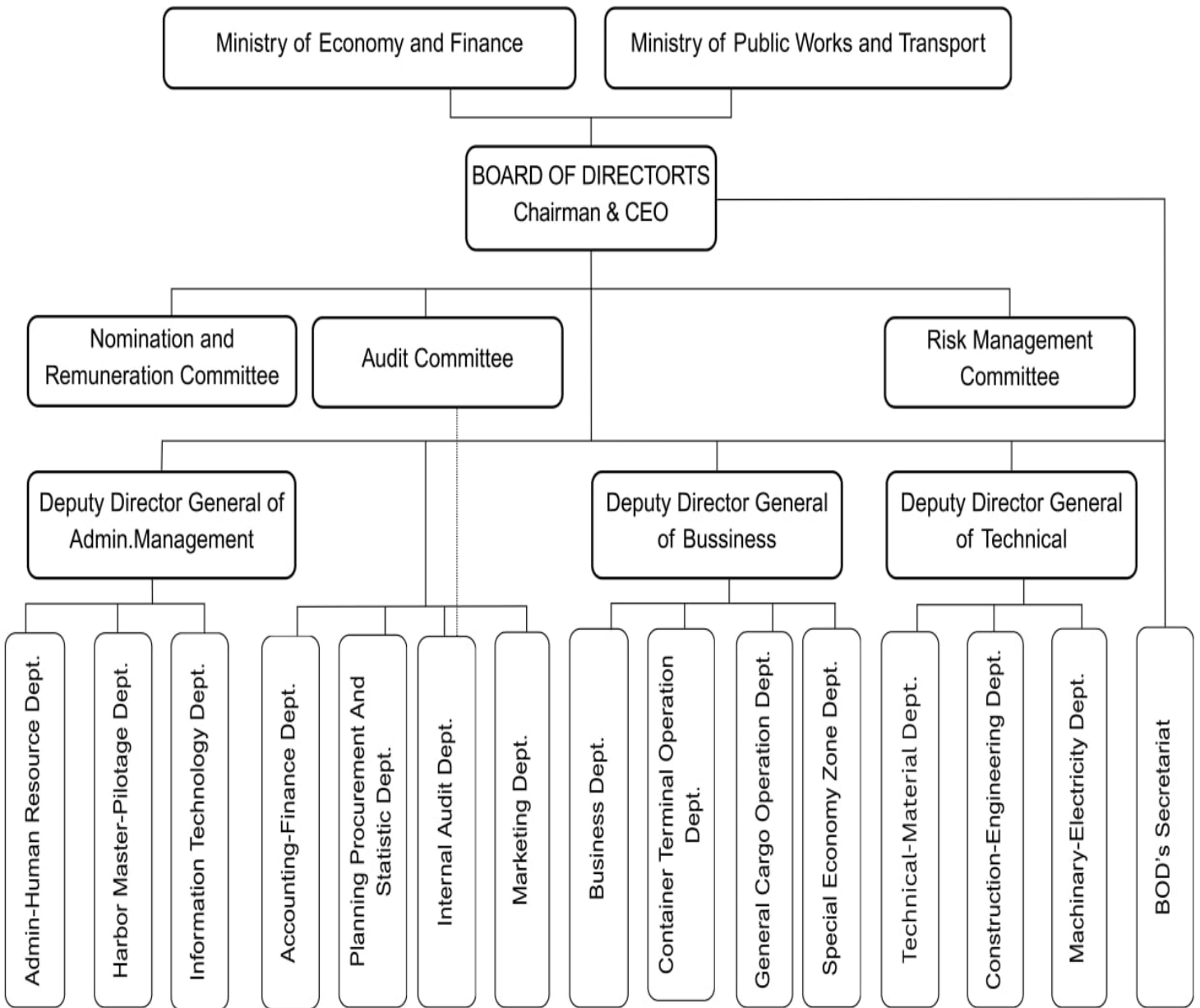
| Items | | 2024 | 2025 |
|------------------------------|--------------|-------------------|-------------------|
| | | 1 | 2 |
| Gross Throughput | Tons | 9,797,413 | 12,323,414 |
| Container Cargo | – | 7,156,099 | 9,262,820 |
| General Cargo | – | 413,634 | 733,657 |
| Fuel | – | 2,077,873 | 2,064,534 |
| Gas | – | 149,807 | 218,034 |
| Imported Cargo | – | 7,345,412 | 9,128,081 |
| Exported Cargo | – | 2,452,001 | 3,195,333 |
| Cargo Handling | – | 21,108,169 | 21,156,230 |
| Direct Delivery | – | 371,783 | 778,026 |
| Container Yard and Warehouse | – | 20,736,385 | 20,378,204 |
| Container Throughput | TEUs | 1,032,191 | 1,347,726 |
| Imported Container | – | 537,017 | 701,392 |
| Exported Container | – | 495,174 | 646,334 |
| Calling Vessels | Units | 1,566 | 1,775 |
| | Tons | 20,211,433 | 26,125,210 |

B. Income Results

| Description | 2024 | | 2025 | |
|---------------------------------|-------------|----------------------------|-------------|----------------------------|
| | KHR '000 | Percentage of total income | KHR '000 | Percentage of total income |
| Stevedoring Charge | 227,643,155 | 49.57% | 296,901,434 | 47.77% |
| Lo-Lo Charge | 122,984,311 | 26.78% | 160,076,325 | 25.76% |
| Port Charge for Vessel Services | 78,185,635 | 17.03% | 104,550,808 | 16.82% |
| Storage (Warehouse and Yard) | 20,717,757 | 4.51% | 47,239,554 | 7.60% |

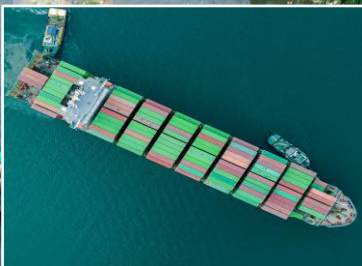
Organization Structure

Organization chart of Sihanoukville Autonomous Port



Section 2

Governance of Sustainability



2. Sustainability Strategy

As a strategy, PAS is currently considering integrating Sustainable Development Goals (SDGs), which include environmental protection, social responsibility, and governance, into its business framework. PAS plans to establish a committee tasked with monitoring and reporting on daily operational activities to management and the Board of Directors. This management structure will ensure that sustainability is embedded in the decision-making processes to align the organization's mission with implementation, guided by ethical standards and accountability.

In its planning processes, PAS considers prioritizing sustainability through the implementation of energy-efficient technologies, reduction of solid and liquid waste, and engagement with local communities to promote social and economic development. Through ongoing evaluation of its planning against the SDGs and strategic adjustments as needed, PAS demonstrates its commitment to creating long-term value for all stakeholders and related entities.

PAS's Goal of Sustainable Development Strategy

Development Goals

PAS's Climate and ESG Goals

Climate and Environmental Protection

A commitment to participating in the reduction of negative impacts from climate change and environmental degradation resulting from business operations and the activities of relevant parties, in order to support and advance sustainable development goals.

- Reduce carbon emissions from business operations and service activities of PAS in accordance with Cambodia's strategic plan.
- Strengthen the capacity of resources and resilience to natural disasters, including various calamities, by enhancing infrastructure efficiency and building sturdiness, and implementing urgent measures to combat climate change and its impacts.
- Encourage workers and employees at all levels to participate in all activities to reduce the impact on climate factors and the environment.
- Provide training and raise awareness among all workers and employees to participate in various activities aimed at responding to climate change and environmental impacts.

Social Activity

A commitment to promoting a contemporary culture that cares for society and community.

- Respect human rights, diversity, and gender equality.
- Provide a workplace that has a good working environment and hygiene.
- Fair distribution of the labor workforce.
- Continue to provide equal rights in training and technical education.
- Avoid any activities that may lead to social impact or violate the established laws.

Governance

A commitment to upholding peace, integrity, and fair resolution in business operations, and compliance with laws and regulations enforced.

- Uphold good governance in business operations and services.
- Continue implementing a strong internal control system to prevent corruption.
- Promote legal measures and ensure justice and equality for both staff and related parties.
- Prioritize the development of technology systems and digital programs to enhance operational efficiency and ease in meeting customer needs as well as timely access for port users.
- Protect and maintain the confidentiality of customer information.

3. Key Risks Arising from Climate, Environmental and Corporate Social Matters

The major risk factors identified by PAS and the potential impacts they may have on its infrastructure and operations from climate, environmental, and corporate social matters over the short, medium, or long term are as follows:

| Risk Factors | Impact on Business Operations, Employee and Community |
|--|--|
| Impact of Climate Change | |
| 1. <ul style="list-style-type: none"> • Rising sea level • Severe climate changes, as air temperature and humidity rise, causes the water cycle to accelerate, storms are predicted to occur more frequently and with greater intensity, especially during the rainy season. | <ul style="list-style-type: none"> ▪ Can cause damage to ship berths, port infrastructure, warehouses, general cargo and container operational areas, electricity supply, navigation aids, and environmental protection equipment/materials in case of flooding. ▪ Impact and/or disrupt port operational activities (such as delays in vessel movement, cargo and container handling operations, and transportation), hazards, or personnel safety during operations in case of storms, gusts of wind, heavy rainfall, and large sea waves, etc. ▪ Potential capital losses due to the reduced lifespan of certain assets vulnerable to climatic factors. ▪ Impact the environmental aesthetics of the port area. |
| Increased temperatures | <ul style="list-style-type: none"> ▪ Threats to the personal health of employees and port users. ▪ Increases in unworkable hours. |
| Environmental Law | |
| 2. <p>Risks related to non-compliance and legal principles</p> | <ul style="list-style-type: none"> ▪ Increased costs or impacts on financial stability that may necessitate significant investments in development, technology, and operational process to meet environmental compliance requirements. ▪ Stricter implementation of new regulations, such as water extraction, land use, discharges of wastewater, and waste disposal. |
| Environmental pollution management | Risks related to managing emissions and waste discharge, which could lead to penalties or operational limits if not properly managed. |
| National/regional market instability | Negative impacts on sales or inability to increase sales volumes, potentially causing disruptions to business operations or supply chains. |

Corporate Social Responsibility (CSR)

| | | |
|----|---|--|
| 3. | <p>Community relations (Negative impact on local community from port operations, e.g., noise pollution from the use of heavy machinery, traffic congestion in areas surrounding the port, environmental pollution through air pollution from vehicles, and water pollution from oil spills and waste from ships).</p> | <ul style="list-style-type: none"> ▪ May cause relative impacts to the communities by the expansion of port's master plan in 2050. ▪ May cause relative impacts to local communities by noise, pollution, or traffic issues, which could affect the port's reputation. |
| | <p>Employment relations (Negative impact include a lack of skilled personnel, limited human resource training and development, etc.)</p> | <p>Ensure fair employment practices and addressing issues related to the workforce can be critical in maintaining operational stability and public image.</p> |

Note:

Sea Level Rise: PAS has currently not yet had specific data to confirm the level of sea level rise. However, PAS can monitor sea level data through notifications from local authorities and/or from the Ministry of Water Resources and Meteorology.

4. Risk Management Operations

The Sihanoukville Autonomous Port (PAS) recognizes that climate change poses significant risks to the port's infrastructure and its business operations. Currently, PAS does not yet have a sustainable and concrete risk management framework, as all risks are identified, assessed, and addressed according to the level of each specific function. However, for the purposes of sustainability reporting, PAS has conducted a specific analysis to identify major risks that may arise from climate variability and assessed their impact on port infrastructure and business operations using research projects and statistical data. At the same time, PAS has monitored and understood social risks and impacts that could emerge from port activities and related parties, and implemented strategies to mitigate these risks, such as developing sustainable construction projects and utilizing new technologies to reduce environmental impacts.

| Stakeholders | Communication mechanisms |
|---|---|
| Shareholders | Annual general meetings, annual reports, PAS's websites, and media outlets. |
| Board of Directors | Meetings, quarterly and annual reports, PAS's websites, and media outlets. |
| Workers and Employees | Communication networks within the port, including E-mail, WhatsApp, Telegram, contact numbers, discussions or meetings between management and work teams, training sessions, and workshops. |
| Business Partners, Development Partners, Suppliers | Meetings (formal and informal), surveys, joint agreements. |
| Community | Direct engagement with local communities through cooperation, partnership, volunteer activities, and donations. |
| Parent Ministries (Ministry of Economy and Finance and Ministry of Public Works and Transport) | Leadership, support, consultation for modernizing the port; annual reports. |
| Securities and Exchange Regulator of Cambodia (SERC) | Consultation meetings, participation, and annual reports. |

▪ **Risk Management Process**

The risk management process used by PAS includes identification, analysis, evaluation, monitoring, and reporting related to climate, environmental, and social risks. This process is implemented according to the functional levels of each department to participate in the identification, analysis, and assessment of risks related to climate, environmental, and social factors that arise within the scope of work of each department. The results of these works are reported to the Risk Management Committee of the Board of Directors to ensure that significant risks are addressed effectively.

1

2

3

4

**Identification
of Risks**

**Analysis
and Evaluation**

Monitoring

Reporting

| | | | |
|--|--|---|--|
| <ul style="list-style-type: none"> • Review and identify the impact on the implementation of port objectives through data collection with identified risks. • Identify the risks faced by PAS through the evaluation of human factors, system processes, products, and external events that influence business operations. | <ul style="list-style-type: none"> • Analyze and evaluate information received from internal and external stakeholders, such as shareholders, customers/users, and employees through surveys, feedback, and/or questionnaires. • The analysis focuses on both the potential impacts of risks and the likelihood of their occurrence. | <ul style="list-style-type: none"> • Risk factors that may affect port operations are reviewed by the management and departments responsible for each area to serve as foundational information for developing sustainable action plans and preparing annual sustainability reports. | <ul style="list-style-type: none"> • Transparently disclose information into the sustainability report, which is an appendix to the annual reports. |
|--|--|---|--|

5. The Strategy or Implementation Plans for Risk Management

PAS has conducted a detailed assessment of these risks to reduce hazards stemming from weather, environmental, and social factors as follows:

Risk Factors Assessment Table

| Risk Factors | Stakeholders | PAS's Strategies |
|--|--|---|
| Impacts of Climate Change | | |
| Rising Sea Levels (Causing flooding in operational areas) | <ul style="list-style-type: none"> • Shareholders • Board of Directors • Workers and Employees | PAS assesses the vulnerability of port infrastructure to rising sea levels and frequent flooding, and collaborate with relevant stakeholders to respond to potential impacts that may arise. |
| Severe Weather Conditions (Including storms, heavy rainfall, and large sea waves) | <ul style="list-style-type: none"> • Business Partners, Development Partners, Suppliers • Communities • Parent Ministries (Ministry of Economy-Finance and Ministry of Public Works-Transport) | PAS will prepare a contingency plan to respond to severe weather conditions and issue guidelines on rescue procedures/evacuation of people, materials, equipment, communication strategies, and resource allocation in accordance with the national strategic plan on climate change. |
| Strategic Adjustments | <ul style="list-style-type: none"> • SERC | PAS will develop and implement strategic adjustments such as strengthening infrastructure and improving drainage systems to reduce flood risks. |
| Environmental Laws | | |
| Environmental Risks and Pollution | <ul style="list-style-type: none"> • Shareholders • Board of Directors • Workers and Employees • Business Partners, Development Partners, Suppliers • Communities • Parent Ministries (Ministry of Economy-Finance and Ministry of Public Works-Transport) • SERC | <ul style="list-style-type: none"> ▪ Identify and establish monitoring mechanisms to implement environmental laws at the local, national, and international levels. ▪ Prepare resources to improve technologies for standard implementation, reduce emissions, and manage waste. ▪ Develop an Environmental Management System (EMS) including policies and procedures for controlling emissions and waste, and conduct inspections to ensure compliance and identify areas for improvement. ▪ Enhance awareness and provide training to personnel on environmental pollution management to promote a culture of environmental responsibility. |

| Corporate Social Responsibility (CSR) | | |
|--|--|--|
| Community Engagement and Social Responsibility | <ul style="list-style-type: none"> • Workers and Employees • Community | PAS will encourage participation and consultation with residents to address issues related to sound/noise, traffic, and pollution, promote communication, and enhance the port's reputation. |
| Sustainable Human Resource Development | <ul style="list-style-type: none"> • Parent Ministries (Ministry of Economy-Finance and Ministry of Public Works-Transport) • Shareholders • Board of Directors • Workers and Employees | <ul style="list-style-type: none"> ▪ Strengthen capacity by promoting education and training on climate change. ▪ Increase awareness through training and environmental outreach, such as the conservation of biodiversity in vulnerable areas affected by human activities, waste management, and the prevention of water and air pollution. ▪ Ensure environmental sustainability by implementing programs that promote development in local communities. |
| Implementation of Fair Work Practices | <ul style="list-style-type: none"> • Shareholders • Board of Directors • Workers and Employees | To enforce policies that guarantee equal rights and safety for workers and employees, including training and dispute resolution procedures to maintain operational stability and public image. |
| Continuous Monitoring | <ul style="list-style-type: none"> • Shareholders • Board of Directors • Workers and Employees • Business Partners, Development Partners, Suppliers • Community • Parent Ministries (Ministry of Economy-Finance and Ministry of Public Works-Transport) • SERC | Assess environmental impacts and regularly implement work using Performance Metrics, including identifying impacts, measurement and evaluation, as well as feedback from stakeholders to confirm accountability and build trust with the community. |

Note:

Performance Metrics: are used to identify, measure, and evaluate impacts, and are presented in point 7.

6. Governance of Risks

The Sihanoukville Autonomous Port (PAS) is led by the Board of Directors with authority to perform its duties within the framework of regulations, internal rules, ensure good governance, business sustainability, and services provided by PAS, and has three main committees as follows:

Risk Management Committee

The Risk Management Committee is responsible for identifying, assessing, and managing potential operational risks. It develops and implements risk management policies and conducts regular risk assessments. The committee holds quarterly meetings to discuss risks and related developments in daily operations and set directions for mitigating and reducing risks within acceptable levels. At the same time, the Board's member from the Ministry of Economy and Finance has a role to deal with any risk related to finance of the port that may occur, while the Board's member from the Ministry of Public Works and Transport deals with technical issues that may hinder PAS's operational efficiency, and the rest of the members may give recommendations based on their personal experience and expertise.

Audit Committee

The Audit Committee is responsible for overseeing financial reporting, internal management, and auditing, ensuring compliance with related applicable laws and regulations, and reporting to and advising the Board of Directors.

Nomination and Remuneration Committee

The Nomination and Remuneration Committee oversees the selection and appointment of directors and senior management, ensuring a fair and transparent recruitment process. It encourages diversity and fairness, and evaluates implementation regularly. Each committee has a role to report to the Board of Directors.

Sustainability Team/Committee

To ensure compliance with relevant laws and regulations, PAS will establish a sustainability team/committee to monitor, evaluate implementation, and report to the Board of Directors in accordance with its sustainability objectives.

7. Key Metric, Indicators, and Measurements

To serve as a basis for monitoring, measurement and evaluating the reduction of climate, environmental, and social impacts, PAS has established a matrix and preliminary indicators with the help from JICA expert and other relevant departments that reflect the current priority of PAS in considering issues related to climate, environment, and society concerning business operations as follows:

1. Implementation of Climate Policies

| Carbon Emissions | 2024 | 2025 |
|--|-------------|-------------|
| Scope 1 (Balance of carbon emissions measured in TEUs) | 0.0185 | 0.0180 |
| Scope 2 (Balance of carbon emissions measured in TEUs) | 0.0052 | 0.0047 |

Note:

- Greenhouse Gas (GHG) emissions under Scope 1 refer to direct emissions from activities and operations of the port, such as combustion from the consumption of fuel for tugboats, cargo handling equipment, transportation vehicles, and power generators.
- Greenhouse Gas emissions (GHG) under Scope 2 are indirect emissions resulting from the purchase of electricity.

| Energy Consumption | 2024 | 2025 |
|---|-------------|-------------|
| Electricity consumption measured in kilowatt-hours | 10 361 660 | 13 096 100 |
| Fuel consumption measured in liters | 7 406 189 | 9 390 345 |

| Travelling | 2024 | 2025 |
|---|-------------|-------------|
| Number of traveling by air in one year | 68 | 88 |

2. Environmental Implementation

| Water Usage | 2024 | 2025 |
|--|-------------|-------------|
| Water used in cubic meters (m³) | 55 642 | 46 612 |
| Sewage water | | |
| Sewage water that is treated at SEZ, in cubic meters (m3) | 32 692 | 27 656 |
| Sewage water at PAS in cubic meters (m3) | No data | No data |
| Total treated sewage water in cubic meters (m3) | 32 692 | 27 656 |

Note:

- The sewage water at PAS is being monitored and/or searched for data.

| Waste | 2024 | 2025 |
|----------------------------|-------------|-------------|
| Solid waste in tons | 1 305 | 1 570 |

3. Implementation of Corporate Social Responsibility

| Injury and Fatality Rates | 2024 | 2025 |
|---|-------------|-------------|
| Lost time injury frequency rate (LTIFR) per one million hours worked | 0 | 0 |
| Total recordable work-related injuries | 0 | 0 |
| Rate of fatalities | 0 | 0 |
| High-consequence work-related injury or ill-health (excluding fatalities) | 0 | 0 |

| Staff Data | 2024 | 2025 |
|------------------------|-------------|-------------|
| Total number of staff | 1,489 | 1,608 |
| Number of female staff | 150 | 156 |
| Number of male staff | 1,339 | 1,452 |

| Staff Training Hours | 2024 | 2025 |
|-------------------------------------|-------------|-------------|
| Total Training Hours | 3,544 | 3,896 |
| Average Training Hours per Employee | 2.38 | 2.43 |

4. Governance Implementation

| Board of Directors Data | 2024 | 2025 |
|---|-------------|-------------|
| Total members of Boards of Directors | 7 | 7 |
| Number of all-women Boards of Directors | 0 | 0 |
| Percentage of women (%) | 0% | 0% |
| Number of all-men Boards of Directors | 7 | 7 |
| Percentage of men (%) | 100% | 100% |

| Executive Management Data | 2024 | 2025 |
|--|-------------|-------------|
| Total number of senior management levels | 18 | 18 |
| Number of women senior management levels | 1 | 1 |
| Percentage of women (%) | 7% | 7% |
| Number of men senior management levels | 17 | 17 |
| Percentage of men (%) | 93% | 93% |

8. Target Risks and Actual Outcomes Compared to Target Risks

While PAS is commencing its analysis on these risks, the current analysis does not yet have specific or appropriate targets for indicators. However, PAS expects to establish these types of targets in the future, and will also begin to develop specific plans for targeted risk mitigation as shown in the performance table below:

Commitment

Performance in 2025

A. Climate and Environmental

| | |
|--|--|
| Reducing Greenhouse Gas Emissions from Port Operations Scope 1 and Scope 2 | Total greenhouse gas emissions in 2025 - Scope 1: CO2 emissions per container throughput (TEUs): 0.0180 tCO2, a 3% reduction compared to 2024. - Scope 2: CO2 emissions per container throughput (TEUs): 0.0047 tCO2, an 10% reduction compared to 2024. |
| Reducing fuel consumption | Energy intensity consumption in 2025 is 0.018% comparing with 2024: 0.019%. |
| Reducing emissions from port operational sources | Total waste discharge from ships and PAS is 1,570 tons/ in 2024, a 20% increase compared to 2024. |
| Environmentally sustainable management | Reuse or use alternative items such as buckets, water containers, glass, metal straws, bamboo, cloth bags, food containers, and reusable plates, and cups. |
| Conservation of trees planting and plants | Continue to maintain and increase the planting of plants and trees in PAS and SEZ areas. |

B. Corporate Social Responsibility

| | |
|---|---|
| Human Resource Development and Training | A total of 89 training courses were provided to all workers and employees, totaling 2.43 hours per person, which is a 2% increase compared to 2024. |
| Strictly committed to full participation in leadership roles at the workplace. | In 2025, the female workforce (senior management, middle management, and entry-level) is 156, an increase of 4% compared to 2024. |
| Ensuring transparent business operations, free from corruption, and adhering to principles and ethical standards. | There are no issues of detection and warning by the Parent Ministries and the Security and Exchange Regulator of Cambodia. |
| Maintaining relationships and customer satisfaction by continuously updating business operations according to requirements. | As of December 2025, the number of users of the PAS Mobile App and the digital payment system (e-Payment) is 2,532. |

Section 3

Corporate Social Impact



9. Education and Training for Staff, Workers, and Employees

PAS has established a human resource development principle aimed at strengthening the knowledge and technical skills of all officials, staff, and employees in order to improve operational capabilities and respond effectively to market changes and the evolving economic context. This training and skill development also help increase competitive opportunities for organizations and enterprises by ensuring that they can utilize new knowledge and technologies to enhance productivity and service quality. Thus, PAS is building a solid foundation for future development and competition in both domestic and international markets.

In 2025, PAS provided opportunities for officials, staff, and employees to participate in training courses both domestically and internationally, as well as in 89 training programs related to business operations (73 courses in the country and 16 courses abroad), totaling 3,896 hours of training.

The amount of training hours and average training hours per employee is shown as below:

| Staff Training Hours | 2024 | 2025 |
|--|-------------|-------------|
| Total Training Hours | 3,544 | 3,896 |
| Average Training Hours per Employee | 2.38 | 2.43 |

10. Workplace Accidents and Mortality Rates During Work

PAS always provides training to all employees to ensure that they are aware of work procedures and safety measures in advance to avoid accidents during operations. As a result, in 2025, there were no incidents or workplace accidents occurred.

The injury and death data of PAS is as follows:

| Injury and fatality rates | 2024 | 2025 |
|--|-------------|-------------|
| Injury frequency rate (LTIFR) per one million hours worked | 0 | 0 |
| Total recordable work-related injuries | 0 | 0 |
| Number of fatalities | 0 | 0 |
| High-consequence work-related injury or ill-health (excluding fatalities) | 0 | 0 |

11. Policy on Child Protection and Forced Labor

The policy regarding the protection of child and forced labor of PAS aims to support efforts to eliminate child labor and forced labor, and to contribute to creating conditions for individuals to have the right to work in a fair, just, and safe environment.

To ensure its commitment to combating child labor and forced labor, PAS has set the following implementation goals:

- Adhere to legal requirements;
- Prohibit child and forced labor;
- Exercise due diligence in selecting suppliers;
- Report and monitor;
- Constantly improve.

This policy was reviewed and approved by H.E Delegate of the Royal Government of Cambodia in charge as Chairman & CEO on 15 February 2024.

12. Policy on Handling Complaints

This policy covers complaints, including employee complaints about matters like service quality, safety, discrimination, harassment, unethical behavior, conflicts of interest, and any other policy violations at Sihanoukville Autonomous Port (PAS). This policy also establishes guidelines for receiving and resolving complaints at PAS and covers some parties associated with PAS, such as employees, clients, subcontractors, and visitors.

To ensure transparent stakeholder reporting and grievance resolution mechanisms, PAS adheres to following guidelines:

- Procedures for reporting
- Process for investigation;
- Process for resolution;
- Communication;
- Maintenance for records;
- Evaluation and enhancement; and
- Compliance.

Customer Complaint Resolution Procedure

(Services are provided from 7:00 AM to 4:00 PM every working day)

- Respondent : Ms. Chey Sokunthea
- E-Mail : market@PAS.org.kh
- Contact Number : 034 933 937
- Telegram : PAS-Customer Care

Contact Address

- Website : www.PAS.gov.kh
- Facebook Page: Sihanoukville Autonomous Port
: www.fb.com/PAS.gov.kh
- PAS Mobile App: In App Store and Play Store
- Or come to the Administration Building of Sihanoukville Port to have the issue resolved.



This policy was reviewed and approved by **H.E Delegate of the Royal Government of Cambodia in charge as Chairman & CEO** on 15 February 2024.

13. Policy on Corruption and Bribery Prevention

To ensure transparency, accountability, and honesty in its day-to-day business operations, the Sihanoukville Autonomous Port (PAS) is committed to putting into practice a strategy to prevent corruption and bribery which consists of the following key principles:

- A code of conduct;
- Protection of whistleblowers;
- Transparency measures;
- Education and awareness programs;
- Careful consideration in the procurement process;
- Enforcement systems;
- Collaboration with law enforcement; and
- Consider monitoring and evaluation.

By adhering to the principles of laws, rules, and regulations that serve as the cornerstone of this policy, PAS can strengthen its integrity, promote moral behavior, and thwart corruption and bribery in its business operations. However, PAS will continue update and implement in accordance with the policy of the Royal Government of Cambodia.

This policy was reviewed and approved by **H.E Delegate of the Royal Government of Cambodia in charge as Chairman & CEO** on 15 February 2024.

14. Policy on Confidential Whistleblowing

The purpose of this policy is to encourage the reporting of illegal or unethical activities within Sihanoukville Autonomous Port (PAS), protect the whistleblowers from retaliation, and ensure the confidentiality of their identities and information.

This policy applies to all employees, contractors, customers, and stakeholders of PAS who wish to report misconduct or violations of laws, regulations, policies, or ethical standards.

- **Confidential Reporting Mechanism**

- An anonymous reporting hotline and email will be established to receive reports of suspected misconduct or violations.
- A report can also be made directly to the designated compliance officer or another designated individual within the port.
- All reports will be treated confidentially to the extent possible, and every effort will be made to protect the identity of the whistleblower.

- **Protection Against Retaliation**

- Retaliation against individuals who report suspected misconduct in good faith is strictly prohibited.
- Any employee found to have retaliated against a whistleblower will be subject to disciplinary action and/or termination.

- **Investigation Process**

- Upon receiving a report, the compliance officer or designated individual will initiate an investigation into the allegations.
- The investigation will be conducted impartially and with the utmost confidentiality.
- Whistleblowers will be kept informed of the progress and outcome of the investigation to the extent possible without compromising confidentiality.

- **Reporting and Documentation**

- All reports of suspected misconduct, investigations, and outcomes will be documented and maintained securely and confidentially.
- Reports and investigation records will be shared with designated individuals on a need-to-know basis only.

- **Training and awareness**

This policy will be reviewed periodically to ensure its effectiveness and compliance with relevant laws and regulations.

- **Acknowledgement**

All employees, contractors, customers, and stakeholders must acknowledge that they have read, understood, and agree to comply with this Policy on Confidential Whistleblowing.

This policy was reviewed and approved by **H.E Delegate of the Royal Government of Cambodia in charge as Chairman & CEO** on 15 February 2024.

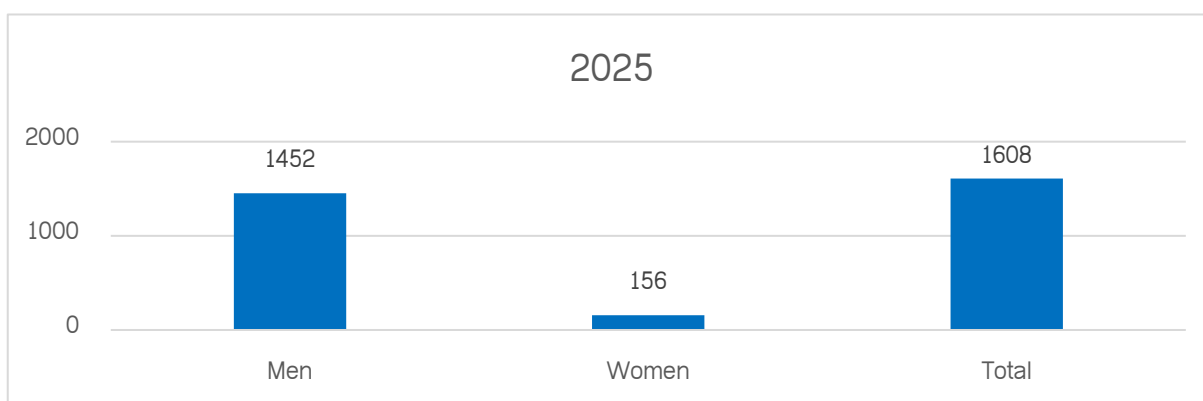
15. Gender Representation of Women on the Board and Senior Staff

PAS is strongly committed to ensuring gender diversity within its Board of Directors and senior management. To date, 6% of senior management are women, while there are still gaps in recruiting women to the Board of Directors, as shown in the table below:

| Total number of people | Total members | Number of women | Percentage of women |
|------------------------|---------------|-----------------|---------------------|
| Board of Directors | 7 | 0 | 0% |
| Senior management | 18 | 1 | 6% |

16. Staff, Workers, and Employees of PAS

In 2025, PAS has a total of 1,608 employees, including 310 contracted staff. The percentage of male employees is 1,452, which is 90%, and the number of female employees is 156, which is 10%.



17. Policy on Promotion of Gender Diversity

The purpose of this policy is to promote gender diversity within the Sihanoukville Autonomous Port (PAS) and to create an inclusive and equitable work environment. PAS recognizes the value of diverse perspectives and the contributions of all individuals, regardless of their gender identity.

- **Commitment**

The Sihanoukville Autonomous Port is committed to:

- Ensuring equal opportunities for all employees and candidates in recruitment, hiring, promotions, and professional development.
- Fostering an inclusive workplace culture so all individuals feel valued and respected.
- Promoting gender diversity at all levels of PAS.

- **Recruitment and Hiring**

- PAS will implement recruitment practices that attract a diverse candidate pool, ensuring job postings are accessible to all genders.
- The recruitment commission will be trained to avoid unwillful bias in the selection process.

- **Training and Work Environment**

- All employees will receive training on gender diversity, including work skills and experiences in their respectful workplaces.
- PAS will offer implementation policies, work arrangements and parental leave, to support employees in balancing their professional and personal lives.
- PAS adheres to a policy against discrimination or harassment based on gender identity, with clear procedures for reporting and addressing incidents.

- **Creating a Safe and Inclusive Culture**
 - PAS encourages open dialogue about gender issues and will establish employee resource groups to support community-building and advocacy.
 - PAS will provide resources for employees to discuss their gender identity and experiences, encouraging a sense of belonging.
 - This policy was reviewed and approved by **H.E Delegate of the Royal Government of Cambodia in charge as Chairman & CEO** on 15 February 2024.

Titles and Roles

| | |
|---------------------------|-----|
| Directress | 1 |
| Deputy Directress | 2 |
| Office Head | 9 |
| Deputy Office Head | 6 |
| Department Head | 2 |
| Employees | 109 |
| Workers | 24 |

Work-related Activities in 2025

- Have taken the time to care for and inquire about the well-being of women who are ill and facing difficulties.
- 01 woman participated in a two-week training course on port management in Japan.
- Participated in the celebration of the 46th anniversary of the Victory Day on 7 January 1979 - 7 January 2025.
- Participated in the declaration of the Branch Committee's Composition of the Cambodian Women's Association for Peace and Development in Preah Sihanouk Province, under the high presidency of Samdech Kittisanghabandit Men Sam An, Senior Advisor to His Majesty the King and President of the Women's Association.
- Participated in a discussion with the elderly and homeless people in Kampong Seila District.
- Participated in a discussion with teachers and students of Borey Kamakor Primary School.
- 25 women participated in the celebration of the 114th anniversary of International Women's Day on March 8, 2025, at the Headquarters of the Ministry, under the Presidency of **H.E Peng Ponea, Minister of Public Works and Transport**, and **Lok Chumteav**.
- The Sihanoukville Autonomous Port organized a discussion and celebration for the 114th anniversary of International Women's Day on March 8, 2025, under the theme (Rights, Equality, and Empowerment for Girls in All Forms), presided over by **H.E Delegate the Royal Government of Cambodia in charge as Chairman & CEO** and **Lok Chumteav**, along with ladies and gentlemen from the management of PAS who participated and arranged a recreational trip to four provinces: Kratie, Stung Treng, Mondulkiri, and Ratanakiri.
- Participated in the celebration of the 139th anniversary of International Labor Day at the Sihanoukville Autonomous Port, under the high presidency of **Samdech Moha Borvor Thipadei Hun Manet, Prime Minister of the Kingdom of Cambodia**.

- Participated in the campaign of 10,000 people for 10,000 Riels for the Kuntha Bopha Hospital Fund at the Sihanoukville Autonomous Port, led by **H.E Delegate of the Royal Government of Cambodia in charge as Chairman & CEO**, along with ladies and gentlemen from the management of **PAS** and employees.
- Participated in the 8th Annual Shareholders' Meeting of the Sihanoukville Autonomous Port in 2025 in the capital city of Phnom Penh.

18. Policy on Collaboration with Local Communities and Indigenous People

The Sihanoukville Autonomous Port (PAS) is committed to fostering positive relationships with local communities and indigenous peoples. PAS values their inherent rights, cultural heritage, and crucial contribution to the social and economic fabric of its area. This policy outlines PAS's commitment to collaboration, respect, and mutual benefit.

Objectives

- **Engagement and Consultation:**
 - PAS will engage local communities and indigenous peoples in decision-making processes, ensuring their voices are heard and considered in the operations and port development planning.
- **Cultural Respect and Recognition:**
 - PAS will acknowledge and respect indigenous peoples' and local communities' cultural heritage and traditions and incorporate their traditional knowledge into its environmental protection and operational practices.
- **Economic Opportunities:**
 - PAS will seek to create economic opportunities for local communities and indigenous peoples through employment and training initiatives related to port activities.
- **Environmental Stewardship:**
 - PAS will work collaboratively with local communities to protect and preserve the environment, recognizing the traditional ecological knowledge of indigenous peoples as a valuable resource.
- **Community Investment:**
 - PAS will invest in community development projects that align with local communities and indigenous peoples' needs and aspirations, fostering sustainable growth.

This policy was reviewed and approved by **H.E Delegate of the Royal Government of Cambodia in charge as Chairman & CEO** on 15 February 2024.

Social and Humanitarian Activities Contributed by PAS in 2025 are as follows:

- Constructed a three-story educational building with 18 classrooms at the Special Education School in Takmao City, located in Prek Samraong Village, Takmao Commune, Takmao City, Kandal Province;
- Renovated and constructed infrastructure for **Hun Sen Prey Nob Resource Kindergarten** located in Prey Nob District, Preah Sihanouk Province;
- Renovated and constructed a meeting hall, administrative building for the high school, and various infrastructures in the communes of Srey Santhor District, Kampong Cham Province;
- Participated in the development of various achievements in the monasteries of Srey Santhor District, Kampong Cham Province;
- Donated motorcycles as prizes to the top students of Grade A and distributed awards to students who passed the secondary education diploma examination for the academic year 2024-2025 in Srey Santhor District, Kampong Cham Province, Koh Thum District, Kandal Province, and Preah Sihanouk City-Province;
- Participated in donating zinc and supplies to the victims affected by the strong winds located in Prey Nob district, Preah Sihanouk Province;
- Joined with the Cambodian Red Cross branch in Preah Sihanouk Province on the occasion of the 162nd anniversary of World Red Cross Day on May 8, 2025, under the theme 'Together with Voluntary Commitment for a Healthy and Climate-Resilient Community';
- Participated in the campaign '10,000 Riels for 10,000 People' in 2025 organized by the Kantha Bopha Foundation of Cambodia;
- Joine with the Ministry of Public Works and Transport to provide support in humanitarian activities and to encourage frontline soldiers and assist war displaced persons;
- Joined with the Provincial Administration of Preah Sihanouk to provide support and encouragement to frontline soldiers, as well as to citizens who have been displaced to safe locations in Preah Vihear Province, Oddar Meanchey Province, and the neighboring provinces along the Cambodia-Thailand border;
- Joined with the District Administration of Srey Santhor and the Provincial Administration of Kampong Cham to visit and inquire about the well-being and to bring gifts to the commanders, deputy commanders, soldiers, and armed forces stationed at the front line along the Cambodia-Thailand border;
- Provided support in the form of food and supplies to 810 families of war displaced people and relatives of the national defense heroes, and 294 students who have fled from the border area to Srey Santhor District, Kampong Cham Province;
- Joined with the Royal Government of Cambodia to provide support and assistance to the frontline soldiers that are standing guard for national defense and protecting the territorial integrity against aggression along the Cambodia-Thailand border, and to help displaced persons;

- Joined in providing support and assistance to the frontline soldiers stationed at the islands, including: Koh Polovai 5, Koh Pring, Koh Tang 3, and Koh Kong Krau 2 (Koh Yor);
- Joined with the Royal Government Working Group to Preah Sihanouk Province to provide support and assistance to the frontline soldiers that are standing guard for national defense, protecting territorial integrity against aggression, and helping war displaced persons along the Cambodia-Thailand border;
- Joined in providing support and assistance to war displaced citizens who have fled from the conflict areas along the Cambodia-Thailand border to seek refuge in various safe locations in Kampong Thom, Battambang, Koh Kong, and Preah Vihear Provinces;
- Joined in the project to build houses for former combatants and retired civil servants of the Cambodian Association of Former Combatants and Retirees;
- Supported the implementation of the 'Good Citizen Consciousness Program' for the 2024-2025 academic year of the Union of Youth Federation of Cambodia (UYFC) of Preah Sihanouk Province;
- Supported the Flower Trees Planting Project in the four designated areas along the national roads, boulevards, and avenues in Preah Sihanouk Province;
- Constructed a stupa for the heroes who sacrificed their lives in the defense of the homeland and kept their ashes in Srey Santhor District, Kampong Cham Province;
- Participated in the process of repairing and improving the building of the United Front for the Development of Cambodian Motherland, located on Oknha Chhun Street, Chaktomuk Commune, Daun Penh District, Phnom Penh Capital;
- Participated in granting support and assistance to the frontline intervention forces of Preah Sihanouk Provincial Gendarmerie Command stationed at the forefront to protect the territory against aggression.

Section 4: Environment Impact



19. Description of Significant Environmental Impacts

The business activities of PAS may have some environmental impacts, such as damage to marine habitats/animals, the risk of introduction of species from outside countries, waste disposal, and air and water pollution.

Possible significant impacts that may occur on environment due to PAS's business activities include:

- **Damage to habitats/sea creatures:**
 - Expansion of ports and related activities may lead to the loss of natural habitats and marine life including fish.
 - Ballast water from ships may introduce aquatic species into local ecosystems.
- **Waste disposal:** Improper disposal from ships and port operations can pollute the environment.
- **Air pollution:** Emissions/discharges from ships, vehicles, and cargo handling equipment may deteriorate air quality.
- **Water pollution:** Waste water disposal from ships and port operations may deteriorate water quality.

20. Policy on Reduction of any Negative Impacts of the Business Activities on the Environment

The Sihanoukville Autonomous Port (PAS) is committed to conducting business operations that protect the environment and promote sustainability. PAS recognizes the importance of reducing environmental impacts and makes a concerted effort to adopt and carry out sustainable measures.

General Principles

- **Compliance with Regulations:**
 - Adhere to local, national, and international environmental regulations and standards.
- **Sustainable Practices:**
 - Implement and promote sustainable practices, including waste reduction, recycling, and the use of eco-friendly materials.
- **Pollution Prevention:**
 - Develop measures to prevent pollution from oil spills, emissions, and waste, including the use of environmental management best practices.
- **Biodiversity Protection:**
 - Monitor and protect local ecosystems and wildlife, ensuring that operations do not negatively impact biodiversity.
- **Stakeholders Engagement:**
 - Involve local communities, businesses, and environmental organizations in decision making processes to foster collaborative solutions.
- **Continuous Improvement:**
 - Regularly assess and improve environmental practices through training, technology upgrades, and innovation.
 - Establish reporting mechanisms to track environmental performance and share results with stakeholders.

This policy was reviewed and approved by **H.E Delegate of the Royal Government of Cambodia in charge as Chairman & CEO** on 15 February 2024.

21. Total Water Volume Extracted for Operations and Business

PAS always promotes awareness and efficiency in resource utilization at the port, focusing especially on water use management. This not only helps reduce possible water wastage but also protects the environment and ensures water resource safety for the future. PAS has also implemented strategies to enhance corporate and entrepreneurial awareness regarding efficient and transparent resource use. This education and training can help them understand methods to improve resource usage and water management in port operations and the special economic zone.

In 2025, the amount of water extracted for use in the operational area of the port and the Special Economic Zone (SEZ) is projected to be 46,612 cubic meters, a decrease of 16% compared to 2024. This 16% reduction is due to the PAS continuously implementing various strategies to enhance the efficiency of water management. Regular monitoring and inspection are conducted to ensure that there are no leaks, breaks, or bursts in the water supply pipes, while also promoting awareness among all port users, workers, and employees to participate in water conservation through explanations and guidance on the environmental impacts of water wastage.

The Sources of Water for PAS and SEZ are Shown Below:

| Parameter | 2024 | 2025 |
|--|------------|------------|
| Sources of water extracted for use | | |
| Surface water (including river water, lake water, etc.) | No usage | No usage |
| Groundwater (including wells, etc.) | | |
| Water withdrawn for use at PAS in cubic meters (m ³) | 8,327 | 8,612 |
| Water withdrawn for use at SEZ in cubic meters (m ³) | 47,315 | 38,000 |
| Third-party water (from water suppliers) | No usage | No usage |
| Total amount of water withdrawn for use in cubic meters (m³) | 55,642 | 46,612 |
| Water Intensity in cubic meters (m³) per riel | 0.00000012 | 0.00000008 |

22. Proportion of Wastewater Generated, Treated, and Recycled

| Wastewater Ratio | 2024 | 2025 |
|--|--------|--------|
| Proportion of wastewater treated in the Special Economic Zone (SEZ) in cubic meters (m³) | 32,692 | 27,656 |

23. Total Solid Waste Generated from Operations and Business

PAS always provides training on waste management to port staff, workers, and employees, as well as to relevant parties, to participate in environmental protection and waste management. This training focuses primarily on methods to reduce waste through reuse and recycling, in order to decrease plastic waste, which has become a major issue in environmental management.

In 2025, the solid waste generated in the operational areas of PAS and from vessels reached 1,570 tons, an increase of 20% compared to 2024. This increase is attributed to the rising of port's cargo throughput volume, which leads to higher solid waste output from vessels, as well as increased investment in the Special Economic Zone (SEZ) and the ongoing expansion of the port's operational area to meet the demands of customers and port users.

Total Solid Waste from Ships and PAS

| Waste | 2024 | 2025 |
|---------------------|-------|-------|
| Solid waste in tons | 1,305 | 1,570 |

24. Proportion of Solid Waste Recycled or Recovered

As of 2024, PAS has not yet recycled or reused solid waste because PAS has hired a private company to transport garbage/solid waste from the port to be disposed of at a waste dumping site authorized by Preah Sihanouk Province. Nevertheless, PAS will continue to monitor this case to potentially invest in recycling solid waste to ensure that the environment around the port remains safe and clean for the community.

Section 5: Climate Impact



25. Significant Impacts on Climate

As described above, PAS has a clear understanding that its business activities and services may have direct and indirect impacts on the climate. Therefore, PAS intends to establish guidelines to reduce the climate impacts of its business activities, promoting sustainability while encouraging eco-friendly practices. The major impacts resulting from its business operations include energy consumption, waste generation, and resource use at the port, as well as cargo services, transportation modes, storage, and electricity supply in the Special Economic Zone.

In relation to the climate, however, the principal impact is through the emission of Greenhouse Gases (GHG), through the direct and indirect combustion of fossil fuels.

| Types of Machinery | Type of Energy | Climate impact |
|--|----------------|---|
| Tugboat | Fuel | Air pollution and ecology in operational areas and global warming |
| Cargo Handling and transportation means | Fuel | Air pollution and global warming |
| PAS's Power Generators | Fuel | Air pollution and global warming |
| Electricity consumption in PAS and SEZ areas | Electricity | Global warming |

26. Policy on Reduction of any Negative Impacts on the Climate

PAS's goal is to minimize greenhouse gas emissions and enhance sustainability across all port operational activities.

Objectives

- **Emission Reductions:**
 - Implement measures to reduce carbon emissions per TEU from port operations by 30% by 2030.
 - Encourage the use of low-emission vessels and equipment through incentives and partnerships.
- **Renewable Energy:**
 - Transition to renewable energy sources for port operations, aiming for 50% of energy consumption to come from renewable sources by 2030.
 - Install solar panels and wind turbines where feasible.
- **Sustainable Practices:**
 - Promote sustainable practices among port users, including waste reduction, recycling, and the use of eco-friendly materials.
 - Implement the PSHE Policy, and green program for companies operating in the port.
- **Collaboration and Engagement:**
 - Engage with local communities, environmental organizations, and government bodies to develop and implement best practices in climate impact reduction.
 - Participate in regional and international initiatives aimed at sustainable shipping and port operations.
- **Monitoring and Reporting:**
 - Establish a monitoring system to track emission and sustainability metrics.
 - Publish an annual sustainability report outlining progress towards climate goals and future commitments.

This policy was reviewed and approved by **H.E Delegate of the Royal Government of Cambodia in charge as Chairman & CEO** on 15 February 2024.

27. Total Energy Consumption in Operations

PAS consistently promotes energy management and enhances the efficiency of energy use through the implementation of energy-saving policies at the port and by increasing awareness among all staff to participate in reducing energy consumption in the port's operational area.

In 2025, the total energy consumption of PAS is expected to reach 111,546,267 kWh, an increase of 27% compared to 2024. This increase is attributed to the growing intensity of the port's operational activities, the adoption of new technologies that require more electricity, and the development of infrastructure and services related to loading, unloading, storage, and transportation of goods and containers, which are rapidly increasing.

In this regard, based on the total energy consumption compared to the annual income, it has been shown that the intensity of energy consumption in 2025 is 0.018% compared to 2024, which is equal to 0.019%, as shown in the table below:

| Energy | 2024 | 2025 |
|--|------------------------------------|------------------------------------|
| Total Electricity consumption (A) | 10,361,660 kWh | 13,096,100 kWh |
| Total fuel consumption (B) | 7,406,189 LTR or 77,456,369 kWh | 9,390,345 LTR or 98,207,045 kWh |
| Other energy consumption (C) | 261,494 kWh | 243,122 kWh |
| Total Energy Consumption (A+B+C) | 88,079,523 kWh | 111,546,267 kWh |
| Energy intensity per riel of turnover (Total energy consumption/annual turnover in riels) | 0.019% | 0.018% |

28. Proportion of Renewable Energy Usage

Currently, PAS has not yet utilized any renewable energy sources. However, PAS is in the process of preparing feasibility study projects and seeking further understanding of potential energy sources that can be harnessed as alternatives.

29. Total Energy Produced and Proportion of Renewable Energy Produced

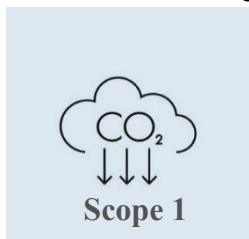
The information regarding energy use for operational activities of PAS is presented in Section 27. These energies are not the energy that has been produced or generated. Conversely, the equivalent of renewable energy produced, which has not yet been generated, is still under assessment because PAS is preparing feasibility studies and exploring additional sources of energy that can be harnessed as alternatives.

30. Greenhouse Gas Emissions

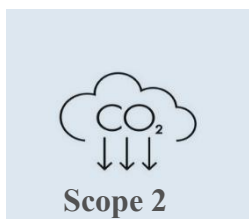
Scope 1 greenhouse gas emissions related to the operational activities of PAS direct emissions from operational activities, such as fuel combustion from Tugboats, Rubber Tyred Gantry Crane (RTG), Container and Cargo trucks, Harbour Mobile Cranes, Shore Cranes, forklifts, Reach Stackers, and Generators. Among these machinery, the most significant emitters are tugboats and RTG cranes, which serve the operations of bringing vessels in and out and handling containers within the port's operational area. The total Scope 1 greenhouse gas emissions are 24 228 tCO₂.

Scope 2 greenhouse gas emissions associated with **PAS's** business operations are indirect emissions, such as electricity consumption for port facilities like Quay Cranes (QC), lighting, heating systems, and air conditioning. The total Scope 2 greenhouse gas emissions are 6 390 tCO₂.

PAS has conducted emission assessments by collecting information about port carbon emissions resulting from operational activities.



- In 2025, greenhouse gas (GHG) emissions in the Scope 1 category decreased by 3% in terms of emissions per TEU compared to 2024.



- In 2025, greenhouse gas (GHG) emissions in the Scope 2 category decreased by 10% compared to 2024, in terms of emissions per TEU.

| Carbon Emission | 2024 | 2025 |
|--|--------|--------|
| Scope 1 (Tonnes of Carbon dioxide equivalent/TEU) | 0.0185 | 0.0180 |
| Scope 2 (Tonnes of Carbon dioxide equivalent/TEU) | 0.0052 | 0.0047 |
| Total Greenhouse Gas Emissions per TEU (Scope 1 & Scope 2) | 0.0238 | 0.0227 |

Note:

The GHG emissions were calculated with the assistance of a Japanese consultancy. The calculations were carried out using Japanese Emission Factors published by Japan's Ministry of Environment under the JCM Equipment Subsidy Program as a proxy for emission factors for Cambodia (not otherwise available)



Sihanoukville Autonomous Port



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