

## Performance data

Statistics		Note	Property		Cathay Pacific group		HAECO group		Beverages (note 6)		Swire Pacific Offshore (note 4)		HUD group		Trading & industrial		Swire Pacific (head office)		Total (note 1)	
			2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016
<b>Environmental</b>																				
Total energy consumption (thousand GJ)	Direct energy consumption		143	154	249,292	245,730 (5)	384	349	767	781	1,417	1,337	341	329	67	51	-	-	252,412	248,730
	Indirect energy consumption		959	1,023	504	682	470	481	1,125	1,170	5	5	17	19	265	244	-	-	3,345	3,624
	Total	1	1,102	1,177	249,796	246,412	854	830	1,892	1,951	1,422	1,342	358	348	332	295	-	-	255,756 (R)	252,355
	% Change year-on-year		-6%		1%		3%		-3%		6%		3%		13%					1%
Total greenhouse gas emissions by weight (thousand tonnes CO2e)	Direct (scope 1)	2	11	13	18,221	17,702	29	27	52	55	106	108	28	27	7	6	-	-	18,454	17,938
	Indirect (scope 2)		204	216 (5)	80	80	77	78	193	194	1	1	3	3	50	46	-	-	608	618
	Total	1	215	229	18,301	17,782	106	105	245	249	107	109	31	30	57	51	-	-	19,062 (R)	18,555
	% Change year-on-year		-6%		3%		1%		-2%		-2%		3%		12%					3%
Total water used (thousands cbm)	Water used	3	1,390	1,522	950	866	651	710	7,493	7,585	-	-	115	77	455	178	-	-	11,054 (R)	10,938
	% Change year-on-year		-9%		10%		-8%		-1%		-		49%		156%					1%
Total waste by type and disposal method (tonnes)	Waste disposed																-	-		
	Hazardous		1	0	0	1	1,442	1,135	64	110	1,424	1,973	0	0	42	1	-	-	2,973	3,220
	Non-hazardous		32,316	38,377 (5)	14,218	13,794	4,291	4,921	774	722	0	0	0	0	0	0	-	-	51,599	57,814
	Waste recycled																			
	Hazardous		0	1 (5)	0	0	0	148	2	0	0	0	0	0	0	0	-	-	2	149
	Non-hazardous		7,272	4,350 (5)	4,268	4,414	1,341	717	7,827	10,342	1	16	84	184	1,353	457	-	-	22,146	20,480
	Total		39,589	42,728	18,486	18,209	7,074	6,921	8,667	11,174	1,425	1,989	84	184	1,395	458	-	-	76,720	81,663
	% Change year-on-year		-7%		2%		2%		-22%		-28%		-54%		205%					-6%
<b>Health &amp; Safety</b>																				
Thousand hours worked			11,614	11,674	67,712	69,059	34,209	39,415	46,245	45,304	11,647	12,194	2,332	1,995	17,608	17,767	82	84	191,269	197,492
Total lost time injuries			83	105	1,112	970	249	299	118	113	4	4	10	12	81	96	0	0	1,657 (R)	1,599
Lost time injury rate (LTIR)			1.43	1.80	3.28	2.81	1.46	1.52	0.51	0.50	0.07	0.07	0.86	1.20	0.92	1.08	0	0	1.73	1.62
% Change year-on-year (LTIR)			-21%		17%		-4%		2%		7%		-29%		-15%		-	-	7%	
Lost days due to injuries			2,808	2,112	34,178	24,304	12,581	11,650	3,130	3,396	149	52	979	1,314	2,983	3,357	0	0	56,808	46,184
Lost day rate (LDR)			48.36	36.18	100.95	70.38	73.94	59.11	13.54	14.99	2.56	0.85	83.95	131.71	33.88	37.78	0.00	0.00	59.40	47
% Change year-on-year (LDR)			34%		43%		25%		-10%		201%		-36%		-10%		-	-	27%	
Total fatalities			0	0	1	0	0	0	1	0	0	0	0	0	2	1	0	0	4 (R)	1

Statistics		Note	Property		Cathay Pacific group		HAECO group		Beverages (note 6)		Swire Pacific Offshore (note 4)		HUD group		Trading & industrial		Swire Pacific (head office)		Total (note 1)			
			2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016		
Workforce	Permanent and fixed term employees		5,319	5,353 (5)	31,394	32,253	14,573	14,858	29,068	20,416 (5)	2,134	2,264	709	650	8,684	9,098	41	45	91,922	84,937 (5)		
	Supervised employees		–	61	–	3,823	–	254	–	755 (5)	–	–	–	–	–	–	–	–	–	–	4,893 (5)	
	Male		3,207	3,309	14,122	17,058	11,903	12,241	22,120	16,573	1,889	2,013	652	592	3,470	3,593	13	14	57,376	55,393 (5)		
	Female		2,112	2,105	17,272	19,018	2,670	2,871	6,948	4,598	245	251	57	58	5,214	5,505	28	31	34,546	34,437 (5)		
	Total		5,319	5,414	31,394	36,076	14,573	15,112	29,068	21,171	2,134	2,264	709	650	8,684	9,098	41	45	91,922	89,830 (5)		
	Employees who are on permanent terms (%)		94%	95%	90%	86%	96%	96%	99%	99%	61%	60%	95%	94%	94%	94%	100%	100%	94%	96%	(5)	
	Permanent employees who work full-time (%)		99%	99%	98%	98%	99%	99%	100%	99%	100%	100%	100%	100%	92%	93%	100%	100%	98%	98%		
	Workforce by region (%)	Hong Kong & Macau		60%	60% (5)	81%	83%	48%	48%	5%	7%	0%	0%	100%	100%	33%	33%	100%	96%	44%	51% (5)	
		Mainland China		39%	39% (5)	3%	2%	36%	34%	69%	68%	0%	0%	0%	0%	52%	53%	0%	4%	36%	31%	
		Taiwan		0%	0%	2%	2%	0%	0%	3%	4%	0%	0%	0%	0%	14%	13%	0%	0%	3%	3%	
		USA		0%	0%	2%	1%	16%	17%	23%	20%	0%	0%	0%	0%	0%	0%	0%	0%	11%	8%	
		Others		0%	0%	12%	12%	0%	0%	0%	0%	100%	100%	0%	0%	1%	1%	0%	0%	7%	7%	
	Workforce by employee category (%)	Executive – top/senior management		2%		1%		1%		1%		1%		3%		1%		27%		1%		
		Executive – middle/junior management & supervisory		23%		8%		11%		13%		17%		8%		6%		29%		11%		
		Non-exec – customer facing staff		53%		51%		10%		51%		0%		0%		57%		0%		44%		
		Non-exec – non-customer facing operational/technical staff		11%		31%		67%		30%		0%		89%		24%		0%		35%		
		Others		11%		8%		12%		6%		82%		0%		12%		44%		10%		
	Workforce by employee category and age group (%)	<b>Executive – top/senior management</b>																				
		Under 30 years old		0%		0%		0%		0%		0%		0%		1%		0%		0%		
30 to 50 years old			77%		68%		54%		62%		53%		53%		71%		27%		65%			
Over 50 years old			23%		32%		46%		38%		47%		47%		27%		73%		35%			
<b>Executive – middle/junior management &amp; supervisory</b>																						
Under 30 years old			20%		10%		6%		10%		11%		9%		5%		8%		10%			
30 to 50 years old			72%		62%		67%		75%		69%		65%		82%		83%		70%			
Over 50 years old			8%		27%		28%		15%		21%		26%		12%		8%		19%			
<b>Non-exec – customer facing staff</b>																						
Under 30 years old			29%		27%		13%		34%		0%		0%		55%		0%		32%			
30 to 50 years old			47%		65%		56%		62%		0%		0%		44%		0%		60%			
Over 50 years old			24%		9%		31%		5%		0%		0%		1%		0%		8%			

Statistics		Note	Property		Cathay Pacific group		HAECO group		Beverages (note 6)		Swire Pacific Offshore (note 4)		HUD group		Trading & industrial		Swire Pacific (head office)		Total (note 1)			
			2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016		
Workforce	Workforce by employee category and age group (%)	<b>Non-exec – non-customer facing operational/technical staff</b>																				
		Under 30 years old		32%		15%		29%		21%		0%		18%		38%		0%		23%		
		30 to 50 years old		60%		58%		52%		66%		0%		33%		53%		0%		58%		
		Over 50 years old		8%		28%		18%		13%		0%		50%		9%		0%		19%		
		<b>Others</b>																				
		Under 30 years old		30%		18%		38%		27%		18%		0%		35%		17%		27%		
		30 to 50 years old		52%		63%		58%		65%		67%		0%		59%		50%		62%		
		Over 50 years old		18%		19%		5%		7%		15%		0%		5%		33%		11%		
		Workforce by employee category and gender (%)	<b>Executive – top/senior management</b>																			
			Male		50%		64%		83%		81%		100%		79%		70%		64%		70%	
	Female			50%		36%		18%		19%		0%		21%		30%		36%		30%		
	<b>Executive – middle/junior management &amp; supervisory</b>																					
	Male			48%		72%		83%		77%		69%		78%		57%		33%		72%		
	Female			52%		28%		17%		23%		31%		22%		43%		67%		28%		
	<b>Non-exec – customer facing staff</b>																					
	Male			70%		22%		92%		75%		0%		0%		26%		0%		49%		
	Female			30%		78%		8%		25%		0%		0%		74%		0%		51%		
	<b>Non-exec – non-customer facing operational/technical staff</b>																					
	Male		63%		84%		82%		85%		0%		93%		68%		0%		82%			
	Female		37%		16%		18%		15%		0%		7%		32%		0%		18%			
<b>Others</b>																						
Male		38%		31%		64%		40%		85%		0%		38%		11%		48%				
Female		63%		69%		36%		60%		15%		0%		62%		89%		52%				
<b>Voluntary permanent employee turnover data</b>																						
By age group	Under 30 years old		37%	35%	18%	15%	16%	14%	34%	29%	6%	12%	20%	10%	99%	67%	29%	0%	37%	30% (5)		
	30 to 50 years old		18%	16%	6%	5%	9%	9%	14%	12%	6%	5%	15%	12%	31%	33%	4%	0%	12%	10% (5)		
	Over 50 years old		11%	11%	10%	6%	9%	9%	8%	5%	10%	4%	6%	8%	19%	19%	0%	0%	10%	7% (5)		
By gender	Male		20%	21%	9%	9%	11%	10%	20%	18%	7%	5%	12%	10%	55%	43%	7%	0%	17%	14% (5)		
	Female		24%	22%	9%	7%	11%	12%	16%	13%	6%	12%	9%	9%	67%	52%	3%	0%	21%	16% (5)		

Statistics		Note	Property		Cathay Pacific group		HAECO group		Beverages (note 6)		Swire Pacific Offshore (note 4)		HUD group		Trading & industrial		Swire Pacific (head office)		Total (note 1)	
Voluntary permanent employee turnover data			2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016
By region	Hong Kong & Macau		22%	20%	10%	8%	10%	10%	26%	19%	0%	0%	12%	10%	90%	59%	5%	0%	17%	13% (5)
	Mainland China		22%	23%	7%	11%	7%	8%	17%	14%	0%	0%	0%	0%	56%	49%	0%	0%	22%	18% (5)
	Taiwan		0%	0%	4%	4%	0%	0%	14%	7%	0%	0%	0%	0%	26%	22%	0%	0%	17%	13% (5)
	USA		67%	0%	2%	10%	22%	17%	25%	29%	0%	0%	0%	0%	0%	0%	0%	0%	22%	18% (5)
	Others		0%	0%	8%	6%	0%	0%	6%	0%	7%	6%	0%	0%	23%	56%	0%	0%	8%	7% (5)
Total voluntary turnover rate of permanent employees (%)			22%	21%	9%	8%	11%	10%	19%	17%	7%	6%	12%	10%	62%	48%	5%	0%	19%	15% (5)
<b>New hire data</b>																				
By age group	Under 30 years old		47%	48%(5)	21%	20%	29%	22%	57%	47%	7%	17%	31%	50%	105%	80%	25%	0%	50%	39%
	30 to 50 years old		17%	24%(5)	4%	5%	7%	11%	47%	19%	6%	6%	34%	45%	36%	39%	5%	7%	23%	14%
	Over 50 years old		13%	16%	5%	5%	8%	9%	26%	28%	6%	3%	33%	49%	19%	29%	0%	0%	12%	12%
By gender	Male		22%	30%(5)	10%	11%	13%	12%	46%	30%	6%	6%	34%	47%	60%	51%	15%	14%	29%	22%
	Female		28%	29%(5)	6%	7%	14%	20%	53%	23%	6%	12%	19%	50%	70%	63%	0%	0%	28%	21%
By region	Hong Kong & Macau		24%	25%	8%	10%	11%	16%	24%	27%	0%	0%	33%	48%	91%	61%	5%	5%	17%	16%
	Mainland China		25%	36%(5)	4%	1%	7%	4%	55%	19%	0%	0%	0%	0%	61%	64%	0%	0%	45%	25%
	Taiwan		0%	0%	2%	1%	0%	0%	12%	10%	0%	0%	0%	0%	36%	25%	0%	0%	20%	14%
	USA		0%	100%(5)	3%	4%	30%	26%	35%	64%	100%	0%	0%	0%	0%	0%	0%	0%	33%	45%
	Others		0%	0%	7%	9%	0%	0%	11%	0%	6%	7%	0%	0%	40%	79%	0%	0%	8%	9%
Total new hires rate (%)			24%	28%	8%	9%	13%	14%	48%	29%	6%	7%	33%	48%	66%	58%	5%	4%	29%	21%
<b>Training data</b>																				
By employee category	Top/senior management		34.76	24.93	–	2.75	16.09	27.39	41.41	58.49	0.47	1.80	7.69	5.11	17.29	13.07	11.55	14.88	51.69	15.52
	Middle/junior management and supervisory		22.20	15.88	–	14.47	52.85	83.95	23.90	28.57	0.03	15.73	5.68	6.11	14.87	11.22	25.58	22.29	27.21	39.93
	Customer facing staff		9.61	10.02	–	26.62	78.10	40.88	16.35	15.15	0.00	0.00	0.00	0.00	5.41	6.49	0.00	0.00	20.27	23.04
	Non-customer facing operational/technical staff		18.88	13.06	–	12.30	45.32	62.19	26.71	32.95	0.00	4.41	8.00	8.48	15.59	13.25	0.00	0.00	33.27	26.55
	Others		11.51	6.88	–	1.13	53.94	163.54	18.86	22.25	25.77	155.71	0.00	0.00	7.20	6.06	19.93	1.00	26.48	69.88
Total average hours of training			14.09	11.57	49.10	21.28	50.64	65.27	20.70	23.68	22.88	123.08	7.81	7.91	8.46	8.35	19.34	18.75	33.19	30.08

Statistics	Note	Property		Cathay Pacific group		HAECO group		Beverages (note 6)		Swire Pacific Offshore (note 4)		HUD group		Trading & industrial		Swire Pacific (head office)		Total (note 1)		
		2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	
<b>Salary data</b>																				
Gender pay gap by employee category																				
Executive – top/senior management																				-7%
Executive – middle/junior management & supervisory																				-12%
Non-exec – customer facing staff																				-61%
Non-exec – non-customer facing operational/technical staff																				-44%
Others																				-3%

Notes:

- Totals may not be the exact sum of numbers shown here due to rounding.
- For the Cathay Pacific group, only CO<sub>2</sub> emissions for aviation turbine fuel are reported as there is no scientific consensus on the global warming effect of other emissions. Cathay Pacific monitors developments in these areas of atmospheric science, including studies from the UK's OMEGA aviation and environment project and the Institute of Atmospheric Physics at the German Aerospace Centre.
- Virtually all water consumption by the Swire Pacific Group is withdrawn from municipal water supplies provided by local water supply authorities. Swire Properties' buildings have installed rainwater catching facilities but the amount of rainwater caught is insignificant in relation to the Group's total water consumption.
- This figure excludes on-hire vessel fuel consumption as this belongs to scope 3 as defined by the Greenhouse Gas Protocol.
- Number included in 2016 report (based on estimates) has been revised to reflect the actual situation.
- The Health & Safety data for Swire Beverages excludes the following China bottling plants in Yunan, Guangxi, Hubei, Hainan and Jiangxi provinces, the city of Zhanjiang in Guangdong province, and Shanghai Municipality.
- R. Denotes sustainability data that has been reported on by PricewaterhouseCoopers. Please refer to the independent limited assurance report for further details.