

PERFORMANCE DATA

Statistics		Note	Property			Cathay Pacific group			HAECO group			Swire Coca-Cola (Note 6)			Swire Pacific Offshore (Note 4)			HUD group			Trading & Industrial			Swire Pacific (Head Office)			Total (Note 1)			
Environmental			2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	
Total energy consumption (thousand GJ)	Direct energy consumption		166	143	154	256,677	252,729 (5)	245,730	423	384	349	1,130	846 (5)	781	1,260	1,417	1,337	345	341	329	84	69 (5)	51	-	-	-	260,085	255,929 (5)	248,730	
	Indirect energy consumption		1,035	959	1,023	500	506 (5)	682	490	471 (5)	481	1,807	1,273 (5)	1,170	5	5	5	15	17	19	207	265	244	-	-	-	4,059	3,496	3,624	
	Total	1	1,201	1,102	1,177	257,177	253,235	246,412	913	855	830	2,937	2,119 (5)	1,951	1,265	1,422	1,342	360	358	348	291	334	295	-	-	-	264,144 R	259,425	252,354	
	% Change year-on-year		9%	-6%		2%	3%		7%	3%		39%	9%		-11%	6%		1%	3%		-13%	13%					2%	3%		
Total greenhouse gas emissions by weight (thousand tonnes CO2e)	Direct (scope 1)	2	10	11 (5)	13	18,406	18,220 (5)	17,702	33	29	27	81	59 (5)	55	93	106	108	28	28	27	6	8 (5)	6	-	-	-	18,657	18,461 (5)	17,938	
	Indirect (scope 2)		205	205 (5)	216	75	80	80	73	77	78	275	216 (5)	194	0.5	1	1	2.3	3	3	37	50	46	-	-	-	667.8	632	618	
	Total	1	215	216	229	18,481	18,300	17,782	106	106	105	356	275 (5)	249	94	107	109	30	31	30	43	58	51	-	-	-	19,325 R	19,093	18,556	
	% Change year-on-year		0%	-6%		1%	3%		0%	1%		29%			-13%	-1%		-2%	4%		-26%	14%					1%	3%		
Total water used (thousands cbm)	Water used	3	1,599	1,390	1,522	975	950	866	633	653 (5)	710	13,439	8,847 (5)	7,585	-	-	-	85	115	77	400	492 (5)	178	-	-	-	17,131 R	12,447 (5)	10,938	
	% Change year-on-year		15%	-9%		3%	10%		-3%	-8%		52%	17%		-	-		-26%	49%		-19%	176%					38%	14%		
Total waste by type and disposal method (tonnes)	Waste disposed																													
	Hazardous		0.4	1	0	0.4	0	1	1,470	1,442	1,135	51	64	110	1,581	1,424	1,973	0	0	0	2	2 (5)	1	-	-	-	3,104.8	2,933	3,220	
	Non-hazardous		30,800	32,316	38,377	15,206	14,218	13,794	4,176	4,291	4,921	12,752	5,024 (5)	722	0	0	0	0	0	0	0	0	0	-	-	-	62,934	55,849	57,814	
	Waste recycled																													
	Hazardous		0.4	0	1	0	0	0	0	0	0	148	43	59 (5)	0	0	0	0	0	0	0	0	0	-	-	-	43.4	59	149	
	Non-hazardous		10,642	7,272	4,350	3,491	4,268	4,414	1,330	1,341	717	16,668	10,354 (5)	10,342	2	1	16	208	84	184	782	1,353	457	-	-	-	33,123	24,673	20,480	
Total		41,442.8	39,589	42,728	18,697.4	18,486	18,209	6,976	7,074	6,921	29,514	15,501 (5)	11,174	1,583	1,425	1,989	208	84	184	784	1,355	458	-	-	-	99,205.2	83,514	81,663		
% Change year-on-year		5%	-7%		1%	2%		-1%	2%		90%	39%		11%	-28%		148%	-54%		-42%	196%					19%	2%			
Health & Safety																														
Thousand hours worked			12,406	11,614	11,674	66,886	67,712	69,059	33,914	34,209	39,415	64,092	46,245	45,304	11,961	11,647	12,194	2,271	2,332	1,995	16,256	17,608	17,767	76	82	84	207,862	191,269	197,492	
Total lost time injuries			91	83	105	1,288	1,112	970	222	249	299	173	118	113	9	4	4	5	10	12	75	81	96	0	0	0	1,863	1,657	1,599	
Lost time injury rate (LTIR)			1.47	1.43	1.80	3.85	3.28	2.81	1.31	1.46	1.52	0.54	0.51	0.50	0.15	0.07	0.07	0.44	0.86	1.20	0.92	0.92	1.08	0.00	0.00	0.00	1.79 R	1.73	1.62	
% Change year-on-year (LTIR)			3%	-21%		17%	17%		-10%	-4%		6%	2%		114%	7%		-49%	-7%		0%	-15%		-	-		3%	7%		
Lost days due to injuries			3,379	2,808	2,112	28,964	34,178	24,304	8,237	12,581	11,650	8,883	3,130	3,396	1,030	149	52	1,168	979	1,314	2,519	2,983	3,357	-	-	-	54,180	56,808	46,184	
Lost day rate (LDR)			54.47	48.36	36.18	86.61	100.95	70.38	48.57	73.94	59.11	27.72	13.54	14.99	17.22	2.56	0.85	102.84	83.95	131.71	30.99	33.88	37.78	0	0	0	52.13	59.4	46.77	
% Change year-on-year (LDR)			13%	34%		-14%	43%		-34%	25%		105%	-10%		573%	201%		23%	-36%		-9%	-10%		-	-		-12%	27%		
Total fatalities (employee)			0	0	0	2	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	2	1	0	0	0	2	4	1	
Staff																														
Workforce	Permanent and fixed term employees	7	5,880	5,319	5,353	31,108	31,394	32,253	14,708	14,573	14,858	29,857	29,101 (5)	20,416	2,398	2,221 (5)	2,264	656	709	650	8,102	8,672 (5)	9,098	38	41	45	92,747	92,014 (5)	84,937	
	Supervised employees		-	-	61	-	-	3,823	-	-	254	-	-	755	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,893
	Male		3,490	3,207	3,309	13,951	14,122	17,058	12,026	11,903	12,241	22,472	22,145 (5)	16,573	2,187	2,008 (5)	2,013	595	652	592	3,222	3,468 (5)	3,593	11	13	14	57,954	57,463 (5)	55,393	
	Female		2,390	2,112	2,105	17,157	17,272	19,018	2,682	2,670	2,871	7,385	6,956 (5)	4,598	211	213 (5)	251	61	57	58	4,880	5,204 (5)	5,505	27	28	31	34,793	34,551 (5)	34,437	

Statistics		Note	Property		Cathay Pacific group			HAECO group			Swire Coca-Cola (Note 6)			Swire Pacific Offshore (Note 4)			HUD group			Trading & Industrial			Swire Pacific (Head Office)			Total (Note 1)				
Staff			2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	
Workforce	Total	7	5,880	5,319	5,414	31,108	31,394	36,076	14,708	14,573	15,112	29,857	29,101 (5)	21,171	2,398	2,221 (5)	2,264	656	709	650	8,102	8,672 (5)	9,098	38	41	45	92,747	92,014 (5)	89,830	
	Employees who are on Permanent Terms (%)		93%	94%	95%	88%	90%	86%	96%	96%	96%	100%	100% (5)	99%	48%	55% (5)	60%	55%	95%	94%	94%	94% (5)	94%	100%	100%	100%	93%	94%	(5)	1
	Permanent employees who work Full-time (%)		98%	99%	99%	98%	98%	98%	99%	99%	99%	99%	99% (5)	99%	100%	100% (5)	100%	100%	100%	100%	88%	92% (5)	93%	100%	100%	100%	98%	98%	(5)	98%
Workforce by region (%)	Hong Kong & Macau		55%	61%	60%	82%	81%	83%	47%	48%	48%	5%	5%	7%	0%	0%	0%	100%	100%	100%	38%	33%	33%	100%	100%	96%	44%	44%	51%	
	Mainland China		36%	39%	39%	2%	3%	2%	37%	36%	34%	69%	69%	68%	0%	0%	0%	0%	0%	0%	45%	52%	53%	0%	0%	4%	35%	36%	31%	
	Taiwan		0%	0%	0%	2%	2%	2%	0%	0%	0%	3%	3%	4%	0%	0%	0%	0%	0%	0%	16%	14%	13%	0%	0%	0%	3%	3%	3%	
	USA		9%	0%	0%	2%	2%	1%	16%	16%	17%	23%	23%	20%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	11%	11%	8%	
	Others		0%	0%	0%	11%	12%	12%	0%	0%	0%	0%	0%	0%	100%	100%	100%	0%	0%	0%	1%	1%	1%	0%	0%	0%	6%	7%	7%	
Workforce by employee category (%)	Executive - Top/Senior management		2%	2%		1%	1%		1%	1%		1%	1%		1%	1%		5%	3%		1%	1%		29%	27%		1%	1%		
	Executive - Middle/Junior management & supervisory		24%	23%		8%	8%		12%	11%		9%	13%		14%	17%		12%	8%		5%	6%		26%	29%		10%	11%		
	Non-exec - Customer facing staff		53%	53%		51%	51%		9%	10%		54%	51%		0%	0%		0%	0%		59%	57%		0%	0%		45%	44%		
	Non-exec - Non-customer facing operational/technical staff		11%	11%		31%	31%		67%	67%		31%	30%		85%	0%		83%	89%		21%	24%		0%	0%		36%	35%		
	Others		10%	11%		8%	8%		12%	12%		6%	6%		0%	82%		0%	0%		13%	12%		45%	44%		8%	10%		
Workforce by employee category and age group (%)	Executive - Top/Senior management																													
	under 30 years old		1%	0%		1%	0%		0%	0%		0%	0%		0%	0%		0%	0%		0%	1%		0%	0%		0%	0%		
	30 to 50 years old		72%	77%		64%	68%		43%	54%		60%	62%		63%	53%		39%	53%		63%	71%		36%	27%		61%	65%		
	Over 50 years old		27%	23%		36%	32%		57%	46%		40%	38%		38%	47%		61%	47%		37%	27%		64%	73%		39%	35%		
	Executive - Middle/Junior management & supervisory																													
	under 30 years old		16%	20%		10%	10%		6%	6%		6%	10%		6%	11%		2%	9%		1%	5%		0%	8%		8%	10%		
	30 to 50 years old		76%	72%		63%	62%		66%	67%		80%	75%		75%	69%		76%	65%		82%	82%		91%	83%		72%	70%		
	Over 50 years old		8%	8%		27%	27%		28%	28%		15%	15%		19%	21%		21%	26%		17%	12%		9%	8%		20%	19%		
	Non-exec - Customer facing staff																													
	under 30 years old		27%	29%		23%	27%		8%	13%		30%	34%		0%	0%		0%	0%		50%	55%		0%	0%		29%	32%		
	30 to 50 years old		48%	47%		67%	65%		59%	56%		65%	62%		0%	0%		0%	0%		48%	44%		0%	0%		62%	60%		
	Over 50 years old		25%	24%		10%	9%		34%	31%		5%	5%		0%	0%		0%	0%		2%	1%		0%	0%		9%	8%		
	Non-exec - Non-customer facing operational/technical staff																													
	under 30 years old		33%	32%		13%	15%		28%	29%		21%	21%		11%	0%		23%	18%		25%	38%		0%	0%		21%	23%		
	30 to 50 years old		57%	60%		58%	58%		53%	52%		66%	66%		68%	0%		38%	33%		60%	53%		0%	0%		59%	58%		
	Over 50 years old		9%	8%		29%	28%		19%	18%		14%	13%		21%	0%		39%	50%		15%	9%		0%	0%		20%	19%		
	Others																													
	under 30 years old		32%	30%		17%	18%		34%	38%		28%	27%		0%	18%		0%	0%		33%	35%		6%	17%		27%	27%		
	30 to 50 years old		50%	52%		63%	63%		61%	58%		66%	65%		0%	67%		0%	0%		61%	59%		63%	50%		62%	62%		
	Over 50 years old		18%	18%		20%	19%		5%	5%		7%	7%		0%	15%		0%	0%		6%	5%		31%	33%		11%	11%		

Statistics		Note	Property			Cathay Pacific group			HAECO group			Swire Coca-Cola (Note 6)			Swire Pacific Offshore (Note 4)			HUD group			Trading & Industrial			Swire Pacific (Head Office)			Total (Note 1)						
Staff			2018	2017		2016	2018	2017		2016	2018	2017		2016	2018	2017		2016	2018	2017		2016	2018	2017		2016	2018	2017		2016	2018	2017	
Workforce by employee category and gender (%)	Workforce	Executive - Top/Senior management																															
		Male	48%	50%		64%	64%		85%	83%		80%	81%		100%	100%		89%	79%		63%	70%		55%	64%		69%	70%					
		Female	52%	50%		36%	36%		15%	18%		21%	19%		0%	0%		11%	21%		37%	30%		45%	36%		31%	30%					
		Executive - Middle/Junior management & supervisory																															
		Male	48%	48%		73%	72%		83%	83%		72%	77%		76%	69%		69%	78%		58%	57%		27%	33%		70%	72%					
		Female	52%	52%		27%	28%		17%	17%		28%	23%		24%	31%		31%	22%		42%	43%		73%	67%		30%	28%					
		Non-exec - Customer facing staff																															
		Male	68%	70%		22%	22%		91%	92%		74%	75%		0%	0%		0%	0%		29%	26%		0%	0%		50%	49%					
		Female	32%	30%		78%	78%		10%	8%		26%	25%		0%	0%		0%	0%		71%	74%		0%	0%		50%	51%					
		Non-exec - Non-customer facing operational/technical staff																															
		Male	62%	63%		85%	84%		83%	82%		84%	85%		84%	0%		92%	93%		64%	68%		0%	0%		82%	82%					
		Female	38%	37%		15%	16%		17%	18%		16%	15%		16%	0%		8%	7%		36%	32%		0%	0%		18%	18%					
		Others																															
Male	40%	38%		31%	31%		64%	64%		40%	40%		0%	85%		0%	0%		37%	38%		13%	11%		42%	48%							
Female	60%	63%		69%	69%		36%	36%		60%	60%		0%	15%		0%	0%		63%	62%		88%	89%		58%	52%							
Voluntary Permanent Employee Turnover Data																																	
By age group	Under 30 years old	41%	37%	35%	24%	18%	15%	19%	16%	14%	39%	34%	29%	25%	6%	12%	27%	20%	10%	98%	99%	67%	40%	29%	0%	40%	37%	30%					
	30 to 50 years old	20%	18%	16%	7%	6%	5%	8%	9%	9%	15%	14%	12%	3%	6%	5%	22%	15%	12%	28%	31%	33%	9%	4%	0%	12%	12%	10%					
	Over 50 years old	15%	11%	11%	6%	10%	6%	7%	9%	9%	2%	8%	5%	27%	10%	4%	7%	6%	8%	13%	19%	19%	0%	0%	0%	7%	10%	7%					
By gender	Male	21%	20%	21%	10%	9%	9%	10%	11%	10%	21%	20%	18%	9%	7%	5%	17%	12%	10%	47%	55%	43%	25%	7%	0%	17%	17%	14%					
	Female	30%	24%	22%	11%	9%	7%	12%	11%	12%	16%	16%	13%	18%	6%	12%	18%	9%	9%	60%	67%	52%	0%	3%	0%	21%	21%	16%					
By region	Hong Kong & Macau	22%	22%	20%	11%	10%	8%	11%	10%	10%	27%	26%	19%	0.00%	0%	0%	17%	12%	10%	93%	90%	59%	8%	5%	0%	18%	17%	13%					
	Mainland China	24%	22%	23%	8%	7%	11%	7%	7%	8%	17%	17%	14%	0.00%	0%	0%	0.00%	0%	0%	42%	56%	49%	0.00%	0%	0%	19%	22%	18%					
	Taiwan	0.00%	0%	0%	7%	4%	4%	0.00%	0%	0%	10%	14%	7%	0.00%	0%	0%	0.00%	0%	0%	12%	26%	22%	0.00%	0%	0%	16%	17%	13%					
	USA	0%	67%	0%	12%	2%	10%	19%	22%	17%	26%	25%	29%	50%	0%	0%	0.00%	0%	0%	0.00%	0%	0%	0.00%	0%	0%	23%	22%	18%					
	Others	20%	0%	0%	10%	8%	6%	0%	0%	0%	0.00%	6%	0%	10%	7%	6%	0.00%	0%	0%	34%	23%	56%	0.00%	0%	0%	10%	8%	7%					
Total Voluntary Turnover Rate of Permanent Employees (%)		25%	22%	21%	10%	9%	8%	11%	11%	10%	20%	19%	17%	10%	7%	6%	17%	12%	10%	55%	62%	48%	8%	5%	0%	19%	19%	15%					
New Hire Data																																	
By age group	Under 30 years old	54%	47%	48%	25%	21%	20%	30%	29%	22%	55%	57%	47%	23%	7%	17%	30%	31%	50%	116%	105%	80%	100%	25%	0%	52%	50%	39%					
	30 to 50 years old	21%	17%	24%	5%	4%	5%	7%	7%	11%	17%	47%	19%	2%	6%	6%	14%	34%	45%	33%	36%	39%	4%	5%	7%	13%	23%	14%					
	Over 50 years old	16%	13%	16%	6%	5%	5%	8%	8%	9%	8%	26%	28%	22%	6%	3%	7%	33%	49%	16%	19%	29%	0%	0%	0%	8%	12%	12%					
By gender	Male	25%	22%	30%	10%	10%	11%	13%	13%	12%	25%	46%	30%	6%	6%	6%	13%	34%	47%	59%	60%	51%	18%	15%	14%	21%	29%	22%					
	Female	34%	28%	29%	8%	6%	7%	14%	14%	20%	25%	53%	23%	21%	6%	12%	23%	19%	50%	68%	70%	63%	0%	0%	0%	23%	28%	21%					

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New Hire Data			2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	
By region	Hong Kong & Macau		25%	24%	25%	10%	8%	10%	11%	11%	16%	34%	24%	27%	0.00%	0%	0%	15%	33%	48%	101%	91%	61%	5%	5%	5%	17%	17%	16%	
	Mainland China		30%	25%	36%	7%	4%	1%	9%	7%	4%	23%	55%	19%	0.00%	0%	0%	0.00%	0%	0%	51%	61%	64%	0.00%	0%	0%	45%	45%	25%	
	Taiwan		0.00%	0%	0%	1%	2%	1%	0.00%	0%	0%	17%	12%	10%	0.00%	0%	0%	0.00%	0%	0%	20%	36%	25%	0.00%	0%	0%	20%	20%	14%	
	USA		47%	0%	100%	2%	3%	4%	27%	30%	26%	32%	35%	64%	0%	100%	0%	0.00%	0%	0%	0.00%	0%	0%	0.00%	0%	0%	33%	33%	45%	
	Others		20%	0%	0%	5%	7%	9%	0%	0%	0%	0.00%	11%	0%	9%	6%	7%	0.00%	0%	0%	32%	40%	79%	0.00%	0%	0%	8%	8%	9%	
Total New Hires Rate (%)			29%	24%	28%	9%	8%	9%	13%	13%	14%	25%	48%	29%	9%	6%	7%	15%	33%	48%	65%	66%	58%	5%	5%	4%	21%	29%	21%	
Training Data																														
By employee category	Top / Senior Management		37.90	34.76	24.93	6	-	2.75	12.20	16.09	27.39	38.22	41.41	58.49	3.70	0.47	1.80	6.83	7.69	5.11	13.81	17.29	13.07	15.56	11.55	14.88	26.59	51.69	15.52	
	Middle/ Junior management and supervisory		28.33	22.20	15.88	20	-	14.47	59.48	52.85	83.95	29.83	23.90	28.57	6.24	0.03	15.73	7.71	5.68	6.11	14.88	14.87	11.22	24.38	25.58	22.29	31.39	27.21	39.93	
	Customer facing staff		19.50	9.61	10.02	52	-	26.62	40.69	78.10	40.88	21.98	16.35	15.15	0.00	0.00	0.00	0.00	0.00	0.00	24.58	5.41	6.49	0.00	0.00	0.00	33.94	20.27	23.04	
	Non-customer facing operational / technical staff		19.32	18.88	13.06	82	-	12.30	55.33	45.32	62.19	39.82	26.71	32.95	66.41	0.00	4.41	17.08	8.00	8.48	9.56	15.59	13.25	0.00	0.00	0.00	55.19	33.27	26.55	
	Others		7.62	11.51	6.88	8	-	1.13	80.98	53.94	163.54	25.91	18.86	22.25	0.00	25.77	155.71	0.00	0.00	0.00	7.32	7.20	6.06	8.25	19.93	1.00	29.07	26.48	69.88	
Total Average Hours of Training			20.90	14.09	11.57	30.59	49.10	21.28	57.36	50.64	65.27	28.63	20.70	23.68	57.35	22.88	123.08	15.46	7.81	7.91	18.51	8.46	8.35	14.61	19.34	18.75	40.72	33.19	30.08	
Salary Data																														
Gender pay gap by employee category	Executive - Top/Senior management		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2%	-7%	-
	Executive - Middle/Junior management & supervisory		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-10%	-12%	-
	Non-exec - Customer facing staff		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-45%	-61%	-
	Non-exec - Non-customer facing operational / technical staff		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-41%	-44%	-
	Others		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10%	-3%	-

Notes:

1. Totals may not be the exact sum of numbers shown here due to rounding.
2. For the Cathay Pacific group, only CO₂ 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.
3. 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.
4. This figure excludes on-hire vessel fuel consumption as this belongs to scope 3 as defined by the Greenhouse Gas Protocol.
5. Swire Pacific tracks its GHG emission, energy consumption, water consumptions and waste data through utility bills and purchase or service records. When such records are not yet available, consumption is captured through direct measurements (e.g. readings of submeters). These figures are updated upon availability of the above records. The figures for 2017 have been updated to reflect such availability.
6. The gender pay gap is calculated based on the average basic salary.
7. Staff data includes total permanent employees, fixed term and temporary contract employees which is in alignment with the annual report. All data NOT marked with this note includes permanent staff data only.
8. Denotes sustainability data that has been reported on by Deloitte. Please refer to the independent limited assurance report for further details.