

I Performance data

Statistics		Note	Swire Properties		Cathay Pacific Group		HAECO Group		
Environmental			2020	2019	2020	2019	2020	2019	
Total energy consumption (thousand GJ)	Direct energy consumption		165	204	105,084	256,974	402	446	
	Indirect energy consumption		1,050	1,109	371	470 ⁽⁷⁾	442	498	
	Total	1	1,215	1,313	105,455	257,444 ⁽⁷⁾	844	944	
	% Change year-on-year		-7%		-59%		-11%		
On-site renewable energy generation (thousands kWh)			294	–	–	–	1,212	–	
Total greenhouse gas emissions by weight (thousand tonnes CO ₂ e)	Direct (Scope 1)	2	12	12	7,535	18,430	34	35	
	Indirect (Scope 2), location-based method		204	218	54	70	63	72	
	Indirect (Scope 2), market-based method		191	–	–	–	–	–	
	Total (location-based method)	1	216	230	7,589	18,500	97	107	
	% Change year-on-year		-6%		-59%		-9%		
Total biogenic emissions (tonnes CO ₂ e)			79	–	0.01	–	–	–	
Total water withdrawal by sources (thousands cbm)	Water withdrawal – Municipal		1,757	2,009 ⁽⁷⁾	501	919 ⁽⁷⁾	535	600	
	Water withdrawal – Groundwater		–	–	–	–	–	–	
	Total	1, 3	1,757	2,009 ⁽⁷⁾	501	919 ⁽⁷⁾	535	600	
	% Change year-on-year		-13%		-45%		-11%		
Total water withdrawal by water stress levels (thousands cbm)	Low (<20%)	4	1,043	–	501	–	512	–	
	Medium (20–40%)		58	–	–	–	0.9	–	
	High (>40%)		656	–	–	–	22	–	
Total water consumption (thousands cbm)		5	–	–	–	–	–	–	
Total waste by type and disposal method (tonnes)	Waste disposed								
	Hazardous		0	0.4	44	0	1,248	1,406	
	Non-hazardous		30,585	36,810	9,338	21,946	4,216	4,434	
	Waste recycled								
	Hazardous		0.1	0	90	0	154	0	
	Non-hazardous	8	10,810	12,073	791	3,545	722	971	
	Waste reused								
	Non-hazardous		47	–	516	–	0	–	
	Waste recovered								
	Non-Hazardous		0	–	90	–	0	–	
	Total	1	41,442	48,883	10,868	25,491	6,340	6,811	
	% Change year-on-year		-15%		-57%		-7%		
Health and safety									
Thousand hours worked			13,141	13,741	30,744	68,757	31,037	34,962	
Total lost time injuries			82	112	269	1,560	127	198	
Lost Time Injury Rate (LTIR)			1.25	1.63	1.75	4.54	0.82	1.13	
% Change year-on-year (LTIR)			-23%		-61%		-27%		
Lost days due to injuries			3,208	2,977	25,078	44,196	5,947	7,573	
Lost Day Rate (LDR)			48.82	43.33	163.14	128.56 ⁽⁷⁾	38.32	43.32 ⁽⁷⁾	
% Change year-on-year (LDR)			13%		27%		-12%		
Total fatalities (employee)			0	0	0	1	0	0	

Swire Coca-Cola		Swire Pacific Offshore ⁶		HUD Group		Trading & Industrial		Swire Pacific (Head office)		Group total ¹		
2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	
1,176	1,149	931	1,037	314	342	72	82	–	–	108,144	260,234	⁽⁷⁾
1,884	1,837	3	5	17	16	141	159 ⁽⁷⁾	–	–	3,908	4,094	⁽⁷⁾
3,060	2,986	934	1,042	331	358	213	241 ⁽⁷⁾	–	–	112,052 ^R	264,328 ⁽⁷⁾	
2%		-10%		-8%		-12%		–	–	-58%		
19,156	–	–	–	–	–	–	–	–	–	20,662	–	
85	77	77	79	26	28	5	7	–	–	7,774	18,668	
273	267	0.3	0.4	2.3	2	24	28	–	–	621	658	
–	–	–	–	–	–	–	–	–	–	191	–	
358	344	77	79	29	30	29	35	–	–	8,395 ^R	19,326	
4%		-3%		-4%		-17%		–	–	-57%		
0.08	–	–	–	–	–	–	–	–	–	79	–	
14,382	14,402	–	–	86	81 ⁽⁷⁾	302	324	–	–	17,563	18,335	⁽⁷⁾
190	-	–	–	–	–	–	–	–	–	190	–	
14,572	14,402	–	–	86	81 ⁽⁷⁾	302	324	–	–	17,753 ^R	18,335 ⁽⁷⁾	
1%		–	–	6%		-7%		–	–	-3%		
8,610	–	–	–	86	–	301	–	–	–	11,053	–	
2,659	–	–	–	–	–	–	–	–	–	2,718	–	
3,303	–	–	–	–	–	1	–	–	–	3,982	–	
7,995	–	–	–	–	–	–	–	–	–	7,995	–	
161	261	1,088	1,665	0	0	84	0.7	–	–	2,625	3,333	
5,485	7,784	0	0	0	0	218	0	–	–	49,842	70,974	
4,442	12	0	0	2	0	0	0	–	–	4,687	12	
17,903	20,330	2	4	202	236	509	810	–	–	30,938	37,969	
0	–	0	–	0	–	0	–	–	–	563		
2,592	–	0	–	0	–	0	–	–	–	2,682		
30,582	28,387	1,090	1,669	204	236	811	810	–	–	91,336	112,288	
8%		-35%		-14%		0%		–	–	-19%		
69,271	67,816	10,286	11,381	1,703	2,052	13,257	15,347	77	75	169,515	214,131	
174	200	6	5	1	10	47	66 ⁽⁷⁾	0	0	706	2,151	⁽⁷⁾
0.50	0.59	0.12	0.09	0.12	0.97	0.71	0.86 ⁽⁷⁾	0	0	0.83 ^R	2.01	
-15%		33%		-88%		-17%		–	–	-59%		
7,734	10,784	246	1,074	393	750	1,815	1,796 ⁽⁷⁾	0	0	44,420	69,150	⁽⁷⁾
22.33	31.80	4.78	18.87 ⁽⁷⁾	46.16	73.09	27.37	23.40 ⁽⁷⁾	0	0	52.41	64.59 ⁽⁷⁾	
-30%		-75%		-37%		17%		–	–	-19%		
1	1	0	0	0	0	0	0	0	0	1 ^R	2	

Performance data

Statistics		Note	Swire Properties		Cathay Pacific Group		HAECO Group		
Staff (including all employment types)			2020	2019	2020	2019	2020	2019	
Total		10	6,334	6,465	24,051	31,778	14,343	15,187	
Employees who are on Permanent Terms (%)			92%	94%	85%	85%	96%	95%	
Permanent employees who work Full-time (%)			98%	98%	99%	99%	99%	99%	
By gender (%)	Male		60%	59%	50%	45%	82%	82%	
	Female		40%	41%	50%	55%	18%	18%	
By age group (%)	Under 30 years old		23%	25%	20%	24%	20%	23%	
	30 to 50 years old		56%	54%	59%	58%	58%	55%	
	Over 50 years old		21%	20%	21%	18%	22%	22%	
By region (%)	Hong Kong & Macau		51%	50%	85%	84%	47%	48%	
	Chinese mainland		43%	42%	1%	2%	38%	36%	
	Taiwan		0%	0%	2%	2%	0%	0%	
	USA		5%	8%	1%	2%	16%	16%	
	Others		0%	0%	11%	10%	0%	0%	
By employee category (%)	Strategic Leader		1%	1%	0.3%	5%	1%	1%	
	Operational Leader		9%	8%	16%	9%	2%	3%	
	Team Leader		17%	16%	16%	15%	13%	18%	
	Individual Contributor		74%	75%	68%	71%	84%	79%	
Staff (include permanent employees only) ⁹									
By employee category and age group (%)	Strategic Leader								
	under 30 years old		0%	0%	0%	0%	0%	6%	
	30 to 50 years old		52%	57%	45%	57%	28%	67%	
	Over 50 years old		48%	43%	55%	43%	72%	27%	
	Operational Leader								
	under 30 years old		2%	2%	2%	5%	1%	1%	
	30 to 50 years old		81%	82%	70%	76%	68%	63%	
	Over 50 years old		17%	16%	28%	19%	31%	36%	
	Team Leader								
	under 30 years old		21%	23%	16%	17%	2%	9%	
	30 to 50 years old		73%	72%	58%	54%	75%	64%	
	Over 50 years old		6%	6%	27%	28%	22%	26%	
	Individual Contributor								
	under 30 years old		26%	29%	18%	19%	25%	29%	
	30 to 50 years old		52%	50%	63%	64%	56%	54%	
	Over 50 years old		22%	21%	18%	16%	19%	18%	

Swire Coca-Cola		Swire Pacific Offshore ⁶		HUD Group		Trading & Industrial		Swire Pacific (Head office)		Group total ¹		
2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	
32,846	30,871	2,428	2,544	414	522	6,311	6,925	41	38	86,768	94,330	
95%	99%	31%	48%	71%	62%	83%	95%	98%	100%	90%	92%	
96%	100%	100%	100%	100%	100%	93%	92%	100%	100%	97%	99%	
73%	74%	92%	91%	90%	90%	40%	39%	34%	32%	65%	62%	
27%	26%	8%	9%	10%	10%	60%	61%	66%	68%	35%	38%	
20%	22%	13%	11%	15%	16%	30%	35%	7%	5%	21%	24%	
69%	68%	70%	72%	36%	34%	60%	57%	59%	58%	63%	61%	
11%	10%	17%	17%	48%	51%	9%	8%	34%	37%	16%	16%	
4%	5%	0%	0%	100%	100%	32%	36%	100%	100%	39%	44%	
71%	69%	0%	0%	0%	0%	47%	45%	0%	0%	40%	35%	
3%	3%	0%	0%	0%	0%	21%	19%	0%	0%	3%	3%	
22%	23%	0%	0%	0%	0%	0%	0%	0%	0%	12%	11%	
0%	0%	100%	100%	0%	0%	0%	0%	0%	0%	6%	6%	
0.2%	1%	0.3%	0%	0.5%	0%	0.2%	0%	24%	18%	0.4%	2%	
6%	10%	1%	1%	0.5%	0%	1%	1%	10%	13%	8%	7%	
14%	12%	44%	52%	5%	4%	7%	5%	56%	58%	15%	15%	
80%	77%	55%	48%	94%	95%	91%	94%	10%	11%	77%	76%	
0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	
34%	57%	67%	50%	0%	0%	43%	53%	50%	43%	40%	58%	
66%	43%	33%	50%	100%	100%	57%	47%	50%	57%	60%	42%	
1%	10%	0%	0%	0%	0%	0%	0%	0%	0%	2%	7%	
85%	75%	59%	75%	100%	50%	51%	64%	75%	60%	75%	75%	
14%	15%	41%	25%	0%	50%	49%	36%	25%	40%	23%	18%	
9%	10%	3%	5%	15%	0%	5%	1%	14%	9%	11%	13%	
80%	82%	71%	72%	31%	59%	80%	80%	64%	64%	71%	68%	
11%	8%	25%	23%	54%	41%	15%	18%	23%	27%	18%	19%	
24%	26%	16%	13%	19%	24%	30%	36%	0%	0%	23%	26%	
66%	65%	66%	68%	47%	45%	62%	58%	50%	50%	62%	61%	
10%	9%	18%	19%	34%	31%	8%	6%	50%	50%	14%	13%	

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Statistics		Note	Swire Properties		Cathay Pacific Group		HAECO Group		
Staff (include permanent employees only) ⁹			2020	2019	2020	2019	2020	2019	
By employee category and gender (%)	Strategic Leader								
	Male		54%	53%	76%	93%	82%	82%	
	Female		46%	47%	24%	7%	18%	18%	
	Operational Leader								
	Male		48%	49%	87%	84%	77%	79%	
	Female		52%	51%	13%	16%	23%	21%	
	Team Leader								
	Male		47%	47%	57%	53%	81%	77%	
	Female		53%	53%	43%	47%	19%	23%	
	Individual Contributor								
	Male		64%	63%	42%	39%	81%	82%	
	Female		36%	37%	58%	61%	19%	18%	
Voluntary permanent employee turnover data ⁹									
By age group	Under 30 years old		25%	34%	12%	17%	11%	17%	
	30 to 50 years old		11%	17%	8%	7%	4%	6%	
	Over 50 years old		6%	13%	16%	11%	4%	7%	
By gender	Male		12%	19%	11%	9%	6%	8%	
	Female		15%	23%	10%	9%	6%	10%	
By region	Hong Kong & Macau		10%	20%	10%	9%	5%	8%	
	Chinese mainland		16%	21%	3%	7%	3%	5%	
	Taiwan		0%	0%	20%	6%	0%	0%	
	USA		20%	26%	6%	9%	13%	18%	
	Others		0%	0%	7%	8%	13%	12%	
Total voluntary turnover rate of permanent employees (%)			14%	21%	10%	9%	6%	9%	
Employee new hire data ⁹									
By age group	Under 30 years old		36%	52%	7%	28%	10%	32%	
	30 to 50 years old		14%	21%	3%	5%	3%	7%	
	Over 50 years old		9%	16%	6%	6%	3%	6%	
By gender	Male		18%	25%	6%	11%	5%	13%	
	Female		19%	32%	2%	7%	4%	15%	
By region	Hong Kong & Macau		14%	24%	4%	7%	3%	13%	
	Chinese mainland		21%	29%	6%	8%	2%	8%	
	Taiwan		0%	0%	0%	1%	0%	0%	
	USA		35%	45%	7%	10%	15%	25%	
	Others		0%	0%	5%	10%	20%	20%	
Total new hires rate (%)			18%	28%	4%	9%	4%	13%	

Swire Coca-Cola		Swire Pacific Offshore ⁶		HUD Group		Trading & Industrial		Swire Pacific (Head office)		Group total ¹		
2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	
74%	80%	100%	100%	100%	100%	77%	60%	60%	71%	73%	89%	
26%	20%	0%	0%	0%	0%	23%	40%	40%	29%	27%	11%	
72%	75%	78%	92%	100%	100%	51%	45%	25%	40%	79%	76%	
28%	25%	22%	8%	0%	0%	49%	55%	75%	60%	21%	24%	
72%	73%	94%	97%	77%	82%	51%	56%	27%	18%	67%	66%	
28%	27%	6%	3%	23%	18%	49%	44%	73%	82%	33%	34%	
73%	74%	50%	59%	88%	88%	39%	37%	25%	25%	64%	62%	
27%	26%	50%	41%	12%	12%	61%	63%	75%	75%	36%	38%	
36%	37%	17%	17%	3%	35%	61%	96%	0%	0%	28%	36%	
14%	14%	7%	5%	2%	9%	14%	24%	4%	0%	10%	11%	
9%	9%	18%	7%	14%	3%	8%	14%	0%	0%	10%	10%	
19%	20%	10%	7%	7%	10%	29%	48%	0%	0%	14%	16%	
14%	16%	14%	13%	3%	31%	27%	49%	4%	0%	14%	18%	
15%	28%	0%	0%	6%	12%	54%	83%	3%	0%	15%	15%	
14%	15%	0%	0%	0%	0%	15%	36%	0%	0%	12%	16%	
6%	8%	0%	0%	0%	0%	12%	15%	0%	0%	12%	11%	
32%	31%	0%	0%	0%	0%	0%	0%	0%	0%	26%	27%	
0%	0%	11%	13%	0%	0%	0%	0%	0%	0%	8%	10%	
18%	19%	11%	8%	6%	12%	28%	49%	3%	0%	14%	16%	
35%	44%	17%	17%	15%	45%	66%	107%	33%	50%	28%	46%	
12%	16%	5%	5%	10%	19%	10%	25%	4%	5%	8%	12%	
6%	7%	4%	1%	2%	16%	5%	11%	0%	0%	5%	7%	
15%	20%	6%	4%	7%	21%	27%	51%	14%	17%	12%	18%	
18%	24%	6%	14%	14%	47%	24%	51%	0%	0%	11%	20%	
23%	35%	0%	0%	8%	24%	50%	78%	5%	5%	9%	15%	
14%	21%	0%	0%	0%	0%	11%	45%	0%	0%	13%	21%	
8%	13%	0%	100%	0%	0%	16%	19%	0%	0%	11%	13%	
21%	21%	0%	0%	0%	0%	0%	0%	0%	0%	19%	22%	
0%	0%	6%	5%	0%	0%	0%	0%	0%	0%	5%	8%	
16%	21%	6%	5%	8%	24%	25%	51%	5%	5%	12%	19%	

I Performance data

Statistics		Note	Swire Properties		Cathay Pacific Group		HAECO Group		
Average tenure of employee ⁹			2020	2019	2020	2019	2020	2019	
By age group	Under 30 years old		1.9	1.8	3.0	2.7	3.4	2.9	
	30 to 50 years old		5.5	5.3	10.1	10.7	12.0	11.6	
	Over 50 years old		9.7	9.6	16.3	16.7	18.4	17.7	
By gender	Male		5.8	5.6	8.4	8.5	11.9	10.3	
	Female		5.0	4.5	12.5	12.3	9.5	12.2	
Total average tenure of employee (years)			5.5	5.2	10.2	10.6	11.4	10.7	
Employee promotion rate ⁹									
By age group	Under 30 years old		13%	20%	6%	6%	34%	28%	
	30 to 50 years old		6%	11%	3%	9%	7%	14%	
	Over 50 years old		2%	4%	1%	3%	2%	6%	
By gender	Male		6%	12%	4%	8%	12%	16%	
	Female		8%	13%	2%	7%	11%	14%	
Total employee promotion rate (%)			7%	12%	3%	8%	12%	16%	
Employees trained ⁹									
By employee category (%)	Strategic Leader		94%	–	93%	–	86%	–	
	Operational Leader		97%	–	99%	–	89%	–	
	Team Leader		99%	–	98%	–	92%	–	
	Individual Contributor		96%	–	99%	–	95%	–	
By gender (%)	Male		96%	–	98%	–	94%	–	
	Female		97%	–	100%	–	95%	–	
Total employee trained (%)			97%	–	99%	–	94%	–	
Average employee training hours ⁹									
By employee category	Strategic Leader		15.7	53.2	846.0	86.0	8.2	27.6	
	Operational Leader		23.3	38.4	28.0	93.8	18.7	20.8	
	Team Leader		18.5	24.0	43.2	68.9	72.7	33.8	
	Individual Contributor		19.3	27.4	32.7	74.1	51.4	62.1	
By gender	Male		17.9	24.8	39.1	50.8	57.7	61.2	
	Female		21.8	32.7	33.9	25.1	33.9	33.1	
Total average hours of training (per employee)			19.5	28.0	36.6	70.2	53.3	55.9	
Average employee training spend (HK\$) ⁹									
By employee category	Strategic Leader		\$2,277	\$16,531	\$21,015	\$0	\$888	\$1,242	
	Operational Leader		\$3,890	\$7,913	\$26,148	\$3,594	\$1,071	\$2,076	
	Team Leader		\$1,306	\$1,443	\$23,173	\$1,708	\$1,729	\$2,297	
	Individual Contributor		\$265	\$346	\$17,307	\$24	\$4,546	\$4,594	
By gender	Male		\$650	\$449	\$17,733	\$97	\$4,433	\$4,337	
	Female		\$1,007	\$445	\$22,205	\$265	\$2,689	\$3,107	
Total average spend on training (per employee)			\$794	\$447	\$19,860	\$147	\$4,107	\$4,103	

Swire Coca-Cola		Swire Pacific Offshore ⁶		HUD Group		Trading & Industrial		Swire Pacific (Head office)		Group total ¹		
2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	
2.1	2.0	3.9	3.6	3.2	2.8	2.6	1.9	3.3	0.5	2.5	2.3	
7.2	7.1	8.5	7.8	8.7	7.8	7.1	6.0	12.9	9.2	8.6	8.7	
12.6	12.4	10.6	12.7	14.7	15.9	12.4	11.7	22.6	18.7	14.9	15.1	
6.9	6.7	8.9	8.8	10.0	9.3	6.8	5.9	11.8	8.6	8.3	7.8	
6.1	6.1	4.1	6.3	9.0	8.7	6.9	4.6	17.2	13.9	8.3	8.9	
7.0	6.5	8.6	8.4	9.8	9.3	6.3	5.1	15.3	12.2	8.4	8.3	
12%	7%	6%	9%	9%	5%	2%	6%	0%	0%	13%	12%	
9%	6%	6%	7%	8%	7%	1%	3%	0%	0%	6%	8%	
3%	2%	3%	1%	0%	3%	1%	2%	0%	0%	2%	3%	
9%	5%	5%	5%	4%	5%	2%	6%	0%	0%	7%	9%	
10%	6%	4%	9%	14%	5%	1%	3%	0%	0%	5%	7%	
9%	6%	5%	6%	5%	5%	2%	4%	0%	0%	7%	8%	
82%	–	33%	–	0%	–	57%	–	30%	–	84%	–	
10%	–	41%	–	0%	–	75%	–	25%	–	71%	–	
26%	–	7%	–	62%	–	79%	–	23%	–	65%	–	
37%	–	32%	–	96%	–	67%	–	0%	–	69%	–	
39%	–	10%	–	100%	–	53%	–	29%	–	67%	–	
21%	–	42%	–	47%	–	78%	–	19%	–	70%	–	
34%	–	16%	–	94%	–	66%	–	23%	–	68%	–	
8.8	29.2	5.3	0	0	0	2.8	8.8	4.3	14.0	226.5	72.4	
47.5	43.9	6.5	2.7	0	0	6.3	12.1	0.3	11.4	32.9	60.6	
35.1	55.7	1.3	1.6	3.0	9.8	10.2	11.3	1.1	16.8	39.1	48.3	
25.4	24.2	4.9	161.6	8.2	8.6	8.1	24.1	0	0	30.0	45.7	
27.1	29.3	1.6	82.7	8.3	8.0	5.6	11.3	1.8	9.8	34.2	40.8	
30.5	32.3	6.8	6.7	5.1	12.6	8.8	30.8	1.7	8.2	28.4	28.9	
28.0	30.0	2.6	70.3	7.9	8.5	8.3	23.3	1.7	8.7	32.3	46.8	
\$13,515	\$61,620	\$0	–	\$0	–	\$299	\$1,494	\$30	\$0	\$8,902	\$50,471	
\$2,631	\$4,787	\$0	–	\$0	–	\$238	\$7,618	\$0	\$240	\$15,794	\$5,656	
\$1,786	\$2,978	\$7,579	–	\$562	–	\$144	\$501	\$5	\$179	\$8,338	\$2,404	
\$1,175	\$516	\$7,827	–	\$881	–	\$99	\$276	\$0	\$0	\$5,258	\$1,361	
\$1,338	\$1,564	\$9,162	–	\$914	–	\$168	\$446	\$0	–	\$5,384	\$2,042	
\$1,460	\$1,863	\$69	–	\$432	–	\$62	\$281	\$15	–	\$8,888	\$1,409	
\$1,370	\$1,642	\$7,329	\$28,597	\$855	–	\$105	\$344	\$10	\$135	\$6,579	\$2,347	

I Performance data

Statistics		Note	Swire Properties		Cathay Pacific Group			HAECO Group		
Absentee ⁹			2020	2019	2020	2019		2020	2019	
By gender	Male		1%	2%	3%	4%		2%	3%	
	Female		2%	2%	2%	4%		2%	3%	
Total absentee rate (%)			1%	2%	2%	4%		2%	3%	
Salary data ⁹										
Basic salary										
Gender pay gap by employee category (basic salary)	Strategic Leader		–	–	–	–		–	–	
	Operational Leader		–	–	–	–		–	–	
	Team Leader		–	–	–	–		–	–	
	Individual Contributor		–	–	–	–		–	–	
Remuneration										
Gender pay gap by employee category (remuneration)	Strategic Leader		–	–	–	–		–	–	
	Operational Leader		–	–	–	–		–	–	
	Team Leader		–	–	–	–		–	–	
	Individual Contributor		–	–	–	–		–	–	

- 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 - studies from the UKs OMEGA aviation and environment project and the Institute of Atmospheric Physics at the German Aerospace Centre.

3. Total water withdrawal refers to the water drawn from municipal water supplies and groundwater. Virtually all of our water withdrawal is from municipal water supplies provided by local water supply authorities.

4. We used the World Resource Institute (WRI) Aqueduct Water Risk Atlas tool to map our water withdrawal by water stress levels.

5. According to GRI 303-5, water consumption is defined as volume of water that is drawn into the boundaries of the organisation and not discharged back to the water environment or a third-party. Swire Coca-Cola is our largest consumer of water (>99%). It has provided its total water consumption.

6. This figure excludes on-hire vessel fuel consumption as this belongs to Scope 3 as defined by the Greenhouse Gas Protocol.

7. The number included in the 2019 report (which was estimated) has been revised to actual.

8. In 2020, Swire Properties' non-hazardous recycled waste includes food waste sent to O-Park for energy recovery.

9. Staff data only relates to permanent staff (permanent full time staff, permanent part time staff and fixed contract employees in the Chinese mainland).

10. Total number of employees differs from that reported on page 49 of the 2020 Swire Pacific Annual Report, which is calculated using the average over 2020. Employee numbers in the sustainability report are as at 31 December 2020.

11. Please refer to the sustainable development report 2019 for 2019 data scoping and boundaries.

12. References in this document to Hong Kong are to Hong Kong SAR, to Macau are to Macao SAR and to Taiwan are to the Taiwan region.

R. Denotes sustainability data that has been reported on by Deloitte. Please refer to the independent limited assurance report for further details.

Swire Coca-Cola		Swire Pacific Offshore ⁶		HUD Group		Trading & Industrial		Swire Pacific (Head office)		Group total ¹		
2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	
1%	1%	1%	1%	2%	2%	1%	1%	0.3%	0.1%	2%	2%	
1%	1%	1%	3%	1%	3%	1%	1%	1%	0.3%	2%	3%	
1%	1%	1%	1%	2%	2%	1%	1%	0.4%	0.2%	2%	2%	
–	–	–	–	–	–	–	–	–	–	-19%	-13%	
–	–	–	–	–	–	–	–	–	–	-30%	-24%	
–	–	–	–	–	–	–	–	–	–	-17%	-34%	
–	–	–	–	–	–	–	–	–	–	-13%	-38%	
–	–	–	–	–	–	–	–	–	–	-8%	-31%	
–	–	–	–	–	–	–	–	–	–	-27%	-17%	
–	–	–	–	–	–	–	–	–	–	-18%	-23%	
–	–	–	–	–	–	–	–	–	–	-19%	-44%	