

Performance data

Statistics	Note	Property		Beverages		Aviation	
		Swire Properties		Swire Coca-Cola		Cathay Pacific group (Note 3)	
		2021	2020	2021	2020	2021	2020
ENVIRONMENTAL							
Energy							
Total Energy Consumption (thousand GJ)	Direct energy consumption	190	165	1,340	1,176	-	-
	Indirect energy consumption	1,058	1,050	1,833	1,884	-	-
	Total	1,247	1,215	3,174	3,060	-	-
	% Change year-on-year	3%		4%		-	-
On-site Renewable Energy Generation (thousands kWh)		300	294	18,913	19,156	-	-
Emissions							
Greenhouse Gas Emissions from Direct Operations (thousand tonnes CO ₂ e)	Direct (Scope 1)	11	12	87	85	-	-
	Indirect (Scope 2), location-based method	187	204	256	273	-	-
	Indirect (Scope 2), market-based method	166	191	256	273	-	-
	Total (location-based method)	199	216	343	358	-	-
	% Change year-on-year	-8%		-4%		-	-
Greenhouse Gas Emissions Across Swire Pacific's Value Chain (thousand tonnes CO ₂ e)	Indirect (Scope 3)	-	-	-	-	2,727	3,415
	% Change year-on-year					-20%	
Total Biogenic Emissions (tonnes CO ₂ e)		125	79	0.7	0.1	-	-
Water							
Total Water Withdrawal by Sources (thousands cbm)	Water Withdrawal - Municipal	1,776	1,759 ⁽²⁾	15,425	14,382	-	-
	Water Withdrawal - Groundwater			194	190	-	-
	Total	1,776	1,759 ⁽²⁾	15,619	14,572	-	-
	% Change year-on-year	1%		7%		-	-
Total Water Withdrawal by Water Stress Levels (thousands cbm)	Low (<20%)	1,040	1,045 ⁽²⁾	9,331	8,610	-	-
	Medium (20-40%)	72	58	2,931	2,659	-	-
	High (>40%)	664	656	3,357	3,303	-	-
Total Water Consumption (thousands cbm)		-	-	8,620	7,995	-	-
Waste							
Total Waste by Type and Disposal Method (tonnes)	Hazardous Waste						
	Disposed	0	0	228	161	-	-
	Recycled	11.0	0.1	5,243	4,442	-	-
	Total Hazardous Waste Generated	11.0	0.1	5,470.9	4,603.2	-	-
	Non-hazardous Waste						
	Disposed	32,167	30,585	3,613	5,485	-	-
	Recycled	12,311	10,810	21,272	17,903	-	-
	Reused	62	47	0	0	-	-
	Recovered	613	0	4,718	2,592	-	-
	Total Non-hazardous Waste Generated	45,153	41,442	29,603	25,979	-	-
	Total Non-hazardous Waste Diverted	12,986	10,857	25,990	20,495	-	-
	Total Waste Generated	45,164	41,442	35,074	30,582	-	-
	% Change year-on-year	9%		15%		-	-

Aviation		Trading & Industrial		Marine Services				Swire Pacific (Head office)		Total (Note 1)	
HAECO group (Note 5)		Swire Resources, Taikoo Motors, Swire Foods and Swire Environmental Services		Swire Pacific Offshore		HUD group (Note 6)		2021	2020	2021	2020
2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020
ENVIRONMENTAL											
202	232	74	72	317	931	237	314	-	-	2,360	2,891
337	327	150	141	2	3	11	17	-	-	3,392	3,422
539	559	224	214 ⁽²⁾	319	934	248	331	-	-	5,752 ^R	6,313
-3%		5%		-66%		-25%		-	-	-9%	
1,303	1,212	-	-	-	-	-	-	-	-	20,516	20,662
18	21	5	5	30	77	20	26	-	-	171	226
44	47	24	23 ⁽²⁾	0.2	0.3	1.2	2.3	-	-	512	550
44	47	24	23	0.2	0.3	1.2	2.3	-	-	490	537
62	68	29	28 ⁽²⁾	30	77	21	29	-	-	683 ^R	776
-10%		4%		-61%		-28%		-	-	-12%	
-	-	-	-	-	-	-	-	-	-	2,727 ^R	3,415
-	-	-	-	-	-	-	-	-	-	-20%	
-	-	-	-	-	-	-	-	-	-	126	79
398	417	311	302	-	-	39	86	-	-	17,948	16,946
-	-	-	-	-	-	-	-	-	-	194	190
398	417	311	302	-	-	39	86	-	-	18,143 ^R	17,136
-5%		3%		-		-55%		-	-	6%	
379	394	310	301	-	-	39	86	-	-	11,099	10,436
0.7	0.9	-	-	-	-	-	-	-	-	3,004	2,718
18	22	1	1	-	-	-	-	-	-	4,040	3,982
-	-	-	-	-	-	-	-	-	-	8,620	7,995
1,105	986	202	84	1,125	1,088	0	0	-	-	2,659	2,319
106	149	46	0	0	0	1	2	-	-	5,407	4,593
1,211.0	1,135.2	248.0	83.6	1,125	1,088	1.0	1.6			8,066	6,912
3,156	3,803	30	218	0	0	0	0	-	-	38,966	40,091
1,135	551	600	509	0.6	2	117	202	-	-	35,436	29,976
0	0	284	0	0	0	0	0	-	-	346	47
1,082	0	0	0	0	0	0	0	-	-	6,413	2,592
5,373	4,354	914	727	0.6	2	117	202			81,161	72,706
2,217	551	884	509	0.6	2	117	202			42,195	32,615
6,584	5,489	1,162	811	1,125	1,090	118	204			89,227	79,618
20%		43%		3%		-42%		-	-	12%	

Performance data

Statistics	Note	Property		Beverages		Aviation	
		Swire Properties		Swire Coca-Cola		Cathay Pacific group (Note 3)	
		2021	2020	2021	2020	2021	2020
HEALTH & SAFETY							
Thousand hours worked		12,980	13,141	74,405	69,271	-	-
Total lost time injuries		62	82	200	174	-	-
Lost time injury rate (LTIR)		0.96	1.25	0.54	0.50	-	-
% Change year-on-year (LTIR)		-23%		8%		-	-
Lost days due to injuries		2,327	3,208	8,365	7,734	-	-
Lost day rate (LDR)		35.86	48.82	22.49	22.33	-	-
% Change year-on-year (LDR)		-27%		1%		-	-
Total fatalities (employee)		0	0	0	1	-	-
Total fatalities (contractor)		1	-	1	-	-	-
PEOPLE							
Staff (including all employment types)							
Total	11	6,202	6,334	32,382	32,846	-	-
Employees who are on Permanent Terms (%)		92%	92%	99%	95%	-	-
Permanent employees who work Full-time (%)		99%	98%	100%	96%	-	-
By gender (%)							
	Male	59%	60%	72%	73%	-	-
	Female	41%	40%	28%	27%	-	-
By age group (%)							
	Under 30 years old	23%	23%	19%	20%	-	-
	30 to 50 years old	57%	56%	70%	69%	-	-
	Over 50 years old	21%	21%	11%	11%	-	-
By region (%)							
	Hong Kong & Macau	50%	51%	4%	4%	-	-
	Chinese mainland	45%	43%	71%	71%	-	-
	Taiwan	0%	0%	3%	3%	-	-
	USA	5%	5%	22%	22%	-	-
	Others	0%	0%	0%	0%	-	-
By employee category (%)							
	Strategic Leader	1%	1%	0.2%	0.2%	-	-
	Operational Leader	9%	9%	6%	6%	-	-
	Team Leader	17%	17%	15%	14%	-	-
	Individual Contributor	72%	74%	79%	80%	-	-

Aviation		Trading & Industrial		Marine Services				Swire Pacific (Head office)		Total (Note 1)	
HAECO group (Note 5)		Swire Resources, Taikoo Motors, Swire Foods and Swire Environmental Services		Swire Pacific Offshore		HUD group (Note 6)		2021	2020	2021	2020
2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020
27,837	28,596	13,717	13,257	7,649	10,286	1,113	1,703	84	77	137,785	136,330
117	125	40	47	6	6	1	1	0	0	426	435
0.84	0.87	0.58	0.71	0.16	0.12	0.18	0.12	0	0	0.62 ^R	0.64
-3%		-18%		33%		50%		-		-3%	
8,623	5,898	1,913	1,815	301	246	156	393	0	0	21,684	19,293
61.95	41.25	27.88	27.37	7.87	4.78	28.04	46.16	0	0	31.48	28.30
50%		2%		65%		-39%			-	11%	
0	0	0	0	0	0	0	0	0	0	0 ^R	1
0	-	0	-	0	-	0	-	0	-	2 ^R	-
12,235	14,343	6,799	6,311	1,242	2,428	-	414	48	41	58,908	62,717
97%	96%	77%	83%	45%	31%	-	71%	100%	98%	94%	91%
99%	99%	87%	93%	99%	100%	-	100%	100%	100%	98%	97%
81%	82%	39%	40%	88%	92%	-	90%	38%	34%	69%	71%
19%	18%	61%	60%	12%	8%	-	10%	63%	66%	31%	29%
18%	20%	33%	30%	8%	13%	-	15%	8%	7%	21%	21%
60%	58%	57%	60%	73%	70%	-	36%	71%	59%	65%	64%
21%	22%	10%	9%	19%	17%	-	48%	21%	34%	14%	15%
40%	47%	34%	32%	0%	0%	-	100%	98%	100%	20%	22%
43%	38%	46%	47%	0%	0%	-	0%	2%	0%	58%	55%
0%	0%	20%	21%	1%	0%	-	0%	0%	0%	4%	4%
16%	16%	0%	0%	0%	0%	-	0%	0%	0%	16%	16%
0%	0%	0%	0%	99%	100%	-	0%	0%	0%	2%	4%
1%	1%	0.2%	0.2%	1.0%	0.3%	-	0.5%	25%	24%	0.4%	0.4%
2%	2%	1%	1%	2%	1%	-	0.5%	8%	10%	5%	5%
27%	13%	7%	7%	52%	44%	-	5%	56%	56%	18%	14%
70%	84%	92%	91%	44%	55%	-	94%	10%	10%	77%	81%

Performance data

Statistics	Note	Property		Beverages		Aviation	
		Swire Properties		Swire Coca-Cola		Cathay Pacific group (Note 3)	
		2021	2020	2021	2020	2021	2020
PEOPLE							
Staff (Include permanent employees only)	10						
By employee category and age group (%)	Strategic Leader						
	under 30 years old	0%	0%	0%	0%	-	-
	30 to 50 years old	54%	52%	53%	34%	-	-
	Over 50 years old	46%	48%	47%	66%	-	-
	Operational Leader						
	under 30 years old	2%	2%	1%	1%	-	-
	30 to 50 years old	81%	81%	85%	85%	-	-
	Over 50 years old	17%	17%	14%	14%	-	-
	Team Leader						
	under 30 years old	22%	21%	12%	9%	-	-
	30 to 50 years old	73%	73%	77%	80%	-	-
	Over 50 years old	5%	6%	11%	11%	-	-
	Individual Contributor						
under 30 years old	25%	26%	22%	24%	-	-	
30 to 50 years old	54%	52%	68%	66%	-	-	
Over 50 years old	21%	22%	10%	10%	-	-	
By employee category and gender (%)	Strategic Leader						
	Male	54%	54%	82%	74%	-	-
	Female	46%	46%	18%	26%	-	-
	Operational Leader						
	Male	49%	48%	70%	72%	-	-
	Female	51%	52%	30%	28%	-	-
	Team Leader						
	Male	46%	47%	70%	72%	-	-
	Female	54%	53%	30%	28%	-	-
	Individual Contributor						
Male	64%	64%	72%	73%	-	-	
Female	36%	36%	28%	27%	-	-	
Voluntary Permanent Employee Turnover Data		10					
By age group	Under 30 years old	45%	25%	47%	36%	-	-
	30 to 50 years old	18%	11%	16%	14%	-	-
	Over 50 years old	12%	6%	10%	9%	-	-
By gender	Male	21%	12%	22%	19%	-	-
	Female	26%	15%	18%	14%	-	-
By region	Hong Kong & Macau	23%	10%	21%	15%	-	-
	Chinese mainland	21%	16%	14%	14%	-	-
	Taiwan	0%	0%	16%	6%	-	-
	USA	42%	20%	43%	32%	-	-
	Others	0%	0%	0%	0%	-	-
Total Voluntary Turnover Rate of Permanent Employees (%)		23%	14%	21%	18%	-	-

Aviation		Trading & Industrial		Marine Services							
HAECO group (Note 5)		Swire Resources, Taikoo Motors, Swire Foods and Swire Environmental Services		Swire Pacific Offshore		HUD group (Note 6)		Swire Pacific (Head office)		Total (Note 1)	
2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020
0%	0%	0%	0%	0%	0%	-	0%	0%	0%	0%	0%
34%	28%	17%	43%	58%	67%	-	0%	58%	50%	46%	38%
66%	72%	83%	57%	42%	33%	-	100%	42%	50%	54%	62%
2%	1%	0%	0%	0%	0%	-	0%	0%	0%	2%	1%
63%	68%	45%	51%	62%	59%	-	100%	100%	75%	81%	82%
36%	31%	55%	49%	38%	41%	-	0%	0%	25%	17%	17%
5%	2%	5%	5%	3%	3%	-	15%	11%	14%	10%	9%
79%	75%	77%	80%	72%	71%	-	31%	78%	64%	77%	77%
16%	22%	18%	15%	25%	25%	-	54%	11%	23%	13%	14%
25%	25%	32%	30%	18%	16%	-	19%	20%	0%	24%	25%
54%	56%	58%	62%	67%	66%	-	47%	40%	50%	63%	62%
21%	19%	9%	8%	15%	18%	-	34%	40%	50%	13%	13%
87%	82%	75%	77%	83%	100%	-	100%	67%	60%	76%	72%
13%	18%	25%	23%	17%	0%	-	0%	33%	40%	24%	28%
76%	77%	45%	51%	62%	78%	-	100%	0%	25%	66%	67%
24%	23%	55%	49%	38%	22%	-	0%	100%	75%	34%	33%
77%	81%	52%	51%	94%	94%	-	77%	33%	27%	70%	71%
23%	19%	48%	49%	6%	6%	-	23%	67%	73%	30%	29%
82%	81%	40%	39%	30%	50%	-	88%	20%	25%	69%	71%
18%	19%	60%	61%	70%	50%	-	12%	80%	75%	31%	29%
21%	11%	93%	61%	18%	17%	-	3%	0%	0%	47%	28%
7%	4%	16%	14%	11%	7%	-	2%	7%	4%	14%	9%
7%	4%	12%	8%	6%	18%	-	14%	9%	0%	9%	5%
10%	6%	40%	29%	10%	10%	-	7%	0%	0%	19%	13%
9%	6%	36%	27%	13%	14%	-	3%	11%	4%	21%	12%
10%	5%	75%	54%	0%	0%	-	6%	7%	3%	26%	11%
5%	3%	19%	15%	0%	0%	-	0%	0%	0%	13%	12%
0%	0%	13%	12%	0%	0%	-	0%	0%	0%	11%	8%
20%	13%	0%	0%	0%	0%	-	0%	0%	0%	38%	26%
5%	13%	0%	0%	10%	11%	-	0%	0%	0%	10%	5%
10%	6%	38%	28%	10%	11%	-	6%	7%	3%	20%	12%

Performance data

Statistics	Note	Property		Beverages		Aviation	
		Swire Properties		Swire Coca-Cola		Cathay Pacific group (Note 3)	
		2021	2020	2021	2020	2021	2020
PEOPLE							
Employee New Hire Data		10					
By age group	Under 30 years old	60%	36%	65%	35%	-	-
	30 to 50 years old	19%	14%	18%	12%	-	-
	Over 50 years old	11%	9%	7%	6%	-	-
By gender	Male	24%	18%	26%	15%	-	-
	Female	30%	19%	27%	18%	-	-
By region	Hong Kong & Macau	23%	14%	36%	23%	-	-
	Chinese mainland	25%	21%	19%	14%	-	-
	Taiwan	0%	0%	10%	8%	-	-
	USA	61%	35%	48%	21%	-	-
	Others	0%	0%	0%	0%	-	-
Total New Hires Rate (%)		26%	18%	26%	16%	-	-
Average Tenure of Employee		10					
By age group	Under 30 years old	1.9	1.9	2.0	2.1	-	-
	30 to 50 years old	6.0	5.5	7.5	7.2	-	-
	Over 50 years old	10.7	9.7	13.8	12.6	-	-
By gender	Male	6.4	5.8	7.5	6.9	-	-
	Female	5.3	5.0	6.2	6.1	-	-
Total Average Tenure of Employee (years)		5.9	5.5	7.1	7.0	-	-
Employee Promotion Rate		10					
By age group	Under 30 years old	19%	13%	10%	12%	-	-
	30 to 50 years old	8%	6%	6%	9%	-	-
	Over 50 years old	3%	2%	3%	3%	-	-
By gender	Male	9%	6%	7%	9%	-	-
	Female	11%	8%	6%	10%	-	-
Total Employee Promotion Rate (%)		10%	7%	6%	9%	-	-
Employees Trained		10					
By employee category (%)	Strategic Leader	91%	94%	59%	82%	-	-
	Operational Leader	96%	97%	94%	10%	-	-
	Team Leader	96%	99%	97%	26%	-	-
	Individual Contributor	99%	96%	101%	37%	-	-
By gender (%)	Male	97%	96%	100%	39%	-	-
	Female	98%	97%	99%	21%	-	-
Total Employees Trained (%)		98%	97%	100%	34%	-	-
Average Employee Training Hours		10					
By employee category	Strategic Leader	20.0	15.7	20.8	8.8	-	-
	Operational Leader	25.1	23.3	60.5	47.5	-	-
	Team Leader	30.5	18.5	37.0	35.1	-	-
	Individual Contributor	26.7	19.3	26.8	25.4	-	-
By gender	Male	25.4	17.9	30.0	27.1	-	-
	Female	29.7	21.8	31.1	30.5	-	-
Total Average Hours of Training (per employee)		27.2	19.5	30.3	28.0	-	-

Aviation		Trading & Industrial		Marine Services				Swire Pacific (Head office)		Total (Note 1)	
HAECO group (Note 5)		Swire Resources, Taikoo Motors, Swire Foods and Swire Environmental Services		Swire Pacific Offshore		HUD group (Note 6)					
2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020
24%	10%	119%	66%	6%	17%	-	15%	0%	33%	64%	33%
4%	3%	18%	10%	3%	5%	-	10%	18%	4%	16%	10%
4%	3%	10%	5%	3%	4%	-	2%	20%	0%	7%	5%
8%	5%	52%	27%	3%	6%	-	7%	17%	14%	23%	10%
9%	4%	44%	24%	4%	6%	-	14%	17%	0%	28%	11%
4%	3%	97%	50%	0%	0%	-	8%	17%	5%	31%	15%
4%	2%	18%	11%	0%	0%	-	0%	0%	0%	17%	13%
0%	0%	21%	16%	0%	0%	-	0%	0%	0%	17%	13%
28%	15%	0%	0%	0%	0%	-	0%	0%	0%	44%	20%
6%	20%	0%	0%	3%	6%	-	0%	0%	0%	3%	6%
8%	4%	47%	25%	3%	6%	-	8%	17%	5%	24%	14%
3.6	3.4	1.9	2.6	4.5	3.9	-	3.2	3.5	3.3	2.3	2.4
12.3	12.0	6.8	7.1	10.1	8.5	-	8.7	9.0	12.9	8.3	8.1
18.7	18.4	12.9	12.4	14.9	10.6	-	14.7	15.6	22.6	14.9	14.1
12.5	11.9	6.5	6.8	11.4	8.9	-	10.0	8.2	11.8	8.6	8.2
10.7	9.5	6.6	6.9	7.5	4.1	-	9.0	10.9	17.2	7.1	6.8
12.2	11.4	6.0	6.3	10.9	8.6	-	9.8	9.9	15.3	7.9	7.7
35%	34%	6%	2%	0%	6%	-	9%	0%	0%	15%	16%
11%	7%	5%	1%	3%	6%	-	8%	3%	0%	7%	8%
3%	2%	2%	1%	2%	3%	-	0%	10%	0%	3%	3%
14%	12%	4%	2%	2%	5%	-	4%	11%	0%	9%	9%
13%	11%	5%	1%	3%	4%	-	14%	0%	0%	7%	8%
14%	12%	5%	2%	2%	5%	-	5%	4%	0%	8%	9%
59%	86%	58%	57%	100%	33%	-	0%	8%	30%	66%	80%
83%	89%	71%	75%	100%	41%	-	0%	25%	25%	93%	35%
96%	92%	95%	79%	93%	7%	-	62%	15%	23%	96%	51%
93%	95%	89%	67%	98%	32%	-	96%	0%	0%	98%	60%
95%	94%	86%	53%	93%	10%	-	100%	17%	29%	98%	59%
87%	95%	91%	78%	100%	42%	-	47%	10%	19%	96%	54%
94%	94%	89%	66%	95%	16%	-	94%	13%	23%	97%	57%
7.0	8.2	3.6	2.8	1.5	5.3	-	0.0	6.0	4.3	14.0	9.5
15.9	18.7	10.0	6.3	1.5	6.5	-	0.0	2.0	0.3	48.3	39.1
74.1	72.7	16.1	10.2	19.7	1.3	-	3.0	3.3	1.1	46.6	37.3
56.1	51.4	17.9	8.1	1.5	4.9	-	8.2	0.0	0.0	31.2	29.2
45.4	57.7	8.0	5.6	17.9	1.6	-	8.3	6.5	1.8	31.9	32.9
120.0	33.9	24.4	8.8	1.6	6.8	-	5.1	1.7	1.7	41.2	25.3
60.0	53.3	17.7	8.3	14.2	2.6	-	7.9	3.5	1.7	34.7	30.7

Performance data

Statistics	Note	Property		Beverages		Aviation	
		Swire Properties		Swire Coca-Cola		Cathay Pacific group (Note 3)	
		2021	2020	2021	2020	2021	2020
PEOPLE							
Average Employee Training Spend (HKD)		10					
By employee category	Strategic Leader	\$10,152	\$2,277	\$2,957	\$13,515	-	-
	Operational Leader	\$6,264	\$3,890	\$2,208	\$2,631	-	-
	Team Leader	\$1,643	\$1,306	\$1,909	\$1,786	-	-
	Individual Contributor	\$553	\$265	\$1,779	\$1,175	-	-
By gender	Male	\$963	\$650	\$1,829	\$1,338	-	-
	Female	\$2,043	\$1,007	\$1,821	\$1,460	-	-
Total Average Spend on Training (per employee)		\$1,402	\$794	\$1,827	\$1,370	-	-
Absentee		10					
By gender	Male	1%	1%	1%	1%	-	-
	Female	1%	2%	1%	1%	-	-
Total Absentee Rate (%)		1%	1%	1%	1%	-	-
Salary Data		10					
Basic Salary							
Gender pay gap by employee category (Basic Salary)	Strategic Leader	-5%	-	-6%	-	-	-
	Operational Leader	-14%	-	14%	-	-	-
	Team Leader	-11%	-	-18%	-	-	-
	Individual Contributor	0%	-	-36%	-	-	-
Remuneration							
Gender pay gap by employee category (Remuneration)	Strategic Leader	-15%	-	-6%	-	-	-
	Operational Leader	-13%	-	-3%	-	-	-
	Team Leader	-9%	-	-22%	-	-	-
	Individual Contributor	-9%	-	-28%	-	-	-

- Notes:
- Totals may not be the exact sum of numbers shown here due to rounding.
 - The number included in the 2020 report (which was estimated) has been revised to actual.
 - Swire Pacific currently reports scope 3 emissions associated with its investment in Cathay Pacific due to its significant contribution to the group's emissions portfolio. We account for a proportion of the Cathay Pacific Group's total GHG emissions under the Group's scope 3 emissions. The proportion is 45%, which is the same as our percentage ordinary shareholding interest in Cathay Pacific.
 - For Cathay Pacific group's aviation turbine fuel associated emissions, only CO₂ (not CO₂e) emissions are reported as there is no scientific consensus on the global warming effect of other GHGs 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.
 - Following a revision to our report boundary in 2021, HAECO Group figures exclude Hong Kong Aero Engine Services Limited, a joint venture company between Rolls-Royce and HAECO. The environmental and H&S figures for 2020 have been restated.
 - For 2021, the environmental and H&S data for Hongkong United Dockyards Group (HUD) covers the period from January to September.
 - Total water withdrawal refers to the sum of water drawn from municipal water and groundwater. Virtually all water withdrawal by the Swire Pacific Group is from municipal water supplies provided by local water supply authorities.
 - We used the World Resource Institute (WRI) Aqueduct Water Risk Atlas tool to map our water withdrawal by water stress levels.
 - According to GRI 303-5, water consumption is defined as volume of water that is drawn into the boundaries of the organization 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.
 - Staff data only relates to permanent staff (permanent full time staff, permanent part time staff and fixed contract employees in the Chinese mainland).
 - For Swire Coca-Cola, the discrepancy with the 2020 SD report is due to the exclusion of dispatch employees, which is in principle aligned with the Annual Report.
 - 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.
 - Denotes sustainability data that has been reported on by Deloitte. Please refer to the independent limited assurance report for further details.

Aviation		Trading & Industrial		Marine Services				Swire Pacific (Head office)		Total (Note 1)	
HAECO group (Note 5)		Swire Resources, Taikoo Motors, Swire Foods and Swire Environmental Services		Swire Pacific Offshore		HUD group (Note 6)		2021	2020	2021	2020
2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020
\$3,937	\$888	\$33	\$299	\$-	\$-	-	\$-	\$12,733	\$30	\$5,112	\$4,660
\$1,626	\$1,071	\$177	\$238	\$-	\$-	-	\$-	\$1,136	\$-	\$2,918	\$2,653
\$1,014	\$1,729	\$483	\$144	\$3,559	\$7,579	-	\$562	\$10,570	\$5	\$1,607	\$1,957
\$3,001	\$4,546	\$106	\$99	\$-	\$7,827	-	\$881	\$-	\$-	\$1,685	\$1,838
\$2,774	\$4,433	\$197	\$168	\$3,198	\$9,162	-	\$914	\$18,028	\$-	\$1,907	\$2,159
\$1,083	\$2,689	\$95	\$62	\$35	\$69	-	\$432	\$3,941	\$15	\$1,394	\$1,292
\$2,444	\$4,107	\$137	\$105	\$2,485	\$7,329	-	\$855	\$9,224	\$10	\$1,748	\$1,905
2%	2%	1%	1%	0%	1%	-	2%	0.3%	0.3%	1%	1%
34%	2%	0%	1%	1%	1%	-	1%	0%	1%	7%	1%
8%	2%	0%	1%	1%	1%	-	2%	0.4%	0.4%	3%	1%
-31%	-	38%	-	47%	-	-	-	-15%	-	-1%	-21%
-19%	-	-7%	-	-13%	-	-	-	-	-	21%	-31%
-28%	-	-32%	-	-29%	-	-	-	0%	-	-19%	-17%
-17%	-	-53%	-	18%	-	-	-	41%	-	-6%	-15%
-44%	-	29%	-	37%	-	-	-	-40%	-	-16%	-8%
-19%	-	-5%	-	-16%	-	-	-	-	-	8%	-29%
-31%	-	-35%	-	-39%	-	-	-	-10%	-	-25%	-18%
-23%	-	-54%	-	13%	-	-	-	41%	-	-12%	-22%