

## Performance data

Statistics	Note	Property		Beverages		Aviation			
		Swire Properties		Swire Coca-Cola		Cathay Pacific Group (Note 5, 7)			
		2022	2021	2022	2021	2022	2021		
<b>ENVIRONMENTAL</b>									
<b>Energy</b>									
Total Energy Consumption (thousand GJ)	Direct energy consumption		177	190	1,244	1,340	-	-	
	Indirect energy consumption		1,071	1,058	2,036	2,159 <sup>(3)</sup>	-	-	
	Total	1	1,248	1,247	3,281	3,500	-	-	
	% Change year-on-year		0.07%		-6%			-	-
On-site Renewable Energy Generation (thousands kWh)		379	300	20,493	18,913	-	-		
<b>Emissions</b>									
Greenhouse Gas Emissions from Direct Operations (thousand tonnes CO <sub>2</sub> e)	Scope 1		10	11	80	87	-	-	
	Scope 2, market-based method		156	166	229	256	-	-	
	Total (market-based method)		166	177	308	343	-	-	
	% Change year-on-year		-6%		-10%			-	-
	Scope 2, location-based method		186	187	278	301 <sup>(3)</sup>	-	-	
	Total (location-based method)	1	196	199	358	388	-	-	
% Change year-on-year		-1%		-8%			-	-	
Greenhouse Gas Emissions Across Swire Pacific's Value Chain (thousand tonnes CO <sub>2</sub> e)	Scope 3	4	425		3,658		2,426 <sup>(8)</sup> <sub>R</sub>	2,727	
	% Change year-on-year						-11%		
Total Biogenic Emissions (tonnes CO <sub>2</sub> e)		33	125	0.6	0.7	-	-		
<b>Water</b>									
Total Water Withdrawal by Sources (thousands cbm)	Water Withdrawal - Municipal		1,639	1,778 <sup>(2)</sup>	14,408	15,425	-	-	
	Water Withdrawal - Groundwater		-	-	178	194	-	-	
	Total	1,12	1,639	1,778	14,586	15,619	-	-	
	% Change year-on-year		-8%		-7%			-	-
Total Water Withdrawal by Water Stress Levels (thousands cbm)	Low (<20%)	13	900	1,042	8,966	9,331	-	-	
	Medium (20-40%)		-	72	2,783	2,931	-	-	
	High (>40%)		739	664	2,837	3,357	-	-	
Total Water Consumption (thousands cbm)	14	-	-	8,312	8,620	-	-		

Aviation		Trading & Industrial		Marine Services				Swire Pacific (Head office)		Total (Note 1)	
HAECO group (Note 6)		Swire Resources, Taikoo Motors, Swire Foods and Swire Environmental Services		Swire Pacific Offshore (Note 10)		HUD group (Note 11)		Swire Pacific (Head office)		Total (Note 1)	
2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
<b>ENVIRONMENTAL</b>											
210	202	75	74	114	317		237	-	-	1,820	2,360
334	337	135	150	1	2		11	-	-	3,577	3,718
544	539	210	224	115	319		248	-	-	5,397 <sup>R</sup>	6,078
1%		-6%		-64%				-	-	-11%	
1,132	1,303	-	-	-	-		-	-	-	22,003	20,516
15	18	6	5	9	30		20	-	-	120	171
44	44	21	24	0.1	0.2		1	-	-	449	490
59	62	27	29	9.4	30		21	-	-	569	662
-5%		-6%		-69%				-	-	-14%	
44	44	21	24	0.1	0.2		1.2	-	-	529	557
59	62	27	29	9	30		21	-	-	649 <sup>R</sup>	728
-5%		-6%		-69%				-	-	-11%	
12 <sup>R</sup>		860 <sup>(9)</sup>		-	-		-	-	-	7,381	2,727
-				-				-	-	171%	
123	-	-	-	-	-		-	-	-	157	126
385	398	300	311	-	-		39	-	-	16,732	17,950
-	-	-	-	-	-		-	-	-	178	194
385	398	300	311	-	-		39	-	-	16,910 <sup>R</sup>	18,145
-3%		-3%		-				-	-	-7%	
364	379	299	310	-	-		39	-	-	10,529	11,101
1	1	-	-	-	-		-	-	-	2,784	3,004
21	18	1	1	-	-		-	-	-	3,598	4,040
-	-	-	-	-	-		-	-	-	8,312	8,620

## Performance data

Statistics	Note	Property		Beverages		Aviation		
		Swire Properties		Swire Coca-Cola		Cathay Pacific Group (Note 5, 7)		
		2022	2021	2022	2021	2022	2021	
<b>ENVIRONMENTAL</b>								
<b>Waste</b>								
Total Waste by Type and Disposal Method (tonnes)	<b>Hazardous Waste</b>							
	Disposed	1	0	121	228	-	-	
	Recycled	9	11	106	5,243	-	-	
	Total Hazardous Waste Generated	1	10	227	5,471	-	-	
	<b>Non-hazardous Waste</b>							
	Disposed	22,390	32,167	2,413	3,613	-	-	
	Recycled	11,269	12,311	18,233	21,272	-	-	
	Reused	18	62	0	0	-	-	
	Recovered	644	613	4,751	4,718	-	-	
	Total Non-hazardous Waste Generated	1	34,321	45,153	25,397	29,603	-	-
	Total Non-hazardous Waste Diverted	1	11,931	12,986	22,984	25,990	-	-
	<b>Total Waste Generated</b>	1	34,331	45,164	25,624	35,074	-	-
	% Change year-on-year		-24%		-27%		-	-
<b>Waste Diversion Rate</b>		35%	29%	90%	88%	-	-	
<b>HEALTH &amp; SAFETY</b>								
Thousand hours worked		13,281	12,980	77,646	74,405	-	-	
Total lost time injuries		58	62	151	200	-	-	
Lost time injury rate (LTIR)		0.87	0.96	0.39	0.54	-	-	
% Change year-on-year (LTIR)		-9%		-28%		-	-	
Lost days due to injuries		2,087	2,327	6,274	8,365	-	-	
Lost day rate (LDR)		31.43	35.86	16.16	22.49	-	-	
% Change year-on-year (LDR)		-12%		-28%		-	-	
Total fatalities (employee)		0	0	0	0	-	-	
Total fatalities (contractor)		0	1	1	1	-	-	
<b>PEOPLE</b>								
<b>Staff (Including all employment types)</b>								
Total		6,407	6,202	34,380	32,382	-	-	
Employees who are on Permanent Terms (%)		93%	92%	99%	99%	-	-	
Permanent employees who work Full-time (%)		98%	99%	100%	100%	-	-	
By gender (%)	Male	60%	59%	71%	72%	-	-	
	Female	40%	41%	29%	28%	-	-	
By age group (%)	Under 30 years old	21%	23%	18%	19%	-	-	
	30 to 50 years old	57%	57%	70%	70%	-	-	
	Over 50 years old	21%	21%	12%	11%	-	-	
By region (%)	Hong Kong & Macau	48%	50%	4%	4%	-	-	
	Chinese mainland	47%	45%	71%	71%	-	-	
	Taiwan	0%	0%	3%	3%	-	-	
	USA	5%	5%	22%	22%	-	-	
	Others	0%	0%	0%	0%	-	-	

Aviation		Trading & Industrial		Marine Services						Total (Note 1)	
HAECO group (Note 6)		Swire Resources, Taikoo Motors, Swire Foods and Swire Environmental Services		Swire Pacific Offshore (Note 10)		HUD group (Note 11)		Swire Pacific (Head office)			
2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
<b>ENVIRONMENTAL</b>											
1,553	1,105	349	202	25	1,125		0	-	-	2,049	2,659
171	106	77	46	0	0		1	-	-	364	5,407
1,724	1,211	426	248	25	1,125		1	-	-	2,413	8,066
<b>HEALTH &amp; SAFETY</b>											
1,369	3,156	33	30	0	0		0	-	-	26,206	38,966
1,205	1,135	858	600	0.02	0.6		117	-	-	31,565	35,436
0	0	7	284	0	0		0	-	-	25	346
1,042	1,082	0	0	0	0		0	-	-	6,437	6,413
3,617	5,373	899	914	0.02	0.6		117	-	-	64,233	81,161
2,247	2,217	865	884	0.02	0.6		117	-	-	38,027	42,195
5,340	6,584	1,325	1,162	25	1,125		118	-	-	66,645	89,227
-19%		14%		-98%				-	-	-25%	
62%	41%	96%	97%	100%	100%		100%	-	-	59%	52%
<b>PEOPLE</b>											
27,217	27,837	12,373	13,717	2,334	7,649		1,113	92	84	132,943	137,785
46	117	20	40	3	6		1	0	0	278	426
0.34	0.84	0.32	0.58	0.26	0.16		0.18	0	0	0.42 <sup>R</sup>	0.62
-60%		-45%		63%				-	-	-32%	
3,111	8,623	1,058	1,913	35	301		156	0	0	12,565	21,684
22.86	61.95	17.10	28	3	7.87		28.04	0	0	18.90	31.48
-63%		-39%		-62%				-	-	-40%	
0	0	0	0	0	0		0	0	0	0 <sup>R</sup>	0
0	0	0	0	0	0		0	0	0	1 <sup>R</sup>	2
<b>PEOPLE</b>											
11,884	12,235	6,063	6,799		1,242		-	50	48	58,784	58,908
97%	97%	81%	77%		45%		-	98%	100%	96%	94%
99%	99%	88%	87%		99%		-	100%	100%	98%	98%
81%	81%	42%	39%		88%		-	42%	38%	69%	69%
19%	19%	58%	61%		12%		-	58%	63%	31%	31%
17%	18%	28%	33%		8%		-	8%	8%	19%	21%
60%	60%	60%	57%		73%		-	70%	71%	66%	65%
23%	21%	12%	10%		19%		-	22%	21%	15%	14%
39%	40%	35%	34%		0%		-	100%	98%	19%	20%
45%	43%	41%	46%		0%		-	0%	2%	60%	58%
0%	0%	24%	20%		1%		-	0%	0%	4%	4%
16%	16%	0%	0%		0%		-	0%	0%	17%	16%
1%	0%	0%	0%		99%		-	0%	0%	0%	2%

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Statistics	Note	Property		Beverages		Aviation	
		Swire Properties		Swire Coca-Cola		Cathay Pacific Group (Note 5, 7)	
		2022	2021	2022	2021	2022	2021
<b>PEOPLE</b>							
By employee category (%)	Strategic Leader	1%	1%	0.2%	0.2%	-	-
	Operational Leader	2%	9%	6%	6%	-	-
	Team Leader	27%	17%	14%	15%	-	-
	Individual Contributor	71%	72%	79%	79%	-	-
<b>Staff (Include permanent employees only)</b>		15					
By employee category and age group (%)	<b>Strategic Leader</b>						
	under 30 years old	0%	0%	0%	0%	-	-
	30 to 50 years old	59%	54%	54%	53%	-	-
	Over 50 years old	41%	46%	46%	47%	-	-
	<b>Operational Leader</b>						
	under 30 years old	1%	2%	1%	1%	-	-
	30 to 50 years old	69%	81%	83%	85%	-	-
	Over 50 years old	30%	17%	16%	14%	-	-
	<b>Team Leader</b>						
	under 30 years old	14%	22%	9%	12%	-	-
	30 to 50 years old	78%	73%	78%	77%	-	-
	Over 50 years old	8%	5%	12%	11%	-	-
<b>Individual Contributor</b>							
under 30 years old	24%	25%	21%	22%	-	-	
30 to 50 years old	54%	54%	68%	68%	-	-	
Over 50 years old	22%	21%	11%	10%	-	-	
By employee category and gender (%)	<b>Strategic Leader</b>						
	Male	64%	54%	81%	82%	-	-
	Female	36%	46%	19%	18%	-	-
	<b>Operational Leader</b>						
	Male	45%	49%	70%	70%	-	-
	Female	55%	51%	30%	30%	-	-
	<b>Team Leader</b>						
	Male	48%	46%	70%	70%	-	-
	Female	52%	54%	30%	30%	-	-
	<b>Individual Contributor</b>						
	Male	64%	64%	72%	72%	-	-
	Female	36%	36%	28%	28%	-	-
<b>Voluntary Permanent Employee Turnover Data</b>		15					
By age group (%)	Under 30 years old	39%	45%	49%	47%	-	-
	30 to 50 years old	15%	18%	18%	16%	-	-
	Over 50 years old	7%	12%	11%	10%	-	-
By gender (%)	Male	16%	21%	24%	22%	-	-
	Female	23%	26%	20%	18%	-	-

Aviation		Trading & Industrial		Marine Services						Total (Note 1)			
HAECO group (Note 6)		Swire Resources, Taikoo Motors, Swire Foods and Swire Environmental Services		Swire Pacific Offshore (Note 10)		HUD group (Note 11)		Swire Pacific (Head office)					
2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021		
0%	1%	0.3%	0.2%			1.0%		-		24%	25%	0.4%	0.4%
3%	2%	1%	1%			2%		-		12%	8%	4%	5%
27%	27%	7%	7%			52%		-		48%	56%	18%	18%
69%	70%	92%	92%			44%		-		16%	10%	78%	77%
0%	0%	0%	0%			0%		-		0%	0%	0%	0%
35%	34%	20%	17%			58%		-		58%	58%	48%	46%
65%	66%	80%	83%			42%		-		42%	42%	52%	54%
1%	2%	0%	0%			0%		-		0%	0%	1%	2%
67%	63%	45%	45%			62%		-		83%	100%	79%	81%
32%	36%	55%	55%			38%		-		17%	0%	19%	17%
5%	5%	3%	5%			3%		-		8%	11%	9%	10%
77%	79%	75%	77%			72%		-		79%	78%	78%	77%
18%	16%	22%	18%			25%		-		13%	11%	14%	13%
22%	25%	29%	32%			18%		-		29%	20%	22%	24%
55%	54%	61%	58%			67%		-		57%	40%	63%	63%
23%	21%	11%	9%			15%		-		14%	40%	14%	13%
84%	87%	67%	75%			83%		-		67%	67%	76%	76%
16%	13%	33%	25%			17%		-		33%	33%	24%	24%
76%	76%	52%	45%			62%		-		17%	0%	69%	66%
24%	24%	48%	55%			38%		-		83%	100%	31%	34%
77%	77%	53%	52%			94%		-		42%	33%	68%	70%
23%	23%	47%	48%			6%		-		58%	67%	32%	30%
82%	82%	41%	40%			30%		-		29%	20%	69%	69%
18%	18%	59%	60%			70%		-		71%	80%	31%	31%
28%	21%	90%	93%			18%		-		50%	0%	50%	47%
9%	7%	16%	16%			11%		-		15%	7%	16%	14%
8%	7%	13%	12%			6%		-		0%	9%	10%	9%
12%	10%	39%	40%			10%		-		10%	0%	21%	19%
11%	9%	35%	36%			13%		-		19%	11%	22%	21%

## Performance data

Statistics	Note	Property		Beverages		Aviation	
		Swire Properties		Swire Coca-Cola		Cathay Pacific Group (Note 5, 7)	
		2022	2021	2022	2021	2022	2021
<b>PEOPLE</b>							
By region (%)	Hong Kong & Macau	21%	23%	42%	21%	-	-
	Chinese mainland	16%	21%	16%	14%	-	-
	Taiwan	0%	0%	0%	16%	-	-
	USA	29%	42%	45%	43%	-	-
	Others	0%	0%	0%	0%	-	-
By employee category (%)	Strategic Leader	10%		2%			
	Operational Leader	2%		4%			
	Team Leader	18%		10%			
	Individual Contributor	21%		27%			
Total Voluntary Turnover Rate of Permanent Employees (%)		19%	23%	23%	21%	-	-
<b>Employee New Hire Data</b>		15					
By age group (%)	Under 30 years old	57%	60%	71%	65%	-	-
	30 to 50 years old	19%	19%	21%	18%	-	-
	Over 50 years old	9%	11%	13%	7%	-	-
By gender (%)	Male	22%	24%	30%	26%	-	-
	Female	31%	30%	27%	27%	-	-
By region (%)	Hong Kong & Macau	24%	23%	45%	36%	-	-
	Chinese mainland	23%	25%	19%	19%	-	-
	Taiwan	0%	0%	13%	10%	-	-
	USA	56%	61%	61%	48%	-	-
	Others	0%	0%	0%	0%	-	-
By employee category (%)	Strategic Leader	11%		0%			
	Operational Leader	10%		4%			
	Team Leader	21%		6%			
	Individual Contributor	27%		35%			
Total New Hires Rate (%)		25%	26%	29%	26%	-	-
<b>Average Tenure of Employee</b>		15					
By age group (year)	Under 30 years old	2.1	1.9	2.2	2.0	-	-
	30 to 50 years old	6.0	6.0	7.9	7.5	-	-
	Over 50 years old	10.2	10.7	16.3	13.8	-	-
By gender (year)	Male	6.4	6.4	8.4	7.5	-	-
	Female	5.3	5.3	6.5	6.2	-	-
Total Average Tenure of Employee (years)		5.9	5.9	7.9	7.1	-	-
<b>Employee Promotion Rate</b>		15					
By age group (%)	Under 30 years old	14%	19%	14%	10%	-	-
	30 to 50 years old	8%	8%	7%	6%	-	-
	Over 50 years old	2%	3%	5%	3%	-	-
By gender (%)	Male	8%	9%	9%	7%	-	-
	Female	9%	11%	7%	6%	-	-
Total Employee Promotion Rate (%)		9%	10%	8%	6%	-	-

Aviation		Trading & Industrial		Marine Services							
HAECO group (Note 6)		Swire Resources, Taikoo Motors, Swire Foods and Swire Environmental Services		Swire Pacific Offshore (Note 10)		HUD group (Note 11)		Swire Pacific (Head office)		Total (Note 1)	
2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
13%	10%	74%	75%			0%	-	15%	7%	31%	26%
5%	5%	15%	19%			0%	-	0%	0%	14%	13%
0%	0%	16%	13%			0%	-	0%	0%	13%	11%
27%	20%	0%	0%			0%	-	0%	0%	41%	38%
31%	5%	0%	0%			10%	-	0%	0%	28%	10%
11%		0%						8%		7%	
8%		12%						0%		5%	
5%		10%						13%		9%	
14%		39%						50%		25%	
12%	10%	37%	38%			10%	-	14%	7%	22%	20%
31%	24%	105%	119%			6%	-	75%	0%	67%	64%
5%	4%	22%	18%			3%	-	23%	18%	18%	16%
12%	4%	24%	10%			3%	-	0%	20%	13%	7%
10%	8%	47%	52%			3%	-	19%	17%	26%	23%
13%	9%	42%	44%			4%	-	25%	17%	28%	28%
9%	4%	84%	97%			0%	-	22%	17%	32%	31%
5%	4%	20%	18%			0%	-	0%	0%	17%	17%
0%	0%	23%	21%			0%	-	0%	0%	19%	17%
29%	28%	0%	0%			0%	-	0%	0%	54%	44%
56%	6%	0%	0%			3%	-	0%	0%	53%	3%
11%		7%						8%		6%	
10%		12%						17%		6%	
4%		11%						17%		8%	
14%		47%						71%		32%	
11%	8%	44%	47%			3%	-	22%	17%	26%	24%
3.4	3.6	1.9	1.9			4.5	-	1.0	3.5	2.3	2.3
12.6	12.3	7.0	6.8			10.1	-	7.6	9.0	8.5	8.3
18.7	18.7	13.3	12.9			14.9	-	18.4	15.6	16.0	14.9
12.9	12.5	7.0	6.5			11.4	-	7.3	8.2	9.2	8.6
10.3	10.7	6.6	6.6			7.5	-	10.7	10.9	7.2	7.1
12.4	12.2	6.5	6.0			10.9	-	9.2	9.9	8.4	7.9
28%	35%	5%	6%			0%	-	25%	0%	16%	15%
13%	11%	6%	5%			3%	-	9%	3%	8%	7%
5%	3%	2%	2%			2%	-	0%	10%	4%	3%
14%	14%	5%	4%			2%	-	10%	11%	10%	9%
14%	13%	5%	5%			3%	-	7%	0%	8%	7%
14%	14%	5%	5%			2%	-	8%	4%	9%	8%

## Performance data

Statistics	Note	Property		Beverages		Aviation	
		Swire Properties		Swire Coca-Cola		Cathay Pacific Group (Note 5, 7)	
		2022	2021	2022	2021	2022	2021
<b>PEOPLE</b>							
<b>Employees Trained</b>	15						
By employee category (%)	Strategic Leader	86%	91%	105%	59%		-
	Operational Leader	96%	96%	81%	94%		-
	Team Leader	97%	96%	98%	97%		
	Individual Contributor	97%	99%	100%	101%		-
By gender (%)	Male	97%	97%	102%	100%		-
	Female	97%	98%	91%	99%		-
Total Employees Trained (%)		97%	98%	99%	100%		-
<b>Average Employee Training Hours</b>	15						
By employee category (hours)	Strategic Leader	17.5	20.0	413.6	20.8		-
	Operational Leader	30.3	25.1	60.8	60.5		-
	Team Leader	23.4	30.5	43.6	37.0		-
	Individual Contributor	24.6	26.7	30.5	26.8		-
By gender (hours)	Male	23.1	25.4	34.7	30.0		-
	Female	26.1	29.7	36.2	31.1		-
Total Average Hours of Training (per employee)		24.3	27.2	35.1	30.3		-
<b>Average Employee Training Spend (HKD)</b>	15						
By employee category	Strategic Leader	\$ 6,865	\$10,152	\$ 23,898	\$2,957		-
	Operational Leader	\$ 11,176	\$6,264	\$ 4,400	\$2,208		-
	Team Leader	\$ 1,958	\$1,643	\$ 1,537	\$1,909		-
	Individual Contributor	\$ 626	\$553	\$ 657	\$1,779		-
By gender	Male	\$ 1,014	\$963	\$ 1,075	\$1,829		-
	Female	\$ 1,538	\$2,043	\$ 1,040	\$1,821		-
Total Average Spend on Training (per employee)		\$ 1,228	\$1,402	\$ 1,065	\$1,827		-
<b>Absentee</b>	15						
By gender (%)	Male	2%	1%	1%	1%		-
	Female	2%	1%	1%	1%		-
Total Absentee Rate (%)		2%	1%	1%	1%		-
<b>Salary Data</b>	15, 16						
Basic Salary							
Gender pay gap by employee category (Basic Salary)	Strategic Leader	4%	-5%	-36%	-6%		-
	Operational Leader	-11%	-14%	2%	14%		-
	Team Leader	-14%	-11%	-6%	-18%		-
	Individual Contributor	-3%	0%	-34%	-36%		-
Remuneration							
Gender pay gap by employee category (Remuneration)	Strategic Leader	-4%	-15%	-36%	-6%		-
	Operational Leader	-10%	-13%	-8%	-3%		-
	Team Leader	-14%	-9%	-14%	-22%		-
	Individual Contributor	-11%	-9%	-8%	-28%		-

Aviation		Trading & Industrial		Marine Services						Total (Note 1)	
HAECO group (Note 6)		Swire Resources, Taikoo Motors, Swire Foods and Swire Environmental Services		Swire Pacific Offshore (Note 10)		HUD group (Note 11)		Swire Pacific (Head office)			
2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
119%	59%	60%	58%		100%		-	17%	8%	97%	66%
102%	83%	88%	71%		100%		-	50%	25%	85%	93%
104%	96%	97%	95%		93%		-	4%	15%	100%	96%
107%	93%	73%	89%		98%		-	14%	0%	98%	98%
107%	95%	66%	86%		93%		-	14%	17%	101%	98%
105%	87%	81%	91%		100%		-	14%	10%	92%	96%
106%	94%	75%	89%		95%		-	14%	13%	98%	97%
20.9	7.0	0.8	3.6		1.5		-	2.7	6.0	172.2	14.0
36.0	15.9	10.2	10.0		1.5		-	15.2	2.0	54.8	48.3
76.2	74.1	17.0	16.1		19.7		-	0.8	3.3	49.1	46.6
64.6	56.1	13.3	17.9		1.5		-	2.3	0.0	34.1	31.2
74.6	45.4	7.8	8.0		17.9		-	2.4	6.5	41.5	31.9
33.3	120.0	17.6	24.4		1.6		-	3.8	1.7	31.0	41.2
66.5	60.0	13.5	17.7		14.2		-	3.2	3.5	38.2	34.7
\$ 3,706	\$3,937	154.6	\$33		\$-		-	\$ 15,258	\$12,733	\$12,712	\$5,112
\$ 979	\$1,626	393.55	\$177		\$-		-	\$ 52,583	\$1,136	\$4,195	\$2,918
\$ 945	\$1,014	662.78	\$483		\$3,559		-	\$ 671	\$10,570	\$1,385	\$1,607
\$ 2,766	\$3,001	59.66	\$106		\$-		-	\$ 1,800	\$-	\$965	\$1,685
\$ 2,521	\$2,774	164.44	\$197		\$3,198		-	\$ 8,310	\$18,028	\$1,360	\$1,907
\$ 957	\$1,083	70.07	\$95		\$35		-	\$ 12,600	\$3,941	\$940	\$1,394
\$ 2,214	\$2,444	109.5	\$137		\$2,485		-	\$ 10,761	\$9,224	\$1,230	\$1,748
2%	2%	1%	1%		0%		-	0.9%	0.3%	1%	1%
2%	34%	1%	0%		1%		-	0%	0%	1%	7%
2%	8%	1%	0%		1%		-	0.6%	0.4%	1%	3%
-5%	-31%	-9%	38%		47%		-	-21%	-15%	-9%	-1%
-22%	-19%	-3%	-7%		-13%		-	38%	-	8%	21%
-28%	-28%	-3%	-32%		-29%		-	-23%	0%	1%	-19%
-19%	-17%	-37%	-53%		18%		-	-35%	41%	-34%	-6%
-27%	-44%	-7%	29%		37%		-	-33%	-40%	-14%	-16%
-21%	-19%	4%	-5%		-16%		-	69%	-	1%	8%
-32%	-31%	-13%	-35%		-39%		-	-16%	-10%	-8%	-25%
-24%	-23%	-44%	-54%		13%		-	-37%	41%	-23%	-12%

## Notes:

1. Totals may not be the exact sum of numbers shown here due to rounding.
2. The number included in the 2021 report (which was estimated) has been revised to actual.
3. Data has been restated following an improvement made to the measures for data collection from Swire Coca Cola so as to include all renewable electricity for 2021.
4. Swire Pacific currently reports the major portion of its Scope 3 GHG emissions, which includes Scope 3 emissions for Swire Properties, Swire Coca-Cola and Taikoo Motors, and a proportion of the Cathay Pacific Group and Hong Kong Aero Engine Services Limited total Scope 1 & 2 GHG emissions. The reported figures accounts for more than 90% of Swire Pacific total Scope 3 GHG emissions.
5. We account for 45% of Cathay Pacific Group's total GHG emissions under the Group's scope 3 emissions, which is the same as our percentage ordinary shareholding interest in Cathay Pacific.
6. We account for 50% of Hong Kong Aero Engine Services Limited (HAESL)'s total GHG emissions under the Group's scope 3 emissions as HAESL is a joint venture company between Rolls-Royce and HAECO group.
7. It is assumed that all GHG gases (except CO<sub>2</sub>) are negligible.
8. Data refers to the gross emissions.
9. Scope 3 emissions for Trading & Industrial has only included Scope 3 emissions from Taikoo Motors as it accounts for a major portion of the Group's Scope 3 GHG emissions.
10. For 2022, the environmental and H&S data for Swire Pacific Offshore companies covers the period from January to 22 April 2022 as it was divested since 22 April 2022.
11. For 2021, the environmental and H&S data for Hongkong United Dockyards HUD Group covers the period from January to September as it was divested since October 2021.
12. 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.
13. We used the World Resource Institute (WRI) Aqueduct Water Risk Atlas tool to map our water withdrawal by water stress levels.
14. 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.
15. Staff data only relates to permanent staff (permanent full time staff, permanent part time staff and fixed contract employees in the Chinese mainland).
16. In 2022, we updated our gender pay gap calculation method to produce a weighted average. The calculation is ((total pay for females / total number of females) – (total pay for males / total number of males)) / ((total pay for females / total number of females) + (total pay for males / total number of males)).
17. 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.