

# PERFORMANCE DATA TABLE

## Environmental Data

		FY2021/22	FY2020/21
<b>Energy Consumption<sup>1</sup></b>			
Purchased electricity	MWh	103,701.63	109,316.12
Towngas	MWh	4,902.00	4,694.10
Petrol	MWh	325.72	317.75
Diesel	MWh	1.26	16.23
Total energy consumption	MWh	108,930.61	114,364.20
Energy intensity	kWh / m <sup>2</sup>	128.89 <sup>2</sup>	131.59

<b>Carbon Emissions<sup>3</sup></b>			
Direct carbon emissions (Scope 1)	tCO <sub>2</sub> e	1,076.68	1,068.03
Indirect carbon emissions (Scope 2)	tCO <sub>2</sub> e	49,177.06	50,697.10
Total carbon emissions (Scope 1 & 2)	tCO <sub>2</sub> e	50,253.74	51,765.13
Carbon emissions intensity (Scope 1 & 2)	tCO <sub>2</sub> e / m <sup>2</sup>	0.059	0.060

<b>Air Emissions</b>			
Sulphur oxides	kg	0.834	0.844
Nitrogen oxides	kg	87.68	88.06
Particulate Matter	kg	1.26	1.62

		FY2021/22	FY2020/21
<b>Wastewater Discharged and Water</b>			
Wastewater discharged	m <sup>3</sup>	518,646.09	542,374.40
Total water usage	m <sup>3</sup>	544,853.57	571,896.93
Water intensity	m <sup>3</sup> / m <sup>2</sup>	0.645 <sup>4</sup>	0.658

<b>Waste</b>			
Non-hazardous waste disposed	tonnes	18,723.75 <sup>5</sup>	12,352.37
Non-hazardous waste disposal intensity	tonnes / m <sup>2</sup>	0.022	0.014

<b>Recycling</b>			
Food Waste recycled	tonnes	91.35	40.12
Glass recycled	tonnes	18.05	18.29
Metal/ Aluminium recycled	tonnes	6.84	2.95
Paper recycled	tonnes	476.66	338.31
Plastic recycled	tonnes	6.66	8.54
Total recycled waste	tonnes	599.56	408.21
Total waste recycling intensity	kg / m <sup>2</sup>	0.625	0.417

## Notes:

- Energy conversion factors of different fuel types are referenced from How to prepare an ESG Report - Appendix 2: Reporting Guidance on Environmental KPIs published by HKEX.
- In FY2021/22, the annual energy intensity of properties that were fully owned and managed by the Group was 81.83 kWh/m<sup>2</sup> and that of hotels were fully owned and managed by the Group was 292.68 kWh/m<sup>2</sup>, representing a reduction of 4.3% and 1.2% respectively compared to FY2020/21.
- Carbon emissions are calculated with reference to Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings ("Commercial, Residential or Institutional Purposes") in Hong Kong published by the Environment Protection Department and the Electrical and Mechanical Services Department of the Hong Kong Government, CLP's 2021 Sustainability Report, Hong Kong Electric's Sustainability Report 2021 and The Hong Kong and China Gas Company Limited ESG Report 2021.
- In FY2021/22, the water intensity of properties that were fully owned and managed by the Group was 0.222 m<sup>3</sup>/m<sup>2</sup> and that of hotels were fully owned and managed by the Group was 2.140 m<sup>3</sup>/m<sup>2</sup>, representing a reduction of 11.5% and 0.6% respectively compared to FY2020/21.
- Optimised waste data collection resulted in higher reported non-hazardous waste disposal amounts.

## Social Data

	FY2021/22		FY2020/21	
	Number of people	Percentage	Number of people	Percentage
<b>Workforce</b>				
Total workforce	2,982	-	2,978	-
By Gender				
Male	1,640	55.0%	1,608	54.0%
Female	1,342	45.0%	1,370	46.0%
By Employee Category				
Senior management	72	2.4%	74	2.5%
Management	363	12.2%	242	8.1%
Frontline and general employee	2,547	85.4%	2,662	89.4%
By Age Group				
Under 31	368	12.3%	381	12.8%
31-50	1,237	41.5%	1,242	41.7%
51 or above	1,377	46.2%	1,355	45.5%
By Employment Contract				
Permanent	2,733	91.6%	2,783	93.5%
Temporary	249	8.4%	195	6.5%
By Employment Type				
Full-time	2,915	97.8%	-	-
Part-time	67	2.2%	-	-
By Geographical Region				
Hong Kong	2,982	100.0%	2,978	100.0%
Others	0	0.0%	0	0.0%

	FY2021/22		FY2020/21	
	Number of people	Percentage	Number of people	Percentage
<b>Voluntary Turnover<sup>1,2,3</sup></b>				
Overall	893	30.6%	1,124	39.0%
By Gender				
Male	449	27.6%	563	35.5%
Female	444	34.4%	561	43.3%
By Age Group				
Under 31	201	57.1%	178	50.4%
31-50	402	33.0%	379	31.1%
51 or above	290	21.6%	567	43.3%
By Geographical Region				
Hong Kong	893	30.6%	1,124	39.0%
Others	0	0.0%	0	0.0%

	FY2021/22		FY2020/21	
	Number of people	Percentage	Number of people	Percentage
<b>New Hire<sup>1</sup></b>				
Overall	1,142	39.2%	-	-
By Gender				
Male	662	40.8%	-	-
Female	480	37.2%	-	-
By Age Group				
Under 31	276	78.4%	-	-
31-50	459	37.7%	-	-
51 or above	407	30.3%	-	-
By Geographical Region				
Hong Kong	1,142	39.2%	-	-
Others	0	0.0%	-	-

<b>Performance Review<sup>1</sup></b>				
Overall	2,811	96.4%	-	-
By Gender				
Male	1,560	96.1%	-	-
Female	1,251	96.9%	-	-
By Employee Category				
Senior management	72	100.0%	-	-
Management	327	90.1%	-	-
Frontline and general employee	2,412	97.3%	-	-

	FY2021/22	FY2020/21
<b>Average No. of Training Hour<sup>4</sup></b>		
Overall	10.5	12
By Gender		
Male	9.5	9.6
Female	11.8	14.8
By Employee Category		
Senior management	25.5	21.7
Management	18.8	34.2
Frontline and general employee	8.9	9.7

		FY2021/22	FY2020/21	FY2019/20
<b>Occupational Health And Safety</b>				
Number of fatalities	Number of incident(s)	0	0	0
Fatality rate	Percentage	0	0	0
Number of total injury incidents <sup>5</sup>	Number of incident(s)	107	108	-
Lost days due to injuries	Day(s)	8,020	5,687	-
Number of high-consequence injuries <sup>6</sup>	Number of incident(s)	5	-	-
Injury rate	Percentage	3.6%	3.6%	-
Absent days	Day(s)	17,115	-	-

## Notes:

- The data includes full-time employees only.
- Turnover rate is calculated as "total number of employees voluntarily leaving employment during the Reporting Period divided by total number of employees as of the end of Reporting Period and then multiplied by 100%".
- Turnover figures in FY2020/21 include both voluntary and involuntary turnover. In addition, the turnover rate in FY2020/21 has been adjusted for accuracy.
- The data includes both full-time and part-time employees. In FY2021/22, average training hours per employee in headquarter was 13.6 hours.
- Include all injuries on any Chinachem Group's operation for employees.
- High-consequence injuries are those injuries from which the employees cannot, do not, or are not expected to recover fully to pre-injury health status within six months.