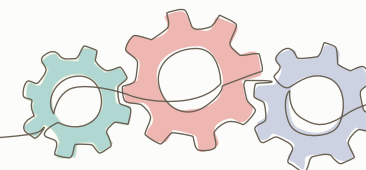


Performance Data



Environmental Data

Indicators	Unit	FY2022/23	FY2021/22	FY2020/21
ENERGY CONSUMPTION ¹				
Purchased electricity	MWh	100,931.65	103,701.63	109,316.12
Towngas	MWh	5,419.11	4,902.00	4,694.10
Petrol	MWh	597.28 ²	325.72	317.75
Diesel	MWh	62.70 ²	1.26	16.23
Total energy consumption	MWh	107,010.74	108,930.61	114,364.20
Energy intensity	kWh / m ²	123.55 ³	128.89	131.59
CARBON EMISSIONS ⁴				
Direct carbon emissions (Scope 1) ⁵	tCO ₂ e	1,293.63	1,076.68	1,068.03
Indirect carbon emissions (Scope 2) ⁶	tCO ₂ e	47,785.81	49,177.06	50,697.10
Total carbon emissions (Scope 1 & 2)	tCO ₂ e	49,079.44	50,253.74	51,765.13
Carbon emissions intensity (Scope 1 & 2)	tCO ₂ e / m ²	0.057	0.059	0.060
AIR EMISSIONS ⁷				
Sulphur oxides	kg	1.39 ²	0.834	0.844
Nitrogen oxides	kg	301.93 ²	87.68	88.06
Particulate matter	kg	20.47 ²	1.26	1.62
WATER CONSUMPTION AND WASTERWATER DISCHARGED				
Total water usage	m ³	521,021.79	544,853.57	571,896.93
Water intensity	m ³ / m ²	0.602 ⁸	0.645	0.658
Wastewater discharged ⁹	m ³	497,518.65	518,646.09	542,374.40
WASTE DISPOSED				
Non-hazardous waste disposed ¹⁰	tonnes	23,969.42 ¹¹	18,723.76	12,352.37
Non-hazardous waste disposal intensity	tonnes / m ²	0.028	0.022	0.014

Compliance with Relevant Environmental Regulations

We have been strictly complying with any local or overseas regulations related to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste that significantly impacted our business operation. These regulations include, but not limited to, the Air Pollution Control Ordinance, Water Pollution Control Ordinance and Waste Disposal Ordinance. The Group was not aware of any violations of non-compliance with any of the relevant regulations within our operation. We will continue to closely monitor and follow any new changes in relevant laws and regulations, and adjust swiftly and accordingly.

Indicators	Unit	FY2022/23	FY2021/22	FY2020/21
WASTE DIVERTED FROM DISPOSAL				
Non-hazardous Waste				
Food waste	tonnes	120.52 ¹²	91.35	40.12
Cooking oil to biodiesel ¹³	tonnes	6.26	-	-
Glass	tonnes	16.24	18.05	18.29
Metal / Aluminium	tonnes	2.37	6.84	2.95
Paper	tonnes	345.92	476.66	338.31
Plastics	tonnes	21.31	6.66	8.54
Total non-hazardous waste diverted from disposal	tonnes	512.62	599.56	408.21
Non-hazardous waste recycling intensity	kg / m ²	0.592	0.625	0.417
Hazardous Waste ¹⁴				
Battery	kg	58.16	-	-
Lighting tube	kg	314.57	-	-
Cartridge	kg	1,705.40	-	-
Waste Electrical and Electronic Equipment ("WEEE") ¹⁵	kg	4,159.50	-	-
	pieces	1,134.50	-	-

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.
- Optimised data collection of vehicle usage resulted in higher reported consumption of petrol and diesel fuel, as well as air emissions.
- In FY2022/23, the annual energy intensity of properties that were fully owned and managed by the Group was 78.55 kWh/m² and that of hotels were fully owned and managed by the Group was 254.29 kWh/m², representing a reduction of 8.1% and 14.1% respectively compared to FY2020/21.
- GHG emissions are calculated based on "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong (2010 Edition)" published by the Environmental Protection Department ("EPD") and the Electrical and Mechanical Services Department ("EMSD") of the Hong Kong SAR Government, unless otherwise stated in the following notes.
- Scope 1 emissions comprise HFC emissions from the use of refrigerants, consumption of Towngas, petrol and diesel from our vehicle fleets. The global warming potentials used for calculation are adopted from the "Fifth Assessment Report of Intergovernmental Panel on Climate Change ("IPCC)".
- Scope 2 emissions comprise the consumption of Towngas and purchased electricity. Emission factors are adopted from CLP's 2022 Sustainability Report, Hong Kong Electric's Sustainability Report 2022 and The Hong Kong and China Gas Company Limited ESG Report 2022.
- Air emissions are generated from the consumption of Towngas, petrol and diesel fuel. The emission factors adopted are based on "Appendix 2: Reporting Guidance on Environmental KPIs" published by HKEX.
- In FY2022/23, the water intensity of properties that were fully owned and managed by the Group was 0.245 m³/m² and that of hotels were fully owned and managed by the Group was 1.652 m³/m², representing a reduction of 2.6% and 23.2% respectively compared to FY2020/21.
- A standard conversion factor (0.93507) for wastewater discharge has been applied to all business units under Nina Hospitality since FY2019/20.
- General waste data in certain locations is not available. The Group is currently optimising waste data collection methodology and enhancing the disclosure scope of non-hazardous waste.
- Optimised waste data collection resulted in higher reported non-hazardous waste disposed in FY2022/23.
- More properties have participated in the government's food waste collection scheme resulted in higher reported food waste recycled in FY2022/23.
- Relevant figures have been disclosed from FY2022/23 onwards.
- Relevant figures have been disclosed from FY2022/23 onwards. All hazardous waste is recycled and handled by licensed contractors.
- WEEE presented in the unit of "kg" and "pieces" as stated in the recycle receipt.

Social Data

	FY2022/23		FY2021/22		FY2020/21	
	Number of people	%	Number of people	%	Number of people	%
WORKFORCE						
Total workforce	3,138	-	2,982	-	2,978	-
By Gender						
Male	1,672	53.3%	1,640	55.0%	1,608	54.0%
Female	1,466	46.7%	1,342	45.0%	1,370	46.0%
By Employee Category ¹						
Senior management	20	0.6%	72	2.4%	74	2.5%
Management	451	14.4%	363	12.2%	242	8.1%
Frontline and general employee	2,667	85.0%	2,547	85.4%	2,662	89.4%
By Age Group						
30 or below	362	11.5%	368	12.3%	381	12.8%
31-50	1,295	41.3%	1,237	41.5%	1,242	41.7%
51 or above	1,481	47.2%	1,377	46.2%	1,355	45.5%
By Employment Contract						
Permanent	2,712	86.4%	2,733	91.6%	2,783	93.5%
Temporary	426	13.6%	249	8.4%	195	6.5%
By Employment Type						
Full-time	2,938	93.6%	2,915	97.8%	-	-
Part-time	200	6.4%	67	2.2%	-	-
By Geographical Region						
Hong Kong	3,138	100.0%	2,982	100.0%	2,978	100.0%
Others	0	0.0%	0	0.0%	0	0.0%

	FY2022/23		FY2021/22		FY2020/21	
	Number of people	%	Number of people	%	Number of people	%
VOLUNTARY TURNOVER ^{2,3,4}						
Overall	1,022	32.6%	893	29.9%	1,124	37.7%
By Gender						
Male	553	33.1%	449	27.4%	563	35.0%
Female	469	32.0%	444	33.1%	561	40.9%
By Employee Category						
Senior management	2	10.0%	-	-	-	-
Management	156	34.6%	-	-	-	-
Frontline and general employee	864	32.4%	-	-	-	-
By Age Group						
30 or below	184	50.8%	201	54.6%	178	46.7%
31-50	464	35.8%	402	32.5%	379	30.5%
51 or above	374	25.3%	290	21.1%	567	41.8%
By Geographical Region						
Hong Kong	1,022	32.6%	893	29.9%	1,124	37.7%
Others	0	0.0%	0	0.0%	0	0.0%
INVOLUNTARY TURNOVER ^{2,5} (DUE TO DISMISSAL, DOWNSIZING, REDUNDANCY AND MISCONDUCT)						
Overall	75	2.4%	-	-	-	-
By Gender						
Male	59	3.5%	-	-	-	-
Female	16	1.1%	-	-	-	-

	FY2022/23		FY2021/22		FY2020/21	
	Number of people	%	Number of people	%	Number of people	%
By Employee Category						
Senior management	0	0.0%	-	-	-	-
Management	12	2.7%	-	-	-	-
Frontline and general employee	63	2.4%	-	-	-	-
By Age Group						
30 or below	10	2.8%	-	-	-	-
31-50	38	2.9%	-	-	-	-
51 or above	27	1.8%	-	-	-	-
By Geographical Region						
Hong Kong	75	2.8%	-	-	-	-
Others	0	0.0%	-	-	-	-
INVOLUNTARY TURNOVER ^{2,6} (DUE TO COMPLETION OF CONTRACT OR RETIREMENT AND DECEASE)						
Overall	210	6.7%	-	-	-	-
By Gender						
Male	142	8.5%	-	-	-	-
Female	68	4.6%	-	-	-	-
By Employee Category						
Senior management	0	0.0%	-	-	-	-
Management	0	0.0%	-	-	-	-
Frontline and general employee	210	7.9%	-	-	-	-

	FY2022/23		FY2021/22		FY2020/21	
	Number of people	%	Number of people	%	Number of people	%
By Age Group						
30 or below	3	0.8%	-	-	-	-
31-50	1	0.1%	-	-	-	-
51 or above	206	13.9%	-	-	-	-
By Geographical Region						
Hong Kong	210	7.7%	-	-	-	-
Others	0	0.0%	-	-	-	-
NEW HIRE ²						
Overall	1,344	42.8%	1,142	38.3%	-	-
By Gender						
Male	737	44.1%	662	40.4%	-	-
Female	607	41.4%	480	35.8%	-	-
By Employee Category						
Senior management	2	10.0%	-	-	-	-
Management	175	38.8%	-	-	-	-
Frontline and general employee	1,167	43.8%	-	-	-	-
By Age Group						
30 or below	216	59.7%	276	75.0%	-	-
31-50	537	41.5%	459	37.1%	-	-
51 or above	591	39.9%	407	29.6%	-	-
By Geographical Region						
Hong Kong	1,344	42.8%	1,142	38.3%	-	-
Others	0	0.0%	0	0.0%	-	-

	FY2022/23		FY2021/22		FY2020/21	
	Number of people	%	Number of people	%	Number of people	%
PERFORMANCE REVIEW ²						
Overall	2,790	88.9%	2,811	94.3%	-	-
By Gender						
Male	1,556	93.1%	1,560	95.1%	-	-
Female	1,234	84.2%	1,251	93.2%	-	-
By Employee Category						
Senior management	19	95.0%	72	100.0%	-	-
Management	434	96.2%	327	90.1%	-	-
Frontline and general employee	2,337	87.6%	2,412	94.7%	-	-
PARENTAL LEAVE						
Employees Entitled to Parental Leave ⁷						
Male	1,672	-	-	-	-	-
Female	1,466	-	-	-	-	-
Employees that Took Parental Leave						
Male	17	-	-	-	-	-
Female	23	-	-	-	-	-
Employees Return to Work Rate ⁸						
Male	-	100.0%	-	-	-	-
Female	-	87.0%	-	-	-	-

	FY2022/23	FY2021/22	FY2020/21
	Number of hours	Number of hours	Number of hours
TRAINING ⁹			
Total number of training hour	77,351	-	-
AVERAGE NUMBER OF TRAINING HOUR ¹⁰			
Overall	24.6 ¹¹	10.5	12.0
By Gender			
Male	22.8	9.5	9.6
Female	26.8	11.8	14.8
By Employee Category			
Senior management	32.1	25.5	21.7
Management	38.2	18.8	34.2
Frontline and general employee	22.3	8.9	9.7

	FY2022/23	FY2021/22	FY2020/21
	Number of hours	Number of hours	Number of hours
ANTI-CORRUPTION TRAINING			
Overall	993.4	-	-
By Gender			
Male	524.8	-	-
Female	468.6	-	-
By Employee Category			
Senior management	18.0	-	-
Management	322.8	-	-
Frontline and general employee	652.6	-	-

	Unit	FY2022/23	FY2021/22	FY2020/21
OCCUPATIONAL HEALTH AND SAFETY				
Total number of hours worked	Number of hours	6,583,044	-	-
Absentee days ¹²	Days	17,303	17,115	-
Number of ISO Certifications on health and safety management system	Number of certifications	7	-	-
Work-related Fatalities as a Result of Work-related Injury				
Number of work-related fatalities	Number of incidents	0	0	0
Work-related fatality rate ¹³	%	0.0%	0.0%	0.0%
Work-related Injuries				
Number of total work-related injury incidents ¹⁴	Number of incidents	101	107	108
Rate of recordable work-related injuries ¹⁵	%	3.1%	-	-
Lost days due to injuries	Days	4,188	8,020	5,687
Number of lost time injuries (sick leave > 0 days)	Number of incidents	86	-	-
Number of reportable injuries (sick leave > 3 days)	Number of incidents	79	-	-

	Unit	FY2022/23	FY2021/22	FY2020/21
Work-related Injuries (cont'd)				
Number of high-consequence injuries (excluding fatalities) ¹⁶	Number of incidents	8	5	-
Rate of high-consequence injuries (excluding fatalities) ¹⁷	%	0.2%	-	-
Work-related Ill Health				
Work-related fatalities as a result of work-related ill health	Number of incidents	0	-	-
Cases of recordable work-related ill health	Number of incidents	0	-	-
OCCUPATIONAL HEALTH AND SAFETY (CONTRACTOR)¹⁸				
Total number of hours worked	Number of hours	4,107,740	3,450,460	1,439,360
Total number of contractor workers	Number of contractor workers	15,799	13,271	5,536
Number of ISO Certifications on health and safety management system	Number of certifications	4	-	-
Work-related Fatalities as a Result of Work-related Injury				
Number of work-related fatalities	Number of incidents	0	0	0
Work-related fatality rate	%	0.0%	0.0%	0.0%
Work-related Injuries				
Number of total work-related injury incidents	Number of incidents	14	16	10
Rate of recordable work-related injuries	%	0.7%	-	-
Lost days due to injuries	Days	1,140	2,438	1,296
Number of lost time injuries (sick leave > 0 days)	Number of incidents	14	16	10
Number of reportable injuries (sick leave > 3 days)	Number of incidents	14	15	10
Number of high-consequence injuries (excluding fatalities)	Number of incidents	2	7	3
Rate of high-consequence injuries (excluding fatalities)	%	0.1%	-	-

Unit	FY2022/23		FY2021/22		FY2020/21	
	Male	Female	Male	Female	Male	Female
DIVERSITY						
Governance Bodies						
Executive Committee	Number of people	8	0	-	-	-
	%	100.0%	0.0%	-	-	-
ESG Steering Committee	Number of people	9	1	-	-	-
	%	90.0%	10.0%	-	-	-
Management Positions						
Senior management positions	Number of people	14	6	-	-	-
	%	70.0%	30.0%	-	-	-
Management positions	Number of people	260	191	-	-	-
	%	57.6%	42.4%	-	-	-
Non-management positions	Number of people	1,397	1,269	-	-	-
	%	52.4%	47.6%	-	-	-
Management positions in revenue-generating functions ¹⁹	Number of people	53	81	-	-	-
	%	39.6%	60.4%	-	-	-
STEM-related positions ²⁰	Number of people	434	156	-	-	-
	%	73.6%	26.4%	-	-	-

Unit	FY2022/23	FY2021/22	FY2020/21
SUPPLY CHAIN MANAGEMENT			
Number of new suppliers	Number of suppliers	562	-
Number of new suppliers screened using environmental criteria	Number of suppliers	241	-
Number of new suppliers screened using social criteria	Number of suppliers	316	-

Unit	FY2022/23	FY2021/22	FY2020/21
By Geographical Region			
Hong Kong	Number of suppliers	3,816	-
Mainland China	Number of suppliers	9	-
Overseas	Number of suppliers	44	-

- The Group has undergone an internal review of the definition of employee category during the Reporting Period. The FY2022/23 figures disclosed are aligned with reference to this update.
- The data includes full-time employees only.
- The Voluntary 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%".
- Data marked with a symbol "-", is not available in previous years, and new data collection to correspond to the updated HKEX, GRI and other standards to provide additional information on our sustainability performance.
- The Involuntary Turnover rate due to dismissal, downsizing, redundancy and misconduct is calculated as "total number of employees involuntarily leaving employment due to dismissal, downsizing, redundancy and misconduct during the Reporting Period divided by total number of employees as of the end of Reporting Period and then multiplied by 100%".
- The Involuntary Turnover rate due to completion of contract or retirement and decease is calculated as "total number of employees involuntarily leaving employment due to completion of contract or retirement and decease during the Reporting Period divided by total number of employees as of the end of Reporting Period and then multiplied by 100%".
- According to the Employment Ordinance Cap 57, all full-time employees are entitled to parental leave.
- Employees Return to Work Rate is calculated as "total number of employees who did return to work after parental leave divided by total number of employees due to return to work after taking parental leave and then multiplied by 100%".
- The data includes full-time and part-time employees.
- The Average training hours per employee is calculated as "Total number of training hours provided to employees during the Reporting Period divided by total number of employees as of the Reporting Period".
- In FY2022/23, average training hours per employee in headquarter was 18.3 hours.
- Absentee days includes (i) work days lost (work-related sick leave) and (ii) non-work related sick leave (i.e. sick leave not caused by a work-related accident/ injury/ illness).
- The Rate of fatalities as a result of work-related injury is calculated as "Number of fatalities as a result of work-related injury divided by numbers of hours worked multiply by 200,000 hours worked".
- Include all injuries on any Chinachem Group's operation for employees.
- The Rate of recordable work-related injuries is calculated as "Number of recordable work-related injuries divided by number of hours worked multiply by 200,000 hours worked".
- 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.
- The Rate of high-consequence work-related injuries (excluding fatalities) is calculated as "Number of high-consequence work-related injuries (excluding fatalities) divided by number of hours worked multiply by 200,000 hours worked".
- The data includes our wholly-owned construction sites.
- Revenue-generating functions include Sales, Leasing and Business Development.
- STEM stands for science, technology, engineering, mathematics. STEM-related positions include Accounting, Audit, Building Services, Engineering, Environmental, Finance, Health & Safety, IT and Sustainability/ESG.

Compliance with Employment-Related Regulations

As a caring employer who placed employees in the centre of our operation, we ensure we follow all regulations on compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare that are significantly related to our business operations. The Group was not aware of any confirmed non-compliance with any relevant regulations, including, but not limited to, the Employment Ordinance, the Employees' Compensation Ordinance and Minimum Wage Ordinance, as well as all DEI-related regulations. We will continue to follow any current and new employment related regulations and provide a fair and enjoyable work environment where our colleagues feel respected.