

Performance data

Statistics	Note	Property		Beverages		Aviation		
		Swire Properties		Swire Coca-Cola (Note 3)		Cathay Pacific Group (Note 5, 6, 7)		
		2023	2022	2023	2022	2023	2022	
ENVIRONMENTAL								
Energy								
Total Energy Consumption (thousand GJ)	Direct energy consumption	1	192	179	1,288	1,318	-	-
	Indirect energy consumption	1	1,077	1,070	2,769	1,962	-	-
	Total	2	1,269	1,249	4,057	3,281	-	-
	% Change year-on-year		2%		24%		-	-
On-site Renewable Energy Generation (thousands kWh)		460	379	26,615	20,493	-	-	
Emissions								
Greenhouse Gas Emissions from Direct Operations (thousand tonnes CO ₂ e)	Scope 1		10	10	77	80	-	-
	Scope 2, market-based method		153	156	274	229	-	-
	Total (market-based method)		163	166	351	308	-	-
	% Change year-on-year		-1%		14%		-	-
	Scope 2, location-based method		183	186	367	278	-	-
	Total (location-based method)	2	193	196	444	358	-	-
% Change year-on-year		-1%		24%		-	-	
Greenhouse Gas Emissions Across Swire Pacific's Value Chain (thousand tonnes CO ₂ e)	Scope 3 Investment		-	-	-	-	5,229 ^R	2,426
	Scope 3 Total	4	258	426 ⁽¹⁾	3,347	3,658	5,229	2,426
	% Change year-on-year		-39%		-9%		116%	
Total Biogenic Emissions (tonnes CO ₂ e)		101	33	0.25	0.60	-	-	
Water								
Total Water Withdrawal by Sources (thousands cbm)	Water Withdrawal - Municipal		1,726	1,633 ⁽¹⁾	18,354	14,408	-	-
	Water Withdrawal - Groundwater		-	-	263	178	-	-
	Total	2,14	1,726	1,633	18,617	14,586	-	-
	% Change year-on-year		6%		28%		-	-
Total Water Withdrawal by Water Stress Levels (thousands cbm)	Low (<20%)	15	676	894	11,697	8,966	-	-
	Medium (20-40%)		53	-	386	2,783	-	-
	High (>40%)		997	739	6,534	2,837	-	-
Total Water Consumption (thousands cbm)	16	-	-	9,922	8,312	-	-	

Aviation		Trading & Industrial		Marine Services		Swire Pacific (Head office)		Total (Note 1)	
HAECO group (Note 8)		Swire Resources, Taikoo Motors, Swire Foods and Swire Environmental Services		Swire Pacific Offshore (Note 13)		Swire Pacific (Head office)		Total (Note 1)	
2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
ENVIRONMENTAL									
246 ⁽⁹⁾	210	75	75		114	-	-	1,801	1,896
324	334	130	135		1	-	-	4,300	3,502
570	544	205	210		115	-	-	6,101 ^R	5,398
5%		-2%				-	-	13%	
2,539	1,132	-	-		-	-	-	29,617	22,003
17	15	6	6		9	-	-	110	120
41	44	19	21		0.1	-	-	486	449
58	59	25.3	27		9	-	-	597	569
-2%		-7%				-	-	5%	
42	44	20.5	21		0.1	-	-	613	529
59	59	26.9	27		9	-	-	723 ^R	649
1%		-2%				-	-	11%	
13 ^{(10)R}	12				-	-	-	5,242 ^R	2,438
503 ⁽¹¹⁾	12	1,132	860 ⁽¹²⁾			-	-	10,468	7,382
3994%		32%				-	-	42%	
70	123	-	-		-	-	-	171	157
345	385	240	300		-	-	-	20,666	16,726
-	-	-	-		-	-	-	263	178
345	385	240	300		-	-	-	20,928 ^R	16,904
-10%		-20%				-	-	24%	
315	364	238	299		-	-	-	12,925	10,523
9	1	-	-		-	-	-	448	2,784
22	21	2	1		-	-	-	7,555	3,598
-	-	-	-		-	-	-	9,922	8,312

Performance data

Statistics	Note	Property		Beverages		Aviation		
		Swire Properties		Swire Coca-Cola (Note 3)		Cathay Pacific Group (Note 5, 6, 7)		
		2023	2022	2023	2022	2023	2022	
ENVIRONMENTAL								
Waste								
Total Waste by Type and Disposal Method (tonnes)	Hazardous Waste							
	Disposed	0	1	154	121	-	-	
	Recycled	11	9	10,486	106	-	-	
	Total Hazardous Waste Generated	2	11	10,639	227	-	-	
	Non-hazardous Waste							
	Disposed	24,854	22,390	4,507	2,413	-	-	
	Recycled	14,143	11,269	20,577	18,233	-	-	
	Reused	52	18	0	0	-	-	
	Recovered	1,131	644	8,853	4,751	-	-	
	Total Non-hazardous Waste Generated	2	40,180	34,321	33,937	25,397	-	-
	Total Non-hazardous Waste Diverted	2	15,326	11,931	29,430	22,984	-	-
	Total Waste Generated	2	40,192	34,331	44,576	25,624	-	-
	% Change year-on-year		17%		74%		-	-
Waste Diversion Rate		38%	35%	87%	90%	-	-	
HEALTH & SAFETY								
Thousand hours worked		13,846	13,281	84,132	77,646	-	-	
Total lost time injuries		55	58	183	151	-	-	
Lost time injury rate (LTIR)		0.79	0.87	0.44	0.39	-	-	
% Change year-on-year (LTIR)		-9%		12%		-	-	
Lost days due to injuries		1,579	2,087	7,633	6,274	-	-	
Lost day rate (LDR)		22.81	31.43	18.15	16.16	-	-	
% Change year-on-year (LDR)		-27%		12%		-	-	
Total fatalities (employee)		0	0	0	0	-	-	
Total fatalities rate (employee)		0%		0%				
Total fatalities (contractor)		0	0	1	1	-	-	

Aviation		Trading & Industrial		Marine Services		Swire Pacific (Head office)		Total (Note 1)	
HAECO group (Note 8)		Swire Resources, Taikoo Motors, Swire Foods and Swire Environmental Services		Swire Pacific Offshore (Note 13)		Swire Pacific (Head office)		Total (Note 1)	
2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
ENVIRONMENTAL									
1,477	1,553	350	349	25	-	-	-	1,981	2,049
75	171	86	77	0	-	-	-	10,658	364
1,551	1,724	437	426	25	-	-	-	12,639	2,413
HEALTH & SAFETY									
1,047	1,369	29	33	0	-	-	-	30,436	26,206
1,298	1,205	1,014	858	0.02	-	-	-	37,031	31,565
0	0	8	7	0	-	-	-	60	25
966	1,042	0	0	0	-	-	-	10,950	6,437
3,310	3,617	1,050	899	0.02	-	-	-	78,477	64,233
2,263	2,247	1,022	865	0.02	-	-	-	48,041	38,027
4,861	5,340	1,487	1,325	25	-	-	-	91,116	66,645
-9%		12%			-	-	-	37%	
68%	62%	97%	96%	100%	-	-	-	61%	59%
28,699	27,217	11,333	12,373	2,334	102	92	-	138,112	132,943
79	46	12	20	3	0	0	-	329	278
0.55	0.34	0.21	0.32	0.26	0	0	-	0.48 ^R	0.42
62%		-34%			-	-	-	14%	
3,645	3,111	590	1,058	35	0	0	-	13,447	12,565
25.40	22.86	10.41	17.10	3	0	0	-	19.47	18.90
11%		-39%			-	-	-	3%	
0	0	1	0	0	0	0	-	1 ^R	0
0%		1.8%			0		-	0.1%	
0	0	0	0	0	0	0	-	1 ^R	1

Performance data

Statistics	Note	Property		Beverages		Aviation	
		Swire Properties		Swire Coca-Cola (Note 3)		Cathay Pacific Group (Note 5, 6, 7)	
		2023	2022	2023	2022	2023	2022
PEOPLE							
Staff (Including all employment types)							
Total		6,866	6,407	29,079	34,380	-	-
Employees who are on Permanent Terms (%)		94%	93%	100%	99%	-	-
Permanent employees who work Full-time (%)		99%	98%	100%	100%	-	-
By gender (%)							
	Male	58%	60%	67%	71%	-	-
	Female	42%	40%	33%	29%	-	-
By age group (%)							
	Under 30 years old	20%	21%	16%	18%	-	-
	30 to 50 years old	59%	57%	75%	70%	-	-
	Over 50 years old	21%	21%	9%	12%	-	-
By region (%)							
	Hong Kong & Macau	46%	48%	5%	4%	-	-
	Chinese mainland	49%	47%	84%	71%	-	-
	Taiwan	0%	0%	3%	3%	-	-
	USA	5%	5%	0%	22%	-	-
	Others	0%	0%	8%	0%	-	-
By employee category (%)							
	Strategic Leader	1%	1%	0.3%	0.2%	-	-
	Operational Leader	1%	2%	7%	6%	-	-
	Team Leader	25%	27%	16%	14%	-	-
	Individual Contributor	74%	71%	77%	79%	-	-
Staff (Include permanent employees only)		17					
By employee category and age group (%)	Strategic Leader						
	under 30 years old	0%	0%	0%	0%	-	-
	30 to 50 years old	57%	59%	45%	54%	-	-
	Over 50 years old	43%	41%	55%	46%	-	-
	Operational Leader						
	under 30 years old	2%	1%	2%	1%	-	-
	30 to 50 years old	70%	69%	82%	83%	-	-
	Over 50 years old	29%	30%	16%	16%	-	-
	Team Leader						
	under 30 years old	12%	14%	9%	9%	-	-
	30 to 50 years old	79%	78%	82%	78%	-	-
	Over 50 years old	9%	8%	9%	12%	-	-
	Individual Contributor						
	under 30 years old	22%	24%	19%	21%	-	-
	30 to 50 years old	57%	54%	73%	68%	-	-
	Over 50 years old	21%	22%	8%	11%	-	-

Aviation		Trading & Industrial		Marine Services		Swire Pacific (Head office)		Total (Note 1)	
HAECO group (Note 8)		Swire Resources, Taikoo Motors, Swire Foods and Swire Environmental Services		Swire Pacific Offshore (Note 13)		Swire Pacific (Head office)		Total (Note 1)	
2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
12,139	11,884	5,822	6,063			58	50	53,964	58,784
97%	97%	81%	81%			98%	98%	96%	96%
99%	99%	97%	88%			100%	100%	99%	98%
81%	81%	45%	42%			43%	42%	67%	69%
19%	19%	55%	58%			57%	58%	33%	31%
17%	17%	29%	28%			9%	8%	18%	19%
61%	60%	58%	60%			72%	70%	68%	66%
23%	23%	13%	12%			19%	22%	14%	15%
41%	39%	40%	35%			100%	100%	22%	19%
45%	45%	33%	41%			0%	0%	65%	60%
0%	0%	26%	24%			0%	0%	5%	4%
13%	16%	0%	0%			0%	0%	4%	17%
0%	1%	0%	0%			0%	0%	4%	0%
0%	0%	0.2%	0.3%			21%	24%	0.4%	0.4%
2%	3%	1%	1%			19%	12%	5%	4%
14%	27%	7%	7%			47%	48%	15%	18%
83%	69%	92%	92%			14%	16%	79%	78%
0%	0%	0%	0%			0%	0%	0%	0%
41%	35%	23%	20%			64%	58%	47%	48%
59%	65%	77%	80%			36%	42%	53%	52%
1%	1%	0%	0%			0%	0%	2%	1%
61%	67%	50%	45%			82%	83%	79%	79%
38%	32%	50%	55%			18%	17%	19%	19%
4%	5%	2%	3%			11%	8%	8%	9%
69%	77%	74%	75%			81%	79%	78%	78%
27%	18%	23%	22%			7%	13%	13%	14%
19%	22%	23%	29%			25%	29%	20%	22%
61%	55%	65%	61%			50%	57%	68%	63%
19%	23%	12%	11%			25%	14%	13%	14%

Performance data

Statistics	Note	Property		Beverages		Aviation	
		Swire Properties		Swire Coca-Cola (Note 3)		Cathay Pacific Group (Note 5, 6, 7)	
		2023	2022	2023	2022	2023	2022
PEOPLE							
By employee category and gender (%)	Strategic Leader						
	Male	58%	64%	80%	81%	-	-
	Female	42%	36%	20%	19%	-	-
	Operational Leader						
	Male	48%	45%	68%	70%	-	-
	Female	52%	55%	32%	30%	-	-
	Team Leader						
	Male	47%	48%	68%	70%	-	-
	Female	53%	52%	32%	30%	-	-
	Individual Contributor						
Male	62%	64%	67%	72%	-	-	
Female	38%	36%	33%	28%	-	-	
Voluntary Permanent Employee Turnover Data		17					
By age group (%)	Under 30 years old	33%	39%	25%	49%	-	-
	30 to 50 years old	13%	15%	10%	18%	-	-
	Over 50 years old	8%	7%	1%	11%	-	-
By gender (%)	Male	15%	16%	12%	24%	-	-
	Female	17%	23%	12%	20%	-	-
By region (%)	Hong Kong & Macau	19%	21%	21%	42%	-	-
	Chinese mainland	13%	16%	13%	16%	-	-
	Taiwan	0%	0%	8%	0%	-	-
	USA	19%	29%	0%	45%	-	-
	Others	18%	0%	18%	0%	-	-
By employee category (%)	Strategic Leader	2%	10%	2%	2%	-	-
	Operational Leader	0%	2%	4%	4%	-	-
	Team Leader	11%	18%	5%	10%	-	-
	Individual Contributor	18%	21%	14%	27%	-	-
Total Voluntary Turnover Rate of Permanent Employees (%)		16%	19%	12%	23%	-	-
Employee New Hire Data		17					
By age group (%)	Under 30 years old	50%	57%	36%	71%	-	-
	30 to 50 years old	21%	19%	11%	21%	-	-
	Over 50 years old	12%	9%	2%	13%	-	-
By gender (%)	Male	23%	22%	13%	30%	-	-
	Female	28%	31%	16%	27%	-	-
By region (%)	Hong Kong & Macau	25%	24%	25%	45%	-	-
	Chinese mainland	24%	23%	13%	19%	-	-
	Taiwan	0%	0%	13%	13%	-	-
	USA	32%	56%	0%	61%	-	-
	Others	17%	0%	11%	0%	-	-

Aviation		Trading & Industrial		Marine Services		Swire Pacific (Head office)		Total (Note 1)	
HAECO group (Note 8)		Swire Resources, Taikoo Motors, Swire Foods and Swire Environmental Services		Swire Pacific Offshore (Note 13)					
2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
76%	84%	62%	67%			64%	67%	72%	76%
24%	16%	38%	33%			36%	33%	28%	24%
73%	76%	48%	52%			27%	17%	68%	69%
27%	24%	53%	48%			73%	83%	32%	31%
81%	77%	53%	53%			48%	42%	65%	68%
19%	23%	47%	47%			52%	58%	35%	32%
81%	82%	44%	41%			13%	29%	68%	69%
19%	18%	56%	59%			88%	71%	32%	31%
22%	28%	58%	90%			44%	50%	30%	50%
7%	9%	18%	16%			8%	15%	10%	16%
6%	8%	15%	13%			10%	0%	5%	10%
9%	12%	27%	39%			13%	10%	12%	21%
9%	11%	28%	35%			10%	19%	15%	22%
12%	13%	53%	74%			11%	15%	22%	31%
3%	5%	14%	15%			0%	0%	11%	14%
0%	0%	13%	16%			0%	0%	11%	13%
20%	27%	0%	0%			0%	0%	7%	41%
26%	31%	0%	0%			0%	0%	19%	28%
2%	11%	0%	0%			9%	8%	2%	7%
4%	8%	2%	12%			12%	0%	4%	5%
4%	5%	8%	10%			8%	13%	6%	9%
11%	14%	29%	39%			27%	50%	15%	25%
9%	12%	27%	37%			11%	14%	13%	22%
42%	31%	69%	105%			100%	75%	43%	67%
12%	5%	16%	22%			24%	23%	13%	18%
6%	12%	20%	24%			0%	0%	7%	13%
16%	10%	31%	47%			29%	19%	16%	26%
15%	13%	25%	42%			24%	25%	19%	28%
20%	9%	53%	84%			26%	22%	27%	32%
9%	5%	10%	20%			0%	0%	14%	17%
0%	0%	22%	23%			0%	0%	19%	19%
27%	29%	0%	0%			0%	0%	28%	54%
135%	56%	0%	0%			0%	0%	13%	53%

Performance data

Statistics	Note	Property		Beverages		Aviation	
		Swire Properties		Swire Coca-Cola (Note 3)		Cathay Pacific Group (Note 5, 6, 7)	
		2023	2022	2023	2022	2023	2022
PEOPLE							
By employee category (%)	Strategic Leader	4%	11%	1%	0%	-	-
	Operational Leader	5%	10%	5%	4%	-	-
	Team Leader	24%	21%	4%	6%	-	-
	Individual Contributor	26%	27%	17%	35%	-	-
Total New Hires Rate (%)		25%	25%	14%	29%	-	-
Average Tenure of Employee		17					
By age group (years)	Under 30 years old	1.98	2.1	2.0	2.2	-	-
	30 to 50 years old	5.99	6.0	9.0	7.9	-	-
	Over 50 years old	10.4	10.2	18.0	16.3	-	-
By gender (years)	Male	6.52	6.4	9.0	8.4	-	-
	Female	5.33	5.3	7.0	6.5	-	-
Total Average Tenure of Employee (years)		6.02	5.9	8.5	7.9	-	-
Employee Promotion Rate		17					
By age group (%)	Under 30 years old	14%	14%	3%	14%	-	-
	30 to 50 years old	8%	8%	2%	7%	-	-
	Over 50 years old	3%	2%	1%	5%	-	-
By gender (%)	Male	8%	8%	2%	9%	-	-
	Female	9%	9%	3%	7%	-	-
Total Employee Promotion Rate (%)		8%	9%	2%	8%	-	-
Employees Trained		17					
By employee category (%)	Strategic Leader	100%	86%	71%	105%	-	-
	Operational Leader	100%	96%	100%	81%	-	-
	Team Leader	100%	97%	97%	98%	-	-
	Individual Contributor	100%	97%	98%	100%	-	-
By gender (%)	Male	100%	97%	98%	102%	-	-
	Female	100%	97%	98%	91%	-	-
Total Employees Trained (%)		100%	97%	98%	99%	-	-
Average Employee Training Hours		17					
By employee category (hours)	Strategic Leader	18.9	17.5	23.3	413.6	-	-
	Operational Leader	22.8	30.3	42.5	60.8	-	-
	Team Leader	21.5	23.4	43.1	43.6	-	-
	Individual Contributor	25.0	24.6	39.7	30.5	-	-
By gender (hours)	Male	22.3	23.1	41.7	34.7	-	-
	Female	26.3	26.1	37.6	36.2	-	-
Total Average Hours of Training (per employee)		24.0	24.3	40.4	35.1	-	-

Aviation		Trading & Industrial		Marine Services		Swire Pacific (Head office)		Total (Note 1)	
HAECO group (Note 8)		Swire Resources, Taikoo Motors, Swire Foods and Swire Environmental Services		Swire Pacific Offshore (Note 13)		Swire Pacific (Head office)		Total (Note 1)	
2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
10%	11%	0%	7%			0%	8%	4%	6%
8%	10%	8%	12%			36%	17%	5%	6%
7%	4%	11%	11%			22%	17%	9%	8%
18%	14%	29%	47%			63%	71%	19%	32%
16%	11%	27%	44%			26%	22%	17%	26%
3.0	3.4	2.5	1.9			0.6	1.0	2.3	2.3
12.0	12.6	7.8	7.0			6.9	7.6	9.2	8.5
19.0	18.7	14.1	13.3			20.6	18.4	16.7	16.0
12.0	12.9	7.7	7.0			7.3	7.3	9.5	9.2
10.0	10.3	7.2	6.6			9.8	10.7	7.5	7.2
12.0	12.4	7.5	6.5			8.8	9.2	8.9	8.4
27%	28%	11%	5%			0%	25%	11%	16%
11%	13%	11%	6%			0%	9%	5%	8%
5%	5%	2%	2%			10%	0%	3%	4%
12%	14%	9%	5%			0%	10%	6%	10%
12%	14%	10%	5%			3%	7%	6%	8%
12%	14%	10%	5%			2%	8%	6%	9%
124%	119%	54%	60%			27%	17%	87%	97%
103%	102%	85%	88%			55%	50%	100%	85%
106%	104%	95%	97%			26%	4%	99%	100%
109%	107%	91%	73%			0%	14%	100%	98%
109%	107%	89%	66%			46%	14%	100%	101%
108%	105%	92%	81%			15%	14%	99%	92%
109%	106%	91%	75%			28%	14%	100%	98%
16.3	20.9	28.9	0.8			24.1	2.7	21.0	172.2
22.5	36.0	20.7	10.2			64.4	15.2	39.7	54.8
57.2	76.2	18.4	17.0			4.5	0.8	40.1	49.1
59.8	64.6	15.2	13.3			0.0	2.3	40.3	34.1
64.3	74.6	9.5	7.8			3.7	2.4	43.9	41.5
33.7	33.3	20.6	17.6			30.5	3.8	32.6	31.0
58.4	66.5	15.6	13.5			19.2	3.2	40.2	38.2

Performance data

Statistics	Note	Property		Beverages		Aviation	
		Swire Properties		Swire Coca-Cola (Note 3)		Cathay Pacific Group (Note 5, 6, 7)	
		2023	2022	2023	2022	2023	2022
PEOPLE							
Average Employee Training Spend (HKD)		17					
By employee category	Strategic Leader	\$ 14,904	\$ 6,865	\$ 44,421	\$ 23,898	-	-
	Operational Leader	\$ 21,204	\$ 11,176	\$ 6,910	\$ 4,400	-	-
	Team Leader	\$ 3,109	\$ 1,958	\$ 1,927	\$ 1,537	-	-
	Individual Contributor	\$ 576	\$ 626	\$ 777	\$ 657	-	-
By gender	Male	\$ 1,167	\$ 1,014	\$ 1,542	\$ 1,075	-	-
	Female	\$ 2,018	\$ 1,538	\$ 1,570	\$ 1,040	-	-
Total Average Spend on Training (per employee)		\$ 1,527	\$ 1,228	\$ 1,551	\$ 1,065	-	-
Absentee		17					
By gender (%)	Male	1%	2%	1%	1%	-	-
	Female	2%	2%	1%	1%	-	-
Total Absentee Rate (%)		1%	2%	1%	1%	-	-
Salary Data		17, 18					
Basic Salary							
Gender pay gap by employee category (Basic Salary)	Strategic Leader	-12%	-11% ⁽¹⁹⁾	-18%	-36%	-	-
	Operational Leader	-16%	-11% ⁽²⁰⁾	6%	2%	-	-
	Team Leader	-10%	-14%	5%	-6%	-	-
	Individual Contributor	0%	-3%	-4%	-34%	-	-
Remuneration							
Gender pay gap by employee category (Remuneration)	Strategic Leader	-17%	-13% ⁽¹⁹⁾	-19%	-36%	-	-
	Operational Leader	-18%	-10% ⁽²⁰⁾	5%	-8%	-	-
	Team Leader	-9%	-14%	4%	-14%	-	-
	Individual Contributor	-6%	-11%	-10%	-8%	-	-

Aviation		Trading & Industrial		Marine Services		Swire Pacific (Head office)		Total (Note 1)	
HAECO group (Note 8)		Swire Resources, Taikoo Motors, Swire Foods and Swire Environmental Services		Swire Pacific Offshore (Note 13)		Swire Pacific (Head office)		Total (Note 1)	
2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
\$ 7,801	\$ 3,706	\$ 103	\$ 155			\$ 28,188	\$ 15,258	\$ 25,646	\$ 12,712
\$ 7,458	\$ 979	\$ 1,772	\$ 394			\$ 44,875	\$ 52,583	\$ 7,373	\$ 4,195
\$ 2,193	\$ 945	\$ 1,414	\$ 663			\$ 6,822	\$ 671	\$ 2,207	\$ 1,385
\$ 1,270	\$ 2,766	\$ 181	\$ 60			\$ -	\$ 1,800	\$ 811	\$ 965
\$ 1,600	\$ 2,521	\$ 375	\$ 164			\$ 5,138	\$ 8,310	\$ 1,450	\$ 1,360
\$ 1,422	\$ 957	\$ 250	\$ 70			\$ 26,200	\$ 12,600	\$ 1,468	\$ 940
\$ 1,566	\$ 2,214	\$ 306	\$ 110			\$ 17,332	\$ 10,761	\$ 1,456	\$ 1,230
2%	2%	1%	1%			0.3%	0.9%	1.3%	1%
2%	2%	1%	1%			1.3%	0%	1%	1%
2%	2%	1%	1%			0.9%	0.6%	1.3%	1%
-6%	-5%	-24%	-9%			-30%	-21%	-3%	-12% ⁽¹⁹⁾
-15%	-22%	13%	-3%			36%	38%	8%	8%
-23%	-28%	0%	-3%			-4%	-23%	7%	1%
-23%	-19%	-29%	-37%			24%	-35%	-17%	-34%
-7%	-27%	-20%	-7%			-30%	-33%	-3%	-16% ⁽¹⁹⁾
-14%	-21%	16%	4%			49%	69%	9%	1%
-27%	-32%	-11%	-13%			1%	-16%	2%	-8%
-25%	-24%	-39%	-44%			17%	-37%	-25%	-23%

Notes:

1. 2022 data has been adjusted to reflect actual situation.
2. Totals may not be the exact sum of numbers shown here due to rounding.
3. The disposal of 100% equity interests in the franchise business in the USA (doing business as Swire Coca-Cola, USA ("SCCUS")) was completed on 7th September 2023. Environmental and Health & Safety data relating to SCCUS represents data of up to 7 September 2023.
4. For 2023, Swire Pacific extended its disclosure on Scope 3 emissions to cover all subsidiaries in four divisions (Property, Beverages, Aviation and Trading & Industrial). We continue to account for a proportion of the Cathay Pacific Group and Hong Kong Aero Engine Services Limited total Scope 1 & 2 GHG emissions equivalent to our equity share in those companies. The reported figures account for all categories of Swire Pacific's total Scope 3 GHG emissions for the year under review.
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. For Cathay Pacific group's aviation turbine fuel associated emissions, Global Warming Potential of CO₂ is 1. This assumes that all other GHGs are negligible, as their impacts are still uncertain.
7. Scope 3 data refers to the gross emissions.
8. For 2023, the data for Cabin Solutions covers the period from January to September only, as this entity was sold in October 2023.
9. Renewable energy generated onsite is included due to the expectation of growing renewable energy consumption.
10. 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.
11. In 2023, we expanded our disclosure to include total scope 3 GHG emissions of HAECO group.
12. For 2022, Scope 3 emissions for Trading & Industrial only included Scope 3 emissions from Taikoo Motors as it accounts for a major portion of the Group's Scope 3 GHG emissions.
13. For 2022, the Environmental and Health & Safety data for Swire Pacific Offshore companies covers the period from January to 22 April 2022, it was divested since 22 April 2022.
14. Total water withdrawal refers to the sum of water drawn from municipal water and groundwater. Virtually all water withdrawn by the Swire Pacific Group is from municipal water supplies provided by local water supply authorities.
15. We used the World Resource Institute (WRI) Aqueduct Water Risk Atlas tool to map our water withdrawal by water stress levels.
16. 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.
17. Staff data only relates to permanent staff (permanent full time staff, permanent part time staff and fixed contract employees in the Chinese mainland).
18. 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 males / total number of males).
19. 2022 data has been restated to reflect actual situation.
20. Difference between 2023 and 2022 was mainly attributed to re-categorisation of employees at this level at Swire Hotels.
21. 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 Touche Tohmatsu. Please refer to the independent limited assurance report for further details.