

	Units	New World Group			NWD <sup>(1)</sup>			NWCL			NWSH			NWDS		
		FY2020	FY2019	FY2018	FY2020	FY2019	FY2018	FY2020	FY2019	FY2018	FY2020	FY2019	FY2018	FY2020	FY2019	FY2018
Timber (renewable materials)	tonne	43,353	20,720	744	0	0		42,749	20,230		604	490	744			
Bricks	tonne	34,059	15,232	10,141	9,140	3,091		4,680	11,019		20,239	1,122	10,141			
Cement	tonne	45,463	4,827	5,901	3,610	2,012		36,568	718		5,285	2,097	5,901			
Cement mortar	tonne	9,456	45,211	10,716	609	486		8,322	43,213		525	1,512	10,716			
Concrete	tonne	2,438,654	967,647	1,385,541	477,761	217,067		183,194	152,115		1,777,700	598,465	1,385,541			
Reinforcing steel bars (steel -used)	tonne	244,339	100,361	149,213	66,818	22,580		26,418	24,638		151,103	53,142	149,213			
Sand	tonne	13,539	287,392	13,865	4,645	3,952		3,392	276,000		5,502	7,440	13,865			
Stones	tonne	31,941	79,177	9,871	0	0		4,595	3,566		27,346	75,611	9,871			
<b>Energy Consumption</b>																
<b>Direct Energy Consumption</b>	GJ <sup>(3)</sup>	4,183,233	4,382,753	4,541,374	125,063	80,984	81,077	17,036	24,586 <sup>(4)</sup>	21,053	3,962,893	4,182,140	4,311,095	78,241	95,043.62 <sup>(9)</sup>	128,149.62 <sup>(9)</sup>
Biodiesel	GJ	275,668 <sup>(6)</sup>	199,808	230,990	57,777	0	0	0	0	0	217,891	199,808	230,990	0	0	0
Natural Gas	GJ	147,060	175,411	209,759	62,137	65,677	71,391	9,575	18,139	15,485	0	0	0	75,348	91,596	122,883
Gasoline	GJ	22,216	21,800	23,176	2,227	2,026	646	4,357	4,921 <sup>(4)</sup>	4,955	13,829	12,482	14,616	1,803	2,371	2,959
Liquefied Petroleum Gas	GJ	2,556	1,686	1,259	73	94	82	2,007	1,041	508	476	551	669	0	0	0
Diesel	GJ	573,485	3,984,048	4,076,192	2,848	13,187	8,958	1,097	485	105	568,450	3,969,299	4,064,821	1,090	1,077	2,308
<b>Indirect Energy Consumption</b>	GJ	1,693,830	1,954,033	1,837,345	569,273	743,811	538,464	245,634	173,392 <sup>(4)</sup>	156,998	331,348	428,548	444,537	547,575	608,282 <sup>(9)</sup>	697,346 <sup>(9)</sup>
Electricity <sup>(14)</sup>	GJ	1,562,747	1,685,717	1,603,518	555,692	572,333	404,505	189,250	149,539 <sup>(4)</sup>	131,990	317,393	405,007	419,243	500,412	558,837	647,780
Towngas <sup>(14)</sup>	GJ	27,535	38,454	40,872	13,581	14,913	15,578				13,954	23,541	25,294			
District heating	GJ	103,547	73,297	74,575				56,384	23,853	25,008				47,163	49,444 <sup>(9)</sup>	49,567 <sup>(9)</sup>
District cooling	GJ	0	156,565	118,373	0	156,565	118,373	0								
Renewables Produced and Consumed	GJ	8	6	8	8	6	8	0								
Renewables Produced and Exported (for Feed-in-Tariff)	GJ	214	22	0							214	22	0			
<b>Air Emissions</b>																
Nitrogen Oxide (NOx)	tonne	2615.50	2604.23	2,665 <sup>(12)</sup>	0.25	0.23	0.19				2615.25	2604.00	2665.00			
Sulphur Oxide (SOx)	tonne	2.73	2.50	3 <sup>(12)</sup>	0.00	0.00	0.00				2.73	2.50	2.60			
PM emissions	tonne	108.37	110.02	111 <sup>(12)</sup>	0.02	0.02	0.14				108.35	110.00	111.00			
<b>Greenhouse Gas (GHG) Emissions<sup>(10)</sup></b>																
Total GHG emissions	tonnes of CO <sub>2</sub> e	589,299	615,518	623,039	109,697	106,247	83,316	39,663	30,553 <sup>(4)</sup>	29,516	339,784	366,869	376,908	100,154	111,850 <sup>(7)</sup>	133,299 <sup>(7)</sup>
Scope 1 emissions (including refrigerants) <sup>(13)</sup>	tonnes of CO <sub>2</sub> e	294,166	299,884	311,061	10,543	5,366	5,810	1,048	1,407	1,282	278,261	287,969	296,433	4,314	5,142	7,536
Scope 2 emissions	tonnes of CO <sub>2</sub> e	295,133	315,634	311,978	99,154	100,881	77,506	38,615	291,46 <sup>(4)</sup>	28,234	61,524	78,899	80,475	95,840	106,708 <sup>(7)</sup>	125,763 <sup>(7)</sup>
<b>Water Consumption</b>																
Municipal water used <sup>(14)</sup>	cbm	5,687,628	4,679,137	4,324,609	1,630,872	1,206,523	728,269	2,015,148	1,198,676 <sup>(4)</sup>	922,533	1,262,486	1,274,208	1,441,503	779,123 <sup>(11)</sup>	999,730	1,232,304
<b>Waste</b>																
Non-hazardous waste disposed of at landfills/incinerated	tonne	225,038	147,431	148,086	28,360	18,304	3,540	138,503	62,506 <sup>(4)</sup>	58,011	48,904	56,376	76,598	9,271	10,245 <sup>(8)</sup>	9,937
Non-hazardous waste recycled or reused, including the below:	tonne	1,235,183	764,182	866,735	114,457	30,997	132	1,243	353	75	1,119,755	732,494	865,979	257	335	549
Construction & demolition waste	tonne	1,230,597 <sup>(5)</sup>	761,510	863,519	111,741	29,843	0	13	28	0	1,118,843	731,639	863,519	0	0	0
Paper	tonne	369	421	423	123	149	82	18	10	0	228	262	341	0	0	0
Cardboard	tonne	346	362	557	1	0	0	90	28	9	0	0	0	255	334	548
Plastics	tonne	22	23	6	8	13	3	11	7	1	0	3	2	0	0	0
Aluminium	tonne	9	11	3	7	10	3	1	0	0	1	1	0	0	0	0
Scrap metal	tonne	2,732	1,279	1,622	2,353	923	4	41	64	2	336	292	1,615	2	1	1
Glass	tonne	36	44	52	7	8	12	12	1	0	16	35	40	0	0	0
Food waste	tonne	1,401	496	99	214	48	25	1,057	215	63	130	233	11	0	0	0
Cooking oil	tonne	7	12	14	3	3	3	0	0	0	4	9	10	0	0	0
Scrap tyres	tonne	194	21	440	0	0	0	0	0	0	194	21	440	0	0	0
Hazardous waste	tonne	945	851	662	10	1.82 <sup>(4)</sup>	0	2	0	0	933	688	662	0	0	0

Notes:

- (1) Covered NWD and its project management, property/facilities management, investment and selected hospitality and food and beverage businesses.
- (2) Excluded the construction business in Mainland China in FY2018. New World Construction Company Limited (NWCON) has become part of NWD in FY2019 instead of under NWSH.
- (3) The factors for converting the base units of different fuel types to gigajoule (GJ) are available from the guidelines from the US Environmental Protection Agency. Towngas also discloses its conversion factor on its corporate website. GJ can be converted to MWh using conversion base of 1MWh = 3.6 GJ).
- (4) Data were adjusted to reflect the actual consumption and/or associated emissions.
- (5) A considerable increase in construction & demolition waste was recorded in FY2020 due to the commencement of more construction projects.
- (6) The increase of biodiesel in FY2020 was due to the Kai Tak projects and Hip Hing increased their biodiesel consumption.
- (7) NWDS revised data to include district heating in Scope 2 emissions.
- (8) Restatement: NWDS' non-hazardous waste disposed of at landfills or incinerated for FY2019 has been revised to rectify
  - (a) Shanghai Shaanxi Road Branch Store's refuse management fee mistaken for food waste and
  - (b) Shanghai Tianshan Road Branch Store's refuse management fee mistaken for plastic waste.

(9) Restatement: NWDS' district heating figures for FY2018 and FY2019 have been revised to exclude Yanjiao Store's hot water - onsite generation (i.e.heating from public infrastructure/equipment) data, which were mistaken for district heating data.

(10) 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" by EPD and EMSD of the HKSAR Government.

(11) NWDS' decrease of water consumption from FY2019 was mainly due to temporarily closure of some of the department stores, shortening of department store business hours and restricted business for F&B tenants during COVID-19.

(12) NOx and particulate matters emissions from NWSH New World First Ferry (NWSFF) fleet were included since FY2018. SO<sub>x</sub> emissions have already included those arising from NWSFF in all reporting years.

(13) There was no biogenic CO<sub>2</sub> emissions during the reporting year.

(14) The data were incomplete for some of our properties in Hong Kong and Mainland China in FY2020 due to COVID-19 impact and delays in receiving the utility bills.

	New World Group <sup>(1)</sup>			NWD <sup>(2)</sup>			NWCL			NWSH			NWDS																	
	FY2020	FY2019	FY2018	FY2020	FY2019	FY2018	FY2020	FY2019	FY2018	FY2020	FY2019	FY2018	FY2020	FY2019	FY2018															
<b>Staff Information <sup>(3)</sup></b>																														
Total number <sup>(4)</sup>	26,125	27,042	27,521	472	535	496	6,136	6,908	7,545	11,427	10,798	11,989	3,060	3,883	4,598															
Permanent	Total	17,184	17,056	17,031	461	487	473	2,148	2,202	2,329	9,506	9,462	10,797	1,747	2,089															
	Male	11,691			223			1,210			7,599			844																
	Female	5,493			238			938			1,907			903																
Temporary/Fixed term	Total	8,941	9,986	10,490	11	48	23	3,988	4,706	5,216	1,921	1,336	1,192	1,313	2,509															
	Male	5,135			1			2,107			1,584			606																
	Female	3,806			10			1,881			337			707																
Full-time	Total	25,759	26,579	27,115	467	502	484	6,136	6,908	7,545	11,228	10,488	11,667	3,060	3,870															
	Male	16,656			224			3,317			9,061			1,450																
	Female	9,103			243			2,819			2,167			1,610																
Part-time	Total	365	463	406	5	33	12	0	0	0	199	310	322	0	13															
	Male	169			0			0			122			0																
	Female	196			5			0			77			0																
Operational Employee	14,556	14,636	17,069	0	2	0	1,150	1,254	3,680	9,460	9,363	10,265	1,367	1,746	1,948															
General Employee	7,601	8,035	6,049	184	242	234	3,898	4,491	2,599	1,065	825	971	1,325	1,112	1,420															
Assistant Manager	1,312	1,719	1,871	69	66	67	151	222	255	299	235	286	162	642	834															
Manager	1,435	1,467	1,409	86	93	80	594	497	512	288	190	234	107	291	309															
Senior Manager	551	523	600	44	46	38	115	187	327	175	100	121	30	0	0															
Assistant General Manager and above	670	662	523	89	86	77	228	257	172	140	85	112	69	92	87															
Hong Kong	14,571	14,005	13,592	471	534	495	202	219	483	10,575	10,144	11,316	14	44	40															
Mainland China	11,537	13,022	13,917	1	1	1	5,934	6,689	7,060	851	654	673	3,046	3,839	4,558															
Others	17	15	12	0	0	0	0	0	2	1	0	0	0	0	0															
Under 30 years old	4,271	4,992	5,317	73	135	139	1,045	1,323	1,560	1,540	1,367	1,636	308	650	963															
30 - 50 years old	14,951	15,223	15,258	309	303	256	4,084	4,663	4,932	4,999	4,372	4,915	2,618	3,106	3,475															
Over 50 years old	6,903	6,827	6,946	90	97	101	1,007	922	1,053	4,888	5,059	5,438	134	127	160															
Male	16,826	17,196	17,621	224	245	238	3,317	3,720	4,295	9,183	8,889	9,780	1,450	1,618	1,868															
Female	9,299	9,846	9,900	248	290	258	2,819	3,188	3,250	2,244	1,909	2,209	1,610	2,265	2,730															
<b>Turnover &amp; New Hire Rates</b>																														
	Turnover (%)	New Hire (%)	Turnover (%)	New Hire (%)	Turnover (%)	New Hire (%)	Turnover (%)	New Hire (%)	Turnover (%)	New Hire (%)	Turnover (%)	New Hire (%)	Turnover (%)	New Hire (%)	Turnover (%)	New Hire (%)	Turnover (%)	New Hire (%)	Turnover (%)	New Hire (%)	Turnover (%)	New Hire (%)	Turnover (%)	New Hire (%)	Turnover (%)	New Hire (%)	Turnover (%)	New Hire (%)		
<b>Total number</b>	11.9%	8.5%	10.3%	12.3%	16.5%	15.2%	21.4%	16.9%	15.0%	16.3%	16.7%	19.2%	2.7%	0.8%	1.4%	1.1%	4.2%	2.5%	12.8%	11.1%	10.9%	12.5%	14.6%	15.3%	5.3%	0.0%	6.4%	0.3%	38.2%	34.8%
Hong Kong	9.3%	6.9%	7.4%	9.4%	7.5%	8.4%	21.4%	16.9%	15.0%	16.3%	16.7%	19.2%	0.7%	0.3%	0.0%	0.0%	0.3%	1.9%	12.2%	9.2%	10.4%	12.2%	14.0%	14.9%	0.1%	0.0%	0.2%	0.3%	0.2%	0.2%
Mainland China	2.5%	1.5%	2.9%	2.8%	9.0%	6.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	0.5%	1.4%	1.1%	3.9%	0.6%	0.6%	1.9%	0.5%	0.3%	0.6%	0.4%	5.2%	0.0%	6.1%	0.0%	38.0%	34.6%
Overseas	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Under 30 years old	3.6%	3.4%	3.2%	4.9%	5.8%	6.2%	4.2%	4.0%	5.0%	4.5%	6.7%	8.7%	1.0%	0.2%	0.8%	0.3%	0.8%	0.3%	2.9%	4.3%	2.2%	4.1%	3.3%	4.9%	0.2%	0.0%	0.7%	0.1%	16.6%	17.9%
30 - 50 years old	5.1%	3.7%	4.4%	5.2%	7.6%	6.9%	14.0%	12.7%	7.9%	11.0%	8.1%	10.3%	1.0%	0.5%	0.6%	0.7%	2.5%	1.7%	4.7%	4.7%	3.7%	4.3%	5.3%	6.2%	4.6%	0.0%	5.1%	0.2%	20.9%	16.9%
Over 50 years old	3.2%	1.4%	2.6%	2.1%	3.2%	2.1%	3.2%	0.2%	2.1%	0.7%	2.0%	0.2%	0.7%	0.0%	0.1%	0.1%	1.0%	0.5%	5.2%	2.2%	5.0%	4.1%	6.0%	4.2%	0.4%	0.0%	0.5%	0.0%	0.8%	0.1%
Male	7.3%	4.9%	5.9%	7.2%	9.5%	8.6%	7.8%	6.8%	7.1%	7.1%	6.7%	7.7%	1.7%	0.5%	0.8%	0.6%	2.4%	1.7%	9.9%	7.8%	8.0%	9.9%	11.8%	11.8%	2.2%	0.0%	2.8%	0.1%	13.6%	11.3%
Female	4.6%	3.5%	4.3%	5.1%	7.0%	6.6%	13.6%	10.2%	7.9%	9.2%	10.1%	11.5%	1.1%	0.3%	0.7%	0.5%	1.9%	0.8%	2.8%	3.3%	2.9%	2.6%	2.8%	3.5%	3.1%	0.0%	3.5%	0.2%	24.6%	23.6%
<b>Performance Review</b>																														
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Employees receiving regular performance review (no. and %)	24,554	94%	25,442	94%	21,110	77%	487	103%	487	91%	473	95%	6,136	100%	6,810	99%	7,081	94%	10,326	90%	9,670	90%	10,885	91%	3,034	99%	3,883	100%		
Male	15,753	94%	16,084	94%	14,567	83%	241	108%	228	93%	231	97%	3,317	100%	3,680	99%	4,065	95%	8,323	91%	7,974	90%	8,926	91%	1,432	99%	1,618	100%		
Female	8,801	95%	9,358	95%	6,543	66%	246	99%	259	89%	242	94%	2,819	100%	3,130	98%	3,016	93%	2,003	89%	1,696	89%	1,959	89%	1,602	100%	2,265	100%		
Operational Employee	13,227	91%	13,334	91%	13,841	81%	4	-	1	50%	0	0%	1,150	100%	1,227	98%	3,574	97%	8,462	89%	8,308	89%	9,245	90%	1,355	99%	1,746	100%		
General Employee	7,412	98%	7,820	97%	4,260	70%	195	106%	197	81%	212	91%	3,898	100%	4,437	99%	2,361	91%	993	93%	792	96%	922	95%	1,319	100%	1,112	100%		
Assistant Manager	1,295	99%	1,716	100%	999	53%	65	94%	66	100%	66	99%	151	100%	238	107%	227	89%	287	96%	222	94%	277	97%	157	97%	642	100%		
Manager	1,432	100%	1,434	98%	1,168	83%	92	107%	91	98%	80	100%	594	100%	483	97%	474	93%	283	98%	183	96%	347	98%	106	99%	291	100%		
Senior Manager	550	100%	515	98%	434	72%	48	109%	46	100%	38	100%	115	100%	185	99%	282	86%	172	98%	96	96%	(5)	(5)	30	100%				
Assistant General Manager and above	638	95%	623	94%	408	78%	83	93%	86	100%	77	100%	228	100%	240	93%	163	95%	129	92%	69	81%	94	84%	67	97%	92	100%		
<b>Health and Safety <sup>(7)</sup></b>																														
Number of lost-time injuries (sick leave > 0 days)	488.5	709.5	484.0	0.0	4	0	31.5	275	68.0	235.0	359.5	360.0	6.0	6	18.0															
Number of reportable injuries (sick leave > 3 days)	442.0	344.0	378.0	0.0	2	0	24.0	30	58.0	200.0	272.0	303.0	5.0	5	0.0															
Number of high-consequence work-related injuries <sup>(8)</sup>	24.0	37.0	31.0	0.0	0	0	0.0	2	12.0	14.0	33.0	18.0	1.0	0.0																
Lost-time injury rate (per 100 employees)	1.7	2.5	1.6	0.0	0.74	0	0.5	5.27	0.9	1.7	2.67	2.4	0.2	0.15	0.4															
High-consequence injury rate (per 100 employees)	0.1	0.1	0.1	0.0	0	0	0.0	0.04	0.2	0.1	0.25	0.1	0.0	0.0																
Lost days due to injuries	23,657	17,495	23,238	0	72	0	511	1,247	2,545	21,527	14,604	18,678	975	114	1,174															
Lost day rate (per 100 employees)	82.0	61.1	75.1	0.0	13.2	0	8.0	23.9	33.7	156.9	108.4	125.2	30.5	2.8	24.5															
Number of occupational diseases	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0.0																
Occupational disease rate (per 100 employees)	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0.0																
Number of fatalities	2.0	2	0	0.0	0	0	0.0	0	0	1.0	1	0	1.0	1.0																
Fatality rate	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.01%	0.00%	0.03%	0.03%	0.00%															

(6)

	New World Group <sup>(1)</sup>			NWD <sup>(2)</sup>			NWCL			NWSH			NWDS		
	FY2020	FY2019	FY2018	FY2020	FY2019	FY2018	FY2020	FY2019	FY2018	FY2020	FY2019	FY2018	FY2020	FY2019	FY2018
<b>Average Training Hours per Employee</b>															
All Employees	18.9	15.0	14.1	20.8	10.0	6.6	14.1	16.6	16.4	12.2	16.0	14.8	44.9 <sup>(9)</sup>	3.3	6.5
Male	17.8	15.5	14.9	22.5	10.3	6.2	14.9	16.8	17.8	12.2	15.7	15.2	44.5	2.9	3.8
Female	20.9	14.3	12.7	19.3	9.8	7.0	13.1	16.4	14.5	12.1	17.2	12.9	45.3	3.7	8.3
Management <sup>(10)</sup>	19.4	15.9	11.5	12.0	11.1	6.5	20.7	23.7	16.3	11.6	13.8	17.4	40.3	6.8	2.6
Non-management <sup>(10)</sup>	18.8	14.8	14.6	34.7	8.7	6.7	12.7	15.2	16.4	12.2	16.1	14.6	45.6	2.1	7.9
Operational Employee	20.1	16.1	16.0	0.0	0.0	0.0	37.9	25.1	19.5	11.8	16.4	14.7	45.7	1.9	11.8
General Employee	16.4	12.5	10.8	34.7	8.8	6.7	5.2	12.4	12.1	15.6	12.9	13.8	45.5	3.1	2.5
Assistant Manager	20.3	16.2	9.8	14.0	13.7	9.7	34.5	41.9	17.5	12.6	18.0	18.7	43.0	4.8	2.2
Manager	19.3	14.4	14.0	17.3	9.1	7.2	13.3	16.4	17.9	10.9	12.5	15.9	45.9	10.3	2.4
Senior Manager	23.7	22.7	10.9	9.4	15.6	6.8	52.4	35.0	15.2	11.1	8.2	18.9	45.3		
Assistant General Manager and above	14.3	13.3	11.1	6.7	9.1	2.7	15.1	13.7	11.8	11.5	11.8	18.9	22.8	9.3	6.9

Notes:

- (1) In addition to the major business units i.e. NWD, NWC, NWSH and NWDS, the data of the Group's project management, property/facilities management, investment, selected hospitality and food and beverage businesses were covered.
- (2) Only the head office was covered and other operations were covered in the overall New World Group data in FY2018.
- (3) The employees data reported are captured through an established human resources system and there are no significant seasonal variations in the number of employees reported. The organisation's activities are mainly performed by our own employees.
- (4) Boundary of the data reported are in line with the scope of the sustainability report.
- (5) The data of "Senior Manager" were covered in the "Manager" category.

- (6) NWDS will explore the feasibility of collecting the data.
- (7) The health and safety data include employees only.
- (8) High-consequence work-related injuries (excluding fatalities): work-related injury that results in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months.
- (9) Average training hours per employee for NWDS was increased significantly due to online training in FY2020.