

Performance Data

Environmental Data

Indicators	Unit	FY2023/24	FY2022/23	FY2021/22
ENERGY CONSUMPTION ¹				
Purchased electricity	MWh	102,348.72	100,931.65	103,701.63
Towngas	MWh	5,996.15	5,419.11	4,902.00
Petrol	MWh	465.29	597.28 ²	325.72
Diesel	MWh	240.16	62.70 ²	1.26
Total energy consumption	MWh	109,050.32	107,010.74	108,930.61
Energy intensity	kWh/m ²	126.17	123.55	128.89
CARBON EMISSIONS ³				
Direct carbon emissions (Scope 1) ⁴	tCO ₂ e	2,045.17 ⁵	1,293.63	1,076.68
Indirect carbon emissions (Scope 2) – location-based method ⁶	tCO ₂ e	48,330.24	47,785.81	49,177.06
Indirect carbon emissions (Scope 2) – market-based method	tCO ₂ e	48,276.44	47,757.90	49,157.55
Total carbon emissions (Scope 1 & 2) – location-based method	tCO ₂ e	50,375.41	49,079.44	50,253.74
Total carbon emissions (Scope 1 & 2) – market-based method	tCO ₂ e	50,321.61	49,051.62	50,234.23
Carbon emissions intensity (Scope 1 & 2) – location-based method	tCO ₂ e/m ²	0.058 ⁷	0.057	0.059
Carbon emissions intensity (Scope 1 & 2) – market-based method	tCO ₂ e/m ²	0.058	0.057	0.059
Indirect carbon emissions (Scope 3) – Category 2: Capital Goods ⁸	tCO ₂ e	51,095.91	-	-
AIR EMISSIONS ⁹				
Sulphur oxides	kg	1.50	1.39 ²	0.83
Nitrogen oxides	kg	369.55	301.93 ²	87.68
Particulate matter	kg	25.78	20.47 ²	1.26
WATER CONSUMPTION AND WASTEWATER DISCHARGED				
Total water usage	m ³	572,848.11	521,021.79	544,853.57
Water intensity	m ³ /m ²	0.663 ¹⁰	0.602	0.645
Wastewater discharged ¹¹	m ³	546,009.56	497,518.65	518,646.09
WASTE DISPOSED				
Non-hazardous waste disposed ¹²	tonnes	24,959.39 ¹³	23,969.42 ¹³	18,723.76
Non-hazardous waste disposal intensity	tonnes/m ²	0.029	0.028	0.022

Compliance with Relevant Environmental Regulations

We have been strictly complying with any local and 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 nor 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	FY2023/24	FY2022/23	FY2021/22
WASTE DIVERTED FROM LANDFILL				
Non-hazardous Waste				
Food waste	tonnes	166.91 ¹⁴	120.52	91.35
Cooking oil to biodiesel ¹⁵	tonnes	4.99	6.26	-
Glass	tonnes	16.47	16.24	18.05
Metal / Aluminium	tonnes	2.52	2.37	6.84
Paper	tonnes	443.80	345.92	476.66
Plastics	tonnes	21.34	21.31	6.66
Total non-hazardous waste diverted from landfill	tonnes	656.03	512.62	599.56
Non-hazardous waste recycling intensity	kg/m ²	0.759	0.592	0.625
Hazardous Waste ¹⁶				
Battery	kg	42.47	58.16	-
Lighting tube	kg	219.75	314.57	-
Cartridge	kg	1,810.00	1,705.40	-
Waste Electrical and Electronic Equipment ("WEEE") ¹⁷	kg	642.70	4,159.50	-
	pieces	1,215.80	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 in FY2022/23 resulted in higher reported consumption of petrol and diesel fuel, as well as air emissions.
 - 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, fire extinguishers, 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")". Emission factors for refrigerant used in fire suppression equipment are adopted from U.S. EPA.
 - During FY2023/24, our direct carbon emissions (Scope 1) increased by 58.1% compared to FY2022/23, primarily due to the optimised data collection mechanism of refrigerants which resulted in higher reported refrigerant consumption.
 - Scope 2 emissions comprise the consumption of Towngas and purchased electricity. Emission factors are adopted from local power and utility companies. As defined by GHG Protocol Scope 2 Guidance, location-based method for indirect carbon emissions refers to a method to quantify Scope 2 emissions based on average energy generation emission factors for defined locations, including local, subnational, or national boundaries. Market-based method for indirect carbon emissions refers to a method to quantify Scope 2 emissions of a reporter based on GHG emissions emitted by the generators from which the reporter contractually purchases electricity bundled with contractual instruments, or contractual instruments on their own.
 - During FY2023/24, our carbon intensity increased by 2.9% compared to FY2022/23 due to increase in our property occupancy and operations. For example, the lease out rate at Nina Tower increased by 20%, leading to an 8.7% increase in overall electricity consumption in the building. Our guest room nights in hotels also increased by over 30% compared to the previous Reporting Period.
 - This category accounts for the upfront embodied carbon emissions from our newly completed construction projects during the Reporting Period, referencing the Science Based Targets initiative Buildings Sector Explanatory Document. The cradle-to-site emissions for Mount Anderson, the only completed project in the Reporting Period, are included.
 - 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.
 - During FY2023/24, our water intensity increased by 14.1% compared to FY2022/23 due to a 30% increase in our guest room nights in hotels compared to the previous Reporting Period. In addition, water use for cooling increased as we gradually replace air-cool chillers with water-cool systems.
 - 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 FY2023/24 and FY2022/23.
 - More properties have participated in the government's food waste collection scheme resulted in higher reported food waste recycled in FY2023/24.
 - 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 recycling receipt.

Social Data ¹

Indicators	FY2023/24		FY2022/23		FY2021/22	
	Number of people	%	Number of people	%	Number of people	%
WORKFORCE						
Total workforce	3,601	-	3,138	-	2,982	-
By Gender						
Male	1,813	50.3%	1,672	53.3%	1,640	55.0%
Female	1,788	49.7%	1,466	46.7%	1,342	45.0%
By Employment Category ²						
Senior management	21	0.6%	20	0.6%	72	2.4%
Management	578	16.1%	451	14.4%	363	12.2%
General staff	3,002	83.4%	2,667	85.0%	2,547	85.4%
By Age Group						
30 or below	462	12.8%	362	11.5%	368	12.3%
31-50	1,410	39.2%	1,295	41.3%	1,237	41.5%
51 or above	1,729	48.0%	1,481	47.2%	1,377	46.2%
By Employment Contract						
Permanent	2,952	82.0%	2,712	86.4%	2,733	91.6%
Temporary	649	18.0%	426	13.6%	249	8.4%
By Employment Type						
Full-time	3,169	88.0%	2,938	93.6%	2,915	97.8%
Part-time	70	1.9%	200	6.4%	67	2.2%
Non-guaranteed hours ^{3,4,5}	362 ⁵	10.1%	-	-	-	-
By Geographic Region						
Hong Kong	3,601	100.0%	3,138	100.0%	2,982	100.0%
Others	0	0.0%	0	0.0%	0	0.0%

Indicators	FY2023/24		FY2022/23		FY2021/22	
	Number of people	%	Number of people	%	Number of people	%
By Nationality ⁴						
Chinese	3,540	98.3%	-	-	-	-
Others	61	1.7%	-	-	-	-
Permanent Employees by Gender ⁴						
Male	1,492	50.5%	-	-	-	-
Female	1,460	49.5%	-	-	-	-
Temporary Employees by Gender ⁴						
Male	321	49.5%	-	-	-	-
Female	328	50.5%	-	-	-	-
Full-time Employees by Gender ⁴						
Male	1,636	51.6%	-	-	-	-
Female	1,533	48.4%	-	-	-	-
Part-time Employees by Gender ⁴						
Male	25	35.7%	-	-	-	-
Female	45	64.3%	-	-	-	-
VOLUNTARY TURNOVER ^{6,7}						
Overall	806	22.4%	1,022	32.6%	893	29.9%
By Gender						
Male	469	25.9%	553	33.1%	468 ⁸	28.5% ⁸
Female	337	18.8%	469	32.0%	425 ⁸	31.7% ⁸
By Employment Category						
Senior management	0	0.0%	2	10.0%	-	-
Management	99	17.1%	156	34.6%	-	-
General staff	707	23.6%	864	32.4%	-	-

Indicators	FY2023/24		FY2022/23		FY2021/22	
	Number of people	%	Number of people	%	Number of people	%
By Age Group						
30 or below	165	35.7%	184	50.8%	201	54.6%
31-50	317	22.5%	464	35.8%	402	32.5%
51 or above	324	18.7%	374	25.3%	290	21.1%
By Geographic Region						
Hong Kong	806	22.4%	1,022	32.6%	893	29.9%
Others	0	0.0%	0	0.0%	0	0.0%
INVOLUNTARY TURNOVER ^{7,9} (DUE TO DISMISSAL, DOWNSIZING, REDUNDANCY, MISCONDUCT)						
Overall	279	7.7%	75	2.4%	-	-
By Gender						
Male	138	7.6%	59	3.5%	-	-
Female	141	7.9%	16	1.1%	-	-
By Employment Category						
Senior management	0	0.0%	0	0.0%	-	-
Management	11	1.9%	12	2.7%	-	-
General staff	268	8.9%	63	2.4%	-	-
By Age Group						
30 or below	29	6.3%	10	2.8%	-	-
31-50	81	5.7%	38	2.9%	-	-
51 or above	169	9.8%	27	1.8%	-	-
By Geographic Region						
Hong Kong	279	7.7%	75	2.8%	-	-
Others	0	0.0%	0	0.0%	-	-

Indicators	FY2023/24		FY2022/23		FY2021/22	
	Number of people	%	Number of people	%	Number of people	%
INVOLUNTARY TURNOVER ^{7,10} (DUE TO COMPLETION OF CONTRACT OR RETIREMENT AND DECEASE)						
Overall	179	5.0%	210	6.7%	-	-
By Gender						
Male	53	2.9%	142	8.5%	-	-
Female	126	7.0%	68	4.6%	-	-
By Employment Category						
Senior management	2	9.5%	0	0.0%	-	-
Management	2	0.3%	0	0.0%	-	-
General staff	175	5.8%	210	7.9%	-	-
By Age Group						
30 or below	3	0.6%	3	0.8%	-	-
31-50	1	0.1%	1	0.1%	-	-
51 or above	175	10.1%	206	13.9%	-	-
By Geographic Region						
Hong Kong	179	5.0%	210	7.7%	-	-
Others	0	0.0%	0	0.0%	-	-
NEW HIRE ⁷						
Overall	1,709	47.4%	1,344	42.8%	1,142	38.3%
By Gender						
Male	798	44.0%	737	44.1%	662	40.4%
Female	911	51.0%	607	41.4%	480	35.8%
By Employment Category						
Senior management	2	9.5%	2	10.0%	-	-
Management	130	22.5%	175	38.8%	-	-
General staff	1,577	52.5%	1,167	43.8%	-	-

Indicators	FY2023/24		FY2022/23		FY2021/22	
	Number of people	%	Number of people	%	Number of people	%
By Age Group						
30 or below	381	82.5%	216	59.7%	276	75.0%
31-50	546	38.7%	537	41.5%	459	37.1%
51 or above	782	45.2%	591	39.9%	407	29.6%
By Geographic Region						
Hong Kong	1,709	47.5%	1,344	42.8%	1,142	38.3%
Others	0	0.0%	0	0.0%	0	0.0%
PERFORMANCE REVIEW ⁷						
Overall	3,187	88.5%	2,790	88.9%	2,811	94.3%
By Gender						
Male	1,636	90.2%	1,556	93.1%	1,560	95.1%
Female	1,551	86.7%	1,234	84.2%	1,251	93.2%
By Employment Category						
Senior management	18	85.7%	19	95.0%	72	100.0%
Management	570	98.6%	434	96.2%	327	90.1%
General staff	2,599	86.6%	2,337	87.6%	2,412	94.7%
PARENTAL LEAVE Employees Entitled to Parental Leave						
Male	1,656	-	1,672	-	-	-
Female	1,569	-	1,466	-	-	-
Employees who Took Parental Leave						
Male	20	-	17	-	-	-
Female	18	-	23	-	-	-
Employee Return to Work Rate ¹¹						
Male	-	100.0%	-	100.0%	-	-
Female	-	100.0%	-	87.0%	-	-
Retention Rate of Employees who Took Parental Leave ^{4, 12}						
Male	-	64.7%	-	-	-	-
Female	-	68.8%	-	-	-	-

Indicators	Unit	FY2023/24	FY2022/23	FY2021/22
TRAINING ¹³ Number of Employees Trained⁴				
Overall	People	3,138	-	-
Percentage of Employees Trained ⁴				
Overall	% of people	87.1%	-	-
By Gender ⁴				
Male	% of people trained	50.8%	-	-
Female	% of people trained	49.2%	-	-
By Employee Category ⁴				
Senior management	% of people trained	0.5%	-	-
Management	% of people trained	19.1%	-	-
General staff	% of people trained	80.4%	-	-
Total Training Hours				
Overall	Hours	109,953	77,351	-
Average Training Hours ¹⁴				
Overall	Hours	30.5	24.6	10.5
By Gender				
Male	Hours	31.0	22.8	9.5
Female	Hours	30.0	26.8	11.8
By Employee Category				
Senior management	Hours	23.1	32.1	25.5
Management	Hours	36.4	38.2	18.8
General staff	Hours	29.5	22.3	8.9
ANTI-CORRUPTION TRAINING ¹³				
Overall	Hours	1,220.4	993.4	-
	People ⁴	1,182	-	-
	% of people trained ⁴	32.8%	-	-
By Gender				
Male	Hours	651.7	524.8	-
	People ⁴	600	-	-
	% of people trained ⁴	50.8%	-	-
Female	Hours	568.7	468.6	-
	People ⁴	582	-	-
	% of people trained ⁴	49.2%	-	-

Indicators	Unit	FY2023/24	FY2022/23	FY2021/22
By Employee Category				
Senior management	Hours	2.0	18.0	-
	People ⁴	2	-	-
	% of people trained ⁴	0.2%	-	-
Management	Hours	376.9	322.8	-
	People ⁴	278	-	-
	% of people trained ⁴	23.5%	-	-
General staff	Hours	841.5	652.6	-
	People ⁴	902	-	-
	% of people trained ⁴	76.3%	-	-
OCCUPATIONAL HEALTH AND SAFETY				
Total number of hours worked	Hours	7,347,350	6,583,044	-
Absentee days ¹⁵	Days	15,996	17,303	17,115
Number of ISO Certifications on health and safety management system	Number of certifications	7	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 ¹⁶	N/A	0.0	0.0	0.0
Work-related Injuries				
Total number of work-related injury incidents ¹⁷	Number of incidents	81	101	92 ⁸
Rate of recordable work-related injuries ¹⁸	N/A	2.2	3.1	-
Lost days due to injuries	Days	2,446	4,188	7,953 ⁸
Number of lost time injuries (sick leave > 0 days)	Number of incidents	72	86	-
Number of reportable injuries (sick leave > 3 days)	Number of incidents	53	79	-
Number of high-consequence injuries (excluding fatalities) ¹⁹	Number of incidents	1	8	5
Rate of high-consequence injuries (excluding fatalities) ²⁰	N/A	0.03	0.2	-
Lost-time injury rate (LTIR) ²¹	N/A	2.0	2.6	-

Indicators	Unit	FY2023/24	FY2022/23	FY2021/22
Work-related Ill Health				
Work-related fatalities as a result of work-related ill health	Number of incidents	0	0	-
Cases of recordable work-related ill health	Number of incidents	0	0	-
OCCUPATIONAL HEALTH AND SAFETY (CONTRACTOR) ²²				
Total number of hours worked	Hours	6,738,680	4,107,740	3,450,460
Total number of contractor workers	Number of contractor workers	25,918	15,799	13,271
Number of ISO Certifications on health and safety management system	Number of certifications	6	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 ¹⁶	N/A	0.0	0.0	0.0
Work-related Injuries				
Total number of work-related injury incidents ¹⁷	Number of incidents	10	14	16
Rate of recordable work-related injuries ¹⁸	N/A	0.3	0.7	0.9
Lost days due to injuries	Days	1,053	1,140	2,438
Number of lost time injuries (sick leave > 0 days)	Number of incidents	10	14	16
Number of reportable injuries (sick leave > 3 days)	Number of incidents	10	14	15
Number of high-consequence injuries (excluding fatalities) ¹⁹	Number of incidents	3	2	7
Rate of high-consequence injuries (excluding fatalities) ²⁰	N/A	0.09	0.1	0.4
Lost-Time Injury Rate (LTIR) ²¹	N/A	0.3	0.7	0.9
Work-related Ill Health				
Work-related fatalities as a result of work-related ill health	Number of incidents	0	0	-
Cases of recordable work-related ill health	Number of incidents	0	0	-

		FY2023/24		FY2022/23		FY2021/22	
Indicators	Unit	Male	Female	Male	Female	Male	Female
DIVERSITY							
Governance Body							
ESG Steering Committee	People	9	2	9	1	-	-
	% of people	81.8%	18.2%	90.0%	10.0%	-	-
Management Positions							
Senior management	People	14	7	14	6	-	-
	% of people	66.7%	33.3%	70.0%	30.0%	-	-
Management	People	360	218	260	191	-	-
	% of people	62.3%	37.7%	57.6%	42.4%	-	-
Non-management positions	People	1,436	1,566	1,397	1,269	-	-
	% of people	47.8%	52.2%	52.4%	47.6%	-	-
Management positions in revenue-generating functions ²³	People	48	57	53	81	-	-
	% of people	45.7%	54.3%	39.6%	60.4%	-	-
STEM-related positions by gender ²⁴	People	291	168	434	156	-	-
	% of people	63.4%	36.6%	73.6%	26.4%	-	-
Indicators	Unit			FY2023/24	FY2022/23	FY2021/22	
SUPPLY CHAIN MANAGEMENT ²⁵							
Number of new suppliers		Number of suppliers		194	-	-	-
Number of new suppliers screened using environmental criteria		Number of suppliers		187	-	-	-
Number of new suppliers screened using social criteria		Number of suppliers		187	-	-	-
Total Number of Suppliers by Geographic Location							
Hong Kong		Number of suppliers		1,896	-	-	-
Mainland China		Number of suppliers		1	-	-	-
Overseas		Number of suppliers		13	-	-	-

Notes:

- Figures as of 30 June unless otherwise stated.
- The Group has undergone an internal review of the job grade structure and definition of employee category during the Reporting Period. The FY2023/24 figures disclosed are aligned with reference to this update.
- Employee who is not guaranteed a minimum or fixed number of working hours per day, week, or month, but who may need to make themselves available for work as required, such as casual employees, employees with zero-hour contracts and on-call employees.
- Relevant figures have been disclosed from FY2023/24 onwards.
- This figure includes the headquarters office and Property Services, as full-time equivalent data is only available for Nina Hospitality. The full-time equivalent for Nina Hospitality is 110 for FY2023/24.
- 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%".
- The data includes full-time employees only.
- The figure has been restated to reflect the actual situation in that Reporting Period.
- 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%".
- Employee 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%".
- Retention rate of employees who took parental leave is calculated as "total number of employees retained 12 months after returning to work following a period of parental leave divided by total number of employees returning from parental leave in the prior reporting period(s) and then multiplied by 100%".
- The data includes full-time and part-time employees. The training data includes records from the entire Reporting Period.
- 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". Trainings organised and provided by Property Services have been included from FY2022/23 onwards due to enhanced data collection mechanism.
- 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 lost-time injury rate is calculated as "Number of lost-time injuries 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 and Safety, IT and Sustainability/ESG.
- Suppliers are organisations or people that provide a product or service to the Group through a direct commercial relationship within the Reporting Period.

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.