

SUSTAINABILITY PERFORMANCE DATA
Key Environmental Performance Data



	Units	New World Group			NWD ⁽¹⁾			NWCL ⁽²⁾			NWSH ⁽³⁾			NWDS ⁽³⁾		
		FY2023	FY2022	FY2021	FY2023	FY2022	FY2021	FY2023	FY2022	FY2021	FY2023	FY2022	FY2021	FY2023	FY2022	FY2021
Scope 1 Emissions																
Total Scope 1 emissions	tonne of CO ₂ e	8,024 ✓	46,006	42,426	7,348	18,976	10,540	676	4,698	3,159		19,001	24,257		3,331	4,471
Construction ⁽⁴⁾ Scope 1 emissions	tonne of CO ₂ e	1,744 ✓			1,725			19								
Operational ⁽⁵⁾ Scope 1 emissions	tonne of CO ₂ e	6,280 ✓			5,623			657								
Scope 2 Emissions																
Total Scope 2 emissions	tonne of CO ₂ e	109,329 ✓	219,370	255,269	92,895	98,731	106,682	16,434	16,628	31,907		39,316	34,335		64,696	82,346
Construction ⁽⁴⁾ Scope 2 emissions	tonne of CO ₂ e	12,558 ✓			8,102			4,456								
Operational ⁽⁵⁾ Scope 2 emissions	tonne of CO ₂ e	96,771 ✓			84,793			11,978								
Total Scope 1 & 2 GHG Emissions																
Total Scope 1 & 2 GHG emissions	tonne of CO ₂ e	117,353 ✓	265,376	297,696	100,243	117,707	117,221	17,110	21,326	35,066		58,317	58,592		68,027	86,816

Notes:

✓ denotes selected performance data subject to independent limited assurance. Please refer to the limited assurance report on our website for further details.

Calculation standards and methodologies for carbon emissions:

(i) Carbon emissions are calculated using:

(a) "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 Environmental Protection Department (EPD) and the Electrical and Mechanical Services Department (EMSD) of the Hong Kong Government.

(b) GHG Protocol Corporate Accounting and Reporting Standard published by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI).

(ii) Carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and hydrofluorocarbons (HFCs) are included in greenhouse gas (GHG) calculations. Perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), nitrogen trifluoride (NF₃) and biogenic CO₂ emissions are not applicable.

(iii) The sources of emission factors for the reporting of carbon emissions are:

(a) Sustainability reports of the local utility companies (for electricity and Towngas in Hong Kong).

(b) "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 EPD and the EMSD of the Hong Kong Government.

(c) "The 2022 UK Government Greenhouse Gas Conversion factors for Company Reporting" published by the Department for Environment, Food and Rural Affairs (Defra) of the UK.

(1) Covered NWD and its project management, property/facilities management, corporate office operations, construction, serviced apartments, healthcare, fashion businesses, private clubhouse operation, and food and beverage businesses.

(2) Covered NWCL and its project management, property/facilities management, corporate office operations, construction, serviced apartments, and private clubhouse operation businesses.

(3) Following a comprehensive evaluation of our organisational boundary with reference to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard ("GHG Protocol"), the sustainability performance data will encompass NWD's businesses over which NWD has operational control, effective from FY2023. This coverage includes our businesses under NWD and NWCL that have been operated for at least two full fiscal years, taking into consideration of their financial significance to the Group. The environmental resource data of NWSH and NWDS have been scoped out from New World Group's environmental resource data, and the corresponding Scope 1 & 2 emissions data and have been reclassified as New World Group's Scope 2 Category 15 Investments. Due to the change in scope of boundary, the numbers reported for current year and previous years will not be directly comparable.

(4) Construction refers to the construction business of NWD and NWCL.

(5) Operational refers to operating assets & businesses (properties, corporate offices, healthcare centres, commercial stores, clubhouses, and food and beverage businesses) under NWD & NWCL's operational control.

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Scope 3 Emissions							
	Scope 3 Category	Units	Description	Methodology ⁽¹⁾ / Exclusion	Source of activity data	Source of emission factor	FY2023
1	Purchased Goods And Services	tonne of CO ₂ e	Upstream emissions from extraction, production and transportation processes associated with New World Group's purchased goods and services	To be reported in the coming years when data availability is more mature.		N/A	N/A
2	Capital Goods	tonne of CO ₂ e	Upfront embodied carbon emissions of new properties developed by New World Group	Embodied carbon emissions of new construction projects that are constructed and developed by New World Group. Also includes Kai Tak Sports Park (KTSP) Construction Stage Scope 1 & 2 emissions. ⁽²⁾	The consumption data of major construction materials (i.e. Concrete, Steel, Aluminium, Glass, Timber) from construction sites under active development that fall within the scope (i.e. New World Construction Company Limited (NWCON) and NWCL's construction business) together with the fuel and energy	<ul style="list-style-type: none"> Construction Industry Council Carbon Assessment Tool Inventory of Carbon and Energy (ICE Database) 	418,746 ✓
3	Fuel and Energy-related Activities	tonne of CO ₂ e	Emissions related to extraction, production and transportation from fuels and energy purchased by New World Group, not accounted for in Scope 1 & 2 emissions	Third party provided emission factors are applied to the primary data on amounts of electricity, gasoline, diesel, natural gas, and other fuels used by New World Group.	Primary energy data from properties and construction sites managed by New World Group	"The 2023 UK Government Greenhouse Gas Conversion factors for Company Reporting" published by the Department for Environment, Food and Rural Affairs (Defra) of the UK	43,783 ✓
4	Upstream Transportation and Distribution	tonne of CO ₂ e	Emissions related to transportation and distribution of goods and services purchased by New World Group	Upstream transportation and distribution of goods and services have already been accounted for in New World Group's Scope 1 & 2 emissions and Scope 3 Category 2 Capital Goods emissions.		N/A	N/A
5	Waste Generated in Operations	tonne of CO ₂ e	Emissions from disposal and treatment of waste generated by New World Group	Waste data is multiplied by corresponding emission factors to calculate emissions in this category.	Primary waste data from properties managed by New World Group	"The 2023 UK Government Greenhouse Gas Conversion factors for Company Reporting" published by the Department for Environment, Food and Rural Affairs (Defra) of the UK	2,286 ✓
6	Business Travel	tonne of CO ₂ e	Emissions from transportation of New World Group's employees for business-related activities	Flight distance is multiplied by corresponding emission factors to calculate emissions in this category.	The scope of data included only travel related information provided by New World Group's travel agency	"The 2023 UK Government Greenhouse Gas Conversion factors for Company Reporting" published by the Department for Environment, Food and Rural Affairs (Defra) of the UK	439 ✓
7	Employee Commuting	tonne of CO ₂ e	Emissions from transportation of employees between their homes and worksites	Emissions in this category are derived from New World Group's number of employees.	Number of New World Group employees as disclosed on Key Social Performance Data	GHG Protocol Scope 3 Evaluator	13,670 ✓
8	Upstream Leased Assets	tonne of CO ₂ e	Emissions from operation of assets leased by New World Group	As a real estate developer, New World Group develops and manages properties which are leased to our tenants. The emissions of leased properties are identified as and included in our Scope 2 emissions.		N/A	N/A
9	Downstream Transportation and Distribution	tonne of CO ₂ e	Emissions from transportation and distribution of products sold in vehicles and facilities not owned or controlled by New World Group	New World Group's core business does not involve downstream transportation and distribution. No emissions from this category will be reported.		N/A	N/A
10	Processing of Sold Products	tonne of CO ₂ e	Emissions from processing of intermediate products sold by downstream companies, such as manufacturers, subsequent to sale by New World Group	As a real estate developer, New World Group develops and sells development properties. There are no manufactured products. No emissions from this category will be reported.		N/A	N/A
11	Use of Sold Products	tonne of CO ₂ e	Operational carbon emissions from the entire use stage within the building life cycle of sold development properties (e.g. residential units, commercial/office buildings for sale) developed by New World Group	The design / benchmark energy use intensity of the sold development properties and their projected future change, is multiplied by corresponding projected emission factors of the entire use stage within the building life cycle to calculate emissions in this category. ⁽³⁾	<ul style="list-style-type: none"> Design electricity use intensity of residential and commercial buildings developed by New World Group Saleable Floor Area of residential and commercial units being sold in FY2023 	<ul style="list-style-type: none"> International Energy Agency (IEA) database Hong Kong's Climate Action Plan 2050 CRREM Global Pathways 	133,153 ✓
12	End-of-life Treatment of Sold Products	tonne of CO ₂ e	Emissions from waste disposal and treatment at the end of life stage of sold development properties (i.e. residential buildings, and commercial/office buildings) developed by New World Group	Area of the sold development properties is multiplied by the end of life carbon emission factor to calculate emissions in this category.	Gross Floor Area of sold residential and commercial buildings	"Comprehensive Evaluation of Carbon Emissions for the Development of High-Rise Residential Building", MDPI Journal – Buildings 2018	6,609
13	Downstream Leased Assets	tonne of CO ₂ e	Emissions from operation of leased assets managed by New World Group and leased to other entities (i.e. tenants' operational electricity usage)	<p>Hong Kong Portfolio: Aggregate data of metered electricity consumption from tenants are multiplied by respective grid emission factors to calculate emissions in this category.</p> <p>Mainland China Portfolio: Data of metered electricity consumption at individual tenant level are multiplied by national grid emission factor to calculate emissions in this category.</p>	<p>Hong Kong Portfolio: Primary electricity data from New World Group</p> <p>Mainland China Portfolio: Primary electricity data from New World Group</p>	<p>Hong Kong Portfolio: Sustainability reports of the local utility companies</p> <p>Mainland China Portfolio: Latest Climate Transparency Report of China power sector emissions intensity</p>	43,453
14	Franchises	tonne of CO ₂ e	Emissions from operation of New World Group's franchises	New World Group's core business does not involve any franchise businesses. No emissions from this category will be reported.		N/A	N/A
15	Investments	tonne of CO ₂ e	Emissions from operation of New World Group's investments	Scope 1 & 2 emission of NWSH and NWDS multiplied by NWD's shareholding percentage. ⁽⁵⁾	Scope 1 & 2 emissions of NWSH and NWDS have been calculated based on their respective reporting boundaries and scope	Emission factors adopted by NWSH & NWDS	97,333 ✓

Notes:
✓ denotes selected performance data subject to independent limited assurance. Please refer to the limited assurance report on our website for further details.
(1) Scope 3 emissions are calculated by using GHG Protocol Corporate Accounting and Reporting Standard published by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI).
(2) KTSP has been scoped out from NWD's Scope 1 & 2 emissions starting in FY2023 as the construction is done by Hip Hing Construction, which is New World Group's Scope 3 emissions. KTSP's construction Scope 1 & 2 emissions are included in NWD's Scope 3 Category 2 Capital Goods in FY2023.
(3) Saleable Floor Area of contracted sales of sold properties is used for the calculation. CRREM 1.5 pathway's GHG intensities and a 60-year use phase are applied to the emissions calculations.
(4) For Hong Kong, EMSD Online Benchmarking Tool for Commercial is being referenced for the Energy Use Intensity. For Mainland China, Standard for energy consumption of buildings (GB/T 51161-2016) is being referenced for the Energy Use Intensity.
(5) Please refer to sustainability reports of NWSH and NWDS for their Scope 1 & 2 emissions for the calculation details. These reports provide comprehensive information and specific data for Scope 1 & 2 emissions necessary for the calculation of Scope 3 emissions Category 15.

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		FY2023	FY2022	FY2021	FY2023	FY2022	FY2021	FY2023	FY2022	FY2021	FY2023	FY2022	FY2021	FY2023	FY2022	FY2021
Timber																
Timber	tonne	10,710	22,060	11,695	64	-	-	10,646	21,342	11,041			718	654		
Certified Wood (FSC/ PEFC/ SFI/ CSA) ⁽⁴⁾	%				100%	√										
Energy Consumption⁽⁵⁾																
Total Energy Consumption (direct + indirect)	GJ	1,021,650	√	709,551	600,383	909,320	303,472	141,601	112,330							
Direct Energy Consumption	GJ	144,458	√	709,551	600,383	133,856 ⁽⁶⁾⁽⁷⁾	303,472	141,601	10,602	84,537	44,190		259,992	334,041		61,550
Biodiesel	GJ	-	√	260,239	288,678	-	85,705	16,049	-	-	-		174,534	272,629		-
Natural gas	GJ	112,245	√	311,075 ⁽⁸⁾	147,007	108,424	174,036	62,137	3,821	77,792 ⁽⁸⁾	7,075		-	-		59,247
Gasoline	GJ	4,879	√	14,520	20,085	1,237	1,779	2,227	3,642	-	3,883		11,203	12,132		1,538
Liquefied petroleum gas	GJ	1,722	√	2,982	2,519	-	22	73	1,722	2,452	2,107		508	339		-
Diesel	GJ	25,612	√	120,734	142,094	24,195	41,930	61,114	1,417	4,293	31,125		73,748	48,940		764
Indirect Energy Consumption	GJ	877,191	√	1,575,469	1,751,191	775,464	797,572	785,862	101,727	119,183	240,837		251,127	232,154		407,588
Towngas	GJ	9,741	√	25,323	35,953	9,741	16,249	28,410	-	-	-		9,074	7,543		-
Total Electricity	GJ	724,802	√	1,333,014	1,455,954	623,074	637,913	608,610	101,727	119,183	190,511		242,053	224,610		333,865
Electricity (construction) ⁽⁹⁾	GJ	102,400	√			74,787			27,613							
Electricity (operational) ⁽¹⁰⁾	GJ	622,402	√			548,287			74,115							
District heating	GJ	-	√	73,723	110,659	-	-	217	-	-	50,326		-	-		73,723
District cooling	GJ	142,649	√	143,409	148,625	142,649	143,409	148,625	-	-	-		-	-		-
Renewable Energy																
On-site renewables produced and exported (for Feed-in-Tariff)	GJ	236	√	136	195	236	93	149	-	-	-		43	46		-
Air Emissions⁽¹¹⁾																
Nitrogen Oxide (NOx)	tonne	0.01	√	2.71	3.04	-	0.14	0.36	0.01	-	-		2.55	2.66		0.02
Sulphur Oxide (SOx)	tonne	0.01	√	0.01	0.01	0.01	0.00	0.00	0.00	-	-		0.01	0.01		0.00
PM emissions	tonne	-	√	0.90	0.92	-	0.01	0.03	-	-	-		0.88	0.89		0.00
Water Consumption⁽¹²⁾																
Total municipal water withdrawal	cbm	1,859,395	√	4,900,878	5,085,533	1,005,274	1,691,384	1,693,301	854,121	1,618,089	1,545,040		991,156	1,231,519		600,248
Municipal water withdrawal (construction) ⁽⁹⁾	cbm	636,049	√			119,664			516,385							
Municipal water withdrawal (operational) ⁽¹⁰⁾	cbm	1,223,346	√			885,610			337,736							
Waste⁽¹³⁾																
Non-hazardous waste disposed of at landfills/incinerated	tonne	30,682	√	222,194	135,364	15,464	40,592	18,103	15,218	107,765	64,046		68,631	42,291		5,206
Non-hazardous waste recycled or reused, including the below:	tonne	40,140	√	631,634	1,055,639	38,513	149,056	224,300	1,626	3,455	2,535		478,980	828,106		143
Construction & demolition waste ⁽¹³⁾	tonne	29,847	√	616,706	1,037,896	29,725	137,779	209,897	122	61	-		468,865	827,998		-
Paper	tonne	336	√	474	961	313	112	83	23	106	100		113	81		142
Plastics	tonne	143	√	46	34	1	37	26	142	8	8		1	0		-
Metal	tonne	4,714	√	7,254	10,604	4,309	7,104	10,442	405	149	162		0	0		1
Glass	tonne	17	√	41	21	16	27	8	1	13	12		2	1		-
Food waste ⁽¹⁴⁾	tonne	4,927	√	7,114	6,124	3,994	3,996	3,845	932	3,118	2,253		-	26		-
Others	tonne	156	√			156			0							
Non-hazardous waste diversion rate ⁽¹⁵⁾	%	57%	√			71%			10%							
Hazardous waste ⁽¹⁶⁾	tonne	3.92	√	2.31	2.86	2.74	1.59	1.80	1.18	-	0.02		0.72	0.85		0.18
SV2030 Green Targets⁽¹⁷⁾																
Energy intensity	% change	-22%	⁽¹⁸⁾	-4%	-20%											
Carbon emissions intensity	% change	-40%	⁽¹⁸⁾	-20%	-33%											
Waste-to-landfill intensity	% change	-64%	⁽¹⁸⁾	-56%	-59%											
Water intensity	% change	-62%	⁽¹⁸⁾	-37%	-30%											
Renewable Energy Roadmap⁽¹⁹⁾																
Renewable Energy Roadmap Progress	%	0%	√													

Notes:
 √ denotes selected performance data subject to independent limited assurance. Please refer to the limited assurance report on our website for further details.
 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 and Department for Environment, Food and Rural Affairs (Defra) of the UK. Towngas also discloses its conversion factor on its corporate website. GJ can be converted to MWh using conversion base of 1MWh
 (1) Covered NWD and its project management, property/facilities management, corporate office operations, construction, serviced apartments, healthcare, fashion businesses, private clubhouse operation, and food and beverage businesses.
 (2) Covered NWCL and its project management, property/facilities management, corporate office operations, construction, serviced apartments, and private clubhouse operation businesses.
 (3) Following a comprehensive evaluation of our organisational boundary with reference to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard ("GHG Protocol"), the sustainability performance data will encompass NWD's businesses over which NWD has operational control, effective from FY2023. This coverage includes our businesses under NWD and NWCL that have been operated for at least two full fiscal years, taking into consideration their financial significance to the Group. The environmental resource data of NWSH and NWDS have been scoped out from New World Group's environmental resource data, and the corresponding Scope 1 and 2 emissions data and have been reclassified as New World Group's Scope 3 Category 1E investments. Due to the change in scope of business, the numbers reported for current year and previous years will not be directly comparable.
 (4) We are currently working on the data collection process for NWCL's certified wood percentage, we target to disclose the data in the future.
 (5) The significant reductions of New World Group's direct and indirect energy consumption, air emissions, water consumption and waste from FY2022 to FY2023 are due to reclassification of NWSH and NWDS and hence out of scope from New World Group starting FY2023, the reason is outlined in Note (3).
 (6) The significant reduction of NWD's direct energy consumption is mainly due to the change in reporting boundary in FY2023, the reason is outlined in Note (3).
 (7) Kai Tak Sports Park (KTSP) has been scoped out from NWD's Scope 1 & 2 emissions starting in FY2023 as the construction is done by Hip Hing Construction, which is New World Group's Scope 3 emissions. KTSP's construction Scope 1 & 2 emissions are included in NWD's Scope 3 Category 2 Capital Goods in FY2023.
 (8) The increase of natural gas use was due to increased operations during the winter.
 (9) Construction refers to the construction businesses of NWD and NWCL.
 (10) Operational refers to operating assets & businesses (properties, corporate offices, healthcare centres, commercial stores, clubhouses, and food and beverage businesses) under NWD & NWCL's operational control.
 (11) Air Emissions include gaseous fuel consumption (i.e. LPG, Unleaded Petrol) by vehicles and stationary equipment on construction sites that are entirely owned and operated by the Group, excluding any vehicles and vessels operated by our service providers.
 (12) Municipal water refers to fresh/potable water.
 (13) Construction and demolition waste includes non-excavated construction and demolition waste except materials sent to public fill and government sorting facilities.
 (14) Food waste includes general food waste and cooking oils.
 (15) Non-hazardous waste diversion rate is calculated by non-hazardous waste recycled or reused over total non-hazardous waste.
 (16) Hazardous waste are collected by licensed waste collectors.
 (17) The SV2030 Green Targets Scope focuses primarily on key businesses with more mature performance data. The calculation of SV2030 percentage changes is using FY2015 as baseline year.
 (18) In FY2023, the independent practitioner provided limited assurance on the intensities of FY2023 SV2030 Green Targets per million HKD revenue. The FY2015 baseline figures and percentage change compared to FY2015 were not verified by the independent practitioner.
 (19) The Renewable Energy Roadmap discloses the Group's commitment in adopting 100% renewable energy within our core property business by FY2031, covering rental properties under NWD's direct operational control. Please refer to the Renewable Energy Roadmap on our website for further details.

		New World Group ⁽¹⁾			NWD ⁽²⁾			NWCL			NWSH			NWD5															
		FY2023	FY2022	FY2021	FY2023	FY2022	FY2021	FY2023	FY2022	FY2021	FY2023	FY2022	FY2021	FY2023	FY2022	FY2021													
Board Diversity																													
Board members	Total	17	✓																										
	Male	11	✓	65%	✓																								
	Female	6	✓	35%	✓																								
Total Workforce⁽³⁾																													
Total number		8,042	✓	16,913	✓	18,522	✓	450	✓	458	✓	473	✓	4,359	✓	4,113	✓	4,676	✓	4,862	✓	4,938	✓	2,412	✓	2,844			
By age group	Under 30 years old	1,566	✓	20%	✓	3,174	✓	77	✓	70	✓	71	✓	3,398	✓	708	✓	742	✓	676	✓	708	✓	955	✓	951			
	30 - 50 years old	5,401	✓	67%	✓	10,660	✓	295	✓	305	✓	322	✓	2,991	✓	2,780	✓	3,123	✓	2,991	✓	2,780	✓	2,639	✓	2,440			
	Over 50 years old	1,075	✓	13%	✓	3,079	✓	78	✓	83	✓	80	✓	692	✓	625	✓	811	✓	692	✓	625	✓	1,385	✓	1,348			
By gender	Male	3,790	✓	47%	✓	9,457	✓	178	✓	189	✓	197	✓	2,185	✓	2,133	✓	2,542	✓	2,185	✓	2,133	✓	3,313	✓	3,356			
	Female	4,252	✓	53%	✓	7,456	✓	272	✓	269	✓	276	✓	2,174	✓	1,980	✓	2,134	✓	2,174	✓	1,980	✓	1,549	✓	1,582			
		2,551	✓	32%	✓	7,776	✓	8,120	✓	445	✓	452	✓	98	✓	125	✓	148	✓	98	✓	125	✓	4,112	✓	4,155			
By region	Hong Kong	2,551	✓	32%	✓	7,776	✓	8,120	✓	445	✓	452	✓	98	✓	125	✓	148	✓	98	✓	125	✓	4,112	✓	4,155			
	Mainland China	5,491	✓	68%	✓	8,951	✓	10,230	✓	5	✓	6	✓	4,261	✓	3,988	✓	4,528	✓	4,261	✓	3,988	✓	4,528	✓	2,831			
	Others	0	✓	0%	✓	186	✓	172	✓	0	✓	0	✓	0	✓	0	✓	0	✓	0	✓	0	✓	0	✓	0			
By employment contract	Permanent	Total	7,868	✓	98%	✓	12,504	✓	423	✓	433	✓	443	✓	4,315	✓	1,692	✓	1,768	✓	4,315	✓	1,692	✓	4,725	✓	1,597		
		Male	3,739	✓	48%	✓	7,213	✓	171	✓	184	✓	193	✓	2,167	✓	861	✓	993	✓	2,167	✓	861	✓	3,224	✓	782		
		Female	4,129	✓	52%	✓	5,291	✓	4,980	✓	252	✓	250	✓	2,148	✓	831	✓	775	✓	2,148	✓	831	✓	1,501	✓	815		
		Hong Kong	2,421	✓	31%	✓		✓		✓	418	✓		✓		✓		✓		✓		✓		✓					
		Mainland China	5,447	✓	69%	✓		✓		✓	5	✓		✓		✓		✓		✓		✓		✓					
	Temporary/ Fixed term	Total	174	✓	2%	✓	4,409	✓	6,413	✓	27	✓	30	✓	44	✓	2,421	✓	2,908	✓	44	✓	2,421	✓	213	✓	1,247		
		Male	51	✓	29%	✓	2,244	✓	3,104	✓	7	✓	5	✓	4	✓	18	✓	1,549	✓	4	✓	18	✓	132	✓	590		
		Female	123	✓	71%	✓	2,165	✓	3,309	✓	20	✓	26	✓	26	✓	1,149	✓	1,359	✓	26	✓	1,149	✓	81	✓	657		
		Hong Kong	130	✓	75%	✓		✓		✓	27	✓		✓		✓		✓		✓	27	✓		✓					
		Mainland China	44	✓	25%	✓		✓		✓	0	✓		✓		✓		✓		✓	0	✓		✓					
	By employment type	Full-time	Total	7,896	✓	98%	✓	16,659	✓	18,172	✓	435	✓	441	✓	4,356	✓	4,107	✓	4,678	✓	4,356	✓	4,107	✓	4,891	✓	2,844	
			Male	3,754	✓	48%	✓	9,387	✓	10,127	✓	174	✓	193	✓	2,184	✓	2,129	✓	2,542	✓	2,184	✓	2,129	✓	3,343	✓	1,372	
			Female	4,142	✓	52%	✓	7,292	✓	8,045	✓	261	✓	254	✓	2,172	✓	1,978	✓	2,134	✓	2,172	✓	1,978	✓	1,548	✓	1,472	
			Hong Kong	2,409	✓	31%	✓		✓		✓	430	✓		✓		✓		✓		✓	430	✓		✓				
			Mainland China	5,487	✓	69%	✓		✓		✓	5	✓		✓		✓		✓		✓	5	✓		✓				
Part-time		Total	146	✓	2%	✓	254	✓	350	✓	15	✓	17	✓	3	✓	6	✓	0	✓	3	✓	6	✓	0	✓	0		
		Male	80	✓	55%	✓	90	✓	104	✓	4	✓	3	✓	1	✓	4	✓	0	✓	1	✓	4	✓	0	✓	13		
		Female	66	✓	45%	✓	164	✓	246	✓	11	✓	14	✓	2	✓	2	✓	0	✓	2	✓	2	✓	0	✓	34		
		Hong Kong	143	✓	98%	✓		✓		✓	3	✓		✓		✓		✓		✓	3	✓		✓					
		Mainland China	3	✓	2%	✓		✓		✓	0	✓		✓		✓		✓		✓	0	✓		✓					
By positions	Operational Employee	Total	3,404	✓	42%	✓	8,877	✓	0	✓	0	✓	0	✓	2,206	✓	2,002	✓	2,946	✓	2,206	✓	2,002	✓	3,419	✓	944		
		Male	1,728	✓	51%	✓	5,328	✓	8,635	✓	0	✓	0	✓	1,153	✓	1,110	✓	1,021	✓	1,153	✓	1,110	✓	3,524	✓	1,114		
		Female	1,676	✓	49%	✓	3,549	✓		✓		✓		✓	1,053	✓	892	✓		✓	1,053	✓	892	✓		✓	226		
		Under 30 years old	874	✓	26%	✓		✓		✓		✓		✓		✓		✓		✓	874	✓		✓					
		30 - 50 years old	2,061	✓	60%	✓		✓		✓		✓		✓		✓		✓		✓	2,061	✓		✓					
		Over 50 years old	469	✓	14%	✓		✓		✓		✓		✓		✓		✓		✓	469	✓		✓					
	General Employee	Total	2,223	✓	28%	✓	4,054	✓	6,092	✓	157	✓	160	✓	125	✓	1,104	✓	1,255	✓	157	✓	160	✓	125	✓	606		
		Male	853	✓	38%	✓	1,933	✓		✓	53	✓	59	✓	181	✓	531	✓	449	✓	853	✓	449	✓	634	✓	1,111		
		Female	1,370	✓	62%	✓	2,121	✓		✓	104	✓	101	✓		✓	724	✓	655	✓	1,370	✓	655	✓	323	✓	768		
		Under 30 years old	599	✓	27%	✓		✓		✓	57	✓		✓		✓	230	✓		✓	599	✓		✓					
		30 - 50 years old	1,407	✓	63%	✓		✓		✓	71	✓		✓		✓	896	✓		✓	1,407	✓		✓					
		Over 50 years old	217	✓	10%	✓		✓		✓	29	✓		✓		✓	129	✓		✓	217	✓		✓					
	Assistant Manager	Total	868	✓	11%	✓	1,445	✓	1,261	✓	70	✓	74	✓	206	✓	229	✓	105	✓	868	✓	229	✓	243	✓	165		
		Male	374	✓	43%	✓	739	✓		✓	21	✓	29	✓	100	✓	116	✓	68	✓	374	✓	116	✓	243	✓	81		
		Female	494	✓	57%	✓	706	✓		✓	49	✓	45	✓	106	✓	113	✓		✓	494	✓	113	✓	81	✓	184		
		Under 30 years old	90	✓	9%	✓		✓		✓	12	✓		✓		✓	4	✓		✓	90	✓		✓					
		30 - 50 years old	737	✓	85%	✓		✓		✓	52	✓		✓		✓	179	✓		✓	737	✓		✓					
		Over 50 years old	51	✓	6%	✓		✓		✓	6	✓		✓		✓	23	✓		✓	51	✓		✓					
Manager	Total	636	✓	8%	✓	1,194	✓	1,353	✓	81	✓	81	✓	237	✓	340	✓	524	✓	636	✓	340	✓	242	✓	94			
	Male	322	✓	51%	✓	672	✓		✓	36	✓	38	✓	119	✓	191	✓	88	✓	322	✓	191	✓	242	✓	42			
	Female	314	✓	49%	✓	522	✓		✓	45	✓	43	✓	118	✓	149	✓		✓	314	✓	149	✓	81	✓	107			
	Under 30 years old	13	✓	2%	✓		✓		✓	7	✓		✓		✓	1	✓		✓	13	✓		✓						
	30 - 50 years old	553	✓	87%	✓		✓		✓	71	✓		✓		✓	196	✓		✓	553	✓		✓						
	Over 50 years old	70	✓	11%	✓		✓		✓	3	✓		✓		✓	40	✓		✓	70	✓		✓						
Senior Manager	Total	617	✓	8%	✓	693	✓	548	✓	49	✓	51	✓	366	✓	249	✓	114	✓	617	✓	249	✓	139	✓	31			
	Male	343	✓	56%	✓	388	✓		✓	17	✓	16	✓	229	✓														

SUSTAINABILITY PERFORMANCE DATA
Key Social Performance Data



		New World Group ⁽¹⁾						NWD ⁽²⁾						NWCL						NWSH						NWDs					
		FY2023		FY2022		FY2021		FY2023		FY2022		FY2021		FY2023		FY2022		FY2021		FY2023		FY2022		FY2021		FY2023		FY2022		FY2021	
		Turnover ⁽⁵⁾	New Hire ⁽⁶⁾	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
Turnover & New Hire Rates of Permanent Employees																															
Total number of turnover and new hire		1,303	✓	1,744	✓	1,744	✓	1,744	✓	80	125	80	125	444	528	444	528	444	528	444	528	444	528	444	528	444	528	444	528	444	528
Rate of turnover and new hire		16.6%	✓	22.2%	✓	22.6%	✓	16.5%	17.6%	11.7%	18.9%	29.6%	25.8%	26.2%	11.2%	20.7%	10.3%	12.2%	14.0%	1.9%	2.6%	1.2%									
By age group																															
Under 30 years old		5.4%	✓	8.5%	✓	5.1%	7.1%	5.3%	3.3%	8.5%	4.1%	10.7%	2.1%	3.6%	4.4%	5.5%	4.7%	0.3%	0.8%	0.5%											
30 - 50 years old		10.1%	✓	12.5%	✓	10.0%	7.5%	9.1%	5.7%	13.9%	19.9%	17.7%	14.6%	8.2%	15.9%	5.1%	6.4%	1.4%	1.3%	0.8%											
Over 50 years old		1.1%	✓	1.2%	✓	1.7%	1.9%	3.2%	1.0%	1.7%	1.2%	0.9%	0.9%	0.8%	1.3%	0.8%	0.4%	0.5%	0.3%	0.4%											
By gender																															
Male		7.4%	✓	10.5%	✓	9.2%	9.0%	9.1%	5.8%	5.9%	8.9%	8.5%	11.1%	5.9%	7.8%	5.8%	6.6%	1.0%	1.4%	0.4%											
Female		9.2%	✓	11.7%	✓	7.6%	7.5%	8.5%	5.9%	13.0%	19.6%	14.2%	15.1%	5.3%	12.9%	4.7%	5.6%	0.9%	1.1%	0.8%											
By region																															
Hong Kong		8.0%	✓	13.0%	✓	11.1%	11.2%	11.1%	8.2%	18.9%	28.6%	22.7%	25.3%	11.2%	20.7%	0.5%	0.0%	0.4%	0.8%	0.2%											
Mainland China		8.5%	✓	9.2%	✓	5.5%	5.0%	6.1%	3.5%	0.0%	0.0%	0.0%	0.9%	0.0%	0.0%	9.8%	12.2%	9.3%	1.5%	1.7%	1.0%										
Others		0.0%	✓	0.0%	✓	0.2%	0.3%	0.0%	0.0%	n/a	n/a	0.0%	0.0%	0.0%	n/a	0.0%	0.0%	0.0%	0.0%	0.0%											
Voluntary ⁽⁷⁾		13.1%	✓			16.8%		11.8%		18.2%		22.7%				8.3%		9.8%													
Internal hires				3.2%	✓		2.2%		1.2%		1.9%		1.1%		0.8%		1.4%		0.7%		1.5%										
Performance Review																															
Employees receiving regular performance review		No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
By gender																															
Male		3,657	✓	96%	✓	4,771	87%	17,050	92%	433	96%	443	97%	436	92%	4,222	97%	3,464	84%	4,676	100%										
Female		4,082	✓	96%	✓	6,735	90%	7,705	93%	261	96%	256	95%	248	90%	2,126	98%	1,723	87%	2,134	100%										
By positions																															
Operational Employee		3,222	✓	95%	✓	7,163	81%	7,488	87%	0	0%	0	0%	0	0%	2,133	97%	1,515	76%	1,021	100%										
General Employee		2,190	✓	96%	✓	3,828	94%	5,850	96%	140	99%	145	91%	149	82%	1,214	97%	1,055	96%	2,732	100%										
Assistant Manager		858	✓	99%	✓	1,413	98%	1,237	98%	70	100%	74	100%	68	100%	200	97%	222	97%	105	100%										
Manager		626	✓	98%	✓	1,102	92%	1,323	98%	81	100%	81	100%	88	100%	227	96%	269	79%	524	100%										
Senior Manager		611	✓	99%	✓	659	95%	531	97%	49	100%	51	100%	46	100%	360	98%	231	93%	114	100%										
Assistant General Manager		164	✓	99%	✓			35	100%							55	98%														
General Manager		94	✓	99%	✓	607	93%	621	98%	38	100%	92	100%	85	94%	23	100%	172	91%	180	100%										
Above General Manager		34	✓	100%	✓			20	100%							10	100%														
Health and Safety																															
Employee																															
Number of lost-time injuries (sick leave > 0)		28.0	✓			118.0		100.0		0.0		2.0		4.0		6.0		24.0		12.0											
Lost-time injury rate (LTIR) ⁽⁸⁾		0.3	✓			0.7		0.0		0.0		0.4		0.0		0.1		0.6		0.4											
Number of high-consequence work-related		2.0	✓			15.0		13.0		0.0		0.0		0.0		0.0		0.0		0.0											
High-consequence injury rate ⁽⁹⁾		0.0	✓			0.1		0.1		0.0		0.0		0.0		0.0		0.1		0.1											
Lost days due to injuries		990.0	✓			7,448.6		6,205.5		0.0		118.0		11.0		182.5		628.0		661.0											
Lost day rate ⁽¹¹⁾		12.2	✓			43.2		31.6		0.0		22.3		2.1		4.3		15.5		22.3											
Absentee rate ⁽¹²⁾		0.8%	✓			0.9%		1.0%		0.8%		0.8%		0.5%		0.3%															
Number of fatalities		0	✓			0		0		0		0		0		0		0		0											
Fatality rate ⁽¹³⁾		0.0	✓			0.0		0.0		0.0		0.0		0.0		0.0		0.0		0.0											
Contractor																															
Lost-time injury frequency rate (LTIFR) ⁽¹⁴⁾		0.0	✓			3.2		0.0		0.0		0.0		0.0		0.0		0.0		0.0											
Number of fatalities		0	✓			0		0		0		0		0		0		0		0											
Development and Training																															
Percentage of employees trained																															
Male				94%	✓							73%	✓																		
Female				94%	✓							72%	✓																		
By gender																															
Operational Employee				90%	✓							n/a																			
General Employee				99%	✓							59%	✓																		
Assistant Manager				98%	✓							80%	✓																		
Manager				97%	✓							79%	✓																		
Senior Manager				97%	✓							94%	✓																		
Assistant General Manager and above				91%	✓							74%	✓																		
By positions																															
Management ⁽⁴⁾		18.2	✓			18.5	⁽¹⁵⁾	19.6		9.3		8.8		19.8		21.1		22.2		22.2											
Non-management ⁽⁴⁾		18.1	✓			17.6	⁽¹⁵⁾	19.0		8.3		7.8		23.9		21.4		21.4		24.2											
Operational Employee		17.8	✓			19.6	⁽¹⁵⁾	20.4		10.0		9.4		20.7		18.7		18.7		19.7											
General Employee		18.5	✓			20.0	⁽¹⁵⁾	24.6		9.2		8.7		20.1		23.8		22.0		15.5											
Assistant Manager		18.1	✓			18.3	⁽¹⁵⁾	18.4		9.5		8.9		19.3		20.6		20.7		23.8											
Manager		16.3	✓			17.1	⁽¹⁵⁾	20.0		n/a		n/a		n/a		18.3		20.0		72.1											
Senior Manager		21.0	✓			18.5	⁽¹⁵⁾	16.1		4.4		7.9		8.4		24.2		17.2		5.8											
Assistant General Manager and above		17.6	✓			24.8	⁽¹⁵⁾	29.7		12.9		10.0		21.5		22.3		44.2		32.4											
Total amount spent on training and development (HKD)		12,524,927	✓							2,792,735				2,504,799																	
Anti-corruption																															
Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees		0	✓							0				0																	
Gender pay																															
Gender pay ratio ⁽¹⁵⁾		1.2	✓																												

Notes:
✓ denotes selected performance data subject to independent limited assurance. Please refer to the limited assurance report on our website for further details.
Boundary of the data reported are in line with the reporting scope of the Corporate Sustainability section in NWD's Annual Report.
(1) In addition to the major business units i.e. NWD and NWCL, the data of the Group's project management, property/facilities management, investment and food and beverage businesses are covered.
(2) Only data of the NWD's head office is covered, data from other operations is covered in the overall New World Group data.
(3) The employee data reported are captured through an established human resources system and there are no significant seasonal variations in the number of employee reported. The organisation's activities are mainly performed by our own employees.
(4) Management includes Manager and above. Non-management includes Operational Employee, General Employee, and Assistant Manager.
(5) Total turnover applies to permanent employees only. It is calculated as "total number of permanent employees voluntarily or due to dismissal, retirement, or death in service in the reporting year divided by total number of permanent employees as of 30 June of the reporting year and then multiplied by 100%".
(6) Total new hires applies to permanent employees only. It is calculated as "total number of new hires (permanent employees) in the reporting year divided by total number of permanent employees as of 30 June of the reporting year and then multiplied by 100%".
(7) Voluntary turnover applies to permanent employees only. It is calculated as "total number of permanent employees voluntarily leaving employment during the reporting year divided by total number of permanent employees as of 30 June of the reporting year and then multiplied by 100%".
(8) Lost-time injury rate (LTIR) (employee) represents the number of injuries per 100 employees per year. It is calculated as "total number of injuries multiplied by 200,000 and then divided by total hours worked". The factor 200,000 is the annual hours worked by 100 employees, based on 40 hours per week for 50 weeks a year.
(9) 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.
(10) Rate of high-consequence injuries represents the number of high-consequence injuries per 100 employees per year. It is calculated as "total number of high-consequence injuries multiplied by 200,000 and then divided by total hours worked". The factor 200,000 is the annual hours worked by 100 employees, based on 40 hours per week for 50 weeks a year.
(11) Lost day rate (LDR) (employee) represents the number of lost scheduled working days per 100 employees per year. It is calculated as "total days lost multiplied by 200,000 and then divided by total hours worked". The factor 200,000 is the annual hours worked by 100 employees, based on 40 hours per week for 50 weeks a year.
(12) Absentee rate represents the number of lost days divided by the total number of work days during the reporting period.
(13) Rate of fatalities represents the number of fatalities per 100 employees per year. It is calculated as "total number of fatalities multiplied by 200,000 and then divided by total hours worked". The factor 200,000 is the annual hours worked by 100 employees, based on 40 hours per week for 50 weeks a year.
(14) Lost-time injury frequency rate (LTIFR) (contractor) represents the number of injuries per 100 contractor workers per year. It is calculated as "total number of injuries multiplied by 200,000 and then divided by total hours worked". The factor 200,000 is the annual hours worked by 100 contractor workers, based on 40 hours per week for 50 weeks a year.
(15) Gender pay ratio represents the difference between the mean total earnings of female and male full-time employees.
(16) To ensure data accuracy, FY2022 NWD Development and Training data have been restated in this table.