

**Independent practitioner’s limited assurance report
To the board of directors of CLP Holdings Limited**

We have undertaken a limited assurance engagement in respect of the selected environmental, social and governance data of CLP Holdings Limited (the “Company”) listed below and identified as the numbers shaded in orange in ESG data table (Appendix I) appended to this report (the “Identified ESG Data”).

Identified ESG Data

The Identified ESG Data for the year ended 31 December 2022 is summarised below:

<p><u>GHG emissions</u> CLP Group</p> <ul style="list-style-type: none"> • Total CO₂e emissions – on an equity basis (kt) • CO₂e - Scope 1 (kt) • CO₂e - Scope 2 (kt) • CO₂e - Scope 3 (kt) <p>CLP Group’s generation and energy storage portfolio</p> <ul style="list-style-type: none"> • CO₂ – on an equity basis (kt) • CO₂e – on an equity basis (kt) • CO₂ – on an equity plus long-term capacity and energy purchase basis (kt) • CO₂e – on an equity plus long-term capacity and energy purchase basis (kt) • CO₂ – on an operational control basis (kt) • CO₂e – on an operational control basis (kt) <p><u>Climate Vision 2050 – performance against targets</u> CLP Group – GHG emissions intensity of generation and energy storage portfolio</p> <ul style="list-style-type: none"> • On an equity plus long-term capacity and energy purchase basis (kg CO₂e/kWh) • On an equity basis (kg CO₂e/kWh) <p><u>CLP Power Hong Kong – GHG emissions intensity of electricity sold</u></p> <ul style="list-style-type: none"> • CO₂e emissions intensity of electricity sold by CLP Power Hong Kong (kg CO₂e/kWh) • CO₂ emissions intensity of electricity sold by CLP Power Hong Kong (kg CO₂/kWh) <p><u>Environmental compliance</u></p> <ul style="list-style-type: none"> • Environmental regulatory non-compliances resulting in fines or prosecutions (number) • Environmental licence limit exceedances & other non-compliances (number) 	<p><u>Resource Use & Emissions</u></p> <ul style="list-style-type: none"> • Nitrogen oxides emissions (NO_x) (kt) • Sulphur dioxide emissions (SO₂) (kt) • Particulates emissions (kt) • Sulphur hexafluoride (SF₆) (kt) <p><i>Non-hazardous liquid waste (kl)</i></p> <ul style="list-style-type: none"> • Produced • Recycled <p><i>Non-hazardous solid waste (t)</i></p> <ul style="list-style-type: none"> • Produced • Recycled <p><i>Hazardous liquid waste (kl)</i></p> <ul style="list-style-type: none"> • Produced • Recycled <p><i>Hazardous solid waste (t)</i></p> <ul style="list-style-type: none"> • Produced • Recycled <p><i>Ash (kt)</i></p> <ul style="list-style-type: none"> • Produced • Recycled and sold <p><i>Gypsum (kt)</i></p> <ul style="list-style-type: none"> • Produced • Recycled and sold <p><i>Water</i></p> <ul style="list-style-type: none"> • Total water withdrawal (Mm³) • Total water discharge (Mm³) • Total freshwater consumption of CLP Group’s power generation (Mm³) • Freshwater intensity of CLP Group’s power generation (m³/MWh) <p><u>Fuel use</u></p> <ul style="list-style-type: none"> • Coal consumed (for power generation) (TJ) • Gas consumed (for power generation) (TJ) • Oil consumed (for power generation) (TJ)
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<p>Asset management Generation and energy storage capacity by asset type (MW (%)) Total generation and energy storage capacity – on an equity basis</p> <ul style="list-style-type: none"> • Coal • Gas • Nuclear • Wind • Hydro • Solar • Waste-to-energy • Energy Storage • Others <p>Total generation and energy storage capacity – on an equity plus long-term capacity and energy purchase basis</p> <ul style="list-style-type: none"> • Coal • Gas • Nuclear • Wind • Hydro • Solar • Waste-to-energy • Energy Storage • Others <p>Energy sent out by asset type (GWh (%)) Total energy sent out – on an equity basis</p> <ul style="list-style-type: none"> • Coal • Gas • Nuclear • Wind • Hydro • Solar • Waste-to-energy • Energy Storage • Others 	<p>Asset management – continued Total energy sent out – on an equity plus long-term capacity and energy purchase basis</p> <ul style="list-style-type: none"> • Coal • Gas • Nuclear • Wind • Hydro • Solar • Waste-to-energy • Energy Storage • Others <p>Total energy sent out (GWh) – on an operational control basis</p> <p>Our people Total employees (number) Total employees eligible to retire within the next five years (%) Voluntary staff turnover rate (%) - by region</p> <ul style="list-style-type: none"> • Hong Kong • Mainland China • India • Australia <p>Health and Safety Fatalities (number of personnel)</p> <ul style="list-style-type: none"> • Fatalities - employees only • Fatalities - contractors only • Fatalities - employees and contractors combined <p>Fatality Rate (number per 200,000 work hours)</p> <ul style="list-style-type: none"> • Fatality Rate - employees only • Fatality Rate - contractors only • Fatality Rate - employees and contractors combined <p>Days Away from Work Injuries (number of personnel)</p> <ul style="list-style-type: none"> • Days Away from Work Injuries - employees only • Days Away from Work Injuries - contractors only • Days Away from Work Injuries - employees and contractors combined
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<p>Health and Safety – continued Lost Time Injury Rate (number per 200,000 work hours)</p> <ul style="list-style-type: none"> • Lost Time Injury Rate - employees only • Lost Time Injury Rate - contractors only • Lost Time Injury Rate - employees and contractors combined <p>High-consequence Injuries (number of personnel)</p> <ul style="list-style-type: none"> • High-consequence Injuries - employees only • High-consequence Injuries - contractors only • High-consequence Injuries - employees and contractors combined 	<p>Health and Safety – continued Total Recordable Injury Rate (number per 200,000 work hours)</p> <ul style="list-style-type: none"> • Total Recordable Injury Rate - employees only • Total Recordable Injury Rate - contractors only • Total Recordable Injury Rate - employees and contractors combined <p>Work-related Ill Health (number of personnel)</p> <ul style="list-style-type: none"> • Work-related Ill Health - employees only <p>Lost Days (number of days)</p> <ul style="list-style-type: none"> • Lost Days - employees only <p>Governance</p> <ul style="list-style-type: none"> • Convicted cases of corruption reported to the Audit & Risk Committee (cases) • Breaches of Code of Conduct reported to the Audit & Risk Committee (cases)
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Our assurance was with respect to the year ended 31 December 2022 information only and we have not performed any procedures with respect to earlier periods or any other elements included in the 2022 Sustainability Report and, therefore, do not express any conclusion thereon.

Criteria

The criteria used by the Company to prepare the Identified ESG Data is set out in the Reporting Scope and Data Verification (the “Criteria”) (Appendix II) appended to this report.

The Company’s Responsibility for the Identified ESG Data

The Company is responsible for the preparation of the Identified ESG Data in accordance with the Criteria. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of Identified ESG Data that is free from material misstatement, whether due to fraud or error.

Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. In addition, greenhouse gas (“GHG”) quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Control 1 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Identified ESG Data based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), *Assurance Engagements other than Audits or Reviews of Historical Financial Information*, and, in respect of greenhouse gas emissions, International Standard on Assurance Engagements 3410, *Assurance Engagements on Greenhouse Gas Statements*, issued by the International Auditing and Assurance Standards Board. These standards require that we plan and perform this engagement to obtain limited assurance about whether the Identified ESG Data is free from material misstatement.

A limited assurance engagement involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the Identified ESG Data, assessing the risks of material misstatement of the Identified ESG Data whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified ESG Data. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above we:

- made inquiries of the persons responsible for the Identified ESG Data;
- understood the process for collecting and reporting the Identified ESG Data;
- performed limited substantive testing on a selective basis of the Identified ESG Data; and
- considered the disclosure and presentation of the Identified ESG Data.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Company's Identified ESG Data has been prepared, in all material respects, in accordance with the Criteria.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Company's Identified ESG Data for the year ended 31 December 2022 is not prepared, in all material respects, in accordance with the Criteria.

Our report has been prepared for and only for the board of directors of the Company and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the content of this report.



PricewaterhouseCoopers
Certified Public Accountants
Hong Kong, 27 February 2023

Appendix I: ESG data table



CLP continually improves by managing, monitoring and reporting its ESG performance. These tables present a quantitative overview of the Group's 2022 financial and non-financial performance. The disclosures are selected from the GRI Standards, The Hong Kong Stock Exchange's ESG Reporting Guide, SASB Standards for Electric Utilities and ISSB's Exposure Draft of S2 Climate-related Disclosures, as well as other key performance data.

Detailed discussion of these metrics can be found in the corresponding [Environmental impacts](#) and [Social impacts](#) sections.

The 2022 data shaded in orange has been independently verified by PricewaterhouseCoopers. The assurance scope of past years' data can be found in [previous Sustainability Reports](#).

[Read the reporting scope](#)



[Download the independent assurance statement](#)



Financial Information

Capital investment, operating earnings and total revenue

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Total capital investment incurred by asset type (HK\$M(%))^{1,2,3}	17,849 (100%)	15,411 (100%)	13,022 (100%)	12,028 (100%)	12,851 (100%)	ISSB 14-c
Transmission, distribution and retail	6,379 (36%)	5,957 (39%)	4,810 (37%)	5,229 (43%)	4,953 (39%)	
Coal	2,280 (13%)	2,628 (17%)	3,638 (28%)	2,473 (21%)	3,040 (24%)	
Gas	6,713 (38%)	5,639 (37%)	3,445 (26%)	3,146 (26%)	4,098 (32%)	
Nuclear	0 (0%)	0 (0%)	0 (0%)	352 (3%)	0 (0%)	
Wind	1,721 (10%)				N/A	
Hydro	29 (0%)	842 (6%)	455 (4%)	457 (4%)	N/A	
Solar	34 (0%)				N/A	
Waste-to-energy	1 (0%)	18 (0%)	7 (0%)	123 (1%)	N/A	
Others	692 (4%)	327 (2%)	667 (5%)	248 (2%)	46 (0%)	
Total operating earnings by asset type (HK\$M(%))^{1,4}	9,065 (100%)	10,972 (100%)	12,374 (100%)	12,138 (100%)	15,145 (100%)	
Transmission, distribution and retail	6,501 (71%)	6,095 (56%)	5,751 (46%)	5,131 (42%)	7,427 (49%)	
Coal	-1,482 (-16%)	763 (7%)	2,871 (23%)	2,503 (21%)	3,370 (22%)	
Gas	1,412 (16%)	1,312 (12%)	1,510 (12%)	1,735 (14%)	1,533 (10%)	
Nuclear	1,965 (22%)	1,908 (17%)	1,594 (13%)	1,688 (14%)	1,720 (11%)	
Wind	428 (5%)				N/A	
Hydro	112 (1%)	630 (6%)	567 (5%)	1,011 (8%)	N/A	
Solar	4 (0%)				N/A	
Waste-to-energy	9 (0%)	10 (0%)	8 (0%)	5 (0%)	N/A	
Others	116 (1%)	254 (2%)	73 (1%)	65 (1%)	171 (1%)	
Revenue (HK\$M(%))¹	100,662 (100%)	83,959	79,590	85,689	91,425	
Transmission, distribution and retail	39,169 (39%)	N/A	N/A	N/A	N/A	
Coal	26,188 (26%)	N/A	N/A	N/A	N/A	
Gas	21,662 (22%)	N/A	N/A	N/A	N/A	
Nuclear	7,000 (7%)	N/A	N/A	N/A	N/A	
Wind	1,950 (2%)	N/A	N/A	N/A	N/A	
Hydro	507 (1%)	N/A	N/A	N/A	N/A	

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Solar	983 (1%)	N/A	N/A	N/A	N/A	
Waste to energy	58 (0%)	N/A	N/A	N/A	N/A	
Others	3,145 (3%)	N/A	N/A	N/A	N/A	

1 Numbers have been subject to rounding. Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.

2 Capital investment includes additions to fixed assets, right-of-use assets, investment property, intangible assets, investments in and advances to joint ventures and associates, and acquisition of business/asset.

3 On an accrual basis.

4 Before unallocated expenses.

Economic value generated, distributed and retained

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Economic value generated, distributed and retained (HK\$M)						GRI 201-1
Economic value generated						
Revenue	100,662	83,959	79,590	85,689	91,425	
Share of profits of non-wholly owned entities ¹	2,036	1,129	1,608	1,828	1,509	
Economic value distributed						
Fuel costs	26,603	18,506	15,753	16,712	17,187	
Other operating costs ²	59,505	39,922	35,774	48,654	43,604	
Staff expenses ³	4,668	5,107	4,844	4,535	4,449	
Finance costs ⁴	1,981	1,774	1,875	2,033	2,107	
Dividends	7,832	7,832	7,832	7,782	7,630	
Taxes ⁵	1,649	1,720	2,529	2,189	3,565	
Donations	10	15	27	21	18	
Economic value retained⁶	450	10,212	12,564	5,591	14,374	

1 Includes share of results (net of income tax) from joint ventures and associates netted with earnings attributable to other non-controlling interests, which represented CLP's share of economic value created together with its business partners.

2 Includes impairment provision/reversal and other charges. In particular, amount included loss on sale of subsidiaries of HK\$4,312 million, litigation settlement of HK\$1,110 million and impairment of retail goodwill of HK\$6,381 million in 2022, 2021 and 2019 respectively.

3 Another HK\$1,509 million (2021: HK\$1,402 million) of staff costs incurred were capitalised.

4 Finance costs are netted with finance income and include payments made to perpetual capital securities holders. In addition, finance costs of HK\$466 million (2021: HK\$317 million) were capitalised.

5 Represents current income tax but excludes deferred tax for the year.

6 Represents earnings attributable to shareholders (before depreciation, amortisation and deferred tax) for the year retained.

Climate Change

Greenhouse gas emissions

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
CLP Group¹						
Total CO₂e emissions – on an equity basis (kt)^{2,3}	60,223	65,017	62,138	71,720	N/A	GRI 305-1, 305-2, 305-3/ HKEx A1.2/ SASB IF- EU-110a.1, IF-EU-110a.2/ ISSB 21-a
Scope 1 (kt) ⁴	44,141	47,690	45,105	50,047	N/A	
Scope 2 (kt)	220	236	244	250	N/A	
Scope 3 (kt)	15,861	17,091	16,790	21,424	N/A	
Category 1: Purchased goods and services	912	901	1,210	1,093	N/A	
Category 2: Capital goods	902	1,488	685	1,347	N/A	
Category 3: Fuel- and energy-related activities	12,046	12,733	12,690	16,671	N/A	SASB IF- EU-110a.2
Category 5: Waste generated in operations	56	80	63	101	N/A	
Category 6: Business travel	2	1	1	8	N/A	
Category 7: Employee commuting	5	4	2	4	N/A	
Category 11: Use of sold products	1,939	1,884	2,138	2,200	N/A	

1 Refers to a range of businesses, including generation and energy storage portfolio, transmission and distribution, retail and others.

2 Numbers have been subject to rounding. Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.

3 Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.

4 In accordance with the Greenhouse Gas Protocol, WE Station, which makes use of landfill gas from waste for power generation, is not included in CLP's Scope 1 CO₂e emissions and is reported separately in the Asset Performance Statistics. Its non-CO₂ GHG emissions (i.e. CH₄ and N₂O) are included in CLP's Scope 1 CO₂e emissions.

CLP Group's generation and energy storage portfolio

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
CLP Group's generation and energy storage portfolio^{1,2,3}						
CO ₂ – on an equity basis (kt) ⁴	44,019	47,574	44,987	N/A	N/A	GRI 305-1, 305-2/ HKEx A1.2
CO ₂ e – on an equity basis (kt) ⁴	44,235	47,813	N/A	N/A	N/A	
CO ₂ – on an equity plus long-term capacity and energy purchase basis (kt) ^{5,6}	48,074	51,674	48,621	N/A	N/A	
CO ₂ e – on an equity plus long-term capacity and energy purchase basis (kt) ^{5,6}	48,323	51,941	N/A	N/A	N/A	
CO ₂ – on an operational control basis (kt) ⁴	44,338	46,842	43,808	50,412	52,052	

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
CO ₂ e – on an operational control basis (kt) ⁴	44,571	47,090	44,023	50,676	52,306	

- Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.
- In accordance with the Greenhouse Gas Protocol, WE Station, which makes use of landfill gas from waste for power generation, is not included in CLP's Scope 1 CO₂ emissions and is reported separately in the Asset Performance Statistics. Its non-CO₂ GHG emissions (i.e. CH₄ and N₂O) are included in CLP's Scope 1 CO₂e emissions.
- Starting from 2020, the portfolio includes energy storage assets and generation assets. Energy storage assets include pumped storage and battery storage. In previous years, the portfolio included generation assets only.
- Numbers include Scope 1 and Scope 2 emissions.
- Numbers include assets with majority and minority shareholdings, and those under "long-term capacity and energy purchase" arrangements with CLP. Starting from 2018, "long-term capacity and energy purchase" has been defined as a purchase agreement with a duration of at least five years, and capacity or energy purchased being no less than 10MW.
- Numbers include Scope 1, Scope 2 and Scope 3 Category 3 emissions (direct emissions from generation of purchased electricity that is sold to CLP's customers).

Climate Vision 2050

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
CLP Group – GHG emissions intensity of generation and energy storage portfolio^{1,2,3,4}						
On an equity plus long-term capacity and energy purchase basis (kg CO ₂ e/kWh) ^{5,6}	0.55	0.57	0.57	0.63	0.66	GRI 305-4/ HKEx A1.2/ ISSB 21-a
On an equity basis (kg CO ₂ e/kWh) ⁷	0.63	0.65	0.66	0.71	0.74	

- The 2019-2022 numbers refer to the GHG emissions intensity (kg CO₂e/kWh), in line with the updated Climate Vision 2050 targets. Numbers prior to 2019 refer to carbon emissions intensity (kg CO₂/kWh), as reported in the past.
- Starting from 2020, the portfolio includes energy storage assets and generation assets. Energy storage assets include pumped storage and battery storage. In previous years, the portfolio included generation assets only.
- Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.
- In accordance with the Greenhouse Gas Protocol, WE Station, which makes use of landfill gas from waste for power generation, is not included in CLP's Scope 1 CO₂ emissions and is reported separately in the Asset Performance Statistics. Its non-CO₂ GHG emissions (i.e. CH₄ and N₂O) are included in CLP's Scope 1 CO₂e emissions.
- Numbers include assets with majority and minority shareholdings, and those under "long-term capacity and energy purchase" arrangements with CLP. Starting from 2018, "long-term capacity and energy purchase" has been defined as a purchase agreement with a duration of at least five years, and capacity or energy purchased being no less than 10MW.
- Numbers include Scope 1, Scope 2 and Scope 3 Category 3 emissions (direct emissions from generation of purchased electricity that is sold to CLP's customers).
- Numbers include Scope 1 and Scope 2 emissions.

CLP Power Hong Kong Limited – GHG emissions intensity of electricity sold

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
CLP Power Hong Kong – GHG emissions intensity of electricity sold^{1,2}						
CO ₂ e emissions intensity of electricity sold by CLP Power Hong Kong (kg CO ₂ e/kWh)	0.39	0.39	0.37	0.50	0.51	
CO ₂ emissions intensity of electricity sold by CLP Power Hong Kong (kg CO ₂ /kWh)	0.39	0.39	0.37	0.49	0.51	

- In accordance with the Greenhouse Gas Protocol, WE Station, which makes use of landfill gas from waste for power generation, is not included in CLP's Scope 1 CO₂ emissions and is reported separately in the Asset Performance Statistics. Its non-CO₂ GHG emissions (i.e. CH₄ and N₂O) are included in CLP's Scope 1 CO₂e emissions.
- "Electricity sold" is the total electricity energy sold to CLP Power Hong Kong Limited's customers before the adjustment of Renewable Energy Certificates.

The 2022 data shaded in orange has been independently verified by PricewaterhouseCoopers. The assurance scope of past years' data can be found in previous Sustainability Reports.

Environment

Environmental compliance

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Environmental regulatory non-compliances resulting in fines or prosecutions (number) ¹	0	0	0	0	0	GRI 2-27
Environmental licence limit exceedances & other non-compliances (number) ¹	6 ²	5 ³	4	10	2	

1 Numbers include operating assets where CLP has operational control during the calendar year. Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.

2 The number excludes eight cases of short-term licence limit exceedances from Jhajjar. Details please refer to section Environmental Management and Compliance - Initiative and Progress.

3 The number was restated to align the calculation methodology across years.

Air pollutants

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Nitrogen oxides emissions (NO _x) (kt) ^{1,2}	43.5	45.7	43.2	47.0	60.9	GRI 305-7/ HKEx A1.1/ SASB IF- EU-120a.1
Sulphur dioxide emissions (SO ₂) (kt) ^{1,2}	48.9	52.7	48.0	44.7	76.1	
Particulates emissions (kt) ^{1,2}	6.8	7.6	6.9	7.7	8.5	
Sulphur hexafluoride (SF ₆) (kt) ^{1,2}	0.003	0.004	0.003	N/A	N/A	
Mercury (t) ^{1,2}	0.52	0.31	N/A	N/A	N/A	SASB IF- EU-120a.1

1 Numbers include operating assets where CLP has operational control during the calendar year. Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.

2 Since 2019, numbers at asset level have been aggregated and then rounded.

Waste

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Hazardous solid waste (t)^{1,2,3}						
Produced	869	1,524	1,503	862	1,435	GRI 306-2/ HKEx A1.3
Recycled	493	520	523	201	631	
Hazardous liquid waste (kl)^{1,2,3}						
Produced	1,103	1,017	1,091	1,578	1,685	
Recycled	797	947	1,069	1,536	1,648	
Non-hazardous solid waste (t)^{1,2,3}						
Produced	12,702	24,481	17,901	13,344	11,471	GRI 306-2/ HKEx A1.4
Recycled	7,917	4,214	4,458	4,986	3,990	
Non-hazardous liquid waste (kl)^{1,2,3}						
Produced	23	65	3	59	52	
Recycled	23	65	3	57	52	

1 Numbers include operating assets where CLP has operational control during the calendar year. Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.

2 Since 2019, numbers at asset level have been aggregated and then rounded.

3 Waste categorised in accordance with local regulations.

By-products

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Ash produced (kt) ^{1,2}	3,088	3,403	2,624	3,032	3,419	SASB IF- EU-150a.1
Ash recycled / sold (kt) ^{1,2}	2,365	2,501	1,793	3,667	2,263	
Gypsum produced (kt) ^{1,2}	286	367	334	441	253	
Gypsum recycled / sold (kt) ^{1,2}	280	365	335	438	250	

1 Numbers include operating assets where CLP has operational control during the calendar year. Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.

2 Since 2019, numbers at asset level have been aggregated and then rounded.

Water

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Total water withdrawal (Mm³)^{1,2,3}	5,339.3	5,243.7 ⁴	5,466.0 ⁴	5,475.4 ⁴	5,154.2 ⁵	GRI 2.4, 303-3/ HKEx A2.2/ SASB IF- EU-140a.1
For cooling purpose						
Water withdrawal from freshwater resources	42.7	43.3 ⁵	33.6 ⁵	47.6 ⁵	53.8 ⁵	
Water withdrawal from marine water resources	5,287.0	5,190.3 ⁶	5,421.7 ⁶	5,415.4 ⁶	5,087.3	
For non-cooling purposes						
Water withdrawal from freshwater resources	4.6	5.3	5.7	5.8	6.0	
Water withdrawal from municipal sources	5.0	4.8	4.9	6.7	7.0	
Total water withdrawal from water stressed areas	167.7	100.2 ⁴	N/A	N/A	N/A	SASB IF- EU-140a.1
Total water discharge (Mm³)^{1,2,3,7}	5,310.9	5,205.4 ⁶	5,438.6 ⁶	5,433.2 ⁶	5,103.2	GRI 2.4, 303-4
From cooling process						
Treated wastewater to freshwater bodies	0.0	0	0	0	0	
Water discharge to marine water bodies	5,287.0	5,190.3 ⁶	5,421.7 ⁶	5,415.4 ⁶	5,087.3	
Wastewater to other destinations	0.0	0	0	0	0.02	
From non-cooling processes						
Treated wastewater to freshwater bodies	21.0	11.9	13.7	14.4	12.3	
Treated wastewater to marine water bodies	1.6	1.3	1.5	1.7	1.6	
Wastewater to other destinations	1.3	1.9	1.6	1.7	1.9	
Wastewater to sewerage	0.04	0.03	0.03	0.03	0.03	
Total freshwater consumption of CLP Group's power generation (Mm³)	31.3	41.5 ⁸	N/A	N/A	N/A	GRI 303-5/ SASB IF- EU-140a.1

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Total freshwater consumption under water stressed areas (Mm³)	16.5	17.2 ⁵	N/A	N/A	N/A	SASB IF-EU-140a.1

- Numbers include operating assets where CLP has operational control during the calendar year. Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.
- Numbers have been subject to rounding. Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.
- Since 2019, numbers at asset level have been aggregated and then rounded.
- Restated as per updated data for Newport Power Station in Australia and Jhajjar Power Station in India.
- Restated as per updated data for Jhajjar Power Station in India.
- Restated as per updated data for Newport Power Station in Australia.
- Starting from 2019, Yallourn Power Station's "water discharged to third-parties", which was previously reported under "wastewater to sewerage", has been reported under "wastewater to other destinations".
- Restated as per revised calculation methodology for Yallourn Power Station in Australia and updated data for Jhajjar Power Station in India.

Water intensity

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Freshwater intensity of CLP Group's power generation (m ³ /MWh) ¹	0.52	0.66 ²	0.51 ²	0.74 ²	0.88 ²	

- Numbers include operating assets where CLP has operational control during the calendar year. Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.
- Restated as per revised calculation methodology for Yallourn Power Station in Australia and updated data for Jhajjar Power Station in India.

Freshwater reused/recycled

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Freshwater reused/recycled volume (Mm ³) ¹	756	838	736	686	899	

- Numbers include operating assets where CLP has operational control during the calendar year. Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.

The 2022 data shaded in orange has been independently verified by PricewaterhouseCoopers. The assurance scope of past years' data can be found in previous Sustainability Reports.

Customers

Customer portfolio and electricity delivered- CLP Power Hong Kong Limited

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Total Hong Kong customers (number)	2,752,071	2,711,421	2,671,836	2,636,408	2,597,083	GRI EU3/ SASB IF- EU-000.A
Residential	2,407,225	2,369,217	2,333,901	2,301,200	2,265,151	
Commercial	212,251	210,821	208,150	206,792	206,073	
Infrastructure and public services	115,404	113,956	112,245	110,841	107,893	
Manufacturing	17,191	17,427	17,540	17,575	17,966	
Total Electricity delivered	34,824	35,355	33,963	34,284	33,662	GRI EU3/ SASB IF- EU-000.B
Residential	10,113	10,525	10,298	9,451	9,191	
Commercaill	13,233	13,423	12,878	13,584	13,425	
Infrastructure and Public Services	9,863	9,742	9,171	9,586	9,342	
Manufacturing	1,615	1,665	1,616	1,663	1,704	

Customer portfolio- EnergyAustralia

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Total Australian customers (number)	2,462,537	2,442,683	2,449,401	2,480,781	2,550,138	GRI EU3
Commercial and Industrial	8,740	7,208	8,962	12,599	12,526	
Mass market	2,453,797	2,435,475	2,440,439	2,468,182	2,537,612	

Availability and reliability- CLP Power Hong Kong Limited

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
System Average Interruption Frequency Index [SAIFI] ¹	0.3	0.21	0.19	0.17	0.19	SASB IF- EU-550a.2
System Average Interruption Duration Index [SAIDI] (hours) ¹	0.27	0.23	0.39	0.42	0.46	
Unplanned Customer Minutes Lost [CML] (minutes) ¹	5.69	0.99	9.77 ²	10.13 ³	10.29 ⁴	

1 The numbers are derived by calculating the average of data from the most recent three years. For example, the figures under year 2022 are the 3-year averages of data from 2020 to 2022.

2 The 2018-2020 average would have been about 0.9 minutes without the severe impact of Mangkhut in September 2018.

3 The 2017-2019 average would have been about 1.3 minutes without the severe impact of Mangkhut in September 2018.

4 The 2016-2018 average would have been about 1.44 minutes without the severe impact of Mangkhut in September 2018.

Access to electricity- CLP Power Hong Kong Limited

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Total disconnections for Hong Kong retail business (number)	4,859	4,943	4,999	4,643	6,722	SASB IF- EU-240a.3
0 - 2 days	144	105	98	4,333	6,319	
3 - 7 days	739	796	506	170	225	
8 - 31 days	1,817	2,251	2,274	101	168	
≥ 32 days	2,159	1,791	2,121	39	10	

Fuel use

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Coal consumed (for power generation) (TJ) ^{1,2}	394,274	426,190	403,379	485,453	521,568	GRI 302-1/ HKEx A2.1
Gas consumed (for power generation) (TJ) ^{1,2}	151,327	142,304	134,776	107,183	83,364	
Oil consumed (for power generation) (TJ) ^{1,2}	2,936	2,717	2,243	2,620	3,807	

1 Numbers have been subject to rounding.

2 Numbers include operating assets where CLP has operational control during the calendar year. Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.

Generation and energy storage capacity

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
On an equity basis						
Total generation and energy storage capacity by asset type (MW(%))^{1,2}	17,970 (100%)	20,018 (100%)	19,691 (100%)	19,238 (100%)	19,108 (100%)	GRI 2.4/ ISSB 20
Coal	8,486 (47.2%)	10,795 (53.9%)	10,765 (54.7%)	10,765 (56.0%)	10,765 (56.3%)	
Gas	4,934 (27.5%)	4,666 (23.3%)	4,600 (23.4%)	4,194 (21.8%)	4,147 (21.7%)	
Nuclear	1,600 (8.9%)	1,600 (8.0%)	1,600 (8.1%)	1,600 (8.3%)	1,600 (8.4%)	
Wind ³	1,680 (9.3%)	1,747 (8.7%)	1,521 (7.7%)	1,521 (7.9%)	1,521 (8.0%)	
Hydro ³	489 (2.7%)	489 (2.4%)	489 (2.5%)	489 (2.5%)	489 (2.6%)	
Solar ³	554 (3.1%)	499 (2.5%)	499 (2.5%)	451 (2.3%)	369 (1.9%)	
Waste-to-energy ³	7 (0.0%)	7 (0.0%)	7 (0.0%)	7 (0.0%)	7 (0.0%)	
Energy Storage	10 (0.1%)	5 (0.0%)	0 (0.0%)	N/A	N/A	
Others	210 (1.2%)	210 (1.0%)	210 (1.1%)	210 (1.1%)	210 (1.1%)	
On an equity plus long-term capacity and energy purchase basis						
Total generation and energy storage capacity by asset type (MW(%))^{1,2,4}	23,068 (100%)	25,108 (100%)	24,752 (100%) ⁵	24,015 (100%)	23,705 (100%)	
Coal	9,719 (42.1%)	12,027 (47.9%)	11,997 (48.5%)	11,997 (50.0%)	11,997 (50.6%)	
Gas	6,089 (26.4%)	5,813 (23.2%)	5,717 (23.1%)	5,139 (21.4%)	5,084 (21.4%)	
Nuclear	2,685 (11.6%)	2,685 (10.7%)	2,685 (10.8%)	2,685 (11.2%)	2,685 (11.3%)	
Wind ⁶	2,264 (9.8%)	2,331 (9.3%)	2,105 (8.5%) ⁵	2,049 (8.5%)	1,982 (8.4%)	
Hydro ⁶	489 (2.1%)	489 (1.9%)	489 (2.0%)	489 (2.0%)	489 (2.1%)	
Solar ⁶	848 (3.7%)	793 (3.2%)	793 (3.2%)	745 (3.1%)	558 (2.4%)	
Waste-to-energy ⁶	10 (0.0%)	10 (0.0%)	10 (0.0%)	10 (0.0%)	10 (0.0%)	
Energy Storage	665 (2.9%)	660 (2.6%)	655 (2.6%)	N/A	N/A	
Others	300 (1.3%)	300 (1.2%)	300 (1.2%)	900 (3.7%)	900 (3.8%)	

1 Numbers have been subject to rounding. Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.

2 Starting from 2020, a new "Energy Storage" asset category is added, under which pumped storage and battery storage are included. In previous years, assets under the "Others" category included oil-fired generation assets and pumped storage.

3 Renewables include wind, hydro, solar and waste-to-energy. The total capacity of renewables on an equity basis is 2,731 MW (15.2%) in 2022.

4 Numbers include assets with majority and minority shareholdings, and those under "long-term capacity and energy purchase" arrangements with CLP. Starting from 2018, "long-term capacity and energy purchase" has been defined as a purchase agreement with a duration of at least five years, and capacity or energy purchased being no less than 10MW.

5 Restated as per updated data for Power Purchase Agreement (PPA) of Waterloo Wind Farm in Australia.

6 Renewables include wind, hydro, solar and waste-to-energy. The total capacity of renewables on an equity plus long-term capacity and energy purchase basis is 3,611 MW (15.7%) in 2022.

Energy sent out

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
On an equity basis						
Total energy sent out by asset type (GWh(%))^{1,2,3}	69,726 (100%)	73,113 (100%)	68,699 (100%)	70,949 (100%)	N/A	GRI 2.4/ SASB IF- EU-000.D/ ISSB 20
Coal	37,031 (53.1%)	42,002 (57.4%)	39,438 (57.4%)	44,596 (62.9%)	N/A	
Gas	14,435 (20.7%)	13,233 (18.1%)	12,390 (18.0%)	9,979 (14.1%)	N/A	
Nuclear	12,346 (17.7%)	12,302 (16.8%)	11,192 (16.3%)	10,888 (15.3%)	N/A	
Wind ⁴	3,146 (4.5%)	2,959 (4.0%)	2,886 (4.2%)	2,924 (4.1%)	N/A	
Hydro ⁴	1,835 (2.6%)	1,668 (2.3%)	1,879 (2.7%)	1,758 (2.5%)	N/A	
Solar ⁴	901 (1.3%)	922 (1.3%)	898 (1.3%)	805 (1.1%)	N/A	
Waste-to-energy ⁴	29 (0.0%)	27 (0.0%)	15 (0.0%)	0 (0.0%)	N/A	
Energy Storage	0 (0.0%)	0 (0.0%)	0 (0.0%)	N/A	N/A	
Others	1 (0.0%)	0 (0.0%)	1 (0.0%)	0 (0.0%)	N/A	
On an equity plus long-term capacity and energy purchase basis						
Total energy sent out by asset type (GWh(%))^{1,2,3,5,6}	87,360 (100%)	91,183 (100%)	85,949 (100%) ⁷	88,573 (100%)	100%	GRI 2.4/ SASB IF- EU-000.D/ ISSB 20
Coal	39,027 (44.7%)	43,995 (48.2%)	41,118 (47.8%)	48,512 (54.8%)	60%	
Gas	19,507 (22.3%)	18,461 (20.2%)	17,157 (20.0%)	13,073 (14.8%)	12%	
Nuclear	20,836 (23.9%)	20,962 (23.0%)	19,923 (23.2%)	19,400 (21.9%)	20%	
Wind ⁸	4,709 (5.4%)	4,611 (5.1%)	4,445 (5.2%) ⁷	4,474 (5.0%)		
Hydro ⁸	1,835 (2.1%)	1,668 (1.8%)	1,879 (2.2%)	1,758 (2.0%)	8%	
Solar ⁸	1,472 (1.7%)	1,524 (1.7%)	1,522 (1.8%)	1,467 (1.7%)		
Waste-to-energy ⁸	42 (0.0%)	38 (0.0%)	22 (0.0%)	0 (0.0%)	N/A	
Energy Storage	-69 (-0.1%)	-75 (-0.1%)	-118 (-0.1%)	N/A	N/A	
Others	2 (0.0%)	1 (0.0%)	1 (0.0%)	-109 (-0.1%)	0%	
On an operational control basis						
Total energy sent out (GWh)³	60,475	62,967	58,918	N/A	N/A	SASB IF- EU-000.D / ISSB 20

1 Numbers and percentage figures have been subject to rounding. Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.

2 Starting from 2020, a new "Energy Storage" asset category has been added, under which pumped storage and battery storage are included. In previous years, assets under the "Others" category included oil-fired generation assets and pumped storage.

3 Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 number.

4 Renewables include wind, hydro, solar and waste-to-energy. The total sent out of renewables on an equity basis is 5,911 GWh (8.5%) in 2022.

5 Numbers include assets with majority and minority shareholdings, and those under "long-term capacity and energy purchase" arrangements with CLP. Starting from 2018, "long-term capacity and energy purchase" is defined as a purchase agreement with a duration of at least five years, and capacity or energy purchased being no less than 10MW.

6 Only percentages are available for the year 2018.

7 Restated as per updated data for Power Purchase Agreement (PPA) of Waterloo Wind Farm in Australia.

8 Renewables include wind, hydro, solar and waste-to-energy. The total sent out of renewables on an equity plus long-term capacity and energy purchase basis is 8,058 GWh (9.2%) in 2022.

Customer satisfaction – CLP Power Hong Kong Limited

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Customer satisfaction score						
CLP	72	73	74	72	73	
All public utilities in the energy sector	73	74	74	73	73	
Public service organisations	73	73	74	73	73	

Customer satisfaction – EnergyAustralia

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Customer service						
Calls handled by EnergyAustralia (number)	1,418,676	1,440,277	1,696,233	1,856,845	2,364,731	
Complaints received by EnergyAustralia (number)	13,259	14,643	17,049	20,937	23,390	

The 2022 data shaded in orange has been independently verified by PricewaterhouseCoopers. The assurance scope of past years' data can be found in previous Sustainability Reports.

Our People

Employee headcount and type

	2022	2021	2020	2019 ¹	2018	GRI/HKEx/ SASB/ISSB
Group total						
Total employee headcount (number)	8,318	8,116	8,060	7,960	7,843	
Full-time (number)	8,154	7,930	7,865	7,754	7,634	
Part-time (number)	164	186	195	206	209	
Permanent (average %)	85.7	87.0	87.6	87.8	87.2	
Fixed-term contract (average %)	14.3	13.0	12.4	12.2	12.8	
Hong Kong						
Total employee headcount (number)	4,954	4,771	4,689	4,604	4,543	GRI 2-7/ HKEx B.1.1
Full-time (number)	4,948	4,770	4,688	4,603	4,538	
Part-time (number)	6	1	1	1	5	
Permanent (average %)	81.4	83.5	85.1	85.4	84.0	
Fixed-term contract (average %)	18.6	16.5	14.9	14.6	16.0	
Mainland China						
Total employee headcount (number)	663	627	609	607	596	
Full-time (number)	663	627	609	607	596	
Part-time (number)	0	0	0	0	0	
Permanent (average %)	75.2	75.6	75.3	71.6	72.1	
Fixed-term contract (average %)	24.8	24.4	24.7	28.4	27.9	
Australia						
Total employee headcount (number)	2,251	2,281	2,320	2,280	2,246	
Full-time (number)	2,093	2,096	2,126	2,075	2,042	
Part-time (number)	158	185	194	205	204	
Permanent (average %)	95.6	95.1	94.0	94.5	95.9	
Fixed-term contract (average %)	4.4	4.9	6.0	5.5	4.1	
India						
Total employee headcount (number)	450	437	442	469	458	
Full-time (number)	450	437	442	469	458	
Part-time (number)	0	0	0	0	0	
Permanent (average %)	96.3	97.4	98.4	98.8	99.0	
Fixed-term contract (average %)	3.7	2.6	1.6	1.2	1.0	

¹ Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

Contractor FTE and type

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Group total (full-time equivalent)¹						
Total contractor	10,519.4	9,911.3	9,707.7	11,123.9	10,470.0	
Labour supply ²	1,157.2	1,329.9	1,423.9	1,573.0	1,577.0	
Service contractor ³	9,362.2	8,581.5	8,283.8	9,550.9	8,893.0	
Hong Kong (full-time equivalent)						
GRI 2-8						
Total contractor	5,434.0	5,202.8	4,949.9	6,372.6	5,308.6	
Labour supply ²	970.2	1,153.5	1,261.8	1,309.0	1,316.0	
Service contractor ³	4,463.9	4,049.3	3,688.1	5,063.6	3,992.6	
Mainland China (full-time equivalent)						
Total contractor	331.2	576.0	361.2	363.2	423.9	
Labour supply ²	24.0	23.5	13.8	13.0	14.0	
Service contractor ³	307.2	552.5	347.4	350.2	409.9	
Australia (full-time equivalent)						
Total contractor	1,301.5	1,368.0	1,926.5	1,856.2	1,785.0	
Labour supply ²	107.5	101.1	83.1	172.5	167.0	
Service contractor ³	1,194.0	1,266.9	1,843.4	1,683.7	1,618.0	
India (full-time equivalent)						
Total contractor	3,452.6	2,764.6	2,470.1	2,531.9	2,952.5	
Labour supply ²	55.5	51.8	65.2	78.5	80.0	
Service contractor ³	3,397.1	2,712.8	2,404.9	2,453.4	2,872.5	

1 Numbers have been subject to rounding. Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.

2 Labour supply refers to manpower supplied by contractor companies under labour supply agreements. Reporting is based on quarterly averages.

3 Estimated service contractor full-time equivalent (FTE) is calculated based on the number of manhours incurred and region-specific average weekly working hours since 2019. Numbers in 2018 are re-stated to reflect region-specific working hours instead of weekly hours of 48 for all regions.

Total staff turnover rate

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Hong Kong (%)	11.7	N/A	N/A	N/A	N/A	GRI 401-1/ HKEx B1.2
By age group						
Below 30	12.5	N/A	N/A	N/A	N/A	
30-39	10.6	N/A	N/A	N/A	N/A	
40-49	8.7	N/A	N/A	N/A	N/A	
50 and above	14.5	N/A	N/A	N/A	N/A	
By gender						
Male	11.3	N/A	N/A	N/A	N/A	
Female	13.2	N/A	N/A	N/A	N/A	
Mainland China (%)	5.4	N/A	N/A	N/A	N/A	
By age group						
Below 30	9.5	N/A	N/A	N/A	N/A	
30-39	4.3	N/A	N/A	N/A	N/A	
40-49	0.5	N/A	N/A	N/A	N/A	
50 and above	10.7	N/A	N/A	N/A	N/A	
By gender						
Male	5.0	N/A	N/A	N/A	N/A	
Female	7.1	N/A	N/A	N/A	N/A	
India (%)	24.8	N/A	N/A	N/A	N/A	
By age group						
Below 30	24.8	N/A	N/A	N/A	N/A	
30-39	25.9	N/A	N/A	N/A	N/A	
40-49	26.1	N/A	N/A	N/A	N/A	
50 and above	21.3	N/A	N/A	N/A	N/A	
By gender						
Male	23.1	N/A	N/A	N/A	N/A	
Female	27.1	N/A	N/A	N/A	N/A	
Australia (%)	12.9	N/A	N/A	N/A	N/A	
By age group						
Below 30	37.5	N/A	N/A	N/A	N/A	
30-39	12.0	N/A	N/A	N/A	N/A	
40-49	13.0	N/A	N/A	N/A	N/A	
50 and above	6.2	N/A	N/A	N/A	N/A	
By gender						
Male	12.8	N/A	N/A	N/A	N/A	
Female	13.7	N/A	N/A	N/A	N/A	

Voluntary staff turnover rate

	2022	2021	2020	2019 ¹	2018	GRI/HKEx/ SASB/ISSB
Hong Kong (%)^{2,3}	6.6	4.6	3.1	2.4	2.3	GRI 401-1/ HKEx B1.2
By age group						
Below 30	8.1	7.4	6.3	4.4	5.9	
30-39	9.1	5.6	4.3	4.9	4.3	
40-49	7.2	5.2	2.6	1.9	1.7	
50 and above	4.1	3.0	1.8	1.1	1.1	
By gender						
Male	5.7	4.4	2.5	1.8	1.7	
Female	9.8	5.4	5.4	4.9	5.0	
Mainland China (%)^{2,3}	2.3	2.3	1.3	2.0	4.7	
By age group						
Below 30	8.3	6.7	1.4	8.4	16.4	
30-39	3.4	1.9	2.9	1.9	5.2	
40-49	0.0	2.5	0.5	0.5	1.5	
50 and above	0.0	0.0	0.0	0.0	0.0	
By gender						
Male	2.4	2.1	1.4	2.4	4.1	
Female	1.8	2.9	0.9	0.0	7.5	
Australia (%)^{2,3}	18.8	16.1	7.7	12.9	13.6	
By age group						
Below 30	21.4	25.5	13.6	19.3	18.6	
30-39	22.0	19.0	7.4	14.2	15.2	
40-49	17.9	11.2	6.2	11.5	10.5	
50 and above	13.0	13.1	7.1	8.3	10.6	
By gender						
Male	17.6	16.4	7.1	12.6	12.3	
Female	20.5	15.7	8.5	13.4	15.6	
India (%)^{2,3}	10.6	6.9	4.7	6.6	5.6	
By age group						
Below 30	29.5	12.5	5.6	7.4	6.4	
30-39	10.6	7.5	5.7	9.3	7.2	
40-49	10.4	4.8	4.7	2.9	2.9	
50 and above	3.4	5.1	0.0	0.0	2.5	
By gender						
Male	10.4	6.6	4.3	6.4	5.6	
Female	12.0	9.4	7.4	7.5	5.7	

1 Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

2 Voluntary staff turnover refers to employees leaving the organisation voluntarily and does not include dismissal, retirement, company-initiated termination or end of contract.

3 Includes permanent employees except for Mainland China, which includes both permanent and fixed-term contract employees due to local employment legislation.

New hire

	2022	2021	2020	2019 ¹	2018	GRI/HKEx/ SASB/ISSB
Group total (number)	1,415	1,029	711	857	965	GRI 401-1
By age group						
Below 30	667	342	237	309	N/A	
30-39	457	402	241	300	N/A	
40-49	197	204	145	158	N/A	
50 and above	94	81	88	90	N/A	
By gender						
Male	930	686	515	552	619	
Female	485	343	196	305	346	
Hong Kong (number)	731	524	408	348	307	
By age group						
Below 30	308	208	172	157	N/A	
30-39	265	187	125	121	N/A	
40-49	109	93	69	48	N/A	
50 and above	49	36	42	22	N/A	
By gender						
Male	504	368	308	239	200	
Female	227	156	100	109	107	
Mainland China (number)	71	45	29	43	47	
By age group						
Below 30	27	24	10	16	N/A	
30-39	35	16	10	25	N/A	
40-49	9	4	8	2	N/A	
50 and above	0	1	1	0	N/A	
By gender						
Male	50	37	25	36	41	
Female	21	8	4	7	6	
Australia (number)	543	433	255	423	582	
By age group						
Below 30	298	106	53	116	N/A	
30-39	126	182	93	138	N/A	
40-49	76	103	67	104	N/A	
50 and above	43	42	42	65	N/A	
By gender						
Male	323	260	166	242	352	
Female	220	173	89	181	230	
India (number)	70	27	19	43	29	
By age group						
Below 30	34	4	2	20	N/A	
30-39	31	17	13	16	N/A	
40-49	3	4	1	4	N/A	
50 and above	2	2	3	3	N/A	
By gender						
Male	53	21	16	35	26	
Female	17	6	3	8	3	

¹ Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

Employees eligible to retire within the next five years

	2022	2021	2020	2019 ¹	2018	GRI/HKEx/ SASB/ISSB
Group total (%) ²	14.1	14.6	14.5	13.9	16.4	GRI EU15
Hong Kong (%) ²	18.8	20.1	20.4	19.5	20.0	
Mainland China (%) ²	15.7	15.1	13.4	14.5	13.2	
Australia (%) ^{2,3}	6.7	6.6	5.7	5.4	12.8	
India (%) ²	5.5	5.0	5.1	4.8	4.0	

1 Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

2 The percentages given refer to permanent employees within each region, who are eligible to retire within the next five years.

3 There is no mandatory retirement age in Australia. Since 2019, the retirement age assumption has been adjusted from 60 to 65 to reflect local norms, which led to a significantly lower percentage compared to previous years. Numbers in previous years adopting the adjusted retirement age for Australia are as follows: 2018-Australia: 4.6% / Group total: 14.0%.

Technical trainees intake

	2022	2021	2020	2019 ¹	2018	GRI/HKEx/ SASB/ISSB
Group total (number)	132	89	79	75	85	
Male	100	71	68	64	67	
Female	32	18	11	11	18	
Hong Kong (number)	94	66	66	61	66	
Male	79	52	58	51	50	
Female	15	14	8	10	16	
Mainland China (number)	3	0	0	4	8	
Male	2	0	0	4	7	
Female	1	0	0	0	1	
Australia (number)	18	17	13	10	11	
Male	12	16	10	9	10	
Female	6	1	3	1	1	
India (number)	17	6	0	0	0	
Male	7	3	0	0	0	
Female	10	3	0	0	0	

1 Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

Average training hours per employee

	2022	2021	2020	2019 ¹	2018	GRI/HKEx/ SASB/ISSB
Group total (hours)	46.2	51.6	42.5	40.1	46.1	GRI 404-1/ HKEx B3.2
By gender (hours)						
Male	53.6	58.2	47.7	44.8	51.6	
Female	26.0	33.3	27.6	26.8	28.5	
By professional category (hours)						
Managerial	23.0	29.5	26.8	26.0	28.6	
Professional	33.5	41.2	34.9	35.0	37.9	
General & technical staff	63.9	65.8	52.2	47.1	55.8	
By region (hours)						
Hong Kong	56.3	60.8	49.5	47.6	55.2	
Mainland China	85.6	77.8	66.8	66.1	78.2	
Australia	11.1	26.8	23.2	22.1	21.1	
India	62.1	48.8	33.8	23.2	27.1	

¹ Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

Percentage of employees trained

	2022	2021	2020	2019 ¹	2018	GRI/HKEx/ SASB/ISSB
Hong Kong (%)	99.1	97.8	98.4	92.3	93.3	HKEx B3.1
By gender						
Male	99.4	98.4	98.4	94.9	95.4	
Female	98.2	95.3	98.7	82.2	84.6	
By professional category						
Managerial	94.6	90.6	96.0	80.6	87.8	
Professional	99.3	97.8	99.2	93.1	92.3	
General & technical staff	99.6	98.7	98.1	93.1	94.7	
Mainland China (%)	95.9	100.0	100.0	100.0	99.8	
By gender						
Male	97.1	100.0	100.0	100.0	100.0	
Female	90.5	100.0	100.0	100.0	99.1	
By professional category						
Managerial	100.0	100.0	100.0	100.0	100.0	
Professional	92.4	100.0	100.0	100.0	100.0	
General & technical staff	98.3	100.0	100.0	100.0	99.7	
Australia (%)	100.0	100.0	100.0	100.0	100.0	
By gender						
Male	100.0	100.0	100.0	100.0	100.0	
Female	100.0	100.0	100.0	100.0	100.0	
By professional category						
Managerial	100.0	100.0	100.0	100.0	100.0	

	2022	2021	2020	2019 ¹	2018	GRI/HKEx/ SASB/ISSB
Professional	100.0	100.0	100.0	100.0	100.0	
General & technical staff	100.0	100.0	100.0	100.0	100.0	
India (%)	94.2	95.9	69.9	81.4	83.2	
By gender						
Male	94.1	95.6	70.4	80.9	82.5	
Female	95.2	98.1	66.0	85.5	88.5	
By professional category						
Managerial	86.8	96.8	58.6	87.9	93.4	
Professional	95.7	95.1	74.9	86.3	95.8	
General & technical staff	94.1	96.7	66.2	66.4	53.4	

1 Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

Gender distribution of Group Executive Committee (GEC) members

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Male (%) ¹	73.3	69.2	64.3	64.3	71.4	GRI 405-1
Female (%) ¹	26.7	30.8	35.7	35.7	28.6	

1 Includes Executive Director (Chief Executive Officer).

Gender distribution of employees

	2022	2021	2020	2019 ¹	2018	GRI/HKEx/ SASB/ISSB
Group total (%)²						
Male	73.3	73.7	74.0	74.0	76.1	
Female	26.7	26.3	26.0	26.0	23.9	
Hong Kong (%)						
Male	77.3	78.3	79.3	79.4	80.1	
Female	22.7	21.7	20.7	20.6	19.9	
Mainland China (%)						
Male	82.5	83.6	82.9	82.5	82.2	
Female	17.5	16.4	17.1	17.5	17.8	
Australia (%)²						
Male	59.4	58.7	58.4	57.9	62.6	
Female	40.6	41.3	41.6	42.1	37.4	
India (%)						
Male	86.0	87.6	88.0	88.3	88.6	
Female	14.0	12.4	12.0	11.7	11.4	

1 Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

2 Data of other gender identities is tracked. It is statistically insignificant and is not separately disclosed.

Gender distribution by region and professional category

	2022	2021	2020	2019 ¹	2018	GRI/HKEx/ SASB/ISSB
Hong Kong (%)						
Managerial - male	72.0	71.1	74.4	75.7	75.6	
Managerial - female	28.0	28.9	25.6	24.3	24.4	
Professional - male	73.2	74.5	75.7	75.2	76.7	

	2022	2021	2020	2019 ¹	2018	GRI/HKEx/ SASB/ISSB
Professional - female	26.8	25.5	24.3	24.8	23.3	
General & technical staff - male	82.3	83.1	83.3	83.5	83.5	
General & technical staff - female	17.7	16.9	16.7	16.5	16.5	
Mainland China (%)						
Managerial - male	76.0	77.8	84.8	78.9	76.5	
Managerial - female	24.0	22.2	15.2	21.1	23.5	
Professional - male	82.7	85.0	84.3	85.2	84.4	
Professional - female	17.3	15.0	15.7	14.8	15.6	
General & technical staff - male	82.8	82.9	81.9	81.0	81.1	
General & technical staff - female	17.2	17.1	18.1	19.0	18.9	
Australia (%)						
Managerial - male	62.9	61.4	63.8	68.6	72.4	
Managerial - female	37.1	38.6	36.3	31.4	27.6	
Professional - male	56.6	56.8	55.9	54.5	57.6	
Professional - female	43.4	43.2	44.1	45.5	42.4	
General & technical staff - male	62.7	61.1	61.4	61.0	67.1	
General & technical staff - female	37.3	38.9	38.6	39.0	32.9	
India (%)						
Managerial - male	89.5	90.3	89.7	90.9	93.4	
Managerial - female	10.5	9.7	10.3	9.1	6.6	
Professional - male	89.5	90.2	91.2	89.1	89.0	
Professional - female	10.5	9.8	8.8	10.9	11.0	
General & technical staff - male	81.7	84.1	84.3	84.9	85.7	
General & technical staff - female	18.3	15.9	15.7	15.1	14.3	

1 Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

Gender diversity targets

	2022	2021	2020	2019 ¹	2018	GRI/HKEx/ SASB/ISSB
Women in Leadership (%) ²	29.1	30.5	27.3	24.2	22.9	
Women in Engineering (%) ³	13.0	12.3	11.5	11.4	10.9	

1 Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

2 Leadership positions are defined as positions at Korn Ferry Reference Level 19 and above.

3 Employees with a bachelors' degree or above qualification in engineering.

Employee age distribution

	2022	2021	2020	2019 ¹	2018	GRI/HKEx/ SASB/ISSB
Group total (%)						
Below 30	14.7	12.8	13.1	13.6	14.6	
30-39	31.5	30.6	29.7	29.3	28.2	
40-49	25.4	26.5	26.2	26.2	26.3	
50 and above	28.4	30.2	31.0	30.9	30.9	
Hong Kong (%)						
Below 30	16.3	14.0	13.8	13.6	13.7	
30-39	27.4	25.5	23.6	22.7	21.5	

	2022	2021	2020	2019 ¹	2018	GRI/HKEx/ SASB/ISSB
40-49	23.8	24.5	24.6	25.4	26.1	
50 and above	32.5	36.0	38.0	38.3	38.7	
Mainland China (%)						
Below 30	13.6	13.2	12.5	14.0	15.6	
30-39	35.7	33.8	33.8	34.6	34.1	
40-49	28.1	30.0	32.7	32.1	33.5	
50 and above	22.6	23.0	21.0	19.3	16.8	
Australia (%)						
Below 30	12.5	11.4	12.6	13.4	15.4	
30-39	34.9	35.9	36.6	37.1	36.9	
40-49	28.7	29.8	28.1	26.6	25.5	
50 and above	23.9	22.9	22.7	22.9	22.2	
India (%)						
Below 30	8.9	5.7	10.2	14.9	18.3	
30-39	54.0	54.2	51.8	49.0	48.5	
40-49	22.7	25.0	24.2	23.9	22.9	
50 and above	14.4	15.1	13.8	12.2	10.3	

¹ Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

Employee average length of service

	2022	2021	2020	2019 ¹	2018	GRI/HKEx/ SASB/ISSB
Number of years						
Hong Kong	14.1	15.4	16.3	16.8	17.3	
Mainland China	12.1	12.3	12.0	11.4	13.7	
Australia	7.6	7.4	7.1	5.2	4.9	
India	8.1	8.1	7.6	7.2	6.8	

¹ Starting from 2019, the numbers have included full-time and part-time employees. Numbers in the previous years included full-time employees only.

Group safety performance

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Employees¹						
Fatalities (number of personnel) ^{2,3}	0	0	0	0	1	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours) ^{4,5}	0.00	0.00	0.00	0.00	0.01	GRI 403-2/ HKEx B2.1/ SASB IF- EU-320a.1
Days Away From Work Injuries (number of personnel) ^{3,6}	6	4	12	7	11	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours) ^{5,7}	0.07	0.05	0.13	0.07	0.13	
High-consequence Injuries (number of personnel) ⁸	0	0	N/A	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours) ^{5,9}	0.17	0.14	0.25	0.19	0.19	GRI 403-2/ SASB IF- EU-320a.1
Work-related Ill Health (number of personnel) ^{3,10}	4	1	0	0	1	GRI 403-10/ HKEx B2.1

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Lost Days (number of days) ¹¹	176	304 ¹²	443 ¹³	464 ¹⁴	249	GRI 403-2/ HKEx B2.2
Contractors¹						
Fatalities (number of personnel) ^{2,3}	0	0	0	1	1	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours) ^{4,5}	0.00	0.00	0.00	0.01	0.01	GRI 403-2/ HKEx B2.1/ SASB IF- EU-320a.1
Days Away From Work Injuries (number of personnel) ^{3,6}	15	10	10	19	11	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours) ^{5,7}	0.11	0.08	0.09	0.14	0.09	
High-consequence Injuries (number of personnel) ⁸	2	1.00	N/A	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours) ^{5,9}	0.31	0.29	0.37	0.52	0.29	GRI 403-2/ SASB IF- EU-320a.1
Employees and contractors combined¹						
Fatalities (number of personnel) ^{2,3}	0	0	0	1	2	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours) ^{4,5}	0.00	0.00	0.00	0.00	0.01	GRI 403-2/ HKEx B2.1/ SASB IF- EU-320a.1
Days Away From Work Injuries (number of personnel) ^{3,6}	21	14	22	26	22	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours) ^{5,7}	0.10	0.07	0.11	0.11	0.10	
High-consequence Injuries (number of personnel) ⁸	2	1.00	N/A	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours) ^{5,9}	0.25	0.23	0.32	0.38	0.25	GRI 403-2/ SASB IF- EU-320a.1

1 The system of rules applied in recording and reporting accident statistics complies with the International Labour Organization (ILO) Code of Practice on Recording and Notification of Occupational Accidents and Diseases.

2 Refers to the number of fatalities as a result of work-related injury.

3 Starting from 2021, the unit is changed from the number of cases to the number of personnel.

4 Refers to the number of fatal injuries per 200,000 work hours in the year.

5 Rates are normalised to 200,000 work hours, which approximately equals to the number of hours worked by 100 people in one year.

6 Starting from 2021, "Days Away From Work Injuries" replaces "Lost Time Injury". Days Away From Work Injuries refers to the number of personnel who sustains work-related injury and is unfit to perform any work on any day after the occurrence of the injury. "Any day" is any calendar day which includes rest days, weekend days, leave days, public holidays or days after ceasing employment. It does not include the day the injury incident occurred. "Days Away From Work Injuries" excludes fatalities which were included in "Lost Time Injury". Numbers prior to 2021 are the previously reported numbers for "Lost Time Injury".

7 Refers to the number of Days Away From Work Injuries and Fatalities per 200,000 work hours in the year.

8 Refers to the number of personnel who sustains life threatening or life-altering work-related injury. It is a subset of Days Away From Work Injuries.

9 Refers to the number of Total Recordable Injuries per 200,000 work hours in the year. Total Recordable Injuries include Fatalities, Days Away From Work Injuries, Restricted Work Injuries, and Medical Treatment Injuries.

10 Starting from 2021, "Work-related Ill Health" replaces "Occupational Disease". Work-related Ill Health includes the diseases listed in the ILO List of Occupational Diseases, work-related mental illnesses and work-related disorders. Numbers prior to 2021 are the previously reported numbers for "Occupational Disease".

11 Starting from 2021, "Lost Days" replaces "Days Lost". "Lost Days" is the sum total of calendar days (consecutive or otherwise) after the days on which the work-related injuries and work-related ill health occurred. "Days Lost" accounts the working days instead of calendar days. Numbers prior to 2021 are the previously reported numbers for "Days Lost".

12 19 out of 304 days were carried forward from one incident in 2020.

13 188 out of 443 days were carried forward from one incident in the past.

14 158 out of 464 days were carried forward from three incidents in the past.

Regional safety performance

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Hong Kong^{1,2}						
Employees						
Fatalities (number of personnel)	0	0	0	0	0	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.00	0.00	GRI 403-2/ HKEx B2.1/ SASB IF- EU-320a.1
Days Away from Work Injuries (number of personnel)	2	0	4	4	5	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.04	0.00	0.08	0.08	0.10	
High-consequence Injuries (number of personnel)	0	0	N/A	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	0.12	0.04	0.18	0.16	0.14	GRI 403-2/ SASB IF- EU-320a.1
Work-related Ill Health (number of personnel)	0	0	0	0	0	GRI 403-10/ HKEx B2.1
Lost Days (number of days)	16	0	119	246	120	GRI 403-2/ HKEx B2.2
Contractors						
Fatalities (number of personnel)	0	0	0	0	0	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.00	0.00	GRI 403-2/ HKEx B2.1/ SASB IF- EU-320a.1
Days Away from Work Injuries (number of personnel)	9	4	5	17	5	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.13	0.06	0.09	0.22	0.08	
High-consequence Injuries (number of personnel)	0	0	N/A	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	0.16	0.14	0.28	0.51	0.20	GRI 403-2/ SASB IF- EU-320a.1
Mainland China¹						
Employees						
Fatalities (number of personnel)	0	0	0	0	0	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.00	0.00	GRI 403-2/ HKEx B2.1/ SASB IF- EU-320a.1
Days Away from Work Injuries (number of personnel)	0	0	2	0	0	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.00	0.00	0.19	0.00	0.00	
High-consequence Injuries (number of personnel)	0	0	N/A	N/A	N/A	GRI 403-9

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Total Recordable Injury Rate (number per 200,000 work hours)	0.30	0.00	0.19	0.10	0.00	GRI 403-2/ SASB IF- EU-320a.1
Work-related Ill Health (number of personnel)	0	0	0	0	0	GRI 403-10/ HKEx B2.1
Lost Days (number of days)	0	19	59	0	0	GRI 403-2/ HKEx B2.2
Contractors						
Fatalities (number of personnel)	0	0	0	0	0	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.00	0.00	GRI 403-2/ HKEx B2.1/ SASB IF- EU-320a.1
Days Away from Work Injuries (number of personnel)	0	0	1	0	0	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.00	0.00	0.10	0.00	0.00	
High-consequence Injuries (number of personnel)	0	0	N/A	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	0.00	0.08	0.49	0.00	0.07	GRI 403-2/ SASB IF- EU-320a.1
Australia¹						
Employees						
Fatalities (number of personnel)	0	0	0	0	1	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.00	0.04	GRI 403-2/ HKEx B2.1/ SASB IF- EU-320a.1
Days Away from Work Injuries (number of personnel)	4	4	6	3	6	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.18	0.18	0.25	0.10	0.26	
High-consequence Injuries (number of personnel)	0	0	N/A	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	0.28	0.45	0.46	0.31	0.44	GRI 403-2/ SASB IF- EU-320a.1
Work-related Ill Health (number of personnel)	4	1	0	0	1	GRI 403-10/ HKEx B2.1
Lost Days (number of days)	160	285	265	218	129	GRI 403-2/ HKEx B2.2
Contractors						
Fatalities (number of personnel)	0	0	0	0	1	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.00	0.06	GRI 403-2/ HKEx B2.1/ SASB IF- EU-320a.1
Days Away from Work Injuries (number of personnel)	3	5	2	2	4	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.26	0.40	0.11	0.12	0.26	

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
High-consequence Injuries (number of personnel)	1	0	N/A	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	0.86	0.97	0.44	0.62	1.09	GRI 403-2/ SASB IF- EU-320a.1
India¹						
Employees						
Fatalities (number of personnel)	0	0	0	0	0	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.00	0.00	GRI 403-2/ HKEx B2.1/ SASB IF- EU-320a.1
Days Away from Work Injuries (number of personnel)	0	0	0	0	0	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.00	0	
High-consequence Injuries (number of personnel)	0	0	N/A	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.00	0.00	GRI 403-2/ SASB IF- EU-320a.1
Work-related Ill Health (number of personnel)	0	0	0	0	0	GRI 403-10/ HKEx B2.1
Lost Days (number of days)	0	0	0	0	0	GRI 403-2/ HKEx B2.2
Contractors						
Fatalities (number of personnel)	0	0	0	0	0	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.00	0.00	GRI 403-2/ HKEx B2.1/ SASB IF- EU-320a.1
Days Away from Work Injuries (number of personnel)	3	1	2	0	2	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.07	0.03	0.07	0.00	0.06	
High-consequence Injuries (number of personnel)	1	1	N/A	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	0.44	0.41	0.46	0.68	0.19	GRI 403-2/ SASB IF- EU-320a.1

1 The system of rules applied in recording and reporting accident statistics complies with the International Labour Organization (ILO) Code of Practice on Recording and Notification of Occupational Accidents and Diseases.

2 Starting from 2022, regional data in Hong Kong includes data from CLP Power, CLPe and CLP Holdings. Before that data in CLP Holdings included data from CLPe and CLP Holdings, while data in Hong Kong included data from CLP Power. The change reflects the new operating model in CLP in 2022.

The 2022 data shaded in orange has been independently verified by PricewaterhouseCoopers. The assurance scope of past years' data can be found in previous Sustainability Reports.

Partners

Types of organisations (in HK\$M)

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Lobbying, interest representation or similar	0	0	0	0	N/A	GRI 415-1
Local, regional or national political campaigns, organisations or candidates	0	0	0	0	N/A	
Trade associations or tax-exempt groups (e.g. think tanks) ¹	8.69	14.12	8.90	8.04	N/A	
Others (e.g. spending related to ballot measures or referendums)	0	0	0	0	N/A	

¹ Includes contributions to professional organisations that seek to influence policies in the form of membership, donation or sponsorship.

Code of conduct

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Total number of breaches of Code of Conduct reported to the Audit & Risk Committee (cases)	10	18	25	31	20	

Anti-corruption

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Convicted cases of corruption reported to the Audit & Risk Committee (cases)	0	0	0	0	0	GRI 205-3/ HKEx B7.1

Supplier distribution

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Total suppliers by region (number)¹	6,127	5,659	5,777	6,362	5,721	GRI 2-6/ HKEx B5.1
Australia	1,894	1,942	2,216	2,215	1,986	
Mainland China	1,257	1,216	1,142	1,166	1,011	
Hong Kong	1,058	1,025	1,013	1,000	950	
India	1,667	1,197	1,134	1,704	1,476	
Others (Asia Pacific)	64	67	70	77	84	
Europe	105	112	121	118	129	
America	88	98	78	77	78	
Rest of the world	1	2	3	5	7	

¹ There are a few multinational companies having transactions in more than one regions through their local offices, but we consider to combine the local offices and treat one multinational companies as one supplier in our supply base.

Payments to suppliers

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Total payment to suppliers by region (HK\$M)	54,794	43,997	36,544	36,746	39,183	GRI 204-1
Australia	12,727	10,617	8,526	8,356	9,410	
Mainland China	19,937	17,226	15,577	11,603	10,339	
Hong Kong	9,233	8,296	8,501	8,888	8,917	
India	4,343	2,977	1,999	3,104	4,597	
Others (Asia Pacific)	5,821	3,016	960	3,093	4,363	
Europe	1,854	1,630	753	1,234	1,170	
America	878	232	221	458	380	
Rest of the world	1	3	5	10	7	

The 2022 data shaded in orange has been independently verified by PricewaterhouseCoopers. The assurance scope of past years' data can be found in previous Sustainability Reports.

Community

Community investment

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Community programmes implemented (number)	481	443	468	663	695	GRI 415-1

Community spending

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Community spending by theme (%)¹						
Education and Development	5	6 ²	11	18	19	
Community Wellbeing	30	35 ²	28	9	22	
Environment	61	56 ²	57	68	50	
Arts and Culture	2	1	2	2	3	
Community Engagement	2	2	2	3	6	
Community spending by region (%)¹						
Hong Kong	94	90 ²	84	81	77	
Mainland China	1	1	2	1	1	
Australia	2	2	5	10	14	
India	3	7 ²	9	8	8	
Southeast Asia & Taiwan	0	0	0	0	0	

1 Numbers have been subject to rounding. Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.

2 Restated as per updated data of spending in 2021.

Donations

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Amount donated for charitable and other purposes (HK\$M) ¹	10.02	15.09	27.00	20.98	18.31	

1 Numbers have been subject to rounding.

Time and expertise contributed

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Volunteer hours from CLP staff and family members (hours) ¹	19,329	16,541	10,973	20,015	23,661	
Skill-based (%) ^{2,3}	12.2	0.4	0.8	0.5	2.4	
Non skill-based (%) ^{2,4}	87.8	99.6	99.2	99.5	97.6	

1 Numbers have been subject to rounding.

2 Numbers have been subject to rounding. 2018-2020 data was restated to show one decimal place. Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.

3 Refers to volunteering work that requires electrical engineering skills or licenses.

4 Refers to hands-on, generic services that do not require professional electrical engineering skills or licenses.

Beneficiaries

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Beneficiaries (number)						
Direct beneficiaries	1,305,000+	1,580,000+	918,000+	615,000+	730,000+	
Organisations benefitted ¹	280	232	263	401	434	
Beneficiaries by theme (%)²						
Education and Development	15.9	13.0	26.5	63.1	68.6	
Community Wellbeing	72.1	63.0	65.0	20.3	20.3	
Environment	9.9	23.9	8.3	16.1	10.4	
Arts and Culture	2.1	0.1	0.2	0.5	0.7	

¹ Includes professional bodies, academic institutes, NGOs and community groups.

² Numbers have been subject to rounding. 2018-2020 data was restated to show one decimal place. Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.

Nuclear safety

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Workers						
Collective radiation dosage for workers (man-mSv)	719.8	641.7	676.2	960.0	753.0	
Nuclear-related waste						
Spent nuclear fuel (t)	75.4	33.1	37.7	75.2	37.6	
Low- to intermediate-level radioactive nuclear waste (m ³)	58.8	26.0	71.0	89.4	79.0	

Appendix II: Reporting scope and data verification

GRI reference: 2-2, 2-3, 2-4

This report covers the CLP Group's sustainability performance for the calendar year ending 31 December 2022. It is published at the same time as the CLP 2022 Annual Report. The CLP 2021 Sustainability and Annual Reports were published in March 2022.

CLP reviews its reporting scope regularly to ensure the material impact of the Group's overall portfolio is covered. Any assets that have been operating and sold during the year are reflected in the reporting scope. In 2022, additions to the reporting scope include the Tallawarra B gas-fired power station in Australia, Gongdao solar farm and Xundian II wind farm with battery storage in China. Shiheng Power Station has ceased to be owned by CLP since January. In November 2022, CLP sold its 70% interest in the coal-fired Fanchanggang Power Station in Mainland China. Divestment of 10% equity interest in Apraava Energy to CDPQ were completed in December 2022.

In 2022, the following data points have been adjusted:

- **Health, Safety and Environment (HSE):** Due to organisational change, CLP has adjusted the disclosures of safety metrics. Data from CLP Holdings and Hong Kong are regrouped and reported under Hong Kong. Two existing environmental metrics, in the categories of total freshwater consumption and freshwater intensity of CLP's power generation process, have been revised and are now independently assured.
- **Climate-related financial information:** CLP has started to report the capital investments, operating earnings and revenues of each type of renewable energy individually, namely solar, hydro, wind and waste-to-energy. This change aligns with international reporting guidelines.

- **Our people:** Total staff turnover rate is reported in employee metrics to align with international reporting practices.
- **Customers:** Total electricity sold by sectors is newly reported. This provides transparency on the amount of usage of electricity in different sectors.

[See CLP Group's portfolio on its website](#)



GRI reference: 2-5

Limited assurance is provided by PricewaterhouseCoopers (PwC) on a selected set of ESG data for this report, in accordance with:

- The International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information; and
- In respect of GHG emissions the International Standard on Assurance Engagements 3410, Assurance Engagements on Greenhouse Gas Statements.

[Download the independent assurance report](#)



Below is the definition of the Group's boundary for each of the main categories of data included in this report. Please refer to the [CLP's 2022 Annual Report](#) for more details on the entities included in the consolidated financial statements.

Governance	<p>Includes breaches of Code of Conduct and convicted cases of corruption associated with people employed by CLP entities and their subsidiaries. This also includes cases associated with CLP employees who are assigned to work in joint ventures, joint operations or associates.</p> <p>Note: As of the end of December 2022, Apraava Energy became a 50%-owned joint venture under CLP's joint operational control. For continuity, the Governance data includes Apraava Energy for the full-year.</p>
Finance	<p>Selected financial figures are extracted from the Annual Report and the consolidated financial statements of CLP Holdings Limited and its subsidiaries (the Group) which is in accordance with Hong Kong Financial Reporting Standards (HKFRS) issued by the Hong Kong Institute of Certified Public Accountants (HKICPA). For a detailed description of the financial reporting scope, please refer to the Significant Accounting Policies – Consolidation and Equity Accounting on pages 239-240 of the 2022 Annual Report.</p>
Our people	<p>Includes people employed by CLP entities and their subsidiaries. This also includes CLP employees who are assigned to work in joint ventures, joint operations or associates.</p> <p>Note: As of the end of December 2022, Apraava Energy became a 50%-owned joint venture under CLP's joint operational control. For continuity, the data for Our people includes Apraava Energy for the full-year.</p>
Safety	<p>Includes the Group's generation and energy storage portfolio, transmission and distribution infrastructure, coal mines, fuel storage facilities and offices that are:</p> <ul style="list-style-type: none">• Majority owned by CLP or under CLP's operational control and joint operational control, defined as having full authority to implement CLP's operating policies; and• Under construction or in operation during the reporting year. <p>100% of the performance data for in-scope assets is reported without adjustment based on CLP's equity share, unless otherwise stated.</p>
Asset management <i>Energy sent out, fuel use (on an operational control basis)</i>	<p>Data are consolidated on an operational control basis. It includes the assets in the Group's generation and energy storage portfolio that are:</p> <ul style="list-style-type: none">• Majority owned by CLP or under CLP's operational and joint operational control and where full authority is given to implement CLP's operating policies; and• In operation during the reporting year. <p>100% of the performance data for in-scope assets is reported without adjustment based on CLP's equity share, unless otherwise stated.</p>

Environment

Resource use, air emissions and environmental compliance

Includes the Group's generation and energy storage portfolio, transmission and distribution infrastructure, coal mines and fuel storage facilities that are:

- Majority owned by CLP or under CLP's operational control and joint operational control, defined as having full authority to implement CLP's operating policies;
- In operation during the reporting year; and
- Posing material impact on the environment.

100% of the performance data for in-scope assets is reported without adjustment based on CLP's equity share, unless otherwise stated.

GHG emissions

CLP Group's total CO₂e emissions (on an equity basis)

Includes the Group's generation and energy storage portfolio, transmission and distribution, retail and other business activities where relevant, covering GHG emissions from Scope 1, 2 and 3.

Scope 1 CO₂e

Includes the Group's generation and energy storage portfolio, transmission and distribution infrastructure, coal mines and fuel storage facilities that are:

- Owned by CLP, where assets are included on an equity basis (i.e. accounts for the data according to CLP's equity share in the asset); and
- In operation during the reporting year.

Scope 2 CO₂e

Includes the Group's generation and energy storage portfolio, transmission and distribution infrastructure, coal mines, fuel storage facilities and offices that are:

- Owned or rented by CLP, where assets and offices are included on an equity basis (i.e. accounts for the data according to CLP's equity share in the asset); and
- In operation during the reporting year.

Scope 3 CO₂e

Includes indirect emissions (not included in Scope 2) that occur in the value chain of CLP. It includes emissions from the Scope 3 categories relevant to CLP (see [GHG Accounting Methodology](#) for details).

GHG emissions

CLP Group's generation and energy storage portfolio (CO₂/CO₂e on an equity/ an equity plus long-term capacity and energy purchase basis)

Data are consolidated on an equity basis with two variations:

1. **Equity basis** includes the assets in the Group's generation and energy storage portfolio that are:
 - Owned by CLP, where assets are included on an equity basis (i.e. accounts for the data according to CLP's equity share in the asset); and
 - In operation during the reporting year.
2. **Equity plus long-term capacity and energy purchase basis** adds onto (1) above and includes the assets in the Group's generation and energy storage portfolio whose capacity and energy are purchased by CLP to meet customer demand and where:
 - Purchase agreement duration is at least five years; and
 - Capacity or energy purchase is no less than 10MW.

GHG emissions

CLP Group's generation and energy storage portfolio (CO₂/CO₂e on an operational control basis)

Includes the Group's generation and energy storage portfolio, coal mines or fuel storage facilities that are:

- Majority owned by CLP or under CLP's operational control and joint operational control, defined as full authority to implement CLP's operating policies;
- In operation during the reporting year; and
- Posing material impact on the environment.

100% of the performance data for in-scope assets is reported without adjustment based on CLP's equity share, unless otherwise stated.

Climate Vision 2050

Asset management – Generation and energy storage capacity, energy sent out

Data are consolidated on an equity basis with two variations:

1. **Equity basis** includes the assets in the Group's generation and energy storage portfolio that are:
 - Owned by CLP, where assets are included on an equity basis (i.e. accounts for the data according to CLP's equity share in the asset); and
 - Under construction (for generation and energy storage capacity only) or in operation during the reporting year.
2. **Equity plus long-term capacity and energy purchase basis** adds onto (1) above and includes the assets in the Group's generation and energy storage portfolio whose capacity and energy are purchased by CLP to meet customer demand, and where:
 - Purchase agreement duration is at least five years; and
 - Capacity or energy purchase is no less than 10MW.

GHG emissions intensity of electricity sold

CLP Power Hong Kong Limited (CLP Power)

Includes power generation assets involved with the delivery of electricity to CLP Power customers, where:

- The CO₂ and CO₂e emissions are from generation assets owned or controlled by CLP Power/CAPCO in Hong Kong only (as nuclear power generation does not result in significant carbon emissions); and
- The kWh is from the total electricity sales for CLP Power.