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## Independent Practitioner's Limited Assurance Report

To the board of directors of CLP Holdings Limited

Report on selected information in CLP Holdings Limited's sustainability report as of and for the year ended 31 December 2023

### Conclusion

We have performed a limited assurance engagement on CLP Holdings Limited's ("the Company") sustainability information listed below as of and for the year ended 31 December 2023:

Assured Sustainability Information	Applicable Criteria
The identification process and reporting of material topics as described in section "Materiality assessment process" and section "The materiality matrix" of the Company's 2023 Sustainability Report	The approach of identifying material topics as disclosed in section "Materiality assessment process" of the Company's 2023 Sustainability Report
The data listed in the table below and identified as the numbers shaded in orange in the ESG data table (Appendix I) appended to this report ("Assured ESG Data")	Criteria as disclosed in the Reporting scope and data verification (Appendix II) appended to this report

<b><u>GHG emissions</u></b> <b>CLP Group</b> <ul style="list-style-type: none"> <li>Total CO<sub>2</sub>e emissions – on an equity basis (kt)</li> <li>CO<sub>2</sub>e – Scope 1 (kt)</li> <li>CO<sub>2</sub>e – Scope 2 (kt)</li> <li>CO<sub>2</sub>e – Scope 3 (kt)</li> </ul> <b>CLP Group's generation and energy storage portfolio</b> <ul style="list-style-type: none"> <li>CO<sub>2</sub> – on an equity basis (kt)</li> <li>CO<sub>2</sub>e – on an equity basis (kt)</li> <li>CO<sub>2</sub> – on an equity plus long-term capacity and energy purchase basis (kt)</li> <li>CO<sub>2</sub>e – on an equity plus long-term capacity and energy purchase basis (kt)</li> <li>CO<sub>2</sub> – on an operational control basis (kt)</li> <li>CO<sub>2</sub>e – on an operational control basis (kt)</li> </ul>	<b><u>Resource Use &amp; Emissions</u></b> <ul style="list-style-type: none"> <li>Nitrogen oxides emissions (NO<sub>x</sub>) (kt)</li> <li>Sulphur dioxide emissions (SO<sub>2</sub>) (kt)</li> <li>Particulates emissions (kt)</li> <li>Sulphur hexafluoride (SF<sub>6</sub>) (kt)</li> <li>Mercury (t)</li> </ul> <b>Non-hazardous liquid waste (kl)</b> <ul style="list-style-type: none"> <li>Produced</li> <li>Recycled</li> </ul> <b>Non-hazardous solid waste (t)</b> <ul style="list-style-type: none"> <li>Produced</li> <li>Recycled</li> </ul> <b>Hazardous liquid waste (kl)</b> <ul style="list-style-type: none"> <li>Produced</li> <li>Recycled</li> </ul> <b>Hazardous solid waste (t)</b> <ul style="list-style-type: none"> <li>Produced</li> <li>Recycled</li> </ul>
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<p><b><u>Climate Vision 2050</u></b>  <b><i>CLP Group – GHG emissions intensity of generation and energy storage portfolio</i></b></p> <ul style="list-style-type: none"> <li>• On an equity plus long-term capacity and energy purchase basis (kg CO<sub>2</sub>e /kWh)</li> <li>• On an equity basis (kg CO<sub>2</sub>e /kWh)</li> </ul> <p><b><u>CLP Power Hong Kong – GHG emissions intensity of electricity sold</u></b></p> <ul style="list-style-type: none"> <li>• CO<sub>2</sub>e emissions intensity of electricity sold by CLP Power Hong Kong (kg CO<sub>2</sub>e/kWh)</li> <li>• CO<sub>2</sub> emissions intensity of electricity sold by CLP Power Hong Kong (kg CO<sub>2</sub>/kWh)</li> </ul> <p><b><u>Environmental compliance</u></b></p> <ul style="list-style-type: none"> <li>• Environmental regulatory non-compliances resulting in fines or prosecutions (number)</li> <li>• Environmental licence limit exceedances &amp; other non-compliances (number)</li> </ul> <p><b><u>Asset management</u></b>  <b><i>Generation and energy storage capacity by asset type (MW (%))</i></b></p> <ul style="list-style-type: none"> <li>• Total generation and energy storage capacity – on an equity basis</li> <li>• Coal</li> <li>• Gas</li> <li>• Nuclear</li> <li>• Wind</li> <li>• Hydro</li> <li>• Solar</li> <li>• Waste-to-energy</li> <li>• Energy Storage</li> <li>• Others</li> </ul> <ul style="list-style-type: none"> <li>• Total generation and energy storage capacity – on an equity plus long-term capacity and energy purchase basis</li> <li>• Coal</li> <li>• Gas</li> <li>• Nuclear</li> <li>• Wind</li> <li>• Hydro</li> <li>• Solar</li> </ul>	<p><b><u>Ash (kt)</u></b></p> <ul style="list-style-type: none"> <li>• Produced</li> <li>• Recycled / sold</li> </ul> <p><b><u>Gypsum (kt)</u></b></p> <ul style="list-style-type: none"> <li>• Produced</li> <li>• Recycled / sold</li> </ul> <p><b><u>Water</u></b></p> <ul style="list-style-type: none"> <li>• Total water withdrawal (Mm<sup>3</sup>)</li> <li>• Total water discharge (Mm<sup>3</sup>)</li> <li>• Total freshwater consumption of CLP Group's power generation (Mm<sup>3</sup>)</li> <li>• Freshwater intensity of CLP Group's power generation (m<sup>3</sup>/MWh)</li> </ul> <p><b><u>Fuel use</u></b></p> <ul style="list-style-type: none"> <li>• Coal consumed (for power generation) (TJ)</li> <li>• Gas consumed (for power generation) (TJ)</li> <li>• Oil consumed (for power generation) (TJ)</li> </ul> <p><b><u>Our people</u></b></p> <ul style="list-style-type: none"> <li>• Total employee headcount (number)</li> <li>• Total employees eligible to retire within the next five years (%)</li> </ul> <p><b><u>Voluntary staff turnover rate (%) – by region</u></b></p> <ul style="list-style-type: none"> <li>• Hong Kong</li> <li>• Mainland China</li> <li>• Australia</li> </ul> <p><b><u>Health and Safety</u></b>  <b><i>Fatalities (number of personnel)</i></b></p> <ul style="list-style-type: none"> <li>• Fatalities – employees only</li> <li>• Fatalities – contractors only</li> <li>• Fatalities – employees and contractors combined</li> </ul> <p><b><i>Fatality Rate (number per 200,000 work hours)</i></b></p> <ul style="list-style-type: none"> <li>• Fatality Rate – employees only</li> <li>• Fatality Rate – contractors only</li> <li>• Fatality Rate – employees and contractors combined</li> </ul> <p><b><i>Days Away from Work Injuries (number of personnel)</i></b></p> <ul style="list-style-type: none"> <li>• Days Away from Work Injuries – employees only</li> </ul>
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<ul style="list-style-type: none"> <li>• Waste-to-energy</li> <li>• Energy Storage</li> <li>• Others</li> </ul> <p><b>Energy sent out by asset type (GWh (%))</b></p> <ul style="list-style-type: none"> <li>• Total energy sent out – on an equity basis</li> <li>• Coal</li> <li>• Gas</li> <li>• Nuclear</li> <li>• Wind</li> <li>• Hydro</li> <li>• Solar</li> <li>• Waste-to-energy</li> <li>• Energy Storage</li> <li>• Others</li> </ul> <ul style="list-style-type: none"> <li>• Total energy sent out – on an equity plus long-term capacity and energy purchase basis</li> <li>• Coal</li> <li>• Gas</li> <li>• Nuclear</li> <li>• Wind</li> <li>• Hydro</li> <li>• Solar</li> <li>• Waste-to-energy</li> <li>• Energy Storage</li> <li>• Others</li> </ul> <ul style="list-style-type: none"> <li>• Total energy sent out (GWh) – on an operational control basis</li> </ul>	<ul style="list-style-type: none"> <li>• Days Away from Work Injuries – contractors only</li> <li>• Days Away from Work Injuries – employees and contractors combined</li> </ul> <p><b>Lost Time Injury Rate (number per 200,000 work hours)</b></p> <ul style="list-style-type: none"> <li>• Lost Time Injury Rate – employees only</li> <li>• Lost Time Injury Rate – contractors only</li> <li>• Lost Time Injury Rate – employees and contractors combined</li> </ul> <p><b>High-consequence Injuries (number of personnel)</b></p> <ul style="list-style-type: none"> <li>• High-consequence Injuries – employees only</li> <li>• High-consequence Injuries – contractors only</li> <li>• High-consequence Injuries – employees and contractors combined</li> </ul> <p><b>Total Recordable Injury Rate (number per 200,000 work hours)</b></p> <ul style="list-style-type: none"> <li>• Total Recordable Injury Rate – employees only</li> <li>• Total Recordable Injury Rate – contractors only</li> <li>• Total Recordable Injury Rate – employees and contractors combined</li> </ul> <p><b>Work-related Ill Health (number of personnel)</b></p> <ul style="list-style-type: none"> <li>• Work-related Ill Health – employees only</li> </ul> <p><b>Lost Days (number of days)</b></p> <ul style="list-style-type: none"> <li>• Lost Days – employees only</li> </ul> <p><b>Governance</b></p> <ul style="list-style-type: none"> <li>• Convicted cases of corruption reported to the Audit &amp; Risk Committee (cases)</li> <li>• Breaches of Code of Conduct reported to the Audit &amp; Risk Committee (cases)</li> </ul>
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Based on the procedures performed and evidence obtained, nothing has come to our attention to cause us to believe that the Company's Assured Sustainability Information for the year ended 31 December 2023 is not prepared, in all material respects, in accordance with the Applicable Criteria.

Our conclusion on the Assured Sustainability Information does not extend to any other information that accompanies or contains the Assured Sustainability Information and our assurance report (hereafter referred to as "other information"). We have not performed any procedures with respect to the other information.





### **Basis for conclusion**

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information*, and ISAE 3410, *Assurance Engagements on Greenhouse Gas Statements*, issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under those standards are further described in the “Our responsibilities” section of our report.

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 (IESBA), 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 Management (ISQM) 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, issued by the IAASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

### **Intended use or purpose**

This report is made solely to you, as a body, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of this report. Our conclusion is not modified in respect of this matter.

### **Responsibilities for the Assured Sustainability Information**

The directors of the Company are responsible for:

- designing, implementing and maintaining internal control relevant to the preparation of the Assured Sustainability Information that is free from material misstatement, whether due to fraud or error;
- selecting or developing suitable criteria for preparing the Assured Sustainability Information and appropriately referring to or describing the criteria used; and
- preparing the Assured Sustainability Information in accordance with the Applicable Criteria.

### **Inherent limitations in preparing the Assured Sustainability Information**

Greenhouse gas 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 responsibilities**

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the Assured Sustainability Information is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our conclusion to you.

### *Summary of the work we performed as the basis for our conclusion*

We exercised professional judgement and maintained professional scepticism throughout the engagement. We designed and performed our procedures to obtain evidence about the Assured Sustainability Information that is sufficient and appropriate to provide a basis for our conclusion. Our procedures selected depended on our understanding of the Assured Sustainability Information and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, we:

- evaluated the suitability in the circumstances of the Company's use of the Applicable Criteria, as the basis for preparing the Assured Sustainability Information;
- through inquiries of relevant staff at corporate and selected locations responsible for the preparation of the Assured Sustainability Information, obtained an understanding of the Company's control environment, processes and information systems relevant to the preparation of the Assured Sustainability Information, but did not evaluate the design of particular control activities, obtain evidence about their implementation or test their operating effectiveness;
- tested a limited number of items to or from supporting records over Assured Sustainability Information, as appropriate;
- considered the presentation and disclosure of the Assured Sustainability Information;
- performed analytical procedures on selected Assured ESG Data where appropriate by comparing to the prior period results reported and made inquiries of management to obtain explanations for any significant differences we identified;
- evaluated whether the methodologies adopted by the Company for developing estimates of selected Assured ESG Data where relevant, are appropriate and had been consistently applied, but did not include testing the data on which the estimates are based or separately developing our own estimates against which to evaluate the Company's estimates; and
- performed recalculations of selected Assured 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 a reasonable assurance engagement been performed.

A handwritten signature in blue ink, appearing to read 'K. P. M. G.' or similar, written in a cursive style.

KPMG  
Certified Public Accountants  
8th Floor, Prince's Building  
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Central, Hong Kong

26 February 2024

# 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 2023 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, IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures, as well as other key performance data.

Detailed discussion of these metrics can be found in the corresponding [Respecting Nature](#) and [Serving our Stakeholders](#) sections.

The 2023 data shaded in orange has been independently verified by KPMG. The assurance scope of past years' data can be found in [previous sustainability reports](#).

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[Download the independent assurance statement](#)



## Financial information

### Capital investment, operating earnings and revenue

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Total capital investment incurred by asset type (HK\$M(%))<sup>1,2,3</sup></b>	<b>15,674 (100%)</b>	17,849 (100%)	15,411 (100%)	13,022 (100%)	12,028 (100%)	IFRS S1-35(c)
Transmission, distribution and retail	<b>6,936 (44%)</b>	6,379 (36%)	5,957 (39%)	4,810 (37%)	5,229 (43%)	
Coal	<b>2,921 (19%)</b>	2,280 (13%)	2,628 (17%)	3,638 (28%)	2,473 (21%)	
Gas	<b>4,336 (28%)</b>	6,713 (38%)	5,639 (37%)	3,445 (26%)	3,146 (26%)	
Nuclear	<b>0 (0%)</b>	0 (0%)	0 (0%)	0 (0%)	352 (3%)	
Wind	<b>219 (1%)</b>	1,721 (10%)				
Hydro	<b>53 (0%)</b>	29 (0%)	842 (6%)	455 (4%)	457 (4%)	
Solar	<b>457 (3%)</b>	34 (0%)				
Waste-to-energy	<b>37 (0%)</b>	1 (0%)	18 (0%)	7 (0%)	123 (1%)	
Others <sup>4</sup>	<b>715 (5%)</b>	692 (4%)	327 (2%)	667 (5%)	248 (2%)	
<b>Total operating earnings by asset type (HK\$M(%))<sup>1,5</sup></b>	<b>11,606 (100%)<sup>6</sup></b>	9,156 (100%) <sup>6</sup>	10,972 (100%)	12,374 (100%)	12,138 (100%)	
Transmission, distribution and retail	<b>6,127 (53%)<sup>6</sup></b>	6,534 (72%) <sup>6</sup>	6,095 (56%)	5,751 (46%)	5,131 (42%)	
Coal	<b>308 (3%)<sup>6</sup></b>	-1,478 (-16%) <sup>6</sup>	763 (7%)	2,871 (23%)	2,503 (21%)	
Gas	<b>2,164 (19%)<sup>6</sup></b>	1,466 (16%) <sup>6</sup>	1,312 (12%)	1,510 (12%)	1,735 (14%)	
Nuclear	<b>1,888 (16%)<sup>6</sup></b>	1,965 (22%) <sup>6</sup>	1,908 (17%)	1,594 (13%)	1,688 (14%)	
Wind	<b>615 (5%)<sup>6</sup></b>	428 (5%) <sup>6</sup>				
Hydro	<b>101 (1%)<sup>6</sup></b>	112 (1%) <sup>6</sup>	630 (6%)	567 (5%)	1,011 (8%)	



	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Solar	353 (3%) <sup>6</sup>	4 (0%) <sup>6</sup>				
Waste-to-energy	8 (0%) <sup>6</sup>	9 (0%) <sup>6</sup>	10 (0%)	8 (0%)	5 (0%)	
Others <sup>4</sup>	42 (0%) <sup>6</sup>	116 (1%) <sup>6</sup>	254 (2%)	73 (1%)	65 (1%)	
<b>Revenue by asset type (HK\$M(%))<sup>1</sup></b>	<b>87,169 (100%)</b>	<b>100,662 (100%)</b>	<b>83,959</b>	<b>79,590</b>	<b>85,689</b>	
Transmission, distribution and retail	40,248 (46%)	39,169 (39%)	N/A	N/A	N/A	
Coal	13,800 (16%)	26,188 (26%)	N/A	N/A	N/A	
Gas	20,075 (23%)	21,657 (22%)	N/A	N/A	N/A	
Nuclear	6,943 (8%)	7,000 (7%)	N/A	N/A	N/A	
Wind	1,093 (1%)	1,950 (2%)	N/A	N/A	N/A	
Hydro	452 (1%)	507 (1%)	N/A	N/A	N/A	
Solar	623 (1%)	983 (1%)	N/A	N/A	N/A	
Waste to energy	56 (0%)	58 (0%)	N/A	N/A	N/A	
Others <sup>4</sup>	3,879 (4%)	3,150 (3%)	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: i) capital expenditure in fixed assets, right-of-use assets, investment property and intangible assets; ii) changes in investments and advances to joint ventures and associates; and iii) acquisitions of assets and/or businesses.

3 On an accrual basis.

4 Others include oil, other businesses outside of power generation, transmission, distribution and retail, as well as corporate or enterprise items.

5 Before unallocated expenses.

6 Operating earnings in 2022 and 2023 are aligned where fair value movements are excluded.

## Economic value generated, distributed and retained

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Economic value generated (HK\$M)</b>						GRI 201-1
Revenue	87,169	100,662	83,959	79,590	85,689	
Share of profits of non-wholly owned entities <sup>1</sup>	2,320	2,036	1,129	1,608	1,828	
<b>Economic value distributed (HK\$M)</b>						
Fuel costs	20,491	26,603	18,506	15,753	16,712	
Other operating costs <sup>2</sup>	44,010	59,505	39,922	35,774	48,654	
Staff expenses <sup>3</sup>	4,749	4,668	5,107	4,844	4,535	
Finance costs <sup>4</sup>	2,008	1,981	1,774	1,875	2,033	
Dividends	7,832	7,832	7,832	7,832	7,782	
Taxes <sup>5</sup>	1,709	1,649	1,720	2,529	2,189	
Donations	9	10	15	27	21	
<b>Economic value retained (HK\$M)<sup>6</sup></b>	<b>8,681</b>	<b>450</b>	<b>10,212</b>	<b>12,564</b>	<b>5,591</b>	

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 impairment of energy retail goodwill of HK\$5,868 million and HK\$6,381 million in 2023 and 2019 respectively, loss on sale of subsidiaries of HK\$4,312 million in 2022 and litigation settlement of HK\$1,110 million in 2021.

3 Another HK\$1,673 million (2022: HK\$1,509 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\$614 million (2022: HK\$466 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

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
CLP Group <sup>1</sup>						
Total CO <sub>2</sub> e emissions – on an equity basis (kt) <sup>2,3</sup>	52,988	60,223	65,017	62,138	71,720	GRI 305-1, 305-2, 305-3/ HKEx A1.2/ SASB IF EU-110a.1, IF-EU-110a.2/ IFRS S2-29(a)
Scope 1 (kt) <sup>4</sup>	38,163	44,141	47,690	45,105	50,047	
Scope 2 (kt)	229	220	236	244	250	
Scope 3 (kt)	14,597	15,861	17,091	16,790	21,424	
Category 1: Purchased goods and services	1,056	912	901	1,210	1,093	SASB IF- EU-110a.2
Category 2: Capital goods	816	902	1,488	685	1,347	
Category 3: Fuel- and energy-related activities	11,053	12,046	12,733	12,690	16,671	
Category 5: Waste generated in operations	46	56	80	63	101	
Category 6: Business travel	4	2	1	1	8	
Category 7: Employee commuting	4	5	4	2	4	
Category 11: Use of sold products	1,617	1,939	1,884	2,138	2,200	
CLP Group's generation and energy storage portfolio <sup>3,4,5</sup>						
CO <sub>2</sub> – on an equity basis (kt) <sup>6</sup>	38,051	44,019	47,574	44,987	N/A	GRI 305-1, 305-2/ HKEx A1.2
CO <sub>2</sub> e – on an equity basis (kt) <sup>6</sup>	38,241	44,235	47,813	N/A	N/A	
CO <sub>2</sub> – on an equity plus long-term capacity and energy purchase basis (kt) <sup>7</sup>	42,216	48,074	51,674	48,621	N/A	
CO <sub>2</sub> e – on an equity plus long-term capacity and energy purchase basis (kt) <sup>7</sup>	42,439	48,323	51,941	N/A	N/A	
CO <sub>2</sub> – on an operational control basis (kt) <sup>6,8</sup>	30,563	44,338	46,842	43,808	50,412	
CO <sub>2</sub> e – on an operational control basis (kt) <sup>6,8</sup>	30,732	44,571	47,090	44,023	50,676	

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 2019-2023 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 CO<sub>2</sub> emissions and is reported separately in the Asset Performance Statistics. Its non-CO<sub>2</sub> GHG emissions (i.e. CH<sub>4</sub> and N<sub>2</sub>O) are included in CLP's Scope 1 CO<sub>2</sub>e emissions.

5 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.

6 Numbers include Scope 1 and Scope 2 emissions.

7 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).

8 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years. Moreover, in November 2022, CLP sold its 70% interest in the coal-fired Fanchanggang Power Station, which has been excluded from CLP's reporting scope since then.

## Greenhouse gas emissions intensity

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
CLP Group – GHG emissions intensity of generation and energy storage portfolio <sup>1,2,3</sup>						
On an equity basis (kg CO <sub>2</sub> e/kWh) <sup>4</sup>	0.62	0.63	0.65	0.66	0.71	GRI 305-4/ HKEx A1.2/ IFRS S2-33(a)
On an equity plus long-term capacity and energy purchase basis (kg CO <sub>2</sub> e/kWh) <sup>5</sup>	0.54	0.55	0.57	0.57	0.63	
CLP Power Hong Kong – GHG emissions intensity of electricity sold <sup>3,6</sup>						
CO <sub>2</sub> emissions intensity of electricity sold by CLP Power Hong Kong (kg CO <sub>2</sub> /kWh)	0.39	0.39	0.39	0.37	0.49	
CO <sub>2</sub> e emissions intensity of electricity sold by CLP Power Hong Kong (kg CO <sub>2</sub> e/kWh)	0.39	0.39	0.39	0.37	0.50	

- 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 2019-2023 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 CO<sub>2</sub> emissions and is reported separately in the Asset Performance Statistics. Its non-CO<sub>2</sub> GHG emissions (i.e. CH<sub>4</sub> and N<sub>2</sub>O) are included in CLP's Scope 1 CO<sub>2</sub>e emissions.
- Numbers include Scope 1 and Scope 2 emissions.
- 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).
- "Electricity sold" is the total electricity energy sold to CLP Power Hong Kong Limited's customers before the adjustment of Renewable Energy Certificates.

The 2023 data shaded in orange has been independently verified by KPMG. The assurance scope of past years' data can be found in previous sustainability reports.

## Environment

### Environmental compliance

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Environmental regulatory non-compliances resulting in fines or prosecutions (number) <sup>1,2</sup>	<b>0</b>	0	0	0	0	GRI 2-27
Environmental licence limit exceedances & other non-compliances (number) <sup>1,2</sup>	<b>5</b>	6	5	4	10	

- Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years. Moreover, in November 2022, CLP sold its 70% interest in the coal-fired Fanchanggang Power Station, which has been excluded from CLP's reporting scope since then.
- 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 2019-2023 numbers.

### Air pollutants

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Nitrogen oxides (NO <sub>x</sub> ) (kt) <sup>1,2</sup>	<b>32.3</b>	43.5	45.7	43.2	47.0	GRI 305-7/ HKEx A1.1/ SASB IF- EU-120a.1
Sulphur dioxide (SO <sub>2</sub> ) (kt) <sup>1,2</sup>	<b>40.6</b>	48.9	52.7	48.0	44.7	
Particulates (kt) <sup>1,2</sup>	<b>6.7</b>	6.8	7.6	6.9	7.7	



	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Sulphur hexafluoride (SF <sub>6</sub> ) (kt) <sup>1,2</sup>	0.004	0.003	0.004	0.003	N/A	
Mercury (t) <sup>1,2</sup>	0.22	0.52	0.31	N/A	N/A	SASB IF- EU-120a.1

1 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years. Moreover, in November 2022, CLP sold its 70% interest in the coal-fired Fanchanggang Power Station, which has been excluded from CLP's reporting scope since then.

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 2019-2023 numbers.

## Waste

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Hazardous solid waste (t) <sup>1,2,3</sup>						
Produced	3,617	869	1,524	1,503	862	GRI 306-3/ HKEx A1.3
Recycled	331	493	520	523	201	
Hazardous liquid waste (kl) <sup>1,2,3</sup>						
Produced	1,935	1,103	1,017	1,091	1,578	GRI 306-3/ HKEx A1.4
Recycled	684	797	947	1,069	1,536	
Non-hazardous solid waste (t) <sup>1,2,3</sup>						
Produced	12,326	12,702	24,481	17,901	13,344	GRI 306-3/ HKEx A1.4
Recycled	6,744	7,917	4,214	4,458	4,986	
Non-hazardous liquid waste (kl) <sup>1,2,3</sup>						
Produced	0	23	65	3	59	SASB IF- EU-150a.1
Recycled	0	23	65	3	57	
By-products <sup>1,2</sup>						
Ash produced (kt)	1,045	3,066 <sup>4</sup>	3,403	2,624	3,032	SASB IF- EU-150a.1
Ash recycled / sold (kt)	328	2,365	2,501	1,793	3,667	
Gypsum produced (kt)	52	286	367	334	441	
Gypsum recycled / sold (kt)	61	280	365	335	438	

1 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years. Moreover, in November 2022, CLP sold its 70% interest in the coal-fired Fanchanggang Power Station, which has been excluded from CLP's reporting scope since then.

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 2019-2023 numbers.

3 Waste categorised in accordance with local regulations.

4 Restated as per updated data for Mount piper in Australia.

## Water

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Total water withdrawal (Mm<sup>3</sup>)<sup>1,2,3</sup></b>	<b>4,249.0</b>	5,339.3	5,243.7	5,466.0	5,475.4	GRI 2.4, 303-3/ HKEx A2.2/ SASB IF- EU-140a.1
For cooling purpose						
Water withdrawal from freshwater resources	24.1	42.7	43.3	33.6	47.6	

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Water withdrawal from marine water resources	4,217.4	5,287.0	5,190.3	5,421.7	5,415.4	
For non-cooling purposes						
Water withdrawal from freshwater resources	2.0	4.6	5.3	5.7	5.8	
Water withdrawal from municipal sources	5.4	5.0	4.8	4.9	6.7	
Total freshwater withdrawal from water stressed areas	0.01	N/A	N/A	N/A	N/A	SASB IF-EU-140a.1
<b>Total water discharge (Mm<sup>3</sup>)<sup>1,2,3</sup></b>	<b>4,240.3</b>	5,310.9	5,205.4	5,438.6	5,433.2	GRI 2.4, 303-4
From cooling process						
Treated wastewater to freshwater bodies	0	0	0	0	0	
Water discharge to marine water bodies	4,217.4	5,287.0	5,190.3	5,421.7	5,415.4	
Wastewater to other destinations	0	0	0	0	0	
From non-cooling processes						
Treated wastewater to freshwater bodies	19.7	21.0	11.9	13.7	14.4	
Treated wastewater to marine water bodies	1.7	1.6	1.3	1.5	1.7	
Wastewater to other destinations	1.5	1.3	1.9	1.6	1.7	
Wastewater to sewerage	0.03	0.04	0.03	0.03	0.03	
<b>Total freshwater consumption of CLP Group's power generation (Mm<sup>3</sup>)<sup>1</sup></b>	<b>12.0</b>	31.3	41.5	N/A	N/A	GRI 303-5/ SASB IF-EU-140a.1
Total freshwater consumption under water stressed areas (Mm <sup>3</sup> ) <sup>1</sup>	0.01	16.5	17.2	N/A	N/A	SASB IF-EU-140a.1
<b>Freshwater intensity</b>						
Freshwater intensity of CLP Group's power generation (m <sup>3</sup> /MWh) <sup>1,2</sup>	0.28	0.52	0.66	0.51	0.74	
<b>Freshwater reused/recycled</b>						
Freshwater reused/recycled volume (Mm <sup>3</sup> ) <sup>1,2</sup>	786	756	838	736	686	

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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 2019-2023 numbers.

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

The 2023 data shaded in orange has been independently verified by KPMG. 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

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Total Hong Kong customers (number)</b>	<b>2,789,644</b>	2,752,071	2,711,421	2,671,836	2,636,408	GRI EU3/ SASB IF- EU-000.A
Residential	<b>2,439,557</b>	2,407,225	2,369,217	2,333,901	2,301,200	
Commercial	<b>214,616</b>	212,251	210,821	208,150	206,792	
Infrastructure and Public Services	<b>118,548</b>	115,404	113,956	112,245	110,841	
Manufacturing	<b>16,923</b>	17,191	17,427	17,540	17,575	
<b>Total electricity delivered (GWh)</b>	<b>35,392</b>	34,824	35,355	33,963	34,284	GRI EU3/ SASB IF- EU-000.B
Residential	<b>9,929</b>	10,113	10,525	10,298	9,451	
Commercial	<b>13,673</b>	13,233	13,423	12,878	13,584	
Infrastructure and Public Services	<b>10,196</b>	9,863	9,742	9,171	9,586	
Manufacturing	<b>1,594</b>	1,615	1,665	1,616	1,663	

### Customer portfolio- EnergyAustralia

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Total Australian customers (number)</b>	<b>2,441,460</b>	2,462,537	2,442,683	2,449,401	2,480,781	GRI EU3
Commercial and Industrial	<b>3,870</b>	8,740 <sup>1</sup>	7,208	8,962	12,599	
Mass market	<b>2,437,590</b>	2,453,797	2,435,475	2,440,439	2,468,182	

1 The number was restated due to classification updates.

### Availability and reliability- CLP Power Hong Kong Limited

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
System Average Interruption Frequency Index [SAIFI] <sup>1</sup>	<b>0.27</b>	0.27	0.21	0.19	0.17	SASB IF- EU-550a.2
System Average Interruption Duration Index [SAIDI] (hours) <sup>1</sup>	<b>0.29</b>	0.30	0.23	0.39	0.42	
Unplanned Customer Minutes Lost [CML] (minutes) <sup>1</sup>	<b>5.98</b>	5.69	0.99	9.77 <sup>2</sup>	10.13 <sup>3</sup>	

1 The numbers are derived by calculating the average of data from the most recent three years. For example, the figures under year 2023 are the 3-year averages of data from 2021 to 2023.

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.



## Access to electricity- CLP Power Hong Kong Limited

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Total disconnections for Hong Kong retail businesses (number)<sup>1,2,3</sup></b>	<b>6,520</b>	4,859	4,943	4,999	4,643	
0 - 2 days	<b>115</b>	144	105	98	4,333	
3 - 7 days	<b>721</b>	739	796	506	170	
8 - 31 days	<b>2,304</b>	1,817	2,251	2,274	101	
≥ 32 days	<b>3,380</b>	2,159	1,791	2,121	39	

1 It refers to the disconnection orders completed due to heavily overdue payment.

2 It refers to the number of days required from the issuance of the disconnection orders to the completion of the disconnection orders.

3 It includes residential and commercial & industrial businesses.

## Fuel use

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Coal consumed (for power generation) (TJ) <sup>1,2,3</sup>	<b>250,177</b>	394,274	426,190	403,379	485,453	GRI 302-1/ HKEx A2.1
Gas consumed (for power generation) (TJ) <sup>1,2,3</sup>	<b>146,370</b>	151,327	142,304	134,776	107,183	
Oil consumed (for power generation) (TJ) <sup>1,2,3</sup>	<b>2,854</b>	2,936	2,717	2,243	2,620	

1 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years. Moreover, in November 2022, CLP sold its 70% interest in the coal-fired Fanchanggang Power Station, which has been excluded from CLP's reporting scope since then.

2 Numbers have been subject to rounding.

3 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 2019-2023 numbers.

## Generation and energy storage capacity

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>On an equity basis</b>						
<b>Total generation and energy storage capacity by asset type (MW(%))<sup>1,2</sup></b>	<b>18,123 (100%)</b>	17,970 (100%)	20,018 (100%)	19,691 (100%)	19,238 (100%)	GRI EU 1
Coal	<b>8,486 (46.8%)</b>	8,486 (47.2%)	10,795 (53.9%)	10,765 (54.7%)	10,765 (56.0%)	
Gas	<b>4,938 (27.2%)</b>	4,934 (27.5%)	4,666 (23.3%)	4,600 (23.4%)	4,194 (21.8%)	
Nuclear	<b>1,600 (8.8%)</b>	1,600 (8.9%)	1,600 (8.0%)	1,600 (8.1%)	1,600 (8.3%)	
Wind <sup>3</sup>	<b>1,827 (10.1%)</b>	1,680 (9.3%)	1,747 (8.7%)	1,521 (7.7%)	1,521 (7.9%)	
Hydro <sup>3</sup>	<b>489 (2.7%)</b>	489 (2.7%)	489 (2.4%)	489 (2.5%)	489 (2.5%)	
Solar <sup>3</sup>	<b>548 (3.0%)</b>	554 (3.1%)	499 (2.5%)	499 (2.5%)	451 (2.3%)	
Waste-to-energy <sup>3</sup>	<b>7 (0.0%)</b>	7 (0.0%)	7 (0.0%)	7 (0.0%)	7 (0.0%)	
Energy storage	<b>18 (0.1%)</b>	10 (0.1%)	5 (0.0%)	0 (0.0%)	N/A	
Others	<b>210 (1.2%)</b>	210 (1.2%)	210 (1.0%)	210 (1.1%)	210 (1.1%)	

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>On an equity plus long-term capacity and energy purchase basis</b>						
<b>Total generation and energy storage capacity by asset type (MW(%))<sup>1,2</sup></b>	<b>23,291 (100%)</b>	23,068 (100%)	25,108 (100%)	24,752 (100%)	24,015 (100%)	
Coal	9,719 (41.7%)	9,719 (42.1%)	12,027 (47.9%)	11,997 (48.5%)	11,997 (50.0%)	
Gas	6,093 (26.2%)	6,089 (26.4%)	5,813 (23.2%)	5,717 (23.1%)	5,139 (21.4%)	
Nuclear	2,685 (11.5%)	2,685 (11.6%)	2,685 (10.7%)	2,685 (10.8%)	2,685 (11.2%)	
Wind <sup>4</sup>	2,391 (10.3%)	2,264 (9.8%)	2,331 (9.3%)	2,105 (8.5%)	2,049 (8.5%)	
Hydro <sup>4</sup>	489 (2.1%)	489 (2.1%)	489 (1.9%)	489 (2.0%)	489 (2.0%)	
Solar <sup>4</sup>	842 (3.6%)	848 (3.7%)	793 (3.2%)	793 (3.2%)	745 (3.1%)	
Waste-to-energy <sup>4</sup>	10 (0.0%)	10 (0.0%)	10 (0.0%)	10 (0.0%)	10 (0.0%)	
Energy storage	763 (3.3%)	665 (2.9%)	660 (2.6%)	655 (2.6%)	N/A	
Others	300 (1.3%)	300 (1.3%)	300 (1.2%)	300 (1.2%)	900 (3.7%)	

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 2,871 MW (15.8%) in 2023.

4 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 3,732 MW (16.0%) in 2023.

## Energy sent out

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
On an equity basis						
Total energy sent out by asset type (GWh(%)) <sup>1,2,3</sup>	62,052 (100%)	69,726 (100%)	73,113 (100%)	68,699 (100%)	70,949 (100%)	GRI EU 2/ HKEX A2.1/ SASB IF- EU-000.D/
Coal	30,364 (48.9%)	37,031 (53.1%)	42,002 (57.4%)	39,438 (57.4%)	44,596 (62.9%)	
Gas	13,817 (22.3%)	14,435 (20.7%)	13,233 (18.1%)	12,390 (18.0%)	9,979 (14.1%)	
Nuclear	12,128 (19.5%)	12,346 (17.7%)	12,302 (16.8%)	11,192 (16.3%)	10,888 (15.3%)	
Wind <sup>4</sup>	3,164 (5.1%)	3,146 (4.5%)	2,959 (4.0%)	2,886 (4.2%)	2,924 (4.1%)	
Hydro <sup>4</sup>	1,626 (2.6%)	1,835 (2.6%)	1,668 (2.3%)	1,879 (2.7%)	1,758 (2.5%)	
Solar <sup>4</sup>	920 (1.5%)	901 (1.3%)	922 (1.3%)	898 (1.3%)	805 (1.1%)	
Waste-to-energy <sup>4</sup>	32 (0.1%)	29 (0.0%)	27 (0.0%)	15 (0.0%)	0 (0.0%)	
Energy storage	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	N/A	
Others	0 (0.0%)	1 (0.0%)	0 (0.0%)	1 (0.0%)	0 (0.0%)	
On an equity plus long-term capacity and energy purchase basis						
Total energy sent out by asset type (GWh(%)) <sup>1,2,3</sup>	79,512 (100%)	87,360 (100%)	91,183 (100%)	85,949 (100%)	88,573 (100%)	
Coal	32,418 (40.8%)	39,027 (44.7%)	43,995 (48.2%)	41,118 (47.8%)	48,512 (54.8%)	
Gas	19,203 (24.2%)	19,507 (22.3%)	18,461 (20.2%)	17,157 (20.0%)	13,073 (14.8%)	
Nuclear	20,098 (25.3%)	20,836 (23.9%)	20,962 (23.0%)	19,923 (23.2%)	19,400 (21.9%)	
Wind <sup>5</sup>	4,688 (5.9%)	4,709 (5.4%)	4,611 (5.1%)	4,445 (5.2%)	4,474 (5.0%)	

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Hydro <sup>5</sup>	1,626 (2.0%)	1,835 (2.1%)	1,668 (1.8%)	1,879 (2.2%)	1,758 (2.0%)	
Solar <sup>5</sup>	1,480 (1.9%)	1,472 (1.7%)	1,524 (1.7%)	1,522 (1.8%)	1,467 (1.7%)	
Waste-to-energy <sup>5</sup>	45 (0.1%)	42 (0.0%)	38 (0.0%)	22 (0.0%)	0 (0.0%)	
Energy storage	-46 (-0.1%)	-69 (-0.1%)	-75 (-0.1%)	-118 (-0.1%)	N/A	
Others	1 (0.0%)	2 (0.0%)	1 (0.0%)	1 (0.0%)	-109 (-0.1%)	
<b>On an operational control basis</b>						
<b>Total energy sent out (GWh)<sup>3,6</sup></b>	<b>43,073</b>	60,475	62,967	58,918	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 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 2019-2023 number.

4 Renewables include wind, hydro, solar and waste-to-energy. The total sent out of renewables on an equity basis is 5,743 GWh (9.3%) in 2023.

5 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 7,840 GWh (9.9%) in 2023.

6 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years. Moreover, in November 2022, CLP sold its 70% interest in the coal-fired Fanchanggang Power Station, which has been excluded from CLP's reporting scope since then.

## Customer satisfaction – CLP Power Hong Kong Limited

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Customer satisfaction score</b>						
CLP	74	72	73	74	72	
All public utilities in the energy sector	74	73	74	74	73	
Public service organisations	74	73	73	74	73	

## Customer satisfaction – EnergyAustralia

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Customer service</b>						
Calls handled by EnergyAustralia (number)	1,537,970	1,418,676	1,440,277	1,696,233	1,856,845	
Complaints received by EnergyAustralia (number)	16,594	13,259	14,643	17,049	20,937	

The 2023 data shaded in orange has been independently verified by KPMG. The assurance scope of past years' data can be found in previous sustainability reports.

## Our people

### Employee headcount and type

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Group total<sup>1</sup></b>						
Total employee headcount (number)	8,041	8,318	8,116	8,060	7,960	



	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Full-time (number)	7,882	8,154	7,930	7,865	7,754	
Part-time (number)	159	164	186	195	206	
Permanent (average %)	85.4	85.7	87.0	87.6	87.8	
Fixed-term contract (average %)	14.6	14.3	13.0	12.4	12.2	
Hong Kong						
Total employee headcount (number)	5,163	4,954	4,771	4,689	4,604	GRI 2-7/ HKEx B1.1
Full-time (number)	5,158	4,948	4,770	4,688	4,603	
Part-time (number)	5	6	1	1	1	
Permanent (average %)	83.0	81.4	83.5	85.1	85.4	
Fixed-term contract (average %)	17.0	18.6	16.5	14.9	14.6	
Mainland China						
Total employee headcount (number)	702	663	627	609	607	
Full-time (number)	702	663	627	609	607	
Part-time (number)	0	0	0	0	0	
Permanent (average %)	70.1	75.2	75.6	75.3	71.6	
Fixed-term contract (average %)	29.9	24.8	24.4	24.7	28.4	
Australia						
Total employee headcount (number)	2,176	2,251	2,281	2,320	2,280	
Full-time (number)	2,022	2,093	2,096	2,126	2,075	
Part-time (number)	154	158	185	194	205	
Permanent (average %)	95.9	95.6	95.1	94.0	94.5	
Fixed-term contract (average %)	4.1	4.4	4.9	6.0	5.5	
India <sup>1</sup>						
Total employee headcount (number)	N/A	450	437	442	469	
Full-time (number)	N/A	450	437	442	469	
Part-time (number)	N/A	0	0	0	0	
Permanent (average %)	N/A	96.3	97.4	98.4	98.8	
Fixed-term contract (average %)	N/A	3.7	2.6	1.6	1.2	

1 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years.

### Contractor FTE and type

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Group total (full-time equivalent)<sup>1,2</sup></b>						
Total contractor	8,081.6	10,519.4	9,911.3	9,707.7	11,123.9	
Labour supply <sup>3</sup>	1,066.6	1,157.2	1,329.9	1,423.9	1,573.0	
Service contractor <sup>4</sup>	7,014.9	9,362.2	8,581.5	8,283.8	9,550.9	

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Hong Kong (full-time equivalent)<sup>2</sup></b>						GRI 2-8
Total contractor	5,784.3	5,434.0	5,202.8	4,949.9	6,372.6	
Labour supply <sup>3</sup>	904.1	970.2	1,153.5	1,261.8	1,309.0	
Service contractor <sup>4</sup>	4,880.1	4,463.9	4,049.3	3,688.1	5,063.6	
<b>Mainland China (full-time equivalent)<sup>2</sup></b>						
Total contractor	558.8	331.2	576.0	361.2	363.2	
Labour supply <sup>3</sup>	24.0	24.0	23.5	13.8	13.0	
Service contractor <sup>4</sup>	534.8	307.2	552.5	347.4	350.2	
<b>Australia (full-time equivalent)<sup>2</sup></b>						
Total contractor	1,738.5	1,301.5	1,368.0	1,926.5	1,856.2	
Labour supply <sup>3</sup>	138.5	107.5	101.1	83.1	172.5	
Service contractor <sup>4</sup>	1,600.0	1,194.0	1,266.9	1,843.4	1,683.7	
<b>India (full-time equivalent)<sup>1,2</sup></b>						
Total contractor	N/A	3,452.6	2,764.6	2,470.1	2,531.9	
Labour supply <sup>3</sup>	N/A	55.5	51.8	65.2	78.5	
Service contractor <sup>4</sup>	N/A	3,397.1	2,712.8	2,404.9	2,453.4	

1 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years.

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

4 Estimated service contractor full-time equivalent (FTE) is calculated based on the number of man-hours incurred and market-specific average working hours.

### Total staff turnover rate

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Hong Kong (%)</b>	10.8	11.7	N/A	N/A	N/A	GRI 401-1/ HKEx B1.2
<b>By age group</b>						
Below 30	10.9	12.5	N/A	N/A	N/A	
30-39	12.0	10.6	N/A	N/A	N/A	
40-49	7.8	8.7	N/A	N/A	N/A	
50 and above	11.9	14.5	N/A	N/A	N/A	
<b>By gender</b>						
Male	10.1	11.3	N/A	N/A	N/A	
Female	13.3	13.2	N/A	N/A	N/A	
<b>Mainland China (%)</b>	7.0	5.4	N/A	N/A	N/A	
<b>By age group</b>						
Below 30	6.3	9.5	N/A	N/A	N/A	
30-39	6.3	4.3	N/A	N/A	N/A	
40-49	4.5	0.5	N/A	N/A	N/A	

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
50 and above	11.8	10.7	N/A	N/A	N/A	
<b>By gender</b>						
Male	7.6	5.0	N/A	N/A	N/A	
Female	4.1	7.1	N/A	N/A	N/A	
<b>Australia (%)</b>	19.1	24.8	N/A	N/A	N/A	
<b>By age group</b>						
Below 30	31.6	24.8	N/A	N/A	N/A	
30-39	20.2	25.9	N/A	N/A	N/A	
40-49	18.3	26.1	N/A	N/A	N/A	
50 and above	13.0	21.3	N/A	N/A	N/A	
<b>By gender</b>						
Male	18.1	23.1	N/A	N/A	N/A	
Female	20.5	27.1	N/A	N/A	N/A	
<b>India (%)<sup>1</sup></b>	N/A	12.9	N/A	N/A	N/A	
<b>By age group</b>						
Below 30	N/A	37.5	N/A	N/A	N/A	
30-39	N/A	12.0	N/A	N/A	N/A	
40-49	N/A	13.0	N/A	N/A	N/A	
50 and above	N/A	6.2	N/A	N/A	N/A	
<b>By gender</b>						
Male	N/A	12.8	N/A	N/A	N/A	
Female	N/A	13.7	N/A	N/A	N/A	

1 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years.

### Voluntary staff turnover rate

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Hong Kong (%) <sup>1,2</sup>	5.4	6.6	4.6	3.1	2.4	GRI 401-1/ HKEx B1.2
By age group						
Below 30	8.2	8.1	7.4	6.3	4.4	
30-39	8.9	9.1	5.6	4.3	4.9	
40-49	5.4	7.2	5.2	2.6	1.9	
50 and above	1.7	4.1	3.0	1.8	1.1	
By gender						
Male	4.5	5.7	4.4	2.5	1.8	
Female	8.4	9.8	5.4	5.4	4.9	

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Mainland China (%)<sup>1,2</sup></b>	<b>2.6</b>	2.3	2.3	1.3	2.0	
<b>By age group</b>						
Below 30	6.3	8.3	6.7	1.4	8.4	
30-39	5.0	3.4	1.9	2.9	1.9	
40-49	0.0	0.0	2.5	0.5	0.5	
50 and above	0.0	0.0	0.0	0.0	0.0	
<b>By gender</b>						
Male	2.7	2.4	2.1	1.4	2.4	
Female	2.5	1.8	2.9	0.9	0.0	
<b>Australia (%)<sup>1,2</sup></b>	<b>15.2</b>	18.8	16.1	7.7	12.9	
<b>By age group</b>						
Below 30	27.7	21.4	25.5	13.6	19.3	
30-39	17.6	22.0	19.0	7.4	14.2	
40-49	13.1	17.9	11.2	6.2	11.5	
50 and above	9.8	13.0	13.1	7.1	8.3	
<b>By gender</b>						
Male	14.2	17.6	16.4	7.1	12.6	
Female	16.8	20.5	15.7	8.5	13.4	
<b>India (%)<sup>1,2,3</sup></b>	<b>N/A</b>	10.6	6.9	4.7	6.6	
<b>By age group</b>						
Below 30	N/A	29.5	12.5	5.6	7.4	
30-39	N/A	10.6	7.5	5.7	9.3	
40-49	N/A	10.4	4.8	4.7	2.9	
50 and above	N/A	3.4	5.1	0.0	0.0	
<b>By gender</b>						
Male	N/A	10.4	6.6	4.3	6.4	
Female	N/A	12.0	9.4	7.4	7.5	

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

2 Includes permanent employees only, except for Mainland China where both permanent and fixed-term contract employees are included due to local employment legislation.

3 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years.

## New hire

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Group total (number)<sup>1</sup></b>	<b>1,168</b>	1,415	1,029	711	857	GRI 401-1
<b>By age group</b>						
Below 30	461	667	342	237	309	



	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
30-39	410	457	402	241	300	
40-49	202	197	204	145	158	
50 and above	95	94	81	88	90	
<b>By gender</b>						
Male	794	930	686	515	552	
Female	374	485	343	196	305	
<b>Hong Kong (number)</b>	<b>747</b>	731	524	408	348	
<b>By age group</b>						
Below 30	337	308	208	172	157	
30-39	256	265	187	125	121	
40-49	117	109	93	69	48	
50 and above	37	49	36	42	22	
<b>By gender</b>						
Male	516	504	368	308	239	
Female	231	227	156	100	109	
<b>Mainland China (number)</b>	<b>75</b>	71	45	29	43	
<b>By age group</b>						
Below 30	31	27	24	10	16	
30-39	31	35	16	10	25	
40-49	11	9	4	8	2	
50 and above	2	0	1	1	0	
<b>By gender</b>						
Male	62	50	37	25	36	
Female	13	21	8	4	7	
<b>Australia (number)</b>	<b>346</b>	543	433	255	423	
<b>By age group</b>						
Below 30	93	298	106	53	116	
30-39	123	126	182	93	138	
40-49	74	76	103	67	104	
50 and above	56	43	42	42	65	
<b>By gender</b>						
Male	216	323	260	166	242	
Female	130	220	173	89	181	
<b>India (number)<sup>1</sup></b>	<b>N/A</b>	70	27	19	43	
<b>By age group</b>						
Below 30	N/A	34	4	2	20	
30-39	N/A	31	17	13	16	

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
40-49	N/A	3	4	1	4	
50 and above	N/A	2	2	3	3	
<b>By gender</b>						
Male	N/A	53	21	16	35	
Female	N/A	17	6	3	8	

1 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years.

### Employees eligible to retire within the next five years

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Group total (%) <sup>1,2</sup>	14.3	14.1	14.6	14.5	13.9	GRI EU15
Hong Kong (%) <sup>2</sup>	17.3	18.8	20.1	20.4	19.5	
Mainland China (%) <sup>2</sup>	15.9	15.7	15.1	13.4	14.5	
Australia (%) <sup>2</sup>	7.8	6.7	6.6	5.7	5.4	
India (%) <sup>1,2</sup>	N/A	5.5	5.0	5.1	4.8	

1 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years.

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

### Technical trainees intake

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Group total (number)<sup>1</sup></b>	<b>106</b>	132	89	79	75	
Male	84	100	71	68	64	
Female	22	32	18	11	11	
<b>Hong Kong (number)</b>	<b>95</b>	94	66	66	61	
Male	76	79	52	58	51	
Female	19	15	14	8	10	
<b>Mainland China (number)</b>	<b>0</b>	3	0	0	4	
Male	0	2	0	0	4	
Female	0	1	0	0	0	
<b>Australia (number)</b>	<b>11</b>	18	17	13	10	
Male	8	12	16	10	9	
Female	3	6	1	3	1	
<b>India (number)<sup>1</sup></b>	<b>N/A</b>	17	6	0	0	
Male	N/A	7	3	0	0	
Female	N/A	10	3	0	0	

1 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years.

### Average training hours per employee

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Group total (hours)<sup>1</sup></b>	<b>44.1</b>	46.2	51.6	42.5	40.1	GRI 404-1/ HKEx B3.2
<b>By gender (hours)</b>						
Male	<b>51.4</b>	53.6	58.2	47.7	44.8	
Female	<b>24.4</b>	26.0	33.3	27.6	26.8	
<b>By professional category (hours)</b>						
Managerial	<b>27.2</b>	23.0	29.5	26.8	26.0	
Professional	<b>32.5</b>	33.5	41.2	34.9	35.0	
General & technical staff	<b>59.6</b>	63.9	65.8	52.2	47.1	
<b>By region (hours)</b>						
Hong Kong	<b>52.0</b>	56.3	60.8	49.5	47.6	
Mainland China	<b>72.3</b>	85.6	77.8	66.8	66.1	
Australia	<b>16.9</b>	11.1	26.8	23.2	22.1	
India <sup>1</sup>	<b>N/A</b>	62.1	48.8	33.8	23.2	

<sup>1</sup> Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years.

### Percentage of employees trained

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Hong Kong (%)</b>	<b>97.8</b>	99.1	97.8	98.4	92.3	HKEx B3.1
<b>By gender</b>						
Male	<b>98.3</b>	99.4	98.4	98.4	94.9	
Female	<b>96.1</b>	98.2	95.3	98.7	82.2	
<b>By professional category</b>						
Managerial	<b>93.1</b>	94.6	90.6	96.0	80.6	
Professional	<b>97.0</b>	99.3	97.8	99.2	93.1	
General & technical staff	<b>99.3</b>	99.6	98.7	98.1	93.1	
<b>Mainland China (%)</b>	<b>99.3</b>	95.9	100.0	100.0	100.0	
<b>By gender</b>						
Male	<b>99.1</b>	97.1	100.0	100.0	100.0	
Female	<b>100.0</b>	90.5	100.0	100.0	100.0	
<b>By professional category</b>						
Managerial	<b>100.0</b>	100.0	100.0	100.0	100.0	
Professional	<b>98.7</b>	92.4	100.0	100.0	100.0	
General & technical staff	<b>99.7</b>	98.3	100.0	100.0	100.0	

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Australia (%)</b>	<b>100.0</b>	100.0	100.0	100.0	100.0	
<b>By gender</b>						
Male	<b>99.9</b>	100.0	100.0	100.0	100.0	
Female	<b>100.0</b>	100.0	100.0	100.0	100.0	
<b>By professional category</b>						
Managerial	<b>100.0</b>	100.0	100.0	100.0	100.0	
Professional	<b>100.0</b>	100.0	100.0	100.0	100.0	
General & technical staff	<b>99.9</b>	100.0	100.0	100.0	100.0	
<b>India (%)<sup>1</sup></b>	<b>N/A</b>	94.2	95.9	69.9	81.4	
<b>By gender</b>						
Male	<b>N/A</b>	94.1	95.6	70.4	80.9	
Female	<b>N/A</b>	95.2	98.1	66.0	85.5	
<b>By professional category</b>						
Managerial	<b>N/A</b>	86.8	96.8	58.6	87.9	
Professional	<b>N/A</b>	95.7	95.1	74.9	86.3	
General & technical staff	<b>N/A</b>	94.1	96.7	66.2	66.4	

<sup>1</sup> Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years.

#### Gender distribution of Group Executive Committee (GEC) members

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Male (%) <sup>1</sup>	<b>83.3</b>	73.3	69.2	64.3	64.3	GRI 405-1
Female (%) <sup>1</sup>	<b>16.7</b>	26.7	30.8	35.7	35.7	

<sup>1</sup> Includes Executive Director (Chief Executive Officer).

#### Gender distribution of employees

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Group total (%)<sup>1,2</sup></b>						
Male	<b>72.8</b>	73.3	73.7	74.0	74.0	
Female	<b>27.2</b>	26.7	26.3	26.0	26.0	
<b>Hong Kong (%)</b>						
Male	<b>76.7</b>	77.3	78.3	79.3	79.4	
Female	<b>23.3</b>	22.7	21.7	20.7	20.6	
<b>Mainland China (%)</b>						
Male	<b>81.9</b>	82.5	83.6	82.9	82.5	
Female	<b>18.1</b>	17.5	16.4	17.1	17.5	

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Australia (%)<sup>2</sup></b>						
Male	60.6	59.4	58.7	58.4	57.9	
Female	39.4	40.6	41.3	41.6	42.1	
<b>India (%)<sup>1</sup></b>						
Male	N/A	86.0	87.6	88.0	88.3	
Female	N/A	14.0	12.4	12.0	11.7	

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

### Gender distribution by region and professional category

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Hong Kong (%)</b>						
Managerial - male	74.0	72.0	71.1	74.4	75.7	
Managerial - female	26.0	28.0	28.9	25.6	24.3	
Professional - male	72.8	73.2	74.5	75.7	75.2	
Professional - female	27.2	26.8	25.5	24.3	24.8	
General & technical staff - male	81.4	82.3	83.1	83.3	83.5	
General & technical staff - female	18.6	17.7	16.9	16.7	16.5	
<b>Mainland China (%)</b>						
Managerial - male	76.9	76.0	77.8	84.8	78.9	
Managerial - female	23.1	24.0	22.2	15.2	21.1	
Professional - male	80.4	82.7	85.0	84.3	85.2	
Professional - female	19.6	17.3	15.0	15.7	14.8	
General & technical staff - male	83.5	82.8	82.9	81.9	81.0	
General & technical staff - female	16.5	17.2	17.1	18.1	19.0	
<b>Australia (%)</b>						
Managerial - male	62.1	62.9	61.4	63.8	68.6	
Managerial - female	37.9	37.1	38.6	36.3	31.4	
Professional - male	57.3	56.6	56.8	55.9	54.5	
Professional - female	42.7	43.4	43.2	44.1	45.5	
General & technical staff - male	65.0	62.7	61.1	61.4	61.0	
General & technical staff - female	35.0	37.3	38.9	38.6	39.0	
<b>India (%)<sup>1</sup></b>						
Managerial - male	N/A	89.5	90.3	89.7	90.9	
Managerial - female	N/A	10.5	9.7	10.3	9.1	
Professional - male	N/A	89.5	90.2	91.2	89.1	
Professional - female	N/A	10.5	9.8	8.8	10.9	

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
General & technical staff - male	N/A	81.7	84.1	84.3	84.9	
General & technical staff - female	N/A	18.3	15.9	15.7	15.1	

1 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years.

### Gender diversity targets

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Women in Leadership (%) <sup>1,2</sup>	29.1	29.1	30.5	27.3	24.2	
Women in Engineering (%) <sup>1,3</sup>	13.3	13.0	12.3	11.5	11.4	

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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

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Group total (%)<sup>1,2</sup></b>						
Below 30	15.4	14.7	12.8	13.1	13.6	
30-39	30.6	31.5	30.6	29.7	29.3	
40-49	25.3	25.4	26.5	26.2	26.2	
50 and above	28.8	28.4	30.2	31.0	30.9	
<b>Hong Kong (%)</b>						
Below 30	17.2	16.3	14.0	13.8	13.6	
30-39	29.0	27.4	25.5	23.6	22.7	
40-49	22.9	23.8	24.5	24.6	25.4	
50 and above	30.9	32.5	36.0	38.0	38.3	
<b>Mainland China (%)</b>						
Below 30	15.1	13.6	13.2	12.5	14.0	
30-39	34.5	35.7	33.8	33.8	34.6	
40-49	28.5	28.1	30.0	32.7	32.1	
50 and above	21.9	22.6	23.0	21.0	19.3	
<b>Australia (%)<sup>2</sup></b>						
Below 30	11.1	12.5	11.4	12.6	13.4	
30-39	33.1	34.9	35.9	36.6	37.1	
40-49	29.9	28.7	29.8	28.1	26.6	
50 and above	25.8	23.9	22.9	22.7	22.9	
<b>India (%)<sup>1</sup></b>						
Below 30	N/A	8.9	5.7	10.2	14.9	



	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
30-39	N/A	54.0	54.2	51.8	49.0	
40-49	N/A	22.7	25.0	24.2	23.9	
50 and above	N/A	14.4	15.1	13.8	12.2	

1 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years.

2 Numbers have been subject to rounding.

### Employee average length of service

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Number of years</b>						
Hong Kong	13.2	14.1	15.4	16.3	16.8	
Mainland China	11.8	12.1	12.3	12.0	11.4	
Australia	7.9	7.6	7.4	7.1	5.2	
India <sup>1</sup>	N/A	8.1	8.1	7.6	7.2	

1 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years.

### Group safety performance

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Employees<sup>1,2</sup></b>						
Fatalities (number of personnel) <sup>3,4</sup>	0	0	0	0	0	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours) <sup>5,6</sup>	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) <sup>4,7</sup>	2	6	4	12	7	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours) <sup>6,8</sup>	0.03	0.07	0.05	0.13	0.07	
High-consequence Injuries (number of personnel) <sup>9</sup>	0	0	0	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours) <sup>6,10</sup>	0.13	0.17	0.14	0.25	0.19	GRI 403-2/ SASB IF- EU-320a.1
Work-related Ill Health (number of personnel) <sup>4,11</sup>	3	4	1	0	0	GRI 403-10/ HKEx B2.1
Lost Days (number of days) <sup>12</sup>	125	176	304	443	464	GRI 403-2/ HKEx B2.2
<b>Contractors<sup>1,2</sup></b>						
Fatalities (number of personnel) <sup>3,4</sup>	0	0	0	0	1	GRI 403-2/ HKEx B2.1

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Fatality Rate (number per 200,000 work hours) <sup>5,6</sup>	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) <sup>4,7</sup>	8	15	10	10	19	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours) <sup>6,8</sup>	0.09	0.11	0.08	0.09	0.14	
High-consequence Injuries (number of personnel) <sup>9</sup>	1	2	1	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours) <sup>6,10</sup>	0.22	0.31	0.29	0.37	0.52	GRI 403-2/ SASB IF- EU-320a.1
<b>Employees and contractors combined<sup>1,2</sup></b>						
Fatalities (number of personnel) <sup>3,4</sup>	0	0	0	0	1	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours) <sup>5,6</sup>	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) <sup>4,7</sup>	10	21	14	22	26	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours) <sup>6,8</sup>	0.06	0.10	0.07	0.11	0.11	
High-consequence Injuries (number of personnel) <sup>9</sup>	1	2	1	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours) <sup>6,10</sup>	0.18	0.25	0.23	0.32	0.38	GRI 403-2/ SASB IF- EU-320a.1

1 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years. Moreover, in November 2022, CLP sold its 70% interest in the coal-fired Fanchanggang Power Station, which has been excluded from CLP's reporting scope since then.

2 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.

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

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

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

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

7 Starting from 2021, "Days Away From Work Injuries" replaces "Lost Time Injury". Days Away From Work Injuries refers to the number of personnel who sustain a work-related injury and are 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".

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

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

10 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.

11 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".

12 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".

## Regional safety performance

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Hong Kong<sup>1,2</sup></b>						
<b>Employees</b>						
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)	1	2	0	4	4	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.02	0.04	0.00	0.09	0.09	
High-consequence Injuries (number of personnel)	0	0	0	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	0.11	0.12	0.02	0.21	0.19	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)	8	16	0	119	246	GRI 403-2/ HKEx B2.2
<b>Contractors</b>						
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)	5	9	4	5	15	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.07	0.13	0.07	0.10	0.21	
High-consequence Injuries (number of personnel)	0	0	0	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	0.15	0.16	0.14	0.30	0.51	GRI 403-2/ SASB IF- EU-320a.1
<b>Mainland China<sup>1</sup></b>						
<b>Employees</b>						
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

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Days Away from Work Injuries (number of personnel)	0	0	0	2	0	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.19	0.00	
High-consequence Injuries (number of personnel)	0	0	0	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	0.00	0.30	0.00	0.19	0.10	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	19	59	0	GRI 403-2/ HKEx B2.2
<b>Contractors</b>						
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	1	0	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.10	0.00	
High-consequence Injuries (number of personnel)	0	0	0	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	0.00	0.00	0.08	0.49	0.00	GRI 403-2/ SASB IF- EU-320a.1
<b>Australia<sup>1</sup></b>						
<b>Employees</b>						
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)	1	4	4	6	3	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.05	0.18	0.18	0.25	0.10	
High-consequence Injuries (number of personnel)	0	0	0	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	0.19	0.28	0.45	0.46	0.31	GRI 403-2/ SASB IF- EU-320a.1

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Work-related Ill Health (number of personnel)	3	4	1	0	0	GRI 403-10/ HKEx B2.1
Lost Days (number of days)	117	160	285	265	218	GRI 403-2/ HKEx B2.2
<b>Contractors</b>						
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	3	5	2	2	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.19	0.26	0.40	0.11	0.12	
High-consequence Injuries (number of personnel)	1	1	0	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	0.64	0.86	0.97	0.44	0.62	GRI 403-2/ SASB IF- EU-320a.1
<b>India<sup>1</sup></b>						
<b>Employees</b>						
Fatalities (number of personnel)	N/A	0	0	0	0	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours)	N/A	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)	N/A	0	0	0	0	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	N/A	0.00	0.00	0.00	0.00	
High-consequence Injuries (number of personnel)	N/A	0	0	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	N/A	0.00	0.00	0.00	0.00	GRI 403-2/ SASB IF- EU-320a.1
Work-related Ill Health (number of personnel)	N/A	0	0	0	0	GRI 403-10/ HKEx B2.1
Lost Days (number of days)	N/A	0	0	0	0	GRI 403-2/ HKEx B2.2
<b>Contractors</b>						
Fatalities (number of personnel)	N/A	0	0	0	0	GRI 403-2/ HKEx B2.1

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Fatality Rate (number per 200,000 work hours)	N/A	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)	N/A	3	1	2	0	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	N/A	0.07	0.03	0.07	0.00	
High-consequence Injuries (number of personnel)	N/A	1	1	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	N/A	0.44	0.41	0.46	0.68	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 Holdings 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 2023 data shaded in orange has been independently verified by KPMG. The assurance scope of past years' data can be found in previous sustainability reports.

## Partners

### Contributions to organisations

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Lobbying, interest representation or similar (HK\$M) <sup>1</sup>	0	0	0	0	0	GRI 415-1
Local, regional or national political campaigns, organisations or candidates (HK\$M) <sup>1</sup>	0	0	0	0	0	
Trade associations or tax-exempt groups (e.g. think tanks) (HK\$M) <sup>1,2</sup>	8.05	8.69	14.12	8.90	8.04	
Others (e.g. spending related to ballot measures or referendums) (HK\$M) <sup>1</sup>	0	0	0	0	0	

- 1 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years.
- 2 Includes contributions to trade associations or tax-exempt groups that seek to influence public policy in the form of memberships, donations or sponsorship. The scope was reviewed in 2023.

### Code of Conduct

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Total number of breaches of Code of Conduct reported to the Audit & Risk Committee (cases) <sup>1</sup>	12	10	18	25	31	

- 1 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years.



## Anti-corruption

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Convicted cases of corruption reported to the Audit & Risk Committee (cases) <sup>1</sup>	0	0	0	0	0	GRI 205-3/ HKEx B7.1

<sup>1</sup> Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years.

## Supplier distribution

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Total suppliers by region (number)<sup>1</sup></b>	<b>4,215</b>	6,127	5,659	5,777	6,362	GRI 2-6/ HKEx B5.1
Australia	1,853	1,894	1,942	2,216	2,215	
Mainland China	1,090	1,257	1,216	1,142	1,166	
Hong Kong	1,030	1,058	1,025	1,013	1,000	
India	3	1,667	1,197	1,134	1,704	
Others (Asia Pacific)	63	64	67	70	77	
Europe	96	105	112	121	118	
America	78	88	98	78	77	
Rest of the world	2	1	2	3	5	

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

## Payments to suppliers

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Total payment to suppliers by region (HK\$M)</b>	<b>42,023</b>	54,794	43,997	36,544	36,746	GRI 204-1
Australia	10,831	12,727	10,617	8,526	8,356	
Mainland China	15,346	19,937	17,226	15,577	11,603	
Hong Kong	10,205	9,233	8,296	8,501	8,888	
India	24	4,343	2,977	1,999	3,104	
Others (Asia Pacific)	3,905	5,821	3016	960	3,093	
Europe	1,300	1,854	1630	753	1,234	
America	409	878	232	221	458	
Rest of the world	3	1	3	5	10	

The 2023 data shaded in orange has been independently verified by KPMG. The assurance scope of past years' data can be found in previous sustainability reports.

## Community

### Community investment

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Community programmes implemented (number) <sup>1</sup>	<b>458</b>	481	443	468	663	GRI 415-1

1 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years.

### Community spending

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Community spending by theme (%)<sup>1,2</sup></b>						
Education and Development	<b>6</b>	5	6	11	18	
Community Wellbeing	<b>31</b>	30	35	28	9	
Environment	<b>58</b>	61	56	57	68	
Arts and Culture	<b>2</b>	2	1	2	2	
Community Engagement	<b>3</b>	2	2	2	3	
<b>Community spending by region (%)<sup>1,2</sup></b>						
Hong Kong	<b>98</b>	94	90	84	81	
Mainland China	<b>1</b>	1	1	2	1	
Australia	<b>1</b>	2	2	5	10	
India <sup>1</sup>	<b>N/A</b>	3	7	9	8	
Southeast Asia & Taiwan	<b>0</b>	0	0	0	0	

1 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years.

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

### Donations

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Amount donated for charitable and other purposes (HK\$M) <sup>1,2</sup>	<b>9.18</b>	10.02	15.09	27.00	20.98	

1 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years.

2 Numbers have been subject to rounding.

### Time and expertise contributed

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Volunteer hours from CLP staff and family members (hours) <sup>1,2</sup>	<b>16,701</b>	19,329	16,541	10,973	20,015	
Skill-based (%) <sup>1,3</sup>	<b>4.7</b>	12.2	0.4	0.8	0.5	

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
Non skill-based (%) <sup>1,4</sup>	95.3	87.8	99.6	99.2	99.5	

1 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years.

2 Numbers have been subject 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

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Beneficiaries (number)<sup>1</sup></b>						
Direct beneficiaries	626,000+	1,305,000+	1,580,000+	918,000+	615,000+	
Organisations benefitted <sup>2</sup>	291	280	232	263	401	
<b>Beneficiaries by theme (%)<sup>1,3</sup></b>						
Education and Development	46.7	15.9	13.0	26.5	63.1	
Community Wellbeing	22.7	72.1	63.0	65.0	20.3	
Environment	25.7	9.9	23.9	8.3	16.1	
Arts and Culture	4.9	2.1	0.1	0.2	0.5	

1 Apraava Energy ceased to be a subsidiary and is now accounted for as a joint venture. Apraava Energy is excluded in the figures for 2023, but included in figures for 2022 and prior years.

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

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

## Nuclear safety

	2023	2022	2021	2020	2019	GRI/HKEx/ SASB/IFRS
<b>Workers</b>						
Collective radiation dosage for workers (man-mSv)	1,324.3	719.8	641.7	676.2	960.0	
<b>Nuclear-related waste</b>						
Spent nuclear fuel (t)	37.7	75.4	33.1	37.7	75.2	
Low- to intermediate-level radioactive nuclear waste (m³)	53.0	58.8	26.0	71.0	89.4	

# Apraava Energy

## Climate change

	2023
<b>Greenhouse gas emissions</b>	
<b>CLP Group's generation and energy storage portfolio</b>	
CO <sub>2</sub> (kt)	6,924
CO <sub>2</sub> e (kt)	6,958

## Environment

2023

<b>Environmental compliance</b>	
Environmental regulatory non-compliances resulting in fines or prosecutions (number)	0
Environmental licence limit exceedances & other non-compliances (number)	11
<b>Air pollutants</b>	
Nitrogen oxides (NO <sub>x</sub> ) (kt) <sup>1</sup>	9.0
Sulphur dioxide (SO <sub>2</sub> ) (kt) <sup>1</sup>	5.8
Particulates (kt) <sup>1</sup>	1.0
Sulphur hexafluoride (SF <sub>6</sub> ) (kt) <sup>1</sup>	0
Mercury (t) <sup>1</sup>	0.02
<b>Waste produced and recycled</b>	
<b>Hazardous solid waste (t)<sup>1,2</sup></b>	
Produced	155
Recycled	26
<b>Hazardous liquid waste (kl)<sup>1,2</sup></b>	
Produced	17
Recycled	17
<b>Non-hazardous solid waste (t)<sup>1,2</sup></b>	
Produced	779
Recycled	721
<b>Non-hazardous liquid waste (kl)<sup>1,2</sup></b>	
Produced	0
Recycled	0
<b>By-products</b>	
Ash produced (kt) <sup>1</sup>	2,122
Ash recycled / sold (kt) <sup>1</sup>	2,135
Gypsum produced (kt) <sup>1</sup>	114
Gypsum recycled / sold (kt) <sup>1</sup>	114
<b>Water</b>	
<b>Total water withdrawal (Mm<sup>3</sup>)<sup>1,3</sup></b>	<b>14.4</b>
For cooling purpose	
Water withdrawal from freshwater resources	14.2
Water withdrawal from marine water resources	0
For non-cooling purposes	
Water withdrawal from freshwater resources	0.3
Water withdrawal from municipal sources	0
Total freshwater withdrawal from water stressed areas	14.4

	2023
<b>Total water discharge (Mm³)<sup>1,3</sup></b>	<b>0</b>
From cooling process	
Treated wastewater to freshwater bodies	0
Water discharge to marine water bodies	0
Wastewater to other destinations	0
From non-cooling processes	
Treated wastewater to freshwater bodies	0
Treated wastewater to marine water bodies	0
Wastewater to other destinations	0
Wastewater to sewerage	0
<b>Total freshwater consumption of Apraava's power generation (Mm³)</b>	<b>14.4</b>
Total freshwater consumption under water stressed areas (Mm³)	14.4
<b>Freshwater intensity</b>	
Freshwater intensity of Apraava's power generation (m³/MWh)	1.44
<b>Freshwater reused/recycled</b>	
Freshwater reused/recycled volume (Mm³)	104.7

1 Numbers at asset level have been aggregated and then rounded.

2 Waste categorised in accordance with local regulations.

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

## Customers

	2023
<b>Fuel use</b>	
Coal consumed (for power generation) (TJ) <sup>1,2</sup>	77,355
Oil consumed (for power generation) (TJ) <sup>1,2</sup>	30
Total energy sent out (GWh) <sup>1,2</sup>	10,047

1 Numbers have been subject to rounding.

2 Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2023 numbers.

## Our people

	2023
<b>Total employee headcount (number)</b>	<b>492</b>
<b>Voluntary staff turnover rate (%)<sup>1</sup></b>	<b>9.4</b>
<b>Employee eligible to retire in the next five years (%)<sup>2</sup></b>	<b>4.3</b>

**Safety performance****Employees<sup>3</sup>**

Fatalities (number of personnel) <sup>4</sup>	0
Fatality Rate (number per 200,000 work hours) <sup>5,6</sup>	0.00
Days Away From Work Injuries (number of personnel) <sup>7</sup>	0
Lost Time Injury Rate (number per 200,000 work hours) <sup>5,8</sup>	0.00
High-consequence Injuries (number of personnel) <sup>9</sup>	0
Total Recordable Injury Rate (number per 200,000 work hours) <sup>5,10</sup>	0.22
Work-related Ill Health (number of personnel) <sup>11</sup>	0
Lost Days (number of days) <sup>12</sup>	0

**Contractors<sup>3</sup>**

Fatalities (number of personnel) <sup>4</sup>	1
Fatality Rate (number per 200,000 work hours) <sup>5,6</sup>	0.02
Days Away From Work Injuries (number of personnel) <sup>7</sup>	2
Lost Time Injury Rate (number per 200,000 work hours) <sup>5,8</sup>	0.07
High-consequence Injuries (number of personnel) <sup>9</sup>	2
Total Recordable Injury Rate (number per 200,000 work hours) <sup>5,10</sup>	0.47

**Employees and contractors combined<sup>3</sup>**

Fatalities (number of personnel) <sup>4</sup>	1
Fatality Rate (number per 200,000 work hours) <sup>5,6</sup>	0.02
Days Away From Work Injuries (number of personnel) <sup>7</sup>	2
Lost Time Injury Rate (number per 200,000 work hours) <sup>5,8</sup>	0.07
High-consequence Injuries (number of personnel) <sup>9</sup>	2
Total Recordable Injury Rate (number per 200,000 work hours) <sup>5,10</sup>	0.45

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

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

3 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.

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

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

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

7 "Days Away From Work Injuries" has replaced "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".

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

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

10 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.

11 Work-related Ill Health includes the diseases listed in the ILO List of Occupational Diseases, work-related mental illnesses and work-related disorders.

12 "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.



## Community

2023	
<b>Programmes</b>	
Community programmes implemented (number)	61
<b>Spending</b>	
<b>Community spending by theme (%)<sup>1</sup></b>	
Education and Development	9
Community Wellbeing	72
Environment	14
Arts and Culture	0
Community Engagement	5
<b>Donations</b>	
Amount donated for charitable and other purposes (HK\$M)	0
<b>Time and expertise contributed</b>	
Volunteer hours from CLP staff and family members (hours) <sup>1</sup>	3,395
Skill-based (%) <sup>2</sup>	0.1
Non skill-based (%) <sup>3</sup>	99.9
<b>Beneficiaries</b>	
<b>Beneficiaries (number)</b>	
Direct beneficiaries	130,000+
Organisations benefitted <sup>4</sup>	12
<b>Beneficiaries by theme (%)<sup>1</sup></b>	
Education and Development	7.9
Community Wellbeing	80.1
Environment	12.0
Arts and Culture	0.0

<sup>1</sup> Numbers have been subject to rounding.

<sup>2</sup> Refers to volunteering work that requires electrical engineering skills or licenses.

<sup>3</sup> Refers to hands-on, generic services that do not require professional electrical engineering skills or licenses.

<sup>4</sup> Includes professional bodies, academic institutes, NGOs and community groups.

## Code of Conduct and Anti-corruption

2023	
<b>Code of Conduct</b>	
Total number of breaches of Code of Conduct reported to the Audit & Risk Committee (cases)	5
<b>Anti-corruption</b>	
Convicted cases of corruption reported to the Audit & Risk Committee (cases)	0



# Appendix II: Reporting scope and data verification

This report covers the CLP Group's sustainability performance for the calendar year ending 31 December 2023. It is published at the same time as the CLP 2023 Annual Report. The CLP 2023 Sustainability and Annual Reports were published in March 2024, in tandem with the 2024 edition of CLP's Climate Vision 2050.

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

CLP reviews its reporting scope regularly to ensure that the material impact of the Group's overall portfolio is covered. Any assets that were operating and later sold during the year have been included in the reporting scope. In 2023, assets added to the reporting scope included the Bobai wind farm, Hong Kong LNG Terminal Limited (HKLTL), Darlington Point Energy Storage, and Riverina Energy Storage System II. With the change in ownership of Apraava, Apraava's non-financial data on operational control basis has been removed from CLP Holding's accounts from 2023, while those on equity basis continues to account for the data according to CLP's equity share in the asset. This is adjusted to align with other joint ventures, on the condition that the same level of transparency and disclosure is maintained in Apraava's public disclosures. A separate standalone Apraava data table with key non-financial data metrics can be found in the Section [ESG data table](#).

In 2023, the following data points have been adjusted:

- **Health, Safety and Environment (HSE):** To enhance the credibility of data quality, one of the existing environmental metrics, mercury as an air pollutant, is now independently assured.
- **CLP Group's GHG emissions intensity on an equity / equity plus long-term capacity and energy purchase basis:** This metric refers to the ratio of the equity and purchase portion of GHG emissions to the equivalent portion of the power sent out from CLP Group's generation and energy storage portfolio where CLP has an equity interest and long-term purchase arrangements. Starting from 2023, the scope expands to cover spot purchases, including electricity purchased from the National Electricity Market in Australia and electricity sent to the grid in Hong Kong (i.e. through the Feed-In-Tariff Scheme or from other renewable energy assets).

GRI Reference: 2-5

KPMG has provided limited assurance on a selected set of ESG data in 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 2023 Independent Assurance Statement](#)



Below are the Group's boundary definitions for each of the main categories of data included in this report. Please refer to [CLP's 2023 Annual Report](#) for more details on the entities included in the consolidated financial statements.

<b>Finance</b>	Selected financial figures are extracted from the Annual Report and the consolidated financial statements of CLP Holdings Limited and its subsidiaries (the Group). For a detailed description of the financial reporting scope, please refer to the Material Accounting Policies - Consolidation and Equity Accounting on pages 221-222 of the 2023 Annual Report.
<b>GHG emissions</b> <i>CLP Group's total CO<sub>2</sub>e emissions (on an equity basis)</i>	<p>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.</p> <p><b>Scope 1 CO<sub>2</sub>e</b></p> <p>Includes the Group's generation and energy storage portfolio, transmission and distribution infrastructure, coal mines and fuel storage facilities that are:</p> <ul style="list-style-type: none"> <li>Owned by CLP, where assets are included on an equity basis (i.e. data is calculated according to CLP's equity share in the asset); and</li> <li>In operation during the reporting year.</li> </ul> <p><b>Scope 2 CO<sub>2</sub>e</b></p> <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"> <li>Owned or rented by CLP, with assets and offices included on an equity basis (i.e. data is calculated according to CLP's equity share in the asset); and</li> <li>In operation during the reporting year.</li> </ul> <p><b>Scope 3 CO<sub>2</sub>e</b></p> <p>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 the <a href="#">GHG Accounting Methodology</a> for details).</p>
<b>GHG emissions</b> <i>CLP Group's generation and energy storage portfolio (CO<sub>2</sub>/CO<sub>2</sub>e on an equity/ equity plus long-term capacity and energy purchase basis)</i>	<p>Data is consolidated on an equity basis with two variations:</p> <ol style="list-style-type: none"> <li><b>Equity basis</b> includes assets in the Group's generation and energy storage portfolio that are: <ul style="list-style-type: none"> <li>Owned by CLP, where assets are included on an equity basis (i.e. data is calculated according to CLP's equity share in the asset); and</li> <li>In operation during the reporting year.</li> </ul> </li> <li><b>Equity plus long-term capacity and energy purchase basis</b> adds on to (1) by including assets in the Group's generation and energy storage portfolio whose capacity and energy are purchased by CLP to meet customer demand, and where: <ul style="list-style-type: none"> <li>The purchase agreement duration is at least five years; and</li> <li>Capacity or energy purchase is no less than 10MW.</li> </ul> </li> </ol>

**GHG emissions**  
CLP Group's  
generation and  
energy storage  
portfolio (CO<sub>2</sub>/  
CO<sub>2</sub>e 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, defined as entities that have full authority to implement CLP's operating policies;
- In operation during the reporting year; and
- Having a material impact on the environment.

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

**GHG emissions**  
intensity of CLP  
Group's  
generation and  
energy storage  
portfolio  
(on an equity/  
equity plus long-  
term capacity  
and energy  
purchase basis)

**1. Equity basis:**

The GHG emissions intensity of the portfolio owned by CLP. This is the ratio of the equity portion of GHG emissions to the equivalent portion of the power sent out from CLP Group's generation and energy storage portfolio where CLP has an equity interest. This includes Scope 1 and Scope 2 emissions.

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. data is calculated 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:**

The GHG emissions intensity of electricity supplied to CLP's customers (i.e. portfolio owned by CLP and purchased electricity that is sold to CLP's customers) is the ratio of the GHG emissions to the equivalent portion of the power sent out from CLP Group's generation and energy storage portfolio where CLP has an equity interest and long-term purchase arrangements. This includes Scope 1, Scope 2 and Scope 3 emissions (part of Category 3: direct emissions from generation of purchased electricity that is sold to CLP's customers).

Equity plus long-term capacity and energy purchase basis includes the assets in the Group's generation and energy storage portfolio which are:

- Owned by CLP, where assets are included on an equity basis (i.e. data is calculated according to CLP's equity share in the asset) and in operation during the reporting year;
- The Group's generation and energy storage portfolio whose capacity and energy are purchased by CLP to meet customer demand, and where:
  - The purchase agreement duration is at least five years; and
  - Capacity or energy purchase is no less than 10MW.

In addition, spot purchases including electricity purchased from the National Electricity Market in Australia and electricity sent to the grid in Hong Kong (i.e. via the Feed-In-Tariff Scheme or from other renewable energy assets) are also included.

**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 CO<sub>2</sub> and CO<sub>2</sub>e emissions are from generation assets owned or controlled by CLP Power/ CAPCO in Hong Kong only (i.e. excluding nuclear power generation, which does not result in significant carbon emissions); and
- The kWh is from the total electricity sales for CLP Power.

**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, defined as entities that have full authority to implement CLP's operating policies;
- In operation during the reporting year; and
- Having a material impact on the environment.

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

**Asset management**

*Energy sent out, fuel use (on an operational control basis)*

Data is consolidated on an operational control basis. It includes those assets in the Group's generation and energy storage portfolio that are:

- Majority owned by CLP or under CLP's operational control, defined as entities that have full authority to implement CLP's operating policies; and
- In operation during the reporting year.

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

**Asset management**

*Generation and energy storage capacity, energy sent out*

Data is consolidated on an equity basis with two variations:

1. **Equity basis:** includes 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. data is calculated 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 on to (1) by including assets in the Group's generation and energy storage portfolio whose capacity and energy are purchased by CLP to meet customer demand, and where:
  - The purchase agreement duration is at least five years; and
  - Capacity or energy purchase is no less than 10MW.

<b>People</b>	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.
<b>Safety</b>	<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"> <li>• Majority owned by CLP or under CLP's operational control, defined as entities that have full authority to implement CLP's operating policies; and</li> <li>• Under construction or in operation during the reporting year.</li> </ul> <p>Unless otherwise stated, 100% of the performance data for in-scope assets is reported without adjustments based on CLP's equity share.</p>
<b>Governance</b>	Includes breaches of the 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.