Key Environmental Performance Data



	Units		New World Group			NWD ⁽¹⁾			NWCL (2)			NWSH (3)			NWDS (3)	
		FY2024	FY2023	FY2022	FY2024	FY2023	FY2022	FY2024	FY2023	FY2022	FY2024	FY2023	FY2022	FY2023	FY2023	FY2022
Scope 1 Emissions																
Total Scope 1 emissions	tonne of CO2e	9,701	8,024	46,006	8,110	7,348	18,976	1,591	676	4,698			19,001			3,331
Construction (4) Scope 1 emissions	tonne of CO ₂ e	12	1,744			1,725		12	19							
Operational ⁽⁵⁾ Scope 1 emissions	tonne of CO ₂ e	9,689	6,280		8,110	5,623		1,579	657							
Scope 2 Emissions																
Total Scope 2 emissions	tonne of CO ₂ e	148,601	109,329	219,370	114,185	92,895	98,731	34,416	16,434	16,628			39,316			64,696
Construction (4) Scope 2 emissions	tonne of CO ₂ e	1,730	12,558			8,102		1,730	4,456							
Operational (5) Scope 2 emissions	tonne of CO ₂ e	146,871	96,771		114,185	84,793		32,686	11,978							
Total Scope 1 & 2 GHG Emissions																
Total Scope 1 & 2 GHG emissions	tonne of CO ₂ e	158,302	117,353	265,376	122,295	100,243	117,707	36,007	17,110	21,326			58,317			68,027

- Notes:

 PricewaterhouseCoopers has verified New World Group's total scope 1 emissions, total scope 2 emissions and total scope 1 & 2 GHG emissions for the year ended 30 June 2024. Please refer to the limited assurance report on our website for further details.

 Calculation standards and methodologies for carbon emissions:

 (i) Carbon emissions are calculated usina:

 (a) "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildinas (Commercial. Residential or Institutional Purposes) in Hona Kona" published by the Environmental Protection Department (EPD) and the Electrical and Mechanical Services Department (EMSD) of the Hona Kona Government.

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

 (ii) Carbon emissions accided (N-O.) methane (CH). nitrous axide (N-O.) and hydrofluorocarbons (HFCs) are included in areenhouse as (GHG) calculations. Perfluorocarbons (PFCs). sulphur hexafluoride (NF_o) and biogenic CO_o emissions are not applicable.

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

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

 (b) "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong* published by the EPD and the EMSD of the Hong Kong Government.

 (c) "The 2023 UK Government Greenhouse Gas Conversion factors for Company Reporting" published by the Department for Environment. Food and Rural Affairs (Defra) of the UK.

- (1) Covered NWD and its project management, property/facilities management, corporate office operations, serviced apartments, healthcare, fashion businesses, private clubhouse operation, and food and beverage businesses. The construction business was disposed effective FY2023 and removed from environmental performance data from FY2024.

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

 (3) Following a comprehensive evaluation of our organisational boundary with reference to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard ("CHG Protocol"), the sustainability performance data encompasses businesses over which the Group has operational control, effective from FY2023. The environmental performance data of NWSH and NWDS have been scoped out from the Group's environmental performance data, and the corresponding Scope 1 & 2 emissions data have been reclassified as the Group's Scope 3 Category 15 Investments. Due to the change in scope of boundary, the numbers reported from FY2023 are not directly comparable to those from previous years.

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

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

Key Environmental Performance Data



Scop	e 3 Emissions					
<u> </u>	Scope 3 Category	Units	Description	Methodology (1) / Exclusion	Source of emission factor	FY2024
1	Purchased Goods And Services	tonne of CO ₂ e	Upstream emissions from extraction, production and transportation processes associated with New World Group's purchased goods and services	To be reported in the coming years when data availability is more mature.	N/A	N/A
2	Capital Goods	tonne of $\mathrm{CO}_2\mathrm{e}$	Upfront embodied carbon emissions of new properties developed by New World Group	World Group, where emissions are allocated to the year of project completion within the reporting period. Average-Data Method: With reference to past development projects in Hong Kong and GBT 51366-2019, carbon footprint for development projects are calculated by multiplying the average embodied carbon emission factor per built area for different development building types and the total built area of the completed development projects. Project-Specific Method: Taking into account the primary data from major construction materials suppliers and energy consumption data from construction sites, project-specific emissions for completed development projects are calculated from activity data (utility consumption/materials quantity) and third	Past development projects portfolio in Hong Kong GBT 51366-2019 Standard for Building Carbon Emission Calculation, National Standard of the People's Republic of China Construction Industry Council Carbon Assessment Tool Inventory of Carbon and Energy (ICE Database)	1,329,681
3	Fuel and Energy-related Activities	tonne of CO ₂ e	Emissions related to extraction, production and transportation from fuels and energy purchased by New World Group, not accounted for in Scope 1 & 2 emissions	Average-Data Method: Third party provided upstream emission (Well-to-tank, WTT) factors are applied to the primary data on amounts of electricity, gasoline, diesel, natural gas, and other fuels used by New World Group.	 The 2023 UK Government Greenhouse Gas Conversion factors for Company Reporting published by the Department for Environment, Food and Rural Affairs (Defra) of the UK Life Cvole Unstream Emission Factors 2023 (Pilot Edition). published by the International Energy Agency 	44,535
4	Upstream Transportation and Distribution	tonne of CO ₂ e	Emissions related to transportation and distribution of goods and services purchased by New World Group	Upstream transportation and distribution of goods and services have already been accounted for in New World Group's Scope 1 & 2 emissions and Scope 3 Category 2 Capital Goods emissions.	N/A	N/A
5	Waste Generated in Operations	tonne of CO ₂ e	Emissions from disposal and treatment of waste generated by New World Group	Waste-Type-Specific Method: Waste data is multiplied by corresponding emission factors for different waste types and different disposal/treatment methods to calculate emissions in this category.	The 2024 UK Government Greenhouse Gas Conversion factors for Company Reporting" published by the Department for Environment, Food and Rural Affairs (Defra) of the UK	1,682
6	Business Travel	tonne of CO ₂ e	Emissions from transportation of New World Group's employees for business-related activities	Distance-Based Method: Emissions in this category are calculated by the business travel distance (2) and the corresponding upstream emission (Well-to-tank, WTT) factors for different modes of business travel.	The 2023 UK Government Greenhouse Gas Conversion factors for Company Reporting" published by the Department for Environment, Food and Rural Affairs (Defra) of the UK	1,738
7	Employee Commuting	tonne of CO₂e	Emissions from transportation of New World Group's employees between their homes and their worksites	Average-Data Method: Emissions in this category are calculated based on New World Group's number of employees, publicly-available statistics on average commuting distance and breakdown of commuting modes used, working days and the corresponding upstream emission (Well-to-tank, WTT) factors for different modes of transportation. The number of New World Group employees adopted in the emissions in this category is referenced the Total Workforce Number as disclosed in Kex Social Performance Data	The 2023 UK Government Greenhouse Gas Conversion factors for Company Reporting" published by the Department for Environment, Food and Rural Affairs (Defra) of the UK	2,943
8	Upstream Leased Assets	tonne of CO₂e	Emissions from operation of assets leased by New World Group	As a real estate developer, New World Group develops and manages properties which are leased to our tenants. The emissions of leased properties are identified as and included in our Scope 2 emissions.	N/A	N/A
9	Downstream Transportation and Distribution	tonne of CO ₂ e	Emissions from transportation and distribution of products sold in vehicles and facilities not owned or controlled by New World Group	New World Group's core business does not involve downstream transportation and distribution. No emissions from this category will be reported.	N/A	N/A
10	Processing of Sold Products	tonne of CO₂e	Emissions from processing of intermediate products sold by downstream companies, such as manufacturers, subsequent to sale by New World Group	As a real estate developer, New World Group develops and sells development properties. There are no manufactured products. No emissions from this category will be reported.	N/A	N/A
11	Use of Sold Products	tonne of CO ₂ e	Operational carbon emissions from the entire use stage within the building lifecycle of sold development properties (e.g. residential units, commercial/office buildings for sale) developed by New World Group	Average-Data Method: Emissions in the category are calculated based on Saleable Floor Area of contracted sales of sold properties, design / benchmark energy intensity of the sold development properties and the corresponding projected emission factors over a 60-year use phase. Benchmark energy intensity from CRREM 1.5°C pathway and the projected emission factors for corresponding building types are adopted in the emissions calculation in the category (5).	Hong Kong's Climate Action Plan 2050 CRREM Global Decarbonisation Pathways	97,028
12	End-of-life Treatment of Sold Products	tonne of CO ₂ e	Emissions from waste disposal and treatment at the end of life stage of sold development properties (i.e. residential buildings, and commercial/office buildings) developed by New World Group	Average-Data Method: Area of the sold development properties is multiplied by the end of life carbon emission factor to calculate emissions in this category.	**Comprehensive Evaluation of Carbon Emissions for the Development of High-Rise Residential Building*, MDPI Journal – Buildings 2018	5,193
13	Downstream Leased Assets	tonne of CO ₂ e	Emissions from operation of leased assets managed by New World Group and leased to other entities (i.e. tenants' operational electricity usage)	Asset-Specific Method - Hong Kong Portfolio: Aggregate data of metered electricity consumption from tenants are multiplied by respective grid emission factors to calculate emissions in this category. Asset-Specific Method - Mainland China Portfolio: Data of metered electricity consumption at individual tenant level are multiplied by national grid emission factor to calculate emissions in this category. Average-Data Method: When there are no actual data received from tenants, tenant emissions are calculated by subtracting the landlord emissions from the whole building emissions, where a local appropriate energy use benchmark (e.g. CRREM Global Decarbonisation Pathways) is utilized for performing these calculations ⁽⁴⁾ .	Hong Kong Portfolio: Sustainability reports of the local utility companies Mainland China Portfolio: "Notice on Doing a Good Job in 2023-2025 Reporting and Management of Greenhouse Gas Emissions of Power Generation Enterprises", the Ministry of Ecology and Environment of China (關於做好2023—2025年發電業企業溫室氣體排放報告管理有關工作的通知》,中國生態環境部	89,010
14	Franchises	tonne of CO ₂ e	Emissions from operation of New World Group's franchises	New World Group's core business does not involve any franchise businesses. No emissions from this category will be reported.	N/A	N/A
15	Investments	tonne of CO ₂ e	Emissions from operation of New World Group's investments	Investment-Specific: Scope 1 & 2 emission of NWDS multiplied by the Group's shareholding percentage. (5)(6)	Emission factors adopted by NWDS	48,548

- Notes:

 PricewaterhouseCoopers (PwC) has verified New World Group's Scope 3 emissions for categories 2, 3, 5, 6, and 11 for the year ended 30 June 2024. For category 2, PwC has only verified the emissions from a completed project in Hong Kong accounted for 96,817 tonne of CO₂e.

 (1) Scope 3 emissions are calculated by using GHG Protocol Corporate Accounting and Reporting Standard published by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI).

 (2) Total travel distances in different transportation modes recorded for each NWD staffs' business travel trips is used for the calculation. CRREM 1.5°C pathway's energy(CHG intensities and a 60-year use phase are applied to the emissions calculations.

 (3) Saleable Floor Area of contracted sales of sold properties is used for the calculation. CRREM 1.5°C pathway's energy(CHG intensities are applied to the emissions calculations.

 (4) Whole Building Floor Area of leasable properties is used for the calculation. CRREM 1.5°C pathway's energy(CHG intensities are applied to the emissions calculations.

 (5) Please refer to NWDS's sustainability reports for their Scope 1 & 2 emissions calculation of Scope 3 Category 15 investments after a comprehensive review of the GHG Protocol Guidelines in FY2024, NWSH was sold and as such was removed for Scope 3 Category 15 Investment total emissions.

Key Environmental Performance Data



	Units		New World Group			NWD ⁽¹⁾			NWCL ⁽²⁾			NWSH ⁽³⁾			NWDS ⁽³⁾	
		FY2024	FY2023	FY2022	FY2024	FY2023	FY2022	FY2024	FY2023	FY2022	FY2024	FY2023	FY2022	FY2024	FY2023	FY2022
Timber																
Timber	tonne	1,325	10,710	22,060		64	- 1	1,325	10,646	21,342			718			-
Certified Wood (FSC/ PEFC/ SFI/ CSA) (4)	%					100%										
Energy Consumption (5)																
Total Energy Consumption (direct + indirect)	GJ	1,298,321	1,021,650		1,042,506	909,320		255,814	112,330							
Direct Energy Consumption	GJ	177,824	144.458	709,551	149,538	133,856 ⁽⁶⁾	303,472	28,287	10,602	84,537			259,992			61,550
Biodiesel	GJ			260,239	-	100,000	85,705	-	-				174.534			-
Natural gas	GJ	169,565	112,245	311,075	149,185	108,424	174.036	20,380	3,821	77,792			-			59,247
Gasoline	GJ	3,830	4,879	14,520	-	1,237	1,779	3,830	3,642	-			11,203			1,538
Liquefied petroleum gas	GJ	2,757	1,722	2,982	-	-	22	2,757	1,722	2,452			508			-
Diesel	GJ	1,672	25,612	120,734	353	24,195	41,930	1,320	1,417	4,293			73,748			764
Indirect Energy Consumption	GJ	1,120,496	877,191	1,575,469	892,969	775,464	797,572	227,528	101,727	119,183			251,127			407,588
Towngas	GJ	9,524	9,741	25,323	9,524	9,741	16,249		-	-			9,074			
Total Electricity	GJ	958,803	724,802	1,333,014	745,683	623,074	637,913	213,120	101,727	119,183			242,053			333,865
Electricity - construction (7)	GJ	10,922	102,400		745.683	74,787	-	10,922	27,613							
Electricity - operational (8)	GJ GJ	947,881	622,402	73,723	,	548,287		202,198	74,115							73,723
District heating	GJ GJ	6,174 145,995	142.649	143,409	137.761	142.649	143,409	6,174 8,234								/3,/23
District cooling	GJ	145,995	142,049	143,409	137,761	142,049	143,409	8,234	-				-			
Energy Consumption (Renewable)																
On-site renewables produced and exported (for Feed-in-Tariff)	GJ	416	236	136	416	236	93	-	-				43			
Air Emissions (5)(9)																
Nitrogen Oxide (NOx)	tonne	0.57	0.01	2.71	-	-	0.14	0.57	0.01	- 1			2.55			0.02
Sulphur Oxide (SOx)	tonne	0.00	0.01	0.01	-	0.01	0.00	0.00	0.00	-			0.01			0.00
PM emissions	tonne	0.04	-	0.90		-	0.01	0.04	-	-			0.88			0.00
Water Consumption (5)(10)																
Total municipal water withdrawal	cbm	1,985,367	1,859,395	4,900,878	1,085,367	1,005,274	1,691,384	900,001	854,121	1,618,089			991,156			600,248
Municipal water withdrawal (construction) (7)	cbm	161,885	636,049			119,664		161,885	516,385							
Municipal water withdrawal (operational) (8)	cbm	1,823,482	1,223,346		1,085,367	885,610		738,115	337,736							
Waste																
Non-hazardous waste disposed of at landfills/incinerated	tonne	20,644	30,682	222,194	11,416	15,464	40,592	9,228	15,218	107,765			68.631			5,206
Non-hazardous waste recycled or reused, including the below:	tonne	7,741	40,140	631,634	5,789	38,513	149.056	1,951	1,626	3,455			478,980			143
Construction & demolition waste (11)	tonne	<u> </u>	29,847	616,706	.,	29,725	137,779	-	122	61			468.865			-
Paper	tonne	494	336	474	303	313	112	190	23	106			113			142
Plastics	tonne	14	143	46	2	1	37	12	142	8			1			-
Metal	tonne	141	4,714	7,254	2	4,309	7,104	139	405	149			0			1
Glass	tonne	20	17	41	18	16	27	1	1	13			2			-
Food waste (12)	tonne	6,794	4,927	7,114	5,185	3,994	3,996	1,608	932	3,118			-			-
Others	tonne	279	156		278	156		0	0							
Non-hazardous waste diversion rate (13)	%	27%	57%		34%	71%		17%	10%							
Hazardous waste (14)	tonne	2.35	3.92	2.31	1.94	2.74	1.59	0.41	1.18	-			0.72			-
Renewable Energy Roadmap (15)																
Renewable Energy Roadmap Progress	%	0%	0%													

Notes:

PricewaterhouseCoopers has verified New World Group's total direct energy consumption, total indirect energy consumption, total energy consumption, total energy consumption, total non-hazardous waste (non-hazardous waste (non-hazardous waste disposed of at landfills/incinerated + non-hazardous waste recycled or reused), total non-hazardous waste recycled or reused, non-hazardous waste diversion rate, total hazardous waste, Renewable Energy Roadmap progress for the limited assurance report on our website for further details.

The factor of roonverting the base units of different fuel types to cigaloule (GJ) are available from the quidelines from the US Environmental Protection Agency and Departments, for an adjustment of the UK. Towngas also discloses its conversion factor on its corporate website. GJ can be converted to MWh using conversion base of 1MWh = 3.6 GJ.

(1) Covered NWD and its project management, property/facilities management, corporate office operations, serviced apartments, healthcare, fashion businesses, private clubhouse operation businesses. The construction businesses was disposed effective FY2023 and removed from environmental performance data from FY2024.

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

(3) Following a comprehensive evaluation of our organisational boundary with reference to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard ("GHG Protocol"), the sustainability performance data of NWSH and NWDS have been scoped out from the Group's environmental (a) Pollowing a complete issue evaluation to during similarisational another or interest to the content as a Protoco (a) and reporting Scandard (and Protoco), the substitution performance data, and the corresponding Scope 1 & 2 emissions data have been reclassified as the Group's Scope 3 Category 15 Investments. Due to the change in scope of boundary, the numbers reported from FY2023 are not directly comparable to those from previous years.

(4) We are currently working on the data collection process for NWCL's certified wood percentage, we target to disclose the data in the future.

(5) The significant reductions of New World Group's direct and indirect energy consumption, air emissions, water consumption and waste from FY2023 are due to reclassification of NWSH and NWDS and hence out of scope from New World Group starting FY2023, the reason is outlined in Note (3).

(6) The significant reduction of NWD's direct energy consumption is mainly due to the change in reporting boundary in FY2023, the reason is outlined in Note (3).

(7) Construction refers to the construction businesses of NWD and NWCL.

(7) Constitution refers to the constitution dosinesses or the art which is a constitution refers to operating assets & businesses (properties, corporate offices, healthcare centres, commercial stores, clubhouses, and food and beverage businesses) under NWD & NWCL's operational control.

(9) Air Emissions include gaseous fuel consumption (i.e. LPG, Unleaded Petrol) by vehicles and stationary equipment on construction sites that are entirely owned and operated by the Group, excluding any vehicles and vessels operated by our service providers.

(10) Municipal water refers to fresh/potable water.

(11) Construction and demolition waste includes non-excavated non-exca

(12) Food waste includes general food waste and cooking oils.

(13) Non-hazardous waste are coolected by licensed waste collectors.

(14) Hazardous waste are collected by licensed waste collectors.

(15) The Renewable Energy Roadmap discloses the Group's commitment in adopting 100% renewable energy within our Greater Bay Area investment property portfolio by FY2026, covering rental properties under the Group's direct operational control. Please refer to the Renewable Energy Roadmap on our website for further details.

Key Social Performance Data



		New World Group ⁽¹⁾					NWD (2)		NWCL				NWSH			NWDS			
Reard Diversity			FY202	4	FY2	023	FY2022	FY2024	FY2023	FY2022	FY2024	FY2023	FY2022	FY2024	FY2023	FY2022	FY2024	FY2023	FY2022
Board Diversity		Total	17		1	7													
Board members		Male Female	6	65% 35%	11	65% 35%													
Total Workforce (3) Total number			6,992	2	8,0	42	16,913	419	450	458	3,855	4,359	4,113			4,862			2,412
By age group		Under 30 years old 30 - 50 years old Over 50 years old	1,129 4,834 1,029	16% 69% 15%	1,566 5,401 1,075	20% 67% 13%	3,174 10,660 3,079	45 283 91	77 295 78	70 305	570 2,651 634	676 2,991 692	708 2,780 625			955 2,522 1,385			2,018 199
By gender		Male Female	3,349 3,643	48% 52%	3,790 4,252	47% 53%	9,457 7,456	183 236	178 272	189	1,952 1,903	2,185 2,174	2,133 1,980			3,313 1,549			1,162 1,250
Py ragion		Hong Kong	2,139 4,853	31% 69%	2,551 5,491	32% 68%	7,776 8,951	416	445	452	68 3,787	98 4,261	125 3,988			4,112 749			13 2,399
By region		Mainland China Others	0	0%	0	0%	186	0	0	0	0	0	0			1			0
By employment contract	Permanent	Total Male Female Hong Kong Mainland China Others	6,846 3,300 3,546 1,998 4,848 0	98% 48% 52% 29% 71% 0%	7,868 3,739 4,129 2,421 5,447 0	98% 48% 52% 31% 69% 0%	12,504 7,213 5,291	395 175 220 392 3 0	423 171 252 418 5 0	433 184 249	3,851 1,951 1,900 68 3,783	4,315 2,167 2,148 97 4,218	1,692 861 831 2,421			4,634 3,153 1,481			1,290 611 679
	Temporary/ Fixed term	Total Male Female Hong Kong Mainland China Others	97 141 5	34% 66% 97% 3% 0%	174 51 123 130 44	29% 71% 75% 25% 0%	2,244 2,165	24 8 8 16 24 0	27 20 27 0	5 5 20	1 3 0 4	18 26 1 43	1,272 1,149			228 160 68			551 571
By employment type	Full-time	Total Male Female Hong Kong Mainland China Others	6,889 3,321 3,568 2,040 4,849	99% 48% 52% 30% 70% 0%	7,896 3,754 4,142 2,409 5,487	98% 48% 52% 31% 69% 0%	16,659 9,367 7,292	401 176 225 398 3	435 174 261 430 5	441 186 255	3,851 1,951 1,900 68 3,783	4,356 2,184 2,172 98 4,258	4,107 2,129 1,978			4,797 3,294 1,503			2,412 1,162 1,250
, , , ,	Part-time	Total Male Female Hong Kong Mainland China Others	103 28 75 99 4	1% 27% 73% 96% 4% 0%	146 80 66 143 3	2% 55% 45% 98% 2% 0%	254 90 164	18 7 11 18 0	15 4 11 15 0	17 3 14	4 1 3 0 4	3 1 2 0 3 0	4 2			19 46			0
	Operational Employee	Total Male Female Under 30 years old 30 - 50 years old Over 50 years old Total	3,027 1,562 1,465 653 1,927 447	43% 52% 48% 22% 64% 15%	3,404 1,728 1,676 874 2,061 469	42% 51% 49% 26% 60% 14%	8,877 5,328 3,549	0 0 0 0	0 0 0 0 0	0	2,104 1,114 990 381 1,394 329	2,206 1,153 1,053 441 1,428 337	2,002 1,110 892			3,419 2,496 923			944 226 718
	General Employee	Total Male Female Under 30 years old 30 - 50 years old Over 50 years old	1,760 676 1,084 420 1,153 187	25% 38% 62% 24% 66% 11%	2,223 853 1,370 599 1,407 217	28% 38% 62% 27% 63% 10%	4,054 1,933 2,121	120 43 77 29 66	157 53 104 57 71	160 59 101	975 422 553 183 681	1,255 531 724 230 896 129	1,104 449 655			606 283 323			1,111 768 343
	Assistant Manager	Total Male Female Under 30 years old 30 - 50 years old	765 331 434 55 651	11% 43% 57% 7% 85%	868 374 494 80 737	11% 43% 57% 9% 85%	1,445 739 706	63 24 39 9	70 21 49 12 52	74 29 45	187 84 103 5 167	206 100 106 4 179	229 116 113			246 153 93			165 81 84
	Manager	Over 50 years old Total Male Female Under 30 years old 30 - 50 years old	59 600 301 299 17 509	9% 50% 50% 3% 85% 12%	51 636 322 314 13 553	6% 8% 51% 49% 2% 87% 11%	1,194 672 522	84 35 49 8	81 36 45 7	81 38 43	197 197 98 99 1 161	237 119 118 1 1 196 40	340 191 149			287 188 99			94 42 52
By positions	Senior Manager	Over 50 years old Total Male Female Under 30 years old 30 - 50 years old	555 306 249 0 418	8% 55% 45% 0% 75%	617 343 274 3 463	8% 56% 44% 1% 75%	693 388 305	57 28 29 0 47	49 17 32 1 45	51 16 35	314 184 130 0 217	366 366 229 137 0 250	249 145 104			146 101 45			31 12 19
	Assistant General Manager	Over 50 years old Total Male Female Under 30 years old 30 - 50 years old Over 50 years old	167 167 88 79 9	25% 2% 53% 47% 5% 59% 36%	165 84 81 0 113	24% 2% 51% 49% 0% 68% 32%	382 217 165	36 14 22 0 26	35 14 21 0 26	38 16 22	56 36 20 0 24	56 31 25 0 30	126 81 45			87 43 44			46 25 21
	General Manager	Total Male Female Under 30 years old 30 - 50 years old Over 50 years old	72 46 26 0 36	1% 64% 36% 0% 50%	95 64 31 0 52	1% 67% 33% 0% 55% 45%	164 101 63	34 22 12 0 20	38 25 13 0 22	31 17 14	12 7 5 0	23 23 15 8 0 10	51 34 17			31 17 14			15 4 11
	Above General Manager	Total Male Female Under 30 years old 30 - 50 years old Over 50 years old	46 32 14 0 16	1% 70% 30% 0% 35% 65%	34 22 12 0 11 23	0% 65% 35% 0% 32% 68%	104 79 25	25 17 8 0 8 17	20 12 8 0 8 12	23 14 9	10 7 3 0 2 2 8	10 7 3 0 2 8	12 8 4			40 32 8			6 4 2 2
By nationality		PRC Chinese HKSAR Chinese British Others	4,896 2,005 35 56	70% 29% 1% 1%	5,462 2,471 38 71	68% 31% 0%		10 373 24 12	9 408 24 9		3,758 85 3 9	4,210 136 3 10							

Key Social Performance Data



			New World Group (1)			NWD ⁽²⁾		NWCL	NWSH	NWDS
Specific Workforce		FY2024	FY2023	FY2022	FY2024	FY2023 FY2022	FY2024	FY2023 FY2022	FY2024 FY2023 FY2022	FY2024 FY2023 FY2022
Management positions ⁽⁴⁾	Total PRC Chinese HKSAR Chinese British Öthers	693 18 24	21% 1,547 19% 49% 785 51% 48% 708 46% 1% 19 1% 2% 35 2%	2,537 1,233 1,197 29 78	236 6 208 16	223 4 197 16 6	589 515 70 2	692 ⁽⁵⁾ 590 (5) 96 1 5		
STEM-related positions	Total Male Female	743	27% 2,007 25% 61% 1,188 59% 39% 819 41%	6,050 4,043 2,007	86 51 35	115 1 52 63	01 1,038 56 684 45 354	1,117 1,486 673 838 444 648	2,13 1,5 6	10 842
Revenue-generating in man	nagement positions ⁽⁴⁾ Total Male Female	293 280	8% 359 4% 51% 156 43% 49% 203 57%		87 51 36	76 33 43	138 66 72	156 65 91		
Disability Turnover & New Hire Rate	es of Permanent Employees ⁽⁶⁾⁽⁷⁾	16	23	47	0	0	0 15	22 20		3
Total number of turnover ar			Hire Turnover New Hire	Turnover New Hire	Turnover New Hire Tur	rnover New Hire Turnover New Hire	Turnover New Hire	Turnover New Hire Turnover New Hire	Turnover New Hi	re Turnover New Hire
Rate of turnover and new hi	ire	22.9% 14	4.2% 16.6% 22.2%	22.6% 16.5%	18.7% 18.5%	18.9% 29.6% 25.8% 26.3	% 19.9% 10.9%	10.3% 12.2% 14.0% 1.9%	24.7% 22.5	% 11.2% 0.2%
By age group	Under 30 years old 30 - 50 years old Over 50 years old	13.8% 8 3.3% 0	5.2% 5.4% 8.5% 8.2% 10.1% 12.5% 0.9% 1.1% 1.2%	5.1% 7.1% 10.0% 7.5% 1.7% 1.9%		3.3% 8.5% 4.1% 10. 13.9% 19.9% 17.7% 14. 1.7% 1.2% 0.9% 0.	% 11.3% 5.4% % 3.8% 0.4%	4.4% 5.5% 4.7% 0.3% 5.1% 6.4% 4.6% 1.4% 0.8% 0.4% 0.5% 0.3%	5.2% 9.7 11.1% 8.1 3.7% 4.7	% 4.4% 0.0% % 0.2% 0.0%
By gender	Male Female	10.9% 6 12.1% 7	6.6% 7.4% 10.5% 7.6% 9.2% 11.7%	9.2% 9.0% 7.6% 7.5%	8.1% 8.9% 10.6% 9.6%	5.9% 9.9% 8.5% 11. 13.0% 19.6% 14.2% 15.		5.6% 6.6% 4.2% 1.0% 4.7% 5.6% 5.5% 0.9%	14.1% 16.2 5.8% 6.3	% 2.4% 0.1% % 2.3% 0.1%
By region	Hong Kong Mainland China Others	8.2% 5 14.7% 8 0.0% 0	5.2% 8.0% 13.0% 8.9% 8.5% 9.2% 0.0% 0.0% 0.0%	11.1% 11.2% 5.5% 5.0% 0.2% 0.3%	18.7% 18.5% 0.0% 0.0% n/a n/a	18.9% 29.6% 22.7% 25. 0.0% 0.0% 0.0% 0.1 n/a n/a 0.0% 0.1	% 0.4% 0.1% % 19.6% 10.8%	0.5% 0.0% 0.5% 0.4% 9.8% 12.2% 9.3% 1.5% n/a n/a 0.0% 0.0%	17.5% 19.3 2.3% 3.1 0.1% 0.1	% 0.2% 0.2% 4.6% 0.0% 0.0% 0.0% 0.0%
Voluntary ⁽⁸⁾ Internal hires	•	14.5%	13.1%	16.8%		18.2% 22.7%	11.0%	8.3% 9.8%	19.9%	4.8%
Performance Review			0.7% 3.2%	2.2%		1.9%			3.9	
Employees receiving regula	ar performance review	No. %	No. % 95% 7,739 96%	No. % 14,771 87%	No. % 321 77%	No. % No. % 433 96% 443 9	No. % % 3,708 96%	No. % No. % 4,222 97% 3,464 84%	No. % 3,781 78	
By gender	Male Female Operational Employee	3,199 3,454 2.877	96% 3,657 96% 95% 4,082 96% 95% 3,222 95%	8,036 85% 6,735 90% 7,163 81%	140 77% 181 77% 0 0%	172 97% 187 99 261 96% 256 99 0 0% 0	% 1,872 96% % 1,836 96% % 1,994 95%	2,096 96% 1,741 82% 2,126 98% 1,723 87% 2,133 97% 1,515 76%	2,484 83 1,297 89 2,496 73	1,161 100%
	General Employee Assistant Manager	1,654	94% 2,130 96% 95% 858 99%	3,828 94% 1,413 98%	75 63% 46 73%	140 89% 145 9 70 100% 74 100	% 944 97%	1,214 97% 1,055 96% 200 97% 222 97%	514 85 228 93	% 1,111 100% % 165 100%
By positions	Manager Senior Manager Assistant General Manager	575 546 161	96% 626 98% 98% 611 99% 96% 164 99%	1,102 92% 659 95%	66 79% 49 86% 31 86%	81 100% 81 100 49 100% 51 100 35 100%	% 194 98% % 313 100% 56 100%	227 96% 269 79% 360 98% 231 93% 55 98%	274 95 137 94	% 94 100% % 31 100%
	General Manager Above General Manager		97% 94 99% 93% 34 100%	607 93%	32 94% 22 88%	38 100% 92 10 20 100%	% 11 92% 10 100%	23 100% 172 91% 10 100%	132 84	66 99%
Health and Safety	Number of lost-time injuries (sick leave > 0 days)		46.0 28.0	118.0	1.0	0.01	12.0	60 240	27	12.0
Employee	Lost-time injury rate (LTIR). (9) Number of high-consequence work-related injuries (10) High-consequence injury rate (11) Lost days due to injuries Lost day rate (12) Absentee rate (13) Number of fatalities	1,0	1.3 0.3 1.0 2.0 0.0 0.0 019.5 990.0 29.2 12.2 0.9% 0.8%	0.7 15.0 0.1 7,448.6 43.2 0.9%	0.2 0.0 0.0 21.0 4.5 1.0%	0.0 0.0 0.0 0.0 0.0 11 0.0 2 1.0% 0.0	269.16	0.1 0.6 0.0 0.0 0.0 0.0 182.5 628.0 4.3 15.5 0.5% 0.3%	2,550 4 2,550 4 1,3	0.1 0.1 0.6 0.6 0.7 0.7 0.7 0.7
Contractor	Fatality rate (14) Lost-time injury frequency rate (LTIFR) (15)	-	0.0 0.0	0.0 3.2	0.0	0.0	0.0	0.0 0.0 0.0 0.0		0.0 2.8 0.0
Development and Training	Lost-time injury frequency rate (LTIFR) (15) Number of fatalities		0 (0	0	0	0 0	0 0		0
Percentage of employees tr			94% 94%		78%	73%	100%			
By gender	Male Female		94% 94% 94%		72% 83%	72% 74%	100%	100% 100%		
By positions	Operational Employee General Employee Assistant Manager Manager Senior Manager Assistant General Manager General Manager Above General Manager		96% 90% 93% 99% 94% 98% 94% 97% 95% 97% 93% 88% 91%		n/a 59% 84% 87% 91% 92% 79%	n/a 59% 80% 79% 94%	100% 100% 100% 100% 100% 100% 100%	100% 100% 100% 100% 100%		
Average Training Hours per	Employee		16.6 18.2	18.5	8.6	9.3	21.0	21.1 22.2 21.4 21.4	11	28.8
By gender	Female		16.6 17.8	17.6 19.6	8.1	10:0	.8 20.5 0.4 21.5	20.7 18.7	12	24.0
	Management (4) Non-management (4) Operational Employee General Employee		16.3 18.5 16.7 18.1 17.3 16.3 16.7 21.0	17.1 18.5	9.9 6.9 n/a 5.7	9.5 n/a 7.9		18.3 20.0 24.2 17.2	15 11 8 22	14.6 3.7 3.7 6.6
By positions	Assistant Manager Manager Senior Manager Assistant General Manager General Manager Above General Manager		14.5 17.6 19.2 21.5 15.0 18.2 12.2 13.7 11.3 12.5	24.8 22.5 21.0 14.5	9.1 9.5 8.9 9.2 12.0	12.9 1 11.8 10.8	1.0 34.7 1.0 18.6	22.3 44.2 31.7 26.2 19.7 23.4 19.8 12.5	15 14 16 16	5.7 43.2 4.4 48.2 3.3 38.1
	ing and development (HKD)	12,502			7,125,644	2,792,735	7.1 2,210,788	2,504,799		
Anti-corruption		1			i					
Number of concluded legal its employees	cases regarding corrupt practices brought against the issuer or		0		0	0	0	0		
Gender pay		<u> </u>	4.0							
Gender pay ratio (16)		L	1.2 1.2							

Sender pay ratio ""

Note:

Boundary of the data reported are in line with the reporting scope of the Corporate Sustainability section in NWD's Annual Report.

PricowaterhouseCoppers (PAC) has verified the employee health and safety data of New World Group, PwC has verified the lost-time injury rate (LTIRT), the number of contactors fatalities. PwC has also werified the number of contactors fatalities. PwC has also werified the number of contactors fatalities. PwC has also werified the number of contactors fatalities. PwC has also werified the number of contactors fatalities. PwC has also werified the number of contactors fatalities. PwC has also werified the number of contactors fatalities. PwC has also werified the number of contactors fatalities. PwC has also werified the number of contactors fatalities. PwC has also werified the number of contactors of New World Group, PwC has verified the lost-time injury rate, the lost day rate, as well as the number of fatalities and the fatality rate. For contractors of New World Group, PwC has verified the lost-time injury rate (LTIRT), the number of high-consequence work-related injuries, the high-consequ