

# PERFORMANCE DATA

## Performance Data Collection and Calculation Method

Our general approach is to request data owners to confirm the accuracy of their data either through documented evidence or past operational performance. The data was approved and checked for any material errors both internally and externally. The data was approved and checked for any material errors both internally and externally.

## SOCIAL PERFORMANCE

	unit	Airframe	Cabin	Component	Engine	HAECO Group Total		
						2020	2019	2018
Manhours worked (Total attended hour by all staff)	No.	25,984,950	764,613	1,617,571	3,267,678	31,809,787	36,166,310	34,351,854
Work-related fatalities (employees)	No.	-	-	-	-	-	-	-
Lost time injuries <sup>1</sup>	No.	121	3	2	3	129	200	222
Minor Injuries / First Aid Cases/ Restricted Work Injury	No.	302	3	8	16	329	711	647
Total Lost Day <sup>2</sup>	No.	5,733	134	35	76	6,008	7,751	8,264
Lost Time Injury Rate <sup>3</sup>		0.93	0.78	0.25	0.17	0.81	1.11	1.29
Lost Day Rate <sup>4</sup>		44.35	35.05	4.33	4.39	37.77	42.86	48.11

Note:

1. "Lost Time Injury" is the number of injuries in a year which result in minimum lost time of one working day.
2. "A Lost Day" occurs when, in the opinion of a physician, an employee cannot work. Lost Days are counted as calendar days where counting begins on the first day following the injury and ends on the day when the person returns to full duty, receives a permanent job transfer or leaves employment.
3. Lost Time Injury Rate represents the number of injuries per 100 employees per year. It is calculated as the total lost time injuries multiplied by 200,000 and then divided by total hours worked. The factor 200,000 is the annual hours worked by 100 employees, based on 40 hours per week for 50 weeks a year.
4. Lost Day Rate represents the number of lost scheduled working days per 100 employees per year. It is calculated as the total lost day multiplied by 200,000 and then divided by total hours worked. The factor 200,000 is the annual hours worked by 100 employees, based on 40 hours per week for 50 weeks a year.

## SOCIAL PERFORMANCE

### Employee Profile

	HAECO Group Total			
	unit	2020	2019	2018
<b>Total no. of employee</b>	<b>No.</b>	<b>14,520</b>	<b>15,187</b>	<b>14,708</b>
<b>By age group</b>				
Under 30 years old	No.	2,971	3,519	3,458
30 to 50 years old	No.	8,404	8,399	8,057
Over 50 years old	No.	3,127	3,269	3,193
<b>By gender</b>				
Male	No.	11,881	12,414	12,026
Female	No.	2,639	2,773	2,682
<b>By region</b>				
Hong Kong	No.	6,788	7,224	6,961
Chinese Mainland	No.	5,386	5,476	5,361
USA	No.	2,320	2,462	2,375
Others	No.	26	25	11

## SOCIAL PERFORMANCE

	HAECO Group Total			
	unit	2020	2019	2018
<b>By employment contract , employment type and gender</b>				
Permanent employees - Full time (male)	No.	11,268	11,660	11,424
Permanent employees - Full time (female)	No.	2,580	2,689	2,581
Permanent employees - Part time (male)	No.	39	34	20
Permanent employees - Part time (female)	No.	40	48	60
<b>Total permanent employees (male)</b>	<b>No.</b>	<b>11,307</b>	<b>11,694</b>	<b>11,444</b>
<b>Total permanent employees (female)</b>	<b>No.</b>	<b>2,620</b>	<b>2,737</b>	<b>2,641</b>
Fixed term and temporary contract employees (male)	No.	574	720	582
Fixed term and temporary contract employees (female)	No.	19	36	41
<b>Total number of employees (male)</b>	<b>No.</b>	<b>11,881</b>	<b>12,414</b>	<b>12,026</b>
<b>Total number of employees (female)</b>	<b>No.</b>	<b>2,639</b>	<b>2,773</b>	<b>2,682</b>

## SOCIAL PERFORMANCE

	HAECO Group Total			
	unit	2020	2019	2018
<b>By employment contract and region</b>				
Permanent employees (Hong Kong)	No.	6,218	6,468	6,468
Permanent employees (Chinese Mainland)	No.	5,386	5,476	5,215
Permanent employees (USA)	No.	2,302	2,462	2,305
Permanent employees (Others)	No.	21	25	15
Fixed term and temporary contract employees (Hong Kong)	No.	570	756	563
Fixed term and temporary contract employees (Chinese Mainland)	No.	-	-	7
Fixed term and temporary contract employees (USA)	No.	18	-	-
Fixed term and temporary contract employees (Others)	No.	5	-	-

## SOCIAL PERFORMANCE

### Employee Turnover Rate

Number and rate (%) of employee turnover	HAECO Group Total			
	unit	2020	2019	2018
<b>By age group</b>				
Under 30 years old	No.	438 (13.3%)	657 (19%)	754 (21.2%)
30 to 50 years old	No.	402 (4.9%)	537 (6.7%)	697 (9.0%)
Over 50 years old	No.	457 (16.4%)	364 (12.9%)	335 (12.3%)
<b>By gender</b>				
Male staff	No.	1,023 (8.9%)	1,231 (10.7%)	1,413 (12.4%)
Female staff	No.	274 (10.1%)	327 (12.2%)	373 (14.1%)
<b>By region</b>				
Hong Kong & Macau	No.	549 (8.6%)	675 (10.5%)	841 (13.1%)
Chinese Mainland	No.	223 (4.1%)	296 (5.5%)	363 (6.9%)
USA	No.	519 (21.6%)	584 (23.9%)	582 (24.9%)
Others	No.	6 (26.7%)		
<b>Overall</b>	<b>No.</b>	<b>1,297 (18.6%)</b>	<b>1,558 (10.9%)</b>	<b>1,488 (12.7%)</b>

## SOCIAL PERFORMANCE

### Employee New Hire Rate

	HAECO Group Total			
	unit	2020	2019	2018
<b>By age group</b>				
Under 30 years old	No.	300 (10.0%)	1,125 (32.1%)	1,051 (30.4%)
30 to 50 years old	No.	266 (3.2%)	591 (7.3%)	579 (7.4%)
Over 50 years old	No.	78 (2.8%)	157 (5.7%)	235 (8.5%)
<b>By gender</b>				
Male staff	No.	529 (4.7%)	1,463 (12.6%)	1,488 (13%)
Female staff	No.	115 (4.4%)	410 (15%)	377 (14.3%)
<b>By region</b>				
Hong Kong & Macau	No.	181 (2.9%)	809 (12.6%)	714 (11.3%)
Chinese Mainland	No.	95 (1.8%)	440 (8.1%)	506 (9.5%)
USA	No.	358 (15.2%)	619 (25.2%)	652 (27.5%)
Others	No.	10 (38.5%)		
<b>Overall</b>	<b>No.</b>	<b>644 (4.6%)</b>	<b>1,873 (13%)</b>	<b>1,872 (13.3%)</b>

## SOCIAL PERFORMANCE

### Training and Development

	HAECO Group Total			
	unit	2020	2019	2018
Total average hours of training	No. of hours	53.27	52.61	57.36
<b>Breakdown by employee category</b>				
Level 1	No. of hours	51.38	58.34	-
Level 2	No. of hours	72.68	33.58	-
Level 3	No. of hours	18.72	20.96	-
Level 4	No. of hours	8.24	27.47	-

## SOCIAL PERFORMANCE

### Diversity of Group Leadership Team

	unit	HAECO Group Total		
		2020	2019	2018
<b>By age group</b>				
Under 30 years old	No.	-	-	-
30 to 50 years old	No.	2	4	4
Over 50 years old	No.	10	8	8
<b>Total</b>	<b>No.</b>	<b>12</b>	<b>12</b>	<b>12</b>
<b>By Gender</b>				
Male staff	No.	10	10	10
Female staff	No.	2	2	2
<b>Total</b>	<b>No.</b>	<b>12</b>	<b>12</b>	<b>12</b>