



# GENDER EQUALITY DATA

In addition to our on-going efforts to embrace diversity, equal opportunities and inclusion, we publish our first-ever gender equality-related information, representing data covering the period from 1 January to 31 December 2022.



KPIs	MTR Corporation Limited <sup>1</sup>	Hong Kong	MTR (Shenzhen)	MTR (Macau)	Metro Trains Melbourne	Metro Trains Sydney	MTR Elizabeth line	MTR Nordic
Section 1: Leadership								
Percentage of women on company board	N/A	21%	N/A	N/A	N/A	N/A	N/A	29.0%
Gender balance in board leadership		<p>The Board comprises six Board Committees to oversee and provide advice on different aspects of the Corporation’s affairs.</p> <p>There are 2 of the 6 Board Committees that are chaired by female board member, representing approximately 33% of Board Committees.</p> <p>Please refer to our <a href="#">Annual Report</a> for more details on our corporate governance.</p>	N/A	N/A	N/A	N/A	N/A	N/A
Woman Chief Executive Officer (CEO)		No	N/A	N/A	No	No	No	In 2022, both CEO of MTR Tunnelbanan and MTR Facility Management were women.
Percentage of women executive officers		40.0%	N/A	55.6%	33.3%	20.0%	12.5%	35.2%
Chief diversity officer (CDO)		Yes. Our General Manager - Environmental & Social Responsibility has dedicated roles in driving the Corporation’s ESG strategy covering social inclusion, advancement and opporutunities and greenhouse gas emission reduction.	N/A	N/A	N/A	N/A	N/A	N/A

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Section 2: Talent Pipeline								
Percentage of women in total management	25.6%	24.7%	36.5%	27.7%	24.4%	4.0%	29.0%	31.4%
Percentage of women in senior management	33.3%	24.8%	54.5%	62.5%	47.8%	1.7%	35.7%	42.2%
Percentage of women in middle management	25.0%	24.6%	32.7%	27.0%	23.3%	2.4%	38.5%	28.2%
Percentage of women in non-managerial positions	24.2%	21.3%	24.0%	25.7%	30.9%	27.2%	29.5%	29.1%
Percentage of women in total workforce	25.4% <sup>2</sup>	22.0%	24.4%	27.1%	30.5%	31.0%	23.6%	29.3%
Percentage of women total promotions	22.5% <sup>3</sup>	21.3%	30.1%	22.6%	30.0%	-	40.4%	-
Percentage of Women IT/Engineering	13.4% <sup>4</sup>	11.0%	7.8%	24.5%	20.2%	1.0%	13.8%	21.2% (includes percentage of women working in functional roles with IT only)
Percentage of new hires are women	33.4%	30.9%	15.8%	27.1%	41.9%	10.1%	27.0%	28.6%
Percentage of women attrition	30.3%	32.5%	13.3%	0%	29.7%	5.5%	35.7%	35.0%
Time-bound action plan with targets to increase the representation of women in leadership positions	N/A	We established a specific gender diversity target for the Board to have no less than 25% female members by 2025.	-	-	MTM has contractual targets to increase women at MTM and in leadership roles. MTM established a target to achieve 33% representation of women in leadership positions and in the company by 2024.	-	-	The definition of an even distribution of gender in a management group by The Equality Authority is when the proportion of women and men is 40 to 60 percent or more equal. The balance between men and women in the management teams within MTR Nordic corresponds with its target.
Time-bound action plan with targets to increase the representation of women in the company	N/A	-	-	-	MTM has contractual targets to increase women at MTM and in leadership roles. MTM established a target to achieve 33% representation of women in leadership positions and in the company by 2024. MTM has a Women at Metro strategy which runs targeted women recruitment campaigns.	-	-	-

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Section 3: Pay								
Adjusted mean gender pay gap	MTR Corporation as an equal opportunities employer is committed to promoting fairness and equity in the workplace and rewards employees on their performance and contribution irrespective of gender.	MTR Corporation as an equal opportunities employer is committed to promoting fairness and equity in the workplace and rewards employees on their performance and contribution irrespective of gender.	-	-	-	-	-	MTR Nordic conducts salary mapping annually in which any salary differences within an occupational group will be adjusted.
Global mean (average) raw gender pay gap	N/A. MTR Corporation does not consider gender in decision of total compensation	N/A. MTR Corporation does not consider gender in decision of total compensation.	-	2.0%	25.1%	-	19.5%	-
Time-bound action plan to close its gender pay gap	N/A	-	-	-	-	To prevent a gender pay gap, MTS has established since 2022 a Remuneration Framework against which positions are measured before an employee is selected for the role.	-	MTR Nordic conducts salary mapping annually in which any salary differences within an occupational group will be adjusted.
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	N/A	Sustainability factors including gender diversity are linked to remuneration of our senior management.  In 2022, we have reviewed and enhanced our performance management process which enables us to better focus and deliver strategic priorities according to our Corporate Strategy. The enhanced process has linked sustainability performance to the remuneration of management level (Executive Managers and above).	N/A	-	-	-	-	-

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Section 4: Inclusive culture								
Number of weeks of fully paid primary parental leave offered	24.7	Eligible colleagues are entitled to fully paid maternity leave of 16 weeks and fully paid paternity leave of 10 days.	Eligible colleagues are entitled 98 days fully paid maternity leave plus 80 days bonus leave. Additionally, colleagues are entitled to 10 day parental leave applicable to both female and male colleagues who have children of 1 to 3 years old.	All female employees who have completed one year of consecutive service with the Company are entitled to 70 days of maternity leave with full pay on each occasion of childbirth.	Eligible colleagues are entitled to fully paid maternity leave of 14 weeks.	Eligible colleagues are entitled to fully paid maternity leave of 14 weeks.	Eligible colleagues are entitled to fully paid maternity leave of 39 weeks.	The Swedish welfare system offers 480 days of parental leave to be split between the parents and the Government covers certain percentage of salary. MTR Nordic tops up the difference between maximum salary covered by Government and 90 percent of original salary for 30-180 days depending on time of employment.
Number of weeks of fully paid secondary parental leave offered	3.0	Eligible colleagues are entitled to fully paid maternity leave of 16 weeks and fully paid paternity leave of 10 days.	Eligible colleagues are entitled to fully paid paternity leave of 15 days. Additionally, colleagues are entitled to 10 day parental leave applicable to both female and male colleagues who have children of 1 to 3 years old.	Eligible colleagues are entitled to fully paid paternity leave of 5 days.	Eligible colleagues are entitled to fully paid paternity leave of 1 week.	Eligible colleagues are entitled to fully paid paternity leave of 2 weeks.	Eligible colleagues are entitled to fully paid paternity leave of 3 weeks.	The Swedish welfare system offers 480 days of parental leave to be split between the parents and the Government covers certain percentage of salary. MTR Nordic tops up the difference between maximum salary covered by Government and 90 percent of original salary for 30-180 days depending on time of employment.
Parental leave retention rate	85.0%	82.1%	93.3%	62.5%	82.1%	-	100%	-
Back-up family care services or subsidies through the company	N/A	-	-	-	-	-	Yes	-
Flexible working policy	N/A	As part of our family-friendly employment practices, our Work From Home policy was formalised in 2022 for Hong Kong operations. Colleagues who are able to perform their jobs remotely may apply to work from home for greater flexibility under certain situations.	-	MTR (Macau) has flexible working arrangements in place as ad hoc measures to cater situations during COVID-19 pandemic.	MTM has flexible working arrangements in place. Employees are able to work from home on nominated days as agreed with their Manager.	MTS has flexible working arrangements in place.	MTR Elizabeth line has flexible working arrangements in place.	MTR Nordic has flexitime and telecommuniting arrangements for eligible staff.

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Employee resource groups for women	N/A	A women’s network was established in September 2022, subsequently renamed to a Gender Equity Network in March 2023, to further enhance workplace diversity and inclusion through providing an aspirational platform and supporting network. Activities has been organised to raise awareness on gender equity and to support personal growth, well-being, equal opportunities and psychological safety of colleagues.	-	-	MTM organised trainings and workshops under the "Think Twice" programme commenced in 2022 for management teams with the target of zero harm on psychological safety.	-	Corporate Membership of Women in Rail being arranged. Participation in Women in Rail's mentoring programme and Big Rail Diversity Challenge. Colleagues can join Transport for London Women's Staff Network Group. There is an initial interest in setting up an MTREL Staff Network Group.	MTR Nordic promotes women employment through targeted activities such as adapted marketing and directed advertisements.
Unconscious bias training		<p>In support of our diversity and inclusion commitment, we have conducted over 230 DEI training events for staff, such as communication biases, cross-generational coaching and inclusive workplace for different groups of staff in 2022 to foster social inclusion and promote equality in MTR, well exceeding our target of 70 DEI training events.</p> <p>We target to arrange at least 150 DEI training events for staff including a DEI workshop for all executives in 2023.</p>	-	-	<p>MTM requires employees to complete a full Code of Conduct module every 2 years. And every year MTM conducts a refresher training.</p> <p>On top of the compliance training, MTM also rolled out the "Think Twice" programme, focusing on psychological safety, which will be refreshed every year.</p>	MTS offered training related to unconscious bias to selected group of employees in 2022.	-	MTR Nordic offered training on Code of Conduct covering unconscious bias for 182 managers in 2022.
Annual anti-sexual harassment training		In 2022, our Learning and Development Department organised various webinars related to ethics and integrity to reinforce awareness and refresh knowledge of staff, including the topic "Preventing and Handling Sexual Harassment by Equal Opportunities Commission".	-	-	-	MTS is currently developing training focusing on anti-sexual harassment.	-	MTR Nordic offers anti-sexual harassment training to all newly recruited staff..

Notes:

1. The scope includes our operations in Hong Kong, Shenzhen, Melbourne and United Kingdom.

2. The scope includes our operations in Hong Kong, Shenzhen, Macau, Australia, Sweden and the United Kingdom.

3. The scope includes our operation in Hong Kong, Shenzhen and the United Kingdom.

4. The scope includes our operations in Shenzhen, Melbourne and United Kingdom.