

ESG Performance Data Tables

Environmental Performance Data Table^(1,2,3,4,5)

	Unit	Group Total	Hong Kong Portfolio			Mainland China Portfolio			Overseas Portfolio		
		2023/2024	2023/2024	2022/2023	2021/2022	2023/2024	2022/2023	2021/2022	2023/2024	2022/2023	2021/2022
Energy Management											
Direct Energy Consumption⁽⁶⁾	GJ	11,418	1,103	1,078	1,059	2	58	78	10,314	9,280	1,541
Diesel	L	11,991	9,930	5,185	8,249	48	1,505	2,025	2,013	21,996	4,631
Gasoline	L	20,636	20,636	25,148	21,237	-	-	-	0	100	83
Natural/Town Gas	GJ	10,237	0	0.53	0	-	-	-	10,237	8,432	1,360
Indirect Energy Consumption	GJ	1,016,986	712,640	698,932	737,138	193,233	172,788	189,595 ⁽⁶⁾	111,114	40,734	11,576
Electricity ⁽⁷⁾	MWh	282,496	197,955	194,148	204,760	53,676	47,997	52,665	30,865	11,315	3,216
Electricity Intensity ⁽⁸⁾	kWh/sq m	63.0	55.8	54.7	57.7	88.5	78.6	87.4	93.5	74.1	32.7
Total Energy Consumption	GJ	1,028,404	713,742	700,010	738,196	193,235	172,846	189,673	121,427	50,014	13,117
Energy Intensity ⁽⁸⁾	GJ/sq m	0.229	0.201	0.197	0.208	0.319	0.283	0.315	0.368	0.327	0.133
Solar Energy Generated and Exported	MWh	2,276	2,276	800	215	-	-	-	-	-	-
Greenhouse Gas (GHG) Emissions^(7,18)											
Direct GHG Emissions (Scope 1)	Tonnes CO ₂ e	9,056	6,194	12,083	4,719	1,474	1,867	2,719	1,389	703	197
Indirect GHG Emissions (Scope 2)	Tonnes CO ₂ e	126,520	80,581	79,214	84,255	30,611	27,886	32,126	15,328	6,189	741
Indirect GHG Emissions (Scope 3)	Tonnes CO ₂ e	503,052	345,951	379,824	312,690	100,771	89,632	89,957	56,330	16,768	4,653
Group Total GHG Emissions (Scope 1 & 2)	Tonnes CO ₂ e	135,576	86,775	91,298	88,974	32,085	29,753	34,845	16,716	6,892	938
Group Total GHG Emissions Intensity (Scope 1 & 2) ⁽⁸⁾	Tonnes CO ₂ e/sq m	0.0302	0.0244	0.0257	0.0251	0.0529	0.0487	0.0578	0.0506	0.0454	0.0095
Re-baselining											
Electricity											
Electricity	MWh	282,496	197,955	194,148	204,760	53,676	47,997	52,665	30,865	30,276	22,544
Electricity Intensity ⁽⁸⁾	kWh/sq m	63.0	55.8	54.7	57.7	88.5	78.6	87.4	93.5	91.7	81.7
Electricity Intensity (Versus 2018/2019 Re-Baseline) ⁽⁸⁾	%	-1.3	-4.3	-6.1	-1.0	-2.4	-13.3	-3.6	-25.4	-26.8	-34.7
GHG Emissions											
Direct GHG Emissions (Scope 1)	Tonnes CO ₂ e	9,056	6,194	12,083	4,719	1,474	1,867	2,719	1,389	1,051	801
Indirect GHG Emissions (Scope 2)	Tonnes CO ₂ e	126,520	80,581	79,214	84,255	30,611	27,886	32,126	15,328	14,092	8,637
Group Total GHG Emissions (Scope 1 & 2)	Tonnes CO ₂ e	135,576	86,775	91,298	88,974	32,085	29,753	34,845	16,716	15,142	9,438
Group Total GHG Emissions Intensity (Scope 1 & 2) ⁽⁸⁾	Tonnes CO ₂ e/sq m	0.0302	0.0244	0.0257	0.0251	0.0529	0.0487	0.0578	0.0506	0.0458	0.0342
Group Total GHG Emissions Intensity (Scope 1 & 2) (Versus 2018/2019 Re-Baseline) ⁽⁸⁾	%	-14.6	-23.1	-19.1	-21.1	-16.3	-22.9	-8.5	-13.3	-21.5	-41.4
Water Management											
Municipal Water Consumption ⁽⁹⁾	m ³	1,953,955	1,077,416 ⁽⁹⁾	1,218,709 ⁽⁹⁾	1,256,480 ⁽⁹⁾	492,497	447,123	470,577	384,043	88,394	25,322
Water Intensity ⁽⁹⁾	m ³ /sq m	0.436	0.304 ⁽⁹⁾	0.343 ⁽⁹⁾	0.354 ⁽⁹⁾	0.812	0.732	0.781	1.163	0.579	0.257
Water Consumption Excluding Cooling Tower	m ³	1,214,701	452,351	572,412	572,535	378,308	447,123	440,797	384,043	88,394	25,322
Water Intensity Excluding Cooling Tower ⁽⁹⁾	m ³ /sq m	0.271	0.127	0.161	0.161	0.624	0.732	0.732	1.163	0.579	0.257
Water Intensity Excluding Cooling Tower (Versus 2018/2019 Baseline) ⁽⁹⁾	%	+0.6	-36.7	-19.9	-19.9	-40.4	-30.0	-30.3	-	-	-

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	Unit	Group Total	Hong Kong Portfolio			Mainland China Portfolio			Overseas Portfolio		
		2023/2024	2023/2024	2022/2023	2021/2022	2023/2024	2022/2023	2021/2022	2023/2024	2022/2023	2021/2022
Waste Management											
Non-Hazardous Waste Disposal	Tonnes	57,307	37,408	37,034 ⁽⁶⁾	30,857 ⁽⁶⁾	14,474	9,922	12,001	5,426	925	21
Construction Waste ⁽¹⁰⁾	Tonnes	4,542	543	605	97	3,999	2,572	6,931	-	-	-
General Waste ⁽¹¹⁾	Tonnes	52,766	36,865	36,430	30,760 ⁽⁶⁾	10,475	7,351	5,071	5,426	925	21
Construction Waste Reused⁽¹⁰⁾	Tonnes	901	901	304	163	-	-	-	-	-	-
Other Non-Hazardous Waste Recovered/Recycled/Reused	Tonnes	14,722	9,093	4,634	1,650	3,630	2,804	1,589	2,000	745	227
Organic Waste – Surplus Food Donation ⁽¹²⁾	Tonnes	160	160	161	176	-	-	-	-	-	-
Organic Waste – Waste-to-Energy	Tonnes	2,675	2,175	1,491	966	-	-	-	500	93	8
General Waste	Tonnes	145	-	-	-	-	-	-	145	139	148
Plastic ⁽¹³⁾	Tonnes	457	451	301	222	-	-	-	6	-	-
Glass Bottles	Tonnes	288	230	277	162	-	-	-	58	50	47
Styrofoam Boxes	Tonnes	1,479	1,479	1,006	27	-	-	-	-	-	-
Cardboard/Paper ⁽¹⁴⁾	Tonnes	5,590	4,467	1,302	-	-	-	-	1,123	356	9
Metal ⁽¹⁴⁾	Tonnes	26	7	3	-	-	-	-	19	-	-
Mixed Recyclables ⁽¹⁵⁾	Tonnes	3,725	-	-	-	3,630	2,804	1,589	95	70	15
Clothing	Tonnes	123	123	89	96	-	-	-	-	-	-
Cooking Oil	Tonnes	60	-	-	-	-	-	-	60	36	-
Others ⁽¹⁶⁾	Tonnes	0	0	4 ⁽⁶⁾	2	-	-	-	-	-	-
Hazardous Waste Disposal⁽⁸⁾	Tonnes	2.78	2.06	1.60	1.37	0.04	0.27	0.03	0.68	0.00	0.49
General Waste Recovered/ Recycled Rate	%	21.8	19.8	11.3	5.1	25.7	27.6	23.9	26.9	44.6	91.6

Notes:

- Unless otherwise specified, 2023/2024 Environmental Performance Data Table includes 130 Hong Kong properties, 12 Mainland China properties, and 12 overseas properties. Environmental data coverage in 2022/2023 included 130 Hong Kong properties, 10 Mainland China properties and 10 overseas properties. Environmental data coverage in 2021/2022 included 124 Hong Kong properties, 5 Mainland China properties and 2 overseas properties. The increase in properties result in higher activity data especially in overseas portfolios.
- We report properties on an operational control basis. Since 2022/2023, we removed the 1.5-year delay in ESG disclosures for new acquisitions/development projects to better align with financial reporting.
- A whole building reporting approach is adopted for our car service centres in Hong Kong and logistics properties in Mainland China, where tenant space comprises the whole building area and activity data from common services is covered by tenants. Such consumption, alongside the properties without operational control, were reported under our indirect GHG emissions (Scope 3) only.
- “–” refers to either inapplicability or data collection stage where we were unable to report the respective data.
- During our preparation for SBTi target validation in 2023/2024, we have made partial adjustments to the historical fuel-related, electricity, and carbon data for 2021/2022 and 2022/2023. These adjustments were implemented to enhance data accuracy, ensure consistency in inventory boundaries and accounting methodologies, as well as update unit conversion and emission factors. Under the waste and water sections, a few data points have also been restated to enhance accuracy this year.
- Factors used for converting volumetric units of diesel and gasoline consumption from Litre (L) to gigajoule (GJ) are derived from individual regional references instead of the previous approach using U.S. Energy Information Administration’s energy conversion calculator. Historical data has also been restated to reflect this change.
- Landlords in Hong Kong typically do not have access to tenant electricity and water data, as the tenants are billed directly from local utility suppliers. However, we strive to enhance our disclosure progressively through collaboration, innovation and data extrapolation where feasible.
- The base for intensity calculation is the total GFA of the properties with operational control accounted for respective activity data within the portfolio. Where GFA is unavailable, other similarly accounted floor area available will be adopted subject to the market norm practices.
- Water consumption includes water for cooling tower, cleansing, flushing, potable uses, irrigation and other minor uses.
- All construction and hazardous waste are handled by licensed waste collectors. Hazardous waste comprises fluorescent light tubes and electronic waste. Construction waste reused refer to waste that are sent to designated public filling reception facilities for treatment and processing of hard inert material into recycled aggregates and granular materials for use in construction activities. To enhance data accuracy, this year we have started reporting construction waste disposal and reuse separately. Historical data has also been restated to reflect this change.
- General waste is collected from our retail, fresh market, office and car park area where applicable, and sent to incineration or landfills. Excluding recyclables and organic waste, general waste amount is either measured by weigh-in stations or estimated with the number of rubbish bins on a regular basis.

- (12) Surplus food refers to the food collected from Link properties and subsequently donated to the community.
- (13) As we expanded our plastic waste reduction effort, from 2022/2023 onwards, apart from the number of plastic bottles collected from RVMs, we also reported on the amount of plastic bottles and containers from recycle bins, and fruit baskets from fresh markets.
- (14) From 2022/2023 onwards, we reported data of paper and metal from recycling bins in our Hong Kong and Overseas properties.
- (15) Mixed recyclables include but are not limited to paper and cardboard, plastics, metals, glasses and food waste. Note that recyclable types may vary in individual property. The major increase in Mainland China portfolio is due to the more stringent waste separation and record keeping requirements in Beijing and Shanghai.
- (16) Others include Lai See packets, appliances and miscellaneous items for reuse and recycling, no relevant collection record during 2023/2024. Historical figures were traced back to 2020/2021 and disclosed where available.
- (17) The greenhouse gas (GHG) emissions included in our calculations are carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and hydrofluorocarbons (HFCs). Perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), nitrogen trifluoride (NF₃) and biogenic CO₂ emissions are not identified from our portfolio activities. Scope 1 data includes direct emissions from diesel used for generator sets, gasoline used for company-owned vehicles, and leakage from refrigerants and fire extinguishers. Scope 2 data includes indirect emissions from purchased electricity. This year, we enhanced our Scope 3 data disclosure extensively which cover all categories as required by SBTi. Please refer to the [Greenhouse Gas Emissions](#) section.
- (18) Our calculation standards for GHG emissions follow the GHG Protocol published by the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD). Sources of emission factors for Scope 1 and 2 emissions reporting are taken from:
- Global Warming Potential Values (GHG Protocol) from the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report
 - “Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong (2010 Edition)” from Hong Kong Environmental Protection Department and Electrical and Mechanical Services Department
 - Sustainability Reports of the local utility companies (CLP Hong Kong Limited and HK Electric), Drainage Services Department, Water Supplies Department and Towngas for Hong Kong portfolio’s emission factors
 - National Emission Factors (2019) from The Ministry of Ecology and Environment of People’s Republic of China for Mainland China portfolio’s emission factors
 - Singapore’s Grid Emission Factor (2022) from Energy Market Authority (EMA), Australia’s National Greenhouse Accounts Factors (2023) from Department of Climate Change, Energy, the Environment and Water (DCCEEW) and UK Government’s Greenhouse Gas Reporting: Conversion Factor 2023 from the Department for Energy Security and Net Zero for overseas portfolio’s emissions factors
- Where different versions of emission factors are available, the latest available sets of regional emission factors prevail and shall be adopted. For the sources of emissions factors used to calculate Scope 3 emissions, please refer to the [Greenhouse Gas Emissions](#) section.

Social Performance Data Table^(1,2,3,4)

	Group Total	Hong Kong Portfolio			Mainland China Portfolio			Overseas Portfolio		
	2023/2024	2023/2024	2022/2023	2021/2022	2023/2024	2022/2023	2021/2022	2023/2024	2022/2023	2021/2022
Workforce Profile										
Permanent Employee	1,343	998	985	948	217	214	165	128	1	-
By Age Group										
Below 30	204	152	184	173	42	45	41	10	0	-
Male	70	56	87	83	12	15	14	2	0	-
Female	134	96	97	90	30	30	27	8	0	-
30-50	981	722	676	650	168	163	122	91	0	-
Male	431	336	319	323	64	62	48	31	0	-
Female	550	386	357	327	104	101	74	60	0	-
Above 50	158	124	125	125	7	6	2	27	1	-
Male	90	69	67	64	6	5	2	15	1	-
Female	68	55	58	61	1	1	0	12	0	-
By Grade										
Non-Management	765	560	572	568	123	125	95	82	0	-
Male	299	219	244	252	47	48	40	33	0	-
Female	466	341	328	316	76	77	55	49	0	-
Middle Management	448	337	324	300	77	71	54	34	0	-
Male	222	182	171	167	30	27	19	10	0	-
Female	226	155	153	133	47	44	35	24	0	-
Senior Management	130	101	89	80	17	18	16	12	1	-
Male	70	60	58	51	5	7	5	5	1	-
Female	60	41	31	29	12	11	11	7	0	-
By Nationality⁽⁵⁾										
Group										
Chinese	1,201	-	-	-	-	-	-	-	-	-
Singaporean	101	-	-	-	-	-	-	-	-	-
Malaysian	21	-	-	-	-	-	-	-	-	-
Others	20	-	-	-	-	-	-	-	-	-
Hong Kong Portfolio										
Chinese	-	984	971	935	-	-	-	-	-	-
British	-	5	2	1	-	-	-	-	-	-
Malaysian	-	3	3	2	-	-	-	-	-	-
Others	-	6	9	10	-	-	-	-	-	-
Mainland China Portfolio										
Chinese	-	-	-	-	217	214	165	-	-	-
Others	-	-	-	-	0	0	0	-	-	-
Overseas Portfolio										
Singaporean	-	-	-	-	-	-	-	100	0	-
Malaysian	-	-	-	-	-	-	-	18	0	-
Filipinos	-	-	-	-	-	-	-	3	0	-
Others	-	-	-	-	-	-	-	7	1	-
Temporary Employee⁽⁶⁾	70	54	50	39	2	0	0	14	0	-

	Group Total	Hong Kong Portfolio			Mainland China Portfolio			Overseas Portfolio		
	2023/2024	2023/2024	2022/2023	2021/2022	2023/2024	2022/2023	2021/2022	2023/2024	2022/2023	2021/2022
New Hires										
Permanent New Hires	298	218	299	302	41	79	62	39	1	-
By Age Group										
Below 30	90	73	99	122	11	23	26	6	0	-
Male	29	23	48	57	4	10	6	2	0	-
Female	61	50	51	65	7	13	20	4	0	-
30-50	197	136	185	175	30	53	35	31	0	-
Male	83	61	87	88	14	22	19	8	0	-
Female	114	75	98	87	16	31	16	23	0	-
Above 50	11	9	15	5	0	3	1	2	1	-
Male	7	6	3	4	0	3	1	1	1	-
Female	4	3	12	1	0	0	0	1	0	-
By Grade										
Non-Management	208	157	213	221	23	49	34	28	0	-
Male	78	61	95	104	11	22	15	6	0	-
Female	130	96	118	117	12	27	19	22	0	-
Middle Management	74	51	74	71	15	24	20	8	0	-
Male	35	25	34	38	6	10	8	4	0	-
Female	39	26	40	33	9	14	12	4	0	-
Senior Management	16	10	12	10	3	6	8	3	1	-
Male	6	4	9	7	1	3	3	1	1	-
Female	10	6	3	3	2	3	5	2	0	-
Permanent New Hires Rate⁽⁷⁾	22.2%	21.8%	30.4%	31.9%	18.9%	36.9%	37.6%	30.5%	100%	-
Turnover⁽⁸⁾										
Employee Turnover	334	245	264	282	39	30	35	50	0	-
By Gender										
Male	155	117	135	151	18	16	14	20	0	-
Female	179	128	129	131	21	14	21	30	0	-
By Age Group										
Below 30	103	87	69	80	12	9	21	4	0	-
Male	50	44	33	42	5	5	6	1	0	-
Female	53	43	36	38	7	4	15	3	0	-
30-50	208	146	160	182	27	20	12	35	0	-
Male	95	69	92	96	13	10	7	13	0	-
Female	113	77	68	86	14	10	5	22	0	-
Above 50	23	12	35	20	0	1	2	11	0	-
Male	10	4	10	13	0	1	1	6	0	-
Female	13	8	25	7	0	0	1	5	0	-
By Grade										
Non-Management	226	173	182	198	23	15	24	30	0	-
Male	105	80	94	105	12	11	6	13	0	-
Female	121	93	88	93	11	4	18	17	0	-
Middle Management	87	58	70	73	12	11	9	17	0	-
Male	38	28	33	42	4	4	6	6	0	-
Female	49	30	37	31	8	7	3	11	0	-
Senior Management	21	14	12	11	4	4	2	3	0	-
Male	12	9	8	4	2	1	2	1	0	-
Female	9	5	4	7	2	3	0	2	0	-
Employee Turnover Rate	25.1%	24.9%	27.3%	30.3%	18.0%	14.9%	22.6%	38.2%	0%	-
Voluntary Turnover										
Employee Voluntary Turnover	300	231	226	250	20	18	30	49	0	-
Overall Voluntary Turnover Rate	22.5%	23.5%	23.3% ⁽⁴⁾	26.9%	9.2%	8.9%	19.4% ⁽⁴⁾	37.4%	0%	-

Performance and Reporting

	Group Total	Hong Kong Portfolio			Mainland China Portfolio			Overseas Portfolio		
	2023/2024	2023/2024	2022/2023	2021/2022	2023/2024	2022/2023	2021/2022	2023/2024	2022/2023	2021/2022
Regrettable Turnover										
Employee Regrettable Turnover	189	147	164	-	12	9	-	30	0	-
Overall Regrettable Turnover Rate	14.2%	14.9%	16.9%	-	5.5%	4.5%	-	22.9%	0%	-
Leave										
Employee who Took Parental Leave	41	29	27	29	7	25 ⁽⁴⁾	6	5	0	-
By Gender										
Male	13	10	11	15	0	17 ⁽⁴⁾	2	3	0	-
Female	28	19	16	14	7	8 ⁽⁴⁾	4	2	0	-
Return to Work Rate⁽⁹⁾										
By Gender										
Male	84.6%	80.0%	90.9%	80%	0%	94.1%	100%	100%	0%	-
Female	89.3%	89.5%	93.8% ⁽⁴⁾	100%	85.7%	87.5%	75%	100%	0%	-
Days Taken for Family-Friendly Leave⁽¹⁰⁾	6,257	4,327.5	4,380	4,306	1,136.5	1,373	538	793	0	-
Employee Benefits										
Employee who Joined Employee Unit Purchase Plan	168	168	418	465	-	-	-	-	-	-
Employee Contribution	\$7,814,497	\$7,814,497	\$11,643,488	\$12,223,149	-	-	-	-	-	-
Company Contribution	\$2,162,959	\$2,162,959	\$1,040,702	\$1,974,317	-	-	-	-	-	-
Number of Education Sponsorship Offered	350	311	219	388	0	-	-	39	-	-
By Grade										
Non-Management	142	130	83	115 ⁽⁴⁾	0	-	-	12	-	-
Middle Management	126	111	103	216	0	-	-	15	-	-
Senior Management	82	70	33	57	0	-	-	12	-	-
Company Contribution	\$886,344	\$789,785	\$759,992	\$847,141	0	-	-	\$96,558	-	-
Training										
Employee Training Hours	32,032	23,374	28,823	18,621	5,150	2,522	2,198	3,508	4	-
By Grade										
Non-Management	16,065	12,035	17,331	10,680	2,471	1,138	748	1,560	0	-
Middle Management	9,141	6,349	8,626	5,393	1,649	884	1,018	1,143	0	-
Senior Management	6,826	4,991	2,867	2,548	1,031	500	432	805	4	-
By Topic⁽¹¹⁾										
Business Ethics and Compliance	6,404	3,621	3,533	2,693	2,286	228	282	497	1	-
Health and Safety	1,223	1,130	1,256	640	0	903	78	94	0	-
Cyber Security	1,427	911	1,327	488	141	436	186	376	0	-
ESG Trends	3,122	2,897	561	506	105	54	106	121	2	-
Average Training Hours	23.9	23.4	29.3	19.6	23.7	11.8	13.3	27.4	4.0	-
By Grade										
Non-Management	21.0	21.5	30.3	18.8	20.1	9.1	7.9	19.0	0	-
Middle Management	20.4	18.8	26.6	18.0	21.4	12.4	18.9	33.6	0	-
Senior Management	52.5	49.4	32.2	31.9	60.6	27.8	27.0	67.1	4.0	-
By Gender⁽¹²⁾										
Male	15,234	11,889	-	-	1,923	-	-	1,422	-	-
Female	16,798	11,485	-	-	3,227	-	-	2,086	-	-
Employee Volunteering										
Employee count of Volunteers	699	699	444	295	0	26	-	0	-	-
Volunteer Hours	3,655	3,655	2,548	2,325	0	308	-	0	-	-

	Group Total	Hong Kong Portfolio			Mainland China Portfolio			Overseas Portfolio		
	2023/2024	2023/2024	2022/2023	2021/2022	2023/2024	2022/2023	2021/2022	2023/2024	2022/2023	2021/2022
Occupational Health and Safety										
Permanent Employee										
Number of Lost Time Injuries (Sick Leave > 0 Day)	9	5	5	4	0	1	0	4	0	-
Number of Reportable Injuries (Sick Leave > 3 Days)	5	1	1	2	0	1	0	4	0	-
Number of High-Consequence Work-Related Injuries (Sick Leave > 6 Months)	0	0	0	0	0	0	0	0	0	-
Lost Days Due to Injuries	44	21.5	8.5	20	0	28	0	22.5	0	-
Hours Worked	2,686,000	1,996,000	1,970,000	1,896,000	434,000	428,000	330,000	256,000	2,000	-
Lost Time Injury Frequency Rate (LTIFR) ⁽¹³⁾	3.35	2.51	2.54	2.11	0	2.34	0	15.63	0	-
Lost Time Injury Rate (LTIR) (Per 100 Employees) ⁽¹⁴⁾	0.67	0.50	0.51	0.42	0	0.47	0	3.13	0	-
Reportable Injury Rate (Per 100 Employees) ⁽¹⁴⁾	0.37	0.10	0.10	0.21	0	0.47	0	3.13	0	-
High-Consequence Work-Related Injury Rate (Per 100 Employees) ⁽¹⁴⁾	0	0	0	0	0	0	0	0	0	-
Absentee Rate⁽¹⁵⁾	2.30%	2.25%	1.89%	2.68%⁽¹⁴⁾	1.21%	0.75%	0.96%	4.43%	0%	-
Number of Fatalities	0	0	0	0	0	0	0	0	0	-
Fatality Rate ⁽¹⁴⁾	0%	0%	0%	0%	0%	0%	0%	0%	0%	-
Contractor Worker Profile										
Contractor Worker⁽¹⁶⁾	5,041	3,797	3,158	2,858	1,034	1,059	837	210	52	52
Training										
Contractor Worker Training Hours⁽¹⁷⁾	27,646	8,895	4,467	5,498	16,550	0	0	2,201	0	-
Average Training Hours	9.1	4.9	2.5	3.2	16.0	0	0	10.5	0	-
Occupational Health and Safety⁽¹⁸⁾										
Number of Lost Time Injuries (Sick Leave > 0 Day)	94	94	79	31	0	2	0	0	0	- ⁽¹⁴⁾
Number of Reportable Injuries (Sick Leave > 3 Days)	82	82	63	28	0	2	0	0	0	- ⁽¹⁴⁾
Number of High-Consequence Work-Related Injuries (Sick Leave > 6 Months)	8	8	5	1	0	0	0	0	0	- ⁽¹⁴⁾
Lost Days Due to Injuries	4,723	4,723	2,949	330	0	67	0	0	0	-⁽¹⁴⁾
Hours Worked	12,098,400	9,112,800	7,579,200	6,859,200	2,481,600	2,541,600	2,008,800	504,000	124,800	-⁽¹⁴⁾
Lost Time Injury Frequency Rate (LTIFR) ⁽¹³⁾	7.77	10.32	10.42	4.52	0	0	0	0	0	- ⁽¹⁴⁾
Lost Time Injury Rate (LTIR) (Per 100 Employees) ⁽¹⁴⁾	1.86	2.48	2.50	1.08	0	0	0	0	0	- ⁽¹⁴⁾
Reportable Injury Rate (Per 100 Employees) ⁽¹⁴⁾	1.63	2.16	1.99	0.98	0	0	0	0	0	- ⁽¹⁴⁾
High-Consequence Work-Related Injury Rate (Per 100 Employees) ⁽¹⁴⁾	0.16	0.21	0.16	0.03	0	0	0	0	0	- ⁽¹⁴⁾
Number of Fatalities	0	0	0	1	0	0	0	0	0	-⁽¹⁴⁾
Fatality Rate ⁽¹⁴⁾	0.00	0.00	0.00	0.03	0.00	0.00	0.00	0.00	0.00	- ⁽¹⁴⁾
Supplier Profile⁽¹⁹⁾										
Active Suppliers	3,351	1,198	-	-	2,153	-	-	-	-	-

Notes:

- (1) Unless otherwise specified, 2023/2024 Social Performance Data Table includes the Hong Kong, Mainland China and overseas portfolios. Following the establishment of our Mainland China Headquarters in 2019/2020 and set up of the regional centre in Australia in 2022/2023, we have established the regional centre in Singapore this year. Regarding our overseas' portfolio in Australia, Singapore, and the United Kingdom, the operational management of our overseas portfolio was fully outsourced to property management agencies (PMA). We did not hire any Link staff who were stationed in the United Kingdom.
- (2) “—” refers to either inapplicability or data collection stage where we were unable to collect the respective data.
- (3) Provided by our Human Resources department, the social data profile is compiled based on the workforce number as of each reporting year end.
- (4) Historical data has been restated to enhance accuracy this year.
- (5) Starting from 2023/2024, we reported our workforce profile by nationality, disclosing the top three nationalities within each region.
- (6) Temporary employee refers to Link staff with fixed-term employment contracts such as part-time staff and summer interns. Gender and age breakdowns have not been further provided due to its insignificant portion within our workforce profile.
- (7) Permanent new hires rate is calculated as the total number of new permanent hires in the reporting year divided by the total number of permanent employees as of each reporting year end.
- (8) Turnover covers voluntary resignation, involuntary termination and retirement of permanent staff in the reporting period. Employee turnover rate is calculated as the accrual number of leavers divided by the average headcount in a rolling 12-month period.
- (9) Return to work rate is calculated as the total number of permanent staff who return to work after parental leave divided by the total number of parental leave takers as of each reporting year end.
- (10) Family-friendly leave includes birthday leave, compassionate leave, parental leave, marriage leave and family leave.
- (11) Starting from 2021/2022, we reported our training hours that are categorised by topics related to business ethics and compliance, health and safety, cyber security, and ESG trends.
- (12) Starting from 2023/2024, we reported our staff training hours categorised by gender. For historical data prior to that, we reported with a mix of staff and contractors' workers.
- (13) LTIFR is calculated as the total number of lost time injuries multiplied by 1,000,000 hours and then divided by the total number of hours worked.
- (14) LTIR, reportable injury rate, high-consequence work-related injury rate and fatality rate are calculated as the total number of injuries multiplied by the factor and then divided by the total number of hours worked. Factor 200,000 for permanent staff is due to the assumed annual hours worked by 100 employees, i.e. 40 hours per week for 50 weeks a year. Factor 240,000 for contractors' workers is due to the assumed annual hours worked by 100 contractors' workers, i.e. 48 hours per week for 50 weeks a year.
- (15) Absentee rate is calculated as the total number of lost days divided by the number of scheduled work days in the reporting year. Lost days cover absenteeism due to both work and non-work related sickness and injuries.
- (16) Contractors' workers are not employed by Link but are individuals employed by third party vendors of Link that are contracted to provide property management support, housekeeping, car park operation, and repair & maintenance services at Link's properties. These workers work on site at Link's properties. The figures represent the number of suppliers with on-site presence in their own geographical regions.
- (17) Contractor worker training hours are applicable to contractors who are responsible for property management support and housekeeping services. Average training hours are calculated as the total training hours received divided by the total number of the aforementioned contractors.
- (18) Starting from 2021/2022, we expanded the scope of Hong Kong other staff's occupational health and safety data to those who are responsible for the services of property management support, housekeeping and car park operation as well. Only Term Maintenance Contractors (TMCs) were taken into account in the previous years. Occupational health and safety data for contractors within overseas portfolio has expanded from only The Cabot in the previous years to all remaining properties with operational control this year.
- (19) Starting from 2023/2024, we provided a breakdown of suppliers based on geographical regions instead of solely focusing on contractor worker breakdown. Note that the reported figures represent an approximate number of active suppliers from our Hong Kong and Mainland China regional centres as of 2023/2024 year end. As the procurement for our Australia and UK operations are primarily managed by our PMA, supplier breakdown from those regions are not available at this moment.