

# ESG Performance Data Tables

## Environmental Performance Data Table<sup>(1,2,3,4,5)</sup>

	Unit	Group Total	Hong Kong Portfolio				Mainland China Portfolio				Overseas Portfolio	
		2022/2023	2022/2023	2021/2022	2020/2021	2019/2020	2022/2023	2021/2022	2020/2021	2019/2020	2022/2023	2021/2022
<b>Energy Management</b>												
<b>Direct Energy Consumption<sup>(6)</sup></b>	GJ	30,073	1,042	1,028	875	1,192	58	78	88	100	28,973	6,094
Diesel	L	28,685	5,185	8,249	5,836	6,712	1,505	2,025	2,300	2,600	21,996	4,631
Gasoline	L	25,248	25,148	21,237	19,424	27,882	-	-	-	-	100	83
Natural/Town Gas	GJ	28,128	0.53	-	-	-	-	-	-	-	28,128	5,913
<b>Indirect Energy Consumption</b>	GJ	911,729	698,207	733,510	715,150	703,991	172,788	157,937 <sup>(6)</sup>	159,185	93,117	40,734	11,576
Electricity <sup>(7)</sup>	MWh	253,258	193,946	203,753	198,653	195,553	47,997	43,871	44,218	25,866	11,315	3,216
Electricity Intensity <sup>(8)</sup>	kWh/sq m	59.0	54.7	57.5	56.1	56.7	78.6	87.3	88.0	86.6	84.9	32.7
<b>Total Energy Consumption</b>	GJ	941,802	699,249	734,538	716,025	705,182	172,846	158,014	159,273	93,217	69,707	17,670
Energy Intensity <sup>(9)</sup>	GJ/sq m	0.219	0.197	0.207	0.202	0.199	0.283	0.315	0.317	0.186	0.523	0.180
<b>Solar Energy Generated and Exported</b>	MWh	772	772	210	104	-	-	-	-	-	-	-
<b>Water Management</b>												
Municipal Water Consumption <sup>(6)</sup>	m <sup>3</sup>	1,641,710	1,106,193	1,246,574	1,346,056	864,446	447,123	385,993	414,936	303,043	88,394	25,322
Water Intensity <sup>(8,9)</sup>	m <sup>3</sup> /sq m	0.382	0.312	0.352	0.380	0.251	0.732	0.768	0.826	1.01	0.664	0.257
<b>Waste Management</b>												
<b>Non-Hazardous Waste Disposal</b>	Tonnes	48,185	37,338	30,965	31,469	1,986	9,922	8,433	6,618	-	925	21
Construction Waste <sup>(10)</sup>	Tonnes	3,480	908	260	2,187	1,986	2,572	4,515	2,889	-	-	-
General Waste <sup>(11)</sup>	Tonnes	44,705	36,430	30,705	29,282	-	7,351	3,919	3,729	-	925	21
<b>Non-Hazardous Waste Recovered/ Recycled/ Reused</b>	Tonnes	8,258	4,709	1,652	1,433	1,280	2,804	602	812 <sup>(6)</sup>	-	745	227
Organic Waste – Surplus Food Donation <sup>(12)</sup>	Tonnes	161	161	176	83	163	-	-	-	-	-	-
Organic Waste – Waste-to-Energy	Tonnes	1,584	1,491	966	1,132	979	-	-	-	-	93	8
General Waste	Tonnes	139	-	-	-	-	-	-	-	-	139	148
Plastic <sup>(13)</sup>	Tonnes	301	301	222	14	5	-	-	-	-	-	-
Glass Bottles	Tonnes	327	277	162	111	134	-	-	-	-	50	47
Styrofoam Boxes	Tonnes	1,006	1,006	27	-	-	-	-	-	-	-	-
Cardboard/Paper <sup>(14)</sup>	Tonnes	1,658	1,302	-	-	-	-	-	-	-	356	9
Metal <sup>(14)</sup>	Tonnes	3	3	-	-	-	-	-	-	-	-	-
Mixed Recyclables <sup>(15)</sup>	Tonnes	2,874	-	-	-	-	2,804	602	812	-	70	15
Clothing	Tonnes	89	89	96	92	-	-	-	-	-	-	-
Others <sup>(16)</sup>	Tonnes	115	79	2	1	-	-	-	-	-	37	-
<b>Hazardous Waste Disposal<sup>(10)</sup></b>	Tonnes	1.87	1.60	1.37	2.81	5.33	0.27	0.03	0.04	-	0	0.49
<b>Greenhouse Gas (GHG) Emissions<sup>(17,18)</sup></b>												
Direct GHG Emissions (Scope 1)	Tonnes CO <sub>2</sub> e	13,724	10,379 <sup>(19)</sup>	6,178	2,891	3,132	1,681	2,613	170	210	1,665 <sup>(20)</sup>	431
Indirect GHG Emissions (Scope 2)	Tonnes CO <sub>2</sub> e	113,207	79,132	83,909	78,720	102,508	27,886	26,766	29,813	17,138	6,189 <sup>(20)</sup>	760
Indirect GHG Emissions (Scope 3)	Tonnes CO <sub>2</sub> e	161,661	85,495	12,221	3,961	1,215	67,960	35,490	35,512	20,632	8,207	799
<b>Group Total GHG Emissions (Scope 1 &amp; 2)</b>	Tonnes CO <sub>2</sub> e	126,931	89,511	90,087	81,611	105,640	29,567	29,379	29,983	17,348	7,853	1,191
Group Total GHG Emissions Intensity (Scope 1 & 2) <sup>(9)</sup>	Tonnes CO <sub>2</sub> e/sq m	0.0296	0.0252	0.0254	0.0230	0.0306	0.0484	0.0585	0.0597	0.0581	0.0590	0.0121

## Notes:

- (1) Unless otherwise specified, 2022/2023 Environmental Performance Data Table includes 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 significant increase in properties result in higher activity data especially in Mainland China and overseas portfolios.
- (2) We report on properties with operational control. This year, we removed the 1.5-year delay in ESG disclosures for new acquisitions/development projects to better align with financial reporting.
- (3) A whole building reporting approach is adopted for our logistics properties in Mainland China, where tenant space comprises the whole building area and activity data from common services is covered by tenants.
- (4) Due to confidentiality constraints, we were unable to obtain activity data from Hung Hom Car Service Centre and Chai Wan Car Service Centre for 2022/2023 reporting. We strive to work with our business partners and report respective figures moving forward.
- (5) “–” refers to either inapplicability or data collection stage where we were unable to report the respective data.
- (6) Factors used for converting volumetric units of diesel and gasoline consumption from Litre (L) to gigajoule (GJ) are extracted from U.S. Energy Information Administration’s energy conversion calculator.
- (7) 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.
- (8) Water consumption of Queen Victoria Building, The Galleries and The Strand Arcade were reported on a whole building basis as no breakdown is available. This contributed to a relatively higher consumption and intensity amount compared to the previous year.
- (9) 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. GLA is used for the intensity calculation of Queen Victoria Building, The Galleries and The Strand Arcade.
- (10) All construction and hazardous waste are handled by licensed waste collectors. Hazardous waste comprises fluorescent light tubes.
- (11) General waste is collected from our retail, fresh market, office and car park area where applicable, and sent to 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 properties.
- (15) Mixed recyclables include but are not limited to paper and cardboard, plastics, cans, glasses and food waste. Note that recyclable types may vary in individual property. The major increase in Mainland China portfolio is due to the new waste management requirement announced by the local government in Jingtong (Beijing), landlords are required to collect food waste for all tenants in the building instead of letting the tenants to handle by themselves in the past.
- (16) Others include cooking oil, Lai See packets, appliances and miscellaneous items for reuse and recycling. 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 (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O) and hydrofluorocarbons (HFCs). Perfluorocarbons (PFCs), sulfur hexafluoride (SF<sub>6</sub>), nitrogen trifluoride (NF<sub>3</sub>) and biogenic CO<sub>2</sub> 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 includes partial emissions from value chain under category 1: purchased goods and services, category 3: fuel- and energy-related activities (not included in Scope 1 or Scope 2), category 5: waste generated in operations, category 6: business travel, category 13: downstream leased assets and category 15: investments (our joint venture investment properties without operational control, i.e., Qibao Vanke Plaza and IGO portfolio). Detailed category breakdown will be disclosed once our SBT target is validated.
- (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 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
  - Australia’s National Greenhouse Accounts Factors (2022) from Department of Climate Change, Energy, the Environment and Water (DCCEEW) and UK Government GHG Conversion Factor (2022) from Department of Business, Energy and Industrial Strategy (DBEIS) 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.
- (19) Surge in Scope 1 Hong Kong data was mainly contributed by the increased number of chiller disposal and replacement in the year.
- (20) Surge in Scope 1 and 2 overseas data was mainly contributed by the increased number of new properties (Queen Victoria Building, The Galleries and The Strand Arcade) started to be included in 2022/2023.

Social Performance Data Table<sup>(1,2,3)</sup>

	Group Total	Hong Kong Portfolio				Mainland China Portfolio				Overseas Portfolio	
	2022/2023	2022/2023	2021/2022	2020/2021	2019/2020	2022/2023	2021/2022	2020/2021	2019/2020	2022/2023	2021/2022
<b>Workforce Profile</b>											
<b>Permanent Staff</b>	<b>1,200</b>	<b>985</b>	<b>948</b>	<b>921</b>	<b>908</b>	<b>214</b>	<b>165</b>	<b>138</b>	<b>118</b>	<b>1</b>	<b>-</b>
<b>By Age Group</b>											
Below 30	229	184	173	158	165	45	41	38	34	0	-
Male	102	87	83	85	87	15	14	14	15	0	-
Female	127	97	90	73	78	30	27	24	19	0	-
30-50	839	676	650	642	621	163	122	97	82	0	-
Male	381	319	323	320	301	62	48	34	30	0	-
Female	458	357	327	322	320	101	74	63	52	0	-
Above 50	132	125	125	121	122	6	2	3	2	1	-
Male	73	67	64	64	64	5	2	2	1	1	-
Female	59	58	61	57	58	1	0	1	1	0	-
<b>By Grade</b>											
Non-Management	697	572	568	566	570	125	95	88	73	0	-
Male	292	244	252	263	253	48	40	31	29	0	-
Female	405	328	316	303	317	77	55	57	44	0	-
Middle Management	395	324	300	282	275	71	54	42	37	0	-
Male	198	171	167	162	159	27	19	15	13	0	-
Female	197	153	133	120	116	44	35	27	24	0	-
Senior Management	108	89	80	73	63	18	16	8	8	1	-
Male	66	58	51	44	40	7	5	4	4	1	-
Female	42	31	29	29	23	11	11	4	4	0	-
<b>By Nationality<sup>(4)</sup></b>											
Chinese	1,185	971	935	912	902	214	165	138	118	0	-
Non-Chinese	15	14	13	9	6	0	0	0	0	1	-
<b>Temporary Staff<sup>(5)</sup></b>	<b>50</b>	<b>50</b>	<b>39</b>	<b>60</b>	<b>38</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>-</b>
<b>Contractors<sup>(6)</sup></b>	<b>4,269</b>	<b>3,158</b>	<b>2,858</b>	<b>2,825</b>	<b>2,871</b>	<b>1,059</b>	<b>837</b>	<b>887</b>	<b>606</b>	<b>52</b>	<b>52</b>
<b>New Hires</b>											
<b>Permanent New Hires</b>	<b>379</b>	<b>299</b>	<b>302</b>	<b>169</b>	<b>218</b>	<b>79</b>	<b>62</b>	<b>40</b>	<b>67</b>	<b>1</b>	<b>-</b>
<b>By Age Group</b>											
Below 30	122	99	122	75	99	23	26	16	28	0	-
Male	58	48	57	46	50	10	6	5	14	0	-
Female	64	51	65	29	49	13	20	11	14	0	-
30-50	238	185	175	89	104	53	35	23	37	0	-
Male	109	87	88	53	48	22	19	10	14	0	-
Female	129	98	87	36	56	31	16	13	23	0	-
Above 50	19	15	5	5	15	3	1	1	2	1	-
Male	7	3	4	4	11	3	1	1	1	1	-
Female	12	12	1	1	4	0	0	0	1	0	-
<b>By Grade</b>											
Non-Management	262	213	221	125	168	49	34	29	43	0	-
Male	117	95	104	80	81	22	15	11	18	0	-
Female	145	118	117	45	87	27	19	18	25	0	-
Middle Management	98	74	71	33	35	24	20	10	20	0	-
Male	44	34	38	18	19	10	8	5	8	0	-
Female	54	40	33	15	16	14	12	5	12	0	-
Senior Management	19	12	10	11	15	6	8	1	4	1	-
Male	13	9	7	5	9	3	3	0	3	1	-
Female	6	3	3	6	6	3	5	1	1	0	-
<b>Permanent New Hires Rate<sup>(7)</sup></b>	<b>31.6%</b>	<b>30.4%</b>	<b>31.9%</b>	<b>18.3%</b>	<b>24.0%</b>	<b>36.9%</b>	<b>37.6%</b>	<b>29.0%</b>	<b>56.8%</b>	<b>100%</b>	<b>-</b>

	Group Total	Hong Kong Portfolio				Mainland China Portfolio				Overseas Portfolio	
	2022/2023	2022/2023	2021/2022	2020/2021	2019/2020	2022/2023	2021/2022	2020/2021	2019/2020	2022/2023	2021/2022
<b>Turnover<sup>(8)</sup></b>											
<b>Staff Turnover</b>	<b>294</b>	<b>264</b>	<b>282</b>	<b>157</b>	<b>205</b>	<b>30</b>	<b>35</b>	<b>20</b>	<b>5</b>	<b>0</b>	<b>-</b>
<b>By Gender</b>											
Male	151	135	151	87	98	16	14	12	1	0	-
Female	143	129	131	70	107	14	21	8	4	0	-
<b>By Age Group</b>											
Below 30	78	69	80	54	67	9	21	7	1	0	-
Male	38	33	42	31	33	5	6	4	0	0	-
Female	40	36	38	23	34	4	15	3	1	0	-
30-50	180	160	182	82	113	20	12	13	4	0	-
Male	102	92	96	45	52	10	7	8	1	0	-
Female	78	68	86	37	61	10	5	5	3	0	-
Above 50	36	35	20	21	25	1	2	0	0	0	-
Male	11	10	13	11	13	1	1	0	0	0	-
Female	25	25	7	10	12	0	1	0	0	0	-
<b>By Grade</b>											
Non-Management	197	182	198	116	141	15	24	10	1	0	-
Male	105	94	105	65	67	11	6	8	0	0	-
Female	92	88	93	51	74	4	18	2	1	0	-
Middle Management	81	70	73	33	48	11	9	8	4	0	-
Male	37	33	42	19	26	4	6	3	1	0	-
Female	44	37	31	14	22	7	3	5	3	0	-
Senior Management	16	12	11	8	16	4	2	2	0	0	-
Male	9	8	4	3	5	1	2	1	0	0	-
Female	7	4	7	5	11	3	0	1	0	0	-
<b>Staff Attrition Rate</b>	<b>20.9%</b>	<b>22.3%</b>	<b>26.9%</b>	<b>14.6%</b>	<b>18.6%</b>	<b>8.9%</b>	<b>19.3%</b>	<b>10.7%</b>	<b>7.0%</b>	<b>0%</b>	<b>-</b>
<b>Leave</b>											
<b>Staff who Took Parental Leave</b>	<b>46</b>	<b>27</b>	<b>29</b>	<b>27</b>	<b>32</b>	<b>19</b>	<b>6</b>	<b>8</b>	<b>5</b>	<b>0</b>	<b>-</b>
<b>By Gender</b>											
Male	23	11	15	13	15	12	2	3	1	0	-
Female	23	16	14	14	17	7	4	5	4	0	-
<b>Return to Work Rate<sup>(9)</sup></b>											
<b>By Gender</b>											
Male	92.9%	90.9%	80%	92.3%	100%	94.1%	100%	100%	100%	-	-
Female	91.7%	93.7%	100%	100%	93.3%	87.5%	75%	100%	100%	-	-
<b>Days Taken for Family-Friendly Leave<sup>(10)</sup></b>	<b>5,753</b>	<b>4,380</b>	<b>4,306</b>	<b>3,587</b>	<b>2,427</b>	<b>1,373</b>	<b>538</b>	<b>687</b>	<b>424</b>	<b>0</b>	<b>-</b>
<b>Staff Benefits</b>											
<b>Staff who Joined Employee Unit Purchase Plan</b>	<b>418</b>	<b>418</b>	<b>465</b>	<b>507</b>	<b>549</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Employee Contribution	\$11,643,488	\$11,643,488	\$12,223,149	\$13,808,373	\$16,313,945	-	-	-	-	-	-
Company Contribution	\$1,040,702	\$1,040,702	\$1,974,317	\$2,305,348	\$2,755,324	-	-	-	-	-	-
<b>Number of Education Sponsorship Offered</b>	<b>219</b>	<b>219</b>	<b>388</b>	<b>639</b>	<b>281</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>By Grade</b>											
Non-Management	83	83	155	250	97	-	-	-	-	-	-
Middle Management	103	103	216	283	135	-	-	-	-	-	-
Senior Management	33	33	57	106	49	-	-	-	-	-	-
<b>Company Contribution</b>	<b>\$759,992</b>	<b>\$759,992</b>	<b>\$847,141</b>	<b>\$1,110,832</b>	<b>\$792,770</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

## Performance and Reporting

	Group	Hong Kong Portfolio				Mainland China Portfolio				Overseas Portfolio	
	Total	2022/2023	2021/2022	2020/2021	2019/2020	2022/2023	2021/2022	2020/2021	2019/2020	2022/2023	2021/2022
<b>Training</b>											
<b>Staff Training Hours</b>	<b>31,348</b>	28,823	18,621	18,434	21,133	2,522	2,198	1,064	1,136	4	-
<b>By Grade</b>											
Non-Management	18,469	17,331	10,680	9,814	11,036	1,138	748	542	393	-	-
Middle Management	9,509	8,626	5,393	5,591	5,837	884	1,018	429	544	-	-
Senior Management	3,371	2,867	2,548	3,029	4,260	500	432	94	199	4	-
<b>By Topic<sup>(14)</sup></b>											
Business Ethics and Compliance	3,762	3,533	2,693	-	-	228	282	-	-	1	-
Health and Safety	2,159	1,256	640	-	-	903	78	-	-	0	-
Cyber Security	1,763	1,327	488	-	-	436	186	-	-	0	-
ESG Trends	617	561	506	-	-	54	106	-	-	2	-
<b>Average Training Hours</b>	<b>26.1</b>	29.3	19.6	20.0	23.3	11.8	13.3	7.7	9.6	4.0	-
<b>By Grade</b>											
Non-Management	26.5	30.3	18.8	17.3	17.8	9.1	7.9	6.2	5.4	-	-
Middle Management	24.1	26.6	18.0	19.8	18.4	12.4	18.9	10.2	14.7	-	-
Senior Management	31.2	32.2	31.9	41.5	32.9	27.8	27.0	11.7	24.9	4.0	-
<b>Contractor Training Hours<sup>(12)</sup></b>	<b>4,467</b>	4,467	5,498	4,843	6,013	0	0	0	90	0	-
Average Training Hours	1.6	2.5	3.2	2.8	3.5	0	0	0	0.1	0	-
<b>Staff and Contractor Training Hours<sup>(13)</sup></b>	<b>35,815</b>	33,290	-	-	-	2,552	-	-	-	4	-
<b>By Gender</b>											
Male	16,460	15,477	-	-	-	980	-	-	-	4	-
Female	19,355	17,813	-	-	-	1,542	-	-	-	-	-
<b>Staff Volunteering</b>											
Staff count of Volunteers	470	444	295	199	142	26	-	-	-	-	-
Volunteer Hours	2,856	2,548	2,325	1,203	783	308	-	-	-	-	-
<b>Occupational Health and Safety</b>											
<b>Permanent Staff</b>											
Number of Lost Time Injuries (Sick Leave > 0 Day)	6	5	4	3	6	1	0	0	-	0	-
Number of Reportable Injuries (Sick Leave > 3 Days)	2	1	2	1	4	1	0	0	-	0	-
Number of High-Consequence Work-Related Injuries (Sick Leave > 6 Months)	0	0	0	0	0	0	0	0	-	0	-
<b>Lost Days Due to Injuries</b>	<b>37</b>	8.5	20	24	66	28	0	0	-	0	-
<b>Hours Worked</b>	<b>2,400,000</b>	1,970,000	1,896,000	1,842,000	1,816,000	428,000	330,000	276,000	-	2,000	-
Lost Time Injury Frequency Rate (LTIFR) <sup>(14)</sup>	2.50	2.54	2.11	1.63	3.30	2.34	0	0	-	0	-
Lost Time Injury Rate (LTIR) (Per 100 Employees) <sup>(15)</sup>	0.50	0.51	0.42	0.33	0.66	0.47	0	0	-	0	-
Reportable Injury Rate (Per 100 Employees) <sup>(15)</sup>	0.17	0.10	0.21	0.11	0.44	0.47	0	0	-	0	-
High-Consequence Work-Related Injury Rate (Per 100 Employees) <sup>(15)</sup>	0	0	0	0	0	0	0	0	-	0	-
<b>Absentee Rate<sup>(14,16)</sup></b>	<b>1.69%</b>	1.89%	2.30%	2.68%	1.65%	0.75%	0.96%	0.79%	0.58%	0%	-
<b>Number of Occupational Diseases</b>	<b>0</b>	0	0	0	0	0	0	0	-	0	-
<b>Number of Fatalities</b>	<b>0</b>	0	0	0	0	0	0	0	-	0	-
Fatality Rate <sup>(15)</sup>	0%	0%	0%	0%	0%	0%	0%	0%	-	0%	-

	Group Total	Hong Kong Portfolio				Mainland China Portfolio				Overseas Portfolio	
	2022/2023	2022/2023	2021/2022	2020/2021	2019/2020	2022/2023	2021/2022	2020/2021	2019/2020	2022/2023	2021/2022
<b>Contractors<sup>(17)</sup></b>											
Number of Lost Time Injuries (Sick Leave > 0 Day)	81	79	31	2	3	2	0	3	-	0	7
Number of Reportable Injuries (Sick Leave > 3 Days)	65	63	28	2	3	2	0	2	-	0	7
Number of High-Consequence Work-Related Injuries (Sick Leave > 6 Months)	5	5	1	0	0	0	0	0	-	0	0
<b>Lost Days Due to Injuries</b>	<b>3,016</b>	<b>2,949</b>	<b>330</b>	<b>11</b>	<b>83</b>	<b>67</b>	<b>0</b>	<b>91</b>	<b>-</b>	<b>0</b>	<b>0</b>
<b>Hours Worked</b>	<b>10,245,600</b>	<b>7,579,200</b>	<b>6,859,200</b>	<b>763,200</b>	<b>849,600</b>	<b>2,541,600</b>	<b>2,008,800</b>	<b>804,000</b>	<b>-</b>	<b>124,800</b>	<b>124,800</b>
Lost Time Injury Frequency Rate (LTIFR) <sup>(14)</sup>	7.91	10.42	4.52	2.62	3.53	0	0	3.73	-	0	56.1
Lost Time Injury Rate (LTIR) (Per 100 Employees) <sup>(15)</sup>	1.90	2.50	1.08	0.63	0.85	0	0	0.90	-	0	13.5
Reportable Injury Rate (Per 100 Employees) <sup>(15)</sup>	1.52	1.99	0.98	0.63	0.85	0	0	0.60	-	0	13.5
High-Consequence Work-Related Injury Rate (Per 100 Employees) <sup>(15)</sup>	0.12	0.16	0.03	0	0	0	0	0	-	0	0
<b>Number of Occupational Diseases</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>0</b>
<b>Number of Fatalities</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>0</b>
Fatality Rate <sup>(15)</sup>	0%	0%	3.50%	0%	0%	0%	0%	0%	-	0%	0%

### Notes:

- (1) Unless otherwise specified, 2022/2023 Social Performance Data Table includes the Hong Kong, Mainland China and overseas portfolios. Following the establishment of our Mainland China Headquarter in 2019/2020, we have set up the regional centre in Australia this year. During 2022/2023, our overseas portfolio's operational management was fully outsourced to property management agencies (PMA). We did not hire any frontline Link staff who were stationed in Australia and 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 from Hong Kong and Mainland China Headquarters, the social data profile is compiled based on the workforce number as of each reporting year end.
- (4) New data points reported since 2021/2022. Historical figures were traced back to 2019/2020 and disclosed.
- (5) Temporary staff 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.
- (6) Contractors refer to the non-Link supervised workers who are responsible for the services of property management support, housekeeping, car park operation, and repair and maintenance. The figures represent the number of suppliers with on-site presence in their own geographical regions.
- (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. Staff attrition 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) Contractor 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.
- (13) Starting from 2022/2023, we reported our staff and contractor training hours categorised by gender.
- (14) 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.
- (15) 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 is due to the assumed annual hours worked by 100 contractors, i.e. 48 hours per week for 50 weeks a year.
- (16) 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.
- (17) Starting from 2021/2022, we have been finetuning the data accuracy and expanding the scope of Hong Kong contractors' occupational health and safety data to those who are responsible for the services of property management support, housekeeping and car park operation as well, leading to a surge in figures over the years. Only Term Maintenance Contractors (TMCs) were taken into account in the previous years. Occupational health and safety data for contractors within overseas portfolio included only The Cabot. Data for 100 Market, Queen Victoria Building, The Galleries and The Strand Arcade were not available but will be reported in future years.