

ESG Performance Data Tables

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

	Unit	Group Total	Hong Kong Portfolio			Mainland China Portfolio ⁽⁵⁾			Overseas Portfolio ⁽⁶⁾		
		2024/2025	2024/2025	2023/2024	2022/2023	2024/2025	2023/2024	2022/2023	2024/2025	2023/2024	2022/2023
Energy Management											
Direct Energy Consumption	GJ	18,612	996	1,103	1,078	13,753	2	58	3,863	4,276	2,462
Diesel	L	8,283	4,336	9,930	5,185	420	48	1,505	3,527	2,013	21,996
Gasoline	L	23,756	23,756	20,636	25,148	–	–	–	0	0	100
Natural/Town Gas	GJ	17,466	0	0	0.53	13,737	–	–	3,729	4,199	1,614
Indirect Energy Consumption	GJ	1,026,667	694,341	712,640	698,932	263,051	193,233	172,788	69,275	74,289	13,878
Electricity ⁽⁷⁾	MWh	285,185	192,872	197,955	194,148	73,070	53,676	47,997	19,243	20,636	3,855
Electricity Intensity ⁽⁸⁾	kWh/sq m	61.1	54.3	55.8	54.7	86.9	88.5	78.6	69.8	74.8	82.7
Electricity Intensity (Versus 2018/2019 Re-Baseline) ⁽⁹⁾	%	-4.2	-6.7	-4.3	-6.1	-4.1	-2.4	-13.3	-44.3	-40.3	-33.9
Total Energy Consumption	GJ	1,045,279	695,337	713,742	700,010	276,804	193,235	172,846	73,139	78,565	16,340
Energy Intensity ⁽⁸⁾	GJ/sq m	0.224	0.196	0.201	0.197	0.329	0.319	0.283	0.265	0.285	0.166
Solar Energy Generated and Exported	MWh	2,997	2,997	2,276	800	–	–	–	–	–	–
Greenhouse Gas (GHG) Emissions ^{(9), (10)}											
Direct GHG Emissions (Scope 1)	Tonnes CO ₂ e	7,594	3,309	6,194	12,083	3,596	1,474	1,867	689	1,044	318
Indirect GHG Emissions (Scope 2)	Tonnes CO ₂ e	122,876	75,950	80,581	79,214	39,209	30,611	27,886	7,717	8,372	743
Indirect GHG Emissions (Scope 3)	Tonnes CO ₂ e	472,401	315,556	366,600	379,840	111,600	100,741	89,644	45,245	51,587	13,103
Group Total GHG Emissions (Scope 1 & 2)	Tonnes CO ₂ e	130,470	79,259	86,775	91,298	42,805	32,085	29,753	8,406	9,416	1,061
Group Total GHG Emissions Intensity (Scope 1 & 2) ⁽⁸⁾	Tonnes CO ₂ e/sq m	0.0280	0.0223	0.0244	0.0257	0.0509	0.0529	0.0487	0.0305	0.0341	0.0338
Group Total GHG Emissions Intensity (Scope 1 & 2) (Versus 2018/2019 Re-Baseline) ⁽⁹⁾	%	-21.0	-29.7	-23.1	-19.1	-19.4	-16.3	-22.9	-47.8	-41.5	-42.2
Water Management											
Municipal Water Consumption ⁽¹¹⁾	m ³	1,904,342	1,076,432	1,077,416	1,218,709	586,758	492,497	447,123	241,152	292,122	25,051
Water Intensity ⁽⁸⁾	m ³ /sq m	0.408	0.303	0.304	0.343	0.698	0.812	0.732	0.874	1.059	0.255
Water Consumption Excluded Cooling Tower	m ³	979,872	464,862	452,351	572,412	392,071	378,308	447,123	122,939	292,122	25,051
Water Intensity Excluded Cooling Tower ⁽⁸⁾	m ³ /sq m	0.210	0.131	0.127	0.161	0.466	0.624	0.732	0.446	1.059	0.255
Water Intensity Exclude Cooling Tower (Versus 2018/2019 Baseline) ⁽⁹⁾	%	-22.0	-35.0	-36.7	-19.9	-55.4	-40.4	-30.0	–	–	–

Notes:

- (1) Unless otherwise specified, 2024/2025 Environmental Performance Data Table includes 130 Hong Kong properties, 12 Mainland China properties, and 12 overseas properties. Environmental data coverage in 2023/2024 included 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.
- (2) 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.
- (3) 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.
- (4) “–” refers to either inapplicability or data collection stage where we were unable to report the respective data.
- (5) Following our acquisition of the remaining 50% stake in Link Plaza Qibao, consumption data of this property shall be included back into our operational control boundary starting from 2024/2025. Accordingly, emissions shall be reported under Scope 1 and 2 emissions instead of Scope 3 emissions as previously classified.
- (6) Following an internal review and in line with the Greenhouse Gas Protocol’s definitions, Queen Victoria Building, The Galleries, and Strand Arcade were removed from our operational control reporting boundary. We determined that Link does not retain full authority to implement operational policies at those properties. Consequently, their consumption data shall be excluded and the emissions shall no longer be included in our Scope 1 and 2 emissions reporting, shifting instead to Scope 3 emissions. To maintain data consistency across our overseas portfolio, historical data has been restated.
- (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) 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.
- (9) 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.
- (10) Our calculation standards for GHG emissions follow the GHG Protocol published by the World Resources Institute and World Business Council for Sustainable Development. Sources of emission factors for Scope 1 and 2 emissions reporting are taken from:
 - Global Warming Potential Values from the Intergovernmental Panel on Climate Change 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 (2022) 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 (2023) from Energy Market Authority, Australia’s National Greenhouse Accounts Factors (2024) from Department of Climate Change, Energy, the Environment and Water and UK Government’s Greenhouse Gas Reporting: Conversion Factor 2024 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.
- (11) Water consumption includes water for cooling tower, cleansing, flushing, potable uses, irrigation and other minor uses.

Scope 3 Emissions Category Breakdown⁽¹⁾:

Category ⁽²⁾	Scope 3 Emissions	Applicability to Link	Relevancies for Inclusion/Justifications for Exclusion	Quantification Methodologies	2024/2025 (tCO ₂ e)	2023/2024 (tCO ₂ e)	2021/2022 (Baseline) (tCO ₂ e)
1 Scope 3(A)	Purchased Goods & Services	Y	Upstream emissions from the extraction, production and transportation of goods and services purchased by Link for daily operations, eg equipment, operation supplies, security, housekeeping, maintenance, marketing and consultancy	Link's OPEX spend data were multiplied by the corresponding emission factors ⁽³⁾ Link's municipal water activity data were multiplied by the water suppliers' emission factors in processing fresh water	37,610 (8.0%)	37,171 (7.2%)	28,627 (7.0%)
2 Scope 3(A)	Capital Goods	Y	Upstream emissions from the extraction, production and transportation of plants and equipment purchased by Link for building services works during replacement, upgrade and asset enhancement As a Hong Kong REIT, Link has a restricted and insignificant business presence in property development activities Embodied carbon emissions of the construction materials from our current only community mall development The Anderson will be reported once completed	Link's CAPEX spend data were multiplied by the corresponding emission factors ⁽³⁾	19,096 (4.0%)	29,054 (5.6%)	26,992 (6.6%)
3 Scope 3(B)	Fuel- and Energy-related Activities (Not Included in Scope 1 or Scope 2)	Y	Upstream emissions from the extraction, production and transportation of fuel and energy consumed by Link (including usage for EV charging points) that are not already accounted for in Scope 1 and 2 emissions	Primary activity data of fuel and energy (eg diesel, natural gas and electricity) used by Link were multiplied by the corresponding emission factors ⁽⁴⁾	55,585 (11.8%)	56,765 (10.9%)	51,883 (12.7%)

Category ⁽²⁾	Scope 3 Emissions	Applicability to Link	Relevancies for Inclusion/Justifications for Exclusion	Quantification Methodologies	2024/2025 (tCO ₂ e)	2023/2024 (tCO ₂ e)	2021/2022 (Baseline) (tCO ₂ e)
4 Scope 3(A)	Upstream Transportation and Distribution	Y	Upstream emissions from transportation and distribution of goods and services purchased by Link (including inbound and outbound logistics)	Spend data of postage and courier services purchased by Link were multiplied by the corresponding emission factors ⁽³⁾	7 (0.002%)	6 (0.001%)	6 (0.001%)
5 Scope 3(B)	Waste Generated in Operations	Y	Upstream emissions from disposal and treatment of waste including solid waste and wastewater generated in Link's operations	Primary waste data from Link's properties with operational control were multiplied by the corresponding emission factors ⁽⁴⁾	23,538 (5.0%)	26,278 (5.1%)	16,481 ⁽⁵⁾ (4.0%)
6 Scope 3(A)	Business Travel	Y	Upstream emissions from transportation of employees for business related activities in non-company owned or operated vehicles	Primary air-travel data provided by corporate travel agents were multiplied by the corresponding emission factors ⁽⁶⁾ Primary ground travel mileage data from corporate rental cars and spend data of business travelling including hotel expenses were multiplied by the corresponding emission factors ^{(3), (4)}	788 (0.2%)	540 (0.1%)	124 (0.03%)
7 Scope 3(B)	Employee Commuting	Y	Upstream emissions from transportation of employees between their homes and worksites in non-company owned or operated vehicles	Number of employees were multiplied by the corresponding commuting factors ⁽⁷⁾	539 (0.1%)	589 (0.1%)	455 (0.1%)
8	Upstream Leased Assets	N	Upstream emissions from leased assets for employees (eg rented offices) are already accounted for in Scope 1 & 2 emissions No other upstream leased assets emissions are applicable to Link's operations	–	–	–	–

Category ⁽²⁾	Scope 3 Emissions	Applicability to Link	Relevancies for Inclusion/Justifications for Exclusion	Quantification Methodologies	2024/2025 (tCO ₂ e)	2023/2024 (tCO ₂ e)	2021/2022 (Baseline) (tCO ₂ e)
9	Downstream Transportation and Distribution	N	Link does not have any sold products that require transportation and distribution	–	–	–	–
10	Processing of Sold Products	N	Link does not manufacture any immediate products that require processing by third parties	–	–	–	–
11 Scope 3(B)	Use of Sold Products	Y (From 2023/2024 onwards)	Downstream operational emissions from properties where Link provides property management services by contract but does not claim operational control over those properties	Primary activity data of fuel and energy (e.g. diesel, natural gas and electricity) used by Link or supplied to end users (e.g. tenants and shoppers) were multiplied by location/market-based emission factors relevant to the regions	9,600 (2.0%)	9,728 (1.9%)	–
12	End-of-life Treatment of Sold Products	N	Link does not sell any products with end-of-life emissions	–	–	–	–
13 Scope 3(B)	Downstream Leased Assets	Y	Downstream emissions from properties owned by Link which are leased to tenants, of which their emissions are not already accounted for in Scope 1 and 2 emissions	A combination of primary and extrapolated activity data of fuel and energy (e.g. diesel, natural gas and electricity) supplied to tenants were multiplied by location/market-based emission factors relevant to the regions	318,340⁽⁸⁾ (67.4%)	335,308 ⁽⁵⁾ (64.6%)	265,699 (65.2%)
14	Franchises	N	Link's business operations do not involve franchises	–	–	–	–

Category ⁽²⁾	Scope 3 Emissions	Applicability to Link	Relevancies for Inclusion/Justifications for Exclusion	Quantification Methodologies	2024/2025 (tCO ₂ e)	2023/2024 (tCO ₂ e)	2021/2022 (Baseline) (tCO ₂ e)
15 Scope 3(B)	Investments	Y	Downstream emissions from Link's investments in joint ventures, ie qualified minority-owned properties and debt securities	Primary activity data of fuel and energy (e.g. diesel, natural gas and electricity) used in Link's minority-owned properties were multiplied by location/market-based emission factors relevant to the regions, as well as their Link's per cent stakes Extrapolated emissions from Link's debt investment companies were multiplied by location/market-based emission factors relevant to the regions	7,297 (1.5%)	23,487 (4.5%)	17,077 (4.2%)

As a major real estate owner, manager and investor, our Scope 3 emissions hotspots are Downstream Leased Assets (category 13) and Fuel-and Energy-related Activities (category 3). These two categories alone encompassed our SBTi Scope 3 emissions near-term target boundary and accounted for more than 75% of our total Scope 3 emissions in the past 3 years.

Our total Scope 3 emissions have been on an upward trajectory, driven primarily by the expansion of our portfolio and the resurgence of business activities following the pandemic. This growth has resulted in a higher carbon profile as well as increased spending on goods and services over the years.

To tackle the downstream emissions (category 13) from our properties, we have been implementing tenant engagement programmes in collaboration with various stakeholders to promote awareness and encourage energy saving and waste reduction practices among our tenants See more under [Tenant Engagement](#) section.

Category 3 comprises indirect emissions in relation to the upstream production of our purchased fuel and energy as well as T&D losses of our purchased electricity. Despite our limitation in influencing the upstream activities, we continue to drive energy efficiency within our operations proactively to reduce related emission footprints. See more under [Greenhouse Gas Emissions](#) section.

Notes:

- (1) Following an internal review and in line with the Greenhouse Gas Protocol's definitions, Queen Victoria Building, The Galleries, and Strand Arcade were removed from our operational control reporting boundary. We determined that Link does not retain full authority to implement operational policies at those properties. Consequently, their consumption data shall be excluded and the emissions shall no longer be included in our Scope 1 and 2 emissions reporting, shifting instead to Scope 3 emissions. To maintain data consistency across our overseas portfolio, historical data has been restated.
- (2) Beyond standard GHG Protocol classifications, we further differentiate Scope 3 emissions to reflect our varying levels of influence: Scope 3(A) (with direct control to shape outcome) and Scope 3(B) (beyond direct control but open to collaborative impact). This dual-category approach enables targeted actions where our influence is the strongest while maintaining engagement across the value chain.
- (3) From "Supply Chain GHG Emission Factors for U.S. Industries and Commodities" published by the U.S. Environmental Protection Agency using United States Environmentally-Extended Input-Output (USEEIO) model.
- (4) From "Greenhouse Gas Reporting: Conversion Factors 2024" published by the Department for Energy Security and Net Zero of the UK, as well as other location/market-based emission factors relevant to the regions.
- (5) Historical data has been restated to enhance accuracy this year.
- (6) From "ICAO Carbon Emissions Calculator (ICEC)".
- (7) From "Public Transit Statistics by Country and City" published by Moovit Insights and "China Major Cities Commuting Monitoring Report" published by China Academy of Urban Planning & Design.
- (8) This year, we started reporting electricity consumption from EV charging bays in Hong Kong that are not owned by Link.

	Unit	Group Total	Hong Kong Portfolio			Mainland China Portfolio ⁽¹⁰⁾			Overseas Portfolio ⁽¹¹⁾		
		2024/2025	2024/2025	2023/2024	2022/2023	2024/2025	2023/2024	2022/2023	2024/2025	2023/2024	2022/2023
Waste Management											
Non-Hazardous Waste Disposal	Tonnes	65,492	33,944	37,408	37,034	27,095	14,474	9,922	4,454	4,211	16
Construction Waste to Landfill ⁽¹⁾	Tonnes	14,619	43	543	605	14,576	3,999	2,572	–	–	–
General Waste to Landfill ⁽²⁾	Tonnes	46,116	33,900	36,865	36,430	12,184	10,475	7,351	31	4,211	16
General Waste to Incineration ⁽³⁾	Tonnes	4,757	–	–	–	335	–	–	4,422	–	–
Construction Waste Reused	Tonnes	302	302	901	304	–	–	–	–	–	–
Other Non-Hazardous Waste Recovered/Recycled/Reused											
Organic Waste – Surplus Food Donation ⁽⁴⁾	Tonnes	173	173	160	161	–	–	–	–	–	–
Organic Waste ⁽⁵⁾	Tonnes	7,199	2,651	2,175	1,491	4,013	–	–	535	363	11
General Waste	Tonnes	98	–	–	–	–	–	–	98	145	139
Plastics ⁽⁶⁾	Tonnes	893	734	451	301	149	–	–	9	2	–
Glass Bottles	Tonnes	309	164	230	277	91	–	–	54	46	47
Styrofoam Boxes	Tonnes	2,112	2,112	1,479	1,006	–	–	–	–	–	–
Cardboard/Paper	Tonnes	7,706	6,193	4,467	1,302	868	–	–	646	612	4
Metals	Tonnes	114	10	7	3	80	–	–	24	19	–
Mixed Recyclables ⁽⁷⁾	Tonnes	80	–	–	–	52	3,630	2,804	28	22	20
Clothing	Tonnes	171	171	123	89	–	–	–	–	–	–
Cooking Oil	Tonnes	–	–	–	–	–	–	–	–	–	–
Others ⁽⁸⁾	Tonnes	–	–	–	4	–	–	–	–	–	–
Hazardous Waste Disposal ⁽⁹⁾	Tonnes	3.35	1.86	2.06	1.60	0.21	0.04	0.27	1.28	0.68	0.00
General Waste Recovered/Recycled Rate	%	27.0	26.5	19.8	11.3	29.6	25.7	27.6	23.8	22.3	93.2

Notes:

- (1) All construction are handled by licensed waste collectors. 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.
- (2) General waste is collected from our retail, fresh market, office and car park area where applicable and sent to landfills. General waste amount is either measured by weigh-in stations or estimated with the number of rubbish bins on a regular basis.
- (3) General waste to incineration comprises organic waste. To enhance data accuracy, this year we have started reporting general waste to landfill and incineration separately.
- (4) Surplus food refers to the food collected from Link properties and subsequently donated to the community.
- (5) Organic Waste, excluding surplus food donation, treatment methods include composting, recycling and anaerobic digestion.
- (6) Plastic comprises plastic bottles collected from RVMs, plastic bottles and containers from recycle bins and fruit baskets from fresh markets.
- (7) 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. From 2024/2025 onwards, with the improvement in recording, mixed recyclable from Mainland China portfolio has been reported separately.
- (8) Others include Lai See packets, appliances and miscellaneous items for reuse and recycling, no relevant collection record during 2024/2025 and 2023/2024.
- (9) All hazardous waste are handled by licensed waste collectors. Hazardous waste comprises fluorescent light tubes and electronic waste.
- (10) Following our acquisition of the remaining 50% stake in Link Plaza Qibao, waste data of this property shall be included back to our operational control boundary starting from 2024/2025.
- (11) Following an internal review and in line with the Greenhouse Gas Protocol's definitions, Queen Victoria Building, The Galleries, and Strand Arcade were removed from our operational control reporting boundary. We determined that Link does not retain full authority to implement operational policies at those properties. Consequently, their waste data shall be excluded. To maintain data consistency across our overseas portfolio, historical data has been restated.

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

	Group Total		Hong Kong Portfolio		Mainland China Portfolio			Overseas Portfolio		
	2024/2025	2024/2025	2023/2024	2022/2023	2024/2025	2023/2024	2022/2023	2024/2025	2023/2024	2022/2023
Workforce Profile										
Permanent Employee	1,441	1,025	998	985	277	217	214	139	128	1
By Gender										
Male	632	469	461	473	107	82	82	56	48	1
Female	809	556	537	512	170	135	132	83	80	0
By Age Group										
Below 30	210	141	152	184	49	42	45	20	10	0
Male	70	51	56	87	13	12	15	6	2	0
Female	140	90	96	97	36	30	30	14	8	0
30-50	1,040	738	722	676	219	168	163	83	91	0
Male	455	338	336	319	87	64	62	30	31	0
Female	585	400	386	357	132	104	101	53	60	0
Above 50	191	146	124	125	9	7	6	36	27	1
Male	107	80	69	67	7	6	5	20	15	1
Female	84	66	55	58	2	1	1	16	12	0
By Grade										
Non-Management	788	552	560	572	149	123	125	87	82	0
Male	311	217	219	244	55	47	48	39	33	0
Female	477	335	341	328	94	76	77	48	49	0
Middle Management	503	356	337	324	110	77	71	37	34	0
Male	243	185	182	171	47	30	27	11	10	0
Female	260	171	155	153	63	47	44	26	24	0
Senior Management	150	117	101	89	18	17	18	15	12	1
Male	78	67	60	58	5	5	7	6	5	1
Female	72	50	41	31	13	12	11	9	7	0
By Nationality⁽⁵⁾										
Group										
Chinese	1,283	-	-	-	-	-	-	-	-	-
Singaporean	104	-	-	-	-	-	-	-	-	-
Malaysian	31	-	-	-	-	-	-	-	-	-
Others	23	-	-	-	-	-	-	-	-	-
Hong Kong Portfolio										
Chinese	-	1,006	984	971	-	-	-	-	-	-
British	-	6	5	2	-	-	-	-	-	-
Malaysian	-	4	3	3	-	-	-	-	-	-
Others	-	9	6	9	-	-	-	-	-	-
Mainland China Portfolio										
Chinese	-	-	-	-	277	217	214	-	-	-
Others	-	-	-	-	0	0	0	-	-	-
Overseas Portfolio										
Singaporean	-	-	-	-	-	-	-	103	100	0
Malaysian	-	-	-	-	-	-	-	27	18	0
Australian	-	-	-	-	-	-	-	2	2	0
Filipinos	-	-	-	-	-	-	-	2	3	0
Indian	-	-	-	-	-	-	-	2	2	0
Myanmar people	-	-	-	-	-	-	-	2	2	0
Others	-	-	-	-	-	-	-	1	1	1
Temporary Employee⁽⁶⁾	66	60	54	50	0	2	0	6	14	0

	Group Total	Hong Kong Portfolio			Mainland China Portfolio			Overseas Portfolio		
	2024/2025	2024/2025	2023/2024	2022/2023	2024/2025	2023/2024	2022/2023	2024/2025	2023/2024	2022/2023
New Hires										
Permanent New Hires	265	149	218	299	89	41	79	27	39	1
By Age Group										
Below 30	80	46	73	99	20	11	23	14	6	0
Male	31	21	23	48	5	4	10	5	2	0
Female	49	25	50	51	15	7	13	9	4	0
30-50	172	93	136	185	69	30	53	10	31	0
Male	80	43	61	87	33	14	22	4	8	0
Female	92	50	75	98	36	16	31	6	23	0
Above 50	13	10	9	15	0	0	3	3	2	1
Male	8	6	6	3	0	0	3	2	1	1
Female	5	4	3	12	0	0	0	1	1	0
By Grade										
Non-Management	169	104	157	213	48	23	49	17	28	0
Male	73	51	61	95	16	11	22	6	6	0
Female	96	53	96	118	32	12	27	11	22	0
Middle Management	76	31	51	74	39	15	24	6	8	0
Male	34	10	25	34	22	6	10	2	4	0
Female	42	21	26	40	17	9	14	4	4	0
Senior Management	20	14	10	12	2	3	6	4	3	1
Male	12	9	4	9	0	1	3	3	1	1
Female	8	5	6	3	2	2	3	1	2	0
Permanent New Hires Rate⁽⁷⁾	18.4%	14.5%	21.8%	30.4%	32.1%	18.9%	36.9%	19.4%	30.5%	100%
Turnover⁽⁸⁾										
Employee Turnover	218	138	245	264	46	39	30	34	50	0
By Gender										
Male	103	71	117	135	22	18	16	10	20	0
Female	115	67	128	129	24	21	14	24	30	0
By Age Group										
Below 30	48	31	87	69	10	12	9	7	4	0
Male	22	14	44	33	7	5	5	1	1	0
Female	26	17	43	36	3	7	4	6	3	0
30-50	154	96	146	160	36	27	20	22	35	0
Male	68	47	69	92	15	13	10	6	13	0
Female	86	49	77	68	21	14	10	16	22	0
Above 50	16	11	12	35	0	0	1	5	11	0
Male	13	10	4	10	0	0	1	3	6	0
Female	3	1	8	25	0	0	0	2	5	0
By Grade										
Non-Management	149	92	173	182	29	23	15	28	30	0
Male	70	49	80	94	13	12	11	8	13	0
Female	79	43	93	88	16	11	4	20	17	0
Middle Management	59	38	58	70	16	12	11	5	17	0
Male	25	15	28	33	9	4	4	1	6	0
Female	34	23	30	37	7	8	7	4	11	0
Senior Management	10	8	14	12	1	4	4	1	3	0
Male	8	7	9	8	0	2	1	1	1	0
Female	2	1	5	4	1	2	3	0	2	0
Employee Turnover Rate	15.5%	13.6%	24.9%	27.3%	17.8%	18%	14.9%	24.6%	38.2%	0%

	Group Total	Hong Kong Portfolio			Mainland China Portfolio			Overseas Portfolio		
	2024/2025	2024/2025	2023/2024	2022/2023	2024/2025	2023/2024	2022/2023	2024/2025	2023/2024	2022/2023
Voluntary Turnover										
Employee Voluntary Turnover	189	127	231	226	30	20	18	32	49	0
Overall Voluntary Turnover Rate	13.4%	12.5%	23.5%	23.3%	11.6%	9.2%	8.9%	23.2%	37.4%	0%
Number of Average Headcount	1,410	1,014	985	968	258	217	202	138	131	1
Leave										
Employee who Took Parental Leave	33	20	29	27	9	7	25	4	5	0
By Gender										
Male	18	8	10	11	7	0	17	3	3	0
Female	15	12	19	16	2	7	8	1	2	0
Return to Work Rate⁽⁹⁾										
By Gender										
Male	100%	100%	80%	90.9%	100%	0%	94.1%	100%	100%	0%
Female	100%	100%	89.5%	93.8%	100%	85.7%	87.5%	100%	100%	0%
Days Taken for Family-Friendly Leave ⁽¹⁰⁾	6,297	4,416.5	4,327.5	4,380	1,140	1,136.5	1,373	740.5	793	0
Employee Benefits										
Employee who Joined Employee Unit Purchase Plan	80	80	168	418	0	–	–	0	–	–
Employee Contribution (HK\$)	3,798,000	3,798,000	7,814,497	11,643,488	0	–	–	0	–	–
Company Contribution (HK\$)	1,072,000	1,072,000	2,162,959	1,040,702	0	–	–	0	–	–
Number of Education Sponsorship Offered	467	356	311	219	4	0	–	107	39	–
By Grade										
Non-Management	188	139	130	83	0	0	–	49	12	–
Middle Management	199	158	111	103	3	0	–	38	15	–
Senior Management	80	59	70	33	1	0	–	20	12	–
Company Contribution (HK\$)	1,049,034	837,972	789,785	759,992	14,428	0	–	196,634	96,558	–

	Group Total	Hong Kong Portfolio			Mainland China Portfolio			Overseas Portfolio		
	2024/2025	2024/2025	2023/2024	2022/2023	2024/2025	2023/2024	2022/2023	2024/2025	2023/2024	2022/2023
Training										
Employee Training Hours	37,539	28,170	23,374	28,823	6,370	5,150	2,522	2,999	3,508	4
By Gender⁽¹⁾										
Male	16,793	13,152	11,889	–	2,403	1,923	–	1,237	1,422	–
Female	20,747	15,018	11,485	–	3,966	3,227	–	1,762	2,086	–
By Grade										
Non-Management	19,163	14,638	12,035	17,331	2,914	2,471	1,138	1,612	1,560	0
Middle Management	12,133	8,862	6,349	8,626	2,472	1,649	884	799	1,143	0
Senior Management	6,243	4,671	4,991	2,867	983	1,031	500	589	805	4
By Topic⁽²⁾										
Business Ethics and Compliance	7,547	4,784	4,532	4,860	2,024	2,427	664	739	872	1
Health and Safety	3,376	3,225	1,130	1,256	94	0	903	58	94	0
ESG Trends	1,638	1,352	2,897	561	28	105	54	258	121	2
Others	24,978	18,810	14,816	22,146	4,224	2,619	901	1,945	2,421	1
Average Training Hours	26.1	27.5	23.4	29.3	23	23.7	11.8	21.6	27.4	4
By Grade										
Non-Management	24.3	26.5	21.5	30.3	19.6	20.1	9.1	18.5	19	0
Middle Management	24.1	24.9	18.8	26.6	22.5	21.4	12.4	21.6	33.6	0
Senior Management	41.6	39.9	49.4	32.2	54.6	60.6	27.8	39.3	67.1	4
Employee Volunteering										
Employee count of Volunteers	593	593	699	444	0	0	26	— ⁽²⁾	— ⁽⁴⁾	–
Volunteer Hours	2,660	2,660	3,655	2,548	0	0	308	— ⁽²⁾	— ⁽⁴⁾	–

	Group Total		Hong Kong Portfolio		Mainland China Portfolio			Overseas Portfolio		
	2024/2025	2024/2025	2023/2024	2022/2023	2024/2025	2023/2024	2022/2023	2024/2025	2023/2024	2022/2023
Occupational Health and Safety										
Permanent Employee										
Number of Lost Time Injuries (Sick Leave > 0 Day)	5	4	5	5	0	0	1	1	4	0
Number of Reportable Injuries (Sick Leave > 3 Days)	4	3	1	1	0	0	1	1	4	0
Number of High-Consequence Work-Related Injuries (Sick Leave > 6 Months)	0	0	0	0	0	0	0	0	0	0
Lost Days Due to Injuries	106.5	101.5	21.5	8.5	0	0	28	5	22.5	0
Hours Worked	2,882,000	2,050,000	1,996,000	1,970,000	554,000	434,000	428,000	278,000	256,000	2,000
Lost Time Injury Frequency Rate (LTIFR) ⁽¹³⁾	1.73	1.95	2.51	2.54	0	0	2.34	3.60	15.63	0
Lost Time Injury Rate (LTIR) (Per 100 Employees) ⁽¹⁴⁾	0.35	0.39	0.50	0.51	0	0	0.47	0.72	3.13	0
Reportable Injury Rate (Per 100 Employees) ⁽¹⁴⁾	0.28	0.29	0.10	0.10	0	0	0.47	0.72	3.13	0
High-Consequence Work-Related Injury Rate (Per 100 Employees) ⁽¹⁴⁾	0	0	0	0	0	0	0	0	0	0
Absentee Rate⁽¹⁵⁾	2.10%	2.17%	2.25%	1.89%	0.86%	1.21%	0.75%	4.12%	4.43%	0%
Number of Fatalities	0	0	0	0	0	0	0	0	0	0
Fatality Rate ⁽¹⁴⁾	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Contractor Worker Profile⁽¹⁶⁾										
Contractor Worker⁽¹⁷⁾	5,262	3,797	3,797	3,158	1,260	1,034	1,059	205	179 ⁽¹⁶⁾	52
Occupational Health and Safety										
Number of Lost Time Injuries (Sick Leave > 0 Day)	96	93	94	79	0	0	2	3	0	0
Number of Reportable Injuries (Sick Leave > 3 Days)	84	83	82	63	0	0	2	1	0	0
Number of High-Consequence Work-Related Injuries (Sick Leave > 6 Months)	12	12	8	5	0	0	0	0	0	0
Lost Days Due to Injuries	6,767	6,767	4,723	2,949	0	0	67	0	0	0
Hours Worked	12,628,800	9,112,800	9,112,800	7,579,200	3,024,000	2,481,600	2,541,600	492,000	429,600 ⁽¹⁶⁾	124,800
Lost Time Injury Frequency Rate (LTIFR) ⁽¹³⁾	7.60	10.21	10.32	10.42	0	0	0	6.10	0	0
Lost Time Injury Rate (LTIR) (Per 100 Workers) ⁽¹⁴⁾	1.82	2.45	2.48	2.50	0	0	0	1.46	0	0
Reportable Injury Rate (Per 100 Workers) ⁽¹⁴⁾	1.60	2.19	2.16	1.99	0	0	0	0.49	0	0
High-Consequence Work-Related Injury Rate (Per 100 Workers) ⁽¹⁴⁾	0.23	0.32	0.21	0.16	0	0	0	0	0	0
Number of Fatalities	0	0	0	0	0	0	0	0	0	0
Fatality Rate ⁽¹⁴⁾	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Contractor Worker Training Hours⁽¹⁸⁾										
Contractor Worker Training Hours	27,500	15,083	8,895	4,467	11,292	16,550	0	1,126	2,104 ⁽¹⁶⁾	0
Average Training Hours	8.4	8.3	4.9	2.5	9	16	0	5.5	11.8 ⁽¹⁶⁾	0

Notes:

- (1) Unless otherwise specified, 2024/2025 Social Performance Data Table includes the Hong Kong, Mainland China and overseas portfolios. We established our Mainland China Headquarters in 2019/2020, the regional centre in Australia in 2022/2023 and the regional centre in Singapore in 2023/2024. 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. 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 2023/2024, we reported our staff training hours categorised by gender.
- (12) Starting from 2024/2025, cyber security has been categorised under business ethics and compliance.
- (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, ie 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, ie 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) Following an internal review and in line with the Greenhouse Gas Protocol's definitions, Queen Victoria Building, The Galleries, and Strand Arcade were removed from our operational control reporting boundary. We determined that Link does not retain full authority to implement operational policies at those properties. Consequently, their contractor worker related data shall be excluded. To maintain data consistency across our overseas portfolio, historical data has been restated.
- (17) 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.
- (18) Contractor worker training hours are only applicable to contractors' workers 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' workers.