

ESG Performance Data Tables

Environmental Performance Data Table^(1,2,3,4,5,6)

		Group Total	Hong Kong Portfolio				Mainland China Portfolio				Overseas Portfolio
	Unit	2021/2022	2021/2022	2020/2021	2019/2020	2018/2019	2021/2022	2020/2021	2019/2020	2018/2019	2021/2022
Energy Management											
Direct Energy Consumption ⁽⁷⁾	GJ	7,199	1,028	875	1,192	974	78	88	100 ⁽⁸⁾	69	6,094
Diesel	L	14,905	8,249	5,836	6,712	4,763	2,025	2,300	2,600 ⁽⁸⁾	1,800	4,631
Gasoline	L	21,320	21,237	19,424	27,882	23,620	–	–	–	–	83
Natural Gas	GJ	5,913	–	–	–	–	–	–	–	–	5,913
Indirect Energy Consumption	GJ	903,023	733,510	715,150 ⁽⁸⁾	703,991 ⁽⁸⁾	717,501 ⁽⁸⁾	157,937	159,185	93,117	97,547	11,576
Electricity ^(9,10)	MWh	250,840	203,753	198,653 ⁽⁸⁾	195,553 ⁽⁸⁾	199,306 ⁽⁸⁾	43,871	44,218	25,866	27,096	3,216
Electricity Intensity ⁽¹¹⁾	kWh/sq m	60.5	57.5	56.1 ⁽⁸⁾	56.7 ⁽⁸⁾	58.3 ⁽⁸⁾	87.3	88.0	86.6	90.7	32.7
Total Energy Consumption	GJ	910,222	734,538	716,025 ⁽⁸⁾	705,182 ⁽⁸⁾	718,476 ⁽⁸⁾	158,014	159,273	93,217 ⁽⁸⁾	97,616	17,670
Energy Intensity ⁽¹¹⁾	GJ/sq m	0.22	0.21	0.20	0.20	0.20	0.31	0.32	0.19	0.19	0.18
Solar Energy Generated and Exported	MWh	210	210	104	–	–	–	–	–	–	–
Water Management											
Municipal Water Consumption ⁽⁹⁾	m³	1,657,889	1,246,574	1,346,056 ⁽⁸⁾	864,446	1,237,690	385,993	414,936	303,043 ⁽⁸⁾	312,487	25,322
Water Intensity ⁽¹¹⁾	m³/sq m	0.40	0.35	0.38	0.25	0.36	0.77	0.83	1.01 ⁽⁸⁾	1.05	0.26
Waste Management											
Non-Hazardous Waste Disposal	Tonnes	39,419	30,965	31,469 ⁽⁸⁾	1,986	–	8,433	6,618	–	–	21
Construction Waste ⁽¹²⁾	Tonnes	4,774	260	2,187	1,986	–	4,515	2,889	–	–	–
General Waste ⁽¹³⁾	Tonnes	34,645	30,705	29,282 ⁽⁸⁾	–	–	3,919	3,729	–	–	21
Non-Hazardous Waste Recovered/ Recycled/ Reused	Tonnes	2,480	1,652	1,433 ⁽⁸⁾	1,280	637	602	812 ⁽⁸⁾	–	–	227
Organic Waste – Surplus Food Donation ⁽¹⁴⁾	Tonnes	176	176	83	163	177	–	–	–	–	–
Organic Waste – Waste-to-Energy	Tonnes	973	966	1,132	979	460	–	–	–	–	8
General Waste	Tonnes	148	–	–	–	–	–	–	–	–	148
Plastic Bottles	Tonnes	222	222	14	5	–	–	–	–	–	–
Glass Bottles	Tonnes	210	162	111	134	–	–	–	–	–	47
Styrofoam Boxes	Tonnes	27	27	–	–	–	–	–	–	–	–
Cardboard	Tonnes	9	–	–	–	–	–	–	–	–	9
Mixed Recyclables ⁽¹⁵⁾	Tonnes	616	–	–	–	–	602	812 ⁽⁸⁾	–	–	15
Clothing ⁽¹⁶⁾	Tonnes	96	96	92	–	–	–	–	–	–	–
Others ⁽¹⁶⁾	Tonnes	2	2	1	–	–	–	–	–	–	–
Hazardous Waste Disposal ⁽¹²⁾	Tonnes	1.89	1.37	2.81	5.33	–	0.03	0.04	–	–	0.49
Greenhouse Gas (GHG) Emissions ^(10,17,18)											
Direct GHG Emissions (Scope 1) ⁽¹⁹⁾	Tonnes CO ₂ e	9,222	6,178	2,891 ⁽⁸⁾	3,132 ⁽⁸⁾	1,802 ⁽⁸⁾	2,613	170	210 ⁽⁸⁾	928	431
Indirect GHG Emissions (Scope 2)	Tonnes CO ₂ e	111,435	83,909	78,720 ⁽⁸⁾	102,508 ⁽⁸⁾	106,900 ⁽⁸⁾	26,766	29,813	17,138	17,957	760
Indirect GHG Emissions (Scope 3)	Tonnes CO ₂ e	48,510	12,221	3,961 ⁽⁸⁾	1,215 ⁽⁸⁾	1,190 ⁽⁸⁾	35,490	35,512 ⁽⁸⁾	20,632 ⁽⁸⁾	–	799
Group Total GHG Emissions (Scope 1 & 2)	Tonnes CO ₂ e	120,658	90,087	81,611 ⁽⁸⁾	105,640 ⁽⁸⁾	108,701 ⁽⁸⁾	29,379	29,983	17,348 ⁽⁸⁾	18,885	1,191
Group Total GHG Emissions Intensity (Scope 1 & 2) ⁽¹¹⁾	Tonnes CO ₂ e/sq m	0.029	0.025	0.023 ⁽⁸⁾	0.031 ⁽⁸⁾	0.032 ⁽⁸⁾	0.058	0.060	0.058 ⁽⁸⁾	0.063	0.012

Notes:

- (1) Environmental data coverage in 2021/2022 includes 124 Hong Kong properties, 5 Mainland China properties and 2 overseas properties.
- (2) Environmental data coverage in 2020/2021 includes 124 Hong Kong properties and 5 Mainland China properties.
- (3) Environmental data coverage in 2019/2020 includes 123 Hong Kong properties and 3 Mainland China properties.
- (4) Environmental data coverage in 2018/2019 includes 122 Hong Kong properties and 3 Mainland China properties.
- (5) We report on properties with operational control 1.5 years after acquisition/construction completion year for development projects.
- (6) “–” refers to either inapplicability or data collection stage where we were unable to report the respective data.
- (7) 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.
- (8) The data was adjusted to reflect the actual situation for better accuracy.
- (9) Link does not have access to Hong Kong tenant electricity or water data, as they are billed directly from local utility suppliers.
- (10) This year, a consistent adjustment traced back to 2018/2019 has been applied to our Hong Kong portfolio’s electricity consumption and respective emissions as we added back the shared electricity portion with third parties that was borne by Link.
- (11) The base for intensity calculation is the total Gross Floor Area (GFA) of the respective portfolio.
- (12) All construction and hazardous waste are handled by licensed waste collectors. Hazardous waste comprises fluorescent light tubes. Significant decrease in construction waste during 2021/2022 was due to the fewer construction works taken in place.
- (13) 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.
- (14) Surplus food refers to the food collected from Link properties and subsequently donated to the community.
- (15) Mixed recyclables include paper and cardboard, plastic and cans.
- (16) Starting from 2021/2022, we reported data on donation of clothing and others. Others include Lai See packets, appliances and miscellaneous items for reuse and recycling. Historical figures were traced back to 2020/2021 and disclosed.
- (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. Scope 3 data includes indirect emissions from Hong Kong portfolio from fresh water used by Water Services Department and Drainage Services Department for processing, partial tenant electricity consumption, business air travel by employees, and paper waste disposed at landfills. For Mainland China portfolio, Scope 3 data includes indirect emissions from tenant electricity consumption and paper waste disposed at landfills. For overseas portfolio, Scope 3 data includes indirect emissions from water supply and treatment, partial tenant electricity consumption, as well as fuel usage.
- (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
 - Latest Sustainability Reports of the local utility companies (CLP Hong Kong Limited and HK Electric), Drainage Services Department and Water Supplies Department 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
 - UK Government GHG Conversion Factors (2021) for Company Reporting from Department of Environment, Food & Rural Affairs and Australia’s National Greenhouse Accounts Factors (2021) from Department of Industry, Science, Energy and Resources for overseas portfolio’s emission factors
- (19) Increase in Scope 1 emissions during 2021/2022 was due to the more frequent business ground travel via company-owned vehicles and our change of calculation methodology to reflect more accurate refrigerant leakage starting from this year.

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

	Group Total	Hong Kong Portfolio				Mainland China Portfolio				Overseas Portfolio
	2021/2022	2021/2022	2020/2021	2019/2020	2018/2019	2021/2022	2020/2021	2019/2020	2018/2019	2021/2022
Workforce Profile										
Permanent Staff	1,113	948	921	908	897	165	138	118	-	-
By Age Group										
Below 30	214	173	158	165	168	41	38	34	-	-
Male	97	83	85	87	84	14	14	15	-	-
Female	117	90	73	78	84	27	24	19	-	-
30-50	772	650	642	621	611	122	97	82	-	-
Male	371	323	320	301	297	48	34	30	-	-
Female	401	327	322	320	314	74	63	52	-	-
Above 50	127	125	121	122	118	2	3	2	-	-
Male	66	64	64	64	60	2	2	1	-	-
Female	61	61	57	58	58	0	1	1	-	-
By Grade										
Non-Management	663	568	566	570	567	95	88	73	-	-
Male	292	252	263	253	252	40	31	29	-	-
Female	371	316	303	317	315	55	57	44	-	-
Middle Management	354	300	282	275	267	54	42	37	-	-
Male	186	167	162	159	154	19	15	13	-	-
Female	168	133	120	116	113	35	27	24	-	-
Senior Management	96	80	73	63	63	16	8	8	-	-
Male	56	51	44	40	35	5	4	4	-	-
Female	40	29	29	23	28	11	4	4	-	-
By Nationality⁽⁴⁾										
Chinese	1,100	935	912	902	-	165	138	118	-	-
Non-Chinese	13	13	9	6	-	0	0	0	-	-
Temporary Staff⁽⁵⁾	39	39	60	38	31	0	3	1	-	-
Contractors⁽⁶⁾	3,747	2,858	2,825	2,871	2,928	837	887	606	-	52
New Hires										
Permanent New Hires	364	302	169	218	190	62	40	67	-	-
By Age Group										
Below 30	148	122	75	99	72	26	16	28	-	-
Male	63	57	46	50	37	6	5	14	-	-
Female	85	65	29	49	35	20	11	14	-	-
30-50	210	175	89	104	76	35	23	37	-	-
Male	107	88	53	48	52	19	10	14	-	-
Female	103	87	36	56	24	16	13	23	-	-
Above 50	6	5	5	15	42	1	1	2	-	-
Male	5	4	4	11	5	1	1	1	-	-
Female	1	1	1	4	37	0	0	1	-	-
By Grade										
Non-Management	255	221	125	168	147	34	29	43	-	-
Male	119	104	80	81	75	15	11	18	-	-
Female	136	117	45	87	72	19	18	25	-	-
Middle Management	91	71	33	35	34	20	10	20	-	-
Male	46	38	18	19	15	8	5	8	-	-
Female	45	33	15	16	19	12	5	12	-	-
Senior Management	18	10	11	15	9	8	1	4	-	-
Male	10	7	5	9	4	3	0	3	-	-
Female	8	3	6	6	5	5	1	1	-	-
Permanent New Hires Rate⁽⁷⁾	32.7%	31.9%	18.3%	24.0%	21.2%	37.6%	29.0%	56.8%	-	-

	Group Total	Hong Kong Portfolio				Mainland China Portfolio				Overseas Portfolio
	2021/2022	2021/2022	2020/2021	2019/2020	2018/2019	2021/2022	2020/2021	2019/2020	2018/2019	2021/2022
Turnover⁽⁸⁾										
Staff Turnover	317	282	157	205	184	35	20	5	-	-
By Gender										
Male	165	151	87	98	99	14	12	1	-	-
Female	152	131	70	107	85	21	8	4	-	-
By Age Group										
Below 30	101	80	54	67	58	21	7	1	-	-
Male	48	42	31	33	35	6	4	0		
Female	53	38	23	34	23	15	3	1		
30-50	194	182	82	113	112	12	13	4	-	-
Male	103	96	45	52	56	7	8	1		
Female	91	86	37	61	56	5	5	3		
Above 50	22	20	21	25	14	2	0	0	-	-
Male	14	13	11	13	8	1	0	0		
Female	8	7	10	12	6	1	0	0		
By Grade										
Non-Management	222	198	116	141	131	24	10	1	-	-
Male	111	105	65	67	69	6	8	0		
Female	111	93	51	74	62	18	2	1		
Middle Management	82	73	33	48	45	9	8	4	-	-
Male	48	42	19	26	25	6	3	1		
Female	34	31	14	22	20	3	5	3		
Senior Management	13	11	8	16	8	2	2	0	-	-
Male	6	4	3	5	5	2	1	0		
Female	7	7	5	11	3	0	1	0		
Staff Attrition Rate	25.8%	26.9%	14.6%	18.6%	16.4%	19.3%	10.7%⁽⁹⁾	7.0%	-	-
Leave										
Staff who Took Parental Leave	35	29	27	32	24	6	8	5	-	-
By Gender										
Male	17	15	13	15	13	2	3	1	-	-
Female	18	14	14	17	11	4	5	4	-	-
Return to Work Rate⁽¹⁰⁾										
By Gender										
Male	82.4%	80%	92.3%	100%	76.9%	100%	100%	100%	-	-
Female	94.4%	100%	100%	93.3%	81.8%	75%	100%	100%	-	-
Days Taken for Family-Friendly Leave⁽¹¹⁾	4,844	4,306	3,587	2,427	1,828	538	687	424	-	-
Staff Benefits										
Staff who Joined Employee Unit Purchase Plan	465	465	507	549	558	-	-	-	-	-
Employee Contribution	\$12,223,149	\$12,223,149	\$13,808,373	\$16,313,945	\$15,741,776	-	-	-	-	-
Company Contribution	\$1,974,317	\$1,974,317	\$2,305,348	\$2,755,324	\$2,633,823	-	-	-	-	-
Number of Education Sponsorship Offered	388	388	639	281	442	-	-	-	-	-
By Grade										
Non-Management	115	115	250	97	192	-	-	-	-	-
Middle Management	216	216	283	135	178	-	-	-	-	-
Senior Management	57	57	106	49	72	-	-	-	-	-
Company Contribution	\$847,141	\$847,141	\$1,110,832	\$792,770	\$860,616	-	-	-	-	-

Performance and Reporting

	Group Total	Hong Kong Portfolio				Mainland China Portfolio				Overseas Portfolio
	2021/2022	2021/2022	2020/2021	2019/2020	2018/2019	2021/2022	2020/2021	2019/2020	2018/2019	2021/2022
Training										
Staff Training Hours	20,819	18,621	18,434	21,133	19,232	2,198	1,064	1,136	–	–
By Grade										
Non-Management	11,428	10,680	9,814	11,036	10,966	748	542	393 ⁽⁹⁾	–	–
Middle Management	6,411	5,393	5,591	5,837	5,209	1,018	429	544 ⁽⁹⁾	–	–
Senior Management	2,980	2,548	3,029	4,260	3,057	432	94	199 ⁽⁹⁾	–	–
By Topic⁽¹²⁾										
Business Ethics and Compliance	2,975	2,693	–	–	–	282	–	–	–	–
Health and Safety	718	640	–	–	–	78	–	–	–	–
Cyber Security	674	488	–	–	–	186	–	–	–	–
ESG Trends	612	506	–	–	–	106	–	–	–	–
Average Training Hours	18.7	19.6	20.0	23.3	21.4	13.3	7.7	9.6 ⁽⁹⁾	–	–
By Grade										
Non-Management	17.2	18.8	17.3	17.8	19.3	7.9	6.2	5.4 ⁽⁹⁾	–	–
Middle Management	18.1	18.0	19.8	18.4	19.5	18.9	10.2	14.7 ⁽⁹⁾	–	–
Senior Management	31.0	31.9	41.5	32.9	48.5	27.0	11.7	24.9 ⁽⁹⁾	–	–
Contractor Training Hours⁽¹³⁾	5,498	5,498	4,843	6,013	5,312	0	0	90 ⁽⁹⁾	–	–
Average Training Hours	2.1	3.2	2.8	3.5	2.9	0	0	0.1 ⁽⁹⁾	–	–
Staff Volunteering										
Staff count of Volunteers	295	295	199 ⁽⁹⁾	142	158	–	–	–	–	–
Volunteer Hours	2,325	2,325	1,203	783	920	–	–	–	–	–
Occupational Health and Safety										
Permanent Staff										
Number of Lost Time Injuries (Sick Leave > 0 Day)	4	4	3	6	1	0	0	–	–	–
Number of Reportable Injuries (Sick Leave > 3 Days)	2	2	1	4	3	0	0	–	–	–
Number of High-Consequence Work-Related Injuries (Sick Leave > 6 Months)	0	0	0	0	0	0	0	–	–	–
Lost Days Due to Injuries	20	20	24	66	7	0	0	–	–	–
Hours Worked	2,226,000	1,896,000	1,842,000	1,816,000	1,794,000	330,000	276,000	–	–	–
Lost Time Injury Frequency Rate (LTIFR) ⁽¹⁴⁾	1.80	2.11	1.63	3.30	0.56	0	0	–	–	–
Lost Time Injury Rate (LTIR) (Per 100 Employees) ⁽¹⁵⁾	0.36	0.42	0.33	0.66	0.11	0	0	–	–	–
Reportable Injury Rate (Per 100 Employees) ⁽¹⁵⁾	0.18	0.21	0.11	0.44	0.33	0	0	–	–	–
High-Consequence Work-Related Injury Rate (Per 100 Employees) ⁽¹⁵⁾	0	0	0	0	0	0	0	–	–	–
Absentee Rate⁽¹⁶⁾	2.30%	2.68%	1.65%	2.31%	–	0.96%	0.79%	0.58%	–	–
Number of Occupational Diseases	0	0	0	0	0	0	0	–	–	–
Number of Fatalities	0	0	0	0	0	0	0	–	–	–
Fatality Rate ⁽¹⁵⁾	0%	0%	0%	0%	0%	0%	0%	–	–	–
Contractors⁽¹⁷⁾										
Number of Lost Time Injuries (Sick Leave > 0 Day)	38	31	2	3	7	0	3	–	–	7
Number of Reportable Injuries (Sick Leave > 3 Days)	35	28	2	3	7	0	2	–	–	7
Number of High-Consequence Work-Related Injuries (Sick Leave > 6 Months)	1	1	0	0	0	0	0	–	–	0
Lost Days Due to Injuries	330	330	11	83	88	0	91	–	–	0
Hours Worked	8,992,800	6,859,200	763,200	849,600	828,000	2,008,800	804,000 ⁽⁹⁾	–	–	124,800
Lost Time Injury Frequency Rate (LTIFR) ⁽¹⁴⁾	4.23	4.52	2.62	3.53	8.45	0	3.73 ⁽⁹⁾	–	–	56.1
Lost Time Injury Rate (LTIR) (Per 100 Employees) ⁽¹⁵⁾	1.01	1.08	0.63	0.85	2.03	0	0.90	–	–	13.5
Reportable Injury Rate (Per 100 Employees) ⁽¹⁵⁾	0.93	0.98	0.63	0.85	2.03	0	0.60	–	–	13.5
High-Consequence Work-Related Injury Rate (Per 100 Employees) ⁽¹⁵⁾	0.03	0.03	0	0	0	0	0	–	–	0
Number of Occupational Diseases	0	0	0	0	0	0	0	–	–	0
Number of Fatalities	1	1	0	0	0	0	0	–	–	0
Fatality Rate ⁽¹⁵⁾	2.67%	3.50%	0%	0%	0%	0%	0%	–	–	0%

Notes:

- (1) Social data coverage includes the Hong Kong, Mainland China and overseas portfolios. Following the establishment of our Mainland China Headquarter in 2019/2020, we are at the early stage of setting up our overseas corporate office. During 2021/2022, our overseas portfolio's operational management was fully outsourced to property management agencies (PMA). We did not hire any 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.
- (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) The data point was adjusted to reflect the actual situation for better accuracy.
- (10) 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.
- (11) Family-friendly leave includes birthday leave, compassionate leave, parental leave, marriage leave and family leave.
- (12) 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.
- (13) 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.
- (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 expanded the scope of contractors' occupational health and safety data to contractors 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 included only The Cabot, as 100 Market was still under data collection stage for this item.