

WING TAI PROPERTIES LIMITED

永泰地產有限公司

STOCK CODE 股份代號 369



ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT
環境、社會及管治報告 2022



WINGTAI ASIA
永泰亞洲

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ABOUT THIS REPORT

REPORTING GUIDELINES

Wing Tai Properties Limited (“Wing Tai” or “the Company”) is delighted to present its annual standalone environmental, social and governance (“ESG”) report 2022. This report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “HKEx ESG Reporting Guide”) to satisfy the mandatory disclosure requirements and “comply or explain” provisions under Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

REPORTING PRINCIPLES

Wing Tai employs the four core reporting principles, namely materiality, quantitative, balance and consistency, stated in the HKEx ESG Reporting Guide when preparing this report. Details are illustrated as follows:

<p>Materiality</p> <p>Through peer benchmarking, Wing Tai identifies the material ESG issues, covering significant economic, environmental and social aspects in Wing Tai’s business operations.</p>	<p>Quantitative</p> <p>This report discloses the ESG KPIs in quantitative terms whenever feasible.</p>
<p>Balance</p> <p>This report presents readers with a balanced view by disclosing both achievements and improvement areas of Wing Tai’s ESG management and performance.</p>	<p>Consistency</p> <p>Wing Tai adopts consistent management approaches and performance measurement methodologies to allow fair year-on-year comparisons of ESG performance.</p>

SCOPE OF THIS REPORT

This report covers ESG management and performance for Wing Tai and its subsidiaries (the “Group”) during the period from 1 January 2022 to 31 December 2022, unless otherwise specified.

The scope of this report includes the Group’s core business operations in Hong Kong:

- Property management
 - Landmark East, a Grade A office complex situated in Kwun Tong
 - Shui Hing Centre, an industrial building situated in Kowloon Bay
- Hospitality management
 - Lanson Place Causeway Bay, a boutique hotel situated in Causeway Bay (which is temporarily closed for a significant renovation from end of 2022 and is expected to complete in the last quarter of 2023)
 - Lanson Place Waterfront Suites, a furnished residence situated in Sai Wan Ho
- Property development
 - OMA by the Sea, residential development situated in Tuen Mun
 - H18C of Gage Street/Graham Street, a commercial complex site situated in Central (“H18C”)
- Corporate offices in Kwun Tong and Central

ABOUT THIS REPORT

FEEDBACK

We welcome stakeholders' feedback on this report and our ESG performance for continuous improvement. Contact details are provided below.

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This report is published in both Traditional Chinese and English and is available on the websites of the Hong Kong Stock Exchange and Wing Tai.



CHAIRMAN'S MESSAGE

I am delighted to share with you Wing Tai's accomplishments during this reporting year. Our efforts to promote sustainability throughout our business operations and along our supply chain are summarised in this Environmental, Social and Governance (ESG) Report.

We consistently uphold our commitment to our long-standing ethos – “We don't just build, we craft”. The Group continues to deliver sophisticated yet cosy homes that turn our customers' dreams into reality. We constantly strive to enhance our services to bring joy to our customers, while simultaneously adapting to new business challenges brought on by the pandemic. The challenges we faced and overcame over this period reinforced our belief that sustainability is essential to our long-term success.

The Board of Directors is advised and assisted by the ESG Committee, which is led by an Executive Director, in monitoring and reviewing all ESG-related issues. We have established several environmental targets in the areas of energy consumption, greenhouse gas emissions, waste management and water consumption. We informed key business units of our updated ESG requirements, while making sure they understood their current and future environmental management responsibilities. This sets the foundation for our long-term environmental strategy and directs us toward more sustainable growth.

The Group is also continuing to make progress in our risk management journey. We have conducted a narrative climate scenario analysis to identify the potential impacts of climate change and understand our climate resilience. This helps us better prepare for the threats posed by climate change going forward. We have also integrated the ESG risk management system into our existing Enterprise Risk Management Framework. This ensures that we are kept up to date on the latest trends and further prepared to respond to ESG risks.

In terms of ESG management, one of our key areas of focus is our sustainable supply chain. We have conducted an extensive supply chain management process, which included identifying the ESG risks along our supply chain and incorporating more ESG metrics in our supplier assessment process.

Despite the pandemic, we continue to provide our customers with high-quality products and services while taking into account the impact that our operations have on the environment and society. We are pleased to report that our efforts on sustainable projects have been recognised, as Landmark East has achieved the “Wastewise Certificate”, Shui Hing has achieved a certificate of participation from “Programme on Source Separation of Commercial and Industrial Waste”, and one of our development projects H18C has been awarded BEAM Plus, LEED and WELL certifications.

Lastly, I would like to thank all of our stakeholders for their unwavering support and participation in our path towards sustainability. We will continue to collaborate with our stakeholders to tackle the challenges ahead and deliver lasting value to society.

Cheng Wai Chee, Christopher

Chairman

Hong Kong, 23 March 2023

ABOUT WING TAI

Wing Tai has a diverse property portfolio that includes quality residential, commercial, industrial, serviced apartments and boutique hotel projects. Under the “Wing Tai Asia” brand, our core business activities include property development in Hong Kong, as well as property investment and management in both Hong Kong and London. Under the “Lanson Place” brand, our hospitality management business spans across Hong Kong, Shanghai, Singapore, and Kuala Lumpur.

In 2022, we continued the sales of the remaining units of our “Upper Gold Coast” residential series albeit at a slower pace. We obtained the Occupation Permit for OMA by the Sea in May, and have successfully obtained approval to build a residential block in June for our newly acquired medium-density residential site near Sheung Shui MTR station. Advanced work of our residential site near Sheung Shui MTR station is underway as scheduled while master planning and design work have commenced.

Both the Mainland and Hong Kong economies were impacted by the challenges from the severe COVID-19 Omicron variant outbreaks, geopolitical tensions, interest rate hikes and global inflation. Our office leasing performance remained stable despite this difficult period. As the travel bans and quarantine requirements have been partially lifted in Hong Kong starting from April 2022, the occupancy rate of Landmark East has gradually improved despite continued pressures from COVID-19 and the weak rental property market. The occupancy and rental rates of our London office properties also stabilised as the British government lifted COVID-19 measures resulting in the region reopening for business.

The Group is committed to being a trustworthy and elite real estate developer. We conduct business responsibly in a mindful manner and uphold the expectations from our stakeholders. Advancing forward as a premium developer, our brands will continue to represent our aspirations and standards in design and construction.

More information regarding our business portfolio and financial performance can be found on [our website](#) and [Annual Report 2022](#).



OUR ESG CERTIFICATIONS AND AWARDS

Our efforts in ESG development have been widely recognised by local organisations. The following table summarises our environmental and social certificates and awards in 2022.

Certification/Award Name	Organisation
Environmental	
Hong Kong Green Organisation – Wastewise Certificate (Basic Level) – Landmark East	Environmental Campaign Committee
Commendation Scheme on Source Separation of Commercial and Industrial Waste – Certificate of Merit (Pure Office) – Landmark East	Environmental Protection Department
Programme on Source Separation of Commercial and Industrial Waste – Shui Hing Centre	Environmental Protection Department
Indoor Air Quality Certificate for AIA Kowloon Tower, Landmark East (Excellent Class)	Environmental Protection Department
Quality Water Supply – Flushing Water (Gold) – Landmark East	Water Supplies Department
Quality Water Supply – Fresh Water (Management System) (Gold) – Landmark East	Water Supplies Department
BEAM Plus New Buildings Provisional Assessment (Stage 1) – H18C	Hong Kong Green Building Council
Social	
Good MPF Employer 5 years+	Mandatory Provident Fund Schemes Authority



ESG MANAGEMENT APPROACH

ESG GOVERNANCE AND MANAGEMENT

The Board of Directors of Wing Tai (the “Board”) has the overall responsibility of overseeing material ESG issues and reviewing progress made against ESG-related goals and targets, as well as the responsibility on ESG strategy and management approach. The Board deploys sufficient resources and time to consolidate the Group’s corporate governance and ESG management. The Board established the ESG Committee with the responsibility to advise and support the Board in all aspects of the Group’s ESG management, including governance, policies, initiatives, performance, and reporting. Members of the ESG Committee include an Executive Director, the Chief Financial Officer, the Group Legal Counsel and Company Secretary of the Company. A working group for ESG related issues was also established and is overseen by the ESG Committee.

The Group’s ESG administrative policies and initiatives are developed under the guidance and assessment of the ESG Committee. Additionally, it monitors the development and execution of ESG objectives, as well as the progression of ESG objectives in enhancing ESG performance. The Group has identified ESG risks in the ESG risk bank and evaluated their potential effects on our operations. The Board is informed of the risks and is regularly updated. This ESG report was submitted to the Board for approval on 23 March 2023 after receiving confirmation from the ESG Committee.

ETHICAL BUSINESS OPERATION

The cornerstone of Wing Tai’s long-term commercial success is our commitment to ethical business practices. By closely adhering to the laws, rules and regulations pertaining to bribery (such as the Prevention of Bribery Ordinance (Cap.201 of the Laws of Hong Kong)), fraud, blackmail, and money-laundering, we do the best to reduce compliance and reputational risks.

The Group strives to foster an ethical business environment and has zero tolerance for any inappropriate conduct. All employees are required to strictly follow, and behave in the best interest of the Group as stated in the Code of Conduct and Discipline at Work. Anti-corruption Policy provides guidelines and instruction on how to conduct business with honesty, integrity and fairness. All transactions must be accurately, completely and promptly documented.

For employees to report any suspicious activities they noticed, including but not limited to financial crimes and workplace misconduct, the Group has devised the Whistleblowing Policy. Subject to the severity, reports are escalated directly to the head of the department or division, the head of Internal Audit Department then to the Chief Executive and/or the Chairman of the Audit Committee. The Whistleblowing Policy includes confidentiality protections designed to protect whistle-blowers from retaliation or other consequences and to ensure the success of the procedures.

The risk management system is crucial in preserving the Group’s reputation and protecting us from business risk. Our training sessions on ethical issues provided to staff are also significant in maintaining the credibility of the Group. During this reporting year, we have organized trainings on “Anti-corruption and Ethics” for staff and the Company’s Code of Conduct at staff orientation. We also provided the training material, “Anti-Corruption Programme – A Guide for Listed Companies” by the Independent Commission Against Corruption, to our directors. During the reporting period, no non-compliance cases regarding bribery, extortion, fraud or money laundering within our business operations were reported.

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

We value the opinion and expectation of our stakeholders, thus, the Group has set up a variety of communication channels with them to take their feedback into consideration for our materiality assessment as well as address their feedback on our ESG management. By obtaining timely feedback from our stakeholders on potential improvements in our ESG performance and responding to their requests, we hope to maintain a well-established and long-lasting relationship with them.

The engagement methods used to communicate with our stakeholders during the reporting period were as follows:













Stakeholder Group	Engagement Methods
Shareholders and investors	<ul style="list-style-type: none">• Annual General Meetings• Annual and Interim Reports• Our website• Press releases
Employees	<ul style="list-style-type: none">• Intranet• Staff meetings• Staff care activities• Staff training• Staff interviews
Customers	<ul style="list-style-type: none">• Customer service hotline• Daily personal contacts• Our website• Questionnaires
Media	<ul style="list-style-type: none">• Press releases• Press conferences
Suppliers	<ul style="list-style-type: none">• Tendering processes• Meetings and conferences• Site visits
Community	<ul style="list-style-type: none">• Voluntary services











ESG MANAGEMENT APPROACH

We commissioned an independent third-party consultant to conduct stakeholder engagement in 2020 to gather feedback on Wing Tai’s ESG issues from a variety of stakeholders (including management, employees, customers, suppliers, contractors, service providers, investors and industry associations) and help to determine the materiality assessment. Through online surveys and phone interviews, stakeholders were to rate the significance of the ESG issues to them and Wing Tai. We regularly carry out the engagement exercise indicated and review the material ESG issue list annually.

In this reporting year, we considered our area of influence and business priorities, as well as benchmarked the material ESG issue list against industry peers and megatrends to distinguish any gaps in our ESG strategy. Based on our assessment, the 18 ESG materiality issues remained relevant and applicable to us. To ensure that our strategy and objectives on sustainability are cohesively aligned with the priorities recognised by megatrend, we also made reference to the United Nations Sustainability Development Goals (“SDGs”).

The table below depicts our ESG materiality issues with reference to the SDGs targets.

ESG Aspects	Materiality Issues	SDGs
Environmental	Greenhouse Gas Emissions and Other Air Emissions	 
	Waste Management	
	Energy Conservation	   
	Water Management	
	Materials	
	Green Building	
	Climate Change	 

ESG Aspects	Materiality Issues	SDGs
Employment and Labour	Diversity and Equal Opportunities	
	Employee Wellness and Engagement	 
	Healthy and Safe Workplace	
	Training and Development	
	Labour Standards	
Operating Practices	Supply Chain Management	
	Product and Service Responsibilities	N/A
	Data Privacy Protection for Customers	N/A
	Anti-corruption	
Community	Customer Wellness, Health and Safety	
	Community Investment	 



OUR CARE TO CUSTOMERS

PRODUCT AND SERVICE RESPONSIBILITY

Wing Tai aims to provide top-quality and customer-oriented products to buyers. We strictly adhere to all relevant laws and regulations that dictate our product responsibilities and buyer protections, such as the Residential Properties (First-hand Sales) Ordinance (Cap. 621 of the Laws of Hong Kong) and Trade Descriptions Ordinance (Cap. 362 of the Laws of Hong Kong).

To ensure we deliver high quality products and services with a consistent standard which are up to our customers' expectations, we formulate and adhere to our internal Product Responsibility Policy. We also hire external consultants regarding our property management operations and seek professional advice and assistance in complicated project and quality management matters, in order to fulfil various product-related requirements accurately. Wing Tai holds regular meetings with our contractors to review performance and ensure that the best products and services are provided to our customers. We also maintain our quality assurance process through active property management, while our operational staff conduct daily patrols to ensure the cleanliness, safety and smooth operations of our building systems.

To ensure that we are environmentally responsible, we strive to incorporate environmental elements into our products and services throughout the supply chain in terms of planning, design, development and operations of our business.

During the reporting year, there were no known non-compliance cases with laws and regulations regarding health and safety, advertising, labelling and privacy matters, and there were no products sold or shipped subjected to recalls for safety and health reasons.

CUSTOMER PRIVACY PROTECTION

Due to the nature of our businesses, especially when our products and services are to be continuously improved, the collection of customers' personal information is a common practice in many of our operational procedures. We are therefore committed to protecting our customers' privacy when handling their personal information. All our operations adhere to the laws and regulations relating to data privacy and protection, such as the Personal Data (Privacy) Ordinance (Cap. 486 of the laws of Hong Kong). The Group has also implemented policies and procedures that prohibit unauthorised or accidental access, deletion, or other use of any customer personal data, ensuring that all data is gathered only for legitimate and appropriate purposes. All practicable steps are taken to ensure the personal information is protected and secure.

To guide our employees in the handling of guest personal data, we have developed a set of standard operating procedures in our hospitality management operations. Regular training is provided to our front office employees in order to reinforce their awareness on data privacy when handling customers' information. To prevent any privacy leakage, employees are reminded to ensure customers' information is not publicly displayed from their respective workstations. Customers are also allowed to opt-out from providing personal data for marketing purposes.

OUR CARE TO CUSTOMERS

Written guides and work instruction documents are put in place for our property management personnel to refer to when handling customer data and ensure visitors' privacy are protected. Any sensitive information is destroyed once the intended collection purpose has been met.

During the reporting period, there were no complaints received regarding the breaching of personal data privacy.

CUSTOMER FEEDBACK HANDLING

Feedback and opinions of our customers and tenants are highly valued as they continuously drive us to improve our products and services. We have therefore been actively interacting with these stakeholders to understand and collect their feedback, in order to meet and exceed their expectations.

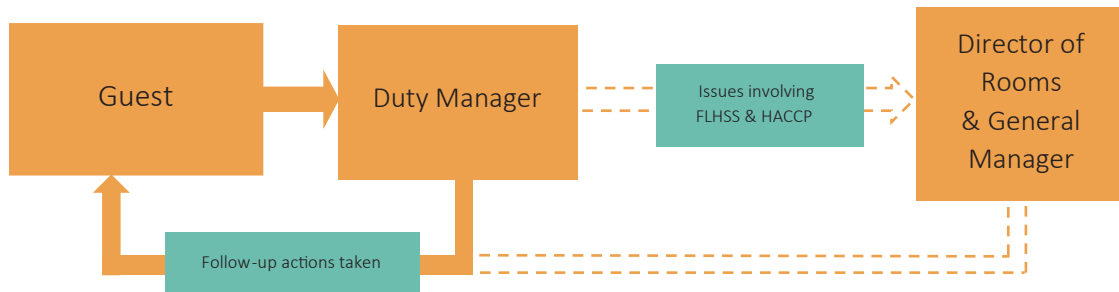
Various channels of communication are used to collect customers' feedback and comments. Customer and tenant satisfaction surveys are conducted on a regular basis during our property management and hospitality management activities to gauge their satisfaction, and to obtain results that assist us in target-setting and monitoring our progress objectively. Our employees in the hospitality management operations also enquire about the service quality through face-to-face discussions upon check-out or during the inventory checking process. Feedback is also collected through various social media platforms for better understanding of our customers' expectations.

Since 2021, in addition to collecting feedback from the customer service centre, the property management operation for Landmark East has adopted a Computerised Property and Facility Management System. The system optimises and digitalises the administrative process, which helps us achieve higher quality services by assisting us in making better decisions. The system utilises big data analysis to translate the raw data into useful management information, helping us speed up the workflow and make strategic decisions, providing timely and appropriate responses to tenants.

Customers' comments, opinions, and complaints are reviewed on a regular basis by the senior management of each business operation, with the goal of improving the quality of our services and products while meeting customers' expectations. Feedback is also given to our employees in order to foster ongoing development. We are committed to providing the best services to our customers by utilising the best practices.

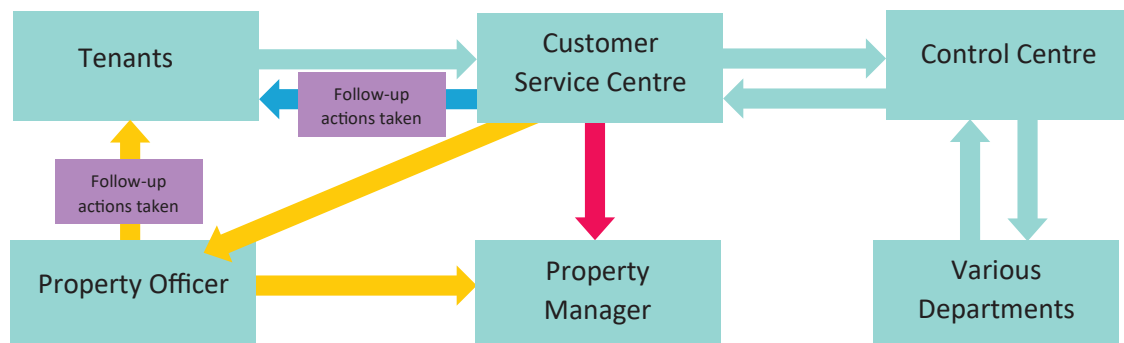
Guided by our Product Responsibility Policy, we have a set of standardised complaint handling procedures in property management and hospitality management operations to ensure customers' complaints are handled effectively and accurately.

Hospitality Management



In our hospitality management operation, the Duty Manager is in charge of reviewing and documenting complaints. Fire, Life, Health, Safety and Security (FLHSS) as well as Hazard Analysis and Critical Control Points (HACCP) issues are forwarded to the Director of Rooms and General Manager, who will then provide a thorough resolution in a timely manner.

Property Management



- Normal cases
- Cases with follow-up action finished within 24 hours
- Cases with follow-up actions not finished within 24 hours
- Emergency cases

In the property management operations, the management of Landmark East and Shui Hing Centre, Customer Service Centres, Control Centres, and Departments are to receive complaints and to respond thereto within 24 hours through site inspections and meetings. Our Property Manager is responsible for emergency cases (highlighted in red colour in the chart above) and cases that have not been able to be resolved in 24 hours (highlighted in yellow colour in the chart above). Reply letters will be given to tenants after issues have been examined and complaints settled.

OUR CARE TO CUSTOMERS

Employee compliments are also frequently received in our hospitality management business. These compliments and words of gratification are posted on our employee communication platform to show appreciation. The Group aims to provide high-quality products and services for our customers and tenants. There were no substantial complaints regarding any unsatisfactory customer services or products during the reporting year.

CUSTOMER HEALTH AND SAFETY

We review potential health and safety hazards and risks within our premises regularly to safeguard our customers' health and safety. We have also adopted various mitigation and remediation measures to manage these risks, ensuring that a safe environment is provided to our customers.

All fire services and security systems are regularly examined at all our properties to ensure that they are in optimal condition, guaranteeing prompt responses and evacuation procedures when necessary. Our security personnel patrols in our property management and hotel operations every day to monitor the safety, cleanliness, and proper functioning of building systems, while in Lanson Place Causeway Bay patrols are initiated twice a day to deliver the best quality of services to our customers. Swift follow-up actions are taken if any abnormalities are found.

We have implemented crisis management policies and procedures in our hotel management operations to further minimise operational risk. A total of 15 potential crisis scenarios are identified and updated regularly, including electricity supplies, elevator systems, gas and fuel supplies, fire alarm systems, water supplies, flooding, etc. We perform annual drills, testing, simulation, and trainings for our staff to refresh the awareness of their duties and responsibilities in relation to the hazards and critical issues they may face.

No health and safety issues regarding our services and products were reported during the reporting period.

FIGHT THE COVID-19 PANDEMIC TOGETHER

Due to the outbreak of COVID-19, Wing Tai upheld the responsibility to minimise any transmission risks within operations. By implementing several preventive measures in our hospitality and property management operations, we worked to fight the pandemic and provided protection to our guests and tenants. To support the Government's action in fighting against the COVID-19, Lanson Place Causeway Bay joined as one of the designated quarantine hotels in 2022 to provide quarantine rooms and services for guests.

To prevent any transmission of infectious diseases, infrared thermometers are used to check all visitors' temperatures upon arrival to our premises, and automatic hand sanitising units are installed throughout our premises, including the lobbies. The guest contact areas have been regularly cleaned with 1:99 diluted bleach. The frequency of cleaning and disinfecting common areas and amenities such as lifts, door handles, telephones, washrooms, and lobbies has also been increased in order to ensure a safe and healthy atmosphere for our guests. Bleach pills are also added to the toilet tank water to reduce the level of harmful bacteria.

We are very aware of the importance of hygiene in public areas as well as areas which are frequented by our customers. Therefore, we apply the nano-photocatalyst coating to public areas and frequently touched points in our hospitality management operations, which can effectively kill a wide range of bacteria and viruses. All suitcases, bags and boxes which have been at Lanson Place Causeway Bay are also sanitised with disinfectant spray to protect our customers and employees from the virus.

We also increased the cleaning frequency of our central air-conditioning system and upgraded the maintenance of the indoor ventilation system in Landmark East, in order to protect our tenants. Smart Cleaning Robots, equipped with disinfectant spray feature, which enhances their floor cleaning work and ensures ongoing disinfections at our main lobbies in the property.

We provide the most up-to-date information and hotel management operations policies on our website to our customers. Our property management operations also post newsletters in the common areas and send out notices to the tenants to keep them updated on the latest COVID-19 news.



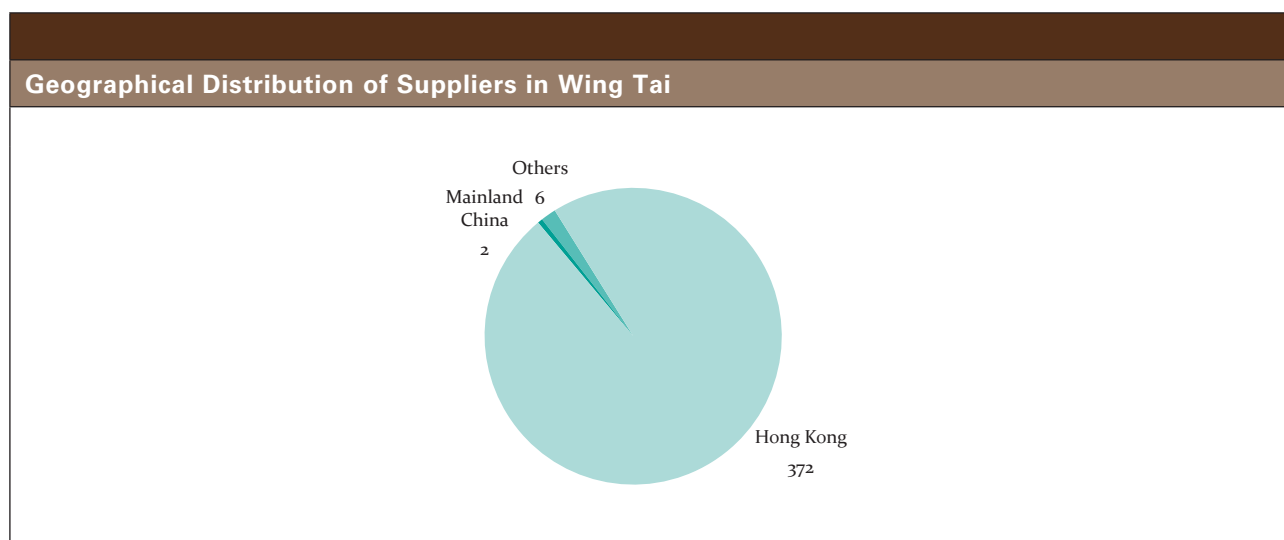


OUR CARE TO SUPPLY CHAIN

OVERVIEW OF SUPPLY CHAIN IN WING TAI

To uphold the quality of the services we provide and the properties we build, the Group is committed to enhancing supply chain management by maintaining close communication with a wide range of suppliers, including contractors in construction projects, building material suppliers, and cleaning supply providers. Commissioned to review the supplier portfolio and conduct engagement exercises with the key business units and key suppliers of Wing Tai, the independent third-party consultant appointed by the Group assisted to identify the top environmental and social risks along the supply chain of Wing Tai. The top environmental and social risks along the supply chain, which we will regularly review, include anti-corruption, and occupational health and safety etc. To effectively manage these risks, we identified areas where the key metrics of the risks might be improved and implemented several risk mitigation measures internally. For example, relevant clauses are included in the tender documents of main contractor in property development projects. In our property management operations, we retain a higher level of stock of consumables and parts to maintain daily operations in preparation for the possible disruptions on the supply chain that will be brought by pandemic situations. We are aware that suppliers are an important part of Wing Tai's supply chain, and any instances of non-compliance or subpar performances could have a negative impact on the Group's operations. Hence, Wing Tai created the supplier's monitoring mechanism to assess suppliers' ESG performance as well as their potential ESG risks on a regular basis. The results of the assessment will be incorporated as one of the criteria in the supplier selection process.

In 2022, Wing Tai engaged a total of 372 local suppliers in our key business areas (i.e. hospitality management, property development and property management) and the Human Resources and Administration Department in Hong Kong, equivalent to 98% of our total number of suppliers.



SUSTAINABLE PROCUREMENT PROCESS

As part of our commitment to build a more sustainable supply chain, the Group has set up a comprehensive supply chain system, and we prioritise the use of eco-friendly products and services. Our devotion on sustainability in our supply chain is further outlined in the Green Procurement Policy, which has also integrated green purchasing standards into our procurement process.

OUR CARE TO SUPPLY CHAIN

To support our sustainable procurement strategy, we prioritise the use of locally manufactured building materials in the project H18C which are within 800 kilometers from property development site to support the local economy, as well as to reduce our carbon footprint and material costs. In 2022, a total of 50 local suppliers in Hong Kong were engaged by our contractor. In addition, the sustainable procurement approach also encourages the application of green building assessments, such as BEAM Plus Platinum rating by the Hong Kong Green Building Council for H18C.

Apart from regional procurement, the Group is also committed to purchasing eco-friendly materials on the operation side. We are inclined to collaborate with suppliers and manufacturers that are committed to sustainable forestry management. For our property development projects, on-site wood products purchased from sources certified by the Forest Stewardship Council are encouraged. In our hospitality management operations, we enquire whether suppliers employ environmentally friendly products, while going through quotation or tendering process.

SUPPLIER SELECTION

The Group's supply chain management system enables both our business and our customers to receive quality products and services. To ensure that our suppliers adhere to all environmental laws and regulations, we have incorporated relevant terms in the tender documents. Besides establishing environmental requirements, we support fair competition and reasonable treatment throughout the procurement process.

The Group has formulated measures on supplier selection and assessment regarding their sustainability practices, to strengthen quality control in our supply chain. Our list of qualified suppliers or contractors is maintained by property management operations based on suitability, competency and qualification. On supplier selection, environmental and social considerations are incorporated into the decision-making process. In addition, our hospitality management operations exclude high-risk suppliers with a view to ensuring the effectiveness and efficiency of our purchasing responsibilities. In our property management operations, contractors and suppliers are highly encouraged to submit us with all relevant certificates (such as ISO 9001, ISO 14001, and ISO45001) for assessment purposes when they apply to be included in the in-house Approved Contract List. To guarantee the quality of products and services procured and delivered to customers, we have implemented supplier engagement practices for all of our suppliers, which include regular and ongoing supplier evaluation as well as reviewing suppliers' work via regular meetings. These practices also aid in identifying potential supply chain risks and ensuring a traceable and continuous development with our suppliers.

ETHICAL SUPPLY CHAIN OPERATION

Our suppliers and service providers are required to comply with our ethical requirements and all relevant laws and regulations as reflected in our Vendor Code of Conduct. Our Vendor Code of Conduct sets out our expectations of our suppliers covering compliance on workplace health and safety, employment, labour standards, environmental protection, supply chain management and anti-bribery. In addition, we actively engage in close communication with suppliers to ensure that they are well-informed about the Group's supply chain-related policies. In hospitality management operations, suppliers are reviewed via regular contact throughout the quotation process, and the performance of suppliers is also reviewed by the purchase department and user departments.



OUR CARE TO EMPLOYEES

EMPLOYMENT RELATIONS

Wing Tai understands that providing an excellent working environment for employees is indispensable to obtaining long-term business success. We are devoted to building a harmonious, inclusive and reward workplace with fair rewarding packages. We provide our employees with adequate personal development programmes and clear career development pathways to maximise their potential growth. Our strict compliance with all employment practices, relevant laws and regulations in Hong Kong, including the Employment Ordinance (Cap. 57 of the Laws of Hong Kong) and discrimination ordinances¹ depicts our care to employees. During the reporting year, there were no non-compliance cases identified.

We are committed to promoting diversity and inclusion in the workplace. We ensure a secure and supportive working environment with no discrimination and with equal opportunities during the recruitment process and all employment activities, including compensation, working hours, training, and promotion. We reaffirm our commitment to diversity and inclusion by strictly prohibiting any form of discrimination in the workplace, and treating every employee equally regardless of their ethnicity, ancestry, national origin, religion, gender, marital status, age, sexual orientation, disability or veteran status. We base our employment decisions on individuals' capability, education, qualification, experience and skills.

Wing Tai attaches great importance to attracting and retaining talents. We offer fair and competitive remuneration packages to all employees and adopt the "pay-for-performance" principle when establishing and reviewing the remuneration packages. Such packages are reviewed on a regular basis through market benchmarking to maintain our market competitiveness. Besides, we provide our employees with competitive perks including physical check-ups, leaves, insurance coverage and long-term service awards, showing our care to employees and appreciation for their efforts.

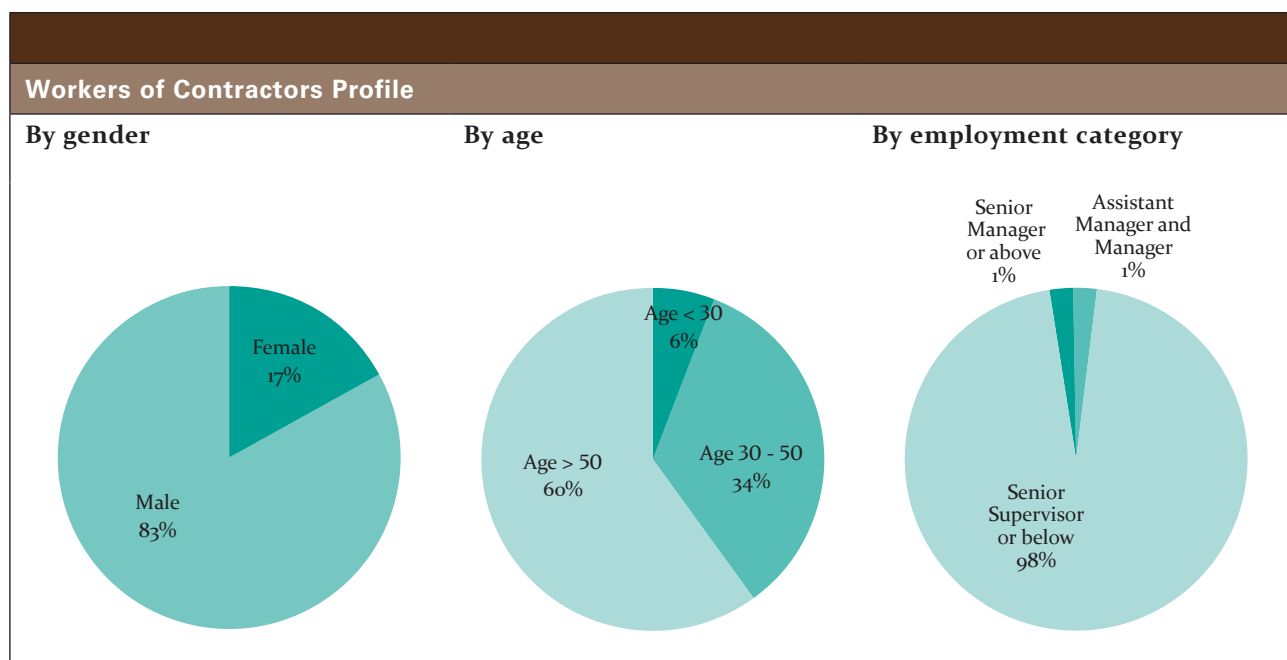
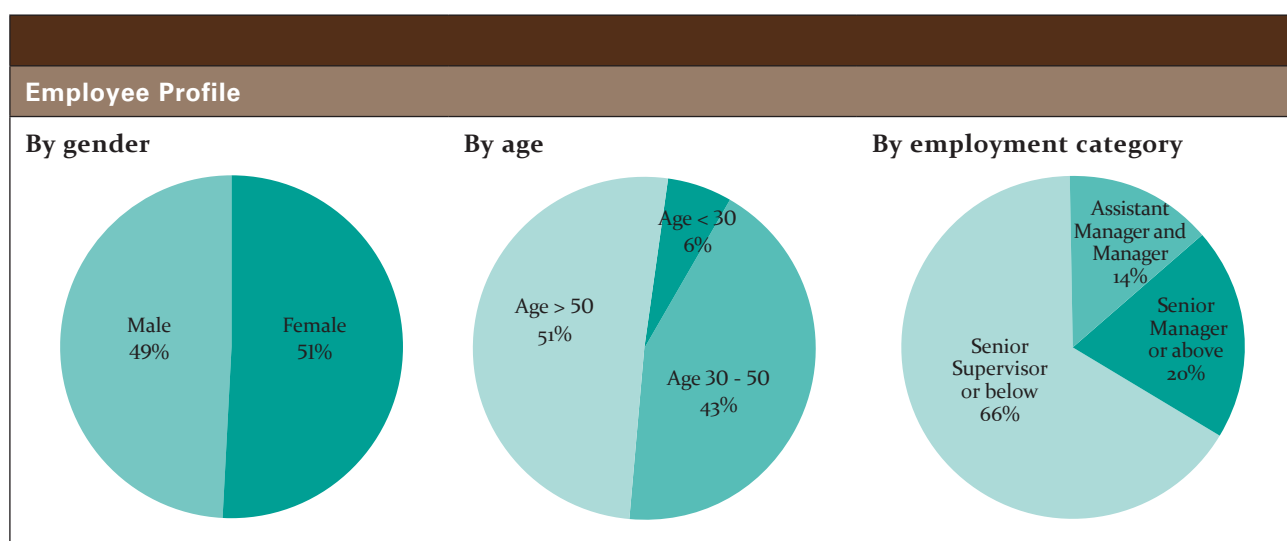
The Group values the views of our employees and promotes inclusiveness. Employees are encouraged to voice their opinions to their direct supervisors, department heads or the Human Resources and Administration Department through different communication channels. We have implemented group-wide grievance and complaint handling procedures for employees to raise concerns and feedback. We ensure the grievances and complaints are dealt fairly and effectively, and with a high level of confidentiality.

We worked hard to safeguard the health of our employees during the COVID-19 pandemic. During the reporting year, we initiated flexible working arrangements, split-team work arrangement and the spraying of an anti-microbial coating in the office. The coating effectively kills up to 99.99% of bacteria, provides lasting protection and surface disinfection against microbial contamination and viruses, but is harmless to humans. Also, we provided our employees with anti-pandemic supplies and utilised online platforms for internal meetings and training. In addition, our sick leave policy was updated to align with the Government's policies and employees were also entitled to full-pay sick leave during the COVID-19 pandemic.

¹ Discrimination ordinances include Sex Discrimination Ordinance (Cap. 480 of the Laws of Hong Kong), Disability Discrimination Ordinance (Cap. 487 of the Laws of Hong Kong), Family Status Discrimination Ordinance (Cap. 527 of the Laws of Hong Kong) and Race Discrimination Ordinance (Cap. 602 of the Laws of Hong Kong).

Our continuous effort in promoting a people-centred working environment has been recognised and 2022 marked the 6th consecutive year of receiving the Good MPF Employer Award, acknowledging our exemplary performance in protecting our staff's rights.

As of 31 December 2022, we employed around 370 employees and 190 contract workers in our Hong Kong operations. 98% of our employees are based in Hong Kong, 1% are based in Mainland China, and 1% are based in other countries. 98% of our workers of contractors are based in Hong Kong and 2% are based in other countries.



OUR CARE TO EMPLOYEES

Our employee turnover rate was around 13% during the reporting period.

Employee Turnover Rate ² in 2022	
Overall	13.2%
By gender	
Male	10.9%
Female	15.3%
By age group	
Age < 30	41.4%
Age 30 – 50	15.8%
Age > 50	6.6%

HEALTHY AND SAFE WORKPLACE

Wing Tai is committed to ensuring that our operations comply with relevant laws and regulations relating to occupational health and safety (“OHS”), including the Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong) and the Factories and Industrial Undertakings Ordinance (Cap. 59 of the Laws of Hong Kong). During the reporting year, there were no confirmed non-compliance cases relating to OHS in our operations in Hong Kong.

Our property management operations and construction sites have obtained the OHSAS 18001 Occupational Health and Safety Management System certification, while Landmark East has been certified with ISO 45001. During the reporting year, the contractor for OMA by the Sea has also revised the Safety, Health, Environment & Quality Policy Statement. Our safety standards are documented in our internal policies, including Safety Staff Handbook and Work Safety Guideline, which provide guidance on fire prevention, electricity shortages and lift malfunctions for frontline employees in hospitality management and property management operations. In addition, we arrange talks on pressure relief and correct postures to ensure good well-being among employees.

The Group has established a wide range of measures to promote OHS and maintain regular monitoring. For example, we conduct safety inspections and hold regular safety management meetings with contractors to monitor the safety performance of our property development operations. Also, we provide employees with resources and support including publications from the Labour Department and essential protective and auxiliary equipment. Protective equipment such as helmets, gloves and masks are prepared for employees who work in high-risk operations and construction sites to minimise work-related injuries. In case of the occurrence of accidents, remedial actions and procedures are in place, including safety alerts, accident investigation, follow-up safety training and workplace enhancement. To raise awareness of OHS among the workers, our contractor of H18C established a monthly safety award scheme to encourage them to maintain a high standard of OHS performance. This year, the contractor sets up a permit to work system to identify, communicate, mitigate and control risk in construction site of H18C.

² Turnover rate (in percentage) = Total number of turnover in the category/Average number of employees in the specified category at the beginning and at the end of the year × 100%

Apart from health and safety management systems and measures, Wing Tai continues to provide OHS training for employees to achieve effective OHS management. During the reporting year, we arranged external health and safety training courses for employees in property development and hospitality management operations, covering topics such as equipment and tool usage and heatstroke prevention. Also, we provided sponsorship to employees to attend external courses for hygiene supervisors, managers and first aiders in hospitality management operations. In 2022, a total of around 1,400 hours of OHS training were provided by the Group to our employees and around 900 hours of OHS training were provided by the contractors in construction sites. 358 lost days were recorded due to work-related injuries. During the past three years, no work-related fatality has been identified.

Under the fast-changing pandemic situation, we imposed different COVID-19 measures at the workplaces. All staff were required to perform a Rapid Antigen Test (RAT) for COVID-19 before coming to workplaces. They were also reminded to check their body temperatures upon arriving at the workplaces and wear surgical masks properly. To ensure a more accurate result, frontline staff at Lanson Place Causeway Bay were asked to conduct the Combined Nasal and Throat Swabs PCR Test (CNTS) every 7 days, ensuring the workplaces were virus-free. To eliminate the risk of cross-infection, special arrangements including flexible lunch hours were arranged, and sanitisation at the work premises was enhanced. We provided regular training and promotions to encourage good personal hygiene among employees, which prevent the spread of diseases. During the period of increasing COVID-19 cases in Hong Kong, we also introduced new guidelines for all members of the staff to reduce the risk of infection spreading widely.

TRAINING AND DEVELOPMENT

Our internal and on-the job training programmes help unleash our employees' potential. Tailored trainings held by technical experts and professionals are assigned to different employees based on their roles and duties. During the reporting year, we had organised an anti-corruption training in order to enhance employees' awareness of the risks of corruption as well as their knowledge and skills in handling ethical dilemmas at the workplace. As for our property development operations, the safety department of our contractor for H18C has organised regular training on health and safety and quality management for their staff. In hospitality management operations, the scope of training encompasses service standards and procedures, typhoon and rainstorm precautions, crisis scenarios, risk handling, and safety.

In addition to internal training, we support professional skills development. Financial subsidies and professional membership fee reimbursement are given to employees to participate in external training courses.

Believing in the philosophy of "learning by doing", Wing Tai encourages our employees to gain practical experience. Our hospitality management operations organise inter-property cross-exposure programmes, enabling staff to experience different jobs and responsibilities within the business. These programs aid workers in acquiring diverse skill sets and exploring their potential in the field.

Our annual performance appraisal evaluates the performance of our employees. In addition to the ongoing feedback and annual review from supervisors, Wing Tai has established a key responsibility area system ("KRA system") to evaluate employees' performance with comprehensive feedback. The KRA system allows employees to understand the expected performance with mutual agreement on standards and personal objectives, and to achieve corporate objectives eventually. The results help to modify training and development plans.

OUR CARE TO EMPLOYEES

TRAINING DATA IN 2022

Percentage of employees trained ³	
Overall	57%
By gender	
Male	62%
Female	53%
By employment category	
Senior Manager or above	35%
Assistant Manager and Manager	50%
Senior Supervisor or below	65%

Average training hours	
Overall	7
By gender	
Male	7
Female	6
By employment category	
Senior Manager or above	1
Assistant Manager and Manager	3
Senior Supervisor or below	9

LABOUR STANDARDS

The Group adheres to relevant laws and regulations including the Employment Ordinance (Cap. 57 of the Laws of Hong Kong), Employment of Children Regulation (Cap. 57B of the Laws of Hong Kong) and Employment of Young Persons (Industry) Regulation (Cap. 57C of the Laws of Hong Kong). The Group does not allow any form of child, forced, bonded, indentured or slave labour or human trafficking.

During the recruiting process, we perform identification and reference checks to ensure that all employees meet our labour standards across all operations. We require all job applicants to declare their date of birth in the application form with sufficient evidence upon employment, to avoid having employees under the age of 18 perform hazardous tasks. During the reporting period, no non-compliance cases regarding child or forced labour were observed in our business operations.

³ Percentage of employees trained = Total number of trained employees in the category / Average number of employees in the specified category at the beginning and at the end of the year × 100%



TOWER

C

OUR CARE TO THE ENVIRONMENT

ENVIRONMENTAL MANAGEMENT APPROACH

The Group aims for continuous enhancement of environmental performance in our business operations through prudent management approaches.

We strictly comply with all applicable environmental laws and regulations, including the Air Pollution Control Ordinance (Cap. 311 of the Laws of Hong Kong), Noise Control Ordinance (Cap. 400 of the Laws of Hong Kong), Water Pollution Control Ordinance (Cap. 358 of the Laws of Hong Kong), Waste Disposal Ordinance (Cap. 354 of the Laws of Hong Kong) and Dangerous Goods Ordinance (Cap. 295 of the Laws of Hong Kong). In 2022, no non-compliance cases regarding emissions, sewage discharge, and waste generation were observed in our business operations.

Our environmental management systems are designed in accordance with international standards to minimise our environmental impacts in daily operations. Our property management operations have obtained ISO 14001:2015 Environmental Management System certification and our contractor has obtained ISO 50001:2018 Energy Management System certification for the development project of H18C.

As a commitment to operating a sustainable business, we have implemented the Environmental Policy which guides us in carbon emissions reduction, energy consumption reduction, green building design, green procurement and raising environmental awareness. We also encourage our business partners to take part in creating a sustainable future by taking reference from our Vendor Code of Conduct and Green Procurement Policy.

In preparation for the transition to a low-carbon economy, we have also set out long term environmental targets by reviewing and analysing our historical data in the baseline assessment. Based on the results of the baseline assessment, megatrend study, and peer benchmarking, we have set targets on energy consumption, greenhouse gas emissions, waste management and water consumption to be achieved by 2030. For details about our targets, please refer to the respective sections of this chapter.

ENERGY CONSERVATION AND GREENHOUSE GAS EMISSIONS

To support the global commitment to combating climate change, we strive to enhance energy efficiency and reduce greenhouse gas emissions across our properties. We manage and utilise energy with regular monitoring of our energy consumption and facility upgrades. For example, energy consumption analysis and energy audits are conducted monthly in our hospitality management operations and the construction site of H18C to examine the electricity and/or town gas used in operations.

In 2022, we continued to enhance the energy efficiency of our facilities in our property management and hospitality management operations. Apart from installing solar panels, energy efficient air-conditioning and LED fixtures, an advanced chiller plant optimisation system has been implemented in Landmark East to reduce energy consumption. With the assistance of Artificial Intelligence (AI) and big data solutions, the optimisation system conserved around 400,000 kWh of energy consumption in the reporting year. Also, we have replaced existing fluorescent tubes with LEDs in the common corridors, which is expected to save around 120,000 kWh in the first year after the completion of the installation. Looking forward, we will study the implementation of HVAC air-side equipment control upgrade in Landmark East and target to complete the upgrade of LED lighting in our office by 2024. We also continuously explore energy-saving opportunities in Shui Hing Centre by reviewing the chilled water supply temperature setpoint daily as well as the operating schedules of lighting and lifts. Chiller with higher energy-efficiency will be installed in 2023 as well.

To further reduce our energy consumption, we have optimised our operational practices based on changes in different parameters, ranging from consumption patterns to temperature changes. In the office, employees are encouraged to switch off lighting when not in use. We also require our business partners to conserve energy in construction sites. For example, all idle engines and electrical appliances are switched off when not in use, while the mobile cranes are operated in the energy-saving mode in the construction site of H18C.

Our Energy and Greenhouse Gases Emission Targets		
Business Operation Units	Quantitative targets against 2021	Targeted reduction rate by 2030
Property Management	Electricity consumption intensity (per gross floor area ("GFA"))	10%
	Indirect carbon emission (Scope 2) intensity (per GFA)	10%
Hospitality Management	Electricity consumption intensity (per room night)	10%
	Indirect carbon emission (Scope 2) intensity (per room night)	10%

WASTE AND MATERIAL MANAGEMENT

With the rapid growth in population and urban development, waste management has become one of the top environmental issues in Hong Kong. As such, the Group actively adopts sustainable consumption and waste recycling practices to minimise waste generation in our properties.

We gradually digitalise our business workflow and create a paperless working environment. Since 2021, our hotel management operations have implemented a property management system to replace physical registration cards for guests in Lanson Place Causeway Bay. We also encourage our employees to recycle waste including paper, plastic bottles and aluminium cans in our business operations.

OUR CARE TO THE ENVIRONMENT

In our hospitality management operations, we have appointed qualified third-party vendors to collect the waste items generated including paper, plastic, glass bottles and soaps for further processing.

In our property management operations, Shui Hing Centre has participated in the Programme on Source Separation of Commercial and Industrial Waste. We placed cycling bins around our properties to collect recyclable waste from tenants. During the COVID-19 pandemic, sanitising products significantly increased the waste generated and in light of this, Landmark East hosted a recycling activity to collect plastic bottles of hand sanitisers from tenants. In recognition of our efforts in waste reduction and recycling, we have received Wastewise Certificate from the Environmental Campaign Committee.

We extend our waste minimisation practices to our contractors. Training and recycling-related signage are provided to encourage workers and contractors in construction sites to execute waste recycling practices. Recycling bins are put in place at the respective sites to facilitate the recycling of metal, paper and plastic. Additionally, the contractor of H18C will conduct regular waste audits to review the implemented waste reduction measures and performance.

Despite only a small amount of hazardous waste being produced by the Group, we handle it in a strict manner. We comply with all applicable hazardous waste disposal standards and legal requirements to prevent leakage of hazardous waste during the storage period. For fluorescent light tubes, qualified operators are engaged to handle the waste under our supervision. In addition, chemical waste generated in our construction sites is collected by the Environmental Protection Department's registered collectors.

Our Waste Reduction Targets		
Business operation units	Quantitative targets against 2021	Targeted reduction rate by 2030
Hospitality Management	Non-hazardous waste disposal intensity (per GFA)	17%

Business operation units	Qualitative targets to be achieved by 2030
Property Development	Require 100% of the main contractors to submit a waste management plan before commencement of works on construction sites/Wing Tai's wholly-owned new property development projects in Hong Kong/new property development projects in Hong Kong led by the Group

WATER CONSERVATION

The Group understands the responsibility to conserve water while maintaining the water quality we provide to our guests and tenants. In our hospitality management operations, a wastewater recycling system is adopted to collect the bleed or wastewater discharged from the cooling towers for the use of flushing water system to reduce freshwater consumption.

In Landmark East, a rainwater recycling system is adopted to collect rainwater for irrigation and cleaning, 59 m³ of freshwater were saved during the reporting year.

In our property development operations, a series of water efficiency initiatives have been implemented in H18C. We have installed water meters in water storage tanks to monitor the water withdrawal and identify any abnormal water consumption patterns. The wastewater generated is collected by our drainage facilities for site cleaning, piling works and dust removal, maximising the water efficiency before the discharge of effluents. We are also dedicated to raising frontline workers' awareness of water conservation through regular talks and training programmes.

Our Water Reduction Targets		
Business operation units	Quantitative targets against 2021	Targeted reduction rate by 2030
Property Development & Property Management	Water consumption intensity (per GFA)	5%

GREEN BUILDING

The Group aims to align with international standards in the design and construction phases to minimise the significant impacts of our buildings on the environment and natural resources. When designing our property development project – OMA by the Sea, low shading coefficient glazing was adopted to optimise energy efficiency. Water efficient sanitary fittings were also adopted to reduce water consumption and effluent discharge.

In the construction phase, environmental requirements are set to guide our contractors on sustainable operations. At the site office, T5 tubes are widely adopted to enhance energy efficiency. To promote sustainable sourcing, a record system was established for tracking manufacturers' information from our suppliers to maintain the traceability of raw materials. Contractors are encouraged to source sustainable and environmentally friendly materials at all times. For example, we encourage contractors to use LEDs to replace electrical lighting within renovation projects in our property management operations. To manage hazardous waste, we have appointed registered collectors to handle the chemical waste generated.

OUR CARE TO THE ENVIRONMENT

This year, OMA by the Sea has been certified with the Building Environmental Assessment Method (BEAM) Plus Provisional Bronze rating by the Hong Kong Green Building Council, while H18C has achieved Platinum rating for pre-certifications of Leadership in Energy and Environmental Design (LEED) and WELL Building Standard. In the near future, we target to achieve BEAM Plus Provisional Platinum rating and China Green Building Label (CGBL) 2-star rating to showcase our green building efforts to the community.

RESPONSES TO CLIMATE CHANGE

Recognising the risks brought by climate change, we endeavour to mitigate any climate risks that may affect the continuity and sustainability of our operations. We further enhance our preparedness for future climate change as well as the upcoming disclosure requirements e.g. Task Force on Climate-Related Financial Disclosures. Based on the result of the group-level climate risk assessment conducted in 2021, we performed a climate risk scenario analysis for all business units in our major business operations in Hong Kong during the reporting year.

Representative Concentration Pathways (RCPs) are climate trajectories adopted by the Intergovernmental Panel on Climate Change (IPCC) which is a United Nations body for assessing the science related to climate change, to illustrate the future of potential greenhouse gas emissions throughout the current century. RCP 4.5 and RCP 8.5 are widely adopted scenarios for climate risk assessment, where RCP 4.5 is a sudden transition to a low-carbon economy scenario in which emissions peak around 2040, and RCP 8.5 is the “business as usual” scenario in which emissions continue to rise throughout the 21st century. In our scenario analysis, we identified the potential climate-related transition risks and physical risks, as well as assessed their potential implications of such risks on the Group’s business operations under RCP4.5 and RCP8.5 by 2050. The identified transition risk is policy and legal risk, while the identified physical risks are tropical cyclone and coastal flooding. Extreme weather events such as tropical cyclone may cause business interruption and lead to the delay of project delivery in our property development operations. Flooding of facilities or equipment may increase operational costs and endanger our employees, workers of contractors and tenants. Recognising how the implications may affect our business operations, the Group has incorporated mitigation measures and strategies to cope with the potential physical and transition risks we identified.

To address the identified potential climate-related risks, the Policy on Climate Change was established to promote environmental and climatic awareness at all levels of decision-making. The policy guides us to manage the negative impacts on the environment and the climate, as well as strengthen our resilience to climate risks through mitigation, adaptation, monitoring and reporting.

We are eager to explore innovative alternatives for combating climate change. Currently, we have set out climate risk management policies in response to the climate-related risks we identified. Under extreme weather events, we will schedule special work arrangements for our employees based on operational needs. In hospitality management operations, precautionary and emergency trainings relating to typhoons and rainstorms are provided to our employees, and in case of flooding, the emergency response team will take action according to our standard operating procedures. We also ensure our contractors in the property development operations adopt corresponding standard operating procedures and checklists when extreme weather events occur.

To mitigate the potential climate-related risks, climate resilient elements will be considered to be incorporated into our properties during the design and construction phases. For example, our drainage system is specifically designed to withstand rainstorms that occur once every 10 years and minimise the risk of significant flooding.

ENVIRONMENTAL DATA

The environmental performance data regarding our corporate offices, property development operations, property management operations and hospitality management operations in 2021 and 2022 are presented below:

	Units	2021	2022
Energy consumption			
Total electricity consumption	kWh	20,216,729	19,466,190
Total towngas consumption ⁴	Units	307	-
Total diesel consumption	Litres	774,432	212,812
Energy intensity			
Corporate offices	GJ/square feet (GJ/sq. ft.)	0.057	0.046
Property development ⁵	GJ/sq. ft. ⁶	0.031	0.013
Property management	GJ/sq. ft.	0.036	0.035
Hospitality management ⁷	GJ/room night	0.341	0.296
Greenhouse gas (GHG) emissions ⁸			
Direct emissions (Scope 1) ⁹	tonnes of CO ₂ equivalents (tCO ₂ e)	2,033	635
Indirect emissions (Scope 2) ¹⁰	tCO ₂ e	8,985	8,903
GHG emission intensity by operations			
Corporate offices	tCO ₂ e/sq. ft.	0.006	0.005
Property development ⁵	tCO ₂ e/sq. ft. ⁶	0.002	0.001
Property management	tCO ₂ e/sq. ft.	0.004	0.004
Hospitality management ⁷	tCO ₂ e/room night	0.067	0.058

⁴ There was no towngas consumption in 2022 due to the joining of Lanson Place Causeway Bay into designated quarantine hotel scheme of the Hong Kong Government.

⁵ Property development data in 2021 includes OMA OMA, OMA by the Sea and H18C while data in 2022 includes OMA by the Sea and H18C.

⁶ Intensities for property development are calculated based on the allowable gross floor area.

⁷ Hospitality management data in 2021 and 2022 include Lanson Place Causeway Bay and Lanson Place Waterfront Suites.

⁸ Calculated in accordance with the Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong (2010 Edition) published by the Environmental Protection Department, HKSAR. We also make reference of the emission factors from CLP Power Hong Kong Limited (0.39 kg CO₂e / kWh), The Hongkong Electric Company, Limited (0.71 kg CO₂e / kWh) and The Hong Kong and China Gas Company Limited (0.588 kg CO₂e / Unit) respectively, for the calculation of Indirect GHG emissions (Scope 2).

OUR CARE TO THE ENVIRONMENT

	Units	2021	2022
Water consumption and intensity by operations			
Total water consumption	cubic metres (m ³)	149,770	116,900
Property development ⁵	m ³ /sq. ft. ⁶	0.061	0.020
Property management	m ³ /sq. ft.	0.047	0.051
Hospitality management ⁷	m ³ /room night	0.407	0.530
Waste			
Non-hazardous waste disposed	kg	37,482	28,585
Non-hazardous waste recycled	kg	35,619	28,872
Hazardous waste handled	pieces	2,391	1,829
Hazardous waste recycled	pieces	1,841	1,778
Waste intensity by operations			
Non-hazardous waste generated ¹¹ by corporate offices and property management	kg/sq. ft.	0.024	0.023
Non-hazardous waste generated ¹¹ by hospitality management ⁷	kg/room night	0.828	0.428
Hazardous waste generated ¹² by corporate offices and property management	pieces/sq. ft.	0.003	0.002
Hazardous waste generated ¹² by hospitality management ⁷	pieces/room night	0.004	0.002
Construction material used			
Concrete	m ³	16,702	2,690
Steel	tonnes	3,630	1,057
Timber	m ³	71	-
Soil and rock	tonnes	-	-
Others	tonnes	25,329	23,751

⁹ Direct GHG emission (Scope 1) is generated from fuel consumption, including diesel and gasoline.

¹⁰ Indirect GHG emission (Scope 2) is generated from electricity and town gas consumption.

¹¹ Non-hazardous waste generated includes waste disposed and recycled.

¹² Hazardous waste generated includes waste handled and recycled.



OUR CARE FOR THE COMMUNITY

COMMUNITY INVESTMENT

Recognising Wing Tai's responsibility to create positive impacts on the society, we endeavour to support the community. Our Community Investment Policy guides us to create long-term value and serve the community with all forms of support. This year, we focused on donations to the needy.

DONATIONS

The Group continues to engage in the local community with in-kind charitable donations. In celebration of the Mid-Autumn Festival with the local seniors, we showed our love and care by donating 150 gift packs to Tung Wah Chu Sau Cheung Nursing Home in advance. We also donated 55 portable electric heaters to Helping Hand.

To safeguard the vulnerable individuals during the COVID-19 pandemic, we donated 2,400 surgical face masks, 480 Rapid Antigen Test kits and 240 hand sanitisers to The Hong Kong Society for the Blind in May this year to support the visually impaired.

In addition, we donated various equipment to secondary schools to support youth development. For example, we sent treadmills, rowers and bikes to Wa Ying College and Leung Sing Tak College, and a piano to Rosaryhill Secondary School in 2022. We aim to encourage students to maintain a balanced lifestyle and gain exposure to different activities.





APPENDIX: HKEX ESG REPORTING GUIDE CONTENT INDEX

This index indicates how this report has been complied in accordance with the mandatory disclosure requirements and “comply or explain” provisions as set out in the HKEx ESG Reporting Guide.

MANDATORY DISCLOSURE REQUIREMENTS

Mandatory Disclosure Requirements (“MDR”)	Descriptions	Sessions in the report / Remarks	Page number
MDR 13	A statement from the board containing the following elements: (i) a disclosure of the board’s oversight of ESG issues; (ii) the board’s ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer’s businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer’s businesses.	Chairman’s Message; ESG Governance and Management	P.6, P.10
MDR 14	A description of, or an explanation on, the application of the (a) Materiality, (b) Quantitative, (c) Consistency reporting principles.	Reporting Principles	P.3
MDR 15	Reporting boundaries of the ESG report and the process of setting them.	Scope of this Report	P.3

“COMPLY OR EXPLAINS” PROVISION

A: ENVIRONMENTAL

Aspects	Descriptions	Sessions in the report/ Remarks	Page number
A1: Emissions	General Disclosure: Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Environmental Management Approach	P.30
	KPI A1.1 The types of emissions and respective emissions data.	Wing Tai does not generate a significant amount of air emissions in business operations.	N/A

Aspects	Descriptions	Sessions in the report/ Remarks	Page number
	KPI A1.2 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity.	Environmental Data	P.35
	KPI A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity.	Environmental Data	P.36
	KPI A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.	Environmental Data	P.36
	KPI A1.5 Description of emission target(s) set and steps taken to achieve them.	Environmental Management Approach; Energy Conservation and Greenhouse Gas Emissions	P.30-31
	KPI A1.6 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Waste and Material Management	P.31-32
A2: Use of Resources	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials.	Environmental Management Approach	P.30
	KPI A2.1 Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity.	Environmental Data	P.35
	KPI A2.2 Water consumption in total and intensity.	Environmental Data	P.36
	KPI A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	Energy Conservation and Greenhouse Gas Emissions	P.30-31
	KPI A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Water Conservation Wing Tai mainly consumes municipal water in Hong Kong. There is currently no issue in water-sourcing in Hong Kong.	P.33
	KPI A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Wing Tai's major product and service offerings do not involve the use of packaging materials.	N/A

APPENDIX: HKEX ESG REPORTING GUIDE CONTENT INDEX

Aspects	Descriptions	Sessions in the report/ Remarks	Page number
A3: The Environment and Natural Resources	General Disclosure Policies on minimising the issuer's significant impacts on the environment and natural resources.	Environmental Management Approach; Green Building	P.30, P.33
	KPI A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Green Building	P.33-34
A4: Climate Change	General Disclosure Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Responses to Climate Change	P.34
	KPI A4.1 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Responses to Climate Change	P.34

B: SOCIAL

Aspects	Descriptions	Sessions in the report/Remarks	Page number
Employment and Labour Practices			
B1: Employment	<p>General Disclosure</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.</p>	Employment Relations	P.24
	<p>KPI B1.1</p> <p>Total workforce by gender, employment type, age group and geographical region.</p>	Employment Relations	P.25
	<p>KPI B1.2</p> <p>Employee turnover rate by gender, age group and geographical region.</p>	Employee Turnover Rate in 2022	P.26
B2: Health and Safety	<p>General Disclosure</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to providing a safe working environment and protecting employees from occupational hazards.</p>	Healthy and Safe Workplace	P.26
	<p>KPI B2.1</p> <p>Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.</p>	Healthy and Safe Workplace	P.27
	<p>KPI B2.2</p> <p>Lost days due to work injury.</p>	Healthy and Safe Workplace	P.27
	<p>KPI B2.3</p> <p>Description of occupational health and safety measures adopted, how they are implemented and monitored.</p>	Healthy and Safe Workplace	P.26-27

APPENDIX: HKEX ESG REPORTING GUIDE

CONTENT INDEX

Aspects	Descriptions	Sessions in the report/Remarks	Page number
B3: Development and Training	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Training and Development	P.27
	KPI B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Training Date in 2022	P.28
	KPI B3.2 The average training hours completed per employee by gender and employee category.	Training Date in 2022	P.28
B4: Labour Standards	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Labour Standards	P.28
	KPI B4.1 Description of measures to review employment practices to avoid child and forced labour.	Labour Standards	P.28
	KPI B4.2 Description of steps taken to eliminate such practices when discovered.	During the reporting year, no non-compliance cases were discovered.	N/A
Operating Practices			
B5: Supply Chain Management	General Disclosure Policies on managing environmental and social risks of the supply chain.	Our Care to Supply Chain	P.21
	KPI B5.1 Number of suppliers by geographical region.	Overview of Supply Chain in Wing Tai	P.21
	KPI B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Supplier Selection	P.22
	KPI B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Sustainable Procurement Process; Supplier Selection	P.21-22
	KPI B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Sustainable Procurement Process; Supplier Selection	P.21-22

Aspects	Descriptions	Sessions in the report/Remarks	Page number
B6: Product Responsibility	<p>General Disclosure</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.</p>	Product and Service Responsibility	P.15
	<p>KPI B6.1</p> <p>Percentage of total products sold or shipped subject to recalls for safety and health reasons.</p>	Product and Service Responsibility	P.15
	<p>KPI B6.2</p> <p>Number of products and service related complaints received and how they are dealt with.</p>	Customer Feedback Handling	P.16
	<p>KPI B6.3</p> <p>Description of practices relating to observing and protecting intellectual property rights.</p>	Intellectual property rights is not material in our operations.	N/A
	<p>KPI B6.4</p> <p>Description of quality assurance process and recall procedures.</p>	Customer Feedback Handling	P.16-17
	<p>KPI B6.5</p> <p>Description of consumer data protection and privacy policies, how they are implemented and monitored.</p>	Customer Privacy Protection	P.15-16

APPENDIX: HKEX ESG REPORTING GUIDE CONTENT INDEX

Aspects	Descriptions	Sessions in the report/Remarks	Page number
B7: Anti-corruption	<p>General Disclosure</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to bribery, extortion, fraud and money laundering.</p>	Ethical Business Operation; Ethical Supply Chain Operation	P.10, 22
	<p>KPI B7.1</p> <p>Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.</p>	Ethical Business Operation	P.10
	<p>KPI B7.2</p> <p>Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.</p>	Ethical Business Operation	P.10
	<p>KPI B7.3</p> <p>Description of anti-corruption training provided to directors and staff.</p>	Ethical Business Operation	P.10
Community			
B8: Community Investment	<p>General Disclosure</p> <p>Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.</p>	Our Care for the Community	P.38
	<p>KPI B8.1</p> <p>Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).</p>	Our Care for the Community	P.38
	<p>KPI B8.2</p> <p>Resources contributed (e.g. money or time) to the focus area.</p>	Donations	P.38



WING TAI PROPERTIES LIMITED
Incorporated in Bermuda with limited liability

永泰地產有限公司
於百慕達註冊成立之有限公司



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