



HENDERSON LAND DEVELOPMENT COMPANY LIMITED

恒基兆業地產有限公司

Stock Code: 12

SUSTAINABILITY REPORT 2023





SUSTAINABILITY ACHIEVEMENTS OF THE HENDERSON

The Henderson is Hong Kong's boldest new architectural masterpiece. The city's most spectacular commercial development in Central, the most sought-after location in the world.

Exceptional and unforgettable, The Henderson will deservedly take its place among the world's most iconic buildings - an icon amongst icons.

The form of The Henderson was inspired by the bud of the bauhinia flower, the symbol of Hong Kong. Designed by world-renowned Zaha Hadid Architects, it is a bud that is about to blossom, reflecting our aspiration for The Henderson to represent a new chapter in our vision – from legacy to future.

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MESSAGE FROM THE BOARD

Innovation has the power to bring about extraordinary, life-changing transformation. It can transform the lives of individuals, transform the fortunes of businesses, and transform the collective destiny of humankind.



Innovation has the power to bring about extraordinary, life-changing transformation. It can transform the lives of individuals, transform the fortunes of businesses, and transform the collective destiny of humankind.

As one of Hong Kong's leading property developers, Henderson Land has a responsibility to embrace innovation and ensure we conduct our business in ways that contribute to the common good. We are wholeheartedly committed to using the innovation and ingenuity of our people to help solve the challenges we face and lead the way towards a more sustainable future. Our commitment to play a positive and transformative role is reflected in the G.I.V.E. strategies that underpin our 2030 Sustainability Vision – Green for Planet, Innovation for Future, Value for People, and Endeavour for Community.

Hong Kong is a dynamic, densely populated city where buildings account for the largest share of carbon emissions. This puts us in the privileged position of being able to play a pivotal role in decarbonising the city's environment. Green buildings are the cornerstones of urban sustainability, and we are determined to ensure that the buildings we add to the skyline create the lightest possible footprint on our Earth.

We are delighted to see our efforts recognised with the highly prestigious Three Star Pioneer Rating in the China Smart Building Pre-Certification Accreditation for our new flagship commercial development The Henderson – the first office building in China to be given this accolade and the first project to achieve an assessment mark of over 100. The Henderson has garnered a hatful of awards ahead of its opening that are testament to our dedication to deploying cutting-edge building technologies to shape a greener city.

Above all, Henderson Land is a people business, and we place immense importance on nurturing the young people upon whom the future of Hong Kong depends. Henderson Land and the Lee Shau Kee Foundation* support a wide array of youth initiatives, including the landmark Hong Kong Laureate Forum, which has done outstanding work at home and internationally to empower brilliant young minds and celebrate scientific breakthroughs. Fully sponsored by the Lee Shau Kee Foundation, the forum is a world-class academic exchange that connects current and future leaders of scientific pursuits and promotes science and technology to young people in Hong Kong and around the world.

The journey to enlightenment begins in the classroom and lecture hall, and the Foundation recently funded the construction of a new academic building and the establishment of a student fund to promote academic excellence at the Hang Seng University of Hong Kong. It is remarkable and humbling to witness the way in which these seeds of learning inspire and motivate young people to excel, nurturing a new generation of change makers who will push the boundaries of knowledge and discovery in Hong Kong and beyond.

As well as encouraging the best and brightest of youth, Henderson Land takes its broader social responsibilities seriously and helps people in need to build a fairer, more equitable and more harmonious society in Hong Kong. The quality of life for the residents in transitional housing, for instance, improved significantly when the Pok Oi Kong Ha Wai Village development – the largest of its kind in Hong Kong – was completed a year ago. We were thrilled to join them for a host of activities, including their Mid-Autumn Festival celebrations. One similar development, The NAScenT, which was completed in early 2024, together with another project scheduled for completion in 2025, will

provide more underprivileged families with a stable living environment and place them on the pathway to long-term housing solutions and a better future.

Whatever our background or situation in life, however, there is one issue that affects each of us equally – climate change. The past year has seen alarming reminders of the urgency of the global situation and the need for us to pivot towards sustainability before it is too late, and Henderson Land is determined to continue its leading role in this vital area. We took the initiative to conduct a pilot nature-related risk assessment this year, and established ourselves as a pioneer by becoming one of the first Hong Kong businesses to disclose our nature-related risks based on the recommendations of the Taskforce on Nature-related Financial Disclosures. We also carried out climate scenario analysis and disclosed Scope 3 emissions for the first time in this report. Building on these initiatives, Henderson Land is actively working alongside our stakeholders to collectively address the challenges of climate change.

These ground-breaking steps demonstrate our commitment to act as a force for good in society and to set new standards in sustainable building, and they spring from a spirit of innovation that burns brightly behind our endeavours. We are determined to lead the way in reshaping our skyline responsibly and believe passionately that the transformative power of innovation can light our way to the sustainable cities of the future.

For and on behalf of the Board of
Henderson Land Development Company Limited

DR LEE KA SHING, MARTIN
Chairman of the Board and Sustainability Committee

* Non-group member charitable institution

OUR SUSTAINABILITY STRATEGY AND HIGHLIGHTS

Sustainability is at the heart of our business philosophy. We address environmental and social concerns by incorporating sustainable practices into our decision-making processes, as well as into our property planning, development, and management.

The Group has developed a “2030 Sustainability Vision”, which serves as an impetus and guide to enhance our future sustainability performance and this vision is manifested in our sustainability strategy.

GREEN FOR PLANET



Building a Green Portfolio

Reducing our impact on the environment

Focus areas:

Climate Resilience

Adopt smart and climate-resilient building designs to enhance the adaptability of properties to the adverse effects of climate change

Environmental Impact

Reduce the environmental impact and carbon footprint of our business model

Highlights:



Became the **first** and **only developer** in Hong Kong to be a **Partner of Asia Pacific Regional Network (“APN”)** of the World Green Building Council (“WorldGBC”)



Recognised as a **Global** and **Regional Sector Leader** by Global Real Estate Sustainability Benchmark (“GRESB”)



Officially committed as one of the **first** developers to be a **Taskforce on Nature-related Financial Disclosures (“TNFD”) Early Adopter** and published first TNFD disclosure



Pioneered disclosure with reference to International Sustainability Standards Board (“ISSB”)’s **new IFRS S2 Climate-related Disclosures (“IFRS S2”)** and conducted **quantitative climate scenario analysis** to understand exposure to material climate risks



Promoted **transformative climate solutions** through deepening cross-sector collaborations in **green energy ventures**



Cumulatively secured over **HK\$50 billion** equivalent of green and sustainable finance facilities



Cumulatively achieved **81** BEAM Plus, **19** BEAM, **18** LEED, **10** China Green Building Design Labels, **4** TRUE Certification and **1** China Green Building Label

2030 Sustainability Vision

Our 2030 Sustainability Vision encompasses four main drivers: Green for Planet, Innovation for Future, Value for People, and Endeavour for Community. These drivers are closely aligned with the United Nations (“UN”) Sustainable Development Goals (“SDGs”) that are relevant to our industry and operations and serve as the guiding principles for our

sustainability initiatives. Within each driver, the Group has identified key areas of focus where we aim to concentrate our efforts and maximise our positive impact by 2030. We evaluate our progress by employing targets that are specifically designed for each focus area.

INNOVATION FOR FUTURE



Shaping a Smarter Future

Creating a smart built environment enabled by innovation and technology

Focus areas:

Technology Innovation

Create new ways of living and working with technology

Social Innovation

Innovate to better serve our stakeholders and enhance living quality

Highlights:



Donated **£10 million** by the Lee Shau Kee Foundation to The University of Edinburgh to boost scientific research



The Henderson was the **first** office building in China to achieve **Three Star Pioneer Rating** in the **China Smart Building Pre-Certification Accreditation** and the first project to achieve an assessment mark of over 100



Awarded **R&D100 winner** and **Gold Medal** at International Exhibition Inventions Geneva 2023 with the newly invented bio-inspired silicone sealants



Unveiled the **Realising Our New Central Harbourfront x Artificial Intelligence (“AI”)** project which invites the public to envision the breath-taking possibilities of the upcoming Central Waterfront Promenade



Launched **industry-leading Carbon Labelling Programme** with Future Green Global

OUR SUSTAINABILITY STRATEGY AND HIGHLIGHTS

VALUE FOR PEOPLE



Creating a Caring Culture

Being a caring employer who looks after our people and our partners

Focus areas:

Health and Wellness

Ensure the health and well-being of stakeholders through our building designs, operations and services

Our People, Partners and Customers

Actively engage with our people, partners and customers to address their needs

Highlights:

Honoured to be invited by the WorldGBC to participate in the highly acclaimed BBC Storyworks programme, showcasing The Henderson and One Innovalle	Achieved remarkable score for World Financial Centre, Beijing under the globally recognised WELL certification and awarded with WELL CORE Platinum for its wellness design
Collaborated with international artists to incorporate artworks into the design of our properties to enhance the well-being of residents and visitors alike	Supported and participated in over 30 thought leadership and sustainability sharing events through collaboration with diverse industries to raise sustainability awareness of the public
Continue to outperform the industry with accident frequency rate of <7 per 1,000 workers	Cumulatively achieved 26 WELL and 9 China Healthy Building Design Labels

ENDEAVOUR FOR COMMUNITY



Establishing a Liveable Community

Providing a more liveable environment that enhances well-being and quality of life

Focus areas:

Sustainable Community and Liveable Community

Enhance the living standards and proactively address stakeholders' needs

Highlights:

The inaugural Hong Kong Laureate Forum , fully sponsored by the Lee Shau Kee Foundation, achieved resounding success and attracted a total of over 2,400 participants including over 20 Shaw Laureates and around 200 young scientists from around the world	Launched summer internships and trainee programmes at our property management, hospitality, food and beverage operations to upskill young talents
The Lee Shau Kee Foundation donated HK\$20 million to the Hang Seng University of Hong Kong ("HSUHK") in support of its campus and student development	With the donation of the Lee Shau Kee Foundation, Pok Oi Hospital Tuen Mun Lam Tei Nursing and Residential Care Home for the Elderly, the city's largest senior care home , has officially begun construction on the land previously held by the Group
The Lee Shau Kee Foundation contributed RMB20 million for disaster relief efforts in response to the extreme flooding in the Beijing-Tianjin-Hebei region and Northeast China, and an RMB20 million for the earthquake relief in Gansu, totalling RMB40 million in contributions	Empowered and supported young designers by providing The Fashion and Design Hub at The Symphonie to the HKSAR Government at a concessional rate
Actively drove the development of transitional housing with The NAScent in Kam Tin , which was completed. Its tenants have started gradually moving in since early 2024. Another project in Ngau Tam Mei South, Yuen Long is expected to be completed in 2025	

OUR SUSTAINABILITY STRATEGY AND HIGHLIGHTS

DRIVER	TARGET	PROGRESS IN 2023
 Green for Planet	Energy efficiency	Achieve provision of electric vehicle (“EV”) charging facilities for all car parking spaces in 90% of new residential developments and new commercial developments by 2030  Incorporating designs into new developments to ensure provision of EV charging facilities for 100% of car parking spaces
		By 2030, reduce energy intensity by 20% from base year 2019 for Hong Kong portfolio ¹  ↓ 12.2% compared to 2019
		By 2030, achieve a cumulative 10% reduction in electricity consumption from base year 2021 for mainland China portfolio ²  ↓ 9.7% compared to 2021
		Implement retrofitting or energy saving initiatives at all managed properties progressively by 2030 according to energy audit report  On track of the retrofitting or energy saving initiatives schedule
		Implement retro-commissioning (“RCx”) according to the Electrical and Mechanical Services Department’s technical guidelines for 80% of the managed properties by 2030  On track of the planned retro-commissioning schedule
	Green building	All new office development projects target to achieve BEAM Plus Gold Rating or above  Starting from 2021, there are 3 BEAM Plus Gold Rating or above in our new office development projects
		Conduct life cycle assessment during design and construction stages for over 20 new property developments by 2030  Conducted life cycle assessment for 10 new property development projects
	Waste management	For all new developments which require demolition, recycle 15% and 30% of demolition waste by 2025 and 2030 respectively  Our new developments are actively working towards achieving this target
		For all new developments , recycle 15% and 30% of construction waste by 2025 and 2030 respectively  Our new developments are actively working towards achieving this target
	Water management	Achieve estimated annual water reduction of 20% and 30% for all new residential and office developments respectively  Our new developments are actively working towards achieving this target

¹ Covering majority of properties owned by the Group and/ or managed by Goodwill that are in full operation, and have a significant share of portfolio’s energy consumption
² Covering majority of properties owned by the Group and/ or managed by Starplus that are in full operation, and have a significant share of portfolio’s electricity consumption

DRIVER	TARGET	PROGRESS IN 2023
 Innovation for Future	Innovative solution	Adopt digital and smart building features at 100% of our new office and commercial developments and 90% of our residential developments by 2023  100% new developments are adopting digital and smart building features
	Continue to develop additional innovative products for application at our new construction projects  The Group has been working closely with external partners to innovate more advanced building materials	
 Value for People	Customer engagement and satisfaction	Conduct regular customer satisfaction surveys and maintain a high customer satisfaction rate each year  Continuously maintain >97% customer satisfaction rate
	Occupational health and safety	Minimise accident frequency rate to <7 out of 1,000 workers by 2023  Outperformed the industry with an accident frequency rate of 6.7 out of 1,000 workers
	Training and development	Increase total training hours per employee by 15% by 2025 from 2020 base year  Significantly increased by 21%
 Endeavour for Community	Community service	Henderson Warmth Volunteer Team, Goodwill, Well Born and Hang Yick will continue to contribute over 80,000 service hours per year  Contributed nearly 110,000 service hours

OUR SUSTAINABILITY STRATEGY AND HIGHLIGHTS

Our Awards and Ratings

In recognition of our achievements in sustainability, the Group is honoured to have received the following awards and ratings.



Environmental, Social and Governance (“ESG”) Ratings

- 1 **Featured in S&P Global Sustainability Yearbook 2023**
- 2 **Featured in S&P Global Sustainability Yearbook 2023 (Chinese edition) and recognised as an Industry Mover**
- 3 **Recognised as Sector leader from GRESB Assessment**
 - Global Sector Leaders (Diversified - Office/ Retail)
 - Regional Sector Leaders (Asia) (Diversified - Office/ Retail)
- 4 **HKQAA: Sustainability Rating Seal 2023-2024**
 - AA+ Rating
- 5 **Sustainalytics ESG Ratings**
 - Low Risk Rating
- 6 **Business Sustainability Indices by The Chinese University of Hong Kong’s Centre for Business Sustainability**
 - 8th at The 1st Global Business Sustainability Index
 - 8th at The 8th Hong Kong Business Sustainability Index
 - 9th at The 3rd Greater China Business Sustainability Index
 - 10th at The 4th Greater Bay Area Business Sustainability Index

Industry and Professional Bodies

- 7 **Received Real Estate Asia Awards**
 - Developer of the Year - Hong Kong
 - Mixed-Use Development of the Year - Hong Kong (The Quinn - Square Mile)
 - Residential Development of the Year - Hong Kong (456-466 Sai Yeung Choi Street North)
- 8 **4th consecutive year to achieve Bloomberg Businessweek/ Chinese Edition and Deloitte’s ESG Leading Enterprises**
 - ESG Leading Enterprise (Category I: Market capitalisation over HK\$20 billion)
 - Leading Environmental Initiative Awards
 - Leading Social Initiative Awards
- 9 **Achieved The 1st China Real Estate Chamber of Commerce Hong Kong and International Chapter (“CRECCHKI”) Real Estate ESG Awards GBA 2023**
 - The Outstanding ESG Performer of the Year
 - Outstanding Performance - Green Design (Gold)
 - Outstanding Performance - Liveability (Bronze) in One Innovale
 - Outstanding Performance - Liveability (Merit) in High Point, Eden Manor and Hill Paramount
 - Outstanding Performance - Liveability (Chairman’s Pick of Excellence) in Eden Manor

Media

- 10 **Received accolades at RICS Hong Kong Awards 2023**
 - Sustainability Award (The Henderson)
 - Construction Project Management Team of the Year (The Henderson)
- 11 **3rd consecutive year to achieve both Global and Hong Kong Most Innovative Knowledge Enterprise (“MIKE”) Awards**
- 12 **Bestowed Hong Kong ESG Report Awards (“HERA”) 2023**
 - Best ESG Report
 - Outstanding ESG Improvement Award
 - Excellence in Environmental Positive Impact
 - Excellence in Social Positive Impact
 - GRESB X HERA Award: Excellence in Real Estate
- 13 **Second-time awardee at TVB ESG Awards 2023**
 - Best in ESG Practices
 - Best in ESG Report
 - ESG Project Innovation Award
 - Innovative Climate Technology Award
- 14 **Third-time awardee at GBA ESG Achievement Awards 2023 by Metro Finance**
 - GBA Corporate Sustainability Grand Award
 - Outstanding Corporate Governance Awards
 - Outstanding Social Sustainable Achievement Awards
 - Outstanding Green Sustainable Achievement Awards
- 15 **Winner of Ming Pao ESG Award 2023**
 - Elite of Sustainability Performance Award
 - Excellence in ESG Innovation Award
 - Excellence in Decarbonisation Award
 - Excellence in Caring Award

For further information about our sustainability awards and ratings, please refer to “Sustainability Awards and Professional Memberships”.

OUR SUSTAINABILITY STRATEGY AND HIGHLIGHTS

Our Enhancements

Enhanced Corporate Governance



- Enhanced disclosure of our sustainability-risk management process
- Updated seven sustainability policies to stay ahead of evolving trends

Please refer to "Our Corporate Governance" for more information

Enhanced Sustainability Management



- Conducted double materiality assessment on financial and impact materiality
- Established Scope 3 greenhouse gas ("GHG") inventory
- Included additional disclosures on economic and social performance

Please refer to "Our Materiality Approach" and "Sustainability Performance" for more information

Enhanced Climate and Nature Resilience Strategy



- Pioneered disclosure with reference to ISSB's new IFRS S2 and performed climate scenario analysis to understand exposure to material climate risks
- Officially committed as one of the first developers to be a TNFD Early Adopter and published first TNFD disclosure through initiating Locate, Evaluate, Assess, Prepare ("LEAP") assessment to gain understanding the relevance of nature and biodiversity

Please refer to "Green for Planet" for more information

ABOUT OUR GROUP

Our Vision

Henderson Land aspires to remain a market leader by maximising long-term economic value while creating positive social and environmental impacts.

Our Corporate Profile

Founded in 1976 and listed in Hong Kong since 1981, Henderson Land Development Company Limited (Stock Code: 12) is a leading property developer with a focus on Hong Kong and mainland China.

The Group creates sustainable value for our shareholders, customers, employees, partners and the community by excelling at our professional activities. We develop commercial and residential projects using innovative designs that transform urban landscapes into green and healthy living environments.

Business Overview

The Group has a diversified business model, which comprises "three pillars" of property development, property investment, and strategic investments in both Hong Kong and mainland China. The Group has also adopted a deliberate strategy to maximise the value for shareholders over the long-term.

BUSINESS MODEL



Property Development



Property Investment



Strategic Investments

STRATEGIC DIRECTION



Building for a sustainable future with reasonable land costs



Locating prime sites for property investment with a stable income stream



Participating in the mainland China market



Strategic investment for constant return



Conservative financial strategy

ABOUT OUR GROUP

Business Profile

Core businesses:

Investment holding, property development and investment, construction, project and property management, department store and supermarket operations, hotel operation, travel and food and beverage operations, gas production and distribution

Total land bank (attributable floor area) as at 31 December 2023

51.9 million sq. ft.

and total attributable land area in the New Territories of 45.8 million sq. ft. as at 31 December 2023

Number of full-time employees as at 31 December 2023

9,835

Financial Highlights

Market Capitalisation (as at 31 December 2023)

HK\$116.4 billion

Revenue (for the financial year ended 31 December 2023)

HK\$27.6 billion

Profit attributable to equity shareholders (for the financial year ended 31 December 2023)

HK\$9.3 billion

Dividends per share (for the financial year ended 31 December 2023)

HK\$1.8

Henderson Land Group Structure³



For details of our organisation structure and financial performance, please refer to our Annual Report 2023.

³ All attributable interests shown above were figures as at 31 December 2023

ABOUT OUR GROUP

Our Sphere of Influence

Economic, social and environmental impacts are placed at the forefront of our core operations. By collaborating with a variety of stakeholders, both upstream and downstream in our value chain, we are committed to creating positive influences at every stage of the building lifecycle. Below we illustrate our sphere of influence within the lifecycle of a building.

Building Design:

The Group is committed to green and healthy buildings as evidenced in our policies and our array of sustainable building certifications (e.g. BEAM Plus, LEED, WELL, China Green Building and Healthy Building Label, etc.). Our green and healthy building designs contribute to providing a comfortable and pleasant environment for our customers, including our residents and tenants, as well as the surrounding community.



Construction:

The Group's Construction Department uses innovative construction methods and materials to support green and smart construction. We uphold the vision of green and smart buildings and maintain good cooperative relationships with suppliers and business partners.



Property Management:

The Group works to constantly enhance the operational efficiency of our properties, reduce the environmental impacts of our existing buildings, and improve the health and well-being of our occupants.

We apply our sustainability strategy, detailed in the following sections, throughout our sphere of influence.

ABOUT THIS REPORT



Reporting Period

The Sustainability Report 2023 ("the Report") of Henderson Land Development Company Limited ("Henderson Land" or together with its subsidiaries, "the Group") covers the period from 1 January 2023 to 31 December 2023 (the "reporting period").

Reporting Boundary

Our disclosures in the Report⁴ reflect the boundaries of our operational control and comprise descriptions and key statistics of the Group's sustainability performance and progress during the year of our headquarters and our subsidiaries, namely E Man Construction Company Limited⁵ ("E Man"), Goodwill Management Limited⁶ ("Goodwill"), Well Born Real Estate Management Limited ("Well Born") and Hang Yick Properties Management Limited ("Hang Yick")⁷, Shanghai Starplus Property Management Company Limited⁸ ("Starplus"), Henderson Investment Limited⁹ ("HIL") and Miramar Hotel and Investment Company, Limited¹⁰ ("Miramar Group").

Reporting Standards

The Report has been prepared in accordance with the latest Global Reporting Initiative ("GRI") Standards 2021 and complies with the mandatory disclosure requirements and "comply or explain" provisions set out in Appendix

C2 Environmental, Social and Governance Reporting Guide of the Main Board Listing Rules issued by Hong Kong Exchanges and Clearing Limited ("HKEX"). The Report is also prepared with reference to IFRS S2 issued by International Sustainability Standards Board ("ISSB") in June 2023. Selected sustainability information in this Report has been verified by a third-party with respect to the GRI Standards and HKEX ESG Reporting Guide, please refer to "Independent Limited Assurance Report" for more information.

Availability of Report

Our sustainability reports are published on an annual basis. The e-copy of the Report is available at <https://sustainability.hld.com/en/reports-publications>.

⁴ The Group's associates listed in Hong Kong do not fall into the scope of this Report

⁵ E Man Construction Company Limited is responsible for managing the Group's construction sites

⁶ Goodwill Management Limited is responsible for managing the Group's commercial properties

⁷ Well Born Real Estate Management Limited and Hang Yick Properties Management Limited are responsible for managing residential and industrial/commercial properties

⁸ Shanghai Starplus Property Management Company Limited specialises in offering premium management services for the Group's commercial properties in mainland China

⁹ Henderson Investment Limited manages two wholly-owned subsidiaries for its retail business

¹⁰ Miramar Hotel and Investment Company, Limited operates the hospitality and catering businesses

OUR CORPORATE GOVERNANCE

Robust corporate governance forms the bedrock of our business. The Board is responsible for the Group's strategic direction and for overseeing its business operations. Guided by their leadership, the Group is committed to operating our business in full compliance with all relevant laws, regulations, and established codes and standards, while upholding our ethos of being highly accountable and transparent.

Corporate Values

Our governance practices are deeply rooted in our corporate values, serving as the foundation for all our endeavours. Our overarching goal is to create value for our shareholders, customers, and the community. The Group achieves this by prioritising excellence in product quality and service delivery, while maintaining an unwavering focus on sustainability.

Governance Structure

We have established a purposeful and robust corporate governance structure that facilitates the efficient flow of information across the Group, fostering effective communication between management, functions, and business units.

The Board is actively engaged in formulating and implementing our sustainability strategy and policies, as well as considering the impact of sustainability issues (including climate-related and nature-related issues) in the Group's operations. With our Audit Committee overseeing the Group's risk management system (including sustainability issues), this ensures that appropriate and effective risk management and internal control systems are in place to address sustainability-related risks (including both climate and nature-related risks).

The Board through the Sustainability Committee and other committees approves and monitors the implementation of our sustainability policies, reviews and approves the Sustainability Report at least annually, which encompasses the Group's strategy on sustainability, results of a

stakeholder materiality assessment, as well as the progress made against our sustainability goals and targets. Capacity building sessions delivered by external consultants are also conducted to enhance the Board's competence in overseeing sustainability-related issues.

The Sustainability Committee is chaired by the Group's Chairman, Dr Lee Ka Shing, Martin and comprises several directors and department heads. The Committee updates the Board regularly and supports the Board in overseeing sustainability issues by:

- Evaluating, prioritising and managing material sustainability issues
- Managing Henderson Land's overall approach to sustainability
- Overseeing the identification of material sustainability issues
- Developing the Group's sustainability strategy and policies
- Regularly evaluating the Group's sustainability performance and progress made against sustainability targets

Some key issues discussed in Sustainability Committee meeting in 2023 included climate scenario analysis that had been initiated, latest sustainability reporting trends such as IFRS S2 and TNFD disclosure framework, and the endorsement of revised ESG policies for the Board's approval.

To foster internal engagement and effectively communicate our sustainability strategy and targets across all departments, a dedicated Sustainability Working Group comprising dedicated team members serving as sustainability champions and ambassadors, take the lead in planning, executing, and evaluating our sustainability initiatives. They facilitate corporate-wide communication on various sustainability matters, while also sharing sustainability knowledge and trends among internal stakeholders who actively support our sustainability strategy.

The Group has formed four functional sub-committees focusing on specific sustainability areas. These sub-committees ensure the successful implementation of sustainability-related policies and initiatives, further strengthening our commitment to sustainability, including:



Our sustainability initiatives are also further supported by our departments, including Company Secretarial, Human Resources, Corporate Communications, Project Management, Construction, Property Management and other departments.

With sustainability deeply embedded in our day-to-day activities, all departments actively contribute to the execution and delivery of our sustainability initiatives.



OUR CORPORATE GOVERNANCE

Further information about our governance structure can be found in the Corporate Governance Report of our Annual Report 2023 and on our website: <https://www.hld.com/en/investor-information/interim-annual-sustainability-reports>.

For the Terms of Reference of the Sustainability Committee, please refer to our website: <https://sustainability.hld.com/en/governance-policies>.

Policies

Henderson Land is committed to ensuring workplace quality, environmental protection, responsible operating practices, and community investment, as reflected in the Group's comprehensive policies related to various sustainability topics. These policies are regularly reviewed and updated to stay ahead of evolving external factors and community needs.

The Board has approved the following key policies that articulate and define important principles and values of the Group.

<div data-bbox="128 766 549 1328"> <h3>Environmental</h3> <ul style="list-style-type: none"> Biodiversity Policy REVISED Climate Change Policy Corporate Social Responsibility Policy Environmental Policy REVISED Sustainable Procurement Policy REVISED </div>	<div data-bbox="549 766 976 1328"> <h3>Social</h3> <ul style="list-style-type: none"> Anti-Corruption and Bribery Policy Anti-Discrimination Policy Business Ethics and Code of Business Conduct Policy Customer Services Code of Conduct Policy Director and Employee Remuneration Policy Health and Safety Policy REVISED Human Rights and Equal Employment Opportunity Policy REVISED Supplier Code of Conduct Policy REVISED </div>	<div data-bbox="976 766 1367 1328"> <h3>Governance</h3> <ul style="list-style-type: none"> Anti-Money Laundering and Counter-Terrorist Financing Policy Board Diversity Policy REVISED Dividend Policy Inside Information Policy Nomination Policy Risk Management Policy Shareholders Communication Policy </div>
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To view these policies, please refer to our website: <https://sustainability.hld.com/en/governance-policies>.

Risk Management

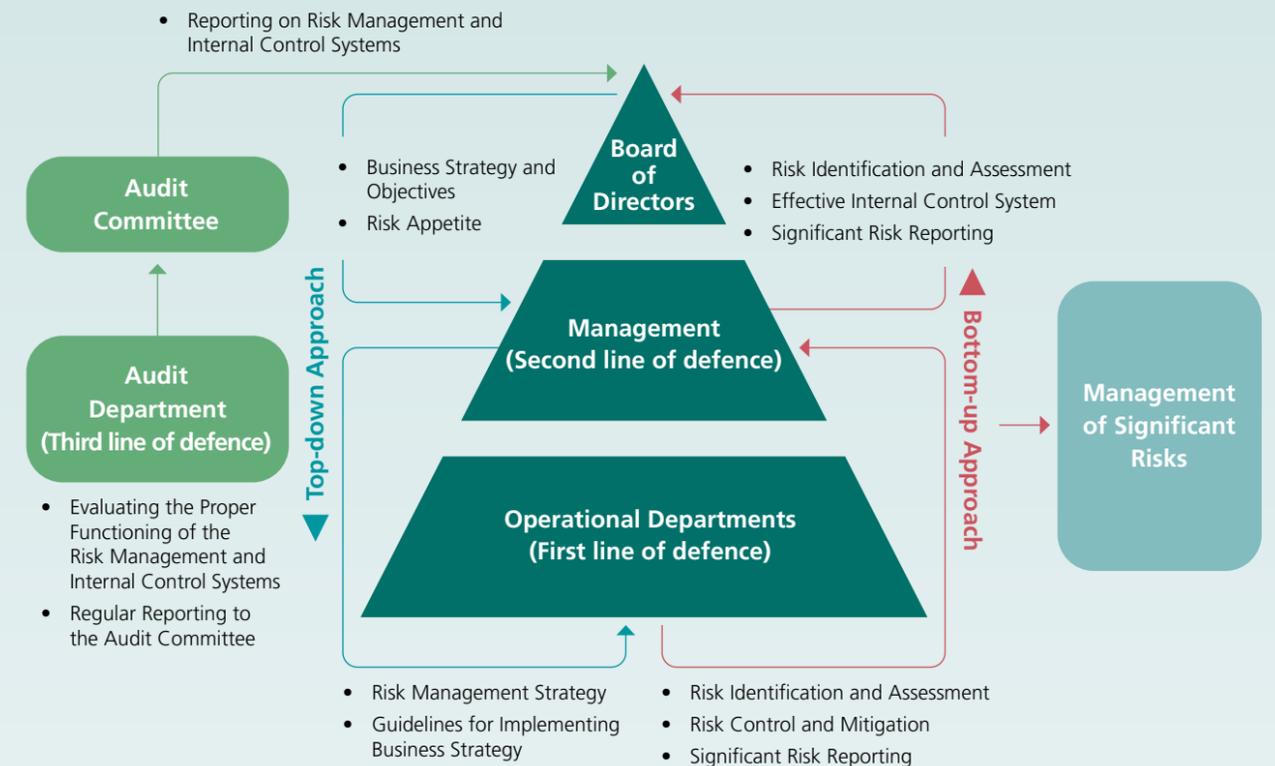
The risk management of the Group adopts "three lines of defence" model in risk governance which defines clear responsibilities and structure in ensuring accountability and transparency in our risk management practices. This model combines a top-down strategic view with a bottom-up operational process. The Board, by the top-down approach, has oversight on the risk management process and a particular focus on determining the nature and extent of significant risks it is willing to take in achieving the strategic objectives of the Group.

First line of defence: Each department of the Group is responsible for identifying its own risks and designing, implementing, managing and monitoring the relevant risk management and internal control systems. The above risk exposure review process is conducted on an annual basis.

Second line of defence: Departmental management and task-specific groups have the responsibility of reviewing the risk management and control systems. This includes setting control standards and monitoring departments' compliance with the set standards.

Third line of defence: The Audit Department performed independent audits to evaluate the adequacy and proper functioning of the risk management and internal control systems and provided the improvement suggestions for the financial year ended 31 December 2023. The Audit Department appraises the Group's major activities to ensure risk management and internal control systems are in place

and makes recommendations for improvements. The Audit Department maintains its independence and reports its findings directly to the Audit Committee, which reviews the effectiveness of our overall risk management and submits its findings to the Board at least yearly.



By proactively identifying and assessing significant risks, considering their potential impacts and likelihood of occurrence, the Board conducts reviews of significant operational risks on a yearly basis, with the Group effectively manages them through the implementation of suitable control systems and countermeasures. In mainland China, a Comprehensive Emergency Plan is in place to ensure a rapid and efficient response to any operational emergencies. This plan enables us to prioritise the safety of our staff, customers, and assets. Designated management teams are responsible for assessing risk areas, determining the level of potential impacts, and developing operational plans

while coordinating mitigation efforts. The Emergency Plan undergoes regular updates and is effectively communicated to all departments to ensure preparedness throughout the organisation.

Regular monitoring of sustainability risks is also conducted to ensure they are taken into account in the Group's product development, business decision-making and approval processes. To protect investors' interests, the Group assesses sustainability risks and incorporates the disclosure of climate-related and nature-related risks and opportunities in our Sustainability Report.

OUR CORPORATE GOVERNANCE

The Group fosters ongoing enhancement of the risk management processes by inviting employees to share their insights proactively. They can do so through a dedicated feedback mechanism within the Audit Department, or directly to our Vice Chairman via the Contact page on the Intranet. The Group also encourages departments to proactively identify and report potential risks throughout the organisation, as well as any improvements required in the Group's current risk management practices, via an annual exercise and dedicated feedback channel. All feedback is meticulously evaluated and, where appropriate, is translated into actions that strengthen our risk management framework. To further infuse a risk awareness amongst employees, staff of Well Born and Hang Yick are regularly evaluated regarding their risk management performance, training focusing on the key risk management principle is also regularly carried out.

The Group also manages climate-related risks by actively engaging in the identification of specific risks, opportunities, and impacts. By adopting a comprehensive process, the Group identifies and assesses climate-related risks for the portfolios in Hong Kong and mainland China. The assessment involves engaging key internal stakeholders and management in a high-level assessment to prioritise climate-related risks based on stakeholders' understanding and assessment of the likelihood and potential impact each could have on the Group through a series of workshops. Based on the shortlisted climate-related risks and opportunities, the Group conducts climate scenario analysis and estimates the financial impacts under different climate scenarios. Additionally, the Group has integrated various climate risks into our risk register, which demonstrates our proactive stance on environmental risk management and our commitment to sustainability within the framework of our broader risk management strategy. For more details, please refer to "Green for Planet".

For details of the Group's risk management and internal controls, as well as the Risk Management Policy, please refer to the Corporate Governance Report of our Annual Report 2023 and our website: <https://www.hld.com/en/investorinformation/interim-annual-sustainability-reports>.



Cybersecurity

Within our risk management framework, the Audit Committee is provided with relevant updates regarding cybersecurity matters by the Audit and Information Technology Departments. These departments are responsible for conducting annual internal audits on cybersecurity, specifically focusing on safeguarding customer privacy data with appropriate corrective measures implemented afterwards. Additionally, the Group has established an Incident Response Management Guideline to guide us in performing proactive preparation for potential cybersecurity incidents, with the objective of mitigating the

impact of cyberattacks. To emphasise the importance of cybersecurity to employees, cybersecurity policies and guidelines are also accessible to all employees on the Intranet. The seriousness with which we take these policies is underscored by our stance that any breaches will result in disciplinary actions. An internal hotline is also available to allow employees to escalate their concerns when they notice any suspicious events, and any abnormalities detected in the Group's IT systems.

The governance of data security is reinforced by our Data Security Committee, which includes managers from the IT Department. This committee is responsible for enforcing and adopting the Data Governance and Management ("DGM") Policy on newly-introduced systems. In alignment with global standards, our existing cybersecurity controls are structured to be consistent with the National Institute of Standards and Technology ("NIST") Cybersecurity Framework.

To promote a culture of cybersecurity awareness, the Group provides cybersecurity awareness training, such as the IT Department's Information Security Introduction video, for new joiners at orientation training, as well as regular cybersecurity and data awareness training and webinars to all staff to introduce the Group's IT security policies. In addition, the IT Department regularly disseminates cybersecurity knowledge and news via the Intranet, ensuring our staff are informed and vigilant of potential cybersecurity risks.

In 2023, aiming to reduce cyber security risks, protect the group information systems and data, as well as prevent attacks and data loss, our cybersecurity and internal audit teams conducted a review of the implementation of some of our business operations and their adherence to the DGM policy. A summary report was then communicated with Audit Committee. Additionally, an audit of our IT infrastructure and information security management systems is carried out by external auditors annually. We also employ a third party to conduct a biennial vulnerability assessment (including simulated hacker attacks) to analyse our cyber security defence in relation to the industry's best practice. Furthermore, internal disaster recovery drills are performed semi-annually to validate core system recovery capability under disaster scenarios (e.g. power outage, system disruption, etc.). These yielded satisfactory results,

reflecting that the core system is capable to recover from a disruptive incident. The most recent vulnerability assessment and internal disaster recovery drill were conducted in April and October 2023, respectively.

During the reporting period, there were no substantiated complaints concerning cybersecurity breaches.

Ethics

The Group observes a strict code of ethics, and has no tolerance for any form of corruption or other misconduct as stipulated in our Anti-Corruption and Bribery Policy. The Group expect its employees at all levels to uphold our values and behave in an ethical manner. To ensure awareness and understanding of these principles across all departments within our organisation, we conduct monthly orientation programmes for new employees. During these sessions, we communicate important policies such as Business Ethics and Code of Business Conduct Policy, Anti-Corruption and Bribery Policy, and provide anti-corruption training. Additionally, we regularly organise trainings with topics including anti-corruption seminars and Competition Ordinance seminars. In respective seminars, we delivered anti-corruption information as well as shared our insights on anti-competitive practices through presenting relevant case studies.

The Group encourages its employees to consult on any ethical issues by reaching out to the Human Resources Department or by contacting the Group's Vice Chairman directly via email. Should an employee breach the Code of Conduct as outlined in the Employee Handbook, or fail to fulfil their responsibilities, the Group may exercise leniency based on the situation at hand, with potential consequences ranging from warnings to salary cuts, demotion, or termination.

The Group has no tolerance for any form of corruption or other forms of misconduct. During the reporting period, no legal actions or fines related to breaches of conflicts of interests, anti-corruption or anti-competitive practices were brought against the Group or its employees. There were also no significant fines or non-monetary sanctions for non-compliance with laws and regulations in the social and economic area.

OUR MATERIALITY APPROACH

The Group recognises the importance of stakeholders' expectations in shaping our sustainability strategy effectively and annually reassesses and refreshes our list of material issues, taking into account the views from both internal and external stakeholders.

Stakeholder Engagement

The Group has established various feedback and communication channels with those key stakeholders who have a significant impact on or have close relationships with our businesses. To govern our stakeholder engagement process, the Group has developed a stakeholder engagement framework that aims to maintain a positive and transparent relationship with our stakeholders. The Group analyses its internal and external environment to identify its internal and external stakeholders, which may include those that are directly or indirectly dependent on our activities, products or services, and particularly those vulnerable communities that could potentially be affected by the Group's activities. Following the identification of

stakeholders, as part of our engagement strategy, we engage and develop meaningful partnerships with them (including local stakeholders) through various channels (including meetings, surveys, and social media accounts) to communicate with them regularly and identify potential concerns. To enable clear communication with stakeholders, we adopt plain language in our corporate communication to facilitate understanding. Equally, stakeholders are welcomed to share their concerns or complaints, if any, with the Group via various channels, such as email and media hotlines. In addition, the Group convenes regular meetings with departmental representatives to discuss and disseminate stakeholder engagement experiences, including best practices and key concerns.

By identifying, prioritising, and validating the sustainability issues that have significance for our business and stakeholders, this allows us to gain insight into stakeholder expectations and emerging sustainability trends, which in turn enables us to incorporate our sustainability priorities into our strategy development and reporting processes.



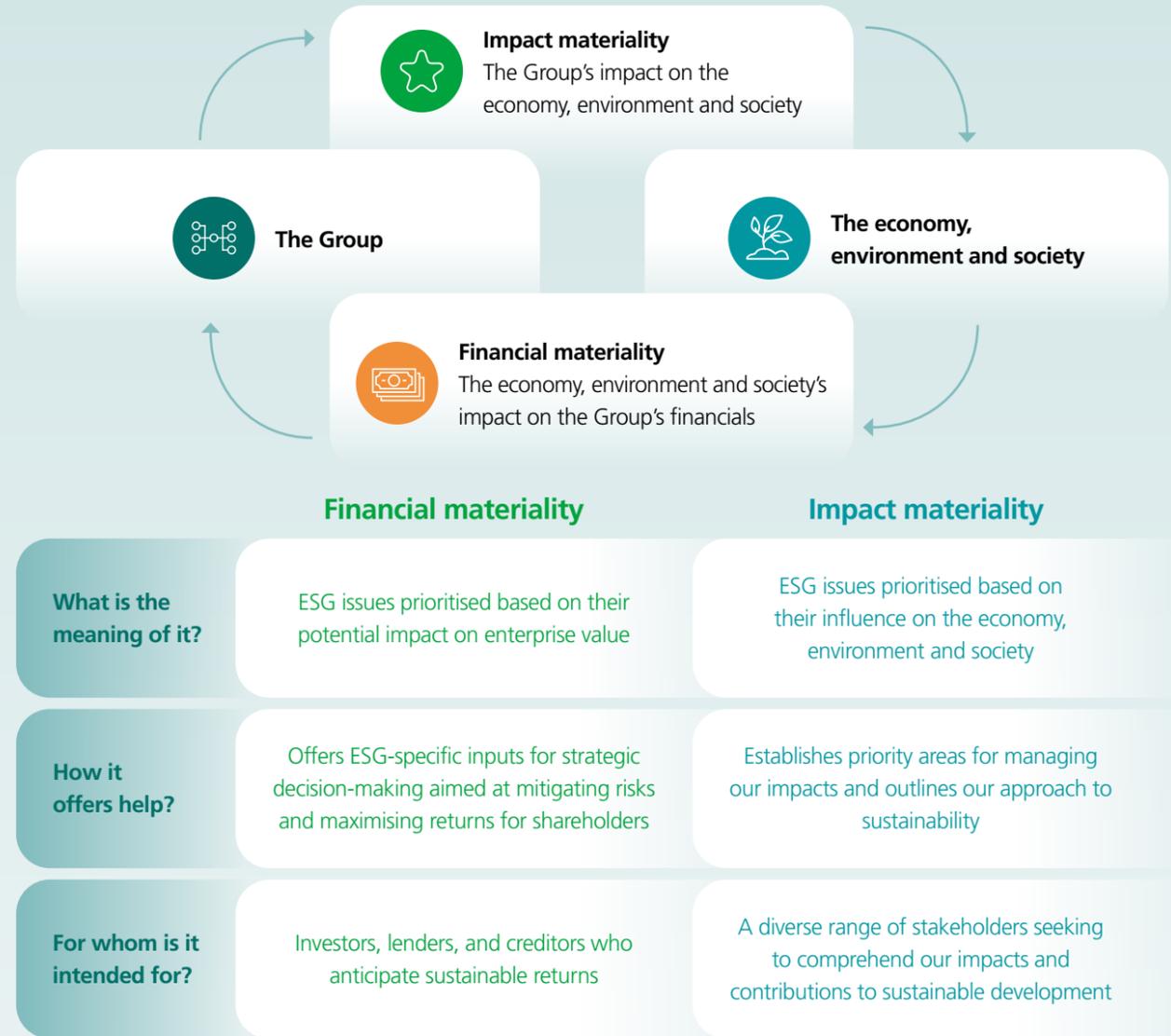
Below is a summary of the methods we use to engage with our stakeholder:

Stakeholder group	How did we engage	
Employees	<ul style="list-style-type: none"> Survey Training Yearly review Formal and informal team meetings 	<ul style="list-style-type: none"> Social gatherings Interviews Intranet Volunteering
Customers & tenants	<ul style="list-style-type: none"> Customer service Henderson Club hotline/ email/ fax Social media platforms such as Facebook, Instagram, LinkedIn, Wechat and Youtube 	<ul style="list-style-type: none"> Website Mobile app Press release Member activities Annual customer satisfaction survey
Suppliers & contractors	<ul style="list-style-type: none"> Meetings Screening and assessments Audits 	<ul style="list-style-type: none"> Performance review Interviews Extranet
Business partners	<ul style="list-style-type: none"> Meetings Tendering and procurement processes 	<ul style="list-style-type: none"> Seminars Site visits
Investors & shareholders	<ul style="list-style-type: none"> Investor & analyst briefings Investor conferences Circulars 	<ul style="list-style-type: none"> Announcements Reports Websites
Government & regulators	<ul style="list-style-type: none"> Meetings Interviews 	<ul style="list-style-type: none"> Letter/ email correspondence
Industry & professional bodies	<ul style="list-style-type: none"> Seminars Site visits 	<ul style="list-style-type: none"> Social gatherings
Media	<ul style="list-style-type: none"> Meetings Press releases Press briefings and updates 	<ul style="list-style-type: none"> Interviews Responses to media enquiries
Nongovernmental organisations ("NGOs") & communities	<ul style="list-style-type: none"> Seminars Site visits Meetings 	<ul style="list-style-type: none"> Volunteering services Social media
Academia	<ul style="list-style-type: none"> Seminars 	<ul style="list-style-type: none"> Meetings

OUR MATERIALITY APPROACH

Materiality Assessment

In 2023, the Group adopted a double materiality approach, which takes into account the importance of issues in terms of both financial and stakeholder impact to formulate our materiality matrix:



This approach not only enables the Group to gain insights into the financial impact of economic, environmental, and social issues that are pertinent to the enterprise, it also facilitates understanding on the Group's impact and responsibilities on the economy, environment and society.

As part of developing our materiality matrix, the Group hosted focus groups with key stakeholders and conducted a

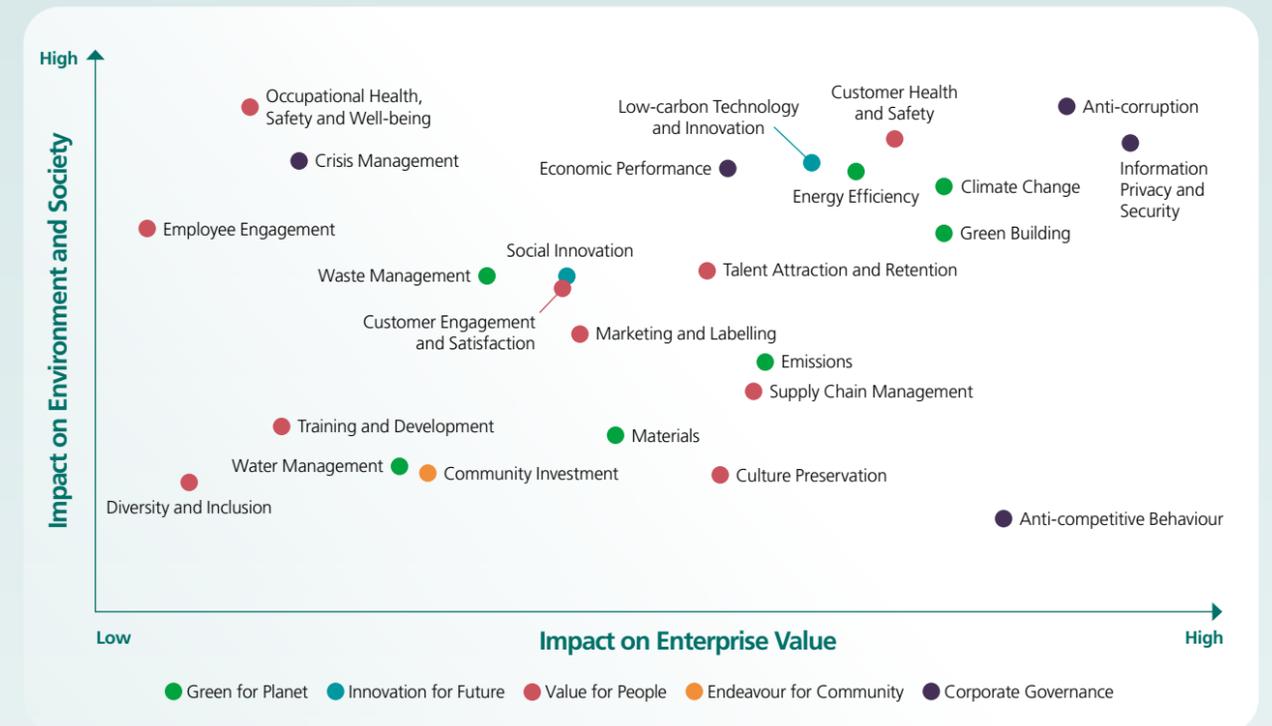
survey that garnered feedback from around 500 individuals representing the key stakeholder groups. Participants in the survey evaluated 25 crucial sustainability topics within the matrix, assessing our economic, environmental, and societal impacts with double materiality approach. The results of the materiality assessment which forms an integral part of the Report was approved by the Board of Directors.

Sustainability topics	Significant impacts	Stakeholder groups										Corresponding report section
		Employees	Customers & tenants	Suppliers & contractors	Business partners	Investors & shareholders	Government & regulators	Industry & professional bodies	Media	NGOs & communities	Academia	
● Information Privacy and Security	Robust policy to handle information privacy and security may bring companies the following benefits: <ul style="list-style-type: none"> preventing breaches of sensitive information avoiding legal fines a more stable relationship with employees, customers, suppliers and other business partners 	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Our Corporate Governance
● Anti-corruption	Ensuring a culture of integrity and combating corruption will contribute to the following impacts: <ul style="list-style-type: none"> compliance with relevant laws and protection against reputational risk reduced risk for severe penalties, allowing more resources to support the environment and the community fostered confidence of customers and investors to create positive economic development 	✓		✓	✓	✓	✓	✓				Our Corporate Governance
● Occupational Health, Safety and Well-being	Consistent compliance with occupational health, safety and well-being regulations could result in: <ul style="list-style-type: none"> penalisation avoided from legal liabilities, allowing more resources to support the environment and the community reduced frequency in accidents and injuries, which improve the well-being and livelihoods of workers higher job satisfaction from employees and lower turnover rate enhanced reputation and strengthened health and safety awareness within the industry 	✓		✓	✓		✓	✓				Value for People
● Climate Change	Early adoption of policies addressing climate change may mitigate the following impacts: <ul style="list-style-type: none"> damage to assets decline in asset value for properties project delays and cost overruns for construction projects 	✓	✓	✓	✓					✓		Green for Planet
● Customer Health and Safety	Ensuring customer health and safety can fulfil legal and ethical obligation and bring companies the following benefits: <ul style="list-style-type: none"> strengthening brand reputation attracting and retaining customers avoiding legal liabilities and associated costs boosting company reputation 	✓	✓				✓	✓				Value for People
● Green Building	Embracing sustainable building practices can bring companies the following impacts: <ul style="list-style-type: none"> reducing the impact on the environment safeguarding the health and satisfaction of the tenants and the surrounding communities mitigating vulnerabilities to climate-related risks ensuring long-term resilience and sustainability of properties 		✓	✓	✓	✓	✓	✓		✓		Green for Planet
● Energy Efficiency	Enhancing energy efficiency can impact the company's operation through the following: <ul style="list-style-type: none"> substantial financial savings decrease in carbon emissions during operations ability to fulfil regulatory requirements and address stakeholders concerns 	✓	✓	✓	✓					✓		Green for Planet
● Low-carbon Technology and Innovation	As regulations and markets increasingly favour low-carbon solutions, investing in low-carbon technology and innovation may bring: <ul style="list-style-type: none"> new market opportunities competitive edges over peers 	✓	✓	✓	✓	✓		✓		✓		Innovation for Future
● Economic Performance	The company's economic performance is deeply connected to our society and it impacts the society through the following: <ul style="list-style-type: none"> interactions with different facets of society job opportunities provided through the role as an essential component of local employment 	✓					✓	✓				About our Group
● Anti-competitive Behaviour	Any deviation from fair competitive practices may result in: <ul style="list-style-type: none"> legal penalties diminishing stakeholder confidence impacting the company's enduring reputation in the industry 	✓		✓	✓	✓	✓	✓				Our Corporate Governance
● Talent Attraction and Retention	Comprehensive talent management policies may benefit the company through the following: <ul style="list-style-type: none"> lowering staff turnover avoiding potentially increased recruitment and training costs continuing daily operations 	✓										Value for People

OUR MATERIALITY APPROACH

Sustainability topics	Significant impacts	Stakeholder groups										Corresponding report section
		Employees	Customers & tenants	Suppliers & contractors	Business partners	Investors & shareholders	Government & regulators	Industry & professional bodies	Media	NGOs & communities	Academia	
● Emissions	Heavy emissions may bring diversified negative impacts: <ul style="list-style-type: none"> failure to comply with increasingly stringent environmental regulations escalating operational costs due to carbon taxes and potentially punitive fines reputation damage and trust loss among stakeholders 	✓		✓	✓					✓		Green for Planet
● Supply Chain Management	Supply chain management serves as a safeguard against potential financial losses and brand damage, benefiting the company through the following: <ul style="list-style-type: none"> consistent quality timely delivery of constructions, products and services 	✓		✓	✓		✓					Value for People
● Social Innovation	Corporate engagement in social innovation is recognised as a vital investment in long-term socioeconomic development, impacting the society through the following: <ul style="list-style-type: none"> enhanced community welfare fostered goodwill and stronger community ties improved quality of living and economic opportunities 	✓	✓	✓	✓	✓		✓		✓		Innovation for Future
● Customer Engagement and Satisfaction	Higher customer engagement and satisfaction from the company's services and products positively impacts the company's business operations, including: <ul style="list-style-type: none"> a better understanding of evolving customer preferences and market trends motivation to make proactive and innovative adjustments to services in the long run better revenue generation and reputation 	✓	✓					✓				Value for People
● Culture Preservation	Integrating culture preservation efforts into the company's development projects may deliver: <ul style="list-style-type: none"> unique market positions for the properties more tenants and customers who appreciate historical and cultural attributes new job opportunities and socioeconomic growth 		✓					✓	✓	✓	✓	Value for People
● Marketing and Labelling	Clear marketing and labelling are a conduit for information sharing, benefiting the company's business through: <ul style="list-style-type: none"> enhanced customer satisfaction and trust upheld reputation stimulated sales and business growth in the long term 	✓	✓			✓	✓	✓	✓			Value for People
● Waste Management	Effective waste management strategies may bring companies the following benefits: <ul style="list-style-type: none"> lowered disposal costs less raw material consumption mitigating regulatory risk 	✓						✓		✓		Green for Planet
● Materials	Even though companies continuing with conventional materials may encounter cost instability during the shift to more sustainable options, adoption of sustainable materials may result in: <ul style="list-style-type: none"> enhanced brand loyalty and a competitive edge in the market cost savings by avoiding potential regulatory taxes 	✓	✓	✓	✓		✓	✓				Green for Planet
● Crisis Management	A carefully formulated crisis management strategy assists in: <ul style="list-style-type: none"> allowing the company to rapidly adapt and address incidents whilst maintaining service continuity safeguarding stakeholder interests reducing financial losses and enabling a prompt return to normal operations 	✓		✓	✓	✓	✓	✓				Our Corporate Governance
● Community Investment	Investing in the community leads to: <ul style="list-style-type: none"> fostered partnership with local populations generated mutual benefits and reinforced social unity enhanced collective long-term welfare of society support from residents and local organisations 							✓	✓	✓	✓	Endeavour for Community
● Water Management	Managing water efficiently brings the following benefits: <ul style="list-style-type: none"> lowered water usage averted potential penalties enhanced reputation, embracing more favour from stakeholders 	✓	✓	✓	✓		✓	✓		✓		Green for Planet
● Employee Engagement	Benefits from implementing effective employee engagement programmes may include: <ul style="list-style-type: none"> improved innovation, motivation and job satisfaction of employee enhanced employee performance and lower turnover rate less additional costs associated with increased recruitment and training expenses 	✓										Value for People

Sustainability topics	Significant impacts	Stakeholder groups										Corresponding report section
		Employees	Customers & tenants	Suppliers & contractors	Business partners	Investors & shareholders	Government & regulators	Industry & professional bodies	Media	NGOs & communities	Academia	
● Training and Development	Effective training and development programmes may bring the following benefits to employees: <ul style="list-style-type: none"> essential skills for current roles ongoing enhancement on employee working ability enhanced job satisfaction and loyalty 	✓		✓	✓							Value for People
● Diversity and Inclusion	Workplace embracing diversity and inclusion may offer: <ul style="list-style-type: none"> fostered empowerment among staff a broader talent pool attracted higher job satisfaction and greater engagement from employees enhanced productivity and operational efficiency 	✓										Value for People



The updated materiality matrix this year indicates a shift in the sustainability priorities within our business and the real estate industry. “Anti-corruption” and “Information Privacy and Security” remained to be the most significant sustainability issues in 2023, reflecting our stakeholders’ focus on corporate governance and cybersecurity due to the increasing reliance on IT systems through our business operations.

“Customer Health and Safety” and “Climate Change” also appeared to be more material as compared to 2022,

highlighting the need to uphold our customers’ well-being and take prompt actions to address climate change. Subsequently, we have incorporated more health and well-being measures in our properties and carried out climate scenario analysis to identify areas to mitigate and adapt to climate change throughout our business operations.

For detailed information about the measures and initiatives we put into practice in 2023, please refer to the specific sections in the “Green for Planet”, “Innovation for Future”, “Value for People” and “Endeavour for Community” in this report.



SUSTAINABILITY HIGHLIGHTS BAKER CIRCLE

Situated at the vibrant heart of Hung Hom and in close proximity to three major metro stations, Baker Circle is a landmark urban redevelopment project within Kowloon's aging industrial quarter. This ambitious project brings approximately 2,700 luxury boutique residential units, heralding a new era of accessible, community-focused living.

Drawing architectural inspiration from the district's rich maritime heritage, Baker Circle blends historical charm with cutting-edge sustainability. It is meticulously designed to foster a walkable, verdant environment that encourages social interaction within its public spaces and gardens. Setting a new paradigm for urban habitation, Baker Circle is dedicated to enhancing health, quality of life, and eco-friendly growth, marking a progressive leap in urban renewal for Hung Hom.

Artist's impression



INNOVATION FOR FUTURE

- Safeguarded the health of residents in the neighbourhood by installing equipment such as infrared sensor lift buttons and disinfection robots in public areas
- Elevated the well-being and comfort of residents by embedding the following smart and healthy-living equipment at homes:
 - 99% coronavirus-eliminating air filtration system and ultraviolet ("UV") phone steriliser
 - Antibacterial floor tiles and photocatalyst antiviral emulsion paint on ceilings and walls
 - Fenix thermal kitchen countertop that facilitates thermal healing of superficial micro scratches
 - Touchless door facilities to minimise the spread of germs and infections, maintaining a hygienic environment and increasing accessibility

GREEN FOR PLANET

- Elevated urban biodiversity and transformed our urban landscape into a breath-taking verdant oasis by creating vertical greening wall with 50 plant species and increase greenery area within the estate
- Enhanced air quality and pioneered a cleaner, greener urban atmosphere by harnessing the power of microalgae green walls through which carbon dioxide removal of each standard microalgae tube reaches up to 5,500 kg per year, greatly outperforming that of woodlands
- Streamlined the construction process and reduced construction waste and pollution with the adoption of advanced precast techniques and Multi-trade Integrated Mechanical, Electrical and Plumbing ("MiMEP")
- Reduced the reliance on air-conditioning with the use of low emissivity insulated glass, which is effective in blocking heat from the sun
- Introduced kinetic floor tiles in common areas, which generates energy when people step on the tile
- Empowered the transition to EV by installing EV chargers in all parking spaces to support the popularisation of EVs



Artist's impression



Artist's impression

VALUE FOR PEOPLE

- Crafted an idyllic and tranquillity-infused ambience with the implementation of noise-reducing floor mats, ensuring residents enjoy a serene living experience shielded from the urban clamour
- Optimised the orientation of towers to increase sunlight exposure to enhance daylight utilisation, thereby enriching the living environment while reducing the need for indoor lighting during the day
- Reduced the urban heat island effect and lowered temperature nearby with water features and designs that strategically channel natural wind flow
- Enhanced residents' sense of success and environmental awareness by introducing self-powered gym equipment that can enable them to charge mobile devices with electricity generated from workouts
- Championed sustainable commuting by providing easy access to three MTR stations, thereby incentivising residents to take public transportation



Artist's impression



Artist's impression



Artist's impression

ENDEAVOUR FOR COMMUNITY

- Revitalised urban space and converted an old service lane once used for garbage collection into a clean, inviting public area, with the aim to foster social interaction and address hygiene concerns around the area
- Showcased historical charm of the neighbourhood by decorating show flat with upcycled materials from old buildings for the décor, as well as incorporating vintage design elements such as mosaic signage and tong lau-inspired tile work into the retail areas
- Fostered cultural engagement by hosting heritage workshops and organised Community Cultural Tours in collaboration with Walk In Hong Kong for ethnic minorities, local students and the general public
- Embraced a blend of Hong Kong's urban landscape with imaginative flair in street art and community events with local art initiatives

GREEN FOR PLANET

The Group aspires to develop a green portfolio and minimise our effect on the natural world.

“Green for Planet” guides the Group to support the UN SDGs in all areas of our influence, through taking action against climate change as well as promoting sustainable patterns of consumption and production.



GREEN FOR PLANET



The Group is dedicated to reducing our environmental footprint throughout the lifecycle of our projects by focusing on use of materials, consumption of energy and water, carbon emissions, and waste generation. Our Environmental Policy serves as a framework to guide our departments and subsidiaries in developing environmental management strategies and systems that are in line with their business operations.

For instance, our Construction Department and Property Management subsidiaries have implemented environmental management systems (“EMS”) that adhere to both local regulations and international benchmarks such as the ISO 14001:2015 standard, which have also been assured by Hong Kong Quality Assurance Agency (“HKQAA”). Regular audits are conducted to evaluate their effectiveness and compliance, any irregularities if identified, are remedied as soon as practicable. During the reporting period, no significant fines were incurred for failing to comply with environmental laws and regulations.

Climate Change & Resilience

With the aim to address climate change, the Group ensures that our new and existing managed properties not only comply with, but exceed regulatory requirements and industry best practices for climate change mitigation, adaptation and resilience.

To demonstrate the Group’s long-term vision in achieving net zero and to decarbonise in alignment with the objectives of the Paris Agreement¹¹ and Hong Kong’s Climate Action Plan 2050, the Group has committed to setting near-term science-based targets in 2022 in addition to those sustainability targets established in 2021 in the key areas of green building, energy, waste and water reduction.

Furthermore, Henderson Land has made substantial efforts throughout the year to address climate change through cross-sector collaborations. Apart from being the first and only developer in Hong Kong to be a Partner of WorldGBC’s APN, the Group has actively engaged in other key initiatives such as the Asian Corporate Coalition for Climate Change Resilience (“A4CR”), the HKSAR Government’s Carbon Neutrality Partnership Pledge and 4T Charter, as well as the Business Environment Council (“BEC”)’s Climate Change Business Forum Advisory Group, Sustainable Living Environment Advisory Group and a participant of its Low Carbon Charter. These collective actions signify our dedication to supporting Hong Kong’s transformation towards a low-carbon economy.



Climate risk assessment and scenario analysis

Recognising that climate-related risks play a role in our business success and continuity, the Group tested the resilience of our business operations under distinct and plausible climate change scenarios against key climate-related risks and opportunities, with reference to requirements of IFRS S2. This builds on our previous efforts in aligning with international frameworks such as Task Force on Climate-Related Financial Disclosures.

This exercise takes a four-step approach:

Step 1

The Group identified a list of climate-related risks and opportunities based on Henderson Land’s businesses and operating locations, with reference to industry research and engaged different stakeholders to prioritise and shortlist the material climate-related risks and opportunities

Step 2

The Group conducted a series of workshops with our senior management to discuss and validate the shortlisted climate-related risks and opportunities, on an ongoing basis

Step 3

Based on the shortlisted climate-related risks and opportunities, a scenario analysis was conducted to assess their impact level and quantify impacts where appropriate

Step 4

The results of the scenario analysis are integrated and disclosed in the Sustainability Report to inform our stakeholders

In our scenario analysis, the Group focused on six material physical and transition risks and opportunities, and referenced scenarios with climate and transition pathway projections published by reputable external research bodies including Intergovernmental Panel on Climate Change (“IPCC”), Network of Central Banks and Supervisors

for Greening the Financial System (“NGFS”), and World Resources Institute (“WRI”). Based on these pathway projections, we evaluate the Group’s potential impacts of these risks and opportunities against plausible future states under various time horizons until 2060. The table below summarises the parameters of our scenario analysis.

Location	<ul style="list-style-type: none"> Hong Kong Mainland China - Beijing, Guangzhou, Shanghai, Xian
Property type	<ul style="list-style-type: none"> Properties under development Managed properties
Physical risk scenarios	<ul style="list-style-type: none"> IPCC Representative Concentration Pathway (“RCP”) 8.5 - exceed warming of 4°C IPCC RCP 2.6¹² - limit warming to 2°C
Transition risk scenarios	<ul style="list-style-type: none"> NGFS Current Policies Scenario - exceed warming of 3°C NGFS Net Zero 2050 Scenario - limit warming to 1.5°C
Time horizon	<ul style="list-style-type: none"> Short-term: 2030 Medium-term: 2050 Long-term: 2060
Base year	2022

¹¹ The Paris Agreement aims at keeping the rise in global temperature to well below 2°C above pre-industrial levels and at pursuing efforts to further limit global warming to 1.5°C

¹² Due to data availability, the annual expected damage percentage for riverine flooding and coastal flooding are based on Optimistic Scenario from WRI Aqueduct (RCP 4.5, Shared Socioeconomic Pathway (“SSP”) 2)

GREEN FOR PLANET

It is important to note that these scenarios are not definitive outcomes for the Group. This scenario analysis exercise is based on assumptions that may or may not materialise and on the information available at the time of preparation, and the scenarios may be influenced by additional factors beyond the assumptions made in the exercise and hence do not represent actual future outcomes.

Based on the assessment, the Group has identified and prioritised the following climate risks and opportunities with

their potential impacts and our resilience strategy as shown below:

Physical risks

Physical risks are risks derived from chronic risks resulting from long-term climate pattern shifts or acute risks from extreme climate events. The frequency, severity and impacts of these risks vary over different time frames and geographical locations.

Key physical risks	Potential impacts	Our resilience strategy
Coastal flooding (Acute)	<ul style="list-style-type: none"> Decline in asset value on damaged properties Decrease in revenue due to extreme weather events that reduce customer traffic in our properties 	<ul style="list-style-type: none"> Upgrade managed properties with climate resilient infrastructure and controls such as flood avoidance controls, typhoon proof ceiling etc
Riverine flooding (Acute)	<ul style="list-style-type: none"> Increase in capital expenditures for the implementation of mitigation and resilient measures required 	<ul style="list-style-type: none"> Conduct climate vulnerability assessment for major properties under development and incorporate climate-resilient designs, e.g. climate stress testing was conducted for The Henderson to ensure the property can withstand extreme weather
Tropical cyclones (Acute)	<ul style="list-style-type: none"> Delay in project delivery and cost overruns due to supply chain and operational disruption Increase in operating costs to repair damaged assets, searching for alternative suppliers and additional insurance premiums 	<ul style="list-style-type: none"> Regularly update and communicate with our employees on our business contingency plan for extreme weather events to maintain business continuity Communicate our safety protocol to construction workers to safeguard their safety under extreme weather Make provisions for alternative transport methods in the event of supply chain disruption under extreme weather events

Under the increasing impact of climate change, it is expected that the impact of physical risks will become increasingly prominent with increased frequency and intensity of extreme weather events. As scientists have predicted, without climate mitigation efforts, this is likely to bring more extreme events, such as flooding and severe tropical storms, that could

render our assets more susceptible to damage or failure. With due consideration of this, the Group has therefore carried out further analysis¹³ to assess the potential impact of three material physical risks, focusing on the impact that may pose to our assets.

In particular, the analysis also examined the change in risk level for each physical risk across different time horizons under different scenarios, and in our major regions of operations. The heatmap below presents the change in risk level, as expressed in change in annual expected damage, on properties located in Hong Kong and mainland China

in 2030, 2050, and 2060, relative to risk level at base year 2022. Darker colour denotes greater change in risk level relative to the base year. For example, in mainland China, under tropical cyclones, the annual expected damage on our properties in 2030 is expected to be around 1%-10% more than that in 2022 under 4°C above scenario.

Material risk	Location	Change in risk level with respect to base year ¹⁴ (%)					
		4°C above			2°C or below		
		2030	2050	2060	2030	2050	2060
Coastal flooding	Hong Kong	●	●	●	●	●	●
	Mainland China	●	●	●	●	●	●
Riverine flooding	Hong Kong	●	●	●	●	●	●
	Mainland China	●	●	●	●	●	●
Tropical cyclones	Hong Kong	●	●	●	●	●	●
	Mainland China	●	●	●	●	●	●

● <1% ● 1%-10% ● 11%-20% ● >20%

Under 4°C above scenario, it is expected that the global emission levels would continue to increase throughout the 21st century, which could result in heightened physical risk levels through more frequent flooding and tropical cyclones that are more severe. Contrastingly, under 2°C or below scenario in which global emissions are predicted to start declining by 2020 and reach zero by end of the century, the resulted exposure to physical risks is expected to be of lesser extent. Our heatmap has reflected such projections succinctly as the change in risk level is observed to be greater under 4°C scenario than that under 2°C or below scenario.

While the above heatmap shows that the change in risk levels for material risks increase over various time horizons, it is important to note that the baseline risk levels remain low. This means that even though the change in risk levels may appear significant across different timeframes, the absolute risk level is not anticipated to bring material impact to the Group.

¹³ The analysis presents potential change in risk level against inherent level of the identified risks at each location, and has not taken into account the adaptation and mitigation measures that has already been put in place

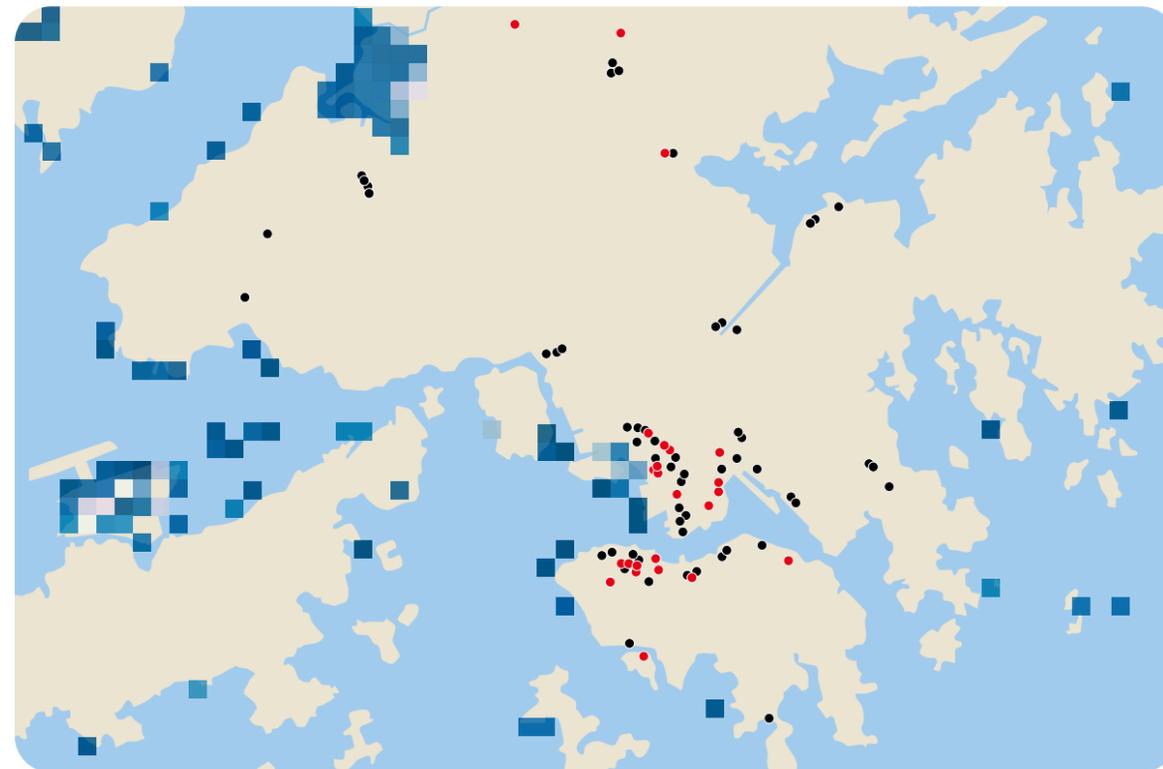
¹⁴ The risk level represents increase in the expected damage annually, in terms of percentages, across 2030, 2050 and 2060 as compared to the 2022 base year in Hong Kong and mainland China

**Understanding scenario analysis
- coastal flooding and riverine flooding**

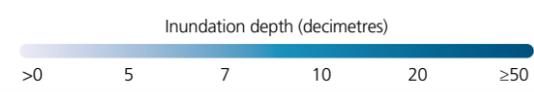
Hong Kong being a coastal city would be naturally more prone to coastal flooding. Not only is the city susceptible to sea level rise, more importantly, storm surges brought by tropical cyclones can have a multiplier effect on coastal flooding risk in Hong Kong. Therefore, we have mapped our Hong Kong portfolio against projected coastal flooding inundation in 2050 under warming degree of 4°C above scenario¹⁵ to understand the potential impact that the risk may bring to particular properties in Hong Kong.



Areas at risk due to coastal flooding with a 100-year return period in 2050 in Hong Kong



Legend
● Existing properties ● Properties under development

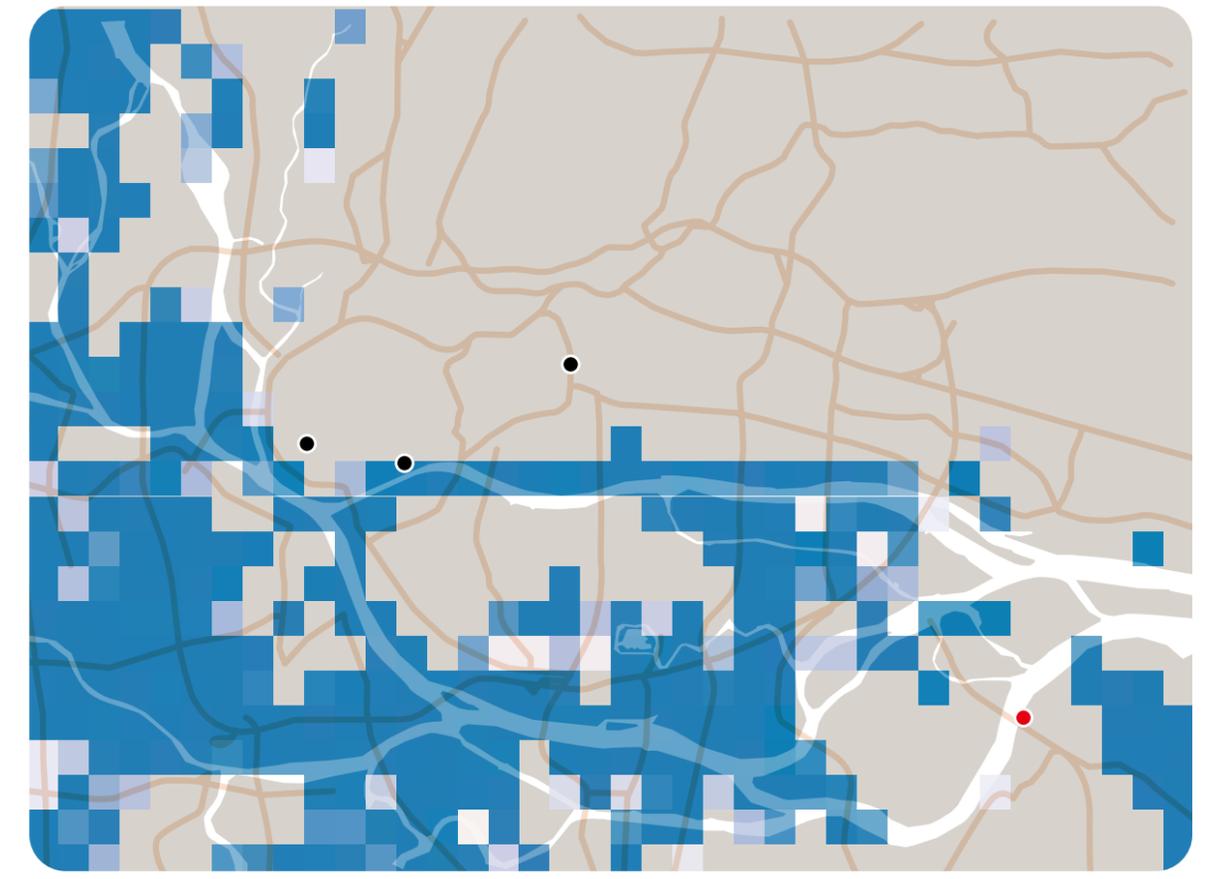


¹⁵ With reference to climate model developed by WRI Aqueduct

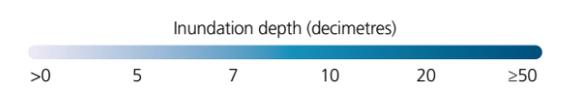
On the other hand, coastal cities in mainland China, such as Guangzhou, is susceptible to riverine flooding due to its close proximity to major rivers. In consideration of this, we have mapped our portfolio against projected riverine flooding inundation in 2050 under warming

degree of 4°C above scenario. Our results show that properties at these coastal cities would generally be at slightly higher risks which would require further in-depth analysis at next phase.

Areas at risk due to riverine flooding with a 100-year return period in 2050 in Guangzhou



Legend
● Existing properties ● Properties under development



The results allow us to better prioritise the properties with higher flooding risks and we have also started implementing more stringent resilience measures on the high-risk properties. Aside from installing flood protection infrastructures at property planning and design stage, our property management division has also put in place other resilience measures, such as

devising and communicating emergency response plans, performing regular inspection on backup power generation systems and drainage systems, reserving sufficient emergency supplies like sandbags and water pumps, as well as conducting regular evacuation drills. We will continue to monitor the risks of these properties and install more resilience measures when appropriate.

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Transition risks and opportunities

Transition risks refer to the risks that arise from the process of transitioning to a low-carbon and sustainable economy. These risks can stem from policy, legal, technological, market, and reputational changes associated with the transition to a more climate-resilient economy. Henderson Land has identified the following three key transition risks and opportunities.

Key transition risk/opportunity	Potential impacts	Our resilience strategy
Enhanced and emerging regulatory requirements	<ul style="list-style-type: none"> Increase in capital expenditures for the installation and operations of energy-efficient equipment Increase in risks of non-compliance with the requirements of building standards 	<ul style="list-style-type: none"> Incorporate green building design and renewable energy installations in our new development projects such as kinetic energy floor tiles at Baker Circle and smart flower photovoltaic panel with solar tracking technology at One Innovale Carry out detailed energy audits on most of our wholly-owned properties to pinpoint opportunities for saving energy
Supply and cost of materials	<ul style="list-style-type: none"> Increase in procurement costs due to the implementation of more transition policies governing construction materials 	<ul style="list-style-type: none"> Invest in the development of low-carbon materials and construction method through collaboration with the construction sector Implement the Sustainable Procurement Policy, which set out the guidelines in procuring low embodied carbon materials Implement the Supplier Code of Conduct Policy, which expects our suppliers to pursue sustainable procurement
Adoption of renewable energy	<ul style="list-style-type: none"> Increase in electricity cost due to the increased proportion of renewable energy in the electricity mix 	<ul style="list-style-type: none"> Install renewable energy infrastructure in our property such as photovoltaic panels Explore and invest in other innovative sources of renewable energy such as hydrogen energy Consider purchasing Renewable Energy Certificates where applicable

Transition risk is likely to be significant in the context of transitioning to a low-carbon economy, as such transition involves substantial changes in policies and market, as well as technological advancements that are likely to incur significant cost to businesses and societies. Further analysis¹⁶ has also been carried out by the Group to understand the impact that two of the prioritised transition risks, namely supply and cost of materials as well as adoption of renewable energy could pose to the business. Specifically, we analysed the rate of change in risk level through

understanding the potential cost of cement, one of the key materials that we used for our construction sites, as well as the cost of electricity across different time horizons under different scenarios, and in our major regions of operations. The heatmap on the next page presents the rate of change in risk level relative to that at base year 2022. Darker colour denotes higher the rate of change in risk level relative to the base year. For example, in Hong Kong, the risk on cost of cement in 2030 is expected to be 1%-10% more than that in 2022 under NGFS Current Policies Scenario.

¹⁶ The analysis presents potential future change against the inherent risk level of the identified risks at each location, the analysis has not considered our adaptation and mitigation measures

Material risk	Parameters of financial impact	Location	Change in risk level with respect to base year ¹⁷ (%)					
			NGFS Current Policies Scenario			NGFS Net Zero 2050 Scenario		
			2030	2050	2060	2030	2050	2060
Supply and cost of materials	Change in cement cost ¹⁸	Hong Kong	●	●	●	●	●	●
		Mainland China	●	●	●	●	●	●
Adoption of renewable energy	Change in electricity cost	Hong Kong	●	●	●	●	●	●
		Mainland China	●	●	●	●	●	●

● <1% ● 1%-10% ● 11%-20% ● >20% ● Not available

Under NGFS Current Policies Scenario, rolling out of climate mitigation policies is expected to be minimal therefore market prices and consumption pattern will remain similar; whilst in NGFS Net Zero 2050 Scenario, significant climate-related policies and regulations are expected to be introduced, which is likely to result in increase in costs for cement and electricity. This is also clearly reflected in our heatmap in which the change in risk level is significantly lower in NGFS Current Policies Scenario than that of NGFS Net Zero 2050 Scenario.

While the above heatmap shows that the change in risk levels for material risks increase over various time horizons, it is important to note that the baseline risk levels remain low. This means that even though the change in risk levels may appear significant across different timeframes, the absolute risk level is not anticipated to bring material impact to the Group.

The above scenario analysis conducted in our major operating locations reflects the Group's potential exposure against material climate risks and opportunities under plausible future states from the immediate timeframe to distant future. As the next step of the analysis, we will conduct detailed asset-level vulnerability assessment to assess the vulnerability of the high-risk properties identified, taking into account the mitigation and adaptation measures currently being integrated at each individual property.

Metrics and targets

Henderson Land is dedicated to maintaining a comprehensive inventory of GHG emissions. Apart from disclosing our Scope 1 and 2 emissions, in 2023 we start disclosing our Scope 3 emissions, which is calculated with reference to GHG Protocol. This approach enables the Group to aggregate, compare, and analyse historical data sets of its GHG emissions, thereby ensuring consistency and facilitating trend analysis.

¹⁷ The risk level represents increase in the cost of cement/ electricity annually, in terms of percentages, across 2030, 2050 and 2060 as compared to the 2022 base year in Hong Kong and mainland China

¹⁸ Data points in relation to cement cost in 2060 under NGFS Current Policies Scenario and NGFS Net Zero 2050 Scenario are not available

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Apart from the Group's GHG emissions, other key metrics related to waste management, energy usage, and water consumption are also disclosed in our annual Sustainability Report, which allows the Group to monitor and track areas that may have heightened climate-related risks. In addition to managing GHG emissions through various metrics, the Group has also set targets for its operations concerning different climate and sustainability aspects, such as energy intensity and green building ratings. For more detailed information, please refer to the "Sustainability Targets and Progress" section.

Furthermore, the Group has a long-term vision of achieving net zero and to establish a clear pathway for reducing and monitoring GHG emissions. The Group has committed to

setting near-term science-based targets, demonstrating our commitment to aligning our emissions reduction efforts with scientific recommendations.

Nature and Biodiversity

Nature and biodiversity represent invaluable assets for our planet. They are indispensable for the functioning of all businesses, as they provide essential services such as clean air, water, wood, food, and a stable earth system. The World Economic Forum has highlighted in a report¹⁹ that over 50% of global Gross Domestic Production ("GDP") relies on natural resources. Yet, biodiversity is being lost at an alarming rate. Governments came together at COP15 and adopted the Kunming-Montreal Global Biodiversity

Framework, aiming to halt and reverse biodiversity loss by 2030 and foster a state of "living in harmony with nature" by 2050. Henderson Land is committed to expanding our contribution to this overarching vision for nature.

Nature and biodiversity are core to Henderson Land's sustainability strategy. Over the years, the Group has developed a set of policies including our Biodiversity Policy to guide the managing of nature and biodiversity-related issues. These policies clearly outline our commitments and establish the necessary measures, systems, controls, and processes to ensure the effective implementation of our

sustainability objectives. The Biodiversity Policy also sets out our initiatives to enhance biodiversity richness through the approach of proactive planning and positive management in our development projects and operations.

In particular, the Group has formulated the Environmental Policy and Sustainable Procurement Policy to address various environmental aspects within our direct operations and supply chain. These policies cover a wide range of areas, including but not limited to GHG emissions, waste management, and water conservation. The relevant sections within the Report present about our latest performance and initiatives in these areas.

Importance to real estate

The built environment, like any other economic sector, relies on nature for crucial resources such as clean water, building materials, and intact landscapes. However, it also bears direct responsibility for certain environmental impacts. The built environment system alone accounts for 40% of global carbon emissions, 40% of global resource consumption, and 40% of the global waste stream²⁰. Moreover, it is recognised as one of the primary contributors to the drivers of biodiversity loss, alongside agriculture, extractive industries, energy production, and related infrastructure. Collectively, these sectors are estimated to be responsible for approximately 80% of global biodiversity loss²¹.

The primary dependencies and impacts of the built environment on nature stem from the sourcing and production of raw materials for construction, as well as the construction and operation of buildings and

infrastructure. However, it is important to note that the extent of these dependencies and impacts can vary depending on the specific activities and geographical context of a given real estate portfolio.

Nevertheless, the existing risks present a significant opportunity within the built environment sector to protect, promote, and restore nature and biodiversity by implementing appropriate strategies and practices.



¹⁹ World Economic Forum, Annual Report 2021-2022. Retrieved from: https://www3.weforum.org/docs/WEF_Annual_Report_2021_22.pdf.

²⁰ Global Alliance for Buildings and Construction, 2022 Global Status Report for Buildings and Construction. Retrieved from: <https://globalabc.org/our-work/tracking-progress-global-status-report>

²¹ U.S. Green Building Council, Real Estate and Biodiversity: What You Need to Know. Retrieved from: <https://www.usgbc.org/sites/default/files/2023-07/Real-Estate-and-Biodiversity-What-You-Need-to-Know.pdf>

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Our approach

Recognising the significance of biodiversity to our operations and the communities in which we operate, we have actively embraced biodiversity-friendly design practices in our portfolio.



One Innovale - butterfly garden and firefly restoration site

- Collaborated with local biodiversity experts to mimic the natural habitat of fireflies and butterflies

Wo Shang Wai wetland restoration project

- Transformed 4.7 hectares of brownfield truck yard in into Wo Shang Wai wetland



Yau Mei San Tsuen wetland restoration area

- Built 3.8 hectares wetland restoration area in Yau Mei San Tsuen, Mai Po



The Group encourages our employees to participate various activities to raise employee's awareness of nature protection. In particular, the Group joined The Green Earth in the Coastal Clean-up Volunteer activities to arouse awareness of protecting the ocean and beaches in Hong Kong. We also joined the Hoi Ha Wan Eco Visit organised by World Wildlife Fund ("WWF"). Participants were able to take a glass-bottom boat to explore the coastal environment and ecology of Hoi Ha Wan Marine Park and learned about the importance of sustainable living in environmental conservation.

Taskforce on Nature-related Financial Disclosures



The Group is proud to be among the first batch of developers in Hong Kong to embark on the path of aligning with the recommendations put forth by the TNFD. Furthermore, the Group has officially committed to be an inaugural TNFD Early Adopter, further solidifying our dedication to making disclosures aligned with the TNFD recommendations by 2025. In this report, we have presented the nature-related disclosures in accordance with the four pillars recommended by the TNFD. These pillars encompass governance, strategy, risk and impact management, as well as metrics and targets.

At the same time, we are engaged in a strategic review of nature and biodiversity. Our main goal is to gain a deeper understanding of how our business activities depend on and affect the natural world. Nature presents both risks and opportunities. Through this review, we aim to identify strategies and practices that will help us protect, promote, and restore nature and biodiversity within the unique context of our portfolio.

LEAP assessment

In 2023, the Group embarked on our nature-positive journey with the primary objective of gaining a deeper understanding of the intricate relationship between our real estate portfolio and the natural world. We have initiated the LEAP assessment, an approach recommended by the TNFD.

The LEAP approach serves as a framework for identifying and assessing nature-related issues, encompassing the following four high-level steps:

- L** Locate the interfaces with nature
- E** Evaluate dependencies and impacts on nature
- A** Assess nature-related risks and opportunities
- P** Prepare to respond to nature-related risks and opportunities, including reporting

The Group's initial phase of LEAP assessment focused on undertaking the Locate and Evaluate steps within our direct operations. The outcomes of these initial steps will serve as a foundation for the subsequent Assess and Prepare steps, enabling us to acquire a comprehensive understanding of the specific natural context surrounding our direct operations and further analyse and prepare for nature-related risks and opportunities. Additionally, outcomes from Locate and Evaluate steps will inform our approach to understanding and managing nature-related issues across our entire value chain.

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Step 1 - Locate

We focused on examining the interplay between our property locations and key natural features such as ecoregions, significant biodiversity areas, and regions experiencing water stress

Step 2 - Evaluate

We aimed to enhance our understanding of the ways in which our business relies on and impacts the natural environment, with specific consideration given to our various business sub-sectors

By integrating the findings from the location-based assessment and the sector-based evaluations, we were able to map out the priority aspects that are deemed to be particularly critical.

Assessment scope

 Location	<ul style="list-style-type: none"> • Hong Kong • Mainland China - Beijing, Guangzhou, Shanghai, Xian
 Property type	<p>130+ properties:</p> <ul style="list-style-type: none"> • Properties under development • Managed properties <ul style="list-style-type: none"> – Residential and office – Department store and supermarket – Hotel

Step 1: Locate

Ecoregions and biomes

The Group's properties are situated within three distinct ecoregions, classified into two different biomes. Specifically, Hong Kong and Guangzhou are located within the South China-Vietnam subtropical evergreen forests ecoregion, which falls under the tropical and subtropical moist broadleaf forests biome. On the other hand, Shanghai, Beijing, and Xian are situated in two separate ecoregions,

but they all share the same biome classification of temperate broadleaf and mixed forests. The status of the three ecoregions is listed as "nature imperiled"²², signifying that little natural habitat remains and the efforts should be directed towards the conservation of the remaining native habitat fragments.

Location	Ecoregion	Biome
Hong Kong and Guangzhou	South China-Vietnam subtropical evergreen forests	Tropical & subtropical moist broadleaf forests
Shanghai	Changjiang Plain evergreen forests	Temperate broadleaf & mixed forests
Beijing and Xian	Huang He Plain mixed forests	

²² Resolve Ecoregions 2017

Significant biodiversity areas

To identify properties with a high exposure to biodiversity risks, we utilised the Integrated Biodiversity Assessment Tool ("IBAT")²³ which leveraged the location data of our projects. IBAT mapped the overlap between our projects' area of influence - represented by point coordinates with a radius

buffer applied - and areas of high biodiversity value. The mapping exercise allowed us to identify properties which are in close proximity to protected areas, key biodiversity areas, and threatened species.

Protected areas	Areas designated with legal recognition and governance arrangement to achieve conservation objectives	Examples: Nature reserve, national park, protected landscape
Key biodiversity areas	Areas of significant contribution to the global persistence of biodiversity, identified using globally standardised scientific criteria	Examples: Important Bird and Biodiversity Areas (areas important for the conservation of bird populations), Alliance for Zero Extinction sites (areas important for the conservation of endangered species)
Threatened Species	Species threatened with extinction, classified by the IUCN Red List Categories	Examples: Critically Endangered, Endangered and Vulnerable species

²³ The IBAT Alliance brings together BirdLife International, Conservation International, IUCN, and the UNEP WCMC. The IBAT tool is referenced in TNFD guidance on tools to use in the Locate phase

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The screening revealed that properties located in Hong Kong are situated near protected areas or key biodiversity areas, with a 10 km buffer. When considering the presence of threatened species in the vicinity of our properties, it was found that Hong Kong and Guangzhou exhibit the

highest number of species considered to be threatened with extinction according to the International Union for Conservation of Nature (“IUCN”) Red List of Threatened Species, using a 50 km buffer.

Location	Total number of properties covered in analysis	Proximity to protected areas (10 km buffer)	Proximity to key biodiversity areas (10 km buffer)	Proximity to threatened species (IUCN Red List) (50 km buffer)		
		Number of properties	Number of properties	Number of critically endangered species in proximity to each property	Number of endangered species in proximity to each property	Number of vulnerable species in proximity to each property
Hong Kong	104	104	104	29 to 30	60	96 to 97
Mainland China	28	0	0	2 to 28	9 to 52	23 to 87

Notably, majority of our properties are situated in Hong Kong, which has more than 20 country parks classified as protected areas. The protected areas alongside other special areas encompass approximately 40% of Hong Kong's total land area. In addition to the protected areas, Hong Kong also boasts an abundance of key biodiversity

areas. Given the exceptional natural characteristics and biodiversity of Hong Kong, we recognise the importance of prioritising conservation efforts as well as implementing sustainable practices in our properties located within this area.

Hong Kong - Proximity of our projects to protected areas and key biodiversity areas



Legend
 ● Protected area ● Henderson Land's properties



Legend
 ● Alliance for Zero Extinction (AZE) site ● Important Bird and Biodiversity Areas
 ● Other key biodiversity areas ● Henderson Land's properties

Our Biodiversity Policy was updated in the year to enhance its effectiveness in safeguarding areas with high biodiversity value. Our policy mandates a biodiversity review at the project level and compliance with the relevant statutory requirements and government guidelines. Referencing the mitigation hierarchy, our policy emphasises avoiding ecological hotspots or species of concern. If avoidance is not feasible, we strive to minimise any adverse impacts and mitigate the remaining impacts through restoration and regeneration activities. Furthermore, we remain committed to engaging with stakeholders involved in ecologically sensitive projects to address their concerns effectively.

Water stressed areas

To understand the potential risk of water stress of the Group's property locations, an analysis was conducted using the Water Risk Atlas²⁴. The mapping exercise aimed to determine the location-specific baseline water stress, which is a key indicator of water stress risk. Baseline water stress is calculated by comparing the total water demand to the renewable surface and groundwater supplies available in the area. A higher level of water stress indicates a heightened level of competition among users within the region.

The majority of the Group's properties is located in Hong Kong, which is characterised by a low water stress level. Beijing, Shanghai and Xian exhibit a higher degree of water stress, however, these cities account for a minority of our overall holdings. The Group has established comprehensive guidelines that govern the implementation of effective water management practices. These guidelines are integrated into the construction of new projects, as well as the ongoing operation and maintenance of existing properties. Moreover, diligent monitoring, recording, measurement, and analysis of water consumption data are carried out to establish benchmarks, track progress, and regularly assess the overall performance of water management initiatives. For more detailed information on our approach to water management and sustainability strategy, kindly refer to our Environmental Policy and “Water Conservation and Management” section in the Report.

²⁴ WRI Aqueduct, data as of 2023

Step 2: Evaluate

The Group's business activities underwent an evaluation utilising various tools to evaluate their dependencies on and impacts to nature. We created heatmaps to summarise the dependencies and impacts relating to our business activities from tools including the Exploring Natural Capital Opportunities, Risks and Exposure (ENCORE) and the WWF Biodiversity Risk Filter.

The application of these tools enabled the generation of longlists that identify the dependencies and impacts of the Group's activities on nature. This evaluation took into account factors, such as project stage and sub-sector, in order to capture the full breadth of materiality associated with the Group's business activities. Subsequently, the dependencies and impacts identified were ranked based on the scores provided by the tools. The following heatmaps encompass the dependencies or impacts that were considered highly material by the tools, i.e., topics that received a score of 4 or higher. It is important to note that the topics depicted in the heatmaps are representative of the global context and do not consider Henderson Land's specific operating context, which encompass factors such as geographical location and unique business activities.



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Dependency heatmap of our business activities

How the different segments of the real estate sector are dependent on the ecosystem services, focusing on the ecosystem services with high dependencies.

Ecosystem services	Definition of dependency (adapted from source)	Property by stage and type			
		1. Property development (construction)	2. Property management		
			Residential and office	Department store and supermarket	Hotel
▲ Tropical cyclone	Storms can damage buildings, cause flooding, and power outages, leading to temporary or permanent company closures and revenue loss	●	●	●	●
▲ Landslides	Landslides pose risks to human lives and economic activities, often caused by human disturbances like land-cover changes and infrastructure expansion	●	●	●	●
▲ Extreme heat	Extreme heat affects human health and various sectors, including the built environment, by influencing building and infrastructure design	●	●	●	●
■ Surface water	Surface water is provided through freshwater resources from collected precipitation and water flow from natural sources	●	●	●	●
■ Ground water	Groundwater is water stored underground in permeable rocks, soil, and sand, sourced from rainfall, snow melts, and natural freshwater resources	●	●	●	●

● Low ● Medium ● High ● Not applicable
 ■: ENCORE source ▲: WWF source

Dependency heatmap of our business activities (continued)

Ecosystem services	Definition of dependency (adapted from source)	Property by stage and type			
		1. Property development (construction)	2. Property management		
			Residential and office	Department store and supermarket	Hotel
▲ Water condition	Water quality indicates if water resources are suitable for humans and ecosystems. Poor water quality can indirectly impact companies through ecosystem instability and health issues, as well as directly through increased costs and reduced production	●	●	●	●
▲ Water scarcity	Water scarcity refers to the availability of freshwater resources. It can disrupt production and supply chains, increase costs, and constrain growth. It is influenced by human activity and natural conditions like aridity and drought	●	●	●	●
▲ Forest production and distance to markets	Realisable hard and soft commercial timber	●	●	●	●

● Low ● Medium ● High ● Not applicable
 ■: ENCORE source ▲: WWF source

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Impact heatmap of our business activities

How the different segments of the real estate sector affect nature, focusing on those areas where the operations may have a greater impact on nature.

Type	Topic	Definition of impact (adapted from source)	Property by stage and type			
			1. Property development (construction)	2. Property management		
				Residential and office	Department store and supermarket	Hotel
Impact driver	■ Terrestrial ecosystem use	Examples include agricultural area by type, forest plantation area by type, open cast mine area by type, etc	●	●	●	●
	■ Solid waste	Examples include waste by classification (e.g., non-hazardous, hazardous), material constituents (e.g., lead, plastic), or disposal method (e.g., landfill, incineration, recycling)	●	●	●	●
	■ GHG emissions	Examples include carbon dioxide (CO ₂), methane (CH ₄), nitrous oxide (N ₂ O), sulphur hexafluoride (SF ₆), hydrofluorocarbons (HFCs) and perfluorocarbons (PFCs)	●	●	●	●
	■ Water pollutants	Examples include nutrients (e.g., nitrates, phosphates) or other substances (e.g., heavy metals, chemicals) discharged into receiving water bodies	●	●	●	●
	■ Soil pollutants	Examples include waste matter discharged and retained in soil over a given period	●	●	●	●
	■ Water use	Examples include groundwater consumed and surface water consumed	●	●	●	●

● Low ● Medium ● High ● Not applicable
 ■: ENCORE source ▲: WWF source

Impact heatmap of our business activities (continued)

Type	Topic	Definition of impact (adapted from source)	Property by stage and type			
			1. Property development (construction)	2. Property management		
				Residential and office	Department store and supermarket	Hotel
Impact	▲ Pollution	The Biodiversity Risk Filter currently focuses on nutrient, pesticide and air pollution. Further inclusions could be made, such as plastic, light, and noise pollution, which can have a significant impact on biodiversity	●	●	●	●
	▲ Tree cover loss	Tree cover loss is defined as stand-replacement disturbance or the complete removal of tree cover at the 30m scale. Recently harvested areas using clear cutting practices are included. Only tree cover loss since 2020 is considered	●	●	●	●
	▲ Land, freshwater and sea use change	Land-use change is the major human influence on habitats and can include land cover conversion (e.g., cropland expansion), changes in landscape configuration (e.g., habitat fragmentation), and changes in ecosystem management (e.g., forest harvesting). Metrics for the last one are not included due to lack of global data	●	●	●	●

● Low ● Medium ● High ● Not applicable
 ■: ENCORE source ▲: WWF source

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Impact heatmap of our business activities (continued)

Type	Topic	Definition of impact (adapted from source)	Property by stage and type			
			1. Property development (construction)	2. Property management		
				Residential and office	Department store and supermarket	Hotel
Impact	▲ Protected areas	Currently the Biodiversity Risk Filter only includes data on protected areas. Data on conserved areas (Other Area Based Effective Conservation Measures) is not globally representative yet	●	●	●	●
	▲ Key biodiversity areas	Key biodiversity areas are the most important places for species and habitats. BirdLife International's World Database of Key Biodiversity Areas has been used	●	●	●	●
	▲ Other important delineated areas	This sub-category includes areas other than protected areas and key biodiversity areas that contribute to different aspects of biodiversity	●	●	●	●
	▲ Ecosystem condition	This indicator evaluates intactness and connectivity of ecosystems as a proxy for ecosystem condition, regardless of legal or administrative delineation	●	●	●	●

● Low ● Medium ● High ● Not applicable
 ■ : ENCORE source ▲ : WWF source

Based on the preliminary heatmaps, the Group gained valuable initial understanding of the nature-related dependencies and impacts across its business activities.

The dependency heatmap indicates that the real estate-related business activities that are relevant to Henderson Land are significantly dependent on nature to regulate our climate system, specifically on the mitigation of tropical cyclones, landslides, and extreme heat. Furthermore, the hotel sub-sector demonstrates a high reliance on water availability and water quality. This reinforces the importance of the interdependencies between nature and climate to Henderson Land. While these tools provide a strong reference point for how we understand our dependencies, we will conduct a thorough examination of the results in the context and relevance of our operations. For instance, our operation's reliance on timber provisioning is relatively low, as we have adopted a construction approach that minimises the use of timber. Additionally, we will scrutinise the list of dependencies considered less significant to identify any topics that may be highly material within our business activities.

The impact heatmap illustrates that the relevant business activities may generate direct outputs, such as waste, water consumption, and greenhouse gas emissions, which are known as impact drivers. These impact drivers can subsequently lead to broader impacts on nature, such as pollution or changes in land use. Property development, in particular, can lead to a wide array of impacts. However, within property management, the scope of impacts is more confined to specific areas of focus. It is important to note that the heatmap does not represent the actual impacts of Henderson Land but provides a preliminary indication of the areas that warrant further assessment of potential impacts. Upon initial analysis, it is evident that GHG emissions is one of the important impact drivers across all of our business activities. To ensure an accurate reflection of our operational context, we will thoroughly review the complete results of the heatmap.

Based on the findings from the location-based assessment and the sector-based evaluation, the Group has initially identified the priority aspects that are considered particularly critical from the perspectives of nature and biodiversity risks.

- Properties facing high levels of biodiversity risks are located within Hong Kong. Priority properties are those that are spatially close to the protected areas or key biodiversity areas. Although properties in Beijing and Xian face relatively low levels of biodiversity risks, they are confronted with relatively high levels of water stress risks
- Special attention should be given to properties under construction, as they exhibit particularly high levels of impacts on nature compared to properties under management
- Regarding managed properties, the three sub-sectors, namely residential and office, department store and supermarket, and hotels, consistently demonstrate a high dependency on protection from climatic events. However, these sub-sectors display different profiles of impact drivers and impacts in the heatmap, highlighting the need for deep-dive understanding of each sub-sector

The Group will further develop an in-depth understanding of the abovementioned priority aspects in our future risk management endeavours. By understanding the profiles of nature-related dependencies and impacts within each business sub-sector, the Group can incorporate several crucial considerations to evaluate the nature-related risks associated with specific property locations. These considerations encompass the unique natural context of each location, such as its biodiversity value and the level of water stress it faces. Subsequently, targeted strategies and mitigation measures can be developed to address these risks effectively. In the process, the Group will also consider the latest developments in national and local biodiversity policies, such as the China National Biodiversity Conservation Strategy and Action Plan (2023-2030) and the next edition of the Hong Kong Biodiversity Strategy Action Plan.

The Group places great emphasis on nature and biodiversity by proactively incorporating ecological considerations into our development projects and operational practices. With the completion of One Innovalle in 2023, we pioneered sustainable urban living by integrating a biodiversity sanctuary.

CASE STUDY:
Upholding Biodiversity throughout our Property Design



Highlighting the uniqueness of the Firefly Habitat, Mr Mark Mak remarked, "As fireflies need a high standard for their habitat and are very sensitive to light, it is important that their habitat is a safe distance from residential buildings. This is why contrary to popular belief, the garden will be set up at the far corner instead of centre of the complex, away from all the bustling activity. Specially-designed orange and red LED lights, which are safe for fireflies, are used as guiding lights for the residents to visit the garden. A customised garden fence made of plants and pebbles minimises strong gusts yet allows sufficient air ventilation for optimal thermal comfort for the fireflies."

Advancing beyond green spaces, the clubhouse at One Innovale emerges as a vibrant centre of innovation and education. Unleashing the power of Building Information Modelling ("BIM") technology and metaverse, the Party Hub at the clubhouse allows residents to immerse in virtual environments like Mars, Fantasy Island, and Future City. This novel use of technology educates users about diverse natural habitats through an entertaining experience.

Art is also a vital component of One Innovale's design narrative, with augmented reality ("AR") bringing sculptures to life throughout the development. Among these is Hung Keung's "Jungle Quintet", an AR experience that highlights the plight of endangered species, combining interactive play with a message of conservation and the need to value our environment.

The Group regards One Innovale as a showcase for urban diversity. In May 2023, we have invited a group of biology students from a local secondary school on an ecological tour of our Butterfly Garden and Firefly Habitat inside One Innovale, allowing them to have a glimpse of how sustainable development is integrated into property design.

One Innovale is more than a development. It is a forward-thinking initiative that merges living spaces with learning and conservation. It stands as a model for future developments, demonstrating how property design can embody sustainability and inspire a community to embrace environmental stewardship as part of everyday life.

One Innovale, having reached the successful completion of Phases 2 and 3 in 2023, integrates biodiversity into urban property design seamlessly. This innovative development is the embodiment of the Group's G.I.V.E. strategy, which focuses on shaping a sustainable and enriched community for the future. It represents a holistic living concept where wellness, art, innovation, and sustainability are interwoven to enhance liveability and well-being for a community that is designed to thrive for generations.

Through strategic collaborations with renowned conservation experts, such as Mr Mark Mak, Chairman of the Firefly Conservation Foundation, and Dr Roger Kendrick, founder of the Hong Kong Lepidopterists' Society, we have transformed our development into an interactive nature classroom. With One Innovale featuring a Butterfly Garden and a Firefly Habitat, we encourage residents and visitors to engage with and learn about the importance of local wildlife and ecosystems.



GREEN FOR PLANET

Green Building

As proponents of eco-friendly construction, we incorporate sustainability and green features in crafting and managing our buildings to ensure our projects are in line with global green building criteria. The properties showcased below exemplify our holistic approach to green building design.

CASE STUDY:

International and Local Green Building Recognitions

As a trailblazer in sustainable development within our city, the Group integrates sustainability elements and considerations into our building design and operations. The recognitions and prestigious awards that we have received from local and international communities are strong testament to our unwavering commitment and endeavour in creating green and sustainable buildings.

Best performing leader by global and region from GRESB assessment

Henderson Land has achieved yet another milestone in 2023 when the Group attained a 5-star rating, as well as being recognised as a Global and Regional Sector Leader (Diversified - Office/ Retail) under GRESB's Real Estate Assessment, as part of a survey of 2,000+ participating companies across 15 sectors and 75 markets, culminating in a comprehensive and rigorous analysis of industry peers' efforts and progress in ESG management, performance and development.



Partner of World Green Building Council ("WorldGBC")

After achieving the prestigious Business Leadership in Sustainability Award at the WorldGBC Asia Pacific Leadership in Green Building Awards 2022, the Group has become a Partner of the WorldGBC Asia Pacific Regional Network, supporting 16 Green Building Councils ("GBCs") in the region. The Regional Networks are powerful, collaborative platforms where GBCs can effectively exchange knowledge, generate new ideas and design solutions that promote green building in their own markets and across the regions. The network also provides us with a platform to share insights with other industry leaders, empowering us all to further our green building practices.



Hong Kong Green Building Council ("HKGBC") Zero-Carbon-Ready Building Certification Scheme

In recognition of Henderson Land's leadership in green building practices, HKGBC awarded the Group Zero-Carbon-Ready Building Certification. The scheme was launched in the third quarter of 2023 and is an integral component of the HKGBC Climate Change Framework for Built Environment, designed to support Hong Kong's vision of transforming into a low-carbon and resilient city. The Group's property, K Plus, was evaluated and has attained a "Level 1 Improvement" rating in the Target Setting Certificate of the scheme as a result of a series of energy saving measures being implemented. Specifically, we have completed replacement of chillers with higher efficiency and installed building management system for smart control and LED lamps in 2019 and 2021 respectively, resulting in an energy reduction of 14.6% from the baseline.



A total of 29 projects from seven developers and property management companies have been awarded certificates for their participation in the pilot Certification Scheme. Henderson Land, as a leader in the industry, is among the seven recipients in the scheme. Our active participation in the pilot Certification Scheme reflects our dedication to pioneering sustainable building practices and reinforcing our status as a leader in green building innovations.

These awards and accolades are strong testament to our unwavering commitment and endeavour in creating green and sustainable buildings, providing further momentum for us to keep raising the bar and contribute to our community, the industry and beyond.

GREEN FOR PLANET

CASE STUDY:

Bolstering Sustainable Development through Green Finance Partnership

Recognising that sustainable finance instruments play an important role in funding our expansive sustainable development agenda, the Group has initiated a number of Green Finance Partnerships with a cohort of 15 local and international banks. As of 31 December 2023, the Group has secured over HK\$50 billion various green finance facilities including green loans, green undertakings, social loan and sustainability-linked loans. Below highlights some other green and sustainability facilities the Group has secured to support our sustainable development:

Type of facilities	Amount utilised	Use of proceeds
Green loan with Bank of China (Hong Kong) Limited	HK\$2.5 billion	Strengthening green portfolio of investment and development properties with BEAM Plus, BEAM, LEED and Green Building Design Label pre-certifications
Sustainability-linked loan and social loan facility with China Construction Bank (Asia) Corporation Limited	HK\$2 billion	Reducing carbon emissions and introduce green and sustainable initiatives in our business operations, as well as serving as a good demonstration of the company's longstanding pledge to improve community well-being, by development of affordable transitional housing projects

Green and sustainability strategic partnership agreement with Industrial Bank

According to the Agreement, Industrial Bank will draw on its expertise in green finance to provide Henderson Land and its subsidiaries with a line of green and sustainability credit of no less than RMB30 billion. It will work in tandem with Henderson Land in the areas of green building, smart and zero-carbon zoning and ESG system building to echo the national "dual-carbon" goals and to promote the Group's development of green building and infrastructure inside and outside the territory.



Energy Efficiency and Emissions Reduction

Recognising that energy consumption is one of the Group's major sources of GHG emissions, we endeavour to refine our energy management practices in a continuous manner. For instance, our property management branches have adopted an Integrated Management System ("IMS") that regulates and enhances energy usage within our managed properties. Energy audits are also regularly conducted at the managed properties to identify potential opportunities for achieving energy efficiency. Additionally, we adhere to the Environmental Instructions ("EI") that align with ISO 14001:2015 standards, which sets out the management of various environmental components. In 2023, Starplus has also obtained ISO 50001 certification, as part of improving

the energy performance in our managed properties in mainland China. The Group also regularly engages external vendors to conduct energy-related seminars and trainings for our employees, on topics such as renewable energy, building energy management through Internet of Things etc., educating them about the means to achieve energy efficiency and its significance to the environment and the sustainability of our business.

Apart from managing our energy consumption, the Group is exploring new opportunities and technologies to adopt greener sources of energy in its operation as a means to reduce our emission footprint.

CASE STUDY:

Promoting Transformative Climate Solutions through Cross-Sector Collaboration

Echoing the pledges of countries at the 28th United Nations Climate Change Conference of Parties (“COP28”) to shift away from fossil fuel energy, the Group has proactively joined hands with other industries to explore alternative sources of energy in a bid to benefit society as a whole and support Hong Kong in its efforts to achieve carbon neutrality.

Advancing green transport through hydrogen energy in Hong Kong

Supporting the policy direction of Hong Kong’s Climate Action Plan 2050 and its involvement in promoting the development of green transport, the Group’s associate company, Towngas, has joined forces with Bravo Transport Services Limited (“Bravo Transport”), the parent company

of Citybus, to explore the use of hydrogen as an alternative fuel source for public buses.

In July 2023, Towngas and Bravo Transport signed a Memorandum of Understanding (“MOU”) to facilitate the exploration of hydrogen as a sustainable fuel for public buses. This includes exchanging information on hydrogen-related business and marketing plans, establishing a foundation for future collaboration, and supporting the policy direction of Hong Kong’s Climate Action Plan 2050. Additionally, the two companies will collaborate on a project for a Citybus depot on Hong Kong Island, whereby Towngas will be responsible for the design, supply and installation of a hydrogen extraction facility and Bravo will be responsible for the work of hydrogen refilling station.



Towngas and Bravo Transport hold the MOU signing ceremony to promote the development of hydrogen energy in Hong Kong



Furthermore, in October 2023, the HKSAR Government gave an agreement in principle on Towngas hydrogen fuel technology trial project at a padel court at Sai Kung, which involves extracting hydrogen from the existing town gas network at the site to generate electricity for charging EVs. This process produces only pure water and valuable heat as by-products, contributing to a cleaner and more sustainable energy ecosystem. Moreover, the Combined Heat and Power (“CHP”) system utilises the residual gas produced by hydrogen extraction to generate electricity. This can be used as an additional power source for electric vehicle charging and for hot water usage.

The collaboration between Towngas and Bravo Transport, along with the establishment of Hong Kong’s first commercial hydrogen fuel cell charging facility, demonstrate an active commitment to back Hong Kong’s Climate Action Plan 2050 and advance green transport. The Group actively contributes to carbon emission reduction and the promotion of sustainability in the transportation industry. These collaboration serves as a testament to the Group’s dedication to fostering innovation and partnerships within the industry, and actively supporting the shift towards a more environmentally friendly future.



Towngas representatives lead guests to visit the Hall of Future Energy at the Towngas headquarters to exchange views on hydrogen energy development

CASE STUDY:

Teaming up with CLP and Chinachem Group to Enhance Energy Efficiency

Shopping malls play a major role in Hong Kong's daily life, and improving their energy efficiency can significantly reduce carbon emissions. Hence, the Group always seeks investment opportunities to achieve energy efficiency. In 2023, the Group teamed up with CLPe Group and Chinachem Group ("Chinachem") for the first time to launch Cooling as a Service ("CaaS") at Flora Plaza in Fanling, which is expected to save 500,000 kWh of electricity a year.

Flora Plaza is a private housing estate and shopping mall jointly developed by Henderson Land and Chinachem in the heart of Fanling's residential area. Its two-storey shopping mall covers an area of more than 150,000 sq. ft. and has over 100 shops offering a diverse range of services that have catered for the needs of residents in North District for almost 30 years. The current cooling system at Flora Plaza has been in use since the mall first opened. With the support from CLPe, nine condenserless chillers in Flora Plaza will be replaced with four air-cooled chillers, enhancing energy efficiency and

saving space by integrating refrigeration and heat dissipation systems in one unit with a Variable Speed Drive function. The total capacity of the new chiller will also be enhanced to meet the mall's future business development needs.

The new system will be equipped with the AI management system PlantPRO, which continuously collects and analyses operational data and automatically adjusts the cooling system according to external factors such as indoor temperature to create an optimal indoor environment. It is expected that the new system will improve energy efficiency by 50% and reduce its electricity consumption by 15%, saving around 500,000 kWh of electricity a year, equivalent to the annual electricity consumption of around 160 three-member households or a reduction of around 200 tonnes of carbon emissions.



The Group endeavours to implement a range of environmentally conscious technologies across all phases of our property lifecycle, encompassing construction, property development, and property management. Henderson Land remains committed to our energy conservation and efficiency objectives and the Group has implemented the following series of measures to meet our energy reduction goals:

Construction

- Transformed vehicle fleet from diesel/ petrol vehicles to EVs at construction sites
- Replaced diesel generators for temporary powering with Ampd Enertainers to power machinery and equipment for all construction sites
- Deployed photovoltaic panels at construction sites to provide temporary lighting

Property development

- All new properties with carparks built after 2020 are 100% equipped with EV charging capability to support the HKSAR Government's Climate Action Plan 2050 as well as the market trend of moving towards the use of EVs
- Installed horizontal fins around the building envelope at 3 Mei Sun Lane, which acts as a sun shading device to reduce solar irradiation of average 10% and glare of average 5%, thereby reduces demand for air conditioning and provides a more comfortable temperature and lighting

Property management

- Supported campaigns such as "CLP Smart Energy Award" and the "Energy Saving Charter" and implemented measures such as optimising indoor temperatures, transitioning to LED lighting, and analysing consumption patterns with Smart Energy Online to achieve energy saving and efficiency
 - Participated in energy conservation initiatives like WWF's "Earth Hour" and Green Senses' "No Air Con Night"
 - Carried out detailed energy audits on most of our wholly-owned properties to pinpoint opportunities for saving energy
 - Support the HKSAR Government's Roadmap on Popularisation of EVs by transitioning more than 30% car fleets from petrol vehicles to electric vehicles to evaluate their performance, while at the same time exploring new models to suit our needs
- The following major energy-saving retrofits were conducted during 2023:
 - Installed 72 photovoltaic panels at Manulife Financial Centre²⁵, which are capable of generating over 42,000 kWh of electricity per year with over 22% return on investment
 - Replaced chiller plants at Kolour · Yuen Long, Fanling Centre and Trend Plaza²⁶, which are estimated to save over 1,100,000 kWh of electricity per year with over 2% return on investment
 - Replaced LED at Kolour · Tsuen Wan I, AIA Tower and 78 Hung To Road²⁷, which are estimated to save more than 100,000 kWh of electricity per year with over 18% return on investment

²⁵ Its area is about 116,000 m²

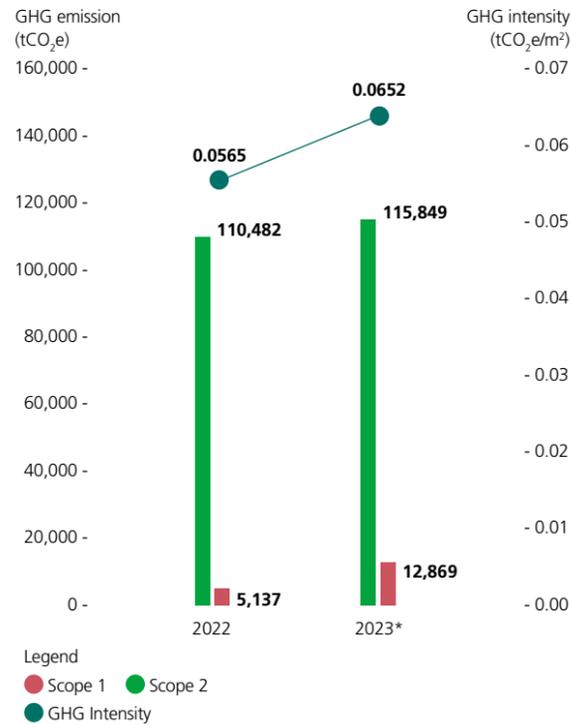
²⁶ Total area of the three properties is approximately 48,000 m²

²⁷ Total area of the three properties is approximately 99,000 m²

GREEN FOR PLANET

GHG Emissions

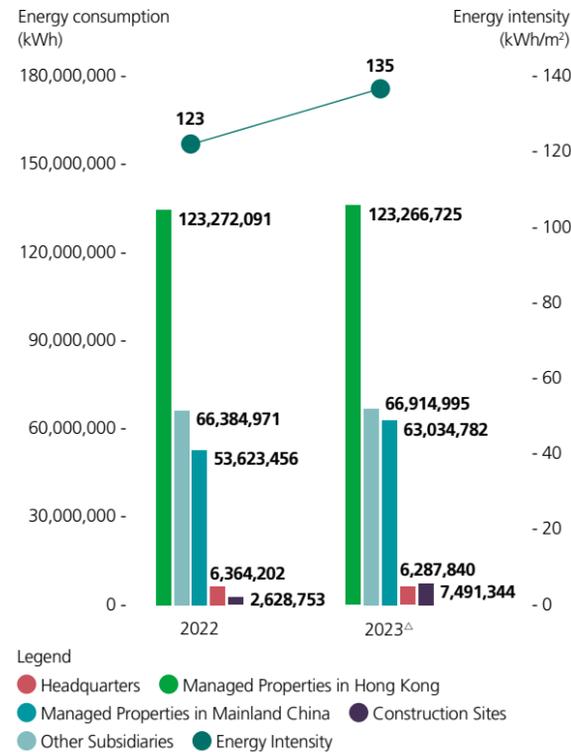
at our Headquarters, Construction Sites, Managed Properties and Subsidiaries



* The significant increase in scope 1 emissions in 2023 is attributable to the increase in consumption of refrigerants for maintenance projects and increase in consumption of diesel oil and petrol oil due to business bounce back of Miramar Group, and increase in construction activities at the construction stage

Energy Consumption

at our Headquarters, Construction Sites, Managed Properties and Subsidiaries



^ The increase in energy consumption in 2023 is attributable to the increase in construction activities at the construction stage, managed properties in mainland China carried out maintenance projects, bounce back of Miramar Group's travel business and increased use of kitchen for cooking at headquarters

Material Use

As part of advancing sustainable building practices, the Group focuses on employing recycled and renewable materials and curating eco-friendly designs to reduce our carbon footprint. Our Environmental and Sustainable Procurement Policies ensure that the Construction Department and Property Management Department procure certified sustainable products, technologies, and equipment such as those with Forest Stewardship Council certification where feasible.

MiMEP

The MiMEP method, emerging from Modular Integrated Construction ("MiC") technology, has increasingly been adopted in our construction methodologies. This method of construction employs the use of unified prefabricated modules, which integrate various trades of building services, and include products such as integrated air handling units, modular cooling towers, and condensing water pipework systems. This method of construction can significantly reduce the amount of on-site labour required as the used can be assembled within the factory in advance before being transported to the construction site for installation. More importantly, the implementation of MiMEP bolsters



construction quality and contributes to the reduction of carbon emissions and waste, while simultaneously improving the efficiency and safety of our construction activities. Initially deployed during the Union Hospital project in 2022, MiMEP has also been adopted in the Baker Circle project, significantly enhancing on-site productivity, quality, and safety. The Group plans to roll out the MiMEP approach to all future projects, with a goal to curtail construction waste and increase environmental efficiency.

Here are additional key points showcasing our commitment to enhancing the construction process through the use of alternative materials and methods:

Sourcing greener materials

- Procure materials manufactured locally or regionally to cut down on carbon emissions associated with transportation
- Utilise certified green and sustainable products, with all timber used in construction sites to be certified with Forest Stewardship Council as substitutes for virgin forestry products
- Adopt refrigerants and building materials that are free from chlorofluorocarbons and are not ozone-depleting
- Employ interlocking paving stones that are created from recycled construction debris and waste glass
- Explore the use of Eco-Block, which incorporates eco-friendly materials from industrial waste, in constructing partition walls; approximately 30% of material consumption could be reduced as this obviates the need for plastering
- Procure green products certified by Construction Industry Council such as adhesive and sealant, paint and coating etc

Increasing material efficiency

- Apply the Group's proprietary and patented Design for Manufacture and Assembly ("DfMA") methodology that utilise aluminium instead of timber for formwork, along with using modular units that are prefabricated in off-site factories
 - DfMA has been adopted on construction of all typical floors, which has resulted in at least a 70% reduction in the use of timber compared to previous practices
 - Recycling and reuse of materials such as bamboo and aluminium formwork have also been promoted in conjunction with DfMA across all construction sites, where such materials are returned to subcontractors for recycling and future use
- Reduce paper usage at construction sites by employing electronic tablets for routine inspections
- Implement our patented innovative self-foaming protective coatings on curtain walls and toilet sanitary fittings to provide long-lasting protection, thereby reducing the need for replacements due to damage, as well as total waste production

GREEN FOR PLANET

Waste Management

The Group is dedicated to creating a circular economy through enhanced waste management practices. Our Environmental Management System Manual and our Environmental Procedure and Instruction set out the correct treatment of waste as well as effluents that arise from routine activities, including those from construction and property management. To continually improve our waste management processes, the Group hires external consultants to carry out regular audits and environmental risk assessments.

CASE STUDY:

Promoting Circular Economy through Mi Go Green Platform

Miramar Group has pushed ahead with its sustainability agenda through the Mi Go Green Platform celebrating its 65th anniversary, which amalgamates the concept of “Stylish Living with a Green Touch” into its core values, advocating a green living style through various activities.



Fashion The Future Upcycling Fashion Design Competition

Miramar Group joined hands with the School of Fashion and Textiles (“SFT”) of The Hong Kong Polytechnic University, Laboratory for Artificial Intelligence in Design (“AiDLab”) and Redress, an environmental NGO, to co-present the Fashion The Future Design Competition. The competition invites students and alumni of SFT to transform textile waste collected from Redress into unique piece of upcycled clothing. Participants are also given a chance to leverage the AI system provided by AiDLab to improve design efficiency and reduce waste. The works were later exhibited in the atrium of Mira Place, allowing the public to appreciate fashion creations transformed from old clothings.

Other than educating the public on the idea of sustainable fashion, the new curation created also sparks creativity and innovation for sustainable fashion design and production, which in turn nurtures and empowers young designers to endorse this principle into their future designs.

“Turn A New Leaf · Plant A New Seed” Campaign

Aside from various activities organised under the theme of sustainable fashion, in order to encourage customers to go green with us and build a sustainable city together, Miramar Group also rolled out a campaign in Mira Place where members could redeem coffee grounds upcycling planting kit with bonus points. Through this campaign, we distributed over 1,500 planting kits to our members.

The Mi Go Green platform exemplifies Miramar Group’s dedication to fostering a circular economy. Looking ahead, the Group is committed to seeking new avenues to enhance resource efficiency and endorse a sustainable way of living.



To increase awareness around waste reduction and recycling, the Group called upon our employees, tenants, customers and the wider community to be a part of various programmes as outlined below:

Construction sites

- A comprehensive waste management plan has been put in place that sets out principles to reduce construction waste at all construction sites and offers detailed instructions for the correct handling and segregation of waste
- Established tailored waste reduction and recycling objectives for each individual project to promote environmental accountability
- Incentivised various contractors to recover and recycle construction materials through retaining earnings from the reclaimed resources
- Educated our employees and construction workers on waste management techniques at all construction sites through on-job training
- Implemented waste separation at all our construction sites to identify materials that could be reused or recycled

Managed properties

- Goodwill, Hang Yick and Well Born took part in Umbrella Bags Reduction Accreditation Programme 2023 organised by Greeners Action. On rainy days, we replaced umbrella bags with umbrella dryers at 91 of our shopping malls and office lobbies properties
- Installed food waste processors in 14 of our properties that processed over 446 tonnes of food waste to be sent for converting into biogas as renewable energy and compost
- Installed reverse vending machines across seven properties and recycled over 40,000 kg of plastic during 2023, as part of supporting the Environmental Protection Department’s Reverse Vending Machine Pilot Scheme and Watsons Water’s “Drops of Fun” programme



- Recycled over 6,000 kg of Styrofoam boxes in MOSTown in a trial run scheme
- Installed Friso Milk Can Collection Machine at five of our shopping malls, and recycled over 9,400 milk cans in 2023
- In support of the Natural Christmas Trees and Peach Blossom Trees Recycling Programmes organised by the Environmental Protection Department, Miramar Group, Goodwill, Hang Yick and Well Born recycled 2,245 kg of Christmas and Peach Blossom Trees
- Goodwill and Citistore collected and donated 1,750 kg of red packets as part of supporting Greeners Action’s Lai See Reuse and Recycle Programme
- Supporting the transition to circular economy and repurposing of clothing by joining hands with NGOs such as Spring Blossom Scheme to gather 23,980 kg of old apparel by recycling
- Continue contributing to Toner Bottles and Cartridges Recycling Programme at over 200 managed properties

GREEN FOR PLANET

Sales offices and show flats

- Launched a “Print-on-Demand” service for our Product Brochures and transitioned a portion of our readership to digital formats, thereby reducing our paper consumption by 60%
- Adopted a Honeycomb design approach to construct show flats in honeycomb structures thereby lowering the quantity of stone required
- Reused furniture and decorations for other show flats or other clubhouses of different properties

CASE STUDY:

Engaging our Residents in the Book and Enjoy an ESG Christmas

To infuse the holiday spirit with a commitment to sustainability, Hang Yick and Well Born successfully collected over 20,000 books from our residents and colleagues as part of our campaign “Book and Enjoy an ESG Christmas”. These books served a dual purpose. Initially transformed into unique Christmas tree displays that adorned our properties, these books were subsequently re-collected and donated to charity organisations for bookcrossing purposes after the holiday.

With 139 book trees erected in 86 of the properties, this initiative not only decorated our spaces but also enriched the community, ensuring the joy of reading was passed on.

Leveraging on the success of this campaign, the Group will continue to seek opportunities to create impact and awareness by partnering with various stakeholders on a multitude of waste recycling endeavours.



Water Conservation and Management

Recognising the critical role that water resources play in our business activities, the Group is always on the lookout for ways to enhance efficiency and minimise water use through the adoption of water conservation measures.

Wastewater from our construction sites is released in compliance with governmental guidelines. Annually, the Group carries out an Environmental Risk Assessment to evaluate the repercussions of the wastewater from our construction sites’ on Hong Kong’s water quality. All wastewater generated from construction sites should then be maintained and would not be discharged until being further processed up to an acceptable level.

At our properties that are managed under Goodwill, Well Born and Hang Yick, we support and participate in the Quality Water Recognition Scheme organised by Water

Supplies Department. This includes conducting regular cleaning of communal freshwater and flushing water tanks to ensure water quality. Monthly assessments on water usage are also conducted to pinpoint any irregularities in our managed properties and hotels as well as to identify any opportunities to improve water efficiency. Online awareness training is also carried out to inform employees about ways to reduce water use and ensure water efficiency at workplace. Furthermore, in mainland China, Starplus conducts trainings in relation to sustainable development topics and promotes water saving goals among all employees.

A series of water-saving and water-recycling installations have been adopted to decrease water usage across various properties:

Automatic water sensors and high-efficiency fixtures were equipped in 39 properties²⁸ by Goodwill to reduce water consumption



Water leakage detection systems have been implemented in the potable water pump rooms of all newly completed properties that can prevent water wastage by enhancing the ability to identify and address any leaks in a timely manner



Installed a 1,000 L storage tank in the basement of the Mira Place Carpark to collect water discharged from the fire-fighting system, repurposing it for cleaning and so on



Water aerators were installed in the shower facilities of all guest rooms at The Mira Hong Kong and Mira Moon to reduce water flow while maintaining the same pressure, which gives rise to approximately 5,218,000 L water conservation



Implemented rainwater recycling systems to treat 41,000 L water annually at Harbour East and H Zentre²⁹



²⁸ Total area of these 39 properties is approximately 1,000,000 m²

²⁹ Total area of the two properties is approximately 36,500 m²

INNOVATION FOR FUTURE

Innovation is at the core of our approach to design, construction, and management. The Group is active in implementing new solutions and technologies to craft a high-quality, intelligent living space for users, tenants, and residents.



“Innovation for Future” outlines the Group’s dedicated strategies and measures to foster innovation and build a sustainable community across our extensive sphere of influence.



CASE STUDY:

External Recognition of our Innovative Designs



Highest Rating - Three Star Pioneer Rating in the China Smart Building Pre-Certification Accreditation achieved

Henderson Land has distinguished itself as a leader in smart building after the Group's masterpiece, The Henderson, became the first office building to secure the Three Star Pioneer Highest Rating in the China Smart Building Pre-Certification Accreditation. This high-level accolade was awarded by the China Real Estate Association, the body responsible for establishing the national assessment standard for smart building. The Henderson's performance was evaluated based on a weighted average score across eight core metrics and achieved top score in Information Infrastructure and Innovative Application, while also receiving outstanding scores in Safety and Disaster Prevention, Resource Saving and Utilisation, Service and Convenience, as well as Intelligent Construction. Not only does this resounding success underscore the Group's unwavering dedication to advancing the development of smart buildings, it also emphasises our commitment to promoting innovation in this field.

R&D100 winner and Gold Medal at International Exhibition of Inventions Geneva 2023

In a significant stride toward innovation and sustainability in the construction industry, we partnered with the Nano and Advanced Materials Institute ("NAMI") in 2023 to introduce bio-inspired silicone sealant, an award-winning solution that is well-recognised by R&D100 and International Exhibition of Inventions Geneva 2023.

Bio-inspired silicone sealants play a vital role in effectively sealing gaps and joints in both commercial and residential construction projects. Their versatility extends to household applications, including the sealing of windows and doors, rectifying plumbing leaks, and securing bathroom fixtures.

Nevertheless, a challenge arises when attempting to apply silicone sealants to wet substrates, particularly in the humid subtropical climate like Hong Kong. Optimal adhesion for most silicone sealants necessitates a dry surface, making the application on wet substrates susceptible to inadequate adhesion and weak bonding.

The bio-inspired structural silicone sealants demonstrate superior durability and outperforms other silicone sealant products in the market when being applied to wet surfaces, making it well-suited for application in wet and humid environments like Hong Kong. This breakthrough solution not only enhances the durability and efficiency of construction projects, it also aligns with our commitment to addressing environmental issues by offering an eco-friendly alternative that reduces waste. The sealant is currently under pilot production and we are planning to use it at our construction sites later after mass production.



In 2023, apart from the Gold Medal received from the 48th International Exhibition Inventions Geneva, the bio-inspired silicone sealant has been selected as one of the 100 most Technologically Significant New Products of the year by R&D100 awards. International Exhibition Inventions Geneva is a renowned annual international event that serves as a platform for inventors, researchers, and entrepreneurs to present their novel ideas and cutting-edge technologies to a global audience and showcase ground-breaking inventions and innovations from around the world. R&D100 Awards, often refers to as "The Oscars of Innovation" and the "Nobel Prize of Engineering", is the only science and technology awards competition with highly significant acknowledgement of new commercial products, technologies and materials science. These two honourable awards provide an exceptional opportunity for the Group to gain recognition, connect with potential investors and partners, and explore further commercialisation projects with our inventions.



InvestHK smart green building pitchbook

With our determination to build momentum for green building within the local real estate industry, the Group joined as one of the industry experts along with leaders from various sectors and HKSAR Government officials to provide valuable input and insights for InvestHK's pitchbook. The pitchbook, which champions the growth of smart green building development in Hong Kong, eloquently highlights the pivotal trends and best practices in the realm of smart green buildings, while at the same time showcasing Hong Kong's remarkable leadership in spearheading such advancements across Asia. This invaluable resource serves as an important tool for captivating international investors, and attracting foreign investment as well as cutting-edge technologies to the flourishing sector.

Within the pitchbook, the Group showcased The Henderson's eco-friendly design with smart technologies being harnessed throughout the building lifecycle, such as our use of sustainable building materials, smart building operations, and the use of our patents etc., highlighting our role as an industry expert in smart and sustainable building practices.

CASE STUDY: Boosting Scientific Research at The University of Edinburgh

Seeing research and innovation as pivotal to advancing breakthroughs, the Lee Shau Kee Foundation is committed to supporting scientific research efforts both at home and abroad.

In 2023, a £10 million donation from the Foundation to The University of Edinburgh's Institute for Regeneration and Repair ("IRR") was announced. Aimed at further boosting the university's research into stem cells and tissue engineering, the generous gift will support the development of what will become the Lee Shau Kee Gateway at a new IRR facility at Edinburgh BioQuarter. The Gateway will form a key entrance and connecting area between wings of the building, designed to welcome and engage visiting scholars and international partners.

This comes as the second donation to the University from the Foundation, following a £2 million gift in 2020 from Dr Lee Ka Shing, Martin, Chairman of Henderson Land Group, to IRR for setting up the Martin Lee Doctoral Scholarship Programme, a four-year, fully funded PhD programme in Stem Cell and Regenerative Medicine for students from Hong Kong, the UK and Europe.

During the year, the Martin Lee Doctoral Scholarship Programme scholars engaged in a week-long trip to Hong Kong, visiting partner laboratories specialising in stem cell biology at Hong Kong's leading universities to discuss ideas for future projects with Hong Kong-based PhD students, as well as meeting with

Dr Lee Ka Shing, Martin, in person and touring Towngas' gas production plant in Tai Po.

Dr Lee Ka Shing, Martin, said: "It was wonderful to meet the students. Hearing of the plans that are emerging from their scientific conversations in Hong Kong, and their commitment to patient benefit via outstanding translational science, fills you with optimism for the future. The Foundation is proud to be supporting their research and the goals of the internationally excellent work taking place within the IRR at Edinburgh, with its strong historic and current connections to Hong Kong".



CASE STUDY: Realising our New Central Harbourfront x AI Project

With the goal of fostering public engagement with cutting-edge technology, the Group launched a "Realising Our New Central Harbourfront x AI" project throughout September and October 2023. Using generative AI technology, this exciting project invited participants to embrace emerging technologies in envisaging possibilities for the upcoming Central waterfront promenade, which in turn encouraged them to seek inspiration from innovation and nurture creativity to build the future.

The blueprints of the New Central Harbourfront from two different perspectives, namely an aerial base image and a fountain square base image, were made available to participants who could enter command prompts to generate a visual that aligned with their own vision for the space.

For instance, in the aerial base image, the prompt "Energy Conservation" may put solar panels or wind

turbines along the seashore, while the prompts of "Low Carbon Life" could plant trees towering in the warm sunshine and "Art and Culture" might showcase a large-scale concert with water dancing and fireworks. On the other hand, the fountain square base image offers an opportunity for participants to generate leisure facilities, with commands like "Biodiversity" filling the space around the fountain with flowers, birds and butterflies, "Shopping and Dining" filling the square with different outdoor booths, and "Healthy Lifestyle" adding slow-living activities like yoga, jogging and picnicking - a glimpse of an ideal future for ourselves and future generations.

After inserting these command prompts, the AI then generated exclusive concept maps based on these prompts, which were collected for display via social media.

In addition to this remarkable undertaking, the Group also collaborated with The Hong Kong Association of Youth Groups to organise AI Workshops, which were dedicated to educating participants on the latest technology trends. These workshops served as excellent platforms to encourage people to familiarise themselves with AI technologies while at the same time promoting engagement with the ever-evolving landscape of urban development.



AI image generated by world-renowned architect and AI artist Shail Patel (image for reference only)



INNOVATION FOR FUTURE

Technology Innovations

Henderson Land places strong emphasis on technology and smart solutions to achieve its sustainability goals by reducing our environmental footprint while enhancing interactions with our community and stakeholders. The Group is committed to optimising efficiency and performance throughout our value chain, from building to selling and managing properties, with various PropTech advancements implemented across our operations and offerings.

In 2023, the inaugural Hong Kong Laureate Forum fully sponsored by the Lee Shau Kee Foundation was successfully held. The Forum offered an unparalleled platform, providing opportunity for scientists from around the world for cross-generational, cross-cultural and cross-disciplinary exchanges as well as sparking scientific collaborations. For details, please refer to the “Endeavour for Community” section in this report.

Leveraging technology to enhance our construction process

- Adopted a digital project management approach to enhance oversight of safety practices, which involves using mobile apps for alert high-risk tasks in lifting operation and deploying an intelligent alarm system to oversee unauthorised activities and access in restricted zones
- To improve the overall effectiveness of training for workers by planning to provide Virtual Reality training for our workforce, which incorporates simulated operational tasks and behaviour analytics

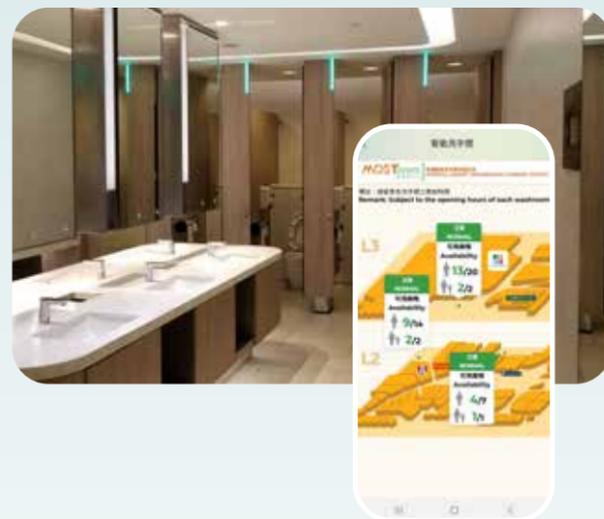
Introducing innovative products to elevate visitor experience

- Harnessed the HLD Companion mobile app to deliver a seamless and expedited check-in experience for guests at Two International Finance Centre, which provides the guest with a QR code via message and email in advance

- Deployed 5G Real Time Robots with their 4K cameras for patrolling and sanitisation at our shopping malls to enhance patrolling efficiency and prevent cross-infection. The robots are integrated with the mall’s elevator systems, and are able to send live feedback to the management office and sanitise each floor in an efficient manner



- Shortened queuing times in washrooms by using smart washroom technology installed at our managed properties, which includes occupancy sensors that relay the availability of facilities to the display on the digital panels outside each washroom, thereby guiding our customers to nearby washrooms with a shorter queue time



Smart technology for better homeowner and tenant experience

The Henderson

- Provide a tenant-centric smart building experience with the Integrated Tenant Experience Analytic Platform that delivers insightful analytics about tenant behaviour and environmental data including energy, carbon and waste management for tenants and the building operator
- Uphold health and well-being of the tenants by installing Internet of Things sensors throughout our properties, which allow seamless monitoring and optimisation of indoor temperature and air quality
- Deliver a personalised and enriching experience with a “Smart Office” mobile application, a one-stop platform that leverages big data systems to evaluate tenants’ overall ESG performance. Participating tenants’ and individual employees’ contributions to ESG will be evaluated via four key drivers, namely Carbon Neutrality, Health and Well-being, Partnership for Good, and Integrated Culture, all of which are easily tracked and managed through the mobile application. Based on their performance, participants will be rewarded with “HEND Coins” that are redeemable for direct rewards and benefits



Artist's impression

One Innovale

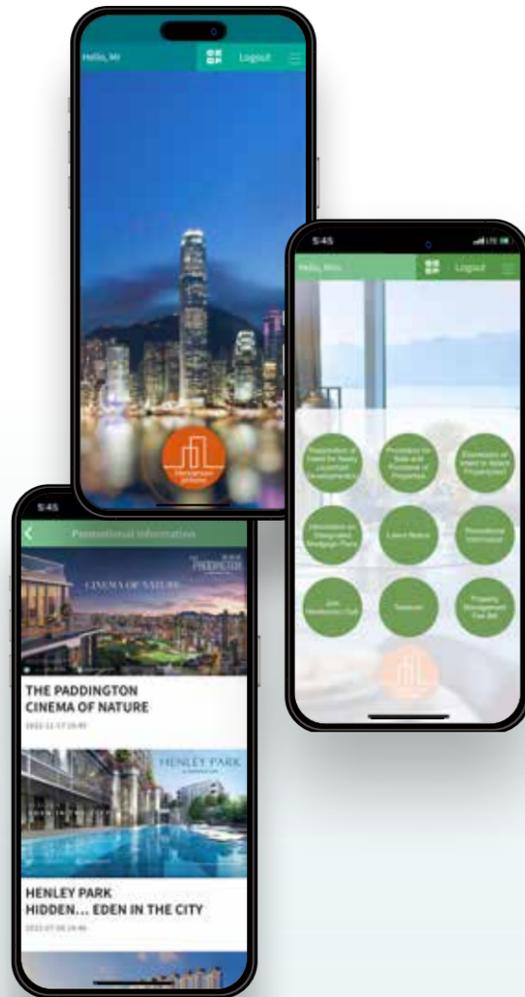
- Proudly presented the third generation of the Weather Totem Tree, an environmental sentinel that tracks ambient conditions and provides real-time air quality updates to residents
- Designed and sculpted the Wind Deflector to pair up with the Weather Totem through the use of BIM and a Computational Fluid Dynamics (“CFD”) simulation, which instils a cool breeze in the podium
- Invited residents into an extended reality space in Club Innovale, featuring interactive activities with the use of BIM and the metaverse
- Deployed our own patents across the property, including an air quality enhancing and conditioning system, solar responsive ventilator, lift sterilisation pod and depuration porch, to provide smart solutions that enrich the experience of our residents
- Marketed the property using AR technology, enabling our potential customers to discover the array of amenities available at Club Innovale with interactive 3D models and an AR experience. To illustrate our dedication to art and community values, the advertisement is enriched with artistic elements, such as Utopia Tree by Phil Price and Imma, the pioneering Asian virtual influencer
- Enabled virtual reach to our Yoga Hub with live-streamed yoga classes through our cutting-edge communication platforms, offering a seamless health and wellness experience
- Displayed as a piece of interactive artwork, our award winning smart flower gathers over 40% more solar energy than conventional static solar panels and provides around 400 hours of garden lighting annually

INNOVATION FOR FUTURE

Digital enablement using applications

Customers

The Henderson eHOME mobile app digitalises the transaction process for purchasers and real estate professionals to enhance efficiency, security, and sustainability throughout the sales journey. From initial registration and notification of sales arrangements to details on mortgage plans and coordinating property handovers, the app offers comprehensive support. It is currently in use for facilitating the sales of various residential properties.



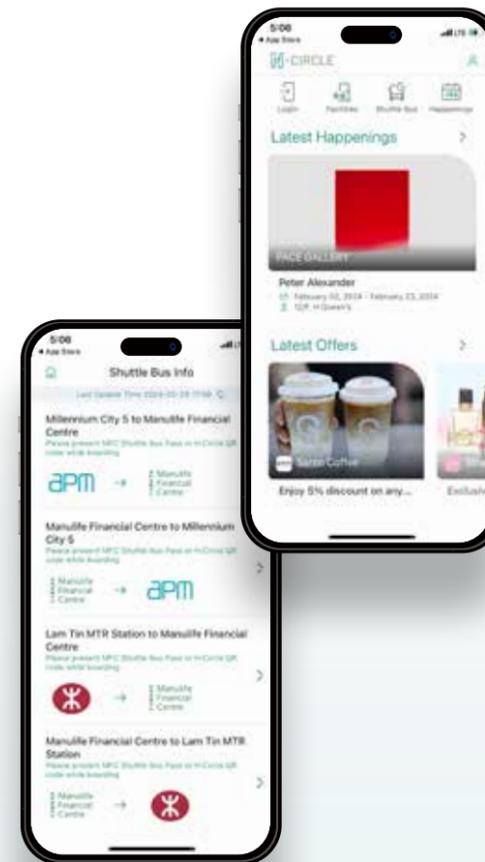
Residents

Henderson Land has curated a journey of seamless living at our latest collection of residential properties by introducing mobile applications that allow easy access to a wide range of facilities, from booking clubhouse amenities to calling lifts to receiving mail delivery notifications. Furthermore, the mobile application also enables residents to remotely control their smart living and automation appliance in their homes, offering a truly futuristic and hassle-free living experience.



Tenants

Revolutionising our tenants' experience, H-Circle has centralised Henderson Land's portfolio of office buildings on one simple platform, and provides tenants with information regarding our services such as shuttle bus, wellness facilities and benefits like restaurant discounts. To elevate visitor experiences, applications such as H-Circle and HLD Companion enable tenants to register their guests in advance, so that invited guests will receive a QR code before their visits for a smoother registration process.



Shoppers

To provide a tailored shopping experience, customer loyalty programmes are available across our businesses. After making a purchase at any of more than 10 participating properties under the Henderson Group, including MCP CENTRAL & MCP DISCOVERY (Metro City Phase 2 and Phase 3), MOSTown, KOLOUR Tsuen Wan, KOLOUR Yuen Long, Shatin Centre & Shatin Plaza, Trend Plaza, Square Mile, H Queen's, H Code, and H Zentre, or at Miramar Shopping Centre, customers can register as members for free. As members, they not only enjoy various exclusive benefits, but also earn H-COINS or Mira Place points. These points can be redeemed for e-Coupon and a variety of surprise gifts and rewards. Additionally, the Group has introduced CU APP providing perks to shoppers at APITA, Citistore, Citilife, Guu-san, and UNY. The app allows members to easily track their purchases, redemptions, and rewards, and offers exclusive privileges and rewards both online and offline.



INNOVATION FOR FUTURE

Social Innovations

The Group is at the forefront of social innovation, forging alliances with experts from diverse industries to advance the well-being of society. Embracing the power of collaboration, we aim to develop cutting-edge solutions that leave a lasting positive impact on communities, paving the way for a better future.

CASE STUDY:

Industry-leading Carbon Labelling Programme

Championing the cause of environmental sustainability, Henderson Land takes proactive measures in addressing the significant greenhouse gas emissions generated as part of food production. With a shared objective of educating both the food and beverage industry and the public about the environmental impact of food, Henderson Land teamed up with Future Green to embark on an industry-leading initiative - the Carbon Labelling Programme. This programme paves the way for greater public awareness and encouraging customers to make well-informed choices on consuming meals that are delicious while at the same time being beneficial for the environment. As part of our unwavering commitment to foster a greener operating environment, we assisted a number of restaurants in completing meticulous sustainability audits aligned with international standards.

The programme was rolled out in six participating restaurant outlets and tenants in March 2023, where the dishes and cocktails were presented a carbon label of low, medium or high based on World Wildlife Fund for Nature's One Planet Plate initiative aimed at reaching the UN's climate goals. The programme also monitored carbon footprint from various factors such as land use, transport, and packaging, and assessed changes in consumption behaviour. Through the programme, a decrease in some high-carbon dishes was observed in selected restaurants.



“Tree-mendous Henderson Holiday” campaign to support environmental cause

The Group shared the joy of giving back to society through the “Tree-mendous Henderson Holiday” campaign, which at the same time supported environmental causes. To encourage the public to join hands to build a green future and protect environmental resources for future generations, the Group made donations to Friends of the Earth (HK) through its seven major shopping malls and Mira Place and consolidated rewards valued at more than HK\$2 million from over 50 merchants. These donation proceeds go towards the “Climate Tree Care” campaign which aims to ensure sustainable growth of young saplings through post-planting tree care. The campaign was also marked by a festive decoration setup on the Central Harbourfront footbridge, where the public was invited to capture the festive spirit in photos and participate in social media contests to win delightful festive treats.



“AI Chess Ultimate Challenge” event at Henley Park

Hang Yick and Well Born hosted an “AI Chess Ultimate Challenge” event at Henley Park in September 2023, featuring ten champions from the AI chess tournaments organised at its estates across Hong Kong and Kowloon. These top players teamed up in pairs to battle with an AI chess-playing robot in a thrilling, timed challenge that aimed to reach the highest level of play. Through the cooperation of its partner Youth We Go, Mr Fung Ka Chun, the Asian Games representative of the Hong Kong team was also invited to the event to share his experience of playing Chinese chess with the participants, and performed in an eye-opening exhibition match with an AI chess-playing robot. The event not only enriched residents’ living experience, it has also promoted a tech-centric spirit within the community.

INNOVATION FOR FUTURE

Placemaking

Henderson Land is at the forefront of innovating urban redevelopment. With the principle of upholding urban living experiences in mind, we incorporate social integration criteria as part of our due diligence checklist during the building design and planning stage. Some of the criteria include promoting connectivity to major transportation hubs, setback of buildings to widen pedestrian pavements, improving air ventilation and urban design in public space, consider biodiversity in landscaping, avoiding birds flight path or collision of building wall, following the HKSAR Government's Design Manual - Barrier Free Access, encouraging low-carbon transport and offering bicycle storage space in projects whenever possible. These people-centric developments not only modernise the areas they occupy but also fuse with the unique character and heritage of their neighbourhoods.

The Elgin Street Project is designed as a blend of the city's eclectic mix of habitats, rich history, and contemporary societal advancements. This project has rejuvenated its surrounding environment, by introducing wider pavements to facilitate walkability, a podium garden to improve ventilation and streetscape, as well as a revitalised external staircase to enhance circulation from Elgin Street to Caine Road. This provides the public with a more comfortable pedestrian experience in the bustling Mid-levels and SOHO area, allowing locals and visitors alike to enjoy leisurely strolls through this vibrant community space.



Square Mile consists of four distinct residential buildings, each situated on adjacent streets. Despite their individuality, these buildings share a cohesive architectural language that as a whole enhances the urban fabric. The project has reimagined and enlivened the street life of the Tai Kok Tsui neighbourhood, fostering a sense of community through thoughtful design and connectivity.



The Vantage introduces more public spaces and facilities into the urban landscape and blends retail and dining seamlessly into the neighbourhood by adopting the design and vibe of a commercial avenue, which is completed with traditional Japanese design elements. Shops and restaurants spill out into setback areas with outdoor seating, creating a vibrant synergy that improves walkability and fosters communal ties among residents and visitors.





VALUE FOR PEOPLE

Henderson Land seeks to foster a culture of care in all our engagements with employees, customers, suppliers and business partners.

“Value for People” demonstrates our support of the UN SDGs throughout our sphere of influence: to promote health and well-being through our products and services, a productive workforce and decent working environment for those who work with us.

VALUE FOR PEOPLE

Occupational Health and Safety

The well-being, health and safety of our staff is fundamental to our continued success. The Group is strongly committed to maintaining a harm-free workplace, which is supported by a comprehensive occupational health and safety management system. A total of 43 managed properties have certified with ISO 45001:2018 Occupational health and Safety Management standard.

Under the "Safety First" principle, the Group maintains a safe and healthy working environment for all our employees, tenants, and contractors through rigorous occupational health and safety practices. The Sustainability Committee, chaired by the Group's Chairman Dr Lee Ka Shing, Martin, oversees the occupational health and safety performance and receives regular occupational health and safety updates from the Safety and Environmental Sub-committee and the Site Safety Sub-committee. These sub-committees comprising managers from several departments, are responsible for monitoring and improving occupational health and safety performance, as well as engaging in regular discussions with Project-in-charges regarding any occupational health risks identified during inspections. Furthermore, in an effort to embed a safety culture within the Group, occupational health and safety criteria has also been introduced in our procurement and contractual requirements.

Our practices are in strict compliance with the occupational health and safety laws and regulations of both Hong Kong and mainland China. Professionals including authorised persons, registered structural engineers, registered geotechnical engineers, and registered safety auditor are appointed to design and construct safe working environment, ensuring our compliance towards occupational health and safety.

Construction sites

- 
Weekly safety inspections: Regular site hazard assessments by the Site Safety Sub-committee to identify, evaluate and mitigate any potential safety hazards at construction sites, with additional inspections on activities of higher risks, such as curtain wall installation, confined space work and lifting operations
- 
Safety officers on-site: Continuous monitoring and corrective action on any safety-related issues identified by dedicated officers
- 
Independent safety audits: Semi-annual independent audits to assess and enhance the effectiveness of our safety measures
- 
Hazard control measures: Implementation of stringent controls to mitigate the hazard for any risks identified at construction sites, such as ensuring that workers use personal protective equipment correctly with proper inspections carried out by qualified personnel before equipment usage
- 
Report and feedback system: Encourage workers to report and feedback any potential risks and provide suggestions through various channels including feedback boxes, notifying safety officers, attending committee meetings
- 
Incident response & reporting: Thorough investigations through various means such as interviews and site inspections, detailed documentation of causes, mitigation measures and follow-up actions, as well as regular communication with Site Safety Sub-committee to prevent recurrences
- 
OHS training programmes: Comprehensive safety training courses, including site induction and quarterly specialised sessions, to elevate occupational health and safety awareness and prevent accidents
- 
Emergency plan: An emergency plan with detailed handling procedures is put in place to prepare and respond to emergency situations, such as tropical cyclones and rainstorms

In view of the increased number of occupational health and safety related-accidents across the construction sector in 2023, the Group carried out additional preventive measures to protect the safety of our workers, which included strengthened site supervision, refresher safety training and increased safety signage at sites.

Heart Caring Campaign by Labour Department and Occupational Safety and Health Council

Ensuring the safety and well-being of our frontline workers is among the Group's foremost priorities. To advocate best practices in occupational health and safety, the Group became an "OSH Strategic Partner" of the Occupational Safety and Health Council ("OSHC") since 2022. With the goal of raising awareness about the risks of cerebro-cardiovascular diseases and to encourage a healthy lifestyle among frontline workers, the Group has also actively participated in the Labour Department and OSHC's Heart Caring Campaign, which provides around 100 of our construction workers with on-site health risk assessments, mindfulness exercises, etc.



Heat Stroke Seminar by Pocari Sweat

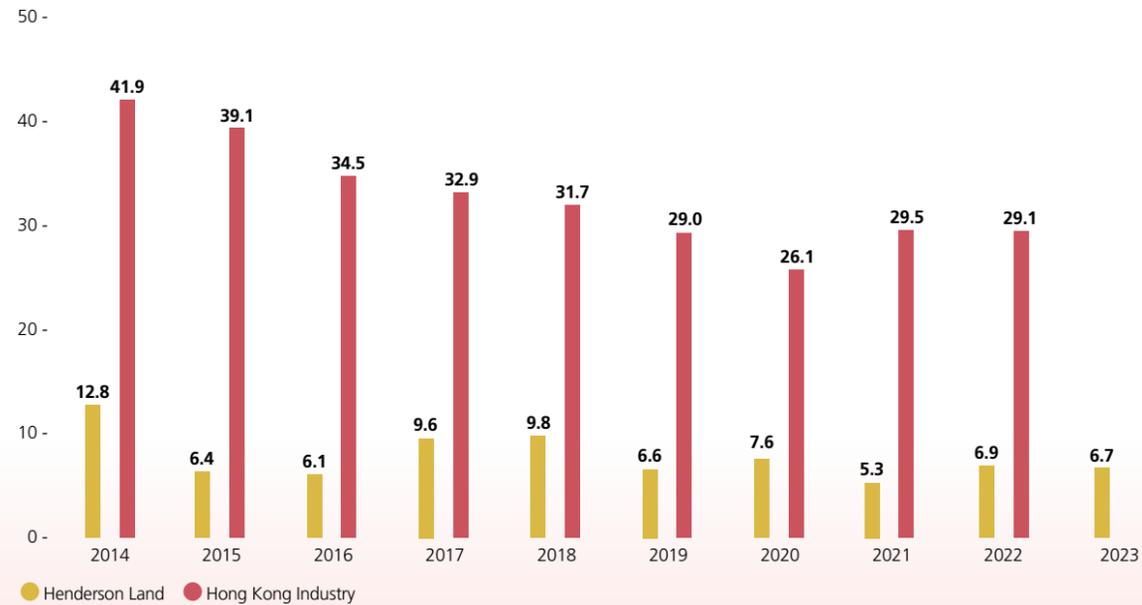
Other than conducting heat stress assessments at all sites, in view of the increasingly frequent occurrence of extreme heat during the hot and humid summer months, we organised a seminar with Pocari Sweat to educate 500 of our frontline workers on the tips to prevent heat stroke. Sweat towels, electrolyte replenishment drinks and water bottles were also given to the workers.



VALUE FOR PEOPLE

In 2023, the Group also outperformed the industry average by meeting the target accident frequency rate of less than 7 per 1,000 workers.

The historic accident frequency rate of Henderson Land compared to the industry



Note: 2023 accident frequency rate of the Hong Kong industry is not published by the Development Bureau yet.

Property management



Safety walkthroughs & internal inspections:

Regular site walkthroughs and inspections are carried out to identify, evaluate and mitigate any potential safety hazards



Independent safety audits:

Annual safety reviews are performed by an independent contractor across the majority of properties. Audit findings and actionable recommendations are shared with estate and regional managers to address and prevent safety risks



Investigation of work-related injuries:

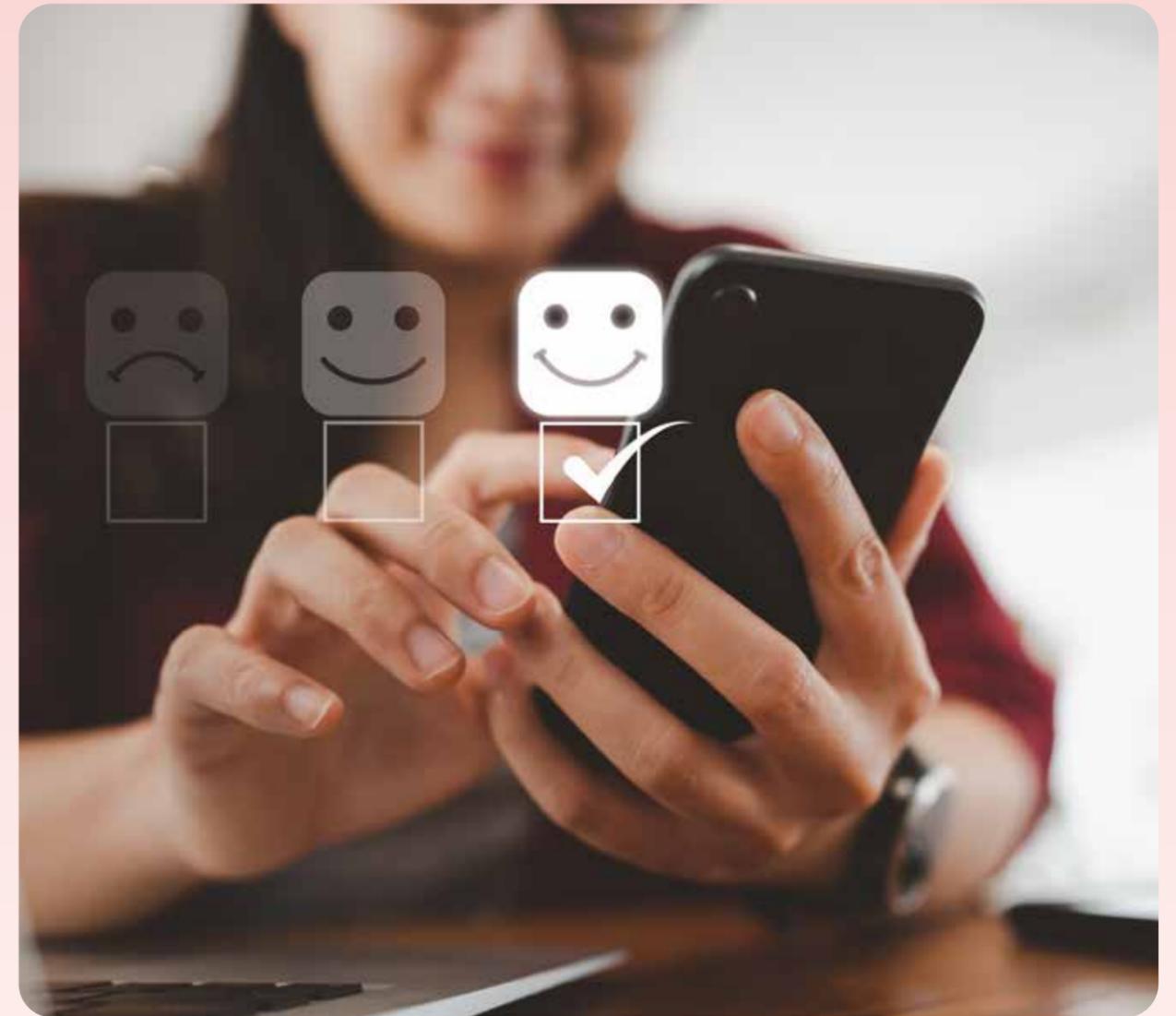
An investigation will be carried out and completed by our Safety and Health Supervisor within a month after an injury occurs, with the causes of injuries, corrective and preventive actions being recorded on the "Incident Investigation Report", which will be shared among senior management to avoid recurrence



Ongoing safety-related training:

To reduce operational health and safety incidents, on top of mandatory safety training during orientation for new employees, monthly safety training is also carried out, with over 6,600 hours of safety-related training in 2023

- **Fire safety evacuation drills:** Annual fire drills are conducted at all properties for our employees and tenants, with clear evacuation plans prominently displayed
- **First aid training:** First aid and Automated External Defibrillator courses are provided for employees, thereby improving staff readiness for emergency first aid



Our Customers

The Group places significant importance on customer wellness through our people-centric property designs. Our solid quality management system ensures the delivery of top-notch services and products while also protecting customer privacy and ensuring marketing responsibility. The Group is also committed to conduct ongoing customer engagement to discern and comprehend their requirements, thereby improving the customer experience.

Health and wellness design and initiatives

The Group takes active steps to boost the health and well-being of our customers by exploring inventive approaches to enhance their experiences. Aside from regularly assessing our managed properties for prospective health and safety improvement, we also commission external consultants to assess our managed properties, identify health risks and opportunities to improve well-being.

CASE STUDY:

Wellness Design Showcase at World Financial Centre, Beijing

The World Financial Centre in Beijing stands at the forefront of sustainable and health-focused building design. Following its achievement of LEED v4 Platinum certification (Building Operations & Maintenance: Existing Buildings) in 2020 and Parksmart Pioneer certification in 2022, World Financial Centre was rated WELL CORE Platinum certification in 2023, underscoring its dedication to ensuring and prioritising occupants' health in its design. The WELL certification is currently a globally recognised authoritative and influential certification system for health buildings worldwide. Its purpose is to promote humanisation and health in building design, operation, and management by measuring, certifying, and monitoring the architectural environmental characteristics that impact human health and well-being, such as air, water, nourishment of healthy food, light, physical health, thermal comfort, sound environment, mental health. This recognition is a true testament to the Group's focus on enhancing the well-being of our tenants and customers and is demonstrated in the measures deployed at the World Financial Centre.

Located in the Central Business District, our World Financial Centre, Beijing is surrounded by hotels and shopping malls, and is easily accessible by buses and underground lines. In terms of indoor environment quality, a strengthened air-conditioning filtration system has been installed, which works in tandem with the real-time air quality monitoring system to maintain high indoor air quality. In addition, high-performance water taps have been installed in communal areas, and regular water quality monitoring and assessments are conducted and disclosed.

To create a serene environment that is conducive for productivity, our designs maximise the penetration of natural daylight, increasing green spaces to offer a connection with nature and soothing our customers' and tenants' minds. Seasonal flowers and greenery are placed in the atriums of our buildings all year round and are

displayed during major festivals to add a touch of nature to the environment.

To promote the mental and physical health of our customers and tenants, we set up a meditation area in the office area of our Property Management Centre and advocated the use of ergonomic office furniture. Community-building activities were also organised in our property to offer our tenants diverse experiences, especially encouraging public health awareness through fitness classes. Furthermore, we promote healthy eating through the provision of healthy food in our restaurants and the display of healthy eating messages around the building.

Furthermore, regarding thermal and acoustical comfort, we adopted advanced Heating, Ventilation, and Air Conditioning ("HVAC") systems and personalised temperature control devices, which not only automatically adjust to the appropriate temperature based on external weather conditions and indoor heat load, but also allow tenants to adjust the temperature according to their individual preference. To reduce noise and echoes interference, apart from installing soundproofing materials and acoustic panels in the building design, as well as monitoring the acoustic environment within the building regularly, we have also incorporated a background music system, enriching tenants' comfort and well-being with gentle music.



Urban farming across our properties

To encourage green living and bring the community closer to nature, we are designing another rooftop farming project at Berwick Street, following the success of our aquaponic farms at residential properties such as The Symphonie, The Quinn · Square Mile and One Innovale, which feature a wide variety of seasonal harvesting crops. In addition to delivering a farm-to-table experience by supplying the freshly harvested herbs and microgreens to clubhouse restaurants, the farms offer residents the opportunity to grow their own vegetables.



Urban farms have also been established at our commercial properties, including H Zentre and Manulife Financial Centre, for tenants to grow and harvest their own vegetables. These farms also offer a tranquil space for tenants to unwind from their bustling lifestyles, to relieve their stress and connect with nature, garnering favourable feedback from our tenants.



Promoting health awareness in our managed properties

The Group takes active steps to boost health awareness amongst our residents and tenants. A series of health-related seminars on the topics of stopping smoking, mental health and gynecopathy were carried out for tenants and residents in Hong Kong and mainland China throughout the year.

In particular, our properties in Shanghai partnered with Spartan, the well-known sports event organiser, to present "White Collar Training Camp", "DEKA Themed Race" and "Hurricane Races" in the shopping mall and office building. Leveraging Spartan's positioning of "challenge and breakthrough", and through the utilisation of various project spaces such as the commercial atrium, outdoor public areas, and offices, we encouraged white-collar workers to engage in regular exercise, promote health and vitality, and convey a new urban lifestyle of "enjoying work and leisure" through different forms of challenges.

Encouraging an active lifestyle among tenants and residents

Aligning with our vision for a greener and active lifestyle within our communities, we have equipped power generating gym equipment in some of our latest collection of properties, such as The Henley and Baker Circle, which allow residents to convert the energy from their exercise activity into energy to charge their mobile devices.

Additionally, different sports classes are provided for our residents and tenants at properties such as AIA Tower, Harbour East and Manulife Financial Centre to boost their physical fitness.



VALUE FOR PEOPLE

CASE STUDY:

Encouraging an Active Lifestyle amongst Residents while Assisting Local Athletes' Career Transition

To live up to our motto of promoting an active lifestyle within the community and supporting community development, Hang Yick and Well Born initiated a programme that partners with local active and retired athletes to provide a series of engaging sports training in properties such as The Reach, Grand Promenade and La Cite Noble. Examples of these events include karate training classes, table tennis and fencing experience days, which were widely attended by 150 residents. Not only does this programme encourage a healthy and dynamic way of life for all within the community, more importantly, it also provides employment and entrepreneurship assistance to athletes who are transitioning from their elite sports career to a new chapter in their lives.

In May 2023 at The Henley, athlete Mr Zachary Chan was present at our long-distance running training experience day, "Run for Green", to offer tips and emphasise the benefits of regular running, adding depth to the participants' experience.

Highlighting our focus on sustainable living, the day encouraged residents to run on a kinetic pavement that can convert their efforts into electricity. The energy generated by the 26 runners was sufficient to illuminate the planter lights along the pavement at The Henley for an hour, demonstrating how community action can have a meaningful impact on the environment.



Customer privacy

The Group pledges to respect property rights, including intellectual property rights, and to always uphold customer data privacy and information security by strictly adhering to all relevant laws and regulations, such as Hong Kong's Personal Data (Privacy) Ordinance.

To bolster our defences against data breaches, the Group deployed encryption and User Interface ("UI") masking techniques in our Systems, Applications and Products in Data Processing systems to safeguard all categories of data, including those classified as personal, sensitive, and

confidential. In response to the growing incidents of data breaches, we have strengthened our data storage systems, introduced additional preventive actions, as well as exploring areas for system enhancements to prevent any data leakage.

In 2023, there were no substantiated complaints concerning breaches of customers' privacy or losses of customer data.

Product and service labelling

The Group provides transparent and accurate information to assist customers' purchasing decisions. The Group strictly adheres to all relevant regulations and industry guidelines, including the Residential Properties (First-hand Sales) Ordinance. The Group has a stringent approval system in place to promote responsible marketing. Acting as gate keeper, our senior management monitors the preparation and approval of all sales and marketing materials, with external professionals reviewing the materials prior to their release to the public. To further ensure the integrity of our information, we engage external experts to scrutinise our sales brochures, ensuring they are transparent, clear, and compliant with relevant regulations.

Customer engagement and satisfaction

The Group strives to go above and beyond to achieve exceptional levels of customer satisfaction. To identify areas for service enhancement, the Group actively seeks customer feedback through various channels, including satisfaction surveys, mystery shopper programmes, after-sales inquiries, and interviews. The Group invited approximately 13,000 of customers to provide feedback through our annual customer satisfaction surveys conducted by Goodwill, Well Born and Hang Yick. We are evaluated based on customer health and safety aspects (such as cleanliness and hygiene, security and maintenance quality) as well as other aspects including service quality, which resulted in a satisfaction rate of over 97% in 2023.

The Group also conducted an annual mystery shopper programme across our 38 managed properties and department store operations to evaluate the quality of

our services. This programme provides us with valuable insights into our strengths and weaknesses. The Group is committed to addressing the improvement areas identified and continuously refining our services to ensure the highest levels of customer satisfaction.

Throughout the year, Goodwill, Well Born and Hang Yick received over 624 compliments from customers for our property management services, while the 78 complaints received were promptly acknowledged and effectively resolved, with rectifying actions implemented to prevent recurrence.



CASE STUDY:

Creating a Bustling Atmosphere for Customers at Shopping Malls



Night Vibes Hong Kong

To revitalise evening retail activity and enliven market dynamics, Henderson Land fully supports the HKSAR Government’s initiatives to enhance the night economy. The Group’s prominent shopping destinations, including Mira Place, MCP CENTRAL and MCP DISCOVERY, and MOSTown, rolled out a series of distinctive evening entertainment programmes and the “After 8 Night-time Consumption Triple Rewards” programme. Over the course of the programme, a number of music shows, busking performances and themed night markets were held in the Group’s shopping malls to boost foot traffic in shopping malls and districts to inject vitality into the market.

As an active supporter of the HKSAR Government’s plan to boost the night economy, the Group launched a series of special night-time performances and night bazaars, and distributed over 10,000 Shopping e-Coupons during the Mid-Autumn Festival and National Day holidays to attract more visitors to malls and stimulate night-time consumption. The Group hopes that by joining hands with the HKSAR Government and all sectors of the community to promote the night economy, we can give a boost to the retail and catering industries.

Gimme LiVe Music Festival

In August, Mira Place proudly commemorated the 11th anniversary of the beloved Gimme LiVe Music Festival, which was themed around “So LiVe So Good” in 2023. This vibrant celebration brings together an eclectic mix of talent, including local soloists, bands, and buskers, to create a bustling atmosphere as well as to share their joy and positive energy with shoppers.

The festival boasts live performances from celebrated local artists and musicians, enchanting audiences with their fresh and innovative sounds.



Talent Development

Our workforce is the cornerstone of the Group’s achievements. Henderson Land is committed to fostering a workforce that celebrates diversity and teamwork, while actively supporting our staff’s professional growth throughout their careers.

Talent attraction and retention

The Group places strong emphasis on attracting and retaining talent through utilising a variety of recruitment methods, including social media, online job platforms, and career fairs. Henderson Land encourages internal mobility as a means to allow employees to seek new opportunities within the Group. In 2023, internal transfers accounted for approximately 4.4% of our job vacancies.

The Group strives to maintain an open dialogue with our staff by conducting an annual staff survey to understand their needs. The 2023 staff survey for Well Born, and Hang Yick, with participation from over 2,400 employees, assessed job satisfaction, sense of purpose, workplace

happiness, and stress levels. Our 2023 survey exercise demonstrated a commendable satisfaction score of 80%. Our staff’s feedback has also enabled us to identify areas in our work environment that should be further enhanced.

To support employees’ all-round development, we evaluate employee performance holistically through a multidimensional review process. We also assess through management by objectives, which includes predefined goals in non-financial performance indicators such as environmental awareness, occupational health and safety consciousness, learning and growth, and team management; as well as key financial metrics like the annual rent collection rate and budget control rate in mainland China subsidiaries. Moreover, team-based appraisal is also implemented in mainland China where employees are assessed as part of the team. We also encourage ongoing agile employee-manager conversations to ensure continuous development. A long service award scheme is also in place to reward well-performing employees who contributed to the Group over an extended period of 10 and 20 years respectively.

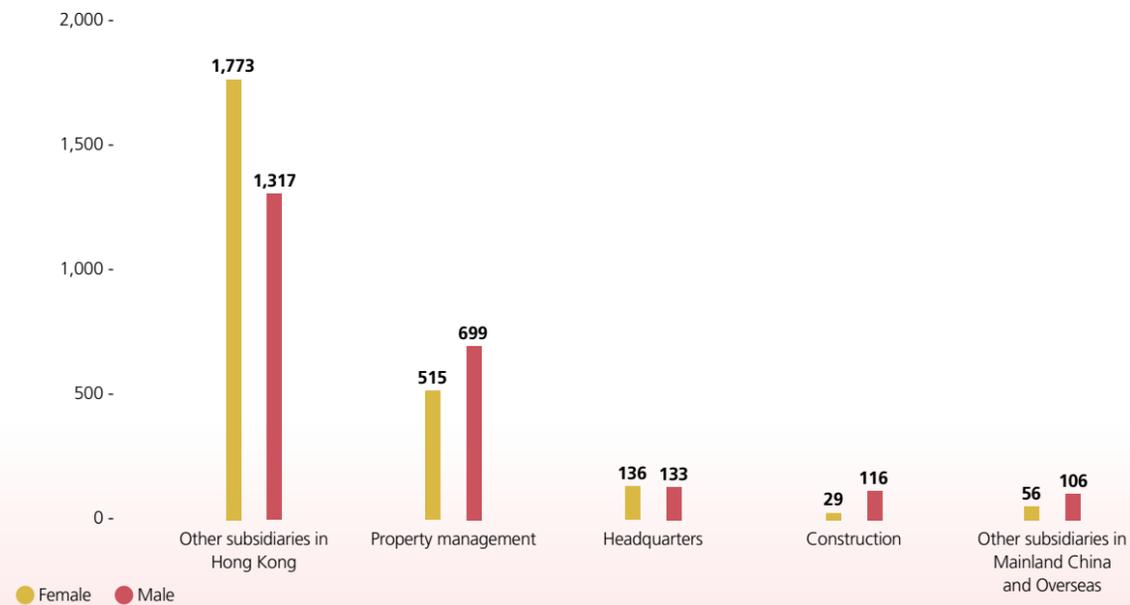
New hires in 2023, by gender



VALUE FOR PEOPLE

Since 2022, the Group has also started disclosing voluntary turnover rate.

Total employee voluntary turnover in 2023, by gender



Employee health and well-being

Employee health and well-being is a core focus of the Group as we firmly believe that a healthy workforce forms the foundation of a successful business. Aside from offering recreational and team-building workshops, such as cooking classes, mindfulness training, and organic farming which have garnered overwhelming participation and positive feedback, we also organised a diverse range of events to support and promote employee well-being throughout 2023. These events are aimed at fostering a positive working environment, encouraging work-life balance, and addressing various aspects of physical and mental wellness.

Workplace stress management workshops

To reduce employees' stress levels, meditation workshops are regularly held throughout the year to provide employees a peaceful respite during the workday, allowing them to recharge their minds. In 2023, 65 employees took part in the meditation workshops.



Hang Yick and Well Born also established a partnership with The Mental Health Association of Hong Kong, aiming to offer specialised mental health training, equipping our staff with effective strategies to manage stress. As part of our commitment to raise employee well-being and foster their sense of belonging, we rolled out an innovative "Theme Week" programme, with a variety of activities on individually themed days such as "Green Monday", "Wellness Wednesday". The programme offered an opportunity for everyone to relax during worktime.



Sports and health activities

Several initiatives were launched for our employees, with a focus on their physical health. Our Sports and Recreation Committee organised regular basketball and badminton sessions which were attended by more than 250 staff, thereby promoting teamwork and physical fitness.

In addition, we regularly organise health check-ups for our staff, ensuring that they have the opportunity to monitor and maintain their physical well-being. The Group also conducted a range of health seminars and workshops on various body wellness topics, including introduction to eye diseases, cardiovascular and urological health, traditional Chinese medicine, and the impact of sleep on well-being. Additionally, first aid certification courses and defibrillator training are also offered to ensure that our employees are well-prepared to maintain their health and handle emergencies.

Other employees benefits

The Group conducts an annual review of employee compensation and benefits to ensure they reflect individual performance and contributions, while also staying competitive with market standards. Below is an outline of the various benefits and amenities offered to our employees:

- 
Personal and family: Annual leave, paid sick leave, marriage leave, paid maternity leave of 14 weeks, paid paternity leave³⁰, paid care leave for child (for mainland China subsidiaries), compassionate leave
- 
Education: Training allowance, exam leave
- 
Medical care: Employee health check-ups, group medical insurance medical allowance, group hospitalisation insurance, group personal accident insurance, group business travel insurance
- 
Retirement planning: Mandatory and voluntary Mandatory Provident Fund ("MPF") contribution (employer matching contribution), long service award (10 & 20 years), Occupational Retirement Schemes ("ORSO" schemes)
- 
Others: Work from home arrangement³¹, lactation rooms for breastfeeding mothers, daily meal provision (one vegetarian meal provision monthly), meal allowance, Social Insurance and Housing Provident Fund (for mainland China subsidiaries)

³⁰ Paid paternity leave for our employees is 5-20 days depending on their working locations

³¹ In accordance with individual circumstance and approval from department managers

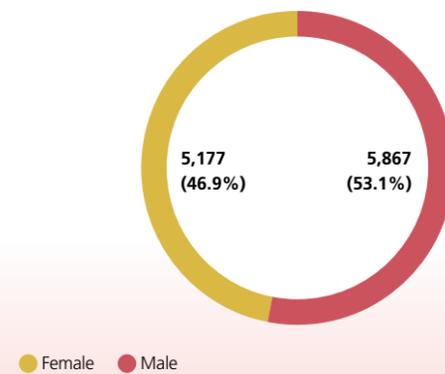
VALUE FOR PEOPLE

Equal opportunity and diversity

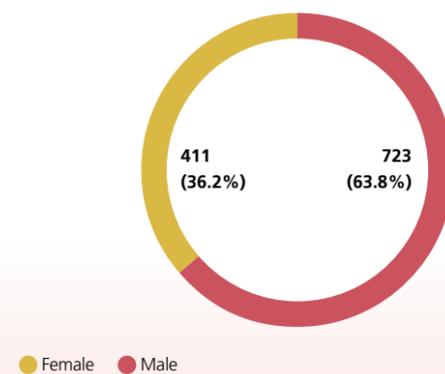
Henderson Land protects the equal opportunities rights of our employees and upholds diversity in the workplace. The Group is in full compliance with all relevant statutory requirements, with our Human Rights and Equal Employment Opportunity Policy directing our employees, as well as our suppliers and business associates to promote equal opportunity. The policy states our commitment to provide equal remuneration for both men and women of equivalent roles, create a work environment free of harassment and discrimination, and strictly prohibits every form of forced labour and child labour. In line with our aforementioned policy, the Group conducts assessment to detect any potential human rights issues across our operations, and we have not received any related potential risks and legal cases during our 2023 risk assessment. On the other hand, our Business Ethics and Code of Business Conduct Policy lays out a detailed grievance process, which offers a channel for employees to discreetly report any suspected misconduct or harassment through our Intranet or directly to the Vice Chairman via email. The policy also describes the potential follow-up actions that may be taken in respect of such incidents. During the reporting period, there were no confirmed cases of discrimination or harassment. To cultivate the awareness of diversity and inclusivity among staff, the Group provides mandatory training during orientation for all newly hired staff on topics of diversity and anti-discrimination. Additionally, the Group conducts seminars on topics about equal opportunities regularly for all our employees to foster a culture of diversity and inclusivity, including a seminar on the Anti-discrimination Ordinances which took place in August 2023.

The Group is committed to upholding gender diversity within our workforce. In addition to monitoring the number of staff of each gender, since 2022 we have conducted analysis on the gender pay gap, which enables us to gain valuable insights into any existing gaps and work towards closing them. Our ultimate goal is to ensure a fair and inclusive workplace where gender equality is upheld, fostering an environment of equal opportunities and rewarding individuals based on their skills and contributions.

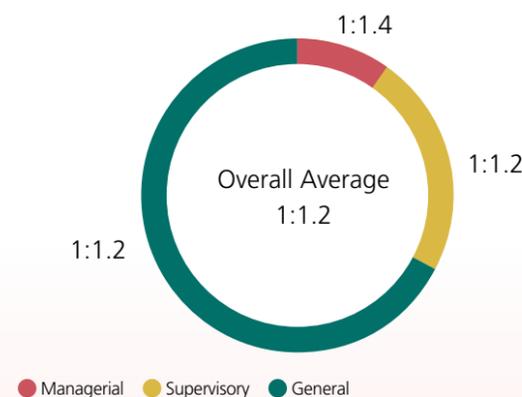
Workforce in 2023, by gender



Managerial roles in 2023, by gender



Gender Remuneration Ratio (Female to Male) in 2023, by workforce in different position level



Training and development

Our approach to managing human capital emphasises the importance of providing our workforce with ongoing learning and self-improvement options. The Group ensures that within their first 60 days, new hires undergo an orientation process designed to acquaint them with the Henderson Land's core values, strategic goals, mission, and organisational culture. For our existing employees, the Group offers a suite of educational initiatives such as internal

seminars, capacity-building workshops, and a lecture series to support their continuous professional development and enhance their technical skills. Additionally, discretionary training allowances for selected external courses and more than 200 days of examination leave were provided to employees in 2023 to support their professional career development.

Workshop of effective skills on coaching and conflict management in workplace

Miramar Group recognises the benefits that excellent coaching and conflict management can facilitate the smooth operation of our business. Aiming to foster a harmonious work environment where employees can work collaboratively and nurture their personal development, Miramar Group hosted the "Workshop of Effective Skills on Coaching and Conflict Management in Workplace" tailor-made for 22 operation supervisors within our Group's Food & Beverage and Asset Management divisions, equipping them with practical conflict management skills. The workshop covered various management skills, including identifying common causes of conflict, understanding different conflict resolution styles and outcomes, as well as learning strategies and methods to prevent or de-escalate conflicts at the workplace. As a result of the workshop, Miramar Group recorded a decrease in staff turnover from 30% in 2022 to 22% in 2023.



Employee upskilling through "Hengxue"

Our mainland China subsidiaries set up an internal learning platform to upskill our employees. Harnessing the "Hengxue" digital learning platform with a comprehensive suite of learning modules, employees are offered tailored learning courses according to their positions and the types of work they perform. For instance, sales managers can take courses on sales and communication skills; while human resources specialists can take courses on performance incentives and employee relationships. Cumulatively, the platform has provided online learning content to more than 1,000 employees.

In 2023, we also rolled out a comprehensive series of ESG training sessions through "Hengxue" to enhance our employees' comprehension of how ESG principles can be applied in their daily work tasks.

VALUE FOR PEOPLE

Turning Creativity into Innovation Workshop

To stimulate employees' creative mindsets, the Group organised a one-day Turning Creativity into Innovation Workshop which aimed to explore employees' creativity through various individual and team activities and using Legos as a training tool. After completing the workshop, the 14 staff participated were able to better relate the importance of creativity and innovation to organisational effectiveness, be confident in using thought triggers, as well as applying creativity and innovation to their daily work.

Scheme A Graduate Training Programme and Vocational Training Council ("VTC") Apprenticeship Scheme

Our commitment to nurturing young professionals remained robust in 2023, as evidenced by the ongoing administration of the Scheme A Graduate Training Programme and VTC Apprenticeship Scheme run by our Engineering and Construction Departments. With 9 graduate engineers and 15 apprentices engaged in these schemes respectively, we focused on delivering structured professional training that is designed to enhance the professional skills of young talent as they transition into the workforce, bridging the gap between academic learning and practical work experience.



Mandatory Provident Fund retirement planning

The Group has taken proactive steps to invest in the personal and professional development of our staff by partnering with the Mandatory Provident Fund Schemes Authority ("MPFA") to conduct two MPFA Retirement Planning DIY Workshops, equipping our employees with the knowledge to plan for their financial futures effectively.

Barrier free ambassadors

Understanding the essence of providing inclusive customer service, we collaborated with the Hong Kong Federation of Handicapped Youth to facilitate a Training Workshop for Barrier Free Ambassadors for 14 staff. This initiative has been instrumental in deepening our staff's understanding of the challenges faced by individuals with disabilities, thereby enhancing our commitment to creating an inclusive work environment and delivering accessible services to all our customers.



Supply Chain Management

The Group has an extensive supply chain management system in place to ensure our suppliers conform to our rigorous standards concerning regulatory compliance, integrity and sustainability.

In 2023, the Group updated the Supplier Code of Conduct Policy as part of providing clear guidance to our suppliers. This Policy is essential in steering the environmental and social practices of our suppliers and sets the baseline for the criteria they are expected to meet. The Group anticipates full compliance with all relevant environmental and social regulations from all our suppliers and business affiliates, including subcontractors, who must also align their actions with the Group's environmental and social directives. These encompass, among others, our Environmental Policy, Health and Safety Policy, and Business Ethics and Code of Business Conduct Policy. Additionally, our Sustainable Procurement Policy is in place to guide our procurement approach towards sustainable products.

Our approach to implementing the supplier ESG engagement programme, oversight by the Board, is underpinned by a standardised, transparent, and fair tendering and selection process. In particular, our construction department implements a comprehensive supply chain management system, as part of supplier screening, we consider a range of factors, including business relevance, past performance, etc. Environmental and social considerations will be taken into account as well.

A supplier assessment is also carried out for existing suppliers, whereby the supplier performance is assessed by our employees who work closely with vendors.

Upon supplier assessment, suppliers identified with poor performance will have their qualification to tender put on hold and follow-up actions will be carried out to help improve their performance. In the event that a supplier fails to improve their performance within a specified period after assessment, they will be delisted from the tender list.

In an effort to bolster the local economy and reduce carbon emissions from transport, the Group gives preference to sourcing from local suppliers. During 2023, the Group engaged with over 8,000 suppliers, with the majority based in Hong Kong and mainland China. In terms of supplier screening and assessment, among the 6,953 Tier-1 suppliers, 5,765 of them are identified as critical/significant suppliers³², which occupied close to 90% of total procurement spending. In 2023, 1,731 suppliers were assessed³³, their inputs will then be collated and analysed to provide a score for each supplier.

³² The Group has also identified 1,179 critical/significant suppliers among non-Tier-1 suppliers

³³ During 2023, no suppliers were identified with actual/potential negative impacts. Hence, no suppliers were required with corrective action plan, remote/on-site guidance and support

VALUE FOR PEOPLE

Sustainability Advocacy

The Group is actively involved in community outreach to raise awareness about sustainability and current trends in eco-conscious living. In 2023, Henderson Land participated in over 30 events to share our views and vision on sustainability. Below is an overview of the events we have participated in, highlighting our commitment to green building architecture and our various sustainable practices.

CASE STUDY:

Green Building Sharing in BBC Storyworks

With our exceptional accomplishment in being awarded the Business Leadership in Sustainability Award at the WorldGBC Asia Pacific Leadership in Green Building Awards 2022, and our distinction as the first and the sole developer in Hong Kong to become a Partner of the Asia Pacific Regional Network of WorldGBC, the Group was privileged to have been invited by WorldGBC to participate in the esteemed BBC StoryWorks - The Spaces That Shape Us.

Through this sharing, the Group hopes to inspire property developers worldwide to go beyond conventional practices and consider the environmental impact and well-being of people when designing their projects.



In the captivating series, we were honoured to be featured in an episode that celebrates revolutionary architectural designs worldwide, prioritising both environmental sustainability and human well-being. In our episode, we showcased The Henderson as an exemplar of ingenuity amid a densely populated and highly-connected city, which is specifically designed to meet the needs of future workers while also enhancing the surrounding natural environment.

Additionally, we shared our design principle of One Innovalle, one that leverages innovative technologies to promote ecological balance. In particular, we highlighted the butterfly garden and firefly habitat within One Innovalle that were created to celebrate the beauty of diverse ecosystems, and more importantly to demonstrate our commitment to preserving biodiversity.



Green Finance

Mitsubishi UFJ Financial Group ("MUFG")

- At the Crossroads - Hong Kong's Strategic Road in Asia's Green Ecosystem Seminar

British Chamber of Commerce in Hong Kong

- British Chamber of Commerce in Hong Kong magazine interview

Willis Tower Watsons ("WTW")

- Hong Kong Strategic Risk Conference

Hong Kong Investor Relations Associations ("HKIRA")

- HKIRA x Family Office Association Networking
- HKIRA x LINK REIT - Visit LINK Sustainability Lab
- HKIRA x Bloomberg x CR Beer Networking



Sustainability and Climate Change

The University of Hong Kong Business School

- ESG Forum

HSBC

- HSBC Transition Pathways: Real Estate Podcast Sharing

Metro Finance

- Metro x HKQAA Corporate Sustainability Awards Post Awards Sharing

Lingnan University and Shenzhen University

- GBA Youth Forum - A Greener Future: Let's All Step Up!

GRESB x Allied Environmental Consultants Limited

- Regional Insights 2023

MIPIM

- MIPIM Asia Summit 2023

Institute of ESG & Benchmark x Hong Kong Metropolitan University

- ESG Elite Sharing: Sustainable Career and Society



Green Building and PropTech

HKGBC

- Delegation to Sydney to Explore Prominent Sustainable Buildings and Infrastructure
- Harbour East Visit

Agricultural Bank of China, Bloomberg, HKGBC, Peking University, The Hong Kong Institute of Financial Analysts & Professional Commentators Limited, The Hong Kong Institute of Bankers

- The Henderson Visit

Hong Kong Economic Times ("HKET")

- HKET Real Estate Industry Forum 2023

InvestHK

- Smart Green Building Summit

Commercial Radio Hong Kong

- Towngas ESG Broadcast Programme

GBA Carbon Neutrality Association

- GBA Low Carbon Buildings Top 100 Photobook Launch & Awardees Sharing

Schneider Electric

- Innovation Summit Hong Kong

Royal Institution of Chartered Surveyors

- Sustainability in the Building Life Cycle

The Hong Kong PropTech Association

- Panel Discussion on Opportunities & Challenges in a New Era of Modular Integrated Construction

Apart from taking part in a range of events, the Group regularly utilises various social media channels, such as Facebook, Instagram, LinkedIn, Wechat and YouTube, to raise awareness about sustainability issues and initiatives with the public.

CASE STUDY:

Forging Collaboration with Diverse Industries to Foster Sustainability Awareness

With the aim of increasing the awareness of sustainability among our stakeholders, the Group actively pursues opportunities to showcase its expertise and insights on sustainability topics and industry trends by actively supporting and participating in various public events.



Showcase at ReThink HK 2023

The Group was honoured to sponsor Headline Theatre at ReThink HK, which is one of the largest annual sustainability events in Hong Kong. During the event, in September 2023, which was widely attended by over 6,000 people, we showcased our flagship commercial development, The Henderson, providing visitors an enlightening glimpse into its innovative green construction. Henderson Land was also invited to participate in two panel discussions, namely "Hong Kong's Net-Zero Pathway: Coming Together for Our Decisive Decade" and "Green Tech for Low Carbon City Transition", where we shared invaluable insights on how the Group is advancing its sustainability goals.



Christie's Art & Sustainability forum

The Group is delighted to have participated in Christie's Art & Sustainability Forum 2023, an enlightening event held in November 2023 which was attended by an audience of over 200,000 in person and online. The event explored the exciting intersection between design, architecture and sustainability by engaging in discussion with fellow industry leaders and experts.

Henderson Land joined a panel with Zaha Hadid Architects and Uniseal to share our thoughts about how we integrate art and sustainability into our property designs. Our projects have included working with various artists such as Florentijn Hofman and Phil Price, as well as combining social innovation into urban revitalisation. As takeaways from the event, we learnt from other industry leaders about their innovative solutions for a more sustainable built environment.



VALUE FOR PEOPLE

Integration of Art throughout our Properties

The Group is committed to transforming our properties into vibrant spaces that deliver more than mere functionality. We firmly believe that art possesses the ability to enrich lives, evoke emotions, and create meaningful connections. With this vision in mind, we have curated a diverse range of artistic expressions that seamlessly blend with our properties, transcending the boundaries and inspiring all who interact with them.

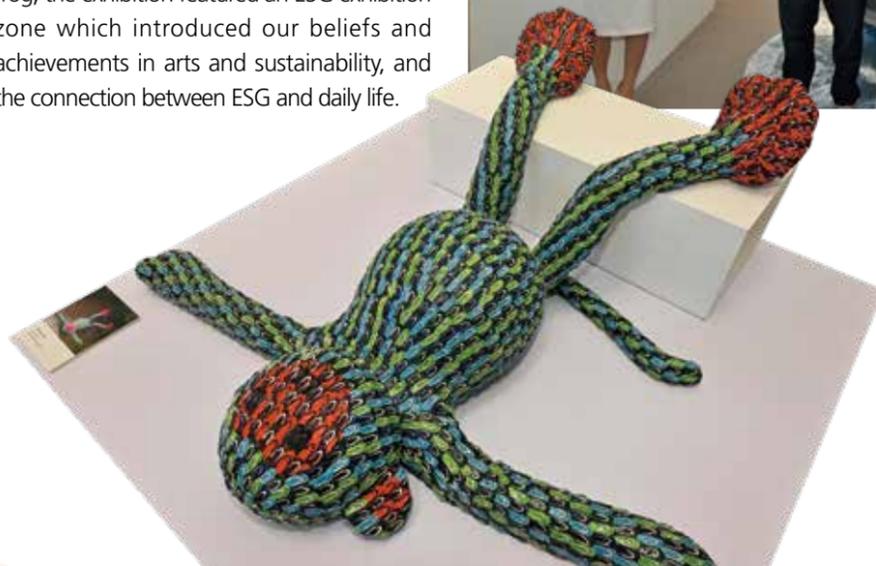
CASE STUDY:

Instilling Playfulness in Hong Kong's Cityscape

As a renowned property developer with a passion for creating vibrant and engaging spaces, Henderson Land seeks to redefine the concept of a city by incorporating artistic elements that captivate and inspire residents and visitors alike.

“ESG x Art Circle” exhibition at Mira Place

To combine the principles of ESG with the captivating world of art, the “ESG x Art Circle” exhibition was presented at Mira Place in March 2023. In addition to displaying the mini versions of recent artworks by the renowned Dutch artist Florentijn Hofman, including the iconic “Rubber Duck” and “PLAY-Upside Down” frog, the exhibition featured an ESG exhibition zone which introduced our beliefs and achievements in arts and sustainability, and the connection between ESG and daily life.



“A Moment in Time” street beautification project

To infuse the urban environment with a touch of enchantment, Square Miles Association initiated the “A Moment in Time” Street Beautification Project in Tai Ko Tsui, which aims to integrate art into everyday life for our residents. Inspired by iconic Hong Kong films, we rejuvenated old shutters, converting them into seven vibrant, engaging murals that sparked the community's creativity. In doing so, we refreshed the image of the neighbourhood, cultivating an inviting ambiance that embodies the city's energetic and spirited character.

PLAY - Upside Down in One Innovale

Crafted by the renowned artist, Florentijn Hofman, the Upside Down Frog is a whimsical creation in One Innovale. Beyond its playful appearance, the Frog encapsulates the essence of how children perceive the world differently. When observed from different angles, the artwork presents an array of postures, prompting individuals to embrace life through multiple perspectives. Standing proudly at a towering height of ten metres, “PLAY-Upside Down” exudes a sense of delight and encourages passers-by to always seek fresh perspectives in their daily lives. This integration of art and nature allows residents of One Innovale to immerse themselves in the beauty of both artistic expression and the natural surroundings.

CASE STUDY:

Bringing Together World-Class Corporations to The Henderson

The Henderson's commitment to sustainability has attracted distinguished tenants in the arts and watchmaking sectors, including Christie's, Audemars Piguet and an international art gallery, who all share a vision for a more sustainable future.

As The Henderson's first anchor tenant, Christie's will occupy four office floors totalling about 50,000 sq. ft., with a designated area being used for its first year-round saleroom and gallery space in Hong Kong. Christie's Global Managing Director has articulated this alignment of values, saying, "Environmental sustainability remains as one of the most important missions at Christie's. And to further demonstrate our commitment, we have signed a "Green Memorandum of Understanding" with The Henderson."



Audemars Piguet places great emphasis on selecting prime locations for its AP Houses around the world. The Henderson, the city's new landmark, is set to join the ranks amongst the world's most iconic buildings – a symbol in harmony with the brand's philosophy of pursuing excellence. Echoing The Henderson's futuristic and curvilinear design by Zaha Hadid Architects, Audemars Piguet introduces a new dimension of ultra-modern elegance into its stylistic expression. Commenting on the announcement, the Group's Chairman Dr Lee Ka Shing, Martin said: "The endorsement from prominent international brands and industry giants like Audemars Piguet comes as another ringing validation of The Henderson's unique strengths, and its prominence as a new iconic landmark of Hong Kong in strengthening our city's international status."

Carlyle's Hong Kong subsidiaries, including AlInvest Partners Limited will be moving Carlyle's Asia Pacific headquarters to The Henderson. Dr. Martin Lee Ka-shing, Chairman of Henderson Land Group, said: "We appreciate the trust placed in us by Carlyle, Henderson Land and Carlyle share a common vision of shaping a smart and sustainable future for all, as well as a commitment to spurring positive change and building long-lasting value for our people."

The Henderson represents the embodiment of a future-oriented workplace, providing an environment where ground-breaking ideas and intelligent business practices can thrive organically. It is highly sought after by businesses that align with Henderson Land's commitment to embracing forward-thinking design and cutting-edge technology to enrich sustainability efforts and elevate the quality of the workplace.





ENDEAVOUR FOR COMMUNITY

The Group is dedicated to fostering well-being and enhancing the overall quality of life within our community. Through “Endeavour for Community”, we actively align our efforts with UN SDGs 8 and 11. In doing so, the Group is committed to promoting sustainable and inclusive economic growth in the communities we operate in and collaborate with. By prioritising these goals, we seek to contribute to a more prosperous and equitable future for our community.

ENDEAVOUR FOR COMMUNITY

Empowering Our Youth

Youth are the cornerstone upon which our future depends. With a continued focus on youth empowerment, Henderson Land is committed to helping young people unleash their infinite potential and open up new avenues of growth, in the hope of bringing a boost of vibrant energy to society. During 2023, the Group has launched various initiatives to connect with young people and to cultivate a new generation teeming with ingenuity and ambition.



CASE STUDY:

Upskilling Young Talents through Summer Internships and Trainee Programmes

HKSAR Government's Scheme on Corporate Summer Internship on the Mainland and Overseas 2023

Participating in the HKSAR Government's Scheme on Corporate Summer Internship on the Mainland for the third time, Henderson Land recruited 11 post-secondary students for an eight-week internship in 2023, during which they joined the Leasing Department of the Group's Beijing, Shanghai and Guangzhou offices. By providing summer internship placements in mainland China to the city's youth, we hope to broaden participants' horizons and help them establish personal networks, paving the way for their future personal and professional development.

Upon returning to Hong Kong, the interns took part in a sharing session organised by the Group, in which they visited the control room and rooftop of Two International Finance Centre, in addition to going on a guided tour of the show suite of The Henderson, the Group's flagship development in Central, to learn about its architectural design and innovations.

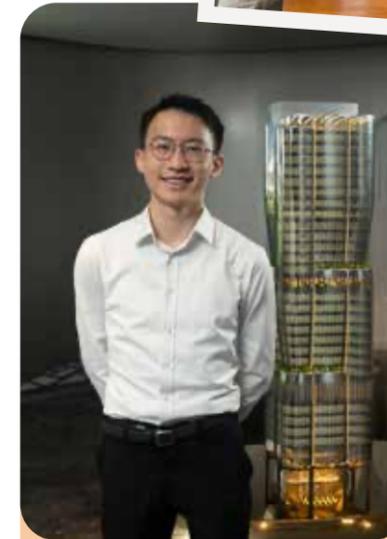


Dr Lee Ka Shing, Martin, Chairman of the Group, met up with the interns to hear about their experiences over the summer. Offering them words of encouragement, Dr Lee said: "I hope all of you will continue this meaningful exchange with the youth and professionals from mainland China and beyond in the future, fostering mutual learning, sparking each other's imagination and striving to develop into a new generation with a global vision, great ambition and innovative thinking".



Ms Akemi Wong Hiu-yau
Interned in Guangzhou

"As someone with no prior exposure to the real estate sector, I was heartened by the opportunity to explore the shopping mall business from an operational perspective. This experience has sparked my interest in the industry, and I would be open to working in the Greater Bay Area in the future."



Mr Anthony Wong Chun-hin
Interned in Shanghai

"Like the projects in Hong Kong, those in mainland China abound in green spaces. And through the insightful talks arranged by the Group, it is clear to me that sustainability has emerged as a prevailing trend in property development."



Ms Angel Siu Ki-ki
Interned in Beijing

"This internship was a precious opportunity for me to better understand myself, plan for my future career and get acquainted with the workplace culture in mainland China."

CASE STUDY:

Upskilling Young Talents through Summer Internships and Trainee Programmes

Miramar Group Food and Beverage Operations Trainee Programme

In 2023, Miramar Group introduced an Operation Trainee Programme in order to attract and nurture talented individuals with a genuine passion for catering to become a part of the Group's expanding food and beverage business. Forming a part of the Labour Department's Young Employment and Training Programme, this comprehensive nine month programme aims to provide young talents with in-depth operational knowledge and clear career advancement opportunities through a combination of structured on-the-job training, classroom sessions, and job rotations. The programme is designed to cultivate future leaders in managerial positions. To date, there is one trainee participating in the programme.



MIRAcle Young Star Programme

In collaboration with YMCA College of Careers, Miramar Group has rolled out an accelerated career development initiative MIRAcle Young Star Programme in April 2023.

This fully-sponsored education programme aims to provide passionate secondary school graduates and mature students with limited experience in the hospitality industry with a two plus one year of training and fast-tracked career development opportunity at The Mira Hong Kong or Mira Moon. Specifically, the programme entails two years of a part-time diploma education in Hospitality Studies (Hong Kong Qualifications Framework Level 3), to be conducted at YMCA College of Careers, which enables participants to gain valuable skills and knowledge as they embark on their career journey in the world of hospitality. To date, a total of two participants were enrolled in this programme.

Supporting HKSAR Government's Strive and Rise Programme

Since 2022, Henderson Land has pledged full support for the HKSAR Government's Strive and Rise Programme, contributing a total of HK\$25 million through the Lee Shau Kee Foundation. The Group has also nominated about 280 mentors from its companies and the Centum Charitas Foundation, chaired by Dr Lee Ka Kit, Peter, Chairman of the Group. A commitment to support the programme has been extended through 2024.

During the year, we organised a series of group activities, such as visits to the Towngas headquarters, Hong Kong Ferry's shipyards, the Kong Ha Wai Transitional Housing Project and the Kong Ha Wai Mansion, a Grade III historic building under restoration by the Group.



Art Tour in Central and Western District x Upcycling Workshops

The Group hosted the Art Tour in Central and Western District x Upcycling Workshops in August 2023 to enrich and enliven participants' summer break. While journeying through ARTLANE, Hong Kong's first URBAN ART SOHO community revitalised with mural paintings, and HART Haus, an artists' studio launched by the Group, mentors from the Group's companies and the Centum Charitas Foundation and their mentees interacted with local artists and were offered a glimpse into the many facets of the city's art ecosystem.

Additionally, in the spirit of upcycling, the participants were guided to repurpose eco-friendly materials collected from the neighbourhood, such as coffee grounds, into mosquito-repelling incense, and to try their hand at sustainable planting. The mentors and mentees thoroughly enjoyed the experience, and some of the finished products will be distributed to organic farms, community shops and residents for building a green and sustainable community.



Harbour Cruise - Bauhinia

To celebrate the centennial anniversary of Hong Kong Ferry Group, a celebratory ceremony was held in April 2023. To make the occasion more festive, mentors and mentees of the Strive and Rise Programme from Henderson Land Group and the Centum Charitas Foundation were invited to go on board the Harbour Cruise - Bauhinia, delighting in the captivating views of Victoria Harbour while learning about Hong Kong Ferry's business operations.

ENDEAVOUR FOR COMMUNITY



HKSAR Government Space Sharing Scheme for Youth

As a collaboration between the business sector, NGOs and the HKSAR Government, this Scheme aims to provide premises that can be used as co-working spaces and studios for supporting youth development in the community. In 2019, Henderson Land offered six units at The Globe in Cheung Sha Wan to the Hong Kong Arts Development Council (“HKADC”) and the Arts with the Disabled Association Hong Kong (“ADAHK”), setting the rent at HK\$1 per month for a six-year term. By 2023, two new performing arts groups and three artists, identified by the HKADC through an open recruitment process, had moved into “ADC Artspace (The Globe)”. Meanwhile, “ADA Arts Hub”, established by ADAHK, provided over 900 training hours to more than 3,300 individuals, including artists with disabilities. Additionally, ADAHK organised various art programmes, workshops, and showcases, as well as training sessions that attracted over 2,000 participants.



HKU Lee Shau Kee Top Athletes Scholarship

In order to support our young athletes’ pursuits of both sports and academic excellence, the Lee Shau Kee Foundation made a generous gift of HK\$7.2 million to the University of Hong Kong (“HKU”) for the establishment of the “HKU Lee Shau Kee Top Athletes Scholarship” in 2022. For a period of three years, the scholarship will award HK\$400,000 to each of the outstanding athletes admitted to HKU through the “Top Athletes Direct Admission Scheme”. In 2023, seven athletes were awarded, including Tse Ying Suet (badminton), Ho Sze Long (fencing), Charlotte Emily Hall (triathlete), Liam Martin Doherty (rugby), Lin Mingfu (long jump), Wong Hoi Tung (table tennis) and Lam Siu Hang (table tennis).



Student sponsor of BEC EnviroSeries Conference

With the aim of empowering future generations to join the sustainability field, Henderson Land sponsored 30 tertiary students whose courses include Civil and Environmental Engineering, Sustainability Leadership and Governance and Urban Studies to attend the flagship BEC EnviroSeries Conference on the theme “Financing Climate Transition and Delivering Net-zero Innovations for Hong Kong”. By engaging in discussions and networking with industry leaders, policymakers and experts, the conference allowed them to gain important insights and establish valuable connections with professionals in the sustainability field.



Urban Land Institute - UrbanPlan Hong Kong

Henderson Land has been sponsoring UrbanPlan, the Urban Land Institute’s global educational initiative, since 2020. First piloted in Hong Kong in 2018, UrbanPlan is a realistic, interactive classroom-based team challenge, in which students learn about the fundamental forces that affect urban regeneration. During the 2022-23 academic year, 15 workshops were conducted, reaching 350 students in total.

Summerbridge Hong Kong

Henderson Land has continued its pledge to support the provision of tuition-free, summer and after-school enrichment programmes for financially disadvantaged students. During the year, a total of 160 students and 34 student teachers benefitted from this initiative. Cumulatively, over 4,000 students and 1,500 student teachers have benefitted since the group became an active donor in 2006.



ENDEAVOUR FOR COMMUNITY

Promoting Innovation for a Sustainable City

Recognising the pivotal role that scientific discoveries play in today's increasingly complex world, the Group has adopted a supportive role in transforming Hong Kong into an international innovation and technology centre, thereby developing a diversified economy, creating quality jobs, as well as enhancing the standard of living. From supporting academic exchanges to providing necessary equipment for research and knowledge generation, the Group strives to lead by example and inspire others in fostering a prosperous, technologically advanced and sustainable future for the next generations.

CASE STUDY:

Supporting the Inaugural Hong Kong Laureate Forum



The Hong Kong Laureate Forum is a world-class science event that brings together top scientific minds from around the world for cross-generational, cross-cultural and cross-disciplinary exchanges. The Lee Shau Kee Foundation became the Principal Sponsor for the Forum in 2019, contributing a total of HK\$80 million to fully finance the event. From 13 to 18 November 2023, the inaugural Forum brought together over 20 Shaw Laureates, including a Nobel Laureate, and about 200 young elite scientists from around the world for a week-long exchange in Hong Kong. Featuring an extensive line-up of programmes comprising keynote speeches by laureates, thought-provoking plenary sessions and science seminars, it aims to inspire

young scientists and facilitate exchanges between them and the esteemed Shaw Laureates, stimulating interest and understanding of astronomy, life science and medicine, and mathematical sciences among young people in Hong Kong and beyond.

The programmes covered diverse topics, from Astronomy's gravitational waves, black holes, space telescopes, Mathematical Sciences' moduli spaces, geometry, fractals, to Life Science and Medicine's genome, cells, optogenetics, etc. With the poster presentation and flash presentation led by young scientists, the Forum encouraged over 40 young scientists to present their current research projects and received feedbacks from the Shaw Laureates.

Dr Lee Ka Shing, Martin, Chairman of Henderson Land Group said: "I have been delighted to see the active and enthusiastic exchanges between the Shaw Laureates and young scientists participating at the Forum. It is remarkable to see the sparks of innovation ignited from these interactions, which I believe will significantly propel scientific development both in Hong Kong and around the globe. While the Forum has now reached its conclusion, this is not an end but

rather the commencement of a new chapter. I hope that the young scientists will carry forward the inspiration and knowledge gained from this experience, continually challenging themselves to innovate and contribute to a sustainable future. Meanwhile, the Lee Shau Kee Foundation and Henderson Land will remain steadfast in nurturing young talent, in the hope of bringing a boost of vibrant energy to society."



The Forum attracted over 2,400 participants. Besides the Shaw Laureates and the young scientists, there were over 200 guests and local scientists from different sectors and institutions, 46 Forum ambassadors and over 1,500 secondary students and members of the public. Live streaming was also available for some Forum programmes to reach out to a wider audience in Hong Kong and beyond.

Offering an unparalleled platform, the Forum fostered opportunities for cross-generational, cross-cultural, and cross-disciplinary exchanges among scientists from around the world, sparking scientific collaborations and exploring the infinite possibilities of science and technology. With its tremendous success, the inaugural Forum had also strengthened Hong Kong's position as a world-class collaboration hub for inspirational minds.



ENDEAVOUR FOR COMMUNITY



Supporting the Hang Seng University of Hong Kong's development

Through the Lee Shau Kee Foundation, Dr Lee Ka Shing, Martin, Chairman of Henderson Land Group, has contributed HK\$20 million to HSUHK in support of its campus and student development.

This donation supported the construction of the Creative Humanities Hub ("the Hub"), which was officially opened in early 2024. The Hub is a part of the University's ongoing efforts to enhance its creative humanities education to cater to the increase in student numbers and the growing demand for additional teaching and learning facilities.

In gratitude for Dr Lee's magnanimous support, a multi-purpose digital studio in the Hub has been named the Martin Ka Shing Lee Innovation Lab, and a cheque presentation ceremony was held to mark the occasion in August 2023.

Speaking at the ceremony, Dr Lee said: "Innovation has always been at the heart of Henderson Land, and young people are the future of Hong Kong. This is why we have remained steadfast in our support for our young leaders, striving to help them unleash creativity, cultivate innovative ideas and adapt to the global trends in digital technology. My donation to HSUHK for the construction of a new academic building and the establishment of a student fund was born out of my hope to provide students with ample space where they can develop and harness their talent. Young people, I reckon, are filled with infinite possibilities

and innovative ideas that will lead the way for the city's sustained development. Henderson Land will continue to embody its people-centric approach, offering opportunities and space to nurture youth and propel innovation."

The donation will also help set up three student funds, namely, the Martin Ka Shing Lee Innovation Award, which aims to cultivate innovative thinking and creativity in our youth, the Martin Ka Shing Lee Scholarship for Exchange and Global Internship Programme, and the Martin Ka Shing Lee Student Financial Aid Scheme.

Supporting Local Art Development

Acknowledging the transformative power of art in elevating community life and advancing cultural development, Henderson Land actively seeks collaborations with artists and community organisations, establishing innovative platforms for art exhibitions and interactions that resonate with the public. Convinced that the arts are a vital pulse in our city's cultural heart, Henderson Land initiated a spectrum of activities that are tailored to foster new talents, polish artistic competencies, and stimulate the sharing of insights and cooperative endeavours among creative minds.

HART initiatives

With a strong belief in the transformative power of art, the Group has set up a not-for-profit arts initiative HART, hoping to offer more opportunities and platforms to spark creativity, to foster local art ecosystem and community engagement.

CASE STUDY: HART Award

Initiated in 2020, the HART Award empowers exceptional undergraduate artists. It offers recipients access to dedicated studio spaces, fostering a conducive environment for creative exploration and production. Additionally, awardees become part of an artist community, facilitating networking and collaboration with established artists and mentors. The programme also includes an incubation component, providing mentorship, workshops, and educational resources to further the recipients' artistic development.

In 2023, three talented recipients of the HART Award have been offered an opportunity to exhibit their exquisite artworks, as well as to receive invaluable support in the form of a six-month mentorship programme, financial assistance, and access to well-equipped studio spaces. This comprehensive package empowers the artists to further refine their craft, nurture their creative journeys, and propel their artistic careers to new heights.



HART Studio programme

HART Studio programme at HART Haus has cultivated more than 60 Hong Kong-based artists working with an interdisciplinary, sustainable and collaborative creativity mindset. In November 2023, HART expanded its collaborative studio HART Haus in Kennedy Town to the ground floor, this revitalised shopfront space at HART Haus aims to provide a platform to share with peers and the community that celebrates the artistic heritage of Hong Kong while embracing placemaking and diverse transnational influences. The addition is designed to ignite conversations and inspire a deeper appreciation for art, culture, design and architecture.

ENDEAVOUR FOR COMMUNITY

ARTaster - Art Co-Learning Pilot Programme

The programme brought together 55 local high school students and 15 university graduates to engage in an art exploration experience. Guided by six experienced artists and art educators specialising in various disciplines including Chinese ink, sculpture, photography, installation art, community art and street art. The programme fostered craftsmanship, aesthetics, creativity, collaboration, and communication skills. With a strong emphasis on empathy and human-centric thinking, the programme aimed to facilitate holistic personality development.

Two achievement showcases were held at the AVA Gallery of Hong Kong Baptist University and HART Haus. These showcases featured an impressive display of more than 70 original works created by the programme participants. Their works were the result of community exploration through the lens of art, which served as a powerful source of inspiration. In addition to the showcases, six engaging public educational talks were organised, attracting over 200 participants who demonstrated a keen interest in exploring the dynamic relationship between art and everyday life.



HART artist-led workshops

In the current seventh session, HART and artists have created 20 public engagement workshops and more than 30 knowledge-sharing events or classes, such as studio tours and performances, for over 600 visitors, including university students and industry peers.

HUMBLE HART

The programme fosters youth artistic creativity by expanding interactions and communications across diverse neighbourhoods. With a focus on community building, arts education, and experiential learning, the programme engaged over 500 young artists, aged 4 to 25, in 30 workshops. Collaborating with professional artists, these workshops facilitated the creation of artworks that nurtured the artists' appreciation for art and strengthened their sense of belonging within the community.

Additionally, the programme extends its reach to youth residents living in transitional housing units. It achieves this through a series of creative-learning workshops that integrate sustainable development and Science, Technology, Engineering, Arts and Mathematics ("STEAM") principles. These workshops provide a platform for young residents and their parents to interact with each other and HART artists, collectively co-creating artwork inspired by their neighbourhood's resources and lived experiences. To-date the programme has facilitated the participation of over 230 families in 50 workshops, enabling them to develop a profound understanding and appreciation of art through the unique lens of their community.



Empowering young designers at The Symphonie

Henderson Land is committed to empowering and supporting young designers, fostering their creative potential and driving the growth of the design industry. As part of this commitment, we provided The Fashion and Design Hub at The Symphonie to the HKSAR Government at a concessional rate and it will be run by the Hong Kong Design Centre ("HKDC").

It is hoped that by offering young designers this dedicated space, it will create a dynamic ecosystem that enables them to thrive, while nurturing talent and encouraging

collaboration. The hub serves as a breeding ground for design students and provides a platform for up-and-coming designers participating in the HKDC's Fashion Incubation Programme and Design Incubation Programme. Spanning approximately 3,600 square meters, the hub offers a dedicated space for young designers to refine their skills, showcase their creations, and engage in design-related activities. It is open to the public, providing designers with valuable business opportunities to showcase and sell their products.

Caring for Those in Need

Over the years, Henderson Land has been compassionately supporting the underprivileged. Our commitment to fostering a more equitable society is evident in our sustained efforts to improve the quality of life for our community members. We achieve this through strategic partnerships with charity organisations, proactive community outreach

programmes, and dedicated philanthropic initiatives. By channelling resources, providing financial assistance, and encouraging volunteerism, Henderson Land is dedicated to not only providing immediate support but also to making a profound and enduring impact that contributes to a more inclusive and equitable community.

ENDEAVOUR FOR COMMUNITY

CASE STUDY:

Pok Oi Hospital Tuen Mun Lam Tei Nursing and Residential Care Home for the Elderly

In an effort to enhance the quality of life of elderly people in Hong Kong, with the donation of Lee Shau Kee Foundation, a 100,000 sq. ft. piece of land previously held by the Group in Lam Tei, Tuen Mun was developed by Pok Oi Hospital as the city's largest senior care home. The building will provide over 1,400 residential care places, along with an array of amenities and services. A ground-breaking ceremony in September 2023 marked the commencement of construction of the building.

This project aims to foster a nurturing atmosphere that radiates positivity, ensuring a comfortable and secure living space that uplifts the quality of life for its senior residents. Embracing a "CARE" design philosophy, the project integrates a suite of thoughtful features:

- Custom-made design – Tailored to meet the physical needs of the elderly
- Active engagement – Promotes vitality through interaction with the community
- Rejuvenation – Embeds wellness and rehabilitation into daily routines to enhance seniors' health
- Environmentally friendly – Provides a living space that is both comfortable and safe, ensuring the well-being of the residents

Comprising of a care building and a nursing building, the project will offer accommodation, meals, and basic medical care for seniors who suffer from poor health or require assistance with activities of daily living. In addition to a vast landscaped park, the complex will feature a roof garden and activity spaces designed to encourage socializing and recreational activities. The project will also provide an array of services, allowing residents to receive

comprehensive, one-stop diagnostic and nursing care without the need to leave the premises, which includes a dental clinic, a Chinese medicine clinic, a pharmacy, and a physiotherapy centre. The project is expected to be completed in 2026, and it is scheduled to begin operations in 2027.

Dr Lee Ka Shing, Martin, Chairman of the Group, commented: "Dr Lee Shau Kee and Henderson Land share a longstanding commitment to addressing the diverse needs of our society. To offer our elders who have dedicated themselves to Hong Kong a place where they can spend their golden years in comfort and fulfilment, we donated this land plot to build a residential care home for them. I'm glad to see that the project has reached a new milestone, and I hope all future senior residents will be able to maintain their vitality and well-being here upon its completion".



Transitional housing projects

The Group firmly believes in a collaborative approach to eliminate subdivided units and improve living standards for low-income families in Hong Kong. Henderson Land is the first developer in Hong Kong to support the HKSAR Government's transitional housing initiatives. As part of the initiative, the Group has offered land and temporary vacant units in both urban areas and the New Territories to relieve the pressure on those with urgent housing needs.

Kong Ha Wai transitional housing project

Being the largest of its kind in Hong Kong, the project was completed in 2023. After a year of moving in, the project, along with a full suite of amenities and community services including a supermarket, clinics and canteens, has transformed into a well-developed community which greatly enhanced the residents' quality of life, bringing them increased satisfaction and joy.

Building a sense of connection and belonging among the residents is equally important to us. During the year, we have supported and facilitated various activities for the residents, including a Mid-Autumn Festival carnival and a Children's Flour Dough Workshop for the children.



ENDEAVOUR FOR COMMUNITY



A festive carnival was organised at the Kong Ha Wai transitional housing project on the eve of the Mid-Autumn Festival. Families came together under the enchanting moonlight, rejoicing over lantern riddles, booth games, performances and a lucky draw.

To share in the joy of the festival and extend our blessings, the Henderson Warmth Volunteer Team prepared special gift bags and distribute them to more than 1,600 households. It was a memorable night of love, laughs and treats!



Henderson Warmth Volunteer Team workshop

Henderson Warmth Volunteer Team organised a Dough Workshop for the children living in Kong Ha Wai transitional housing project. The event was designed to acquaint children with the enchanting world of traditional Chinese folk art through a hands-on experience. Guided by a master dough figurine artist with over 20 years of expertise, the children were thoroughly engaged, creating their own distinctive and charming panda-shaped flour doughs and delighting fully in the creative endeavour.



The NAScent in Kam Tin and the Ngau Tam Mei South transitional housing project

The NAScent comprises two residential blocks and one amenity block and is conveniently situated on Kam Po Road, Yuen Long. The project is just a few minutes' walk from Kam Sheung Road station. It is expected to

accommodate some 2,800 residents concurrently in its over 1,000 units. In addition to discounted rents, a supermarket, restaurants, clinics and recreational facilities are among some of the community services and amenities to be provided to residents. The NAScent has been completed, and tenants are gradually moving in starting from early 2024.

For the transitional housing in Ngau Tam Mei South, with construction having commenced in January 2024, and with a completion date targeted for 2025, is set to offer over 1,200 units for approximately 2,800 residents. The development's initial plans call for the erection of three four-storey domestic blocks and one two-storey amenity block.

ENDEAVOUR FOR COMMUNITY

Donations for the relief efforts of the extreme flooding in Beijing-Tianjin-Hebei region and Northeast China as well as earthquake in Gansu

In response to the catastrophic rainfall and flooding in Beijing-Tianjin-Hebei region and Northeast China, the Lee Shau Kee Foundation officially allocated a donation of RMB20 million. This endowment was directed to the China Charity Federation via the Liaison Office of the Central People's Government in the Hong Kong Special Administrative Region ("LOCPG"). Also, the Lee Shau Kee Foundation donated RMB20 million through LOCPG to the mainland, for the earthquake relief in Gansu. LOCPG expressed the gratitude for our generous contributions.

The Group's Chairman Dr Lee Ka Kit, Peter, conveyed his aspiration to bring crucial relief to those in need, facilitating their recovery from the adversities and aiding in the commencement post-disaster rebuilding efforts.



Volunteering activities

In an effort to engage with the community and support people in need, the Group organised a variety of volunteer initiatives regularly. Henderson Warmth Volunteer Team organised more than ten events in 2023, including tree planting, coastal clean-up, eco-tour, dough doll workshops with children and elderly, and elderly visits, benefiting multiple social strata. Our staff volunteers were actively involved in these events, demonstrating their commitment to social responsibility and embodying the company's values of Endeavour for Community.

Furthermore, Heng Oi Volunteer Team has collaborated with athletes to extend a helping hand to those in need. Together, we have organised visits to nursing homes where volunteers and athletes share the joy of sportsmanship while delivering blessing bags to residents, infusing their days with warmth and camaraderie. In a parallel effort, we have gathered over 700 toys from our estates, which volunteers and athletes cleaned and prepared for donation, directly benefiting underprivileged families and giving these toys a second life. These visits are further enriched when athletes participate in craft activities with elders at senior centres, nurturing bonds across generations and contributing to the richness of our community.



Home Market

Founded by Dr Lee Ka Kit, Peter, Chairman of the Group, and funded by the Lee Shau Kee Foundation, the non-profit chain store, Home Market celebrated its eleventh-year anniversary in 2023. Home Market sells affordable daily necessities and quality food at near wholesale prices to the underprivileged. Currently there are sixteen branches across the city, including three additional branches in 2023, Home Market hopes to promote its core values of being caring, inclusive and considerate by extending its business and services to more districts as well as collaborating with more local sectors and NGOs.



Community tour for students and ethnic minorities

Together with Walk in Hong Kong, we organised a series of community guided tours around Hung Hom in November 2023 for more than 40 local and mainland Chinese students, as well as ethnic minority groups, on a leisurely stroll through the vibrant streets and future development projects of this fascinating neighbourhood.

Steeped in history and culture, Hung Hom holds a treasure trove of stories and unique landmarks to be discovered, from quaint temples and charming traditional shops to the iconic Lux Theatre. During the tour, we showcased the rich tapestry of Hung Hom's past and present and introduced them to the concept of urban revitalisation.

Henderson Land continues to evaluate current social needs and contribute to society's development and well-being through our community investment programmes and by encouraging our employees to give back to the society. The Group measures the social impact and outcomes of all programmes to make sure our investments are creating positive long-term social outcomes.



Other highlights

-  Supported the Hong Kong Volunteer Award as a Diamond Sponsor
-  Over 46,000 tree seedlings planted as part of Plantation Enrichment Programme since 2007
-  A total of nearly 110,000 volunteering hours in 2023 were contributed to support different charities

SUSTAINABILITY PERFORMANCE

Waste from Headquarters, Construction Sites, Managed Properties and Other Subsidiaries^{34 35 *}

Environmental KPIs	Unit	Group		Headquarters		Construction Sites ³⁶		Managed Properties in Hong Kong ³⁷		Managed Properties in Mainland China ³⁸		Other Subsidiaries ³⁹	
		2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Waste generated													
Non-hazardous waste generated													
General waste ⁴⁰ and concrete	tonne	40,703	22,238	N/A	N/A	20,497	7,738	13,445	12,942	4,757	N/A	2,004	1,558
Total recycled and re-used waste	tonne	6,186	3,813	52	N/A	399	1,343	1,884	1,873	3,360	89	491	508
Paper	tonne	2,137	2,146	52	N/A	5	0	1,751	1,792	114	68	215	286
Plastics	tonne	23	14	0	N/A	0	0	9	6	11	6	3	2
Metal	tonne	408	398	0	N/A	388	381	10	11	7	4	3	2
Concrete	tonne	317	962	N/A	N/A	0	962	N/A	N/A	317	N/A	N/A	N/A
Food waste ⁴¹	tonne	3,245	269	N/A	N/A	N/A	N/A	73	52	2,902	N/A	270	217
Others (e.g. timber and glass)	tonne	56	24	0	N/A	6	0	41	12	9	11	0	1
Hazardous waste generated													
Total recycled and re-used waste	tonne	1.15	0.34	0	N/A	0	0	0	0	1.15	0.34	0	0
Total waste generated	tonne	46,890	26,051	52	N/A	20,896	9,081	15,329	14,815	8,118	89	2,495	2,066
Waste generated intensity	tonne/m ² total GFA	0.0238	0.0121	0.0026	N/A	0.1013	0.0393	0.0217	0.0210	0.0100	0.0001	0.0108	0.0091

³⁴ Our general waste and total recycled and re-used waste generated from headquarters, construction sites, managed properties in Hong Kong and mainland China and Hong Kong business operations managed by HIL and Miramar Group in 2023 were verified by a third-party consultant

³⁵ In 2023, the Group's headquarter offices started to collect and disclose waste generated, whilst property management office in mainland China started to collect and disclose general waste and food waste data. As the GFA of managed properties in Hong Kong and Mainland China as well as that for other subsidiaries are updated, we have adjusted the data of intensities in 2022 to reflect this accordingly

³⁶ Data includes only the construction sites of our own construction subsidiaries in Hong Kong and excludes any outsourced construction works

³⁷ Data includes 39 properties managed by Goodwill in 2023 and 2022

³⁸ Data includes 7 properties managed in mainland China in 2023 and 2022

³⁹ Since general waste of the operations of HIL are handled by the property management companies, and that HIL does not collect such data, general waste only includes those generated by Miramar Group

⁴⁰ Increase in general waste in 2023 can be attributed to an increase in construction activities at the construction stage, business bounced back of Miramar Group and managed properties in mainland China starting to disclose general waste

⁴¹ Property management office in mainland China started to collect and disclose food waste data in 2023. Our food waste is commonly generated and collected in managed properties in mainland China and Hong Kong and operations managed by Miramar Group and HIL, therefore this figure is not applicable to our headquarter offices and construction sites. Increase in food waste can be attributed to food waste data starting to be collected and disclosed for managed properties in mainland China in 2023

* 2023 data subject to limited assurance by KPMG

Materials Used from Construction Sites

Environmental KPIs	Unit	2023	2022
Construction materials used⁴²			
Non-renewable materials used			
Concrete	tonne	123,900	58,594
Steel	tonne	28,123	20,583
Aluminium formwork and other metal	tonne	1,202	1,008
Glass	tonne	1,104	219
Prefabricated unit	tonne	5,003	7,758
Subtotal	tonne	159,332	88,162
Intensity of non-renewable materials used	tonne/ m ² total GFA	0.7728	0.3815
Renewable materials used			
Timber	tonne	1,145	747
Bamboo	tonne	935	2,960
Paper	tonne	13	8
Subtotal	tonne	2,093	3,715
Intensity of renewable materials used	tonne/ m ² total GFA	0.0102	0.0161
Total construction material used	tonne	161,425	91,877
Intensity of total construction material used	tonne/ m ² total GFA	0.7829	0.3976

⁴² Total construction material used in 2023 increased due to an increase in construction activities at the construction stage when compared with 2022

SUSTAINABILITY PERFORMANCE

GHG Emissions, Energy Consumption, Pollutants and Water Consumption of our Headquarters, Construction Sites, Managed Properties and Subsidiaries^{43 44 45*}

Environmental KPIs	Unit	Group		Headquarters		Construction Sites ⁴⁶		Managed Properties in Hong Kong		Managed Properties in Mainland China		Other Subsidiaries	
		2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
GHG emissions⁴⁷													
Scope 1 ⁴⁸	tCO ₂ e	12,869	5,137	906	906	3,848	170	146	7	12	4	7,957	4,050
Scope 2	tCO ₂ e	115,849	110,482	2,011	2,154	1,377	752	52,054	52,188	35,921	30,571	24,486	24,817
Scope 1 & 2	tCO ₂ e	128,718	115,619	2,917	3,060	5,225	922	52,200	52,195	35,933	30,575	32,443	28,867
Building Scope 1&2 GHG emission intensity	tCO ₂ e/ m ² total GFA	0.0652	0.0565	0.1478	0.1550	0.0253	0.0040	0.0740	0.0740	0.0444	0.0409	0.1400	0.1271
Energy consumption⁴⁹													
Diesel oil ⁵⁰	kWh	5,092,056	1,335,733	320,631	349,759	3,942,518	694,244	28,578	27,445	49,428	17,719	750,901	246,566
Petrol oil ⁵¹	kWh	3,176,847	3,000,963	3,007,050	2,980,776	29,227	0	0	0	0	0	140,570	20,187
Towngas ⁵²	kWh	11,467,596	10,748,640	3,080	427	0	0	893	2,680	0	0	11,463,623	10,745,533
Purchased electricity consumption ⁵³	kWh	247,179,389	237,135,575	2,957,079	3,033,240	3,509,231	1,927,597	123,167,824	123,196,316	62,985,354	53,605,737	54,559,901	55,372,685
Self-generated renewable energy consumption	kWh	79,798	52,562	0	0	10,368	6,912	69,430	45,650	0	0	0	0
Total energy consumption	kWh	266,995,686	252,273,473	6,287,840	6,364,202	7,491,344	2,628,753	123,266,725	123,272,091	63,034,782	53,623,456	66,914,995	66,384,971
Building energy consumption intensity	kWh/ m² total GFA	135	123	319	322	36	11	175	175	78	72	289	292
Pollutants⁵⁴													
Nitrogen oxides (NO _x)	kg	890	494	0.04	2	5	N/A	0.01	0.04	0	0	885	492
Sulphur oxides (SO _x)	kg	2	1	0.0002	0.01	0.04	N/A	0.0001	0.0002	0	0	2	1
Particular matter	kg	71	28	0	0	0.3	N/A	0	0	0	0	71	28
Water consumption⁵⁵													
Water consumption	m ³	1,423,489	1,123,743	1,869	2,298	95,089	66,862	298,170	279,489	484,999	363,563	543,362	411,531
Building water consumption intensity	m ³ / m ² total GFA	0.7213	0.5495	0.0947	0.1164	0.4612	0.2893	0.4225	0.3960	0.5987	0.4858	2.3442	1.8124

⁴³ The data is confined to our offices at Two IFC, AIA Tower, construction sites, 39 properties managed by Goodwill, 7 properties in mainland China, and Hong Kong business operations managed by HIL and Miramar Group in 2023 and 2022

⁴⁴ Our GHG emissions, energy consumption and water consumption of our offices at Two IFC, AIA Tower, construction sites, managed properties in Hong Kong and mainland China, Hong Kong business operations managed by HIL and Miramar Group in 2023 were verified by a third-party consultant

⁴⁵ As the GFA of managed properties in Hong Kong and Mainland China as well as that for other subsidiaries are updated, we have adjusted the data of intensities in 2022 to reflect this accordingly

⁴⁶ Data includes only the construction sites of our own construction subsidiaries in Hong Kong and excludes any outsourced construction works

⁴⁷ We referred to Appendix 2: Reporting Guidance on Environmental KPIs under "How to Prepare an ESG Report" released by HKEX for the calculation of our Scope 1 and Scope 2 emission. Carbon dioxide (CO₂), Methane (CH₄), Nitrous oxide (N₂O), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulphur hexafluoride (SF₆) and Nitrogen trifluoride (NF₃) are included in GHG calculations

⁴⁸ The significant increase in scope 1 emissions in 2023 can be attributable to the increase in consumption of refrigerants for maintenance projects and increase in consumption of diesel oil and petrol oil due to business bounce back of Miramar Group, increase in construction activities at the construction stage

⁴⁹ The conversion factors from volumetric units of petrol, diesel and towngas consumption to energy units are referenced from Appendix 2: Reporting Guidance on Environmental KPIs under "How to Prepare an ESG Report" released by HKEX

⁵⁰ The significant increase in usage of diesel oil in 2023 can be attributable to the increase in construction activities at the construction stage in 2023, managed properties in mainland China carried out maintenance projects and bounce back of Miramar Group's travel business

⁵¹ The significant increase in usage of petrol oil in 2023 can be attributable to the increase in construction activities at the construction stage in 2023 and bounce back of Miramar Group's travel business

⁵² The significant increase in usage of towngas in 2023 for headquarters can be attributable to an increased use of kitchen for cooking at headquarters. As to align the unit used for calculation, we have adjusted the data of towngas consumption in 2022 to reflect this accordingly

⁵³ The increase in purchased electricity consumption of managed properties in mainland China can be attributable to an increased occupancy rates in 2023, thereby increasing electricity usage in common areas

⁵⁴ The Group starts to disclose on pollutants in 2023 generated and collected in headquarters, construction sites, managed properties in Hong Kong and operations managed by Miramar Group and HIL. The pollutants from headquarters' vehicle fleet are excluded due to insufficient data

⁵⁵ The increase in water consumption of managed properties in mainland China can be attributable to an increased occupancy rates in 2023, thereby increasing water usage in common areas

* 2023 data subject to limited assurance by KPMG

SUSTAINABILITY PERFORMANCE

Scope 3 Emissions Inventory^{56 57 58}

Scope 3 Category	Description	Methodology	2023 (tCO ₂ e)
1. Purchased goods and services	Emissions from the process of extraction, production, and transportation of goods and services purchased or acquired by Henderson Land	Emissions in this category are calculated using a spend-based method that determines carbon emissions from procurement spend on goods and services and applying third-party provided emission factors	272,592
2. Capital goods	Emissions from the process of extraction, production, and transportation of capital goods purchased by Henderson Land	Emissions in this category are calculated through sample development projects through extrapolation and applying emission coefficients provided by third parties; sample project data are calculated using two methods, whereby the emissions from major building material types is calculated using the average data method, taking into account the quantity used, while emissions from other types of building materials are calculated using spend-based approach	789,847
3. Fuel- and energy-related activities (not included in scope 1 or scope 2)	Emissions related to the production of fuels and energy purchased and consumed by Henderson Land (not included in scope 1 or scope 2)	Emissions in this category are calculated using average-data method, which involves calculating upstream emissions of fuel and electricity, and by application of third-party provided emission factors	34,812

Scope 3 Category	Description	Methodology	2023 (tCO ₂ e)
4. Upstream transportation and distribution	Emissions from transportation and distribution services purchased by Henderson Land	Emissions in this category are calculated using a spend-based method that determines carbon emissions from Henderson Land's spending on each transportation and distribution services and applying third-party provided emission factors	1,474
5. Waste generated in operations	Emissions from disposal and treatment of waste generated in Henderson Land's operations	Emissions in this category are calculated using a waste-type-specific method (whereby the waste data generated in operation are broken down by waste types and waste treatment methods) and applying third-party provided emission factors	18,805
6. Business travel	Emissions from transportation of Henderson Land's employees for business-related activities	Emissions in this category are calculated using a spend-based method that determines carbon emissions based on spending on each mode of business travel and applying third-party provided emission factors	1,569
7. Employee commuting	Emissions from transportation of Henderson Land's employees between their homes and their worksites	Emissions in this category are calculated using average-data method that is based on Henderson Land's number of employees, publicly-available statistics on average commuting distance and breakdown of commuting modes used, working days, as well as third-party emission factors	2,944

⁵⁶ HLL and Miramar Group is not captured in the scope of scope 3 emissions in 2023, but the Group will continue to expand and report on the full extent of its Scope 3 as data becomes available

⁵⁷ Henderson Land's main business activities are property development and property management, which does not involve in transportation/ distribution of manufactured products, sale of intermediate products, nor owns any franchises. Therefore, emissions in categories 9, 10 and 14 are not applicable considering the business nature and thus are not reported

⁵⁸ We referred to United States Environmental Protection Agency ("USEPA")'s Environmentally-Extended Input-Output models, Bath Inventory of Carbon and Energy (ICE Databases), the Department for Environment, Foods and Rural Affairs ("DEFRA") databases and Energy consumption Indicators and Benchmarks from Hong Kong Electrical and Mechanical Services Department for the calculation of our Scope 3 emission

SUSTAINABILITY PERFORMANCE

Scope 3 Category	Description	Methodology	2023 (tCO ₂ e)
8. Upstream leased assets	Emissions from operation of assets leased by Henderson Land (not included in scope 1 and scope 2)	Emissions in this category are calculated using average-data method, using the leased floor area, the leasing period and applying average emission factors by property types	70
11. Use of sold products	Emissions from end use of buildings sold by the Henderson Land	The emissions generated during direct use phase of sold properties by Henderson Land are calculated based on sold properties area, estimated lifetime of properties, as well as average emission factors of various property types	467,730
12. End-of-life treatment of sold products	Emissions from waste disposal and treatment of buildings sold by the Henderson Land at the end of their life	For this category, the emissions are determined through extrapolation of emission generated from sampled demolition project of Henderson Land; Emissions of sample project are calculated using a waste-type-specific method (whereby the waste data generated in operation, broken down by waste types and waste treatment methods) and applying third-party provided emission factors	84

Scope 3 Category	Description	Methodology	2023 (tCO ₂ e)
13. Downstream leased assets	Emissions from operation of assets owned by the Henderson Land and leased to tenants	Emissions in this category are calculated using spend-based approach, whereby third-party provided emission factors have been applied to the income received by Henderson Land from leasing activities	248,738
15. Investments	Emissions from operation of investments by the Henderson Land	Emissions for this category are primarily calculated using an investment-specific method, which allocates Scope 1&2 emissions of the investees to Henderson Land based on shareholding percentage. In case where the relevant emissions of the investees are not available, average-data method is used which determines emissions using the revenue of investee and third-party emission factors	1,541,294

SUSTAINABILITY PERFORMANCE

Employee Statistics⁵⁹

Social KPIs	Group				Headquarters				Construction				Property Management				Other Subsidiaries in Hong Kong				Other Subsidiaries in Mainland China and Overseas				
	2023		2022		2023		2022		2023		2022		2023		2022		2023		2022		2023		2022		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Employees by gender, contract type, employment type, position level, age and ethnicity⁶⁰																									
Total workforce	5,867	5,177	5,983	5,337	680	647	721	680	349	122	367	91		1,995	1,292	1,985	1,248	2,065	2,553	2,201	2,789	778	563	709	529
No. of non-guaranteed hours employees	406	656	447	707	1	2	0	0	0	0	0	0		69	68	0	0	333	583	443	705	3	3	4	2
By employment contract																									
Full-time	5,375	4,460	5,411	4,539	679	645	720	678	349	122	367	91		1,838	1,181	1,857	1,155	1,731	1,951	1,758	2,086	778	561	709	529
Part-time	492	717	572	798	1	2	1	2	0	0	0	0		157	111	128	93	334	602	443	703	0	2	0	0
By employment type																									
Permanent	4,199	3,831	4,388	4,004	678	646	716	678	349	122	367	91		1,236	941	1,333	994	1,699	1,929	1,777	2,061	237	193	195	180
Temporary	1,668	1,346	1,595	1,333	2	1	5	2	0	0	0	0		759	351	652	254	366	624	424	728	541	370	514	349
By position level																									
Managerial	723	411	707	391	273	145	271	143	4	0	4	0		125	42	125	37	240	182	231	172	81	42	76	39
Supervisory	1,557	1,045	1,523	1,026	314	294	348	312	117	4	151	2		592	314	465	299	305	216	343	201	229	217	216	212
General	3,587	3,721	3,753	3,920	93	208	102	225	228	118	212	89		1,278	936	1,395	912	1,520	2,155	1,627	2,416	468	304	417	278
By age group																									
Aged below 30	1,050		1,177		131		156		30		39			327		367		420		509		142		106	
Aged 30-50	4,830		4,952		721		776		163		156			1,058		1,083		1,873		1,980		1,015		957	
Aged over 50	5,164		5,191		475		469		278		263			1,902		1,783		2,325		2,501		184		175	

⁵⁹ Data includes employees of the Group's headquarters and subsidiaries under the Group's full year control. The categories "Headquarters", "Construction", "Property Management" and "Other Subsidiaries in Hong Kong" record data from the Group's workforce in Hong Kong, while the category "Other Subsidiaries in mainland China and Overseas" records data from the Group's workforce in mainland China and Overseas

⁶⁰ In 2023, we have updated our approach of calculating ethnicity-related data. Adhering to the reporting principles of 'consistency', we adjusted our calculation for 2022 to align with that in 2023 and allow for meaningful comparison of data over time

SUSTAINABILITY PERFORMANCE

Social KPIs	Group				Headquarters				Construction				Property Management				Other Subsidiaries in Hong Kong				Other Subsidiaries in Mainland China and Overseas			
	2023		2022		2023		2022		2023		2022		2023		2022		2023		2022		2023		2022	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
By ethnicity																								
Asian - Chinese	10,968		11,223		1,323		1,398		465		455			3,284		3,230		4,565		4,908		1,331		1,232
Asian - Filipino	2		5		1		1		0		0			1		1		0		3		0		0
Asian - Japanese	2		0		0		0		0		0			0		0		2		0		0		0
Asian - Others ⁶¹	55		73		2		2		6		3			1		1		46		67		0		0
White	9		5		1		0		0		0			0		0		0		1		8		4
Others	8		14		0		0		0		0			1		1		5		11		2		2
Managerial level by ethnicity																								
Asian - Chinese	1,127		1,093		416		413		4		4			167		162		418		400		122		114
Asian - Filipino	1		1		1		1		0		0			0		0		0		0		0		0
Asian - Japanese	2		0		0		0		0		0			0		0		2		0		0		0
Asian - Others	0		0		0		0		0		0			0		0		0		0		0		0
White	1		1		1		0		0		0			0		0		0		1		0		0
Others	3		3		0		0		0		0			0		0		2		2		1		1

⁶¹ Workforce in the category Asian - Others include Nepali, Pakistani and Thai

SUSTAINABILITY PERFORMANCE

New Hires and Turnover

Social KPIs	Group		Headquarters		Construction		Property Management		Other Subsidiaries in Hong Kong		Other Subsidiaries in Mainland China and Overseas	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
New hires by gender and age⁶²												
Total new hires	4,016	5,091	221	233	177	149	1,058	1,064	2,315	3,480	245	165
By gender												
Male	1,959	2,482	104	112	113	117	632	658	968	1,502	142	93
Female	2,057	2,609	117	121	64	32	426	406	1,347	1,978	103	72
By age group												
Aged below 30	656	957	76	79	25	22	176	186	308	641	71	29
Aged 30-50	1,594	2,023	133	137	67	66	386	403	845	1,295	163	122
Aged over 50	1,766	2,111	12	17	85	61	496	475	1,162	1,544	11	14
Open positions filled by internal candidates^{63 64}												
Percentage	4.4%	6.3%	1.2%	2.7%	0%	0.5%	7.1%	11.6%	0.1%	5.2%	24.3%	2.7%
Total employee turnover by gender and age⁶⁵												
Total employee turnover	5,316	5,194	276	267	170	138	1,384	1,189	3,250	3,400	236	200
By gender												
Male	2,604	2,572	138	130	137	115	803	760	1,386	1,455	140	112
Female	2,712	2,622	138	137	33	23	581	429	1,864	1,945	96	88
By age group												
Aged below 30	846	791	70	74	29	22	290	175	423	498	34	22
Aged 30-50	1,852	2,096	155	150	59	40	430	426	1,045	1,348	163	132
Aged over 50	2,618	2,307	51	43	82	76	664	588	1,782	1,554	39	46

⁶² No. of new hires is calculated as the number of new employees hired externally during the reporting period

⁶³ Percentage of open positions filled by internal candidates is calculated as the total number of open positions filled by the group's own employees divided by the total number of vacancies in the Group in the reporting period

⁶⁴ The significant increase in the percentage of open position filled by internal candidates in other subsidiaries in mainland China and overseas can be attributable to Starplus' hiring of internal candidates to support its expansion of business operations

⁶⁵ In 2023, we have updated our approach of calculating employee turnover-related data. Adhering to the reporting principles of 'consistency', we adjusted our calculation for 2022 to align with that in 2023 and allow for meaningful comparison of data over time

Social KPIs	Group		Headquarters		Construction		Property Management		Other Subsidiaries in Hong Kong		Other Subsidiaries in Mainland China and Overseas	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Total employee voluntary turnover by gender and age												
Total employee voluntary turnover	4,880	4,998	269	258	145	123	1,214	1,142	3,090	3,285	162	190
By gender												
Male	2,371	2,465	133	123	116	103	699	730	1,317	1,401	106	108
Female	2,509	2,533	136	135	29	20	515	412	1,773	1,884	56	82
By age group												
Aged below 30	736	779	67	72	29	22	212	174	398	490	30	21
Aged 30-50	1,714	2,020	153	146	53	35	414	411	992	1,304	102	124
Aged over 50	2,430	2,199	49	40	63	66	588	557	1,700	1,491	30	45

Employee Gender Diversity

Social KPIs	Percentage	
	2023	2022
Female workforce percentage		
Total workforce	46.9%	47.1%
By position level		
Managerial	36.2%	35.7%
- Top management	18.5%	19.2%
- Middle management	33.2%	32.0%
- Junior management	39.8%	40.4%
Supervisory	40.2%	40.7%
General	50.9%	51.0%
By type of position		
Management positions in revenue-generating functions	57.7%	46.1%
STEM-related positions	12.5%	12.8%

SUSTAINABILITY PERFORMANCE

Employee Training⁶⁶

Social KPIs	Group		Headquarters		Construction ⁶⁷		Property Management		Other Subsidiaries in Hong Kong		Other Subsidiaries in Mainland China and Overseas	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Percentage of employees trained by gender and position level⁶⁸												
By gender												
Male	88%	73%	68%	65%	22%	21%	108%	80%	84%	69%	94%	99%
Female	89%	80%	76%	67%	9%	16%	102%	77%	88%	83%	90%	102%
By position level												
Managerial	93%	85%	79%	75%	25%	50%	115%	97%	103%	86%	83%	97%
Supervisory	95%	87%	74%	70%	33%	27%	111%	100%	106%	86%	93%	110%
General	85%	72%	57%	46%	14%	16%	103%	70%	82%	74%	94%	96%
Average training hours per employee by gender and position level												
By gender												
Male	21	17	13	9	8	9	34	31	7	6	37	20
Female	19	16	13	9	5	6	32	27	8	5	55	55
By position level												
Managerial	17	12	15	12	2	2	26	19	9	8	38	17
Supervisory	33	31	14	8	7	8	46	52	13	13	64	61
General	16	12	7	6	8	9	28	23	7	4	34	22
Training on anti-corruption												
Percentage of employees trained												
By position level												
Managerial	32%	24%	14%	12%	0%	0%	41%	36%	48%	28%	25%	37%
Supervisory	22%	25%	17%	19%	0%	0%	26%	41%	35%	13%	13%	29%
General	22%	14%	20%	16%	0%	0%	29%	32%	20%	5%	23%	11%

⁶⁶ In 2023, we have updated our approach of calculating employee training-related data. Adhering to the reporting principles of 'consistency', we adjusted our calculation for 2022 to align with that in 2023 and allow for meaningful comparison of data over time

⁶⁷ Training-related data of construction only includes employees working in construction sites, employees involved in other construction-related activities are counted under headquarters

⁶⁸ The percentage of employees in Hong Kong, mainland China and overseas receiving training exceeds 100% mainly due to the turnover of employees

Social KPIs	Group	
	2023	2022
Spending on training and development (in HK\$ million)		
Total	3.6	2.1
By gender		
Male	2.0	1.1
Female	1.6	1.0
By position level		
Managerial	0.9	0.5
Supervisory	1.6	1.1
General	1.1	0.5

Employee Performance Review⁶⁹

Social KPIs	Group		Headquarters		Construction		Property Management		Other Subsidiaries in Hong Kong		Other Subsidiaries in Mainland China and Overseas	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Percentage of employees receiving regular performance and career development reviews by gender and position level												
By gender												
Male	78%	74%	100%	100%	100%	100%	92%	89%	47%	42%	94%	93%
Female	73%	69%	100%	100%	100%	100%	91%	90%	51%	46%	93%	92%
By position level												
Managerial	92%	93%	100%	100%	100%	100%	98%	98%	84%	83%	89%	91%
Supervisory	90%	88%	100%	100%	100%	100%	96%	93%	65%	59%	92%	93%
General	67%	63%	100%	100%	100%	100%	89%	88%	43%	39%	95%	92%

⁶⁹ Performance review only accounts for employees who complete the review in written form

SUSTAINABILITY PERFORMANCE

Employee Parental Leave

Group		Headquarters		Construction		Property Management		Other Subsidiaries in Hong Kong		Other Subsidiaries in Mainland China and Overseas	
2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Employees entitled to parental leave											
9,220	9,045	1,326	1,401	471	458	3,249	3,203	2,866	2,854	1,308	1,129
Employees who took parental leave											
205	215	27	34	1	5	20	24	131	123	26	29
Employees that returned to work during the reporting period after parental leave ended											
192	198	24	29	1	5	17	18	130	121	20	25
Employees that returned to work after parental leave ended and were still employed 12 months after their return to work											
156	154	21	18	3	4	9	12	108	101	15	19
Return-to-work rate											
98%	97%	100%	100%	100%	100%	85%	75%	100%	99%	95%	100%
Retention rate											
72%	83%	72%	90%	60%	100%	25%	43%	86%	89%	65%	95%

Occupational Health and Safety Data^{70*}

Occupational Health and Safety	2023		2022	
	Direct employee	Subcontracted worker ⁷¹	Direct employee	Subcontracted worker
Work-related fatalities	0	0	0	0
Total hours worked ^{72,73}	28,132,992	7,519,500	28,321,026	5,281,200
Rate of work-related fatalities (per 200,000 hours worked) ⁷⁴	0	0	0	0
Total number of high-consequence work-related injuries ⁷⁵	16	11	11	8
Rate of high-consequence work-related injury (per 200,000 hours worked) ⁷⁶	0.11	0.29	0.08	0.30
Total number of recordable work-related injuries (including high-consequence work-related injury)	184	19	184	15
Rate of recordable work-related injury (per 200,000 hours worked) ⁷⁷	1.31	0.51	1.30	0.57
Number of work-related ill health	0	0	0	0
Lost days due to work-related injuries and ill health	6,194	3,724	7,125	2,933
Absentee rate ⁷⁸	1.72%	N/A	2.03%	N/A
Loss-time injury frequency rate (LTIFR) (per million hours worked) ⁷⁹	6.54	2.53	6.50	2.84

⁷⁰ The Group's occupational health and safety data in 2023 was verified by a third-party consultant, including work-related fatalities, rate of high-consequence work-related injury, rate of recordable work-related injury, absentee rate, and loss-time injury frequency rate (LTIFR) among the Group's headquarters, construction sites, property management and other subsidiaries

⁷¹ Data includes only subcontracted workers of our own construction subsidiaries

⁷² In 2022, the total hours worked of direct employees is calculated using number of working hour per day multiplied by number of working days and number of employees. With increased data availability starting 2023, we have begun collecting and disclosing the actual number of hours worked

⁷³ Total hours worked for direct employees in 2022 is restated due to updated approach to calculation

⁷⁴ Rate of work-related fatalities (per 200,000 hours worked) is calculated as "all fatalities as a result of work-related injury divided by total no. of hours worked for employees and then multiply by 200,000". The factor 200,000 is the annual hours worked by 100 employees, based on 40 hours per week for 50 weeks a year

⁷⁵ The main type of high-consequence work-related injuries was fracture involving the use of machinery or tools

⁷⁶ Rate of high-consequence work-related injury (per 200,000 hours worked) is calculated as "high-consequence work-related injuries (exclude fatalities) divided by total no. of hours worked for employees and then multiply by 200,000". The factor 200,000 is the annual hours worked by 100 employees, based on 40 hours per week for 50 weeks a year

⁷⁷ Rate of recordable work-related injury (per 200,000 hours worked) is calculated as "all recordable work-related injuries divided by total no. of hours worked for employees and then multiply by 200,000". The factor 200,000 is the annual hours worked by 100 employees, based on 40 hours per week for 50 weeks a year

⁷⁸ Absentee rate is calculated as number of actual days lost divided by number of scheduled work days in the reporting period

⁷⁹ Loss-Time Injury Frequency Rate (LTIFR) (per million hours worked) represents the number of lost-time injuries per million hours worked. It is calculated as "total number of lost-time injuries divided by total no. of hours worked and then multiplied by 1,000,000"

* 2023 data subject to limited assurance by KPMG

SUSTAINABILITY PERFORMANCE

Supply Chain

Supplier statistics	Group		HLD		HIL		Miramar Group	
	2023	2022	2023	2022	2023	2022	2023	2022
No. of suppliers	8,193	7,346	4,548	4,068	2,646	2,360	999	918
By geographical location								
Hong Kong	7,069	6,711	3,515	3,492	2,563	2,307	991	912
Mainland China	993	523	987	518	4	4	2	1
Overseas	131	112	46	58	79	49	6	5
By type of supplier								
Consultant	7.4%	7.5%	13.2%	13.4%	0.0%	0.0%	0.3%	0.1%
Contractor	25.4%	23.0%	35.1%	34.9%	2.9%	1.9%	41.1%	24.4%
Suppliers and others	67.2%	69.5%	51.7%	51.7%	97.1%	98.1%	58.6%	75.5%
Percentage of supply chain spending by geographical location and type of supplier								
By geographical location								
Hong Kong	97.6%	98.0%	97.8%	98.2%	94.4%	96.2%	99.3%	99.3%
Mainland China	1.2%	1.2%	1.3%	1.3%	0.1%	0.2%	0.5%	0.6%
Overseas	1.2%	0.8%	0.9%	0.5%	5.5%	3.6%	0.2%	0.1%
By type of supplier								
Consultant	4.4%	3.9%	4.8%	4.3%	0.0%	0.0%	0.2%	0.0%
Contractor	77.1%	72.9%	83.5%	80.5%	4.7%	1.4%	37.5%	35.2%
Suppliers and others	18.5%	23.2%	11.7%	15.2%	95.3%	98.6%	62.3%	64.8%

Board of Directors

Board Composition	Percentage	
	2023	2022
By gender		
Male	88%	88%
Female	12%	12%
By age group		
Aged over 50	100%	100%
Anti-corruption Training		
	Percentage	
	2023	2022
The percentage of Board Members receiving training on anti-corruption	88%	88%

Team of Professionals

Qualified Professionals	Number
BEAM Affiliate	1
BEAM Professional	24
BOMA BEST Sustainability Professional	3
Certified Arborist	5
Certified Carbon Auditor	2
CIC Certified BIM Manager	2
Ecologist	1
GBL Qualified Manager	7
GRI Certified Sustainability Professional	4
LEED Accredited Professional	15
LEED Green Associate	5
Retro-commissioning RCx Pro	1
SmartScore Accredited Professional	5
WELL Accredited Professional	13
WiredScore Accredited Professional	4

SUSTAINABILITY PERFORMANCE

Customer Satisfaction at our Property Management Subsidiaries

Subsidiary	Aspect	Channel	Satisfaction result (%)	
			2023	2022
Goodwill	<ul style="list-style-type: none"> • Service Quality • Cleaning Quality • Security Quality • Maintenance Quality • Customer Service • Facilities & Activities 	Questionnaires, interviews	97.2	97.8
Hang Yick	<ul style="list-style-type: none"> • Customer Service • Security Service & Concierge • Club House Service • Facility Management • Cleaning Service 	Customer Services Survey	Customer Services Survey 2023 is scheduled to be conducted from March 2024	98.9
Well Born	<ul style="list-style-type: none"> • Landscape Service • Car Park Management • Shuttle Bus Service • Communication • Others 			99.0

Political Contribution

Type of Contribution	Total amount (in HK\$ million)
	2023
Lobbying, interest representation or similar	0
Local, regional or national political campaigns/ organisations/ candidates	0
Trade associations or tax-exempt groups (e.g. think tanks)	0
Other (e.g. spending related to ballot measures or referendums)	0

Philanthropic Contribution

Type of Contribution	Total amount (in HK\$ million)
	2023
Cash contributions	52
In-kind support:	N/A
- Regarding the Group's support on transitional housing projects and land donation, please refer to p.129 to 131 of the Report for details	

INDEPENDENT LIMITED ASSURANCE REPORT



Independent Practitioner's Limited Assurance Report

to the Board of Directors of Henderson Land Development Company Limited

We have undertaken a limited assurance engagement of the selected sustainability information of Henderson Land Development Company Limited ("the Company") for the year ended 31 December 2023, marked with the symbol * ("the Selected Sustainability Information") in the "Sustainability Performance" section of the Sustainability Report 2023 ("the Report").

Directors' responsibilities

The directors are responsible for the preparation of the Selected Sustainability Information in accordance with applicable criteria, as set out in heading "Reporting Standards" within the "About this Report" section of the Report (referred as "applicable criteria" thereafter). This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the Selected Sustainability Information that is free from material misstatement, whether due to fraud or error.

Our independence and quality management

We have complied with the independence and other ethical requirements of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our responsibilities

Our responsibility is to express a limited assurance conclusion on the Selected Sustainability Information based on the procedures we have performed and the evidence we have obtained. This report is made solely to you, as a body, in accordance with our agreed terms of engagement, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of this report.

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information ("ISAE 3000 (Revised)") and, in respect of greenhouse gas emissions, International Standard on Assurance Engagements 3410, Assurance Engagements on Greenhouse Gas Statements ("ISAE 3410") issued by the International Auditing and Assurance Standards Board. These standards require that we plan and perform this engagement to obtain limited assurance about whether the Selected Sustainability Information is free from material misstatement.

A limited assurance engagement undertaken in accordance with ISAE 3000 (Revised), and ISAE 3410 involves assessing the suitability in the circumstances of the Company's use of applicable criteria as the basis for the preparation of the Selected Sustainability Information, assessing the risks of material misstatement of the Selected Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Selected Sustainability Information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks. Within the scope of our work we performed amongst others the following procedures:

- Enquiries of relevant staff at corporate and selected site level responsible for the preparation of the Selected Sustainability Information;
- Interviews with relevant staff to understand the design and implementation of the systems and methods used to collect and process the Selected Sustainability Information;
- Agreement of the Selected Sustainability Information, on a sample basis, to source documentation;
- Analytical procedures over the Selected Sustainability Information;
- Compared the definitions as included in the applicable criteria against the definitions used by the Company to prepare the Selected Sustainability Information; and
- Read the information presented in the Report to determine whether it is in line with our overall knowledge of, and experience with, the sustainability performance of the Company.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Company's Selected Sustainability Information has been prepared, in all material respects, in accordance with the applicable criteria as set out in heading "Reporting Standards" within the "About this Report" section of the Report.

Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. In addition, greenhouse gas quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Company's Selected Sustainability Information for the year ended 31 December 2023 is not prepared, in all material respects, in accordance with the applicable criteria as set out in heading "Reporting Standards" within the "About this Report" section of the Report.

Certified Public Accountants

8th Floor, Prince's Building
10 Chater Road
Central, Hong Kong

21 March 2024

SUSTAINABILITY AWARDS AND PROFESSIONAL MEMBERSHIP

Sustainability Awards

Project accreditations

Green for Planet

The green building certifications achieved by the Group demonstrate our leadership in adopting best practices in the design and construction of buildings that reduce environmental impacts whilst improving environmental quality and user satisfaction. Our cumulative achievements of local, regional and international green building certifications demonstrate our leadership in this space:

81

BEAM Plus

19

BEAM

18

LEED

10

China Green Building Design Labels

4

TRUE Certification

1

China Green Building Label

Innovation for Future

Innovation is an important driving force for enhancing sustainability and business growth for us, and we strive to introduce new solutions and technologies that create a quality and smart living environment for users, tenants and residents alike. Our accreditations in relation to innovation are as follows:

WiredScore Certification

- **Platinum** (The Henderson)

SmartScore Certification

- **Platinum** (The Henderson)

Parksmart Certification

- **Pioneer** (World Financial Centre, Beijing)

China Smart Building Pre-Certification

- **Three Star Pioneer** (The Henderson)

26

WELL Project Accreditations

9

China Healthy Building Design Label

Value for People

We aim to develop buildings that not only reduce environmental impacts but also enhance the health and well-being of their occupants. The cumulative number of healthy buildings certifications achieved demonstrates our leadership in this space:

Below we list out project accreditations and awards achieved by each development this year:

Development	Accreditation / Award	Rating / Award Category
208 Johnston	WELL Health-Safety Rating	WELL Health-Safety Rated
39 King's Road	BEAM Plus	BEAM Plus (New Buildings) - Final Silver Rating
4-24 Nam Kok Road	BEAM Plus	BEAM Plus (New Buildings) - Provisional Gold Rating
AIA Financial Centre	WELL Health-Safety Rating	WELL Health-Safety Rated
Baker Circle	Asia Pacific Property Award 2023-2024	Mixed Use Development Hong Kong - Winner
	Green Building Award 2023	New Buildings Category (Projects Under Construction and/ or Design - Residential) - Merit Award
Baker Circle · Dover	APIGBA & AIB Award	Design Award - Gold
	China Healthy Building Design Label	3-Star Rating
Baker Circle · Euston	BEAM Plus	BEAM Plus (New Buildings) - Provisional Gold Rating
	China Healthy Building Design Label	3-Star Rating
Baker Circle · Greenwich	China Healthy Building Design Label	3-Star Rating
1-27 Berwick Street, 202-220 Nam Chong Street and 1-14 Yiu Tung Street	WELL Building Standard	Pre-certified
	China Healthy Building Design Label	Gold Rating
	Asia Pacific Property Award 2023-2024	Residential High Rise Development Hong Kong - Winner
Caine Hill	Green Building Award 2023	New Buildings Category (Completed Projects - Residential) - Merit Award
Centro, Shanghai	TRUE Certification	Platinum Rating
	WELL Health-Safety Rating	WELL Health-Safety Rated
Cetus · Square Mile	BEAM Plus	BEAM Plus (New Buildings) - Final Silver Rating
Double Cove	Green Building Award 2023	Existing Buildings Category (Facilities Management) - Finalist
FWD Financial Centre	WELL Health-Safety Rating	WELL Health-Safety Rated

SUSTAINABILITY AWARDS AND PROFESSIONAL MEMBERSHIP

Development	Accreditation / Award	Rating / Award Category
Greentech Tower, Shanghai	TRUE Certification	Platinum Rating
	WELL Health-Safety Rating	WELL Health-Safety Rated
H Zentre	Quality Building Award 2022	Merit Award
	Leadership in Energy and Environmental Design (LEED)	Final Platinum
Harbour East	Green Solution Awards 2022-2023 (China)	New Construction Grand Prize - Finalist
Henderson 688, Shanghai	TRUE Certification	Platinum Rating
	WELL Health-Safety Rating	WELL Health-Safety Rated
Henderson Metropolitan, Shanghai	WELL Health-Safety Rating	WELL Health-Safety Rated
Henley Park	BEAM Plus	BEAM Plus (New Buildings) - Final Gold Rating
K Plus	Zero-Carbon Ready Building Certification Scheme	Low / Level 1 Improvement
Lumina 2 Shanghai	Leadership in Energy and Environmental Design (LEED)	Pre-certification Gold
	WELL Health-Safety Rating	WELL Health-Safety Rated
Lumina Guangzhou	WELL Health-Safety Rating	WELL Health-Safety Rated
Nam Cheong 220	Green Building Award 2023	New Buildings Category (Completed Projects - Residential) - Finalist
Novum Point	BEAM Plus	BEAM Plus (New Buildings) - Final Silver Rating
No. 8 Castle Road	2023 LIV Hospitality Awards	Interior Design Private Club
One Artlane	BEAM Plus	BEAM Plus (New Buildings) - Final Silver Rating
One Innovale	Green Building Award 2023	New Buildings Category (Completed Projects - Residential) - Merit Award
		New Buildings Category (Projects Under Construction and/ or Design - Residential) - Special Citation on United Nations Sustainable Development Goals
	Green Solution Awards 2022-2023 (China)	Health & Comfort Prize - Finalist
	Stephen R. Kellert Biophilic Design Award	Finalist

Development	Accreditation / Award	Rating / Award Category
Site 3 New Central Harbourfront (Phase 1)	BEAM Plus	BEAM Plus (New Buildings) - Provisional Platinum Rating
Tai Kok Tsui Site G	Asia Pacific Property Award 2023-2024	Residential High Rise Development Hong Kong - Winner
	BEAM Plus	BEAM Plus (New Buildings) - Provisional Gold Rating
The Harmonie	Green Building Award 2023	New Buildings Category (Completed Projects - Residential) - Merit Award
The Henderson	APIGBA & AIB Award	Grand Award and Design Award
	RICS Hong Kong Awards 2023	Construction Project Management Team of the Year - Highly Commended Sustainability Award
	HKIA Annual Awards 2022/ 23	Special Award - Architectural Installation, Curation & Exhibition Design
	China Smart Building Pre-Certification	Three Star Pioneer Rating
The Henley	BEAM Plus	BEAM Plus (New Buildings) - Final Platinum Rating
	Green Building Award 2023	New Buildings Category (Completed Projects - Residential) - Finalist and Special Citation on United Nations Sustainable Development Goals
The Paddington	China Healthy Building Design Label	Gold Rating
	Green Building Award 2023	New Buildings Category (Projects Under Construction and/ or Design - Residential) - Finalist
	Real Estate Asia Awards 2023	Residential Development of The Year - Hong Kong
The Quinn · Square Mile	Real Estate Asia Awards 2023	Mixed-Use Development of The Year - Hong Kong
The Royale	BEAM Plus	BEAM Plus (New Buildings) - Final Silver Rating
The Vantage	BEAM Plus	BEAM Plus (New Buildings) - Final Bronze Rating
World Financial Centre, Beijing	WELL Building Standard	WELL CORE Platinum
	WELL Health-Safety Rating	WELL Health-Safety Rated

SUSTAINABILITY AWARDS AND PROFESSIONAL MEMBERSHIP

Henderson Land Development Sustainability Awards

The Group continues to be recognised by the market as a leading developer in the industry. The sustainability awards we have received are testimony to our strength and commitment to delivering long-term economic value while maintaining a sustainable brand.

Organiser	Award / Ratings
EDigest	EDigest Outstanding Listed Enterprises 2023
GRESB	<ul style="list-style-type: none"> • Global Sector Leader (Diversified - Office/ Retail) • Regional Sector Leader (Asia) (Diversified - Office/ Retail)
Hong Kong Economic Times	Excellence ESG Recognition Scheme 2023-2024
Hong Kong Green Building Council & Professional Green Building Council	Green Building Award 2023 <ul style="list-style-type: none"> • Green Building Leadership Category (Facilities Management) - Finalist
Hong Kong Investor Relations Association	HKIRA 9th IR Awards 2023 - Certificates of Excellence
Hong Kong Quality Assurance Agency	Sustainability Rating of AA+
International Property Media Ltd	Asia Pacific Property Award 2023-2024 <ul style="list-style-type: none"> • Best Developer Website Hong Kong - 5 Star • Best Developer Website Asia Pacific
MerComm Inc.	International ARC Awards 2023 <ul style="list-style-type: none"> • Sustainability Report 2023 - Bronze
Real Estate Asia Award	Real Estate Asia Awards 2023 - Developer of the Year
S&P Global	The S&P Global Corporate Sustainability Assessment <ul style="list-style-type: none"> • Member of S&P Global Sustainability Yearbook 2023 • Member of S&P Sustainability Yearbook 2023 (Chinese edition) • Industry Mover
Southern Finance Omnimedia Corp.	The GBA Outstanding Brand Awards 2023
Sustainalytics	Low Risk
The Hong Kong Institute of Financial Analysts and Professional Commentators Limited	Outstanding Listed Companies Award 2023

Organiser	Award / Ratings
Green for Planet	
Bloomberg Businessweek/ Chinese Edition and Deloitte	ESG Leading Enterprise Awards 2023 <ul style="list-style-type: none"> • ESG Leading Enterprise Awards • Leading Environmental Initiative Awards • Leading Social Initiative Awards
CDP	Rated B in Climate Change Assessment
China Real Estate Chamber of Commerce Hong Kong and International	Real Estate ESG Awards GBA 2023 <ul style="list-style-type: none"> • The Outstanding ESG Performer of the Year • Outstanding Performance - Green Design (Gold) • Outstanding Performance - Liveability (Bronze)
Construction Industry Council (CIC) and the Hong Kong Green Building Council (HKGBC)	4-Colour Biz-Green Outfits Social Media Challenge <ul style="list-style-type: none"> • Biz Green Style Award - Gold
ESG Future Foundation & Iridium Capital Limited	Top 100 China's Overseas Listed Companies Carbon Rating
HK01	Excellent ESG and Smart Living Enterprise 2023
Hong Kong ESG Reporting Awards Limited	Hong Kong ESG Reporting Awards (HERA) 2023 <ul style="list-style-type: none"> • Best ESG Report • Outstanding ESG Improvement Award • Excellence in Environmental Positive Impact • Excellence in Social Positive Impact • GRESB X HERA Award: Excellence in Real Estate
Institute of ESG & Benchmark	ESG Achievement Awards 2022/ 2023 <ul style="list-style-type: none"> • ESG Benchmark Awards - Diamond Award and Winner of Outstanding Performance in Social Responsibility • Outstanding ESG Awards (Listed Company) - Diamond Award • Criteria set by Funds Manager - Distinguished ESG Company - Distinction Award • ESG Innovative Project Award - Distinction Award
Metro Finance	GBA ESG Achievement Awards 2023 <ul style="list-style-type: none"> • GBA Corporate Sustainability Grand Award • Outstanding Corporate Governance Award • Outstanding Green Sustainable Achievement Awards • Outstanding Social Sustainable Achievement Awards

SUSTAINABILITY AWARDS AND PROFESSIONAL MEMBERSHIP

Organiser	Award / Ratings
Ming Pao Newspapers Limited	Ming Pao ESG Award 2023 <ul style="list-style-type: none"> • Excellence in ESG Innovation Award • Excellence in Decarbonization Award • Excellence in Caring Award • Elite of Sustainability Performance Award
Television Broadcasts Limited	TVB ESG Awards 2023 <ul style="list-style-type: none"> • Best in ESG Practices • Best in ESG Report • ESG Project Innovation Award • Innovative Climate Technology Award
The Chinese University of Hong Kong's the Centre for Business Sustainability	Business Sustainability Index <ul style="list-style-type: none"> • 8th at The 1st Global Business Sustainability Index • 8th at The 8th Hong Kong Business Sustainability Index • 9th at The 3rd Greater China Business Sustainability Index • 10th at The 4th Greater Bay Area Business Sustainability Index
The Hong Kong Management Association	Hong Kong Sustainability Award 2023 <ul style="list-style-type: none"> • Merit Award (Large Organisation Category) • Excellence in Social Sustainability Initiative
Innovation for Future	
Global MIKE Study Group	Global Most Innovative Knowledge Enterprise (MIKE) Award 2023
Hong Kong Green Building Council and Professional Green Building Council	Green Building Award 2023 <ul style="list-style-type: none"> • Building Products & Technology Category - Finalist (Smartflower)
Knowledge Management and Innovation Research Centre of The Hong Kong Polytechnic University	Hong Kong Most Innovative Knowledge Enterprise (MIKE) Award 2023

Similarly, our wholly-owned subsidiaries Goodwill, Hang Yick, Well Born, E Man Construction, as well as our subsidiaries Miramar Group and HIL continue to be recognised for their continued commitment and achievements in sustainability, which is a testimony to the Group putting the key drivers of our sustainability strategy into action.

Goodwill Sustainability Awards

Organiser	Award / Ratings
Green for Planet	
CLP	CLP's Peak Demand Management Programme 2022 <ul style="list-style-type: none"> • Certificate of Appreciation (20 awarded properties in total)
	CLP Smart Energy Award 2023 <ul style="list-style-type: none"> • Certificate of Appreciation (24 awarded properties in total)
Environment and Ecology Bureau	Natural Christmas Trees Recycling Programme 2023 <ul style="list-style-type: none"> • Certificate of Appreciation (3 awarded properties in total)
	Peach Blossom Trees Recycling Programme 2023 <ul style="list-style-type: none"> • Certificate of Appreciation (2 awarded properties in total)
Environmental Campaign Committee	Hong Kong Awards for Environmental Excellence 2022 <ul style="list-style-type: none"> • Certificate of Appreciation (35 awarded properties in total) • Outstanding Green Achiever Commendation Scheme (10 awarded properties in total)
	Hong Kong Green Organization Certification (12 awarded properties in total)
	Energywise Certificate <ul style="list-style-type: none"> • Basic Level (3 awarded properties in total) • Good Level (3 awarded properties in total) • Excellent Level (3 awarded properties in total)
	Wastewise Certificate <ul style="list-style-type: none"> • Basic Level (8 awarded properties in total) • Good Level (7 awarded properties in total)
Electrical and Mechanical Services Department	Energy Saving Charter 2023 (35 awarded properties in total)
	4Ts Charter (14 awarded properties in total)
Federation of Hong Kong Industries	BOCHK Corporate Low-Carbon Environmental Leadership Awards 2022 <ul style="list-style-type: none"> • Eco Partner (34 awarded properties in total) • Eco Challenger (3 awarded properties in total)
Green Council	Hong Kong Green Awards 2023 <ul style="list-style-type: none"> • Green Management Award - Service Provider (Larger Corporation) - Bronze (KOLOUR Tsuen Wan I)

SUSTAINABILITY AWARDS AND PROFESSIONAL MEMBERSHIP

Organiser	Award / Ratings
Greeners Action	Lai See Reuse and Recycle Programme 2023 <ul style="list-style-type: none"> • Certificate of Appreciation (12 awarded properties in total)
	Umbrella Bags Reduction Accreditation Programme 2023 <ul style="list-style-type: none"> • Diamond Level (33 awarded properties in total) • Industry Pioneer Award - Excellence Award
Hong Kong Green Building Council	Zero-Carbon Ready Building Certification <ul style="list-style-type: none"> • Low / Level 1 Improvement (K Plus)
Hong Kong Quality Assurance Agency	Hong Kong Green and Sustainability Contribution Awards 2023 <ul style="list-style-type: none"> • Gold Seal for Contribution to Sustainable Property - Promote Environmental Protection (10 awarded properties in total) • Outstanding Award for Contribution to Sustainable Property (Property Management) - Promote Environmental Protection
World Wildlife Fund For Nature Hong Kong	Earth Hour 2023 <ul style="list-style-type: none"> • Certificate of Appreciation (29 awarded properties in total)
Water Supplies Department	Quality Water Supply Scheme for Buildings - Fresh Water (Management System) <ul style="list-style-type: none"> • Gold (2 awarded properties in total) • Silver (3 awarded properties in total) • Blue (10 awarded properties in total)
	Quality Water Supply Scheme for Buildings - Flushing Water <ul style="list-style-type: none"> • Gold (3 awarded properties in total) • Blue (4 awarded properties in total)
Value for People	
Employees Retraining Board (ERB)	ERB Manpower Developer Award Scheme <ul style="list-style-type: none"> • Manpower Developer 2012-2023 • Certificate of Appreciation 2020-2023
Labour and Welfare Bureau and Community Investment & Inclusion Fund	Social Capital Builder Awards 2020-23 <ul style="list-style-type: none"> • Social Capital Builder Logo Awards
Promoting Happiness Index Foundation	Happiness at Work Promotional Scheme 2023 <ul style="list-style-type: none"> • Happy Company
The Hong Kong Federation of Youth Groups	Heart to Heart Company 2022/ 23

Hang Yick and Well Born Sustainability Awards

Organiser	Award / Ratings
The Chinese Manufactures' Association of HK	ESG Pledge Scheme <ul style="list-style-type: none"> • ESG Advocators - Gold Diamond (Well Born)
Sing Tao Daily	2022 Excellent Service Award <ul style="list-style-type: none"> • ESG Corporate Service Award (Well Born)
Green for Planet	
China Real Estate Chamber of Commerce Hong Kong and International	Real Estate ESG Awards GBA 2023 <ul style="list-style-type: none"> • Outstanding Performance - Liveability (Merit) • Outstanding Performance - Liveability (Chairman's Pick of Excellence)
Environmental Campaign Committee	Hong Kong Awards for Environmental Excellence 2022 <ul style="list-style-type: none"> • Long Participation Award 2022 (Well Born)
Federation of Hong Kong Industries	BOCHK Corporate Low-Carbon Environmental Leadership Awards <ul style="list-style-type: none"> • 3 Years+ EcoPioneer (Well Born)
Greeners Action	Umbrella Bags Reduction Accreditation Programme 2023 <ul style="list-style-type: none"> • Industry Pioneer Award - Grand Award (Well Born) • Diamond Level (Well Born)
Hong Kong Green Building Council & Professional Green Building Council	Green Building Award 2023 <ul style="list-style-type: none"> • Existing Buildings Category (Facilities Management) - Finalist (Double Cove)
Value for People	
Asia Pacific Customer Service Consortium	Customer Relationship Excellence Awards 2023 <ul style="list-style-type: none"> • 20 Consecutive Years of Participation (Well Born) • Customer Satisfaction Quality System of the Year 2023 (Property Management) (Well Born) • Corporate Environmental Leadership of the Year 2023 (Property Management) (Well Born) • Best Customer Experience Management of the Year 2023 (Property Management) (Well Born)
Chinese YMCA of Hong Kong	Sport-Friendly Action <ul style="list-style-type: none"> • Certificate of Appreciation (Hang Yick)
Christian Action	Certificate of Thanks (Well Born)
Ctgoodjobs	Ctgoodjobs Best HR Awards 2023 <ul style="list-style-type: none"> • Best Diversity, Equity & Inclusion Strategy Award (Grand) (Well Born) • Best Corporate Social Responsibility Award (Gold) (Well Born) • Best Family-friendly Employment Policy Award (Gold) (Well Born) • Recruitment Team of the Year (Well Born) • HR Rising Star of the Year (Well Born)

SUSTAINABILITY AWARDS AND PROFESSIONAL MEMBERSHIP

Organiser	Award / Ratings
Education Bureau, The Government of the Hong Kong Special Administrative Region	QF Star Supporter (Hang Yick and Well Born)
Equal Opportunities Commission	The Racial Diversity and Inclusion Charter for Employers (Well Born)
Hong Kong Association for Democracy and People's Livelihood - Career Training Centre	Certificate of Thanks (Well Born)
Labour Department - Youth Employment and Training Programme	YETP Most Improved Trainees 2023 (Well Born)
Mandatory Provident Fund Schemes Authority	<ul style="list-style-type: none"> • Good MPF Employer 5 Years+ (Hang Yick and Well Born) • e-Contribution Award (Hang Yick and Well Born) • MPF Support Award (Hang Yick and Well Born)
Occupational Safety & Health Council	Mental Health Workplace Charter (Well Born and H-Privilege Limited) The 21 st Hong Kong Occupational Safety & Health Award <ul style="list-style-type: none"> • Joyful@Healthy Workplace Best Practices Award (Well Born) • Work Safety Performance Award (Well Born) • Employee's Health Award (Well Born) • SMEs Outstanding Award (Well Born)
Occupational Safety & Health Council and Labour Department	Heart Caring Company (Hang Yick and Well Born)
Office of the Privacy Commissioner for Personal Data Hong Kong	Privacy-Friendly Awards <ul style="list-style-type: none"> • Sliver (Well Born)
Promoting Happiness Index Foundation	Happiness At Work Promotional Scheme 2023 <ul style="list-style-type: none"> • Happy Company 10+ years (Hang Yick and Well Born) • Happy Company 5+ years (H-Privilege Limited)
The Employees Retraining Board	ERB Manpower Developer Award Scheme <ul style="list-style-type: none"> • Grand Prize Award 2023 (Hang Yick and Well Born) • Super MD (Hang Yick and Well Born) • Manpower Developers (H-Privilege Limited) Employer of the Year Award 2022 (Hang Yick) ERB Outstanding Award for Employer 2022 (Well Born)
Vocational Training Council & Hong Kong Police Force Crime Prevention Bureau	2022 Security Service Best Training Award <ul style="list-style-type: none"> • Award of Gold (Hang Yick, Sheung Shui Centre, Belvedere Garden Phase II, The Trend Plaza, Shatin Centre, The Reach and Double Cove) • Award of Sliver (Metro Harbour View and Metro City) • Merit Award (Well Born and H-Privilege Limited)
Yuen Long District Youth Development and Civic Education Committee	Certificate of Thanks (Well Born)

Organiser	Award / Ratings
Endeavour for Community	
Home and Youth Affairs Bureau & Agency for Volunteer Service	Hong Kong Volunteer Award 2023 <ul style="list-style-type: none"> • Top Ten Highest Volunteer Hours (Well Born) • Excellence Gold Award (Well Born) • Outstanding Caring Estate (Well Born)
The Hong Kong Council of Social Service	Caring Company 2023/ 24 <ul style="list-style-type: none"> • 20 Years Plus Caring Company 2023/ 24 (Well Born)
The Hong Kong General Chamber of Small and Medium Business	Partner Employer Award 2023 <ul style="list-style-type: none"> • Partner Employers 10 Years + (Well Born) • Existing Employee Retention Award (Well Born) • Extra Employee Recruitment Award (Well Born)

Construction Sustainability Awards

Organiser	Award / Ratings
Hong Kong Construction Association	HKCA Construction Safety Award 2023 <ul style="list-style-type: none"> • Proactive Safety Contractor Award (E Man, Heng Shung Construction Company Limited and Grandic Construction Company Limited) • Safety Merit Award (Granbo Construction Company Limited, Heng Tat Construction Company Limited) 2022 H.K. Construction Environmental Award <ul style="list-style-type: none"> • Merit (E Man)
Hong Kong Professional Building Inspection Academy	Quality Contractor of the Year 2022 (Aquila · Square Mile) Five Stars Residency for the Year 2022 (Aquila · Square Mile)
Vocational Training Council (VTC)	2022 Outstanding Apprentice Award <ul style="list-style-type: none"> • Outstanding Apprentice Employer (E Man) 2022 Outstanding Apprentice Award <ul style="list-style-type: none"> • Outstanding Apprentice Employer (Grandic Construction Company Limited)

SUSTAINABILITY AWARDS AND PROFESSIONAL MEMBERSHIP

Henderson Investment Limited Sustainability Awards

Organiser	Award / Ratings
Green for Planet	
SocietyNext Foundation	High Impact Award - Environmental 2023 (Citistore (Hong Kong) Limited and Unicorn Stores (HK) Limited)
Swire Properties	Green Kitchen Initiative • Green Kitchen Award (APITA Eatery)
Value for People	
Mandatory Provident Fund Scheme Authority	Good MPF Employer Award 2022-2023 • Good MPF Employer Award (Unicorn Stores (HK) Limited)
TIPTOP Consultants Ltd.	Persistently Outstanding Service Outlet - Ma On Shan Store (Citistore (Hong Kong) Limited)
The Hong Kong Council of Social Service	Caring Company 2023/2024 (Citistore (Hong Kong) Limited and Unicorn Stores (HK) Limited)

Miramar Group Sustainability Awards

Organiser	Award / Ratings
Greater-China Association of Branding Industry	100% HK Branding Award 2023 • GBA ESG Sustainable Corporate Development Award
Hong Kong Economic Times Limited	My Favorite Shopping Mall Awards 2022-23 • Top 10 of My Favorite Shopping Malls (Mira Place) My Favorite Shopping Mall Awards 2022-23 • Top 20 of My Favorite Shopping Mall Events (Mira Place)
Metro Finance	GBA ESG Achievement Awards 2023 • Outstanding Corporate Governance Awards
Green for Planet	
The Chinese University of Hong Kong's the Centre for Business Sustainability	The 3 rd Greater China Hotel Business Sustainability Index • Top 10 Most Sustainable Hospitality Companies
Environment and Ecology Bureau	Charter on External Lighting • Platinum Award (Mira Place 1 and 2) Energy Saving Charter (Mira Place 1 and Tower A)

Organiser	Award / Ratings
Environmental Campaign Committee	Hong Kong Green Organization Certificate (Mira Place 1 and Tower A) Hong Kong Green Organization Certification • Energywise Certificate (Excellence Level) (Mira Place 1 and Tower A) • Wastewise Certificate (Good Level) (Mira Place 1 and Tower A) • IAQwise Certificate (Basic and Good Level) (Mira Place 1 and Tower A)
Environmental Protection Department	• Friends of EcoPark 2023 (Mira Place 1) • Certificate of Registration on Waste Cooking Oils Collector in Managing Communal Grease Trap Facility(ies) (Mira Place 1) • Program on Source Separation of Commercial and Industrial Waste Certificate (Mira Place 1)
Federation of Hong Kong Industries	• Hong Kong Q-Mark Service Scheme (Q-Mark) (Mira Place 1) • Corporate Environmental Leadership Awards 2023 - EcoChallenger (Mira Place 1)
Green Council	Enterprises Cherish Water Campaign • ECH ₂ O Charter (Mira Place 1 and Tower A)
Green Power	The 30 th Green Power Hike • Outstanding Green Award in Corporation/ Organisation Cup
Greeners Action	Umbrella Bags Reduction Accreditation Program 2023 • Gold Level (Mira Place 1)
Lufthansa Innovation Hub	Emission Mitigation Certificate (Miramar Travel)
Sustainable Restaurant Association	3 Star Food Made Good Sustainability Award (The Mira Hong Kong)
Water Supplies Department	Quality Water Supply Scheme for Buildings • Fresh Water (Management System) (Gold) (Mira Place 1 and Tower A) • Flushing Water (Gold) (Mira Place 1 and Tower A)
Value for People	
Environmental Protection Department	Indoor Air Quality Certificate Scheme • Good Class (Mira Place 1 and Tower A) • Indoor Air Quality Certificate Award (In Recognition of 10 Year) (Mira Place 2)
Hong Kong Committee for UNICEF	Breastfeeding Friendly Workplace • #SayYesToBreastfeeding Campaign (2023-2024) Certificate of Appreciation
JobMarket	Graduate Recruitment Recognition Award 2023 (The Mira Hong Kong)

SUSTAINABILITY AWARDS AND PROFESSIONAL MEMBERSHIP

Organiser	Award / Ratings
Mandatory Provident Fund Schemes Authority	Good MPF Employer Award 2022-2023 <ul style="list-style-type: none"> Good MPF Employer Award 6 Years+ (e-Contribution Award and MPF Support Award)
The Employees Retraining Board	ERB Manpower Developer Award Scheme <ul style="list-style-type: none"> Super MD 2023-2028
The Hong Kong Council of Social Service	Caring Company 15 Years Plus Logo <ul style="list-style-type: none"> Caring Company 2023/ 24 15 Year Plus Caring Company 2023/ 24 (Miramar Travel)
The Hong Kong General Chamber of Small and Medium Business	Partner Employer Award 2022-2023 (Miramar Travel)

Professional Memberships

The Group actively participates in a number of industry associations and government initiatives encompassing various sustainability topics, including but not limited to the below list.

Organisation	Position
Business Environment Council	<ul style="list-style-type: none"> Director Steering Committee Member of Climate Change Business Forum Advisory Group Member of Circular Economy Advisory Group Steering Committee Ordinary Member of Sustainable Living Environment Advisory Group
Environment and Ecology Bureau	<ul style="list-style-type: none"> Carbon Neutrality Partnership
Hong Kong Green Building Council	<ul style="list-style-type: none"> Platinum Patron Member Communications and Membership Committee Member Industry Standards and Practices Committee Member Smart and Green Design Guide Task Force Member Sustainable Development Committee Member Building Innovation and Technologies Task Force Member “WGBC Better Places for People - Global Campaign” Task Force Member “Green Building Young Leaders Program” Program Leader
Hong Kong Investor Relations Association	<ul style="list-style-type: none"> Corporate Member
Occupational Safety and Health Council	<ul style="list-style-type: none"> OSH Strategic Partner
The Hong Kong Science and Technology Parks Corporation	<ul style="list-style-type: none"> Corporate Partner of “Green in Prop+Con” initiatives
The Taskforce on Climate-related Financial Disclosures	<ul style="list-style-type: none"> TCFD Supporter
The Taskforce on Nature-related Financial Disclosures	<ul style="list-style-type: none"> TNFD Early Adopter
World Green Building Council	<ul style="list-style-type: none"> Asia Pacific Regional Partner

CONTENT INDICIES

GRI Standard

GRI Standard	Descriptions	Remarks	Page No.
GRI 1: Foundation 2021			
Statement of use	The Group has reported in accordance with the GRI Standards for the period from 1 January 2023 to 31 December 2023		
GRI 2: General Disclosures 2021			
2-1	Organisational details	About our Group	13-16
2-2	Entities included in the organisation's sustainability reporting	About this Report	17
2-3	Reporting period, frequency and contact point	About this Report	17
2-4	Restatements of information	In 2023, we have expanded the scope to reflect the boundaries of our operational control. Adhering to the reporting principles of 'consistency', we adjusted our calculation for 2022 to align with that in 2023 whenever possible to allow for meaningful comparison of data over time	134, 136-153
2-5	External assurance	Independent Limited Assurance Report	156-157
2-6	Activities, value chain and other business relationships	About our Group	13-16
2-7	Employees	Value for People, Sustainability Performance	99-104, 142-143
2-8	Workers who are not employees	Value for People, Sustainability Performance In 2023, there are 8,024 workers who are not employees and whose work is controlled by the Group. These workers who are subcontracted workers of the Group, mainly provide work at our construction sites and managed properties	105, 151
2-9	Governance structure and composition	Our Corporate Governance	18-19
2-10	Nomination and selection of the highest governance body	Our Corporate Governance	18-19
2-11	Chair of the highest governance body	Our Corporate Governance	18-19

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GRI Standard	Descriptions	Remarks	Page No.
2-12	Role of the highest governance body in overseeing the management of impacts	Our Corporate Governance	18-19
2-13	Delegation of responsibility for managing impacts	Our Corporate Governance	18-19
2-14	Role of the highest governance body in sustainability reporting	Our Corporate Governance	18-19
2-15	Conflicts of interest	Corporate Governance Report	/
2-16	Communication of critical concerns	Our Corporate Governance	20-22
2-17	Collective knowledge of the highest governance body	Our Corporate Governance	18-19
2-18	Evaluation of the performance of the highest governance body	Our Corporate Governance	18-19
2-19	Remuneration policies	Director and Employee Remuneration Policy	20
2-20	Process to determine remuneration	Director and Employee Remuneration Policy	20
2-21	Annual total compensation ratio	Information unavailable. Our Director and Employee Remuneration Policy aims to provide a fair market level of remuneration for all our staff. The metric is affected by factors such as inflation rate, making a definitive statement difficult	/
2-22	Statement on sustainable development strategy	Our Sustainability Strategy and Highlights	4-9
2-23	Policy commitments	Our Corporate Governance	20
2-24	Embedding policy commitments	Our Corporate Governance	20
2-25	Processes to remediate negative impacts	Our Corporate Governance	20-22
2-26	Mechanisms for seeking advice and raising concerns	Our Corporate Governance	22-23
2-27	Compliance with laws and regulations	Our Corporate Governance	23

GRI Standard	Descriptions	Remarks	Page No.
2-28	Membership associations	Sustainability Awards and Professional Memberships	172
2-29	Approach to stakeholder engagement	Our Materiality Approach	24-29
2-30	Collective bargaining agreements	In Hong Kong, all of our employees have the right and freedom to form and join trade unions. In mainland China, 19% of our employees are represented by trade unions	/

GRI 3: Material Topics 2021

3-1	Process to determine material topics	Our Materiality Approach	24-29
3-2	List of material topics	Our Materiality Approach	27-29

GRI 201: Economic Performance 2016

3-3	Management of material topics	About our Group	13-16
201-1	Direct economic value generated and distributed	About our Group	14
201-2	Financial implications and other risks and opportunities due to climate change	Green for Planet	36-44
201-3	Defined benefit plan obligations and other retirement plans	Annual Report - Report of the Directors	/
201-4	Financial assistance received from government	In 2023, we did not receive any significant financial assistance from any government	/

GRI 203: Indirect Economic Impacts 2016

3-3	Management of material topics	Value for People, Endeavour for Community	88-113, 114-133
203-1	Infrastructure investments and services supported	Value for People, Endeavour for Community	88-113, 114-133

GRI 204: Procurement Practices 2016

3-3	Management of material topics	Value for People	88-113
204-1	Proportion of spending on local suppliers	Sustainability Performance	152

CONTENT INDICIES

GRI Standard	Descriptions	Remarks	Page No.
GRI 205: Anti-corruption 2016			
3-3	Management of material topics	Our Corporate Governance	18-23
205-1	Operations assessed for risks related to corruption	Our Corporate Governance	23
205-2	Communication and training about anti-corruption policies and procedures	Our Corporate Governance	23
205-3	Confirmed incidents of corruption and actions taken	Our Corporate Governance	23
GRI 206: Anti-competitive Behaviour 2016			
3-3	Management of material topics	Our Corporate Governance	18-23
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Our Corporate Governance	23
GRI 301: Materials 2016			
3-3	Management of material topics	Green for Planet	34-73
301-1	Materials used by weight or volume	Sustainability Performance	135
301-2	Recycled input materials used	Sustainability Performance	135
301-3	Reclaimed products and their packaging materials	Reclaimed products is not applicable to our major operations as a property developer	/
GRI 302: Energy 2016			
3-3	Management of material topics	Green for Planet	34-73
302-1	Energy consumption within the organisation	Green for Planet, Sustainability Performance	63-68, 136-137
302-2	Energy consumption outside of the organisation	Sustainability Performance	138-141
302-3	Energy intensity	Green for Planet, Sustainability Performance	63-68, 136-137
302-4	Reduction of energy consumption	Green for Planet, Sustainability Performance	63-68, 136-137
302-5	Reductions in energy requirements of products and services	Green for Planet	63-68

GRI Standard	Descriptions	Remarks	Page No.
GRI 303: Water and Effluents 2018			
3-3	Management of material topics	Green for Planet	34-73
303-1	Interactions with water as a shared resource	Green for Planet All water consumed by our operations comes from municipal water supplies	73
303-2	Management of water discharge-related impacts	Green for Planet	73
303-5	Water consumption	Green for Planet, Sustainability Performance	73, 136-137
GRI 305: Emissions 2016			
3-3	Management of material topics	Green for Planet	34-73
305-1	Direct (Scope 1) GHG emissions	Green for Planet, Sustainability Performance	63-68, 136-137
305-2	Energy indirect (Scope 2) GHG emissions	Green for Planet, Sustainability Performance	63-68, 136-137
305-3	Other indirect (Scope 3) GHG emissions	Green for Planet, Sustainability Performance	63-68, 138-141
305-4	GHG emissions intensity	Green for Planet, Sustainability Performance	63-68, 136-137
305-5	Reduction of GHG emissions	Green for Planet, Sustainability Performance	63-68, 136-137
305-6	Emissions of ozone-depleting substances (ODS)	There is no use of ozone-depleting substances in the Group's business	/
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainability Performance	136-137
GRI 306: Waste 2020			
3-3	Management of material topics	Green for Planet	34-73
306-1	Waste generation and significant waste-related impacts	Green for Planet	70-72
306-2	Management of significant waste-related impacts	Green for Planet	70-72

CONTENT INDICIES

GRI Standard	Descriptions	Remarks	Page No.
306-3	Waste generated	Sustainability Performance During the reporting period, there was no significant hazardous waste generated	134
306-4	Waste diverted from disposal	Sustainability Performance	134
306-5	Waste directed to disposal	Sustainability Performance	134
GRI 308: Supplier Environmental Assessment 2016			
3-3	Management of material topics	Value for People	88-113
308-1	New suppliers that were screened using environmental criteria	Value for People	105
308-2	Negative environmental impacts in the supply chain and actions taken	Value for People During the reporting period, there were no suppliers identified as having significant actual and potential negative environmental impacts	105
GRI 401: Employment 2016			
3-3	Management of material topics	Value for People	88-113
401-1	New employee hires and employee turnover	Value for People, Sustainability Performance	99-100, 142-147
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Value for People	99-101
401-3	Parental leave	Sustainability Performance	150
GRI 403: Occupational Health and Safety 2018			
3-3	Management of material topics	Value for People	88-113
403-1	Occupational health and safety management system	Value for People	90-92
403-2	Hazard identification, risk assessment, and incident investigation	Value for People	90-92
403-3	Occupational health services	Value for People	90-92

GRI Standard	Descriptions	Remarks	Page No.
403-4	Worker participation, consultation, and communication on occupational health and safety	Value for People	90-92
403-5	Worker training on occupational health and safety	Value for People	90-92
403-6	Promotion of worker health	Value for People	90-92
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Value for People	90-92
403-9	Work-related injuries	Value for People, Sustainability Performance	90-92, 151
403-10	Work-related ill health	Value for People, Sustainability Performance	90-92, 151
GRI 404: Training and Education 2016			
3-3	Management of material topics	Value for People	88-113
404-1	Average hours of training per year per employee	Value for People, Sustainability Performance	103-104, 148-149
GRI 405: Diversity and Equal Opportunity 2016			
3-3	Management of material topics	Value for People	88-113
405-1	Diversity of governance bodies and employees	Value for People, Sustainability Performance	102, 142-147
GRI 406: Non-discrimination 2016			
3-3	Management of material topics	Value for People	88-113
406-1	Incidents of discrimination and corrective actions taken	Value for People	102
GRI 413: Local Communities 2016			
3-3	Management of material topics	Endeavour for Community	114-133
413-1	Operations with local community engagement, impact assessments, and development programmes	Endeavour for Community	114-133

CONTENT INDICIES

GRI Standard	Descriptions	Remarks	Page No.
GRI 414: Supplier Social Assessment 2016			
3-3	Management of material topics	Value for People	88-113
414-1	New suppliers that were screened using social criteria	Sustainability Performance	105
414-2	Negative social impacts in the supply chain and actions taken	Value for People We are not made aware of suppliers identified as having significant actual and potential negative environmental impacts	105
GRI 416: Customer Health and Safety 2016			
3-3	Management of material topics	Value for People	88-113
416-1	Assessment of the health and safety impacts of product and service categories	Value for People	93-97
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Value for People During the reporting period, there were no confirmed incidents of non-compliance concerning the health and safety impacts of products and services	93-97
GRI 417: Marketing and Labelling 2016			
3-3	Management of material topics	Value for People	88-113
417-1	Requirements for product and service information and labelling	Value for People	97
417-2	Incidents of non-compliance concerning product and service information and labelling	Value for People During the reporting period, HIL had two incidents of non-compliance concerning product and service information and labelling. Other than that, we are not made aware of any non-compliance concerning product and service information and labelling	97
417-3	Incidents of non-compliance concerning marketing communications	Value for People	97
GRI 418: Customer Privacy 2016			
3-3	Management of material topics	Value for People	88-113
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Value for People	96-97

HKEX ESG Reporting Guide

Aspects, General Disclosure, KPIs	Descriptions	Remarks	Page No.
A. Environmental			
Aspect A1: Emissions			
General Disclosure	Information on: (a) the policies; and	Biodiversity Policy, Climate Change Policy, Environmental Policy, Supplier Code of Conduct Policy, Sustainable Procurement Policy	20
	(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	Green for Planet During the reporting period, there were no confirmed incidents of non-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	34-73
KPI A1.1	The types of emissions and respective emissions data	Sustainability Performance	136-137
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity	Sustainability Performance	136-137
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity	Sustainability Performance	134
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity	Sustainability Performance	134
KPI A1.5	Description of emission target(s) set and steps taken to achieve them	Our Sustainability Strategy and Highlights, Green for Planet	8-9, 63-68
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	Our Sustainability Strategy and Highlights, Green for Planet	8-9, 70-72

CONTENT INDICIES

Aspects, General Disclosure, KPIs	Descriptions	Remarks	Page No.
Aspect A2: Use of Resources			
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials	Climate Change Policy, Environmental Policy, Sustainable Procurement Policy	20
		Green for Planet	34-73
KPI A2.1	Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity	Sustainability Performance	136-137
KPI A2.2	Water consumption in total and intensity	Sustainability Performance	136-137
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them	Our Sustainability Strategy and Highlights, Green for Planet	8-9, 63-68
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	Our Sustainability Strategy and Highlights, Green for Planet	8-9, 73
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced	During the reporting period, the total amount of packaging material used by the Group is approximately 1.3 million pieces of plastic shopping bags, which were mainly from HIL's operations	/
Aspect A3: The Environment and Natural Resources			
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources	Biodiversity Policy, Climate Change Policy, Environmental Policy, Sustainable Procurement Policy	20
		Green for Planet	34-73
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	Green for Planet	34-73

Aspects, General Disclosure, KPIs	Descriptions	Remarks	Page No.
Aspect 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	Climate Change Policy	20
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	Green for Planet	36-44
B. Social			
Aspect B1: Employment			
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 compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	Director and Employee Remuneration Policy, Human Rights and Equal Employment Opportunity Policy	20
		Value for People During the reporting period, there were no confirmed incidents of non-compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	88-113
KPI B1.1	Total workforce by gender, employment type, age group and geographical region	Sustainability Performance	142-145
KPI B1.2	Employee turnover rate by gender, age group and geographical region	Sustainability Performance	146-147

CONTENT INDICIES

Aspects, General Disclosure, KPIs	Descriptions	Remarks	Page No.
Aspect B2: Health and Safety			
General Disclosure	Information on:	Health and Safety Policy	20
	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards	Value for People During the reporting period, there were no confirmed incidents of non-compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards	88-113
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	Value for People, Sustainability Performance There were no work-related fatalities occurred in the past three years	151
KPI B2.2	Lost days due to work injury	Sustainability Performance	151
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	Value for People	90-92
Aspect B3: Development and Training			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	Value for People	88-113
KPI B3.1	The percentage of employees trained by gender and employee category	Sustainability Performance	148-149
KPI B3.2	The average training hours completed per employee by gender and employee category	Sustainability Performance	148-149

Aspects, General Disclosure, KPIs	Descriptions	Remarks	Page No.
Aspect B4: Labour Standards			
General Disclosure	Information on:	Human Rights and Equal Opportunity Policy, Supplier Code of Conduct Policy	20
	(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	Value for People During the reporting period, there were no confirmed incidents of non-compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour	88-113
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	Value for People	102
KPI B4.2	Description of steps taken to eliminate such practices when discovered	Value for People	102
Aspect B5: Supply Chain Management			
General Disclosure	Policies on managing environmental and social risks of the supply chain	Sustainable Procurement Policy, Supplier Code of Conduct Policy	20
		Value for People	88-113
KPI B5.1	Number of suppliers by geographical region	Value for People, Sustainability Performance	105, 152
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored	Value for People	105
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	Value for People	105

CONTENT INDICIES

Aspects, General Disclosure, KPIs	Descriptions	Remarks	Page No.
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	Value for People	105
Aspect B6: Product Responsibility			
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 health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	Customers Services Code of Conduct Policy, Human Rights and Equal Employment Opportunity Policy Value for People During the reporting period, there were no incidents of non-compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	20 88-113
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	During the reporting period, we were not made aware of any recall of products for safety and health reasons that have a significant impact on the Group	97
KPI B6.2	Number of products and service related complaints received and how they are dealt with	Value for People	97
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	Value for People	97
KPI B6.4	Description of quality assurance process and recall procedures	Value for People	96-97
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored	Value for People	96-97

Aspects, General Disclosure, KPIs	Descriptions	Remarks	Page No.
Aspect B7: Anti-corruption			
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 bribery, extortion, fraud and money laundering	Anti-corruption and Bribery Policy Our Corporate Governance During the reporting period, there were no incidents of non-compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering	20 23
KPI B7.1	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	During the year, there were no legal actions or fines related to breaches of anti-corruption or anti-competitive practices were brought against the Group or its employees	23
KPI B7.2	Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored	Our Corporate Governance	23
KPI B7.3	Description of anti-corruption training provided to directors and staff	Our Corporate Governance	23
Aspect B8: Community Investment			
General Disclosure	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	Endeavour for Community	114-133
KPI B8.1	Focus areas of contribution	Endeavour for Community	114-133
KPI B8.2	Resources contributed to the focus area	Endeavour for Community, Sustainability Performance	114-133, 155

CONTENT INDICIES

IFRS S2 Climate-Related Disclosures

Paragraph	Content/ Description	Remarks	Page No.
Governance			
5	The objective of climate-related financial disclosures on governance is to enable users of general purpose financial reports to understand the governance processes, controls and procedures an entity uses to monitor, manage and oversee climate-related risks and opportunities		
6	To achieve this objective, an entity shall disclose information about:		
	(a) The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the entity shall identify that body(s) or individual(s) and disclose information about:	Our Corporate Governance	18-21
	(i) how responsibilities for climate-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s);		
	(ii) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;		
	(iii) how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities;		
	(iv) how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities; and		

Paragraph	Content/ Description	Remarks	Page No.
	(v) how the body(s) or individual(s) oversees the setting of targets related to climate-related risks and opportunities, and monitors progress towards those targets, including whether and how related performance metrics are included in remuneration policies		
	(b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:	Our Corporate Governance	18-21
	(i) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and		
	(ii) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions		
Strategy			
8	The objective of climate-related financial disclosures on strategy is to enable users of general purpose financial reports to understand an entity's strategy for managing climate-related risks and opportunities		
9	Specifically, an entity shall disclose information to enable users of general purpose financial reports to understand:		
	(a) the climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects;	Green for Planet	38, 42
	(b) the current and anticipated effects of those climate-related risks and opportunities on the entity's business model and value chain;	Green for Planet	38, 42
	(c) the effects of those climate-related risks and opportunities on the entity's strategy and decision-making, including information about its climate-related transition plan;	Green for Planet	38, 42

CONTENT INDICIES

Paragraph	Content/ Description	Remarks	Page No.
	(d) the effects of those climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period, and their anticipated effects on the entity's financial position, financial performance and cash flows over the short-, medium- and long-term, taking into consideration how those climate-related risks and opportunities have been factored into the entity's financial planning; and	Green for Planet The anticipated effects of climate-related risks and opportunities on our financial position, financial performance and cash flows are disclosed over the short-, medium- and long-term. We will assess the feasibility of evaluating the financial implications on climate-related risks and opportunities of the reporting period in the future reporting	38, 42
	(e) the climate resilience of the entity's strategy and its business model to climate-related changes, developments and uncertainties, taking into consideration the entity's identified climate-related risks and opportunities	Green for Planet	38, 42

Climate-related Risks and Opportunities

10	An entity shall disclose information that enables users of general purpose financial reports to understand the climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects. Specifically, the entity shall:		
	(a) describe climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects;	Green for Planet	38, 42
	(b) explain, for each climate-related risk the entity has identified, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk;	Green for Planet	38, 42
	(c) specify, for each climate-related risk and opportunity the entity has identified, over which time horizons - short-, medium-, or long-term - the effects of each climate-related risk and opportunity could reasonably be expected to occur; and	Green for Planet	38, 42

Paragraph	Content/ Description	Remarks	Page No.
	(d) explain how the entity defines 'short-term', 'medium-term' and 'long-term' and how these definitions are linked to the planning horizons used by the entity for strategic decision-making	Green for Planet Our scenario analysis was conducted based on three time horizons - 2030, 2050 and 2060, which represented short-, medium- and long-term respectively	37

Business Model and Value Chain

13	An entity shall disclose information that enables users of general purpose financial reports to understand the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain. Specifically, the entity shall disclose:		
	(a) a description of the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain; and	Green for Planet	38, 42
	(b) a description of where in the entity's business model and value chain climate-related risks and opportunities are concentrated	Green for Planet	38, 42

Strategy and Decision-making

14	An entity shall disclose information that enables users of general purpose financial reports to understand the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the entity shall disclose:		
	(a) information about how the entity has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the entity plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the entity shall disclose information about: (i) current and anticipated changes to the entity's business model, including its resource allocation, to address climate-related risks and opportunities; (ii) current and anticipated direct mitigation and adaptation efforts;	Green for Planet, Our Sustainability Strategy and Highlights	8-9, 36-44

CONTENT INDICIES

Paragraph	Content/ Description	Remarks	Page No.
	(iii) current and anticipated indirect mitigation and adaptation efforts; (iv) any climate-related transition plan the entity has, including information about key assumptions used in developing its transition plan, and dependencies on which the entity's transition plan relies; and (v) how the entity plans to achieve any climate-related targets, including any greenhouse gas emissions targets		
	(b) information about how the entity is resourcing, and plans to resource, the activities disclosed	Green for Planet	36-44
	(c) quantitative and qualitative information about the progress of plans disclosed in previous reporting periods	Our Sustainability Strategy and Highlights	8-9
Financial Position, Financial Performance and Cash Flows			
15	An entity shall disclose information that enables users of general purpose financial reports to understand:		
	(a) the effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period; and	Green for Planet	38, 42
	(b) the anticipated effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows over the short-, medium- and long-term, taking into consideration how climate-related risks and opportunities are included in the entity's financial planning	Green for Planet The anticipated effects of climate-related risks and opportunities on our financial position, financial performance and cash flows are disclosed over the short-, medium- and long-term. We will assess the feasibility of evaluating the financial implications on climate-related risks and opportunities of the reporting period in the future	36-44

Paragraph	Content/ Description	Remarks	Page No.
16	Specifically, an entity shall disclose quantitative and qualitative information about:		
	(a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period;	Green for Planet	38, 42
	(b) the climate-related risks and opportunities identified for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements;	There is no significant risk of a material adjustment within the next annual reporting period	/
	(c) how the entity expects its financial position to change over the short-, medium- and long-term, given its strategy to manage climate-related risks and opportunities, taking into consideration: (i) its investment and disposal plans, including plans the entity is not contractually committed to; and (ii) its planned sources of funding to implement its strategy; and	Green for Planet The anticipated effects of climate-related risks and opportunities on our financial position, financial performance and cash flows are disclosed over the short-, medium- and long-term. We will assess the feasibility of evaluating the financial implications on climate-related risks and opportunities of the reporting period in the future reporting	36-44
	(d) how the entity expects its financial performance and cash flows to change over the short-, medium- and long-term, given its strategy to manage climate-related risks and opportunities	Green for Planet The anticipated effects of climate-related risks and opportunities on our financial position, financial performance and cash flows are disclosed over the short-, medium- and long-term. We will assess the feasibility of evaluating the financial implications on climate-related risks and opportunities of the reporting period in the future reporting	36-44

CONTENT INDICIES

Paragraph	Content/ Description	Remarks	Page No.
Climate Resilience			
22	An entity shall disclose information that enables users of general purpose financial reports to understand the resilience of the entity's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the entity's identified climate-related risks and opportunities. The entity shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with the entity's circumstances. In providing quantitative information, the entity may disclose a single amount or a range. Specifically, the entity shall disclose:		
	(a) the entity's assessment of its climate resilience as at the reporting date, which shall enable users of general purpose financial reports to understand:	Our Corporate Governance, Green for Planet	18-21, 36-44
	(i) the implications, if any, of the entity's assessment for its strategy and business model, including how the entity would need to respond to the effects identified in the climate-related scenario analysis;		
	(ii) the significant areas of uncertainty considered in the entity's assessment of its climate resilience;		
	(iii) the entity's capacity to adjust or adapt its strategy and business model to climate change over the short-, medium- and long-term, including:		
	(1) the availability of, and flexibility in, the entity's existing financial resources to respond to the effects identified in the climate-related scenario analysis, including to address climate-related risks and to take advantage of climate-related opportunities;		
	(2) the entity's ability to redeploy, repurpose, upgrade or decommission existing assets; and		
	(3) the effect of the entity's current and planned investments in climate-related mitigation, adaptation and opportunities for climate resilience; and		

Paragraph	Content/ Description	Remarks	Page No.
	(b) how and when the climate-related scenario analysis was carried out, including:	Green for Planet	36-44
	(i) information about the inputs the entity used, including:		
	(1) which climate-related scenarios the entity used for the analysis and the sources of those scenarios;		
	(2) whether the analysis included a diverse range of climate-related scenarios;		
	(3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks;		
	(4) whether the entity used, amongst its scenarios, a climate-related scenario aligned with the latest international agreement on climate change;		
	(5) why the entity decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties;		
	(6) the time horizons the entity used in the analysis; and		
	(7) what scope of operations the entity used in the analysis;		
	(ii) the key assumptions the entity made in the analysis, including assumptions about:		
	(1) climate-related policies in the jurisdictions in which the entity operates;		
	(2) macroeconomic trends;		
	(3) national- or regional-level variables;		
	(4) energy usage and mix; and		
	(5) developments in technology; and		
	(iii) the reporting period in which the climate-related scenario analysis was carried out		

CONTENT INDICIES

Paragraph	Content/ Description	Remarks	Page No.
Risk Management			
24	The objective of climate-related financial disclosures on risk management is to enable users of general purpose financial reports to understand an entity's processes to identify, assess, priorities and monitor climate-related risks and opportunities, including whether and how those processes are integrated into and inform the entity's overall risk management process		
25	To achieve this objective, an entity shall disclose information about:		
	(a) the processes and related policies the entity uses to identify, assess, prioritise and monitor climate-related risks, including information about:	Green for Planet	36-44
	(i) the inputs and parameters the entity uses;		
	(ii) whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related risks;		
	(iii) how the entity assesses the nature, likelihood and magnitude of the effects of those;		
	(iv) whether and how the entity prioritises climate-related risks relative to other types of risk;		
	(v) how the entity monitors climate-related risks; and		
	(vi) whether and how the entity has changed the processes it uses compared with the previous reporting period;		
	(b) the processes the entity uses to identify, assess, prioritise and monitor climate-related opportunities, including information about whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related opportunities; and		
	(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process		

Paragraph	Content/ Description	Remarks	Page No.
Metrics and Targets			
27	The objective of climate-related financial disclosures on metrics and targets is to enable users of general purpose financial reports to understand an entity's performance in relation to its climate-related risks and opportunities, including progress towards any climate-related targets it has set, and any targets it is required to meet by law or regulation		
28	To achieve this objective, an entity shall disclose:		
	(a) information relevant to the cross-industry metric categories;	Sustainability Performance	134-141
	(b) industry-based metrics that are associated with particular business models, activities or other common features that characterise participation in an industry; and	Sustainability Performance	134-141
	(c) targets set by the entity, and any targets it is required to meet by law or regulation, to mitigate or adapt to climate-related risks or take advantage of climate-related opportunities, including metrics used by the governance body or management to measure progress towards these targets	Our Sustainability Strategy and Highlights	8-9
Climate-related Metrics			
29	An entity shall disclose information relevant to the cross-industry metric categories of:		
	(a) greenhouse gases - the entity shall:	Sustainability Performance	136-141
	(i) disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tonnes of CO ₂ equivalent, classified as:		
	(1) Scope 1 greenhouse gas emissions;		
	(2) Scope 2 greenhouse gas emissions; and		
	(3) Scope 3 greenhouse gas emissions;		

CONTENT INDICIES

Paragraph	Content/ Description	Remarks	Page No.
	(ii) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or an exchange on which the entity is listed to use a different method for measuring its greenhouse gas emissions;	Sustainability Performance	136-137
	(iii) disclose the approach it uses to measure its greenhouse gas emissions including: (1) the measurement approach, inputs and assumptions the entity uses to measure its greenhouse gas emissions; (2) the reason why the entity has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and (3) any changes the entity made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;	Sustainability Performance The operational control approach is used when measuring our greenhouse gas emissions	136-137
	(iv) for Scope 1 and Scope 2 greenhouse gas emissions disclosed, disaggregate emissions between: (1) the consolidated accounting group; and (2) other investees;	Sustainability Performance The Report focuses on the sustainability performance of our headquarters and our subsidiaries. We will assess the feasibility of including the greenhouse gas emissions of our associates and joint ventures in the future	136-137
	(v) for Scope 2 greenhouse gas emissions disclosed, disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to inform users' understanding of the entity's Scope 2 greenhouse gas emissions; and	Sustainability Performance	136-137

Paragraph	Content/ Description	Remarks	Page No.
	(vi) for Scope 3 greenhouse gas emissions disclosed, disclose: (1) the categories included within the entity's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011); and (2) additional information about the entity's Category 15 greenhouse gas emissions or those associated with its investments (financed emissions), if the entity's activities include asset management, commercial banking or insurance	Sustainability Performance	138-141
	(b) climate-related transition risks - the amount and percentage of assets or business activities vulnerable to climate-related transition risks;	Green for Planet	42-43
	(c) climate-related physical risks - the amount and percentage of assets or business activities vulnerable to climate-related physical risks;	Green for Planet	38-41
	(d) climate-related opportunities - the amount and percentage of assets or business activities aligned with climate-related opportunities;	Green for Planet	38, 42
	(e) capital deployment - the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities;	Green for Planet	38, 42
	(f) internal carbon prices - the entity shall disclose: (i) an explanation of whether and how the entity is applying a carbon price in decision-making; and (ii) the price for each metric tonne of greenhouse gas emissions the entity uses to assess the costs of its greenhouse gas emissions;	We will explore the feasibility of using an internal carbon price	/

CONTENT INDICIES

Paragraph	Content/ Description	Remarks	Page No.
	(g) remuneration - the entity shall disclose: (i) a description of whether and how climate-related considerations are factored into executive remuneration; and (ii) the percentage of executive management remuneration recognised in the current period that is linked to climate-related considerations	We incentivise executives and employees to have good performance in sustainability	/
32	An entity shall disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry	Sustainability Performance	134-141
Climate-related Targets			
33	An entity shall disclose the quantitative and qualitative climate-related targets it has set to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the entity shall disclose:		
	(a) the metric used to set the target;	Our Sustainability Strategy and Highlights	8-9
	(b) the objective of the target;	Our Sustainability Strategy and Highlights	8-9
	(c) the part of the entity to which the target applies;	Our Sustainability Strategy and Highlights	8-9
	(d) the period over which the target applies;	Our Sustainability Strategy and Highlights	8-9
	(e) the base period from which progress is measured;	Our Sustainability Strategy and Highlights	8-9
	(f) any milestones and interim targets;	Our Sustainability Strategy and Highlights	8-9
	(g) if the target is quantitative, whether it is an absolute target or an intensity target; and	Our Sustainability Strategy and Highlights	8-9
	(h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target	Our Sustainability Strategy and Highlights	8-9

Paragraph	Content/ Description	Remarks	Page No.
34	An entity shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:		
	(a) whether the target and the methodology for setting the target has been validated by a third party;	We have committed to setting our near-term science-based targets in 2022, which will be validated upon submission to Science Based Targets initiative	/
	(b) the entity's processes for reviewing the target;	Our Corporate Governance	18-19
	(c) the metrics used to monitor progress towards reaching the target; and	Our Sustainability Strategy and Highlights	8-9
	(d) any revisions to the target and an explanation for those revisions	No revision has been made to the target	/
35	An entity shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the entity's performance	Our Sustainability Strategy and Highlights	8-9
36	For each greenhouse gas emissions target disclosed, an entity shall disclose:		
	(a) which greenhouse gases are covered by the target;	Our Sustainability Strategy and Highlights	8
	(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;	Our Sustainability Strategy and Highlights	8
	(c) whether the target is a gross greenhouse gas emissions target or net greenhouse gas emissions target. If the entity discloses a net greenhouse gas emissions target, the entity is also required to separately disclose its associated gross greenhouse gas emissions target;	We consider our target is a gross GHG target	/
	(d) whether the target was derived using a sectoral decarbonisation approach;	Our targets are not derived using a sectoral decarbonisation approach	/

CONTENT INDICIES

Paragraph	Content/ Description	Remarks	Page No.
	<p>(e) the entity's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits the entity shall disclose information including:</p> <p>(i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;</p> <p>(ii) which third-party scheme(s) will verify or certify the carbon credits;</p> <p>(iii) the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and</p> <p>(iv) any other factors necessary for users of general purpose financial reports to understand the credibility and integrity of the carbon credits the entity plans to use</p>	<p>We have purchased carbon credits, but currently do not intend to offset our emissions to achieve the target. The Group is committed to optimising properties and construction sites for energy efficiency and climate resilience. We will keep assessing the necessity of purchasing carbon credits in the future</p>	/

Taskforce on Nature-related Financial Disclosures

TNFD Recommendations	Remarks	Page No.
Governance		
A. Describe the board's oversight of nature-related dependencies, impacts, risks and opportunities	Our Corporate Governance	18-20
B. Describe management's role in assessing and managing nature-related dependencies, impacts, risks and opportunities	Our Corporate Governance	18-19
C. Describe the organisation's human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the organisation's assessment of, and response to, nature-related dependencies, impacts, risks and opportunities	Our Corporate Governance	20
Strategy		
A. Describe the nature-related dependencies, impacts, risks and opportunities the organisation has identified over the short-, medium-, and long-term	Green for Planet	51-57
B. Describe the effect nature-related dependencies, impacts, risks and opportunities have had on the organisation's business model, value chain, strategy and financial planning, as well as any transition plans or analysis in place	The Group is in the initial stage of understanding nature-related issues so have yet to assess the effect nature-related dependencies, impacts, risks and opportunities have had on the Group's business model	/
C. Describe the resilience of the organisation's strategy to nature-related risks and opportunities, taking into consideration different scenarios	The Group is in the initial stage of understanding nature-related issues so have yet to conduct scenarios analysis on nature-related risks and opportunities	/
D. Disclose the locations of assets and/or activities in the organisation's direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria for priority locations	Green for Planet	48-51
Risk and impact management		
Ai. Describe the organisation's processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its direct operations	Green for Planet	47-57
Aii. Describe the organisation's processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its upstream and downstream value chain(s)	The current assessment focused on the Group's direct operations	

CONTENT INDICIES

B. Describe the organisation's processes for monitoring nature-related dependencies, impacts, risks and opportunities	Our Corporate Governance	18-22
C. Describe how processes for identifying, assessing, prioritising and monitoring nature-related risks are integrated into and inform the organisation's overall risk management processes	Our Corporate Governance, Green for Planet	18-22, 47-57
Metrics and targets		
A. Disclose the metrics used by the organisation to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process	Sustainability Performance	134-137
B. Disclose the metrics used by the organisation to assess and manage dependencies and impacts on nature	Sustainability Performance	134-137
C. Describe the targets and goals used by the organisation to manage nature-related dependencies, impacts, risks and opportunities and its performance against these	Our Sustainability Strategy and Highlights	8

