

# WING TAI PROPERTIES LIMITED

## 永泰地產有限公司

STOCK CODE 股份代號 369



WINGTAIASIA  
永泰亞洲

ENVIRONMENTAL, SOCIAL  
AND GOVERNANCE REPORT  
環境、社會及管治報告 2024



# CONTENTS

About This Report	3
Chairman's Message	6
About Wing Tai	8
Our ESG Certifications and Awards	9
ESG Management Approach	11
ESG Governance and Management	11
Ethical Business Operation	12
Stakeholder Engagement and Materiality Assessment	13
Our Care to Customers	17
Product and Service Responsibility	17
Customer Privacy Protection	17
Customer Feedback Handling	18
Customer Health and Safety	20
Our Care to Supply Chain	22
Overview of Supply Chain in Wing Tai	22
Sustainable Procurement Process	23
Supplier Selection	23
Ethical Supply Chain Operation	24
Our Care to Employees	26
Labour Standards	26
Employment Relations	26
Healthy and Safe Workplace	29
Training and Development	31
Our Care to the Environment	34
Environmental Management Approach	34
Energy Conservation and Greenhouse Gas Emission	34
Waste and Material Management	36
Water Conservation	37
Green Building	38
Responses to Climate Change	39
Environmental Data	42
Our Care to the Community	45
Community Investment	45
Supporting the Community with Food Donation	45
Sponsorships to Charities	47
Community Wellbeing at Landmark East	48
Recognised as a Caring Company	49
Appendix: The Stock Exchange ESG Reporting Code	
Content Index	51







## ABOUT THIS REPORT

### REPORTING GUIDELINES

Wing Tai Properties Limited (referred to as “Wing Tai” or the “Company”) is pleased to introduce its annual standalone environmental, social, and governance (“ESG”) report for 2024. This report has been prepared in accordance with the Environmental, Social and Governance Reporting Code (the “ESG Reporting Code”) (formerly named as the Environmental, Social and Governance Reporting Guide) set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) to meet the mandatory disclosure requirements and “comply or explain” provisions.

### REPORTING PRINCIPLES

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

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

### SCOPE OF THIS REPORT

This report covers ESG management and performance for Wing Tai and its subsidiaries (the “Group”) during the period from 1 January 2024 to 31 December 2024, unless otherwise specified.

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

- Property management
  - o Landmark East, a Grade A office complex situated in Kwun Tong
  - o Shui Hing Centre, an industrial building situated in Kowloon Bay
- Hospitality management
  - o Lanson Place Causeway Bay, a boutique hotel situated in Causeway Bay (which has resumed operation since March 2024)
  - o Lanson Place Waterfront Suites, a furnished residence situated in Sai Wan Ho
- Property development
  - o Cloudview situated at Fanling Lot No. 4076 in Demarcation District No. 91, a medium-density residential site (“Cloudview”)
  - o Site C of the development scheme known as H18 situated at Gage Street/Graham Street, a commercial complex site situated in Central (“H18C”)
- Corporate offices in Kwun Tong and Central



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# ABOUT THIS REPORT

## FEEDBACK

We welcome stakeholders' feedback on this report and our ESG performance for continuous improvement.

Contact details are provided below:

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Website: <http://www.wingtaiproperties.com>

The report is published in both traditional Chinese and English versions and is available on the websites of the Stock Exchange and Wing Tai.





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## CHAIRMAN'S MESSAGE

I am pleased to present Wing Tai's ESG report for 2024, which highlights our steadfast commitment to sustainability and our progress in addressing the pressing challenges of climate change. We remain dedicated to deliver sophisticated yet cosy homes and provide excellent services to our customers as guided by our long-standing ethos – “We don't just build, we craft”.

This year, Wing Tai navigated through a dynamic and challenging operating environment. We have made notable strides in advancing our ESG agenda, amidst uncertainties in the property market and evolving government initiatives. Sustainability is firmly embedded in our long-term strategy, and we believe it is integral to our business resilience and success.

The Board (the “Board”) of Directors (the “Directors”) has taken a proactive approach in overseeing material ESG issues, including climate-related risks and opportunities. With the support of our dedicated ESG Committee, we have further integrated ESG considerations into our strategy, decision-making, and operations. In 2024, the Company conducted a scenario analysis to assess the impact of climate-related risks in our operations and enhanced the transparency of our disclosure on addressing the identified climate-related risks. This is an important milestone and a testament to our dedication to building climate resilience and preparing for more rigorous disclosure requirements in the future.

Wing Tai continues its journey toward achieving carbon neutrality by 2060, making substantial progress in reducing our carbon footprint. This year, Lanson Place Causeway Bay has joined the ESG Pledge Scheme with The Chinese Manufacturers' Association of Hong Kong. We have also utilised AI technology in chiller plant energy optimisation and adopted environmentally friendly materials such as thinner-free paints and water-based enamel finishes. Meanwhile, H18C and Cloudview have successfully completed the Hong Kong Green Building Council's Building Environmental Assessment Method (“BEAM”) Plus New Buildings Provisional Assessment. In addition, Landmark East has also obtained Leadership in Energy and Environmental Design (“LEED”) Existing Buildings Platinum, BEAM Plus Existing Buildings Platinum and WELL Building Standard (“WELL”) Health-Safety Rating, reflecting our dedication to sustainable design, green building excellence and commitment to occupant well-being. We also helped tenants of Landmark East in obtaining WELL Certification at Platinum level. With clear targets in place, we remain committed to advancing our environmental and climate goals and fostering a more sustainable built environment.

A sustainable supply chain is crucial to reducing Wing Tai's environmental impact, particularly in our hospitality management operations which have updated our supplier registration process to require suppliers to acknowledge our sustainability commitments and support the execution of sustainability policy in our properties of hotel and serviced apartment. We have also excluded high-risk suppliers and prioritised the procurement of environmentally friendly products in the tendering or quotation process. These actions strengthen our partnerships with suppliers who share our commitment to responsible procurement and sustainable practices.

I would like to extend my gratitude to the entire Group, our partners, and our stakeholders for the unwavering support. As we look ahead, we are excited to embark on the next chapter of our sustainability journey, guided by innovation, resilience, and a shared vision for a better tomorrow.

**Cheng Wai Chee, Christopher**

*Chairman*

Hong Kong, 28 March 2025



OMA by the Sea



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## ABOUT WING TAI

Wing Tai presents a varied portfolio that includes top-tier residential, commercial, industrial properties, serviced apartment, and boutique hotel. Operating under the “WingTai Asia” brand, we focus on property development in Hong Kong and property investment and management in Hong Kong and London. Our renowned “Lanson Place” brand excels in hospitality management across Hong Kong, Shanghai, Singapore, Kuala Lumpur, Manila and Melbourne.

Throughout the reporting period, our main emphasis has been on supervising the progress of our new residential projects. Construction of H18C, our development at 118 Wellington Street is currently underway. This unique mixed-use project encompasses Grade A offices, a luxury international hotel, exclusive retail spaces, and a verdant open area. Our other construction project, Cloudview, a medium-density residential site, was granted with pre-sale consent in October 2024.

Despite the challenges of office leasing in Hong Kong, our Hong Kong Landmark East twin towers have sustained a robust occupancy rate of around 90% through implementing asset enhancement strategies and engaging tenant proactively. In 2024, Landmark East has also been awarded with WELL Health-Safety rating by the International WELL Building Institute for maintaining tenants’ well-being.

Situated in the prime location of Causeway Bay, Lanson Place Causeway Bay has reopened as a premier luxury boutique hotel in Hong Kong since March 2024. During the initial reopening phase, we emphasised on brand building and providing quality service to building up occupancy.

The Group’s steadfast dedication is rooted in its aspiration to be recognised as a reputable and esteemed real estate developer. Guided by our core principles of excellence, creativity, and sustainability, we operate with responsibility and mindfulness, consistently exceeding the expectations of our stakeholders. As we advance as a top-tier property developer, our brands will continue to reflect our vision and unwavering standards in design and construction.

More information regarding our business portfolio and financial performance can be found on [our website](#) and [Annual Report 2024](#).

## OUR ESG CERTIFICATIONS AND AWARDS

Many local and international groups have expressed their strong appreciation for our dedication to ESG growth in both the environmental and social spheres. An overview of the prizes and certificates we got in 2024 for our social and environmental initiatives is shown in the table below as proof of our achievements.

Certification/Award Name	Organisation
<b>Environmental</b>	
BEAM Plus Existing Buildings Comprehensive Scheme Final Platinum Rating – Landmark East – AIA Kowloon Tower and AXA Tower	Hong Kong Green Building Council Limited
BEAM Plus Provisional Assessment Result (Bronze Rating) – Cloudview	Hong Kong Green Building Council Limited
LEED Existing Buildings Platinum Rating – Landmark East – AIA Kowloon Tower and AXA Tower	U.S. Green Building Council
Hong Kong Green Organisation – Wastewise Certificate (Basic Level) – Landmark East	Environmental Campaign Committee
Commendation Scheme on Source Separation of Commercial and Industrial Waste (Certificate of Merit) – Shui Hing Centre	Environmental Protection Department
Certificate on the Programme on Source Separation of Commercial and Industrial Waste – Landmark East	Environmental Protection Department
Indoor Air Quality Certificate (Good Class) – Lanson Place Causeway Bay	Environmental Protection Department
Indoor Air Quality Certificates (Excellent Class) – AIA Kowloon Tower and AXA Tower, Landmark East	Environmental Protection Department
Quality Water Supply Scheme for Buildings – Flushing Water (Gold) – Landmark East	Water Supplies Department
Quality Water Supply Scheme for Buildings – Fresh Water (Management System) (Gold) – Landmark East	Water Supplies Department





## OUR ESG CERTIFICATIONS AND AWARDS

Certification/Award Name	Organisation
Green Pledge of Hong Kong Green Day 2024 – Certificate of Appreciation – Lanson Place Causeway Bay	Green Council
<b>Social</b>	
WELL Certified Platinum – Landmark East – 27/F AIA Kowloon Tower and 8/F AXA Tower	International WELL Building Institute
WELL Health-Safety Rating – AIA Kowloon Tower and AXA Tower, Landmark East	International WELL Building Institute
Caring Company 2023/24 – Wing Tai Properties Limited	The Hong Kong Council of Social Service
Caring Company 2023/24 – Lanson Place Causeway Bay	The Hong Kong Council of Social Service
Good MPF Employer 5 Years+	Mandatory Provident Fund Schemes Authority
Good Employer Charter 2024 – Wing Tai Properties Limited	Labour Department
Good Employer Charter 2024 – Lanson Place Causeway Bay	Labour Department
Official Certificate of Mooncake Madness – Wing Tai Properties Limited	Feeding Hong Kong



## ESG MANAGEMENT APPROACH

### ESG GOVERNANCE AND MANAGEMENT

The Board oversees material ESG issues, including climate-related risks and opportunities. To ensure effective corporate governance and ESG management, the Board allocates resources and time in monitoring the progress of ESG-related goals and targets, and formulating the Group's ESG strategy and management approach. In fulfilling its responsibilities, the Board considers the impact of material ESG- and climate-related issues in the Group's overall strategy planning and decision-making processes.

The ESG Committee, established by the Board, provides guidance and assists in complying with ESG matters, including governance, policies, initiatives, performance, and reporting. It regularly updates the Board on ESG- and climate-related matters, ensuring that the Board is kept informed of progress, challenges, and evolving regulatory requirements. The ESG Committee is comprised of an Executive Director, the Chief Financial Officer, the Group Legal Counsel and Company Secretary, who collectively ensure Wing Tai's alignment with current ESG requirements. Members of the ESG Committee are equipped with sufficient knowledge of current ESG requirements to effectively manage ESG- and climate-related matters. The ESG Committee oversees the development and implementation of the Group's ESG policies and initiatives. It is also responsible for driving improvements in ESG performance by formulating objectives, executing strategies, and monitoring progress towards achieving these goals. ESG- and climate-related matters are regularly reported to the Board. An ESG Working Group, comprising of the representatives from hospitality management, property development, property management, Human Resources and Administration ("HR & Admin") Department and Company Secretarial Department, has also been established to focus on ESG matters under the supervision of the ESG Committee.

Wing Tai prioritises capacity building for the Board to ensure its members have sufficient knowledge of climate-related issues and their associated impacts. Materials of relevant ESG- and climate-related issues are circulated to the Board regularly to help keeping the Board informed of current ESG regulatory requirements and trends, enabling them to provide strategic input. Property management and property development departments have been tasked with obtaining environmental certifications for investment and/or development properties under their purview. The progress towards obtaining environmental certifications and other ESG performance are evaluated in annual appraisals. Such performance metrics are also linked to variable remuneration payments.

To strengthen risk management, the Group has established an ESG Risk Bank to identify and assess the impact of potential ESG- and climate-related risks on business operations. Internal Audit Department assists the Group to oversee the ESG Risk Bank, ensuring it is updated annually to reflect the latest sustainability development and priorities. Significant ESG risks, including climate-related risks, are reported to the ESG Committee, the Audit Committee and to the Board if necessary.

This ESG report was reviewed and approved by the Board on 28 March 2025 with the recommendations from the ESG Committee to reinforce the Group's commitment to transparency and accountability in ESG- and climate-related governance.

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# ESG MANAGEMENT APPROACH

## **ETHICAL BUSINESS OPERATION**

The Group is committed to fostering the highest ethical standards within its business environment and adopts a zero-tolerance approach towards misconduct. We strictly adhere to regulations governing bribery, fraud, blackmail, and money laundering, including the Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong). By actively managing compliance and reputational risks, the Group maintains its dedication to ethical standards.

All employees are required to act in the best interests of Wing Tai and follow the Code of Conduct and Discipline at Work outlined in the staff handbook. The Anti-corruption Policy provides clear guidance for conducting business with integrity, fairness, and honesty, requiring all transactions to be accurately and promptly recorded.

The Whistleblowing Policy applies to independent third parties (e.g., contractors and suppliers) in addition to employees. All relevant stakeholders are encouraged to report any suspicious activities, including financial crimes and workplace misconduct. When necessary, reports will be escalated to the head of the department or division, the head of Internal Audit Department, the Chief Executive, and/or the Chairman of the Audit Committee. The policy ensures that whistleblowers are protected from retaliation and guarantees confidentiality to ensure proper handling of reported cases.

To ensure effective preservation of the Group's reputation, our comprehensive risk management system guides us in risk identification and mitigation. Ethical training is arranged regularly for our employees, and they are required to take part in anti-corruption training during the reporting year to emphasise the value of ethical behaviour in the workplace and to strengthen their ability to handle moral quandaries. We introduce our Code of Conduct to new employees during their orientation. In the reporting year, a training session on anti-corruption and business ethics was conducted for our employees. A webinar titled "Ethics Legacy: The Ethical and Governance Roles of Directors and Senior Management of Publicly Listed Companies" hosted by the Hong Kong Business Ethics Development Centre was arranged for our Directors. Additionally, Independent Commission Against Corruption (ICAC) training was conducted for our general employees and food and beverage employees in hospitality management to enhance their awareness on business ethics. During the reporting period, no instances of non-compliance related to bribery, extortion, fraud, or money laundering were reported in the Group's operations.



## STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

Wing Tai values stakeholders' opinions and expectations on ESG-related issues to build trustful, long-term relationships with them. We actively engage our stakeholders through diverse communication channels and incorporate their feedback into materiality assessments. The feedback and recommendations from our stakeholders help us in shaping our ESG management strategies and enhancing ESG performance.

The stakeholder engagement methods used during the reporting period include:

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

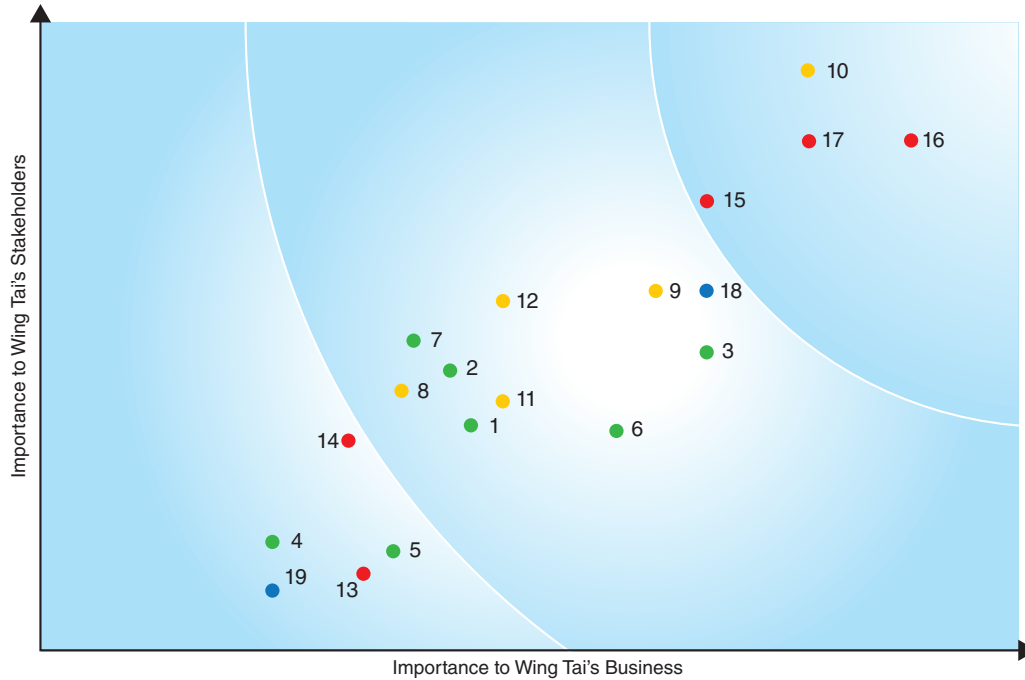
To align with industry standards, the Group regularly conducts stakeholder engagement exercises and annually reviews the list of material ESG issues. In 2023, an independent third-party consultant conducted a comprehensive stakeholder engagement process with our internal and external stakeholders, including Directors, management, employees, contractors, suppliers, and investors. Through online surveys and interview sessions, we have collected their opinion on the materiality of ESG-related issues and their perspectives on Wing Tai's sustainability initiatives.

The feedback obtained from the stakeholder engagement exercise was instrumental in shaping the Group's ESG strategy and development of the materiality matrix. To ensure alignment with global priorities, the Group makes references to the relevant United Nations Sustainable Development Goals (the "SDGs") in addressing its ESG materiality issues. The materiality assessment results, including the materiality matrix and the list of material ESG-related issues aligned with the SDGs, were reviewed and revised in this report.

During the reporting year, we reviewed the 19 identified material ESG-related issues against industry practices and megatrends. As a result, "Energy Conservation", "Green Building" and "Supply Chain Management" have been adjusted to reflect the rapidly changing sustainability landscapes.

# ESG MANAGEMENT APPROACH

## WING TAI'S MATERIALITY MATRIX 2024



ESG Aspects	Materiality Issues	SDGs
Environmental	1. Greenhouse Gas Emission and Other Air Emission	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION
	2. Waste Management	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	3. Energy Conservation	7 AFFORDABLE AND CLEAN ENERGY 11 SUSTAINABLE CITIES AND COMMUNITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION
	4. Water Management	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	5. Materials	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	6. Green Building	11 SUSTAINABLE CITIES AND COMMUNITIES
	7. Climate Change	11 SUSTAINABLE CITIES AND COMMUNITIES 13 CLIMATE ACTION

ESG Aspects	Materiality Issues	SDGs
Employment and Labour	8. Diversity and Equal Opportunities	
	9. Employee Wellness and Engagement	 
	10. Healthy and Safe Workplace	
	11. Training and Development	
	12. Labour Standards	
Operating Practices	13. Supply Chain Management	
	14. Product and Service Responsibilities	N/A
	15. Data Privacy Protection for Customers	N/A
	16. Anti-corruption	
	17. Ethics and Integrity	
Community	18. Customer Wellness, Health and Safety	
	19. Community Investment	 



## ESG MANAGEMENT APPROACH



Lanson Place (Hong Kong)

## OUR CARE TO CUSTOMERS

### PRODUCT AND SERVICE RESPONSIBILITY

Wing Tai is dedicated to delivering top-quality products and services to uphold our commitment to excellence and prioritising customer satisfaction. We maintain strict adherence to all relevant laws and regulations concerning product responsibility and buyer protection, including the Residential Properties (First-hand Sales) Ordinance (Cap. 621 of the Laws of Hong Kong) and the Trade Descriptions Ordinance (Cap. 362 of the Laws of Hong Kong).

Committed to exceeding customer expectations, our employees are mandated to rigorously follow our internal Product Responsibility Policy. Additionally, Landmark East and Shui Hing Centre have obtained the ISO 9001:2015 Quality Management System certificates. To ensure our products and services strictly adhere to established standards and requirements, we engage external consultants for property management operations, leveraging their expertise in handling complex projects and managing quality. Regular performance evaluations are conducted with our contractors to ensure quality standards are upheld throughout the operations. Our operational staff also conducts regular patrols to uphold cleanliness, safety, and operational efficiency.

Throughout the reporting period, no instances of non-compliance with laws and regulations related to health and safety, advertising, labelling, and privacy matters were identified. Additionally, there were no product recalls due to safety or health issues throughout the sales or shipping processes.

### CUSTOMER PRIVACY PROTECTION

Apart from continual enhancement of our products and services, Wing Tai is also committed to safeguarding customers' privacy. Considering our business's nature and speciality, it is a standard practice within our operational procedures to collect customers' personal information. We treat their privacy with utmost importance throughout the management of their personal data. All our operations strictly adhere to laws and regulations concerning data privacy and protection, such as the Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong).

To reinforce the compliance with these laws and regulations, and ensure the confidentiality of personal information, internal policies and procedures are in place to communicate our commitment to our employees and customers. These policies and procedures prevent any unauthorised or accidental access, deletion, or misuse of customers' personal data and ensure that data collection is conducted exclusively for lawful and appropriate purposes. For example, personal data is collected solely for relevant purposes stated on the physical registration forms with iPad check-ins at Lanson Place Causeway Bay, restricting access to guests and residents' personal information to authorised parties only. Furthermore, customers are given the choice to opt out of providing personal data for marketing purposes.

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## OUR CARE TO CUSTOMERS

Wing Tai has specific operational procedures and trainings in place for each business unit to guide our employees on safeguarding data privacy. In hospitality management operations, our hotel and serviced apartment have at least one designated data officer responsible for overseeing data management and protection. Regular training sessions are also provided to our front office staff to ensure they maintain awareness of customer data privacy. We require employees to participate in regular cybersecurity quizzes to enhance their vigilance against data misconduct and cyberthreats, and to avoid displaying customers' personal information publicly from their workstations. Software can only be purchased and installed on colleagues' workstations by authorised personnel only upon acquiring the necessary software licenses. In property management, written guides and work instruction documents are in place to guide relevant employees in handling customer data. Sensitive data will be erased once their initial collection purpose has been fulfilled.

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

### **CUSTOMER FEEDBACK HANDLING**

The feedback we receive from our customers and tenants plays a crucial role in shaping our future developments. We seek their opinions and experiences regularly to foster strong and trusted relationships. This proactive engagement helps us to better understand the needs of customers and tenants, enabling us to refine our products and services to exceed their expectations.

We actively gather customers' feedback and comments by utilising a range of communication channels. Throughout our property management and hospitality management operations, we regularly conduct customer and tenant satisfaction surveys to evaluate our service quality. Based on the survey results, we refine our targets and track the progress of our key focus areas.

In hospitality management operations, our employees adopt a proactive approach to guarantee service quality. They understand the level of satisfaction of guests through daily face-to-face interactions. We also follow up with departed guests through email to check in on their experience and encourage them to share their feedback on TripAdvisor, or through online surveys. We also utilise various social media platforms to streamline the feedback collection process, enabling us to gain deeper insights into our guests' expectations.

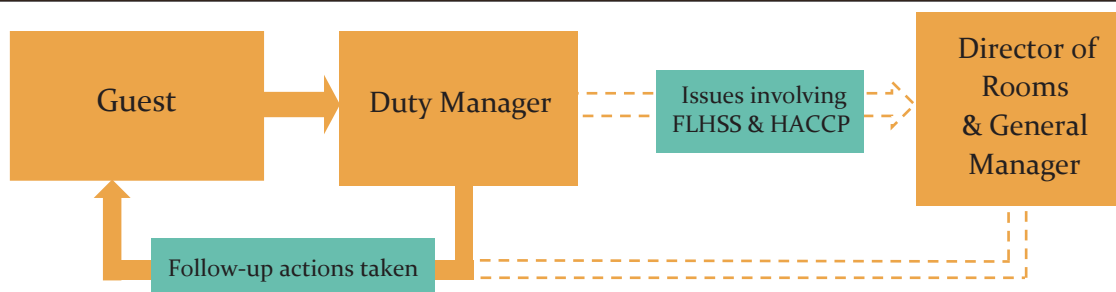
A Computerised Property and Facility Management System has been implemented at Landmark East's customer care centre to collect tenants' feedback in property management operations since 2021. This system can analyse tenants' feedback through big data analysis, thereby creating streamlined workflows to support management in strategic decision-making processes.

The opinions and comments collected from our customers are very crucial to us. Our senior management regularly reviews customer feedback, opinions, and complaints across all business operations to effectively address customers' concerns and enhance service and product quality. Wing Tai shares customers' feedback with staff members to promote ongoing improvement.

Our Product Responsibility Policy outlining the standard operating procedures has been formulated for both property management and hospitality management operations to ensure prompt and accurate handling of consumer complaints.

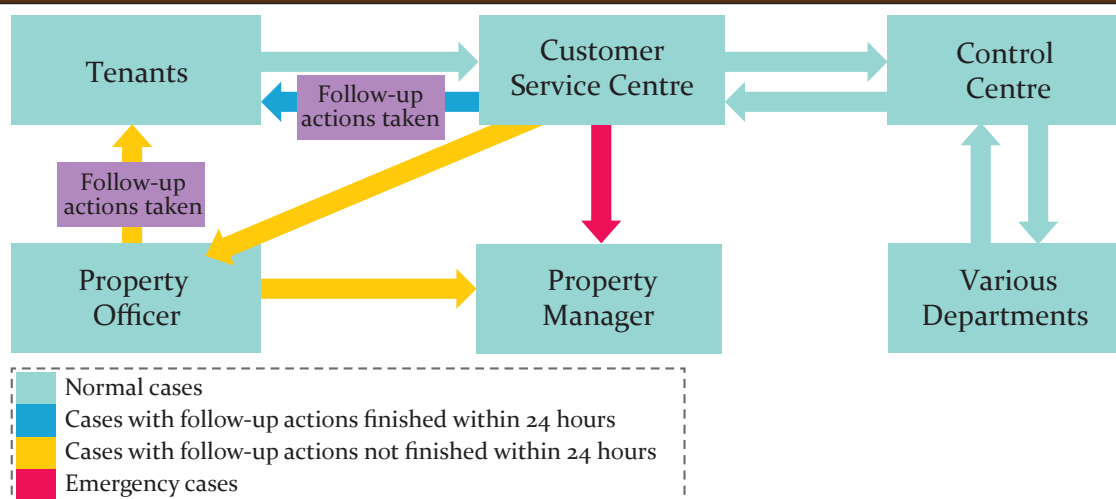


## Hospitality Management



In hospitality management operations, the Duty Manager oversees recording, reviewing, and following up on complaints. The Director of Rooms and the General Manager are notified of any complaints relating to Fire, Life, Health, Safety, and Security (FLHSS) and Hazard Analysis and Critical Control Points (“HACCP”). As a next step, they will address the guests’ complaints and concerns in a timely manner.

## Property Management



In property management operations, complaints are reviewed and addressed within 24 hours by the Customer Service Centre, Control Centre and various departments of Landmark East and Shui Hing Centre, through meetings and site inspections. Our Property Manager oversees emergency cases (shown in red on the chart) and cases unresolved within 24 hours (shown in yellow on the chart). After follow-up actions have been taken, tenants will be notified.

To foster a culture of recognition and appreciation, Wing Tai consistently shares compliments received from guests with staff members on our internal employee communication platform in our hospitality management operations.

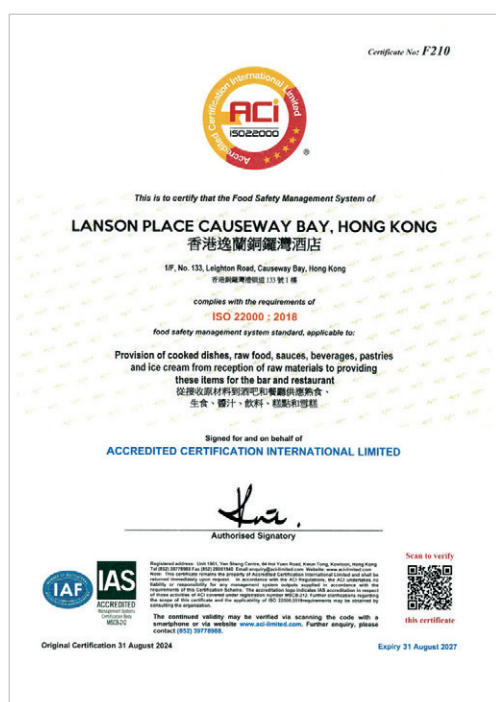
The Group’s primary goal is to consistently provide high-quality products and services to our customers and tenants. Throughout the reporting year, no significant complaints were received regarding unsatisfactory customer services or products.

# OUR CARE TO CUSTOMERS

## CUSTOMER HEALTH AND SAFETY

To protect the health and safety of our customers, we regularly assess potential risks and hazards in our properties. Mitigation and remediation measures have been implemented to manage the identified risks and hazards to ensure a safe environment for our customers.

We conduct regular inspections of security and fire service systems across all properties to ensure effective and prompted crisis response and evacuation procedures. Daily patrols are carried out by our security staff to monitor building systems, safety and cleanliness as part of our property management activities. Any irregularities found are corrected promptly.



We have established crisis management policies and processes for our hotel management operations to minimise operational risks. The list of possible crises scenarios is updated on a regular basis. We ensure all responsible personnel are well-informed of their roles and responsibilities with regard to risk management through annual drills, testing, simulations, and trainings. Moreover, Lanson Place Causeway Bay has obtained the ISO 22000:2018 and ACI-HACCP certificates for excellence in food safety management to safeguard guests' health and safety.

We minimise potential transmission risks at our operation sites to protect our employees, guests and tenants. Strict hygiene control procedures are conducted regularly, including disinfection of common areas and facilities such as elevators, doorknobs, telephones, restrooms, and lobbies, as well as adding bleach pills into the flushing water tanks.

We have installed bacteria/virus removal filters ("C-Polar") at Landmark East and conduct regular air purging on each floor to safeguard the health and safety of our tenants. Deep cleaning of the floor is carried out to guarantee ongoing disinfection in the main lobbies. Smart Cleaning Robots are used to disinfect in addition to regular floor cleaning. We also distribute newsletters and notices promptly via email to update our tenants on the latest hygiene control measures.

During the reporting period, there were no reports of health and safety issues regarding our services and products.



Smart Cleaning Robot





## OUR CARE TO SUPPLY CHAIN

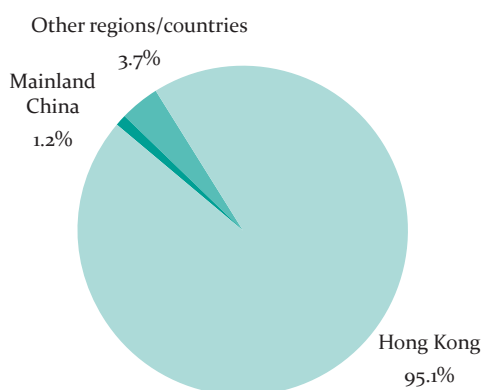
### OVERVIEW OF SUPPLY CHAIN IN WING TAI

Wing Tai is committed to delivering exceptional services and developing high-quality properties by continuously enhancing the supply chain management processes. We maintain open and effective communication with our suppliers, including construction contractors, and suppliers of building materials and cleaning products. We actively review and address the top environmental and social risks identified throughout Wing Tai's supply chain, such as anti-corruption practices and occupational health and safety to maintain a high-quality supplier portfolio that meets our ethical and operational standards.

Non-compliance or subpar performance could adversely affect our operations and value chain. We regularly evaluate suppliers' ESG performance and identify potential ESG risks through a robust supplier monitoring mechanism. After evaluation, the results are integrated into our supplier selection process. To mitigate risk impacts, various internal measures have been adopted. In property development, relevant clauses are included in the tender documents for main contractors. We also maintain sufficient stocks of consumables and parts to support the daily operations of our property management services to prepare for potential supply chain disruptions.

In 2024, Wing Tai engaged 646 local suppliers across our key business sectors, including hospitality management, property development, property management, and HR & Admin Department in Hong Kong, which represents approximately 95.1% of our supplier base.

#### Geographical Distribution of Suppliers in Wing Tai



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## **SUSTAINABLE PROCUREMENT PROCESS**

We believe that a sustainable supply chain can enhance the overall resilience of Wing Tai's value chain. To this end, we have established a resilient system to guide the adoption of sustainable products and services. Our Green Procurement Policy guides us in embedding sustainability considerations into both supplier selection and purchasing decisions, including the integration of green purchasing standards into procurement processes. Demonstrating a deep commitment to the environment, we strive to integrate environmental considerations into our products and services across the entire supply chain, encompassing planning, design, development, and business operations.

Aligning with our sustainable procurement strategy, we prioritise sourcing building materials from local manufacturers located within an 800-kilometer radius of our property development sites to support the local economy. The strategy also reduces our carbon footprint and material delivery costs. Additionally, to minimise waste generation during construction, we adopt aluminium formworks for typical floor construction, which the aluminium can be reused multiple times. This practice has significantly reduced our reliance on disposable wooden formworks.

Our dedication to sustainability is also reflected in our procurement of environmentally friendly materials. The Group actively seeks partnerships with suppliers and manufacturers committed to sustainable forestry management. For our property development projects, we encourage the use of on-site wood products sourced from Forest Stewardship Council-certified origins.

Furthermore, in our hospitality management operations, we prioritise suppliers that can provide environmentally friendly products and align with our commitment to sustainability throughout the supply chain.

## **SUPPLIER SELECTION**

Wing Tai cares about the quality of products and services delivered to our customers and guests. The Group has established a robust supply chain management framework while adhering to environmental standards. Our tender documents include relevant clauses to ensure suppliers' compliance with environmental laws and regulations. In our procurement processes, we uphold fair competition and equitable treatment of all suppliers and contractors.

For supplier selection and evaluation regarding sustainability performance, relevant measures are in place to enhance quality control within our supply chain. In our hospitality management operations, we eliminate high-risk suppliers to ensure effective and responsible procurement. Regular assessments are conducted for suppliers during the quotation process. Their performance is reviewed by both the purchase and user departments.

During our supplier registration process, we require suppliers to acknowledge our sustainability commitments and agree to support our execution of sustainability policy in our hotel and serviced apartment.



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## OUR CARE TO SUPPLY CHAIN

For property management operations, we maintain a list of qualified suppliers and contractors based on their suitability, competency, and qualifications. Environmental and social considerations are also integral to our decision-making process. Contractors and suppliers in property management operations are encouraged to provide certifications such as ISO 9001, ISO 14001, and ISO 45001 during application for inclusion in our approved supplier list. To ensure high-quality products and services, we regularly conduct evaluations and arrange meetings with suppliers to review their performance. This comprehensive approach helps us identify potential risks and maintain traceability across our supply chain.

In property development operations, local suppliers are preferred in our procurement and supplier selections. We aim to minimise the environmental and social impact of construction material procurement on neighbouring communities, while reducing air pollution from material delivery. During the reporting year, our property development contractors engaged a total of 29 local suppliers. In alignment with our commitment to green building development, we target to have our construction projects H18C and Cloudview certified with BEAM Plus certification. We prioritise suppliers offering sustainable, regionally sourced materials, certified green products, and materials containing recycled content. Green building certifications, such as BEAM Plus, LEED, WELL, and China Green Building Label (“CGBL”), are set as basic requirements for our project sites to demonstrate our commitment to sustainability and environmental responsibility.

### **ETHICAL SUPPLY CHAIN OPERATION**

To ensure our compliance with all applicable laws and regulations, our Vendor Code of Conduct outlines our ethical standards and expectations for suppliers and service providers. This document specifies Wing Tai’s requirements in operational standards including workplace health and safety, employment practices, labour standards, environmental preservation, supply chain management, and anti-corruption protocols.

We inform our suppliers of our policies through transparent and regular communication. When preparing contracts for contractors, ethics and integrity clauses are embedded to ensure contractors’ compliance to Wing Tai’s ethical standards.



Lanson Place (Manila)



Lanson Place (Manila)

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## OUR CARE TO EMPLOYEES

### LABOUR STANDARDS

In all aspects of our business, Wing Tai is committed to preventing human rights violations. We rigorously abide by the laws and regulations including the Employment Ordinance (Cap. 57 of the Laws of Hong Kong), Employment of Children Regulations (Cap. 57B of the Laws of Hong Kong), and Employment of Young Persons (Industry) Regulations (Cap. 57C of the Laws of Hong Kong). The Group strictly prohibits any instances of child labour, forced labour, bonded labour, indentured labour, slave labour, or human trafficking.

To ensure compliance of all employees with labour standards, identification and reference checks are performed during the recruitment process. Throughout our recruitment process, all employees are required to provide their dates of birth with sufficient evidence. Their personnel files contain copies of their identity cards. This prevents Wing Tai from recruiting employees under the age of 18 to perform hazardous tasks.

Throughout the reporting period, no non-compliance cases concerning child or forced labour were observed in our business operations.

### EMPLOYMENT RELATIONS

Wing Tai recognises that creating an employee-centric and harmonious workplace is essential to long-term company success. We are dedicated to providing support and rewarding benefits to our employees to attract and retain talents. We strictly adhere to all employment practices and the applicable laws and regulations in Hong Kong, including the Employment Ordinance (Cap. 57 of the Laws of Hong Kong) and discrimination ordinances<sup>1</sup>. During the reporting year, no instances of non-compliance were identified.

We embrace diversity in our workplace. We are dedicated to offering a safe, encouraging, and discrimination-free workplace, guaranteeing equal opportunities in the recruitment process, compensation, working conditions, training, and promotion. Discrimination against nationality, religion, gender, age, marital status, sexual orientation, disability, ethnicity, ancestry, or veteran status is strictly forbidden in Wing Tai. Our recruitment decisions focus on competencies, educational background, qualifications, professional experience, and skill sets.

Wing Tai provides all employees with competitive and equitable compensation packages to attract and retain talent. Market benchmarking is conducted to evaluate the compensations on a regular basis. We also offer competitive benefits like insurance, long-term service awards, leaves, and physical check-ups.

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



To motivate employees and maintain our market competitiveness, the Group designs and assesses compensation packages on a “pay-for-performance” basis. Hospitality team members who receive guest compliments on online platforms are recognised for their exceptional service and dedication.

An engaging and inclusive environment is built with acknowledgement and understanding on employees’ feedback and opinion. Employees can communicate with their direct supervisors, department heads, or HR Department with our group-wide grievance and complaint handling procedures. Each and every complaint received will be treated with the utmost importance and confidentially to ensure it is handled properly and equitably.

Our continuous dedication in upholding an employee-centric workplace has earned the recognition of respected organisations. Wing Tai and Lanson Place have proudly received the Good MPF Employer Award for 9 consecutive years. This year, we are also awarded with the Labour Department’s Good Employer Award. These honours demonstrate our commitment to giving our staff members an enjoyable and encouraging work environment.

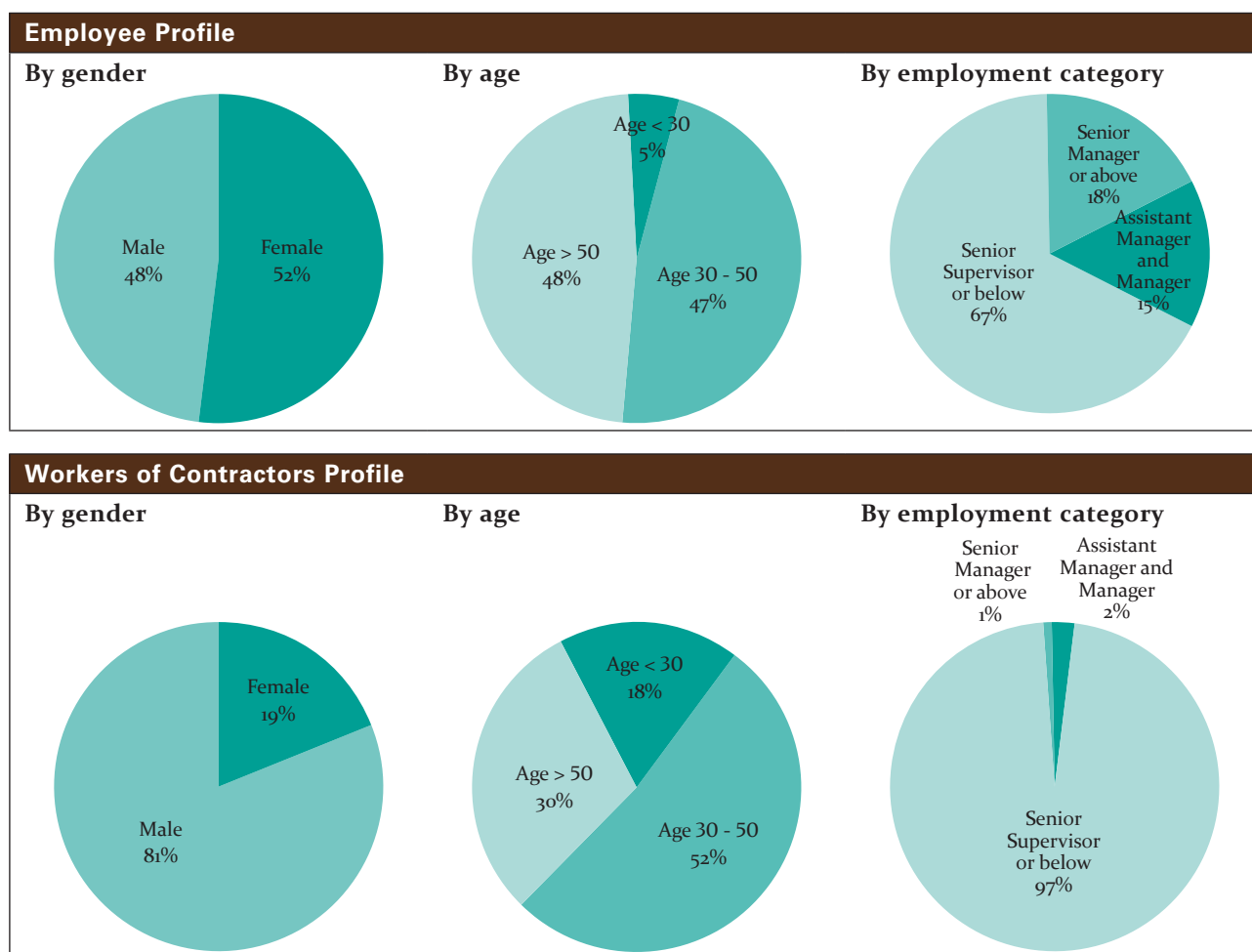




## OUR CARE TO EMPLOYEES

As of 31 December 2024, Wing Tai employed around 480 employees and 750 contract workers. Among our employees, approximately 99.2% were based in Hong Kong, 0.6% were based in Mainland China and 0.2% were based in other countries. Approximately 94.2% of our workers of contractors were based in Hong Kong, 0.5% were based in Mainland China and 5.3% were based in other countries.

The Group's workforce consisted of 48% male employees and 52% female employees. Wing Tai is committed to maintaining a balanced and satisfactory gender mix within our workforce. We guarantee equal opportunities in all aspects of employment practices, including recruitment, hiring, compensation, training, and promotions. Regardless of gender, our people management decisions are made based on individuals' competency, expertise, experience, and individual performance.



Our employee turnover rate was around 11% during the reporting period.

Employee Turnover Rate <sup>2</sup> in 2024	
Overall	11.1%
By gender	
Male	10.8%
Female	11.5%
By age group	
Age < 30	21.3%
Age 30 – 50	16.1%
Age > 50	5.3%
By geographical distributions	
Mainland China	66.7%
Hong Kong	10.6%
Other	0%

## HEALTHY AND SAFE WORKPLACE

Protecting our employees' health and wellbeing is the top priority for Wing Tai. We strictly comply with all applicable occupational health and safety ("OHS") laws and regulations, including the Factories and Industrial Undertakings Ordinance (Cap. 59 of the Laws of Hong Kong) and the Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong). During the reporting year, there were no confirmed instances of non-compliance with OHS regulations in our Hong Kong operations.

We are dedicated to upholding strict safety regulations. Landmark East is certified with the ISO 45001:2018 Occupational Health and Safety Management Systems Certification. In addition, the Safety, Health, Environment & Quality Policy Statement for the construction site of H18C has been updated. It targets to reduce the accident rate to 8 accidents per 1,000 workers, or 0.22 accidents per 100,000 man-hours.

Through a variety of programmes, Wing Tai upholds the OHS standards in our offices and operation sites. Our internal policies specify the occupational health and safety requirements to guide our employees. For example, we have Safety Staff Handbook and Working Safety Guideline in place and in practice for our hospitality management and property management operations. These policies provide comprehensive guidelines on how to prevent fire hazards, electricity outages, and lift malfunctions.

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

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## OUR CARE TO EMPLOYEES

### **Safety Inspection and Programme in Project Development Operation**

To ensure property development operations' compliance with the OHS standards, our employees conduct regular safety management meetings with our contractors and perform annual safety inspections. At both construction sites of Cloudview and H18C, safety officers are delegated to carry out routine safety inspections to ensure compliance with safety standards and regulations, while area foremen are responsible for conducting dynamic risk assessments prior to commencement of any work. Safety procedures are also established, including daily pre-work checks and briefings in safety inspections.

Moreover, to further prevent work-related injuries among our employees, we distribute OHS-related publications from the Labour Department and offer protective gears such as essential safety gears helmets, gloves and masks for employees working on high-risk tasks at construction sites. At Cloudview, the contractor has implemented a project safety plan and has posted on notice boards safety policies and general internal safety rules. All site employees are required to attend site induction training prior to work commencement. At H18C, the contractor has established a permit-to-work system to identify, communicate, mitigate, and control risks at construction sites, ensuring a safe working environment for all employees. Moreover, a monthly safety award scheme was implemented to motivate adherence to OHS requirements. At both of the construction sites, standardised protocols for remedial actions and proper response measures guidance have been established for handling operational accidents. To prevent similar accidents in the future, safety alerts, in-depth accident investigations, follow-up safety training and enhancement to workplace safety procedures will be conducted.

### **Health and Wellbeing at Offices and Property Management Operations**

Wing Tai places significant emphasis on the health and well-being of our employees. We distribute nutritious fruits once a week to the office and property management employees. We clean our water drinking machines annually and conduct quality test to our drinking water regularly. To maintain hygienic standards, we apply disinfectant sprays on a regular basis and supply masks at the reception area. During the reporting year, our offices at Landmark East have been awarded with WELL Certified Platinum, showcasing our achievement in incorporating health and wellness considerations in our employees.

At Landmark East, we prioritise using compliant materials in our water tanks and ensure proper upkeep of our internal plumbing systems. In recognition of our commitment to water quality, we have been awarded the "Gold" designation in the "Quality Water Supply Scheme for Buildings – Fresh Water (Management System)" from the Water Supplies Department. Additionally, we have implemented an advanced air treatment technology, the C-Polar filtering system, at Landmark East to maintain indoor air quality. This system is integrated into the air handling units, which efficiently removes viruses and enhances indoor air quality on each office floor. To improve our employees' awareness and understanding on health and wellness, we encourage our employees to join webinars about stress management.

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### **Occupational Health and Safety Training**

We communicate to our employees the dangers associated with OHS to increase their awareness. We regularly conduct OHS training courses for all business operations. In our property development and hospitality management operations, we provide our staff with external health and safety training courses to improve their understanding on automated external defibrillators (AEDs), cardiopulmonary resuscitation (CPR), and first aid protocols. In hospitality management operations, we subsidise our managers, first-aiders, and hygiene supervisors to participate in external training courses. During the reporting year, our hospitality management operations hosted training sessions on work safety and FLHSS refresher. An Emergency Response Team (ERT) training has been conducted at Lanson Place Causeway Bay which covered a variety of subjects, including fire safety, evacuation, and fire drills, as well as the handling of emergency during typhoons, floods, lift failures, and bomb threats. Ecolab Product Application and bed bug hygiene training sessions were also held at Lanson Place Causeway Bay and Waterfront Suites respectively.

We encourage our contractors to attend OHS trainings regularly. Toolbox talks are organised at H18C to enhance contractors' understanding of safety issues. We also invited internal and external speakers to instruct contractors on health and safety topics. The contractor of Cloudview provided manual handling training to its workers to assist them to identify hazardous manual tasks and use proper techniques, reducing risk in workplace.

Landmark East was awarded WELL Health-Safety rating in 2024, acknowledging our operational policies, maintenance protocols, emergency plans and stakeholder education to address safety and acute health issues.

In 2024, around 1,804 hours of the OHS training were provided by the Group to our employees and around 2,398 hours of the OHS training were provided by our contractors in construction sites. In the past 3 years, no work-related fatalities were recorded. Among Wing Tai employees, 102 lost days were recorded due to 7 cases of work-related injuries.

### **TRAINING AND DEVELOPMENT**

Wing Tai encourages ongoing education of employees to stimulate innovation and business development. We invited professionals and technical experts to conduct training sessions tailored for employees' jobs and duties. In our property development operations, the safety department provides contractors at the H18C site with regular trainings related to quality management standards. In hospitality management, we have implemented comprehensive training programmes that covers service standards, crisis management, risk mitigation techniques, and safety protocols.

At Lanson Place Causeway Bay, we are committed to fostering sustainable and continuous learning. To equip our hotel team with the necessary skills to deliver exceptional service while adhering to our safety and quality standards, we have implemented a comprehensive one-day orientation programme for new joiners which encompasses crucial information about the hotel and system training on key applications. Additionally, we provide specialised training sessions focused on service etiquette and standards, ensuring continuous improvement in our service delivery. Our commitment to excellence is further trained by Forbes, which guides our guest satisfaction training initiatives. Through these efforts, we aim to enhance both employee engagement and guest experience.



## OUR CARE TO EMPLOYEES

Embracing the tenet of “Learning by Doing”, our hospitality management operations organise cross-exposure programmes. Through these programmes, employees can obtain practical experience in a range of industry roles, developing a broad skill set and promoting personal development.

Beyond internal training programmes, Wing Tai emphasises on personal development by offering financial subsidies for external training programmes and covering the cost of professional memberships.

We carry out annual performance reviews to evaluate the competencies and performance of our employees. By implementing a Key Responsibility Area system, we assess employee performance in a comprehensive manner and provide feedback on standards and individual goals. Through mutual agreement on expectations and objectives, employees can align their efforts with corporate goals, facilitating effective training and development plans tailored to achieving long-term business objectives.

### Training Data in 2024

Percentage of employees trained <sup>3</sup>	
Overall	88%
By gender	
Male	89%
Female	86%
By employment category	
Senior Manager or above	49%
Assistant Manager and Manager	93%
Senior Supervisor or below	98%

Average training hours	
Overall	18
By gender	
Male	20
Female	16
By employment category	
Senior Manager or above	10
Assistant Manager and Manager	24
Senior Supervisor or below	19

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







**ENVIRONMENTAL MANAGEMENT APPROACH**

The Group is dedicated to strengthening our management strategies to enhance environmental performance within our business operations.

We rigorously adhere to all relevant environmental laws and regulations, including the Air Pollution Control Ordinance (Cap. 311 of the Laws of Hong Kong), Noise Control Ordinance (Cap. 400 of the Laws of Hong Kong), Water Pollution Control Ordinance (Cap. 358 of the Laws of Hong Kong), Waste Disposal Ordinance (Cap. 354 of the Laws of Hong Kong) and Dangerous Goods Ordinance (Cap. 295 of the Laws of Hong Kong). During the reporting period, there were no non-compliance cases concerning emissions, sewage discharge, or waste generation in our business operations.

Wing Tai understands that daily operations have negative impacts to the environment. Our robust environmental management systems are developed in alignment with global standards to minimise our impact. Landmark East has been certified the ISO 14001:2015 Environmental Management System certification for our property management activities, whereas the contractor overseeing the development of H18C has achieved certification for ISO 50001:2018 Energy Management System.

Guided by our Environmental Policy, we are dedicated to upholding sustainable business practices by executing strategies focused on carbon emissions, energy usage, green building design, sustainable procurement, and promoting environmental consciousness. Moreover, our business partners are required to comply with our Vendor Code of Conduct and Green Procurement Policy. We review the policies to ensure they are aligned with the latest industry expectations on environmental and social responsibilities when necessary.

In alignment with the Green Procurement Policy of the Group, we are dedicated to optimising the utilisation of resources, including energy, water, and other raw materials. By prioritising the procurement of low-carbon products and services, we aim to reduce our carbon footprint and environmental impact across all hospitality management operations.

To realise our climate goals and transition towards a low-carbon economy, we have established environmental targets for energy consumption, greenhouse gas emissions, waste management, and water consumption to be accomplished by 2030. These targets were formulated following a thorough review and analysis of our historical data in the baseline assessment. Further details regarding our specific targets can be found in the relevant sections of this chapter.

**ENERGY CONSERVATION AND GREENHOUSE GAS EMISSION**

In response to the escalating significance of climate change globally, Wing Tai is dedicated to enhancing energy efficiency and reducing greenhouse gas emissions throughout our properties. Towards this end, we continuously monitor our energy usage by conducting monthly energy consumption analysis and performing energy audits at our hospitality management facilities and the construction site of H18C. We assess the electricity and/or town gas usage to determine potential enhancements for our facilities strategically.



### Energy Optimisation in Hospitality Management and Property Management

Our hospitality management and property management operations prioritise energy efficiency enhancement of our facilities during the reporting year. We have installed solar panels, energy-efficient air conditioners and light-emitting diode (“LED”) fixtures to reduce electricity consumption.

For hospitality operation, we enhance energy efficiency with the application of Room Control Units. In unoccupied rooms and areas, the lightings in guestrooms are automatically turned off and air conditioning is adjusted to 23°C with minimal, thereby achieving active reduction in energy consumption while providing a comfortable environment to the guests.

For property management operations, our AI-driven chiller plant optimisation system at Landmark East is supported by big data solutions. This system contributed to a reduction in energy consumption by approximately 230,000 kWh during the reporting year. In addition, approximately 120,000 kWh per year was saved by replacing the fluorescent tubes with LEDs in the common corridors since 2021. The installation of energy-efficient chillers at Shui Hing Centre resulted in saving approximately 140,000 kWh in 2024. Looking into the future, we plan to further explore the possibility of improving energy efficiency through implementation of heating, ventilation, and air conditioning (HVAC), and upgrading the control strategy at Landmark East in 2025. At Shui Hing Centre, we will continue to review chilled water supply, temperature setpoints, lighting arrangements and lift operation schedules for potential energy-saving opportunities.

### Energy Consumption Reduction in Office and Property Development

We have introduced specific measures to manage energy consumption in both our office premises and property development projects. In office, we minimise energy consumption by optimising our operational practices based on changes consumption patterns and temperature. Employees are also encouraged to switch off idle lighting. In our property development projects, regular maintenance of construction equipment is conducted to enhance operational efficiency and prolong equipment lifespan. At Cloudview, a temperature range was fixed for site office to ensure optimal comfort while conserving energy. At the construction site of H18C, machineries such as mobile cranes are turned off or set to energy-efficient modes during off-duty period. For example, the contractors have implemented restrictions on maximum engine speed of our crane machines, operating it in “Eco Mode” to reduce fuel consumption.

Our Energy and Greenhouse Gases Emission Targets		
Business Operation Units	Quantitative Targets Against 2021	Targeted Reduction Rate by 2030
Property Management	Electricity consumption intensity (per gross floor area (“GFA”))	10%
	Indirect carbon emission (Scope 2) intensity (per GFA)	10%
Hospitality Management	Electricity consumption intensity (per room night)	10%
	Indirect carbon emission (Scope 2) intensity (per room night)	10%

# OUR CARE TO THE ENVIRONMENT

## WASTE AND MATERIAL MANAGEMENT

Embracing sustainable consumption practices and recycling initiatives throughout Wing Tai properties, we proactively reduce waste generated from our diverse business operations through waste minimisation, recycling practices and waste monitoring.

### Waste Minimisation and Recycling Practices in Hospitality Management Operation

We have transitioned towards a paperless work environment and digitised our business operation. Since 2021, Lanson Place Causeway Bay, under our hotel management operation, has streamlined guest entry by replacing physical registration forms with iPad check-ins through the property management system. Our hospitality management operation also engaged third-party vendors to collect various waste materials such as paper, plastic, glass bottles, and soaps for further processing. In Lanson Place Causeway Bay, our housekeeping team strictly adheres to standard operating procedures for proper handling of hazardous and non-hazardous waste before collection by vendors. In addition, Lanson Place Causeway Bay participated in Hong Kong Green Day 2024 to support its initiatives on shaping a green office environment and spreading green awareness to our employees and hotel guests.



### Waste Audits and Recycling Practices in Property Development Operation

Our contractors understand our expectations on waste management through active communications. H18C contractors carry out periodic waste audits, allowing us to monitor on-site waste data and evaluate the effectiveness of our waste reduction strategies. We encourage workers and contractors at construction sites to recycle by providing training, posting recycling signages, and placing recycling bins for metal, paper and plastics onsite. Additionally, we have offered incentives to employees and contractors who demonstrated effective waste management practices to encourage further adoption of recycling behaviours.

### Waste Handling and Recycling Practices at Office and in Property Management

In our corporate offices, we have implemented effective waste management measures to promote sustainability. Employees are encouraged to recycle waste, including paper, plastic bottles, aluminium cans and batteries within our office spaces. Notably, Shui Hing Centre in our property management segment participated in the Programme on Source Separation of Commercial and Industrial Waste, with strategically placed recycling bins for tenant use. During the reporting year, Landmark East was awarded the Wastewise Certificate from the Environmental Campaign Committee, acknowledging our dedication to waste reduction and recycling initiatives.

While the amount of hazardous waste produced by Wing Tai remains minimal, we approach the disposal of hazardous materials with meticulous attention. Throughout the reporting period, we diligently adhered to all relevant hazardous waste disposal regulations and standards on chemical waste temporary storage to prevent any potential chemical leakage. To illustrate, we enlisted the expertise of certified third-party operators to manage our disposal of fluorescent light tubes.

Our Waste Reduction Targets		
Business Operation Units	Quantitative Targets Against 2021	Targeted Reduction Rate by 2030
Hospitality Management	Non-hazardous waste disposal intensity (per room night)	17%
Business Operation Units	Qualitative Targets to be Achieved by 2030	
Property Development	Require 100% of the main contractors to submit a waste management plan before commencement of works on construction sites both for Wing Tai's wholly owned new property development projects in Hong Kong and new property development projects in Hong Kong led by the Group	

### WATER CONSERVATION

In our commitment to promoting responsible water usage, we prioritise water conservation efforts while ensuring the provision of high-quality water supply for our guests and tenants.

#### Water Reduction Strategies in Hospitality Management Operation

In our hospitality management operations, we actively reduce freshwater consumption by repurposing condensed water from cooling towers for flushing. To prevent water wastage, we perform daily inspection on our water tabs and repair immediately if there are any dripping and leaks. Our bathroom facilities are equipped with water-saving features such as built-in water flow controls in showerheads and faucets to minimise water usage.



# OUR CARE TO THE ENVIRONMENT

## Water Conservation Initiatives and Wastewater Treatment in Property Development Operation

At both H18C and Cloudview, regular toolbox talks and training programmes are provided to frontline workers, aiming to enhance their awareness of the importance of water conservation. To further this commitment, we have also implemented on-site water storage tanks equipped with water meters to facilitate consistent monitoring of water usage. Alongside, our piling work is conducted under valid water discharge licenses. On-site drainage facilities have been established to collect wastewater and undergo necessary treatment. The treated wastewater is subsequently repurposed within the construction site for various activities like site cleaning, bored piling works, and dust removal to optimise water efficiency.

## Rainwater Recycling in Property Management Operation

Landmark East has implemented a rainwater recycling system that gathers rainwater for the purposes of irrigation and cleaning, resulting in the conservation of around 50 m<sup>3</sup> of freshwater during the reporting year.

Our Water Reduction Targets		
Business Operation Units	Quantitative Targets Against 2021	Targeted Reduction Rate by 2030
Property Development & Property Management	Water consumption intensity (per GFA)	5%

## GREEN BUILDING

We are dedicated to minimising the environmental impact of our buildings and conserving natural resources. Our Lanson Place Causeway Bay completed renovation in 2024. During the renovation, we prioritised environmentally friendly materials such as thinner-free paints and enamel finishes. These material selections not only saved our costs, but also minimised the volatile organic compounds (VOCs) emitted to the environment.

We strive to integrate environmental considerations into our construction processes. Throughout the design and construction phases of our projects, we adhere to relevant international standards. High-performance chiller systems and low shading coefficient glazing are integrated in our property development project designs. Additionally, we install water-efficient sanitary fittings to reduce water consumption and discharge.

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We have set environmental requirements for our contractors on sustainable operations during the construction phase. For instance, at the construction site of H18C, we restricted the use of construction vehicles during lunchtime hours to prevent the creating dust particles and ensure pedestrian safety. In the procurement process, we have deployed a system to document manufacturers' information to ensure the traceability of raw material sources. Contractors of all projects are expected to prioritise the use of sustainable and environmentally friendly materials and appliances. We also encourage the use of LEDs to substitute for traditional lighting in renovation projects and the adoption of T5 tubes in site offices. To manage hazardous waste, registered collectors designated by the Environmental Protection Department are engaged to manage the disposal of chemical waste in construction sites in order to ensure safe and compliant handling.

Our endeavours in green building for our development projects and properties have garnered industry recognition. H18C has achieved Platinum rating for pre-certification of LEED and WELL. Both H18C and Cloudview have been certified by BEAM Plus New Buildings Provisional Assessment. For Landmark East, we have also obtained LEED Existing Buildings Platinum rating and BEAM Plus Existing Buildings Platinum rating. In the future, our projects and properties will be targeted to be acknowledged by BEAM Plus Provisional Platinum rating and CGBL 2-star rating for our commitment on green buildings.

## **RESPONSES TO CLIMATE CHANGE**

With the pressing challenges from climate change, Wing Tai is prepared for the more stringent climate regulations with enhancement in our climate resilience. Our Climate Change Policy demonstrates our dedication to reducing the adverse effects of climate change within our operations through climate risk mitigation, adaption, monitoring and reporting. This policy also aims to enhance environmental and climate consciousness at all decision-making levels.

In 2024, we, with the assistance of an independent third-party consultant, reviewed our identified climate-related risks and opportunities with a comprehensive climate scenario analysis for our primary operations in Hong Kong based on the climate-related risks identified in 2022. Before conducting the scenario analysis, the consultant interviewed our different business operation units and departments to understand the potential impact and mitigations of the climate-related risks. Our ongoing efforts involve refining internal procedures to confront the impacts associated with climate risks through this analysis.

In our scenario analysis, we have adopted two Representative Concentration Pathways ("RCP"), RCP 2.6 and RCP 8.5, which are climate trajectories used by the Intergovernmental Panel on Climate Change (IPCC). These pathways enable us to evaluate potential consequences in two distinct climate futures over the current century. RCP 2.6 represents a scenario that aims to keep global warming likely below 2°C above pre-industrial temperatures. RCP 8.5 portrays a high greenhouse gas emissions scenario in the absence of policies to combat climate change, leading to continued and sustained growth in atmospheric greenhouse gas concentrations. From the scenario analysis, we have identified the potential impact from climate-related transition risks and physical risks under RCP 2.6 and RCP 8.5 by 2050. The result of their underlying impact on the Group's business is illustrated in the table below.

## OUR CARE TO THE ENVIRONMENT

Physical Risk		
Type of Risk	Potential Impact	Our Response
<b>Acute Physical</b>		
Typhoon, extreme precipitation and flooding	<b>Business Impact:</b> <ul style="list-style-type: none"> <li>• Disruption in supply chain and business operations</li> <li>• Damage to vulnerable equipment and machinery</li> <li>• Increase in health and safety hazards</li> <li>• Lower the accessibility of facilities and properties</li> </ul> <b>Potential Financial Impact:</b> <ul style="list-style-type: none"> <li>• Decrease in rental revenue from guests and tenants</li> <li>• Increase in operating costs for maintenance, repair work and staff subsidies</li> </ul>	<ul style="list-style-type: none"> <li>• Carry out drills and annual inspections of facilities</li> <li>• Establish emergency team and special work arrangement</li> <li>• Enhance and install flood mitigation facilities</li> <li>• Secure vulnerable equipment before typhoon and flooding events</li> </ul>
<b>Chronic Physical</b>		
Heatwaves and rising temperature	<b>Business Impact:</b> <ul style="list-style-type: none"> <li>• Decrease in workforce productivity</li> <li>• Early tearing and retirement of existing machinery</li> <li>• Increased health and safety hazards</li> </ul> <b>Potential Financial Impact:</b> <ul style="list-style-type: none"> <li>• Increase in operation expenses from maintenance, implementation of cooling facilities, and hiring costs</li> </ul>	<ul style="list-style-type: none"> <li>• Adopt measures for enhancing workers' well-being under extreme heat</li> <li>• Incorporate building designs with features from BEAM Plus and LEED green certifications (e.g. low-emissivity windows, shading, natural ventilation)</li> </ul>

Transitional Risk		
Type of Risk	Potential Impact	Our Response
<b>Policy and Legal</b>		
Enhanced regulatory requirements, codes and standards	<b>Business Impact:</b> <ul style="list-style-type: none"> <li>Adjustment in operation procedures to adapt to more stringent regulatory requirements, particularly regarding green building certifications</li> </ul> <b>Potential Financial Impact:</b> <ul style="list-style-type: none"> <li>Increase in compliance cost (e.g. consulting fees, green procurement cost)</li> </ul>	<ul style="list-style-type: none"> <li>Adopt green building designs and energy-saving initiatives</li> <li>Include ESG requirements in supplier screening and procure sustainable products</li> <li>Maintain certified with green certifications</li> <li>Regularly monitor regulatory changes in laws, policies and regulations to ensure compliance</li> <li>Update in-house policies for employees to align with the changes in regulations</li> </ul>
<b>Market</b>		
Change in consumer and investor's preference	<b>Business Impact:</b> <ul style="list-style-type: none"> <li>Increase in consumer expectations on climate disclosure and green certifications</li> <li>Increase in customer loyalty and business opportunities for early adoption of sustainable solutions and green building features</li> </ul> <b>Potential Financial Impact:</b> <ul style="list-style-type: none"> <li>Increase in capital expenditure on enhancing employees' ESG knowledge</li> <li>Increase in operational costs for sustainable product sourcing and green building development</li> <li>Decrease in revenue due to changing customer preference to more sustainable hotels</li> </ul>	<ul style="list-style-type: none"> <li>Maintain certified with green certifications</li> <li>Provide sustainable hotel room supplies to guests</li> <li>Update ESG requirements in supplier screening and procurement of sustainable products</li> </ul>

In the coming future, we will explore the feasibility to quantify the identified financial impact of climate-related risks and opportunities in our operations and innovative mitigation measures in response to climate change.



# OUR CARE TO THE ENVIRONMENT

## ENVIRONMENTAL DATA

The following table shows the environmental performance of the Group's corporate offices, property development operations, property management operations and hospitality management operations for the years 2023 and 2024:

	Units	2023	2024
<b>Energy consumption</b>			
Total electricity consumption	kWh	16,419,579	19,865,358 <sup>4</sup>
Total town gas consumption	units	–	312,428 <sup>4</sup>
Total diesel consumption	litres	153,101	443,847 <sup>5</sup>
Total gasoline consumption	litres	34,553	43,482 <sup>5</sup>
<b>Energy intensity</b>			
Corporate offices	GJ/square feet (GJ/sq. ft.)	0.046	0.045
Property development <sup>6</sup>	GJ/sq. ft. <sup>7</sup>	0.009	0.027 <sup>5</sup>
Property management	GJ/sq. ft.	0.035	0.036
Hospitality management	GJ/room night	0.184	0.396 <sup>4</sup>
<b>Greenhouse gas ("GHG") emissions <sup>8</sup></b>			
Direct emissions (Scope 1) <sup>9</sup>	tonnes of CO <sub>2</sub> equivalents (tCO <sub>2</sub> e)	493	2,076 <sup>5</sup>
Indirect emissions (Scope 2) <sup>10</sup>	tCO <sub>2</sub> e	6,778	9,147 <sup>4</sup>
<b>GHG emission intensity by operations</b>			
Corporate offices	tCO <sub>2</sub> e/sq. ft.	0.005	0.005
Property development <sup>6</sup>	tCO <sub>2</sub> e/sq. ft. <sup>7</sup>	0.001	0.002
Property management	tCO <sub>2</sub> e/sq. ft.	0.004	0.004
Hospitality management	tCO <sub>2</sub> e/room night	0.035 <sup>8</sup>	0.097 <sup>4</sup>

<sup>4</sup> Due to the reopening of Lanson Place Causeway Bay in 2024, the electricity, town gas and water consumptions of Lanson Place Causeway Bay in 2024 has increased. Subsequently, the GHG emission intensity for hospitality management operation and Scope 2 emissions increased.

<sup>5</sup> The increase in diesel and gasoline consumption, water and energy consumption intensity for property development is due to the change of construction phase for Cloudview and H18C in 2024. Subsequently, the Scope 1 emissions increased.

<sup>6</sup> Property development data in 2023 and 2024 include Cloudview and H18C.

<sup>7</sup> Intensities for property development are calculated based on the allowable gross floor area.

<sup>8</sup> Calculated in accordance with the Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong (2010 Edition) published by the Environmental Protection Department, HKSAR. We also make reference of the emission factors from CLP Power Hong Kong Limited (0.39 kg CO<sub>2</sub>e/kWh), The Hongkong Electric Company, Limited (0.66 kg CO<sub>2</sub>e/kWh) and the Hong Kong and China Gas Company Limited (0.549 kg CO<sub>2</sub>e/unit) respectively, for the calculation of indirect GHG emissions (Scope 2).

<sup>9</sup> Direct GHG emission (Scope 1) is generated from fuel consumption, including diesel, gasoline and town gas.

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

	Units	2023	2024
<b>Water consumption and intensity by operations</b>			
Total water consumption	cubic metres(m <sup>3</sup> )	74,319	91,513 <sup>4, 5</sup>
Property development <sup>6</sup>	m <sup>3</sup> /sq. ft. <sup>7</sup>	0.013	0.022 <sup>5</sup>
Property management	m <sup>3</sup> /sq. ft.	0.037	0.036
Hospitality management	m <sup>3</sup> /room night	0.490 <sup>8</sup>	0.547 <sup>4</sup>
<b>Waste</b>			
Non-hazardous waste disposed	kg	8,419	2,752 <sup>11</sup>
Non-hazardous waste recycled	kg	26,491	23,178 <sup>11</sup>
Hazardous waste recycled	pieces	2,192	1,796 <sup>11</sup>
<b>Waste intensity by operations</b>			
Non-hazardous waste generated <sup>12</sup> by corporate offices and property management	kg/sq. ft.	0.021	0.010
Non-hazardous waste generated <sup>12</sup> by hospitality management	kg/room night	0.080 <sup>8</sup>	0.258
Hazardous waste generated <sup>13</sup> by corporate offices and property management	pieces/sq. ft.	0.003	0.001
Hazardous waste generated <sup>13</sup> by hospitality management	pieces/room night	–	0.003
<b>Construction material used</b>			
Concrete	m <sup>3</sup>	9,033	17,554
Steel	tonnes	3,169	9,148
Timber	m <sup>3</sup>	72	501
Soil and rock	tonnes	–	45
Others	tonnes	78,141	1,632

<sup>11</sup> We have enhanced our data collection process for waste-related data in 2024 to reflect the actual situation.

<sup>12</sup> Non-hazardous waste generated includes waste disposed and recycled.

<sup>13</sup> Hazardous waste generated includes waste disposed and recycled by licensed collector.

## OUR CARE TO THE ENVIRONMENT





## OUR CARE TO THE COMMUNITY

### COMMUNITY INVESTMENT

Recognising our responsibility to foster positive societal impacts, we adhere to our Community Investment Policy that serves as a guiding framework. This policy underpins our efforts to create enduring value and provide comprehensive assistance to individuals and groups in need within the community. In the reporting year, Wing Tai has prioritised volunteer work, donations and sponsorships as key avenues to fulfil our commitment to supporting the community.

### SUPPORTING THE COMMUNITY WITH FOOD DONATION

Throughout the reporting year, Wing Tai's personnel dedicated a total of 130.5 hours to volunteer work to aid individuals in need and reduce food wastage. We extended our support to Bo Charity Foundation's Food Angel by coordinating volunteers to prepare meal boxes at their central kitchen, rescuing surplus food for distribution to low-income families and individuals in need.





## OUR CARE TO THE COMMUNITY

We encourage our employees to participate in food donation activities, fostering a culture of giving back. Our office was partnering with Food Angel to support the “World Food Rescue Week 2024”, while Landmark East joined “Feeding Hong Kong” to address critical issues of food waste and food insecurity by encouraging surplus food donation. As part of this initiative, surplus non-perishable foods and mooncakes were collected from employees tenants for donation to vulnerable individuals and for redistribution to serve the underprivileged communities in Hong Kong.



## SPONSORSHIPS TO CHARITIES

As part of our continuous dedication to community engagement, the Group actively sought opportunities to contribute through in-kind charitable donations and sponsorships. During the reporting year, the Group donated and sponsored approximately HK\$300,000.

In our efforts to assist those in need, we supported Tung Wah Group of Hospitals' Chu Sau Cheung Nursing Home by distributing 150 gift bags to senior citizens.

In March 2024, Wing Tai proudly sponsored the “2024 Walk for a Vision” event organised by Hong Kong Sanatorium & Hospital Village Volunteers, a charity walk that aimed to raise funds and awareness for Sweet Home Psychological Wellness Centre which provides a comprehensive range of service to underprivileged children in need of emotional health support. Our sponsorship exemplifies our commitment to promoting community health and wellness initiatives. The funds will be used to support 38 emotionally distressed children by providing them psychological and emotional support. Our Group is committed to making a positive impact on the well-being of individuals and the community.



Wing Tai also provided sponsorship for the Habitat for Humanity Hong Kong, which offers direct services to vulnerable elderly people living in public rental housing and low-income families living in subdivided units. We showed our support to their work on improving housing conditions in Hong Kong and build homes overseas, helping people in need and strengthening communities to be self-reliant.

## OUR CARE TO THE COMMUNITY

### COMMUNITY WELLBEING AT LANDMARK EAST

Wing Tai collaborated with artist Alfred Cheng on his exhibition – “Meet the artist – Thread Art Exhibition” at Landmark East. This collaboration features the mesmerising exhibition “Silent Love”. Alfred’s distinctive thread art technique involves weaving a single strand across a canvas, resulting in captivating visual experiences. By providing a platform for artists to showcase their talents and creativity, Wing Tai is committed to promoting art and cultural engagements within the community.



Landmark East also launched a pilot campaign – Social Enterprise Season@ Landmark East for the local community to discover wellness, impact and sustainability more tangibly through local brands and resources. In partnership with various organisations and brands, social enterprises and professionals were invited to host talks on mental health, circular economy and

flexible employment topics, as well as small workshops on eco-friendly products at our Landmark East lobby. This three-week campaign had raised the awareness of our employees, tenants, and the nearby community on mental wellness and sustainability issues.

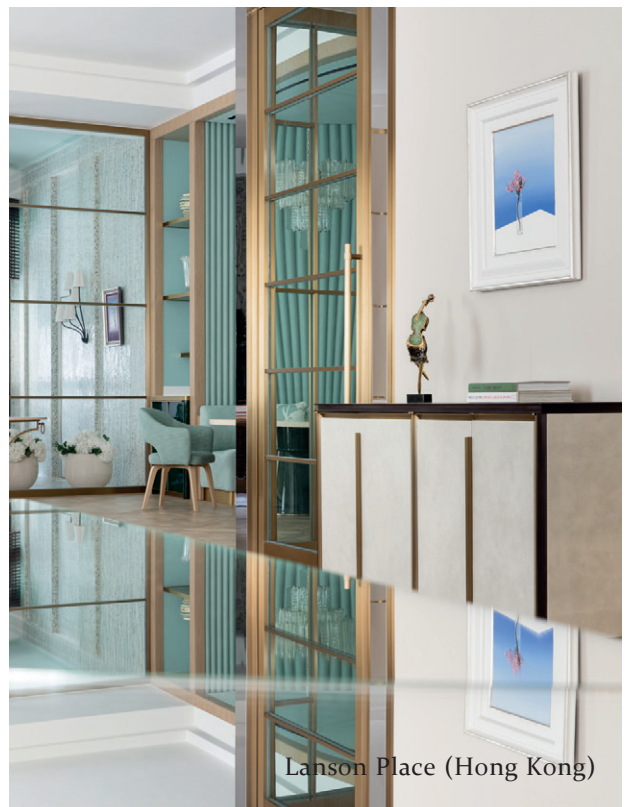
## RECOGNISED AS A CARING COMPANY

Wing Tai and Lanson Place Causeway Bay, nominated by Bo Charity Foundation Limited and World Wide Fund, are recognised as a Caring Company respectively under the Company Scheme 2023/24 organised by the Hong Kong Council of Social Service. This underscores our dedication to fostering community and environmental well-being, and showcases our proactive stance in addressing societal needs.





## OUR CARE TO THE COMMUNITY



## APPENDIX: THE STOCK EXCHANGE ESG REPORTING CODE CONTENT INDEX

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

### MANDATORY DISCLOSURE REQUIREMENTS

Mandatory Disclosure Requirements (“MDR”)	Descriptions	Sections in the report/ Remarks	Page number
MDR 13	A statement from the board containing the following elements: (i) a disclosure of the board’s oversight of ESG issues; (ii) the board’s ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer’s businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer’s businesses.	Chairman’s Message; ESG Governance and Management	P.6, P.11
MDR 14	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: (a) Materiality, (b) Quantitative, (c) Consistency	Reporting Principles	P.3
MDR 15	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	Scope of this Report	P.3

### “COMPLY OR EXPLAINS” PROVISION

#### A: ENVIRONMENTAL

Aspects	Descriptions	Sections in the report/ Remarks	Page number
A1: Emissions	General Disclosure  Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Environmental Management Approach	P.34

## APPENDIX: THE STOCK EXCHANGE ESG REPORTING CODE CONTENT INDEX

Aspects	Descriptions	Sections in the report/ Remarks	Page number
	KPI A1.1 The types of emissions and respective emissions data.	Wing Tai does not generate a significant amount of air emissions in business operations.	N/A
	KPI A1.2 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity.	Environmental Data	P.42
	KPI A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity.	Environmental Data	P.43
	KPI A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.	Environmental Data	P.43
	KPI A1.5 Description of emission target(s) set and steps taken to achieve them.	Environmental Management Approach; Energy Conservation and Greenhouse Gas Emission	P.34-35
	KPI A1.6 Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	Waste and Material Management	P.36-37
A2: Use of Resources	General Disclosure  Policies on the efficient use of resources, including energy, water and other raw materials.	Environmental Management Approach	P.34
	KPI A2.1 Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity.	Environmental Data	P.42
	KPI A2.2 Water consumption in total and intensity.	Environmental Data	P.43



Aspects	Descriptions	Sections in the report/ Remarks	Page number
	KPI A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	Energy Conservation and Greenhouse Gas Emission	P.34-35
	KPI A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Water Conservation  Wing Tai mainly consumes municipal water in Hong Kong. There is currently no issue in water-sourcing in Hong Kong.	P.37-38
	KPI A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Wing Tai's major product and service offerings do not involve the use of packaging materials.	N/A
A3: The Environment and Natural Resources	General Disclosure  Policies on minimising the issuer's significant impacts on the environment and natural resources.	Environmental Management Approach; Green Building	P.34, P.38-39
	KPI A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Green Building	P.38-39
A4: Climate Change	General Disclosure  Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Responses to Climate Change	P.39-41
	KPI A4.1 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Responses to Climate Change	P.39-41



# APPENDIX: THE STOCK EXCHANGE ESG REPORTING CODE CONTENT INDEX

## B: SOCIAL

Aspects	Descriptions	Sections in the report/ Remarks	Page number
Employment and Labour Practices			
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.	Employment Relations	P.26-27
	KPI B1.1 Total workforce by gender, employment type, age group and geographical region.	Employment Relations	P.28
	KPI B1.2 Employee turnover rate by gender, age group and geographical region.	Employment Relations	P.29
B2: Health and Safety	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 providing a safe working environment and protecting employees from occupational hazards.	Healthy and Safe Workplace	P.29-31
	KPI B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Healthy and Safe Workplace	P.31
	KPI B2.2 Lost days due to work injury.	Healthy and Safe Workplace	P.31
	KPI B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Healthy and Safe Workplace	P.29-31

Aspects	Descriptions	Sections in the report/ Remarks	Page number
B3: Development and Training	General Disclosure  Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Training and Development	P.31-32
	KPI B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Training and Development	P.32
	KPI B3.2 The average training hours completed per employee by gender and employee category.	Training and Development	P.32
B4: Labour Standards	General Disclosure  Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to preventing child and forced labour.	Labour Standards	P.26
	KPI B4.1 Description of measures to review employment practices to avoid child and forced labour.	Labour Standards	P.26
	KPI B4.2 Description of steps taken to eliminate such practices when discovered.	During the reporting year, no non-compliance cases were discovered.	N/A

## APPENDIX: THE STOCK EXCHANGE ESG REPORTING CODE CONTENT INDEX

Aspects	Descriptions	Sections in the report/ Remarks	Page number
Operating Practices			
B5: Supply Chain Management	General Disclosure	Our Care to Supply Chain	P.22-24
	Policies on managing environmental and social risks of the supply chain.		
	KPI B5.1 Number of suppliers by geographical region.	Overview of Supply Chain in Wing Tai	P.22
	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.	Supplier Selection	P.23-24
	KPI B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Sustainable Procurement Process; Supplier Selection	P.23-24
	KPI B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Sustainable Procurement Process; Supplier Selection	P.23-24

Aspects	Descriptions	Sections in the report/ Remarks	Page number
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.	Product and Service Responsibility  Wing Tai's major product and service offerings do not involve the labelling of products.	P.17
	KPI B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product and Service Responsibility	P.17
	KPI B6.2 Number of products and service related complaints received and how they are dealt with.	Customer Feedback Handling	P.18
	KPI B6.3 Description of practices relating to observing and protecting intellectual property rights.	Intellectual property rights are not material in our operations.	N/A
	KPI B6.4 Description of quality assurance process and recall procedures.	Customer Feedback Handling	P.18
	KPI B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Customer Privacy Protection	P.17-18



## APPENDIX: THE STOCK EXCHANGE ESG REPORTING CODE CONTENT INDEX

Aspects	Descriptions	Sections in the report/ Remarks	Page number
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.	Ethical Business Operation; Ethical Supply Chain Operation	P.12, P.24
	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.	Ethical Business Operation	P.12
	KPI B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Ethical Business Operation	P.12
	KPI B7.3 Description of anti-corruption training provided to directors and staff.	Ethical Business Operation	P.12
Community			
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.	Community Investment	P.45
	KPI B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment	P.45
	KPI B8.2 Resources contributed (e.g. money or time) to the focus area.	Our Care to the Community	P.45-48

## WING TAI PROPERTIES LIMITED

Incorporated in Bermuda with limited liability

## 永泰地產有限公司

於百慕達註冊成立之有限公司



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