

# SUSTAINABILITY REPORT 2022



WHEELOCK PROPERTIES

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# Performance Highlights

## 2022 Sustainability Highlights at a Glance

### Creating a positive impact on the environment

#### On the ecosphere

##### Climate



##### Resources

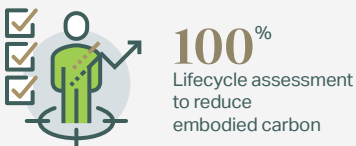


#### Our developments and operations

##### What we build

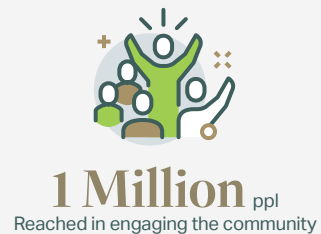


##### How We Build



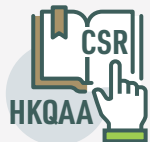
#### Our Social Environment

##### Our communities & with our customers



### Delivering quality experiences & trusted partnerships

#### Our Company



**HKQAA**  
CSR Index Plus  
Consistent performance and trusted good partner



**Top Rated Badge**  
in Sustainability ESG  
Reliable & sustainable company & partner

#### Our Products



**Top 100**  
GBA Low carbon buildings awards to endorse our standards

#### Our Services



**ISO 10002 +**  
**ISO 9001 +**  
**ISO 14001 +**  
**ISO 45001**  
For managed buildings to endorse our standards

### Developing long term enduring value

#### For our ecosystem

##### Our economic & infrastructure future



**12,500**  
Public housing units under development

##### Our future generations



**87,000** students  
Provided access to more opportunities

#### For our industry

##### Technology & Innovation



**100,000** ppl  
Reached via collaboration with The Do & HKSTP

#### At Wheelock

##### By nurturing innovation



Supporting tech development and application

# About this Report

## Reporting Period and Boundary

This Report presents environmental, social and governance aspects related to the Company's operations and activities from the period 1 January to 31 December 2022. It highlights our sustainability strategies, ongoing sustainability initiatives, and performance across our property portfolio where WPL has management control. Where relevant, initiatives that are interlinked with Harriman Property Management Limited ("HPML"), the property management arm of WPL, are also reported to better demonstrate our comprehensive approach to sustainable development.

## Reporting Standards

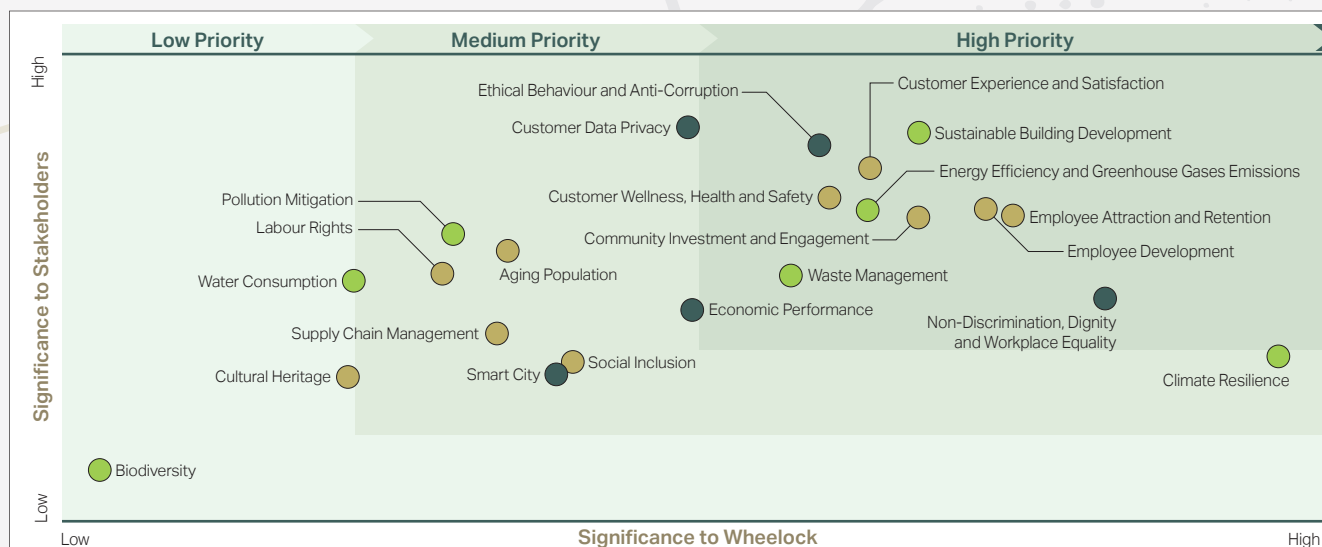
The report has been developed in accordance with the requirements outlined in the Environmental, Social and Governance Reporting Guide under Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited ("HKEX ESG Reporting Guide"), as well as the Global Reporting Initiative's GRI Universal Standards 2021, in conjunction with the GRI G4 Construction and Real Estate Sector Disclosures. In addition, our climate actions are disclosed with reference to the Task Force on Climate-related Financial Disclosures ("TCFD") recommendations.

## Assurance

The Report has been approved by the Board of Directors of WPL ("the Board") and has been independently verified by the Hong Kong Quality Assurance Agency ("HKQAA") to obtain reasonable assurance. Please refer to Appendix IV or the verification statement.

## Stakeholder Engagement and Materiality Assessment

This year, we conducted an extensive materiality assessment to identify issues that are material to our business. We appointed an external consultant to facilitate the stakeholder engagement exercise on our behalf, via online surveys, telephone interviews, and validation meetings. The methodology of the stakeholder engagement exercise was developed with reference to the AA1000 Stakeholder Engagement Standard from AccountAbility, focusing on the principles of inclusivity, responsiveness, and impact of the latest AA1000 AccountAbility Principles. The materiality matrix presents the ESG topics in increasing order of priority, impact and significance to both Wheelock and its stakeholders. Several stakeholder groups were consulted for this exercise namely, employees, investors, business partners including suppliers, contractors and sub-contractors, customers, local community, non-governmental organisations (NGOs), shareholders, among others.





# Message From the Chairman

## Sustainability

At Wheelock Properties Group ("WPL Group"), we are focused on developing quality, trust and partnerships; creating positive impact on the environment; and building long-term value in our ecosphere. The Group will build on our sustainable future as we evolve in our second century since establishment.

This dovetails with Wheelock's Core: to create spaces where people thrive and memories made.

Along this journey we will anchor on meaningful targets, measurements and actions as we navigate an evolving landscape. We are pleased to report 2022's sustainability performance highlights as follows.

### Creating a positive impact on the environment

- 1 Reduce GHG emission
- 2 Reduce net carbon use
- 3 Develop green building
- 4 Reduce embodied carbon
- 5 Engaging & enriching in our social environment

### Delivering quality experiences & trusted partnerships

- 1 Committed
- 2 Reliable management
- 3 Reliable & sustainable company & partner
- 4 Reliable systems and processes
- 5 Recognized good partner
- 6 Recognized products
- 7 Recognized services

### Developing long term enduring value

- 1 Participate in developing the economy
- 2 Participate in Public Housing Challenge
- 3 Engaged in our future generations
- 4 Technology & innovation for our industry
- 5 Cultivating culture at Wheelock
- 6 Nurturing innovation at Wheelock



## Business environment 2022

Globally, the geopolitical environment remains charged and continues to impact worldwide economic and monetary balance. Conflict on the edge of the European continent exacerbated the already fragile post-Covid international supply chain. Central banks continue to grapple with rising inflation and slowing growth, as lenders turn more cautious. Borrowing concerns mount as consumer sentiment shifts.

In times of uncertainty, Wheelock is focused on resilience and prudence. Resilience through creating liquidity, strengthening delivery, and finessing execution. Prudence through sound financial management and selective allocation of capital.

## ESG

For environmental sustainability, a key, meaningful target is the reduction of carbon and greenhouse gas (“GHG”) emission. Our target is aligned with the goals set out in the Hong Kong Government’s Climate Action Plan 2030+ and Climate Action Plan 2050. This is an ongoing effort, and we are pleased to report that in 2022, a 26% reduction in GHG emission was achieved.

On another note, despite the logistical challenges brought by Covid, the team worked hard to deliver a historically high number of 2,243 completed residential units to our customers, and also engaged and connected with around one million community members during this period of reduced social engagement.

## Looking ahead

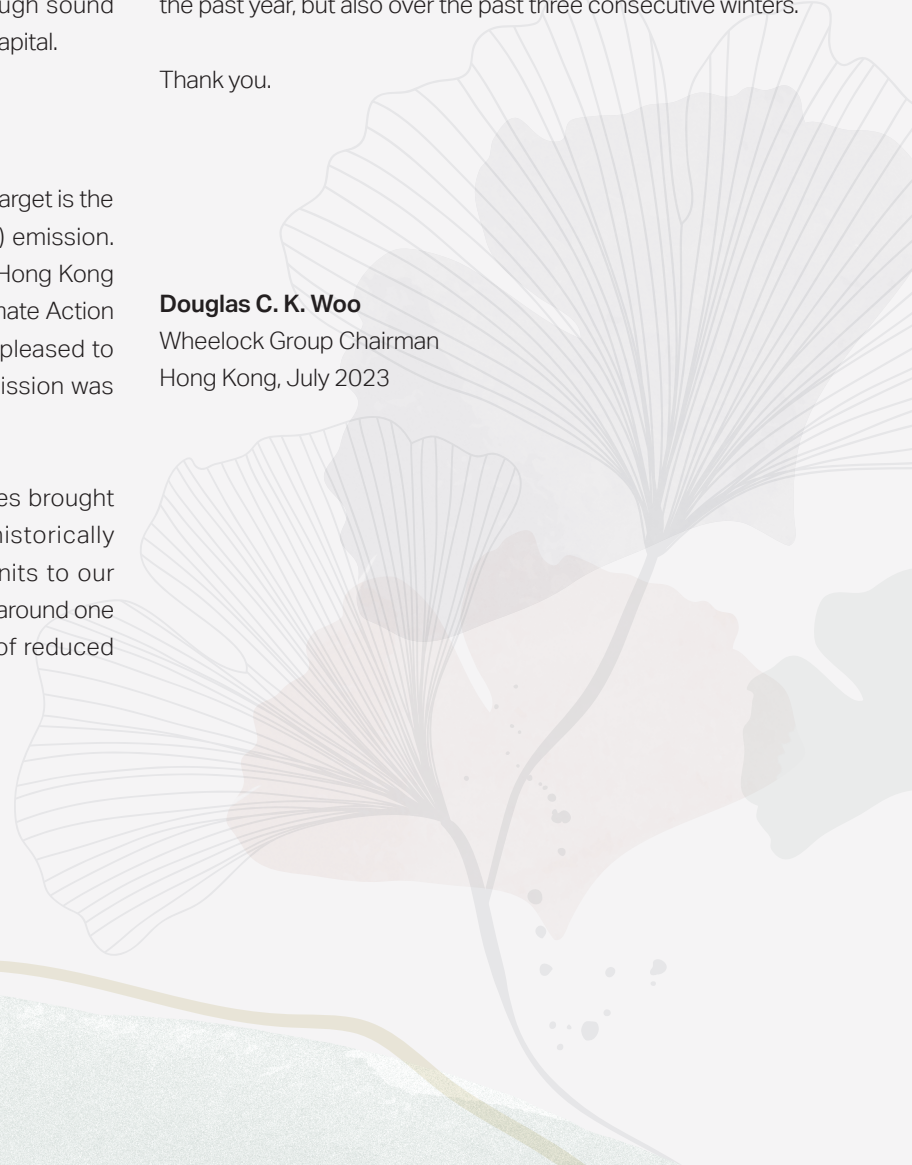
Challenges continue against a global backdrop of uncertainty. In the near term, the fog is lifting and there are green shoots of recovery as Hong Kong emerges. Pandemic quarantine restrictions have dropped and all are expectant that the economy can continue to recover from successive quarters of negative growth.

As a Group and a team, we will continue to improve, create value and progress. We are grateful to our team and the Council for the dedicated efforts and wise counsel, not only in the past year, but also over the past three consecutive winters.

Thank you.

### **Douglas C. K. Woo**

Wheelock Group Chairman  
Hong Kong, July 2023



# Creating a Positive Impact on the Environment



## 4.1 On the ecosphere

### 4.1.1 Climate

Wheelock is committed to taking climate action through decarbonisation and the adoption of measures to address climate change related physical and transition risks.

We have set up a sustainability strategy for 2030. Our approach is founded on 3 key pillars:

#### 1. Creating a positive impact on the environment

The environment is multi-faceted, and we strive for positive impacts, including the Natural Environment, Built Environment and Social Environment.

Our main focused areas towards 2030 are creating a positive impact on the environment:

- On the ecosphere;
- In our developments and operations; and
- In our social environment.

#### 2. Delivering quality experiences & trusted partnerships

This incorporates all the aspects of any business as we engage with a variety of stakeholders. (internal team, customers, supply chain, JV Partners, banking institution, government, etc.) Our main focused areas towards 2030 are delivering quality experiences and trusted partnerships via:

- Our company;
- Our products; and
- Our services.


#### 3. Developing long term enduring value

Our future generations will grow, live and thrive in the communities we create. As an organisation, Wheelock also aspires to nurture and build intergenerational value.

Our main focused areas towards 2030 are developing long term and enduring value:

- Our ecosystem;
- Our industry; and
- At Wheelock

Our commitment to long-term decarbonisation is explicit, both WPL and HPML have become signatories to the BEC Low Carbon Charter. Going beyond WPL's Sustainability Strategy 2030, we are fully dedicated to developing a clear plan with specific and measurable goals in each relevant area of focus. These targets will be in line with the recommended approach outlined by SBTi.



Our approach to enhancing climate resilience comprises of four pillars which are in alignment with the guidelines provided by the Task Force on Climate-related Financial Disclosures published in 2017.

## Governance

Climate change policies have been developed with oversight by Wheelock's Sustainability Team, the Sustainability Report Working Group, and the Executive Board. During the materiality assessment in identifying topics important to the business and its stakeholders, Climate Resilience was found to be a high priority. The Executive Board conducts regular meetings with the Sustainability Team to evaluate climate-related risks and opportunities to the business. The Sustainability Team has the following responsibilities:

- Implement the goals of sustainability and carbon neutrality
- Review the list of climate-related risks and opportunities and their importance to the company
- Evaluate the performance of the company in achieving its transition to carbon neutrality

The organisation structure related to climate-related responsibilities at Wheelock is presented in the Governance section.

## Strategy

In 2022, global-mean temperature was the sixth warmest since the observational record in the 19th century. If the global economy continues to grow without any measures in place for reduction in carbon emissions (known as a business-as-usual scenario), the global-mean temperature is projected to increase a further 3°C above the current level. On the other hand, if we are committed to transition into a low-carbon economy aligned with the Paris Agreement (known as low-emissions scenario), the projected increase in temperature will be limited to less than 1°C of the current level. The two climate scenarios will present different climate change impacts to our business, strategy and financial planning in the short-term and long-term.



## Creating a Positive Impact on the Environment

Our Sustainability Team reviewed the materiality of physical risks to our assets based on records from the Hong Kong Observatory and the sixth assessment report of the Intergovernmental Panel on Climate Change published in 2021. At present, Hong Kong is prone to the risk of typhoons, flooding and rainfall-induced landslides. Global warming can exacerbate the severity of extreme heat and the intensity of extreme precipitation, corresponding to higher risk of extreme heat, flooding and landslides. The increase in ocean temperature under global warming will lead to stronger typhoons affecting Hong Kong, resulting in extremely strong wind speeds in the territory and increase in the sea level especially impacting the coastal areas. The overall physical risk to our assets is higher under the high-emissions scenarios in the medium-term and the long-term.

Decarbonisation is the key to reducing the negative impact from physical climate risks in the longer term. Hong Kong's Climate Action Plan 2030+ targets carbon neutrality before 2050. We expect the short-term and medium-term transitional risks and opportunities to arise from tightened emissions regulations and increase in adoption of renewable technology. WPL is establishing a roadmap to low-carbon economy in the future by aligning with the 2°C scenario under the Paris Agreement. We have started the installation of solar panels within our asset boundary, which helps us reduce our reliance on fossil-fuel generated power.

We aspire to not only align our climate action and goals with science, but to also take a more comprehensive view of climate change relative to risks and opportunities. Climate risk has already been integrated into the risk management protocol but developing scenarios analysis would be the next evolutionary step for our work in TCFD in the near future.

### Risk Management

We are aware of the potential increase in impact due to climate change related risks on our assets, especially due to increased frequency and strength of typhoons, flooding and extreme heat under a warmer climate scenario. Intense typhoons are expected to be closer to Hong Kong coasts, increasing the potential damage to WPL infrastructure. Stronger storm surges are expected due to increasingly intense typhoons and frequent precipitation events, potentially resulting in heavier flooding occurrences/instances in Hong Kong. This is a risk to our assets located in the low-lying areas and along the coastline. Recovering from this level of damage can be expensive and incurs a higher maintenance cost. On the other hand, more frequent occurrence of extreme high temperature events and stronger urban heat island effects will result in increasing demand of energy and water for our residents and clients. To mitigate the negative impacts from physical climate risks, we have integrated climate resilient features within our buildings including energy saving measures and improving asset's drainage capacity. The adoption of renewable energy is also key to meet the decarbonisation target of the local government.

Climate-related management at WPL, is integrated into our overall risk management and is monitored by our Sustainability Team. The priority and materiality of the climate-related risks and their mitigation measures is discussed regularly during meetings with the Executive Board.

To facilitate continual improvement and ensure our operations' progress in achieving the targets, the performance and progress are monitored on a quarterly basis at WPL and a yearly basis at HPML-managed properties. The list of major climate-related risks and opportunities is reviewed annually.

## Creating a Positive Impact on the Environment

### Metrics and targets

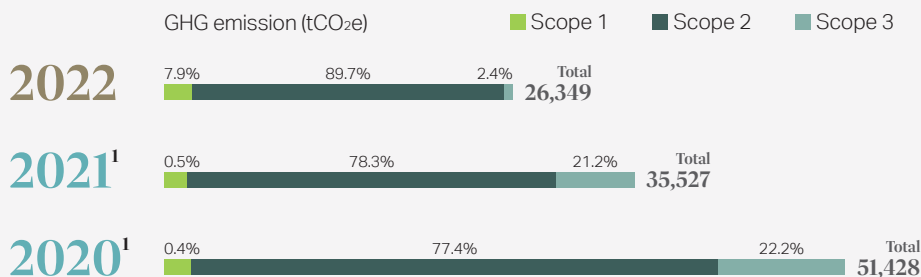
Wheelock has previously set the following ESG KPIs:

- 10% GHG emissions reduction – Carbon reduction for HPML's office (using 2020 as baseline year). Progress: In 2022 HPML's office has achieved a 49% reduction in carbon emissions from 2020.
- 22% GHG emissions reduction by 2030 – Carbon reduction for managed properties (using 2018 as baseline year). Progress: In 2022, HPML managed properties have achieved a 44% reduction in carbon emissions from 2018.
- Use of Construction Industry Council (CIC) Carbon Assessment Tool to conduct embodied carbon assessment through "design input" and "construction input" modes for all BEAM Plus submissions by 2025.
- Target – Maintain an injury rate at/below 20 per 1,000 employees. The injuries include loss, ankylosis, impairment, etc. Progress: 2022 injury rate: less than 6 (per 1,000 employees).
- 100 % of new development projects undergone Life Cycle Assessment.
- 100% car parks are cable enabled with electric vehicle charging.
- Minimum of 35% waste recycling target at construction sites. The recycling materials include waste metals, broken concrete, paper and cardboard, etc.

### Reduce GHG emission

In order to quantify the Group's performance in combating climate change, our total GHG emissions in 2022 is disclosed as below:

GHG emission	Unit	Amount
Scope 1	tonnes of CO <sub>2</sub> equivalent (tCO <sub>2</sub> e)	2,082
Scope 2	tCO <sub>2</sub> e	23,646
Scope 3	tCO <sub>2</sub> e	621



<sup>1</sup> Years with COVID-19, which affected operations and therefore carbon emissions data.

Note: Scope 3 Emissions in 2022 totalled 621.1 tCO<sub>2</sub>e, calculated with reference to EPD Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential, or Institutional Purposes) in Hong Kong

The Group acknowledges the importance of aligning its targets with the Paris Agreement to achieve net zero by 2050. Moving forward from WPL's Sustainability Strategy 2030, we are committed to map out a roadmap with tangible and measurable targets under respective focus areas. The targets will be aligned with SBTi recommendations.

## Creating a Positive Impact on the Environment



### 4.1.2 Resources

#### Reduce net carbon emissions

##### Progress on energy/GHG related targets

In 2022, we achieved a significant decrease of 46% in total energy consumption and 49.5% in GHG scope 2 emissions of construction sites compared with 2021.

We understand that as a major property developer whose core business revolves around buildings, Wheelock plays an important role in tackling climate crisis through reduction of GHG emissions and enhanced energy efficiency.

We conduct a regular monitoring of our performance and progress to facilitate continual improvement and ensure our operations' progress in achieving the GHG targets. In 2022, we continued to progress our environmental commitment and our total GHG emission has reduced 26%. Our group's waste generation was decreased by 52% and water consumption was decreased by 5%. HPML's office has achieved a 31% carbon reduction and HPML managed properties have achieved a 21% carbon reduction compared with 2021. For our construction sites, we achieved a significant decrease of 46% in total energy consumption and 49% in GHG scope 2 emissions of construction sites compared with 2021.

#### Improve resources efficiency

##### Energy

In line with our commitment to sustainability, we prioritize the use of energy efficient equipment in all aspects of our operations. In order to further decrease our carbon emissions, we have implemented early electrification in the construction process, replacing the use of diesel generators with grid electricity supply. Apart from reducing emissions, this change also helps us eliminate air and noise pollution caused by diesel generators.

We continue the expansion of our photovoltaic system that generates solar power. In 2022, solar panels installed on our properties have generated a total of over 613,000 kWh. We have proposed the installation of Solar PV panels on the common upper roofs of 8 of our residential towers at Koko Hills, to cater to electricity needs for the common areas of the property.

##### Materials

We make use of industry resources such as the CIC Carbon Assessment Tool, which helps create a common platform to evaluate the carbon performance of buildings and infrastructure in Hong Kong from raw material extraction to the end of construction. The use of this tool has contributed significantly for Wheelock to move towards achieving our carbon reduction goal.

## Creating a Positive Impact on the Environment



PV panels installed at HPML managed assets

We have also been using reclaimed materials in our construction activities to reduce our landfill waste, energy use and carbon emissions. The reclaimed products are collected and handled by recycling specialists. Our construction contractors conduct regular inspections and meetings to check and monitor the reclaimed data.

### Waste

With the rise in single-use waste through this global pandemic, Wheelock acknowledges that waste management is essential to managing the rate at which Hong Kong's landfills are reaching capacity.

The Group pushes forward our construction waste management by setting a minimum waste recycling target of 35% for contractors on all construction projects. We achieve this by stating contractual specification, collecting site data and holding regular monitoring meetings with project representatives. Similarly, when it comes to hazardous (Chemical) and non-hazardous wastes at construction sites, the group adheres to HK EPD requirements of Chemical Waste Producer Registration (Waste Disposal Ordinance) and Construction Waste Disposal Regulation respectively.

To increase the recycling rates in our properties, we have adopted the double refuse chute system, making us the first property in Hong Kong to implement this approach. These specialized chutes were created with the purpose of segregating inert and non-inert waste directly at each construction level. To further promote waste sorting awareness among our site workers, we have implemented various measures including regular training sessions, a dedicated inspection team, and incentivized vouchers. By combining both hardware and software solutions, our construction waste recycling rate has reached an impressive 90% at construction sites where this double refuse chute system has been implemented.

### Water

To increase water efficiency and lower usage, Wheelock has implemented various water management measures in our managed properties and construction sites, such as collection of rainwater for irrigation and cleaning, collection of condensed water from AC system for flushing, utilisation of sensor-controlled and water efficient taps, flow controllers, and showerheads with Grade 1 water efficiency labels to conserve water consumption. We also maintain suitable water supply pressure and flow by adjusting gate valves of our water supply system.

At WPL construction sites, we adhere to the HK Water Pollution Control Ordinance and our sites acquire Effluent Discharge Licence to maintain effective effluent discharge on site.



# Creating a Positive Impact on the Environment



## 4.2 In our developments and operations

### 4.2.1 What we build

**Develop green building**  
 In 2022, WPL owned 6 buildings awarded green building certifications.

We strive for a greener and more sustainable way of development and continue to leverage innovative technologies for advancing building efficiency. We are committed to developing certified green buildings in our operations. We demonstrate our commitment by striving to obtain, at a minimum, a Gold rating under BEAM Plus certification for all our developments, and at a minimum Gold rating under LEED® certification for all commercial developments.



Photos of MARINI Residential Development

### Developments Awarded with Hong Kong Green Building Council's BEAM Plus Certifications (2012-2022)

<b>Final Platinum</b>	MALIBU Residential Development East/NEO Commercial Development
<b>Final Gold</b>	ONE HOMANTIN Residential Development The Austin & Grand Austin Residential Development CAPRI Residential and Commercial Development MONTEREY Residential and Commercial Development OASIS KAI TAK Residential and Commercial Development SAVANNAH Residential and Commercial Development THE PARKSIDE Residential and Commercial Development One Bay East Commercial Development One Harbour Gate Commercial Development 77/79 PEAK ROAD Residential Development MARINI Residential Development MONTARA Residential Development

BEAM Plus (NB) v1.2 Final Gold Certificate for MARINI Residential Development

## Creating a Positive Impact on the Environment

### Developments Awarded with Hong Kong Green Building Council's BEAM Plus Certifications (2012-2022)

<b>Final Silver</b>	KENSINGTON HILL Residential Development
	MOUNT NICHOLSON Residential Development
	NAPA Residential Development
	ISLAND RESIDENCE Residential and Commercial Development
<b>Provisional Gold</b>	KAI TAK Residential Development
	KOKO HILLS Residential Development
	Kowloon Peak Residential Development
	MARINI Residential Development
	MONACO Residential Development
	MONTARA Residential Development
	TKOTL 70 Residential Development
	NKIL6552, Kai Tak
38 Spring Garden Lane, Residential and Commercial Development	
<b>Provisional Bronze</b>	1 Plantation Road Residential Development

### Developments Awarded with The U.S. Green Building Council's LEED® Certifications (2012-2022)

<b>Final Platinum</b>	8 Bay East/NEO Commercial Development
<b>Final Gold</b>	One Bay East Commercial Development
	One Harbour Gate Commercial Development

Furthermore, we carry out life cycle assessment across all development projects. At the end of 2022, 100% of the construction floor area in our portfolio has obtained or is obtaining green building certifications.

Our Environmental Policy outlines our commitments and directives on sustainability performance, environmental awareness programmes, emission reduction initiatives and targets, resource efficiency enhancement, waste management and environmental compliance. We closely monitor and communicate our environmental performance with stakeholders to demonstrate our devotion and leadership in managing our carbon footprint and achieving improvement targets.

## Creating a Positive Impact on the Environment



### 4.2.2 How we build

#### Reduce embodied carbon in our buildings

Within our construction projects, we are working in close collaboration with our Project's Contractors to utilise Prefabrication methods. With the prefabricated building components, construction time and construction nuisance can be minimised on site, thus reducing energy consumption and carbon footprint. In addition, our design team is studying the feasibility of adopting Modular Integrated Construction (MiC) in our future projects. MiC provides environmental benefits such as minimisation of waste generation and lower energy consumption, thereby reducing the site's carbon footprint. It also reduces the construction time and reduces construction related pollution.

We carry out life cycle assessment across all development projects. Furthermore, we make use of industry resources such as the Carbon Assessment Tool from the Construction Industry Council (CIC) to monitor our carbon emissions along project design and construction stages. We established a target to use the CIC Carbon Assessment Tool to conduct embodied carbon assessment through "design input" and "construction input" modes for all BEAM Plus submissions by 2025.

#### Prevent adverse impact on our neighborhood

We are striving to reduce and mitigate all pollution forms.

##### Preventions of site pollutions

To showcase our dedication to long-term decarbonisation, WPL was one of the first developers to sign up for "Power Up Coalition", which tends to encourage the timely electrification of non-public works construction sites and to promote zero-emission construction site. To follow our pledge, the AMPD Enerainer, an advanced battery-type ESS, was introduced on selected construction sites to replace diesel generators as a temporary source of electricity before grid connection. This has resulted in significantly lower CO<sub>2</sub> emission, almost no air pollution from NO<sub>x</sub>, SO<sub>2</sub> and PM emissions and reduced noise pollution levels. Remote monitoring has enabled automatic recharging of the battery, remote maintenance, and data monitoring to improve energy performance.

##### Cultural heritage

Wheelock recognizes the importance of preservation of cultural heritage for current and future generations. We conduct cultural heritage assessment for all projects during planning stage. If there is any culture heritage site nearby, we minimize our adverse impacts on it during the construction.

## Creating a Positive Impact on the Environment



### 4.2.3 Our operations

#### New WPL office fit-out

Wheelock relocated its head office from Wheelock House to One Island South in July 2022. The new office boasts several sustainability features and enhancements in alignment with its 2030 sustainability strategy. The office design incorporates a full-height façade that allows ample daylight to permeate the workspace. Additionally, a spacious 4.85-meter floor height and an atrium have been installed, connecting the two floors and greatly improving natural ventilation. This two-storey office setup fosters a collaborative work environment for all staff members. To enhance efficiency, an automation system has been implemented throughout the office. Furthermore, LED lighting has been installed throughout the entire office space. Notably, the head office is conveniently located opposite the MTR station, taking into consideration green commuting options for employees during the office selection process.

#### WPL LOOP+

Wheelock's Green and Office Presentation Sub-Committee has been established to promote environmental awareness and encourage behavioural changes among our staff by introducing a range of green measures. Our efforts in promoting green office have been recognised by receiving LOOP+ label from WWF. WPL has been participating in WWF-Hong Kong's Low-carbon Office Operation Programme ("LOOP") for more than a decade and is one of only two companies in Hong Kong which has consistently achieved more than 10 years of successive gold or platinum rating. We also have observed a 58% carbon reduction at the WPL office, as part of LOOP programme since 2015.



Wheelock's Head Office Relocation: Move-In Ceremony



## Creating a Positive Impact on the Environment



### 4.3 In our social environment

#### 4.3.1 In our communities

##### Engaging

##### WLAB

2022 has been a pivotal year for WLAB – the innovative hub launched by Wheelock in collaboration with The Do School in 2021. WLAB's vision is to engage communities to co-create a more sustainable future for Hong Kong. Throughout 2022, WLAB has organized 64 events, bringing people together and providing them with a platform to connect, collaborate and create sustainable social impact. In 2022, we acquired an estimation of around 2,500 members. Our first WLAB's Inclusive Cities Summit spanned through 5 weeks with the aim to promote and build momentum for liveable, inclusive, sustainable, equitable, and culturally vibrant cities. Our second the DO Challenge hackathon focused on Property Innovation. In addition, we launched the Club Wheelock Wellness Series and The DO Innovation Series with high quality discussions around smart cities, ESG, future of food, circularity and innovation. We have increased our online presence, with nearly 984,400+ impressions across Facebook & Instagram, and retained our members with regular newsletters.

##### 10th anniversary of Club Wheelock

Since Club Wheelock's establishment in 2012, we have held an extensive range of activities for our members and community. This year, we organised a wide range of lifestyle events and exclusive offers, such as culinary demonstrations, premium visits to luxury Wheelock Properties, food tasting events, family-friendly fitness and yoga, and various themed parties.

To celebrate the 10th Anniversary of Club Wheelock, we hosted for our members an exclusive banquet party on 29 August 2022. During the banquet, we took a walk down memory lane and looked back on a decade of achievements.



10th Anniversary of Club Wheelock

After a decade of dedication, we are proud and honoured that our membership numbers have topped 80,000. We are looking forward to serving more members with quality activities in the years to come.

With our highly successful engagement platforms WLAB and Club Wheelock, we have collectively reached an impressive audience of over 1 million people and continue to expand their impact.

## Creating a Positive Impact on the Environment

### Community contribution and engagement

This year, Wheelock continues to place a priority on giving back to the community that surrounds its business. A wide range of programmes have been implemented to continue supporting the community.

### Resilience against epidemics

To support the community amid the challenging times of the pandemic, Wheelock rolled out responsive initiatives to care for the impacted population, donating batches of anti-epidemic items to schools and organisations through our NGO partners.



Donation of anti-epidemic items

Amidst Hong Kong's 5th wave of COVID in early 2022, Club Wheelock partnered with PandaMed to donate 4,000 COVID-19 rapid antigen test kits to those in need. Beneficiary organisations included Ebenezer School & Home for the Visually Impaired, Hong Chi Association, Lok Sin Tong, Ng Yuk Secondary School, SAHK (香港耀能協會), The Society of Rehabilitation and Crime Prevention Hong Kong, Hong Kong Young Women's Christian Association etc.

Wheelock also provided 35,000 square feet of space in Harbour City to be community vaccination centres; organising online vaccination seminars and health talks hosted by medical professionals; helping to promote useful anti-pandemic information in our sales offices and on Facebook and Instagram

### Provide support to the underprivileged

Apart from our longstanding focus on fostering youth development through Project WeCan and promoting art and culture appreciation, this year we organised various community activities and visits:

On 11 June, 46 HPML staff volunteered to participate to provide home care and disinfection services to those in need, including elderly and disabled groups.

HPML supported the Ronald McDonald House Charities Hong Kong 22nd Charity Raffle Ticket Sale Campaign between July and August. Raffle tickets were sold at HPML managed properties and the management office, which sold out and provided a donation of over \$12,800 to helping sick children fight illnesses.

## Creating a Positive Impact on the Environment

### Donation of used office furniture

Our used furniture, totalling 24 items, was donated to NGOs, which include Society for the Promotion of Hospice Care, International Baptist Church of Hong Kong and SEED in 08/2022.



Donation of Used Office Furniture

### Dress Causal Day 2022

We have also organised a fund-raising event “Dress Causal Day 2022”, when participating employees could put on casual wear on the designated working day. This year, 152 staff participated, with HKD18,560 raised and donated to charity organizations.

### The Hong Kong Volunteer Award submission 2022

In recognition of our commitment to volunteering services, HPML received a Certificate of Appreciation for Corporate Organisation during the Hong Kong Volunteer Award 2022. In addition, 3 of our employees were recognized for their service and received an Individual (Volunteer Hours) Bronze Award.

### Aging population

The median age of Hong Kong’s total population has shown an increasing trend. Wheelock will continue our efforts to support the aging population within society and will incorporate more elderly-friendly elements into our developments.



## 4.3.2 With our customers

### Enriching

Wheelock promotes a healthy lifestyle and well-being for our customers by showing our care and engaging with them.

For our new properties, wellness concepts are integrated into the building design and construction process, through referencing the internationally-recognised WELL Building Standard requirements. For our existing properties, we strive to improve and maintain good indoor air quality for our residents and workers. In addition to pursuing and achieving IAQwi\$e Certificates for some of our managed offices, this year we have been recognised with the IAQwi\$e Certificates for Wheelock House, Crawford House, Metro Loft (Excellent Level) and Wing On House, One Midtown, Telford House (Good Level).

In response to COVID-19, we continued to implement an array of anti-pandemic measures, including the application of robots for 24-hour cleaning and disinfection, disinfection mist fogging, anti-bacteria coating, and ultraviolet (UV) lift button steriliser. We continued to support the residents who were placed under home quarantine, through assistance with purchasing food and medical items and delivering materials from their friends and relatives. We adopted special arrangements for residents who were required to quarantine under the Hong Kong Government’s “StayHomeSafe” program, such as garbage collection services and the provision of disinfected carpets. To ensure the health and well-being of customers who work-from-home, we provided logistics centre, touchless journey and online visitor management in MONACO One and MONACO Marine Properties.

We continued to host a wide range of activities to promote the physical and psychological well-being of our residents. For





"Reduce and Recycle 2.0" Campaign

example, WPL organised online seminars on topics including how to deal with post-COVID symptoms including "Brain Fog", "Stay Strong Stay Healthy" and "advocating a Happier and Healthier HK". To encourage members of Club Wheelock to exercise at home during the pandemic, we also organised a series of online fitness classes.

To encourage communities to actively participate in recycling efforts, we presented the Recycling Bus in our properties. WPL has also organised various waste recycling activities with our residents and customers, such as Moon Cake boxes Recycling Collection, Natural Christmas Trees Recycling Programme and Fluorescent Lamp Recycling Programme. In 2022, we organized over 30 environmentally friendly activities engaging with our customers.

Meanwhile, HPML clubhouses held over 80 online activities with over 1,600 participants for home entertainment during the closure of property clubhouses to maintain our residents' wellbeing.

### 4.3.3 With our teams

We prioritise our employees' health and wellbeing through fostering an inclusive, respectful, and caring workplace. This year, we have equipped the new office with more open spaces to facilitate collaboration among team. To enhance staff well-being, ergonomic office desks and monitor arms were provided, as well as more pantries to provide convenience.



# Delivering Quality Experiences & Trusted Partnerships



## 5.1 Our company

### Committed

Wheelock is committed to deliver quality products and services to our customers. We take great pride in our commitment to delivering our products on-time. We strive to maintain our reputation for reliability, as we know how crucial it is for our customers to receive their new homes on schedule.

We respect and value our business partners and believe that keeping our commitments is important in our business operations. We are fully committed to arrange payments for our suppliers, creditors and other partners in a timely manner in line with the contract terms.

## Reliable management

### W Team

An effective and reliable management is crucial to our business' success. Our Senior Management's has been serving for an extensive period of time, proving their long-term commitment to Wheelock, our customers, and our stakeholders. With long serving time by senior management, our company has established a consistent and reliable management approach.

Several of our Management Committee members are in leading positions across different reputed institutions in Hong Kong, namely Vice Chairman of the General Committee at Hong Kong General Chamber of Commerce (HKGCC), Chairman of Real Estate developers Association of Hong Kong (REDA), general committee member of EFHK and chairman of EFHK's "Property & Construction" functional group.

### Diversity within WPL



**404**  
Male



**339**  
Female

Age diversity:  
Below 30: 261, 30-50: 370, 51 or above: 112

Developing a strong and diverse culture within WPL has been our unwavering focus. We are poised to create a workplace where every individual feels valued, respected, and empowered to contribute their unique perspectives and talents.

In 2022, our talent pool maintained a gender ratio of 1:1.37 (female:male) for supervisory level and 1:1.87 (female:male) for management level.

### Collaborative culture

To ensure a smooth onboarding process and adaptation of our recruits, One Team One Culture is introduced via orientation to all newcomers. It emphasizes teamwork, continuous learning, and a proactive approach. With One Team One Goal, we achieve true success through collaboration and a passion for learning.

### Sustainability partner

Committed to providing sustainability embedded into all aspects of operations, Wheelock is proud to have been awarded the Sustainalytics ESG Regional Top-Rated badge, attained HKQAA CSR Index Plus for the past three consecutive years, and completed CDP disclosure.



We also ensure our annual Sustainability Reports (SR) are aligned to HKEx guideline, TCFD disclosure requirements and GRI reporting standard.

Wheelock continues to leverage green finance and integrate sustainability considerations into our financing framework and products. We have received 48% of financing from sustainability linked loans (SLLs) as of 2022.



# Delivering Quality Experiences & Trusted Partnerships

## Supply chain management

We uphold strong sustainability and ethical values and standards for our internal procurement process, and we aim to pass this down along our supply chain. We require all potential partners to acknowledge our Supplier Code of Conduct and our expectations on their environmental and social performance. From the outset of developing relationships during the prequalification and tendering process, we conduct in-depth assessments to evaluate supplier’s environmental and social performance. Wheelock places a priority on partnering with suppliers and contractors that are certified with ISO 14001 Environmental Management System and OHSAS 18001 Occupational Health and Safety Management System.

Wheelock understands that we are in a unique position to hold some influence within our supply chain. Our contract documents include clauses which substantiate our corporate mandates to strictly forbid any forms of child and forced labour, discrimination, as well as bribery and corruption in our supply chain. Suppliers with malpractice or noncompliance with laws and regulations will be investigated immediately and required to implement correction, otherwise suppliers will be subjected to termination of contract.

To ensure that these similar values and standards are maintained throughout the contract period, we maintain close collaboration with our upstream value chain partners and require regular assessments and reviews of sustainability performance. These assessment and reviews cover aspects including construction environmental impact, health and safety, compliance, and business ethics.

We encourage our contractors to strive for better green performance by sharing our experience in green and sustainable financing. MONACO Residential Development at Kai Tak became one of the first projects in Asia-Pacific where the contractor obtained a green guarantee.

## Reliable systems and processes

Our continuous efforts to enhance the efficiency of work processes have led to the adoption of several management system certifications for our properties. In 2022, 18 HPML properties were certified with ISO9001 (Quality Management System), ISO10002 (Customer Satisfaction), ISO14001 (Environmental Management System), and ISO45001 (Occupational Health and Safety Management System).



HPML ISO certificates

WPL strives to pursue sustainability achievements beyond the regulatory disclosure requirements for Stock Exchange of Hong Kong listed companies, as shown in this SR2022 which is aligned with GRI Standards 2021.

## Delivering Quality Experiences & Trusted Partnerships

### Sustainability Governance

The implementation of sustainability initiatives and the integration of sustainability into our business strategies and decisions heavily rely on the Group's effective sustainability governance and management structure. Currently, the Sustainability Department is responsible for reporting on ESG-related issues including recent ESG trends, environmental and social goals, our progress and other sustainability matters to the Management Committee.

Toward 2030, Sustainability Working Group will be tasked with providing input on Sustainability approaches and issues from every aspect of the business. In addition, HPML also formed its own Green Management in order to evaluate the progress in initiatives already implemented and formulate new initiatives for the Group's managed properties.

The Board has overall responsibilities for the Group's risk management and internal control systems to safeguard the interests of the Company and its Shareholders as a whole. To this end, the Board oversees and approves the Group's risk management and internal control strategies and policies. Risk management system, internal control measures and procedures are continuously under review and being improved where necessary in response to changes in business, operating and regulatory environments.

### Governance

The core foundation of a quality organisation revolves around its governance structure, and influence on the decision making and strategy development process.

An effective and robust corporate governance structure is the foundation of our continued business success. Our Board of Directors (the "Board") is responsible for directing and overseeing the Group's corporate strategies. The Board is also responsible for monitoring and reviewing its corporate strategies and policies to maintain high standards. The decisions on the Group's general operations are delegated to the management team.

The Board and its committees, including the Remuneration Committee, Nomination Committee and Committee on Financial Reporting ("CFR") assist the Board in performing its corporate governance functions and guide WPL to achieve sustainable growth.

We have set up an independent and non-executive Wheelock Advisory Council ("the Council") for systematic planning and development of Company's strategies. In addition to formulating strategies and advising on innovative solutions, the Council also provides diverse perspective and insights to the Company on business, economic and geopolitical aspects.

The Company has set up a Nomination Committee ("NC") and has adopted a Nomination Policy which sets out the selection criteria of Board members, procedures of nomination of new Board members and re-election and/or election of Directors to ensure an optimal composition of the Board with sustainability.

No critical concerns that were communicated to the Committee.

## Delivering Quality Experiences & Trusted Partnerships

### Non-discrimination



In 2022,

**no incident of  
discrimination**

was reported

Our Equal Opportunities Policy, Code of Practice on Employment and Grievance Procedures Policy sets out guidelines to ensure we provide a working environment that is free from discrimination or harassment. We aim to allow our employees from different backgrounds and mindset to thrive by creating a diverse, fair, and inclusive workplace. We safeguard equal opportunities in recruitment, training, promotion, transfers and remuneration, regardless of gender, disability, family status, marital status, pregnancy, race, religion, age, nationality or sexuality. We have established a formal grievance channel that employees can use to raise concerns or complaints in confidence and free from fear of retribution.

### Customer data privacy

We are committed to protecting the privacy of our customers and maintaining stringent data protection standards and procedures with the emerging use of digital solutions. An access to the customer data is reviewed quarterly and restricted to the authorised personnel, to strengthen customers' data protection. Our customer-facing staff are well-informed and trained on our internal standards and proper data handling procedures. During the year, we strictly complied with the Personal Data (Privacy) Ordinance and there was no substantial complaint received concerning breaches of customer data privacy.

Club Wheelock's website has a Personal Data Collection Statement that explains how we process and manage personal data. There were no significant grievances reported during the period of review pertaining to infringements of client data security.

### Ethical behaviour and anti-corruption

In 2022, WPL recorded a total of **166** training hours in regard to corruption and bribery to raise the ethical awareness of employees.

Wheelock is committed to maintaining best practices and high standards of business ethics and have zero tolerance for unethical behaviour. Wheelock's Code of Conduct ("Code") sets laws, regulations, and appropriate workplace behaviour to ensure openness, probity, and accountability, as well as states the range of unaccepted behaviour. The Personnel and Administration Department actively updates the internal policies and procedures according to the changes in laws. A Whistleblowing Policy & Procedures ("WPP") has been established to enable individuals to raise concerns about wrongdoing or breaches of the law.

All employees are required to agree to the Statement of Business Integrity by signing the agreement during their onboarding orientations. To remind and keep employees up to date of our group's policies and practices, we provided a total of 166 hours of regular training on corruption and bribery during the year. In 2022, there were no reported cases regarding breaches of the Code.

# Delivering Quality Experiences & Trusted Partnerships

In WPL workplace, human rights including the rights to a safe working environment, fair remuneration and equal employment opportunity. For HPML, the employment process are fair and complying with human rights principles. To ensure diversity and equal opportunities, all recruitment, remuneration and development opportunities are based on individual's capabilities, experience and performance, regardless of their age, gender, race, nationality and religion. We also provide fair wages and ensure safe working conditions for the employees. All candidates and employees are treated with dignity, respect, and fairness.

## Partnerships

Wheelock continues to collaborate with more and more Joint Venture (JV) partners in 2022. Wheelock is regarded as trusted partner in the market, and we join the JV projects so that we can offer complementary skills and expertise, provide synergy to increase market competitiveness, and exchange the knowledge.



## 5.2 Our products

### Endorsed

Our dedication to accelerating the transition to low-carbon buildings was acknowledged by Greater Bay Area Carbon Neutrality Association. Four (4) Wheelock properties – 8 Bay East/NEO, Capri Place, Savannah Place, and Monterey Place received the GBA Low Carbon Buildings TOP 100 Award this year.



GBA Low Carbon Buildings TOP 100 Award Ceremony

### Improving

Wheelock has invested in a 6,000 sq. ft. Research & Development (R&D) centre to provide a structured and collaborative environment that supports the innovation and advancement of products, technologies, and processes.



# Delivering Quality Experiences & Trusted Partnerships

## Standards

We show our validation of customers' suggestions and feedback through evaluating customers' expectations and understanding their concerns. This year we have achieved a result of >95% customer satisfaction. The survey was conducted by independent team with cross team check to ensure the data reliability. Due to the consistent quality of products and service, Wheelock has served 1,211 repeat buyers in 2022. We have been able to leverage our customer's appreciation of our product quality by the medium of word of mouth to get more repeat buyers.



Photos of KOKO Hills Residential Development



## 5.3 Our services

### Endorsed

Our continuous efforts to improve service quality have led to the adoption of several management system certifications for our properties. In 2022, 18 HPML properties were certified with ISO9001 (Quality Management System) and ISO10002 (Customer Satisfaction).

### Improving

For continued improvement of services and operations, HPML has established guidelines to handle feedback from its customers. Customers can reflect their feedback through different channels including email, telephone and letter. Standardized processes are in place, and we handle customer feedback in a timely and fairly manner and all information we receive will be kept strictly confidential.

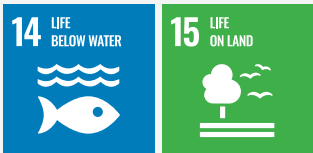
### Standards

Wheelock provides comprehensive corporate information to our customers on our website, in printed marketing materials, and via social media. For instance, our Club Wheelock Facebook page and Instagram are the means for connecting with our residents, owners, and tenants. Furthermore, we conduct yearly and post-event satisfaction surveys to get feedback from our Club members and residents. In order to guarantee that remarks are managed properly according to ISO standards, operational procedures, guidelines, and service pledges, we clearly defined roles and responsibilities and response timeframes. Our adequately trained customer service team answers customers' inquiries in accordance with ISO standards.

We place a great importance on providing the consistent high quality of property management service for our residents and tenants. This year we have achieved a result of >92% residents' satisfaction and >93% tenants' satisfaction. The survey was conducted by independent team with cross team check to ensure the data reliability.



# Developing Long Term Enduring Value



## 6.1 Our ecosystem

### 6.1.1 Engaged in our culture future

#### National Geographic Wheelock Hong Kong Photo Contest

For the sixth consecutive year, Wheelock has partnered with National Geographic to present the Hong Kong Photo Contest 2022. Despite the challenges of COVID-19, this annual event has never been interrupted, offering a platform for photography enthusiasts to display their creative talent by telling stories of Hong Kong through photos and videos. In 2022, 8,594 photographers participated the contest. To celebrate the success of this event over the years, an exhibition was organized at various venues to showcase the winning art pieces from 2017 to 2022.



Hong Kong Photo Contest 2022 Award Ceremony

## 6.1.2 Engaged in our natural ecosystem

### Biodiversity

Wheelock is committed to protecting biodiversity, and we use environmentally friendly products during our projects lifecycle. Understanding the increasing importance of businesses to assess and report on their biodiversity dependencies and impacts, Wheelock will continue to enhance public awareness on biodiversity.

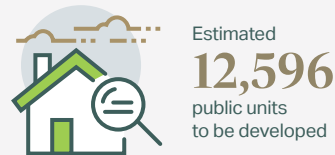


## 6.1.3 Participate in our economic & infrastructure future

### Participate in developing the economy

Several of our Management Committee members are in leading positions across different reputed institutions in Hong Kong, namely Vice Chairman of the General Committee at Hong Kong General Chamber of Commerce (HKGCC), Chairman of Real Estate developers Association of Hong Kong (REDA), general committee member of EFHK and chairman of EFHK's "Property & Construction" functional group.

## Participate in public housing challenge



Lok Sin Village Transitional Housing Project, which is jointly promoted by the Lok Sin Tong, Wheelock and the Housing Bureau, is the largest transitional housing project in Tai Po District, which aims to provide short-term housing relief for those waiting for public housing. Upon completion, the 156,000 sq.ft site will provide about 1,236 transitional houses with a service life of at least 8 years and is expected to benefit more than 10,000 families. Following the ground-breaking ceremony for the Project in December 2021, Wheelock commenced construction work in August 2022. The first intake for Phase 1 of the development is expected in Q2 of 2023.



## Developing Long Term Enduring Value



Groundbreaking Ceremony of Lok Sin Village Transitional Housing Project

Following the previous year's application for a joint-owned plot with Henderson in Lam Tsuen which will provide 9,190 public housing units and 3,636 private units by 2028, we submitted the application for another plot solely owned by Wheelock in She Shan Road South of Lam Tsuen (announced by Government in May 2022), covering approximately 560,000 sf to provide 2,170 public units and 930 private units. As a result of Wheelock's efforts, a total of 12,596 public units will be developed, benefiting more than 27,000 people.



### 6.1.4 Engaged in our future generation

#### Grow future talents

##### Project WeCan

Launched in 2011, Project WeCan ("WeCan") has maintained its objective of providing access to opportunities and supporting students from all walks of life to reach their full potential. As one of the long-time partner organisations, Wheelock support WeCan since the programme launched in 2011. The programme today has expanded to 72 partner organisations and numerous supporting organisations, benefitting more than 87,000 students from 82 schools across Hong Kong.



# Developing Long Term Enduring Value

## Project WeCan Activities



### Project WeCan Highlighted Activities:

- The 45th Anniversary Sports Day of Ng Yuk Secondary School
- Metro Finance Radio Interview
- Wheelock Offers Job Tasting Experience
- Partners Sharing Session



## Developing Long Term Enduring Value

In 2022, 13 activities were organised, with Wheelock volunteers providing nearly 170 hours of the time. We continued to sponsor WeCan Job Tasting, which aims to provide students hands-on experience and opportunities to explore their vocational choices. This year's job tasting session, officiated by Mr. Ricky Wong, was attended by nearly 540 students and teachers from 42 WeCan schools. This joint-school event featured Mr. Chiu Tsang-hei as guest speaker to recruit WeCan students to join the internship and job shadowing opportunity in August this year. As a result, job shadowing was provided by Mr. Wong for 2 students from Ng Yuk Secondary School and Kwun Tong Kung Lok Government Secondary School. The students had a chance to experience a workday routine by accompanying Mr. Ricky Wong to social media interview (Metro Radio), visit sales offices and showflats, a site walk of our Kai Tak project, and a Partner's Sharing Session Event hosted by WeCan. Mr. Ricky Wong was glad to communicate with today's youngsters and exchanged thoughts and life experience related to work and study. Mr Wong also invited other partners to support the programme during the event. At the end of the day, one of the students from NYSS, shared that he learnt that in a busy working life, time management and communication skills are important for work effectiveness.

Another student from Tin Shui Wai Methodist College also joined 1-day job shadowing with Club Wheelock to learn on event preparation and logistics. In addition, a 2-week job tasting opportunity at IBM was offered to one student of WeCan partner school Ng Yuk Secondary School, providing a chance to gain a real-life experience.

To appreciate the students' outstanding performance, we continued to sponsor the "Outstanding Performance Awards in Art and Sport", hosted annually from 2011 for all participants of the Job Tasting Programme.

### WIND

Since 2016, Wheelock has been organising Wheelock's Interior Design Internship Program (WIND), aimed to discovering young talents in interior design. We partnered with two famous design studios – BTR Workshop and via. to grant 4 spots in a 6-week internship for Hong Kong Design Institute students. They co-created a MONACO MARINE project brief with their mentors. A panel of judges selected the best internship design, and this year's winner was Mr. Yeung Lai Fui. We look forward to more talents working with us next year.



Wheelock's Interior Design Internship Program (WIND)



## Support the impaired

To promote artistic creativity and talent among the disadvantaged, Wheelock and Hong Chi Association continue to organise the annual design competition for students with intellectual disabilities from Hong Chi Association schools. This year's competition, themed "My Christmas Wish" encouraged applicants to illustrate their Christmas wishes through creative drawings on the Cushion set.

Mr. Ricky Wong, Managing Director of Wheelock Properties, said, "It is an honour for Wheelock Properties to co-organise a Christmas Design Competition with Hong Chi for 14 consecutive years, allowing students to unleash their creativity. This year's theme, My Christmas Wish, received over 340 submissions, and the response was overwhelming, and each one was very creative. In the future, we hope to provide students with different platforms to showcase their unlimited talents!"



Wheelock x Hong Chi Christmas Cushion Design Competition 2022



## 6.2 Our industry

### 6.2.1 Technology & innovation

#### Provide platform to facilitate innovation

##### The Do Property Innovation Challenge

Within The DO Innovation Series, we organized The DO Property Innovation Challenge, a two-day hackathon to stimulate innovative ideas for properties, bringing together participants from WLAB members and WPL staff. The participants included all walks of professionals in real estate, architecture, design, construction, technology and marketing. The event focused on 2 problem statements: Built environment (including housing, buildings) and Urban Life. After a series of intensive activities, WPL team selected the final 5 ideas, which focused on improvement of the health and wellbeing of urban dwellers and development of more environmentally conscious built environments. The DO Challenge received attention and interest from the general public, with more than 15 community partners and a social media reach of over 115,000 views.

## Developing Long Term Enduring Value



The DO Property Innovation Challenge

### HKSTP@Wheelock Gallery

Wheelock continues to collaborate with Hong Kong Science and Technology Parks Corporation (HKSTP) to support innovation and technology through the HKSTP@Wheelock Gallery. Located right at the heart of the financial district in Admiralty, the HKSTP@Wheelock Gallery is a 6,000 square foot space designed to stimulate interactions and activities for innovations and technologies. In 2022, over 1,453 business meetings and 15 events were held, with about 3,074 members, bringing together new talent and facilitating information exchange.

### Provide platform for the application of technology in the industry

Integrating innovation and technology is a key driver supporting our Sustainability Strategy 2030. During the design and construction phases, we apply different technological solutions to enhance sustainability of our projects. In collaboration with our construction partners, we look for synergies and regularly share updates on the best use of the latest technology. To better estimate the quantity of building materials and avoid construction clashes on site, BIM is adopted in all new development projects. This technology helps to save about 10% of the abortive works compared to traditional methods. Also, it reduces paper usage by simplifying the marking and amendment processes on the detailed design and construction drawings. In addition, our design team is studying the feasibility of adopting MiC in our future projects. MiC provides environmental benefits such as minimisation of waste generation and lower energy consumption, thereby reducing the site's carbon footprint. It also reduces the construction time and reduces construction related pollution.



Use of BIM in New Development Projects

### 6.2.2 Professional organisations

Our senior management holds prominent positions across various professional organizations within the industry, namely chairman of Real Estate Developers Association of Hong Kong (REDA), board director of Hong Kong Green Building Council (HKGBC), board director of Business Environment Council (BEC), fellow member of Royal Institution of Chartered Surveyors (RICS) and board members of Construction Industry Council (CIC). The extensive involvement of our senior management in professional organizations reinforces our dedication to industry leadership, innovation, and sustainable development.



## 6.3 At Wheelock

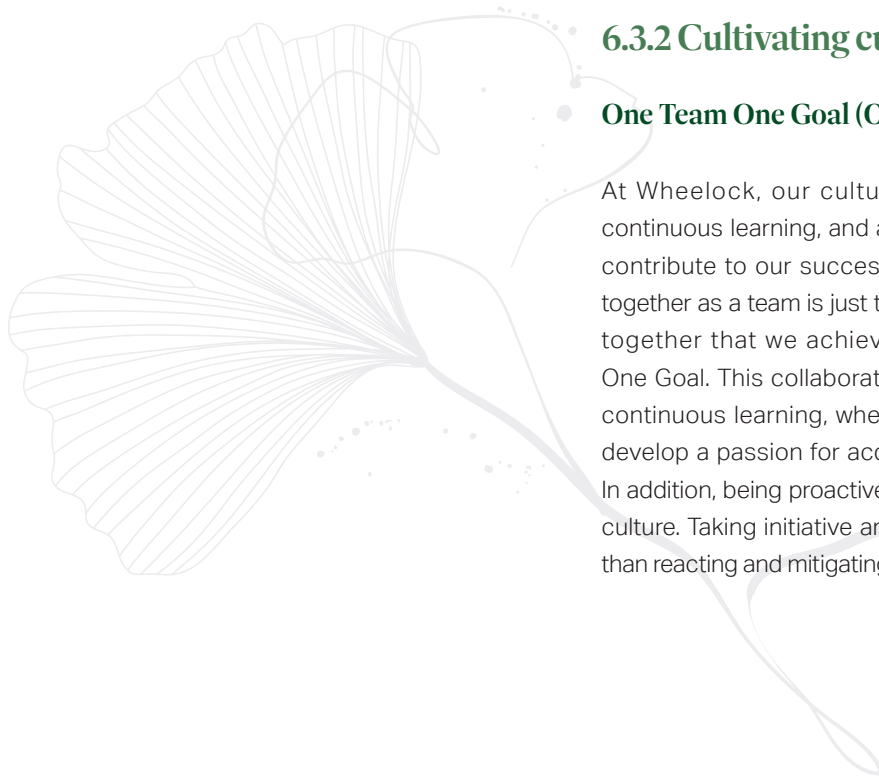
### 6.3.1 Growing our fundamentals

At Wheelock, we are dedicated to creating a sustainable and responsible approach to business. Echoing our chairman's message, in times of uncertainty, Wheelock is focused on resilience and prudence. Our long-term strategy is to focus on creating value for our stakeholders, customers, and the communities in which we operate.

### 6.3.2 Cultivating culture

#### One Team One Goal (OTOG)

At Wheelock, our culture revolves around teamwork, continuous learning, and a proactive approach, all of which contribute to our success. We firmly believe that coming together as a team is just the beginning, it is through working together that we achieve true success with One Team One Goal. This collaborative approach fosters a culture of continuous learning, where individuals are encouraged to develop a passion for acquiring new knowledge and skills. In addition, being proactive is a key trait within the Wheelock culture. Taking initiative and focusing on preparation rather than reacting and mitigating is valued and encouraged.





## Developing Long Term Enduring Value



Town Hall

### Continuous learning

Wheelock believes in the value of its people. A fulfilled and bonded team of colleagues is key to an efficient and effective workforce.

### Employee attraction and retention

As customer needs evolve and the market shifts focus, we are constantly on the search for new talent to grow the Wheelock team. In all aspects of employee evaluation, from the outset of recruitment, to remuneration and promotion, we provide fair assessments solely based on capability, experience, and performance. To retain suitable talent and ensure they are compensated fairly, we regularly review our remuneration packages and benefits. We also offer benefits package such as medical scheme, maternity leave, paternity leave, training subsidies and discretionary performance bonus. In December 2022, hospitalisation benefits were provided, and one-off free seasonal influenza vaccinations were offered to staff onsite at Wheelock House.

We continued to attract young talents to our trainee programs. The Wheelock Summer Internship Programme began in 2020, and allows undergraduates to develop and explore their career interests in the property management industry. In 2022, 4 summer interns were provided with training and opportunities to work in different site management offices.



Wheelock Summer Internship Programme

At Wheelock, we encourage two-way communication to make employees feel engaged and empowered. Various communication channels, such as experience sharing, and offsite meetings, are organised regularly for employees from different departments. At WPL, there is continuous communication with project staff in the form of meetings and workshops throughout the project life span to recognise their efforts and facilitate learning from experience.

With the aim of providing our employees opportunities to bond over activities outside of the workplace, we organised several events in this year. "Together We Achieve More Activity" – a urban adventure event took place in Stanley and aimed to boost employees team spirit, while the participation fee was used for donation purpose. Snow Skin Mooncake DIY Workshop, and various team offsites. We continued to participate in Happy@Work, an annual campaign organised by the Employers' Federation of Hong Kong to advocate the joint effort of employers and employees in creating a happy workplace. This year's activity was among the brightest, and through collaboration spirit, our employees came out victorious with the champion in Best Costume and 1st Runner Up in Best Photo!

## Developing Long Term Enduring Value



Happy@Work: champion in Best Costume

### Employee development

More than **3,000** hours training have been provided during this report period, training topics covered health and safety, skill enhancement, etc.

Operating in a sector facing tightening legal requirements and high expectations from customers, we offer a wide range of training and career development programmes. In 2022, a specific focus was placed on training our employees on ISO certification related topics they are 1) quality management, 2) occupational health & safety management, 3) environmental management, 4) customer satisfaction and complaints handling system. HPML would extend the ISO certification from 4 properties to 18 properties with additional scope of ISO 10002:2018 (Customer Satisfaction and Complaints Handling System).

In addition, we provided a wide range of internal and external training to employees, covering topics including:

- Professional development (communication and leadership, customer services, time management)
- Technical Skills (Property Managers of Elderly-Friendly Housing Estates, ePurchaseSystem, BIM Navisworks Freedom, R&D Rapid Prototyping, ISO Introduction Training)

- Anti-corruption and Code of Conduct
- Occupational Health and safety
- Compliance with laws and regulations
- Risk Assessment
- Sustainability and green lifestyle options
- ISO Introduction (Zoom) Training was held in Jan 2022, which contains environmental management information
- Environmental Policy were launched in Jan 2022
- On-site training on environment policy was held in Feb, May, Sep and Dec 2022
- Paper saving, air quality and energy saving tips sharing on briefing note in Jan, Mar, Jun, Oct 2022.



Managerial Microeconomic – Economics in Pricing Strategy @HKUST



BIM Navisworks Freedom Training

## Developing Long Term Enduring Value

This year we organised a variety of tailor-made trainings within our GROWTH Program, which was launched for graduates who are interested to develop their careers in the property management industry. 13 fresh university graduates were selected last year and were assigned to work in different sites for on-job training.

Employees' development and personal progression is regularly evaluated. All employees are subject to an annual performance review process, where they could openly discuss their performance and career planning with supervisors and set achievable goals for continuous progression. Feedback received in the process also enable us to identify relevant training needs and room for improvements in our talent strategies.

### Occupational health and safety

We place paramount importance on the health and safety of our employees, contractors and subcontracted workers. We are committed to maintaining a zero-harm workplace and have set a target for injury rate.

Target: Maintain an injury rate at/below 20 per 1,000 employees

Progress in 2022:

- No fatalities of employees and workers were recorded,
- Our injury rate: less than 1 (per 1,000 employees) at construction sites

We have established an Occupational Safety and Health (Display Screen Equipment) Regulation, which sets out the requirement to carry out risk assessment and provide training for staff who use computer for long periods of time. We have nominated Fire Evacuation Officer(s) or other staff as Safety Co-ordinators to perform daily inspection and monitoring on all work-stations within their Division/Department to ensure the users are following the required standards. In addition, the Safety Co-ordinators provide training to staff to ensure ergonomics safety.

In addition, a Health Talk is held annually to discuss the health hazards related to incorrect manual handling operations and the primary sources of back injuries, in addition to the appropriate ways to lift manually.

### At construction sites

We are dedicated to safeguarding the health and safety of our employees and contractors through maintaining a zero fatality working environment. All OHS issues are monitored by the Construction Management Steering Committee and Taskforce. Guided by the Safety Plan and the Project Safety Manual for Corporate Level, guidance for on site inspections, incident reporting and regular audits are illustrated for our employees and contractors.

Our site safety practices include but are not limited to:

- Conducting internal site checks every week, two weeks and every month to observe potential safety hazards and risks
- Keeping track of all lost-time, near-miss incidents, reportable and major casualties that included direct and contractors' employees
- Meeting with project staff, contractor and subcontractor safety supervisors to review site safety performance every month

## Developing Long Term Enduring Value

- Hiring external safety consultant to conduct site-safety checks and audit on health and safety performance biannually
- Organising regular trainings, talks and workshops on topics in OHS, wellbeing, and safety to promote safety awareness on site
- Establishing guidelines on safety precautions and emergency plans to maintain readiness during bad and extreme weather event.

### At managed properties and offices

Our managed properties and offices also follow guidance from the OHS Management Plan, and HPML implements safety measures and preventative measures for potential site safety hazards.

To equip our staff with sufficient safety knowledge and enhance contractors' awareness of safety, we require all new operational staff members with manual handling duties to a compulsory training organised by the Hong Kong Special Administrative Region Government Labour Department OHS Team every half year, and emergency responses and procedures trainings have been arranged for staff. In addition, we have arranged health and safety check and drills regularly to enhance overall site-management efficiency. Safety knowledge and experiences are shared openly with our staff through organising seminars. Regular site checks are carried out by an internal safety supervisor from HPML and an external safety officer appointed by our safety committee. HPML has obtained ISO 45001 Occupational Health and Safety Management System certification for 18 of our managed buildings.

### **Labour rights**

In compliance with local laws, Wheelock and its supply chain do not employ any person below the age of eighteen years at the workplace. Wheelock prohibits the use of child, forced or compulsory labour in all its departments, subsidiaries and suppliers. No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work.





## Developing Long Term Enduring Value

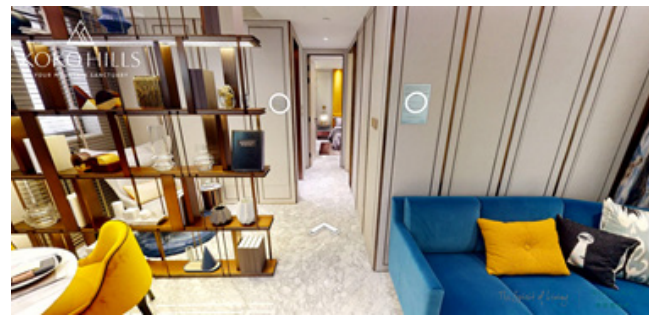


### 6.3.3 Nurturing innovation

#### Supporting tech development and application

With the surge in technological advances, Wheelock strives to promote Smart City elements for increasingly efficient building operations within our new building projects. Through COVID-19 and social distancing, technology has also provided opportunities for our customers to stay connected, with each other and with us.

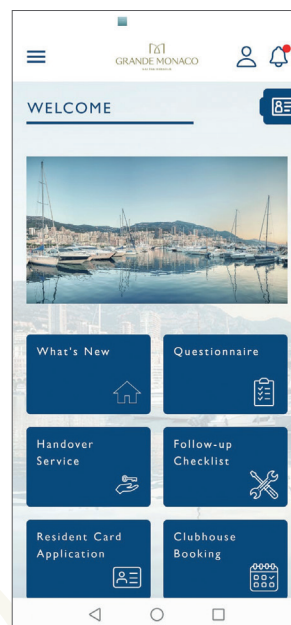
Smart living solutions such as home automation and car plate recognition security systems are implemented in our projects. For our project KOHO HILLS, we introduced smart home and smart control solutions in collaboration with HKT Limited ("HKT"), for instance using built-in video intercom system which connects to the management office to reduce face-to-face contact, and implementing smart control of lightings, air-conditioners and electric curtains with mobile phones to maximise energy efficiency.



360 Show Flat Tour Screen Capture

To allow customers to experience our quality services in the comfort of their own homes, we have set up a 360-degree virtual flat viewing tour for our projects, which enabled customers to tour around the properties and to explore show flats and other luxurious features.

To enhance customer experience in residential property sales, we have developed an all-in-one app which further enhance our after-sales services. It provides a streamline of procedures



e-Residents App Screen Capture

from handover to defect rectification etc. Handover workshops and relevant information are also available in the mobile apps to provide clear guidance for customers. The app also provides notifications with the latest updates and announcements including services emergent suspension for our customers. With the Smart Clubhouse booking functions, it allows residents to reserve desired facilities easily.



HKSTP@Wheelock Gallery

### Working with partners

This year, we continued our collaboration with Hong Kong Science and Technology Parks Corporation (HKSTP) to support innovation and technology through the HKSTP@Wheelock Gallery. We strengthen our partnership with a Berlin-based social company The DO School – through WLAB to allow exploration of ideas for a more sustainable Hong Kong.

### We facilitate internal innovation

Wheelock is determined to foster a culture that encourages innovation and new ideas. We organized an offsite training session with WPL employees, in the form of a hackathon to stimulate innovation ideas on particular topics. This year, a total of 12 sessions were organized, engaging 218 staff members.



R&D Rapid Prototyping Workshop

# Appendices

## 7. APPENDICES

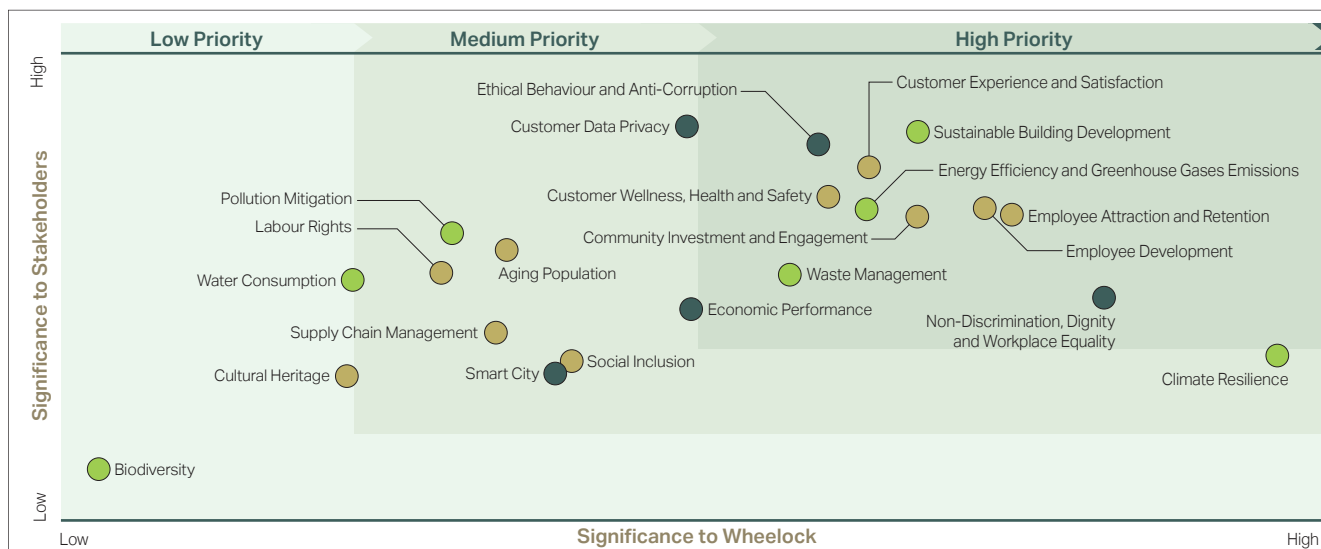
### Appendix I – Material Topics and Corresponding Boundaries

#### Reporting Period and Boundary

This Report presents environmental, social and governance aspects related to the Company’s operations and activities from the period 1 January to 31 December 2022. It highlights our sustainability strategies, ongoing sustainability initiatives, and performance across our property portfolio where WPL has management control. Where relevant, initiatives that are interlinked with Harriman Property Management Limited (“HPML”), the property management arm of WPL, are also reported to better demonstrate our comprehensive approach to sustainable development.

#### Stakeholder Engagement and Materiality Assessment

This year, we conducted an extensive materiality assessment to identify issues that are material to our business. We appointed an external consultant to facilitate the stakeholder engagement exercise on our behalf, via online surveys, telephone interviews, and validation meetings. The methodology of the stakeholder engagement exercise was developed with reference to the AA1000 Stakeholder Engagement Standard from AccountAbility, focusing on the principles of inclusivity, responsiveness, and impact of the latest AA1000 AccountAbility Principles. The materiality matrix presents the ESG topics in increasing order of priority, impact and significance to both Wheelock and its stakeholders. Several stakeholder groups were consulted for this exercise namely, employees, investors, business partners including suppliers, contractors and sub-contractors, customers, local community, non-governmental organisations (NGOs), shareholders, among others.



	Within organisation	Outside of organisation		
	Employees	Contractors/ Suppliers	Customers/ Tenants	Community
<b>Material Topics</b>				
<b>Environment</b>				
Energy efficiency and greenhouse gases emissions	✓	✓	–	–
Climate resilience	✓	✓	–	–
Waste management	✓	✓	–	–
Sustainable building development	✓	✓	–	–
Water consumption	✓	✓	–	–
Pollution mitigation	✓	✓	–	–
Biodiversity	✓	✓	–	–
<b>People</b>				
Employee development	✓	–	–	✓
Employee attraction and retention	✓	–	–	–
Non-discrimination, dignity and workplace equality	✓	✓	✓	–
Employee wellness, health and safety	✓	✓	–	✓
Customer wellness, health and safety	✓	–	✓	–
<b>Community</b>				
Smart city	✓	✓	✓	✓
Community investment and engagement	✓	✓	✓	✓
Aging population	✓	✓	✓	✓
Cultural heritage	✓	✓	✓	✓
<b>Customer</b>				
Customer experience and satisfaction	✓	–	✓	–
Customer data privacy	✓	–	✓	–
<b>Business Partners</b>				
Ethical behaviour and anti-corruption	✓	✓	✓	✓
Economic performance	✓	✓	–	–
Supply chain management	✓	✓	✓	✓



## Appendices

### Appendix II – Performance Data

#### a. Environmental Data

Item	Unit	2022 <sup>1</sup>	2021 <sup>2</sup>	2020 <sup>3</sup>
<b>Energy consumption</b>				
<b>Total energy consumption</b>				
Headquarters	Gigajoules (GJ)	1,571	974	738
HPML's office	GJ	736	812	842
Construction sites	GJ	38,409	71,146	109,124
Managed properties	GJ	172,856	231,026	–
<b>Energy intensity</b>				
Headquarters	Kilowatt-hour (kWh)/m <sup>2</sup> of gross floor area (GFA)	124	52	39
HPML's office	kWh/m <sup>2</sup> of GFA	158	174.3	180.7
Construction sites	kWh/m <sup>2</sup> of construction floor area (CFA)	4.0	5.86	5.35
Managed properties	kWh/m <sup>2</sup> of GFA	41.6	47.8	54.6
<b>Electricity consumption</b>				
Headquarters	GJ	1,571 <sup>4</sup>	974	738
	Megawatt-hour (MWh)	436	270	205
HPML's office	GJ	736	812	842
	MWh	204	225	234
Construction sites	GJ	7,848	16,772	12,843
	MWh	2,180	4,659	3,567
Managed properties	GJ	17,083	193,046	228,468
	MWh	47,245	53,624	63,463
<b>Other fuel consumption</b>				
Headquarters	L	0	–	–
HPML's office	L	0	–	–
Construction sites (Diesel)	L	573,286	1,373,065	2,431,354
Construction sites (Biodiesel)	L	250,173	–	–
Construction sites (Petrol)	L	206	–	–
Managed properties (Diesel)	L	71,968 <sup>5</sup>	63,852	67,756

<sup>1</sup> Environmental data of 2022 includes head office at One Island South, HPML's office, 26 managed properties and 12 construction sites.

<sup>2</sup> Environmental data of 2021 included head office at Wheelock House, HPML's office, 26 managed properties and 8 construction sites.

<sup>3</sup> Environmental data of 2020 included head office at Wheelock House, HPML's office, 27 managed properties and 7 construction sites.

<sup>4</sup> The electricity consumption of air conditioning system is included in 2022.

<sup>5</sup> Managed properties (diesel) consumption involves Scope 1 and Scope 3 sources.

Item	Unit	2022	2021	2020
<b>Greenhouse Gas (GHG) emissions</b>				
<b>Total GHG emissions (Scope 1, 2 and 3)</b>				
Headquarters	tCO <sub>2</sub> e	465	222	254
HPML's office	tCO <sub>2</sub> e	79.8	116	156
Construction sites	tCO <sub>2</sub> e	3,081	6,623	10,414
Managed properties	tCO <sub>2</sub> e	22,723	28,767	40,651
<b>GHG emissions intensity</b>				
Headquarters	kg of CO <sub>2</sub> equivalent (kgCO <sub>2</sub> e/m <sup>2</sup> ) of GFA	132	52	39
HPML's office	kgCO <sub>2</sub> e/m <sup>2</sup> of GFA	61.7	174.3	180.7
Construction sites	kgCO <sub>2</sub> e/m <sup>2</sup> of CFA	5.7	5.9	5.4
Managed properties	kgCO <sub>2</sub> e/m <sup>2</sup> of GFA	20	47.8	54.6
<b>Direct GHG emissions (Scope 1)<sup>6</sup></b>				
Headquarters	tCO <sub>2</sub> e	0	0	0
HPML's office	tCO <sub>2</sub> e	0	0	0
Construction sites	tCO <sub>2</sub> e	2,070	0	0
Managed properties	tCO <sub>2</sub> e	12.1	167	177
<b>Indirect GHG emissions (Scope 2)</b>				
Headquarters	tCO <sub>2</sub> e	310	192	164
HPML's office	tCO <sub>2</sub> e	80	83	117
Construction sites	tCO <sub>2</sub> e	944	1,869	1,963
Managed properties	tCO <sub>2</sub> e	22,312	25,672	37,576
<b>Other indirect GHG emissions (Scope 3)</b>				
Headquarters	tCO <sub>2</sub> e	155	30	43
HPML's office	tCO <sub>2</sub> e	0.1	32	39
Construction sites	tCO <sub>2</sub> e	67	4,554	8,451
Managed properties	tCO <sub>2</sub> e	399	2,928	2,898
<b>Other air emissions generated</b>				
NO <sub>x</sub>	kg	615	–	–
SO <sub>x</sub>	kg	6.5	–	–
Particulate Matter (PM)	kg	45.3	–	–

<sup>6</sup> Calculated as per EPD's Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong (2010)

## Appendices

Item	Unit	2022	2021	2020	
<b>Waste (Non-hazardous waste)</b>					
<b>Total waste to landfill</b>					
Headquarters	tonnes	33	222	254	
HPML's office	tonnes	20	116	156	
Construction sites	tonnes	7,599	6,623	10,414	
Managed properties	tonnes	9,628	28,767	40,651	
<b>Proportion of total waste recycled</b>					
Headquarters	%	27	33.2	9.4	
HPML's office	%	3.5	2.6	2.3	
Construction sites	%	87	29	33	
Managed properties	%	4	1.4	0.9	
<b>Waste recycled by type</b>					
Paper	tonnes	232	71	56	
Plastic	tonnes	33.3	8.6	7	
Metals/Aluminium	tonnes	297	4	2.5	
Steel	tonnes	3,999	4,520	11,905	
Glass	tonnes	0	20.85	2.83	
<b>Waste (Hazardous waste)</b>					
Total waste generated <sup>7</sup>	tonnes	8.2	-	-	
<b>Water</b>					
<b>Water Consumption</b>					
Headquarters	m <sup>3</sup>	305	187	179	
HPML's office	m <sup>3</sup>	161	228	165	
Construction sites	Municipal Water	m <sup>3</sup>	99,635	126,489	224,736
	Recycled Water	m <sup>3</sup>	4,117		
Managed properties	Municipal Water	m <sup>3</sup>	273,064	271,033	300,686
	Captured Rainwater	m <sup>3</sup>	672	1,055	1,035
	Recycled Water	m <sup>3</sup>	1,787	1,050	1,000

Item	Unit	2022	2021	2020
<b>Water Intensity</b>				
Headquarters	m <sup>3</sup> /employee	0.74	0.54	0.62
HPML's office	m <sup>3</sup> /employee	2.48	0.31	2.75
Construction sites	m <sup>3</sup> /m <sup>2</sup> of CFA	0.19	0.16	0.34
Managed properties	m <sup>3</sup> /m <sup>2</sup> of GFA	0.24	0.24	0.26
<b>Materials</b>				
<b>Paper Used</b>				
Headquarters	tonnes	6.4	9.1	9.9
HPML's office	tonnes	0	3.5	3.5
Construction sites	tonnes	3.6	–	–
Managed properties	tonnes	60.1	–	–
<b>Major Construction Materials Used</b>				
Bricks	tonnes	269	4,795	1,151
Cement	tonnes	1,549	1,483	1,741
Cement Mortar	tonnes	513	4,995	1,160
Concrete	m <sup>3</sup>	150,272	77,101	145,574
Joint Steel	tonnes	89	–	2,292
Reinforcing Steel Bars	tonnes	39,904	25,564	19,912
Sand	tonnes	1,960	5,130	4,602
Timber	tonnes	2,458	2,719	1,077
Cement Grout	tonnes	85	–	–
Steel	tonnes	5,496	–	–



# Appendices

## Social Data

	Unit	2022	2021	2020
<b>Total workforce</b>				
Direct employees	no. of people	743	745	585
Sub-contracted construction workers	no. of people	12,259	43,356	44,791

	Unit	2022		2021		2020	
		M	F	M	F	M	F

### Direct employees by employment contract and gender

Permanent Contract	no. of people	291	240	274	221	266	236
Fixed Term Contract <sup>8</sup>	no. of people	-	-	53	32	45	13
Temporary Contract	no. of people	99	113	74	91	7	18
Non-guaranteed Hours	no. of people	-	-	-	-	-	-

### Direct employees by employment type and gender

Full-time	no. of people	340	239	327	253	312	249
Part-time	no. of people	64	100	74	91	6	18

	Unit	2022	2021	2020
--	------	------	------	------

### New hires by age group and gender

Male	no. of people	197	188	60
Female	no. of people	188	186	58
Below 30	no. of people	231	173	50
30-50	no. of people	128	163	49
Above 50	no. of people	26	38	19

### New hires rate by age group and gender

Male	%	49	46	19
Female	%	56	54	22
Below 30	%	88	47	18
30-50	%	35	44	17
Above 50	%	24	9	6

<sup>8</sup> The number of Fixed Term Contract is included in the Permanent Contract.

	Unit	2022	2021	2020
<b>Staff turnover by age group and gender</b>				
Male	no. of people	153	124	49
Female	no. of people	151	81	46
Below 30	no. of people	138	45	40
30-50	no. of people	133	123	40
Above 50	no. of people	33	37	15
<b>Staff turnover rate by age group and gender</b>				
Male	%	38	31	15
Female	%	45	42	17
Below 30	%	53	30	14
30-50	%	36	33	14
Above 50	%	30	10	4
<b>Workers who are not employees</b>				
Total number of workers who are not employees	no. of people	12,259	–	–
Total number of scheduled workdays	no. of calendar days	1,011	–	–
<b>Non-discrimination</b>				
Number of incidents of discrimination	no. of incidents	0	–	–
<b>Rights of Indigenous Peoples</b>				
Incidents of violations involving rights of indigenous peoples	no. of incidents	0	–	–

# Appendices

## Occupational Health and Safety

	Unit	2022		2021		2020	
		M	F	M	F	M	F
<b>Work-related injuries and fatalities</b>							
<b>Direct employees</b>							
Injuries	no. of people	2	2	1	2	1	1
	per 1,000 workers	5.0	5.9	2.5	5.8	3.1	3.7
Fatalities	no. of people	0	0	0	0	0	0
	per 1,000 workers	0	0	0	0	0	0
<b>Construction sites (sub-contracted workers)</b>							
Injuries	no. of people	7	1	8	5	17	2
	per 1,000 workers	0.8	0.27	0.21	0.89	0.45	0.28
Fatalities	no. of people	0	0	0	0	0	0
	per 1,000 workers	0	0	0	0	0	0
<b>Lost days and absenteeism</b>							
<b>Direct employees</b>							
Lost day rate	%	0.002	0.002	0.03	0.02	0.12	0.03
Absentee rate	%	2.2	2.6	1.49	1.98	0.9	1.2
<b>Construction sites (sub-contracted workers)</b>							
Lost days	Days	997	103	459	470	1,053	0
Lost day rate	%	0.01	0.003	0.005	0.005	0.01	0

## Employee Training and Career Development

	Unit	2022	2021	2020
<b>Percentage of total employees trained by gender</b>				
Male	%	80	67	86
Female	%	83	66	83
<b>Proportion of total employees trained by employee category</b>				
Management	%	91	90	89
Supervisory	%	88	88	93
General	%	79	63	87
Others	%	86	28	49
<b>Average hours of training by gender</b>				
Male	hours	4.8	5.5	6.8
Female	hours	5.4	4.2	6.7
<b>Average hours of training by employee category</b>				
Management	hours	12.9	10.6	13.4
Supervisory	hours	7.1	7.4	7.7
General	hours	3.9	4.2	6.5
Others	hours	1.3	1.1	1.3



## Appendices

### Equal Opportunities

	Unit	2022	2021	2020
<b>Workforce composition by employee category, age group and gender</b>				
<b>Management</b>				
Male	no. of people	28	28	31
Female		15	14	14
Below 30		0	0	0
30-50		20	21	22
Above 50		23	21	23
<b>Supervisory</b>				
Male	no. of people	86	81	195
Female		63	56	139
Below 30		33	18	40
30-50		88	93	240
Above 50		28	26	54
<b>General</b>				
Male	no. of people	273	247	45
Female		271	258	98
Below 30		228	214	79
30-50		259	252	52
Above 50		57	39	12
<b>Others</b>				
Male	no. of people	3	45	47
Female		4	16	16
Below 30		0	7	1
30-50		3	21	18
Above 50		4	33	44

### Supply Chain Management

	Unit	2022	2021	2020
<b>Number of suppliers by geographical region</b>				
Hong Kong	no. of suppliers	76	192	1,399
Outside Hong Kong	no. of suppliers	8	11	11

### Community Investment

	Unit	2022	2021	2020
<b>Resources contributed</b>				
Total cash donations	HK\$ Million	0.031	0.012	7
Total volunteer hours	hours	1,015	1,232	188.1

## Appendices

### Appendix III – Charters, Select Memberships and Awards

#### Charters and Pledges

Company	Charter	Organisation	Year
HPML	Glass Container Recycling Charter	Environmental Protection Department	Since 2020
HPML	Mental Health Workplace Charter	Advisory Committee on Mental Health	Since 2020
HPML	Low Carbon Charter	Business Environment Council	Since 2019
HPML	Good Employer Charter	Labour Department	Since 2018
WPL	Green Shop Pledge	HK Green Building Council	Since 2017
HPML	Green Shop Alliance	HK Green Building Council	Since 2017
HPML	Charter on External Lighting	Environment Bureau	Since 2015
HPML	Energy Saving Charter	Environment Bureau/EMSD	Since 2014
HPML	Energy Saving Charter on “No ILB”	Environment Bureau/EMSD	Since 2013
WPL	I’m finished with FINS	Shark Savers Hong Kong	Since 2013
WPL	No Air-Con Night	Green Sense	Since 2012
HPML	Carbon Reduction Charter	Environment Bureau	Since 2008
HPML	Green Cross Group Member	Occupational Safety & Health Council	Since 2004

## Select Memberships

Organisation	Capacity
Business Environment Council	Board Director
Employers' Federation of Hong Kong	Council member
	Vice-chairman of General Committee
	Member of General Committee
	Chairman of Executive Committee
	Chairman of Property & Construction functional group
Environment and Conservation Fund	Committee Chairman
	Investment Committee Member
Estate Agents Authority	Board member
	Licensing Committee member
	Practice & Examination Committee member
Home Affairs Bureau	Ex-officio member of Social Enterprise Advisory Committee
	Chairman of Advisory Committee on Enhancing Self-Reliance Through District Partnership Programme
Hong Kong Examinations and Assessment Authority	Co-opted member of the Hong Kong Diploma of Secondary Education Applied Learning Subject Committee
Hong Kong General Chamber of Commerce	Vice Chairman
	Council member
Hong Kong Green Building Council	Board Director
	Council Director
	Hong Kong Green Shop Alliance Focus Group member
The Real Estate Developers Association of Hong Kong	Board Director
	Executive Committee Chairman
	Executive Committee Member
	Member of the Legal Sub-committee
	Member of Construction Sub-Committee
Royal Institution of Chartered Surveyors	Fellow
	Event Committee member
WWF-Hong Kong	Board Member



## Appendices

Wheelock is proud to have achieved the following ESG/Sustainability awards during 2022.

Award	Awardee/Project
BCI Asia Top 10 Developers Award 2022	Wheelock Properties (Hong Kong) Limited
RICS Corporate Social Responsibility Project of the Year 2022	Wheelock Properties (Hong Kong) Limited
RICS Sustainability Award 2022	Wheelock Properties (Hong Kong) Limited, MTR Corporation Limited
GBA Low Carbon Buildings Top 100 Award	8 Bay East/NEO, Kwun Tong Capri Place, Tseung Kwan O Savannah Place, Tseung Kwan O Monterey Place, Tseung Kwan O
Good MPF Employer 5 Years+	Wheelock Properties (Hong Kong) Limited, Wheelock Corporate Services Limited, Wheelock Secretaries Hong Kong Limited, Harriman Property Management Limited
Platinum Award in Special ESG Awards – Outstanding ESG Performer of the Year (Large Enterprise) by Institute of ESG & Benchmark (IESGB)	Wheelock Properties (Hong Kong) Limited
Grand Award in Best Sustainability Report for Non-listed Company & Commendation Newcomer Award at Hong Kong ESG Reporting Awards 2022	Wheelock Properties (Hong Kong) Limited
HKQAA CSR Index Plus Mark	Wheelock Properties (Hong Kong) Limited
Rated as a Low-risk company Sustainalytics ESG Risk Rating	Wheelock Properties (Hong Kong) Limited
AWARD LOOP+ by WWF Hong Kong	Wheelock Properties (Hong Kong) Limited

## Appendix IV – Verification Statement



### Scope and Objective

Hong Kong Quality Assurance Agency (“HKQAA”) has been commissioned by Wheelock Properties Limited (“WPL”) to undertake an independent verification for its Sustainability Report 2022 (“the Report”). The scope of this verification covers the sustainability information and data of WPL from the period 1st January 2022 to 31st December 2022. Where relevant, initiatives are also interlinked with Harriman Property Management Limited, a wholly-owned subsidiary that engaged in the management of properties in Hong Kong (jointly referred to as “Wheelock”). The Report outlines Wheelock’s commitments, strategies and efforts in environmental, social and operational aspects.

The aim of this verification is to provide a reasonable assurance on the reliability of the Report. The Report has been prepared in accordance with the Global Reporting Initiative’s GRI Universal Standards 2021, the GRI G4 Construction and Real Estate Sector Disclosures, and the Environmental, Social and Governance Reporting Guide (“ESG Reporting Guide”) set out in Appendix 27 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited. Also, the disclosure of actions on climate change is referenced to the recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”).

### Level of Assurance and Methodology

The process applied in this verification was referenced to the International Standard on Assurance Engagement 3000 (“ISAE 3000”) – “Assurance Engagement Other Than Audits or Reviews of Historical Financial Information” issued by the International Auditing and Assurance Standards Board. Our verification process is designed to obtain a reasonable level of assurance for devising opinions and conclusions. The extent of this verification process undertaken covered the criteria set in the GRI Universal Standards 2021, GRI G4 Construction and Real Estate Sector Disclosures and the ESG Reporting Guide.

The verification process included verifying the systems and processes implemented for collecting, collating and reporting the sustainability performance data, reviewing relevant documentation, interviewing responsible personnel with accountability for preparing the reporting contents and verifying selected representative sample of data and information. Raw data and supporting evidence of the selected samples were also thoroughly examined during the verification process.

### Independence

Wheelock was responsible for the collection and presentation of the information. HKQAA did not involve in the preparation of the Report. Our verification activities were independent and impartial.

### Conclusion

Based on the verification results and in accordance with the verification procedures undertaken, HKQAA has obtained reasonable assurance and is in the opinion that:

- The Report has been prepared in accordance with the GRI Universal Standards 2021, GRI G4 Construction and Real Estate Sector Disclosures and the ESG Reporting Guide;
- The Report illustrates Wheelock’s sustainability performance, covering all material and relevant aspects and topics, in a balanced, comparable, clear and timely manner; and
- The data and information stated in the Report are reliable and complete.

In conclusion, HKQAA has obtained reasonable assurance and is in the opinion that Wheelock has disclosed its sustainability performance transparently, in all material respects. The information included in the report are objective, responsive and free from material misstatement.

### Signed on behalf of Hong Kong Quality Assurance Agency

Connie Sham  
Head of Audit  
February 2023

## Appendices

### Appendix V – GRI Standards and HKEx ESG Reporting Guide Content Index

GRI indicator	HKEx indicator	Disclosure title	Section reference/remarks	Page(s)
<b>GRI 2: General Disclosures 2021</b>				
2-1		Organisational details	About This Report	3
2-6		Activities, value chain and other business relationships	About This Report	3
2-7	KPI B1.1	Employees	Appendix II – Performance Data	42
2-6	KPI B5.1	Activities, value chain and other business relationships	About This Report	3
2-6		Significant changes to the organisation and its supply chain	Wheelock Properties remains to be the wholly owned subsidiary of Wheelock and Company Limited, which has announced privatisation in July 2020.	/
2-23		Policy commitments	Delivering Quality Experiences & Trusted Partnerships	20
2-28		Membership associations	Appendix III – Charters, Select Memberships and Awards	42
2-22		Statement on sustainable development strategy	Message from the Chairman	4
2-23		Policy commitments	Delivering Quality Experiences & Trusted Partnerships	20
2-26	KPI B7.2	Mechanisms for seeking advice and raising concerns	Delivering Quality Experiences & Trusted Partnerships	20
2-9		Governance structure and composition	Delivering Quality Experiences & Trusted Partnerships	20
2-29		Approach to stakeholder engagement	Delivering Quality Experiences & Trusted Partnerships	20
2-30		Collective bargaining agreements	All of Wheelock's employees are located in Hong Kong where there is no statutory recognition of collective bargaining agreements.	/
2-29		Approach to stakeholder engagement	Appendix I – Material Topics and Corresponding Boundaries	42
2-2		Entities included in the organisation's sustainability reporting	Appendix I – Material Topics and Corresponding Boundaries	42

GRI indicator	HKEx indicator	Disclosure title	Section reference/remarks	Page(s)
3-1		Process to determine material topics	Appendix I – Material Topics and Corresponding Boundaries	42
3-2		List of material topics	Appendix I – Material Topics and Corresponding Boundaries	42
2-4		Restatements of information	No restatement of information.	/
2-3		Reporting period, frequency and contact point	About this Report	3
N/A		Requirement 8: Provide a statement of use	About this Report	3
N/A		Requirement 7: Publish a GRI content index	Appendix V – GRI Standards and HKEx ESG Reporting Guide Content Index	42
2-5		External assurance	Appendix IV – Verification Statement	42
<b>Topic-specific Disclosures</b>				
<i>Economic and General</i>				
<b>GRI 205: Anti-Corruption 2021</b>				
3-3	Aspect B7 General Disclosure KPI B7.2	Management of material topics	Delivering Quality Experiences & Trusted Partnerships	20
205-2	KPI B7.3	Communication and training about anti-corruption policies and procedures	Delivering Quality Experiences & Trusted Partnerships	20
205-3	Aspect B7 General Disclosure KPI B7.1	Confirmed incidents of corruption and actions taken	Delivering Quality Experiences & Trusted Partnerships	20



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GRI indicator	HKEx indicator	Disclosure title	Section reference/remarks	Page(s)
<i>Environmental</i>				
<b>GRI 301: Materials 2021</b>				
3-3	Aspect A2 General Disclosure Aspect A3 General Disclosure KPI A3.1	Management of material topics	Creating a Positive Impact on the Environment	6
301-1	KPI A2.5	Materials used by weight or volume	Appendix II – Performance Data  Data on materials by renewable and non-renewable material types was not collected for this reporting cycle.	42
<b>GRI 302: Energy 2021</b>				
3-3	Aspect A2 General Disclosure KPI A2.3 Aspect A3 General Disclosure KPI A3.1	Management of material topics	Creating a Positive Impact on the Environment	6
302-1	KPI A2.1	Energy consumption within the organisation	Appendix II – Performance Data	42
302-3	KPI A2.1	Energy intensity	Appendix II – Performance Data	42
302-4	KPI A2.3	Reduction of energy consumption	Creating a Positive Impact on the Environment	6

GRI indicator	HKEEx indicator	Disclosure title	Section reference/remarks	Page(s)
<b>GRI 303: Water and Effluents 2021</b>				
303-1	KPI A2.2	Water consumption in total and intensity (e.g., per unit of production volume, per facility)	Appendix II – Performance Data	42
	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	Not applicable – Sourcing water that is fit for purpose is not considered to be a material issue for our organisation.	/
<b>GRI 305: Emissions 2021</b>				
3-3	Aspect A1 General Disclosure KPI A1.5 Aspect A3 General Disclosure KPI A3.1	Management of material topics	Creating a Positive Impact on the Environment	6
305-1	KPI A1.1 KPI A1.2	Direct (Scope 1) GHG emissions	Appendix II – Performance Data	42
305-2	KPI A1.1 KPI A1.2	Energy indirect (Scope 2) GHG emissions	Appendix II – Performance Data	42
305-3	KPI A1.1 KPI A1.2	Other indirect (Scope 3) GHG emissions	Appendix II – Performance Data	42
305-4	KPI A1.2	GHG emissions intensity	Appendix II – Performance Data	42
305-5	KPI A1.5	Reduction of GHG emissions	Creating a Positive Impact on the Environment	6
<b>GRI 306: Waste 2021</b>				
3-3	KPI A1.6 Aspect A3 General Disclosure KPI A3.1	Management of material topics	Creating a Positive Impact on the Environment	6
306-3	KPI A1.3 KPI A1.4 KPI A1.6	Waste by type and disposal method	Appendix II – Performance Data Our operation does not produce significant amounts of hazardous waste.	42

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GRI indicator	HKEx indicator	Disclosure title	Section reference/remarks	Page(s)
<b>GRI 307: Environmental Compliance 2021</b>				
103	Aspect A1 General Disclosure	Management of material topics	Creating a Positive Impact on the Environment	6
307-1	Aspect A1 General Disclosure	Non-compliance with environmental laws and regulations	During 2022, Wheelock was not affected by any incident of non-compliance with any laws, regulations or voluntary codes concerning the environment.	/
<b>GRI 308: Supplier Environmental Assessment</b>				
3-3	Aspect B5 General Disclosure KPI B5.2 KPI B5.3	Management of material topics	Delivering Quality Experiences & Trusted Partnerships	20
308-1	KPI B5.4	New suppliers that were screened using environmental criteria	Delivering Quality Experiences & Trusted Partnerships	20
<b>GRI G4 CRE8: Sustainable Building Development and Certification</b>				
CRE8		Type and number of sustainability certification, rating and labelling schemes for new construction, management, occupation and redevelopment	Creating a Positive Impact on the Environment	6
<b>HKEx A4: Climate Change</b>				
	Aspect A4 General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer	Creating a Positive Impact on the Environment	6
	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	Creating a Positive Impact on the Environment	6

GRI indicator	HKEx indicator	Disclosure title	Section reference/remarks	Page(s)
<i>Labour Practices and Decent Work</i>				
<b>GRI 401: Employment 2021</b>				
3-3	Aspect B1 General Disclosure	Management of material topics	Delivering Quality Experiences & Trusted Partnerships	20
401-1	KPI B1.2	New employee hires and employee turnover	Appendix II – Performance Data	42
<b>GRI 403: Occupational Health and Safety 2021</b>				
3-3	Aspect B2 General Disclosure KPI B2.3	Management of material topics	Delivering Quality Experiences & Trusted Partnerships	20
403-2	KPI B2.1 KPI B2.2	Types of injury and rates of injury, occupational diseases, lost days, absenteeism, and number of work-related fatalities	Appendix II – Performance Data	42
<b>GRI 404: Training and Education 2021</b>				
3-3	Aspect B3 General Disclosure	Management of material topics	Delivering Quality Experiences & Trusted Partnerships	20
404-1	KPI B3.2	Average hours of training per year per employee	Appendix II – Performance Data	42
404-3		Percentage of employees receiving regular performance and career development reviews	Delivering Quality Experiences & Trusted Partnerships 100% of employees received regular performance and career development reviews	20
	KPI B3.1	Percentage of employees trained by gender and employee category (e.g., senior management, middle management)	Appendix II – Performance Data	42
<b>GRI 405: Diversity and Equal Opportunity 2021</b>				
3-3	Aspect B1 General Disclosure	Management of material topics	Delivering Quality Experiences & Trusted Partnerships	20
405-1	KPI B1.1	Diversity of governance bodies and employees	Appendix II – Performance Data	42



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GRI indicator	HKEx indicator	Disclosure title	Section reference/remarks	Page(s)
<b>GRI 406: Non-discrimination 2021</b>				
103	Aspect B1 General Disclosure	Management of material topics	Delivering Quality Experiences & Trusted Partnerships	20
406-1		Incidents of discrimination and corrective actions taken	Delivering Quality Experiences & Trusted Partnerships In 2022, no incidents of discrimination were reported.	20
<b>GRI 414: Supplier Social Assessment 2021</b>				
3-3	Aspect B5 General Disclosure KPI B5.2 KPI B5.3	Management of material topics	Delivering Quality Experiences & Trusted Partnerships	20
414-1	KPI B5.2	New suppliers that were screened using social criteria	Delivering Quality Experiences & Trusted Partnerships	20
	Aspect B4 General Disclosure	Information on: the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour	Delivering Quality Experiences & Trusted Partnerships	20
	KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	In compliance with local laws, Wheelock and its supply chain do not employ any person below the age of eighteen years at the workplace. Wheelock prohibits the use of child, forced or compulsory labour in all its departments, subsidiaries and suppliers. No employee is made to work against his/her will or work as bonded/ forced labour, or subject to corporal punishment or coercion of any type related to work.	/
	KPI B4.2	Description of steps taken to eliminate such practices when discovered	Delivering Quality Experiences & Trusted Partnerships	20

GRI indicator	HKEx indicator	Disclosure title	Section reference/remarks	Page(s)
<i>Society</i>				
<b>GRI 413: Local Communities 2021</b>				
3-3	Aspect B8 General Disclosure	Management of material topics	Developing Long Term Enduring Value	28
413-1	KPI B8.1	Operations with local community engagement, impact assessments, and development programmes	Developing Long Term Enduring Value	28
	KPI B8.2	Resources contributed (e.g., money or time) to the focus area	Appendix II – Performance Data	42
<i>Product Responsibility</i>				
<b>GRI 418: Customer Privacy 2021</b>				
3-3	Aspect B6 General Disclosure KPI B6.5	Management of material topics	Developing Long Term Enduring Value	28
418-1	Aspect B6 General Disclosure KPI B6.2 KPI B6.5	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Developing Long Term Enduring Value	28
<b>GRI 419: Socioeconomic Compliance 2021</b>				
3-3		Management of material topics	Developing Long Term Enduring Value	28

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GRI indicator	HKEx indicator	Disclosure title	Section reference/remarks	Page(s)
419-1	Aspect B1 General Disclosure Aspect B2 General Disclosure Aspect B4 General Disclosure Aspect B6 General Disclosure Aspect B7 General Disclosure	Non-compliance with laws and regulations in the social and economic area	The Company was not subject to any significant fines or non-monetary sanctions for non-compliance with laws and regulations in 2022.	/
	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	Not applicable – Percentage of product subject to recall for health and safety reasons are not considered to be a material issue.	/
	KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	Not applicable – Description of practices relating to observing and protecting intellectual property rights are not considered to be a material issue.	/
	KPI B6.4	Description of quality assurance process and recall procedures	Developing Long Term Enduring Value	28

