

Kerry Properties Limited Sustainability Policy

Commitment

Kerry Properties Limited (“Kerry Properties” or “KPL”, which together with its subsidiaries referred to as the “Group” or “we”), is a world-class property company with significant investments in the Mainland and Hong Kong. The Group puts sustainability at the heart of everything we do. Our growth as a company goes hand-in-hand with our belief that caring for staff and responsible management of the supply chain are aligned with the expectations of stakeholders. We strive to serve with integrity, innovate on environmental protection and be a voice in a community uniting for positive change. Premised on these principles, our focus is to pursue business excellence while building for a greener future.

KPL strives to take effort to embed environmental and social friendly measures in our operations. We strive to meet and spare no effort in going beyond relating legal regulations. The following sections demonstrate our overall commitment to sustainability and the respective actions to be taken.

This Policy applies to the Group.

Approach

Environment

We integrate environmental concerns in our business strategy, we strive to avoid harm and minimise our impacts on the environment covering the following key aspects:

- Avoid and limit our greenhouse gases emissions, and achieve carbon reduction targets;
- Avoid and limit the generation of waste and promote recovery of resources from our business activities;
- Consider the potential impacts on natural ecosystem and biodiversity of our properties throughout their life cycles;
- Consider life-cycle environmental impacts of materials as we make procurement decisions for construction and non-construction activities whenever practicable;
- Maintain a good quality of indoor environment at our properties;
- Pursue internationally or regionally recognised green building certifications whenever practicable; and
- Conduct climate resilience assessments for our properties, and develop climate change adaptation and resilience solutions.

Employee

We treat employees as the foundation and future of the Group. We strive to promote diversity and equal opportunities, eliminate all forms of discrimination, protect labour rights, create safe and secure working environment, and provide staff with training and development opportunities on the following key aspects:

- Treat our employees fairly in every aspect of employment, training and career development, regardless of gender, sexual orientation, gender identity, age, physical and mental disability, family status, pregnancy, marital status, ethnic origin, race, religious belief and political affiliation;
- Develop high-performing teams through constantly updating and strengthening our

- talent development efforts;
- Prohibit any forms of child and forced labour, and require all contractors and suppliers to share the same commitment;
 - Maintain a safe and healthy workplace by promoting a state of complete physical, mental and social well-being, and adopting safety management systems;
 - Ensure our remuneration package and appraisal system reward our employees fairly to retain talents; and
 - Engage and communicate with our employees through diverse channels, and appreciate the collected feedback and suggestions.

Value Chain

We value opinions from different stakeholder groups. We strive to inspire them with our value and commitment on the following aspects:

- Maintain communication with stakeholders, and conduct regular stakeholder engagements to understand their expectations and needs;
- Communicate our sustainability-related policies to our suppliers, contractors and business partners;
- Encourage responsible consumption among tenants and customers; and
- Work in collaboration with third parties to promote best practices in sustainability.

Community

We strive to make a positive impact on the society. We strive to:

- Support worthwhile causes in the communities where we operate through charitable donations and other forms of community investments;
- Monitor the decision-making process for our charitable programmes to ensure accountability and effectiveness; and
- Seek to understand the need of the community and manage the impacts of our operation on the community.

Review

The Sustainability Steering Committee will conduct regular review of this Policy and update the content if necessary.

Supplementary policies

This Policy clarifies KPL's overall commitment and approach to sustainable development. The following supplementary policies further elaborate on our commitment and approach towards specific sustainability topics.

- Group Environmental Protection Policy
- Corporate Health and Safety Policy
- Climate Change Policy
- Sustainable Procurement Policy