

Press Release  
*For Immediate Release*

## **KWIH Named “Manpower Developer” in the 5th ERB Manpower Developer Award Scheme**

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### **Adopts Holistic Approach to Nurture Management Professionals and Sustain Corporate Development**

(Hong Kong, 23 April 2014) – **K. Wah International Holdings Limited** (“KWIH” or “the Group”) (stock code: 0173) has received the “Manpower Developer” title, which is part of the “5th ERB Manpower Developer Award Scheme”, organized by the Employees Retraining Board (“ERB”). This is in recognition of the Group’s efforts and commitment to training and development, fostering a learning culture, efficient resources planning and effective management.

**Albert Yeung, Director - Human Resources and Administration of KWIH**, said, “It is encouraging for KWIH to be bestowed with the ‘Manpower Developer’ title. The Group is synonymous with the philosophy of ‘prudence and innovation’, with a track record in property development spanning close to 50 years. We believe product quality and sound reputation help attract talents to join our team. And the most effective means of retaining high-calibre employees is to provide them with opportunities to exploit their strengths and develop a sense of achievement at work. Correspondingly, the Group has sought to provide trainings which are instrumental to fulfilling personal and corporate development needs, promoting team work as well as ensuring that our staff share the Group’s vision. We aim at equipping our staff with necessary competences so as to excel with the Group.”

#### **Nurturing management talent and future leaders**

For new comers, KWIH not only provides training, but also assigns members of the management team or veterans to serve as mentors – sharing their knowledge so that the newly joined can understand the industry and the corporate culture more easily. The Group also offers relevant trainings to meet the professional requirements of various functions, such as architectural design, project management and planning. In respect of the management team, the

Group has placed significant attention on developing their leadership and communication skills. Early this year, KWIH introduced the People Development Programme that aims to sharpen leadership skills of shortlisted staff. Albert said, “The candidates are selected based on their performance and the results of a careful examination. We aim to develop management professionals through enhancing their competencies in visionary, functional, managerial and leadership aspects, which will ultimately enrich our talent pool and ensure business succession.”

### **Promoting lifelong learning and creative mindset**

Facing the dynamic nature of real estate business, all employees need to stay abreast of prevailing trends, whilst remaining creative and flexible. With the aid of online platform, information sharing on the latest industry news, global economy, policies and regulatory changes is facilitated, which enables timely responses to market opportunities and trends. Brainstorming and team building workshops are organized to enhance inter-departmental communications, broaden horizons and inspire innovative thinking. In addition, job rotations also help employees to understand the business operations thoroughly. Albert continued, “KWIH is dedicated to talent nurturing, in a hope to help staff realize their goals and aspirations as well as to benefit the Group’s long-term development.”

### **Appreciation keeps staff motivated**

The Group raises staff’s work efficiency through regular reviews against the performance benchmarks. During its annual dinner, the Group presents the “Staff Excellence Awards” to employees who have performed exceptionally. As a recognition of staff passion and commitment, an appreciation and commendation programme is in place to reward those who go an extra mile in their work.

The Group spares no effort in creating a pleasant workplace that cares for the mental and physical wellbeing of its employees. The Training & Recreation Centre at K. Wah Centre, for instance, provides a space for various workshops and leisure activities that staff can build friendship and team spirit. The Group also places strong emphasis on family-friendliness by involving family members of its staff in leisure activities and voluntary work, thus allowing them to understand the KWIH corporate culture as well as to serve the needy.”

Albert concluded, “As a responsible corporate citizen and listed company, we will leverage our experience through different channels and enable staff to utilize their potential. We strive to serve the community and nurture the talents with passion and great sense of responsibility for the betterment of our community.”

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### **About “ERB Manpower Developer Award Scheme”**

The Employees Retraining Board (ERB) launched the “ERB Manpower Developer Award Scheme” (the Scheme) in December 2009. The Scheme is held annually to recognize organizations that demonstrate outstanding achievements in manpower training and development as Manpower Developers (MDs), subject to renewal every two years. Independent technical consultant is appointed to review and evaluate the overall planning and implementation of manpower training and development of participating organizations in accordance with assessment criteria and procedures, in order to assess the completeness of their systems. Through the Scheme, the ERB has created a diversified, multi-facet and sustainable interactive platform. It encourages MDs to share and exchange with other organizations and enhances strategic partnership with other MDs to strengthen the quality of human resources in Hong Kong together.

**Photo caption**

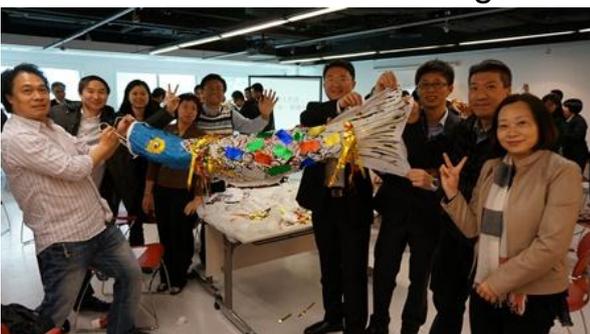
1: Albert Yeung, Director of Human Resources and Administration, receives the Manpower Developer award on behalf of K. Wah International Holdings Limited



2: Dr Lui Che-woo, Chairman of KWIH, takes part in a festive celebration with management and staff



3: The Group organizes regular team-building workshops to enhance communication and encourage innovative thinking



## **About K. Wah International Holdings Limited (Stock code: 173)**

K. Wah International Holdings Limited (“KWIH”) is an integrated property developer and investor listed in Hong Kong in 1987, and is the property flagship of K. Wah Group. With a foothold in The Pearl River Delta and Yangtze River Delta regions, KWIH encompasses a portfolio of premium residential developments, Grade-A office towers, retail spaces, hotels and serviced apartments. Driven by a keen market sense and a versatile strategy, and backed by a strong financial capability, KWIH has built up a sizeable, prime land reserve in major cities of China, with approximately 1.8 million sqm GFA of properties already launched, under development or in planning in cities including Hong Kong, Shanghai and Guangzhou. KWIH also holds a 3.9% stake in Galaxy Entertainment Group Limited (stock code: 27).

The Group has received several international accolades for its outstanding quality and service. Recognized as a Business Superbrand in the property development sector, KWIH was selected as a High-Flyer Outstanding Enterprise for two consecutive years, and was awarded the Top 10 Developers Award by BCI Asia in 2011. Its signature project, Marinella, achieved the Platinum Rating on Final Assessment under the BEAM Plus NB V1.1 of the Hong Kong Green Building Council. In addition, KWIH was voted as the first runner-up in the category of Hong Kong Best Mid-Cap in the Asia’s Best Companies 2013 Poll conducted by *FinanceAsia*.

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