



# CENTRAL TOWER 2024 ESG REPORT



凯华国际中心  
CENTRAL TOWER



1

## Overview

- 03 About This Report
- 03 Building Highlights
- 04 Award and Honors



2

## Sustainable Development

- 05 Resilient Operations
- 06 ESG Management



3

## Green Operations

- 07 Green Building
- 08 Energy Saving and Carbon Reduction
- 09-10 Climate Actions



4

## Cohesive Companions

- 11-13 Tenant Care and Engagement
- 14 Employee Development



5

## GRI Index

- 15-16

# CONTENTS



# 1. Overview

CENTRAL TOWER

## ◦ About This Report

This is the first official report regarding the Environmental, Social and Governance (ESG) which solicit our long term promises and the practical achievement in the ESG domain. By presenting the related action, data and examples, we inspire to show our solid promise of development sustainability to all interested partners, work together with tenants, partners, and the public to advance the transition to low-carbon buildings, via co-creation, enhancing multi-stakeholder value.

### Report Period

This report covered the period between 1st January 2024 to 31st December 2024 ( hereunder called "reporting period" ), focused on the ESG management and performance of Central Tower which covered the quantitative data and announcement of the reporting period, for details, please refer to the descriptions in this report.

### Report Standard

This report corresponded to target of sustainable Development of United Nations (SDGs), with reference to the core standard of Global Reporting Initiative (GRI), and responded to index requirements of Global Real Estate Sustainability Benchmark (GRESB), ensure the materiality, comparability, and transparency of information disclosure, faithfully reflecting the ESG performance of Central Tower during the reporting period.

### Contact and Feedback Methods

Central Tower highly values engagement with tenants and stakeholders, as your input fuels our progress. For any feedback on this report or our ESG performance, please reach out through the following channels—we welcome your insights.

Email: [Enquiry@khcentraltower.com](mailto:Enquiry@khcentraltower.com)  
Website: [www.centraltower.com.cn](http://www.centraltower.com.cn)  
Hotline: +86 20 8899 8899

## ◦ Building Highlights

Central Tower is a premium Grade-A office building meticulously developed by Kaihua Holdings Group Limited. It opened in November 2016, with a total floor area of approximately 150,000 square meters, a height of 252 meters, and 57 floors. Located in the heart of Guangzhou's Zhujiang New Town CBD – one of China's three major national – level central business districts – the project exemplified the group's mission of "crafting exceptional properties with dedication, striving to deliver sustainable growth value for all stakeholders, and achieving mutual success."

Seamlessly connected to top-tier resources in the Guangdong – Hong Kong – Macau Greater Bay Area, Central Tower forms a large-scale, multi-trade commercial complex spanning over one million square meters, alongside the Ritz-Carlton Hotel, Rosewood Hotel, K11 Shopping Mall and Guangzhou CTF Financial Center. As such, it has become a preferred choice for numerous Fortune 500 companies, consulates, high-end service providers, and renowned domestic and international enterprises.

### Building Characteristics

#### Green technology drives the future

Central Tower sets a green benchmark with innovative eco-design: triple-layer LOW-E glass curtain walls provide effective sound and thermal insulation, storm-water recycling systems enable water resource circulation, while VAV self-regulating air conditioning and LED lighting systems significantly reduce energy consumption. In 2022, Central Tower was successfully shortlisted among China's first batch of zero-carbon building pilot projects. In 2019, it achieved the highest global score ever recorded for a super high-rise office building by earning LEED v4 O+M: EB Platinum certification. In 2024, it successfully secured LEED® O+M: Existing Buildings v4.1 Platinum recertification, continuing to lead the industry in green development.

#### Intelligence creates an efficient experience

The smart building system integrates modules such as air-conditioning, lighting, and elevator systems, enabling centralized monitoring and control to provide users with a convenient, comfortable, and secure office environment that meets the demands of modern business efficiency. All elevator facilities are connected to the smart building integrated management platform, with high-speed elevators equipped with an intelligent dispatching system, significantly improving commuting efficiency and ushering in a new era of digital management for high-speed office operations.

#### Humanistic & Commercial Synergy

Breaking the boundaries of traditional commercial spaces, we deeply integrate humanistic art with business environments. Offering ultra five-star hospitality: elegantly decorated elevator lobbies, VIP-exclusive waiting zones, and 24-hour exclusive butler service to redefine high standards for business experiences. The 33rd-floor sky lobby boasts panoramic views, showcasing the stunning Pearl River scenery. We also host regular eco-art exhibitions and midday concerts, providing professionals with a distinctive social platform.



## ◦ Award and Honors

Central Tower upholds sustainable development principles, earning multiple prestigious honors and certifications in green building and intelligent operations.



Central Tower awarded LEED® Operations and Maintenance: Existing Buildings v4.1 Platinum certification (2024)



Central Tower awarded Guangzhou's Premier Grade-A Office Building Certification (The First Batch in Guangzhou and Re-evaluation in 2023)



Central Tower certified as a "Zero-Carbon Smart Energy-Saving Star-Rated Building" (2023)



Central Tower recognized as One of China's First Pilot Units for Zero-Carbon Smart Buildings



The headquarters offices of Kaihua Group on Floors 52 and 53 of Central Tower were awarded Guangzhou's first WELL Platinum certification (2020).



Central Tower awarded "China's Influential Grade-A Office Project of the Year" (2019)





## 2.Sustainable Development

CENTRAL TOWER

Supporting the SDGs targets



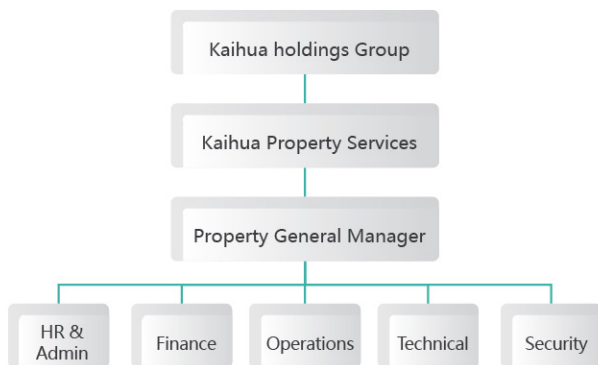
Central Tower consistently integrates sustainability principles into every facet of daily operations, maintaining equal emphasis on efficient, robust operations and sustainable development. The company has established rigorous commercial ethics standards to comprehensively fortify our integrity framework.

Through a streamlined and efficient organizational structure, we ensure faster service response times and greater transparency in resource utilization. Furthermore, we have established an ESG task force to systematically advance ESG initiatives, precisely addressing the needs of tenants and stakeholders. This holistic approach fosters a secure, efficient, and responsible sustainable business ecosystem.

### ◦ Resilient Operations

#### Corporate Governance Structure

Central Tower adopts a flat and efficient organizational structure to ensure professional and meticulous services for tenants. Our management team is led by the Property General Manager, with five specialized divisions operating under a collaborative yet clearly-defined responsibility framework:



Central Tower Organization Structure

- The Property General Manager, as the core executive, oversees all internal and external operations, leading a professional team to deliver comprehensive support for the building.
- The Engineering Team rigorously monitors project progress and quality to ensure the safe operation of facilities and equipment.
- The Operations Team is dedicated to customer service, promptly responding to tenant needs.
- The Security Team is committed to maintaining optimal safety and order within the building premises.
- The HR & Administration Division oversees team development and logistical support functions.
- The Finance Division ensures full compliance and transparency in all fiscal operations.

#### Commercial Ethics Management

Central Tower steadfastly upholds the principles of integrity, probity, and fairness in all operations, rigorously implementing commercial ethics management to ensure proper handling of customer complaints and ethical collaboration with suppliers, while emphasizing employee compliance with business ethics. All employees are required to sign and adhere to the *Code of Business Ethics*, which explicitly prohibits any form of corruption, including accepting gifts or soliciting benefits. To strengthen compliance awareness, we conduct regular business ethics training and assessments. Through real-case analysis and scenario simulations, employees gain practical understanding of operational standards.



#### · Central Tower Commercial Ethics Training 2024

We provide convenient oversight channels for partners and employees to report any compliance violations through the following whistleblowing channels. Every report will be handled with impartiality and efficiency, with strict confidentiality guaranteed throughout the process to fully safeguard the oversight rights of all stakeholders.

#### Business Ethics Reporting Channels

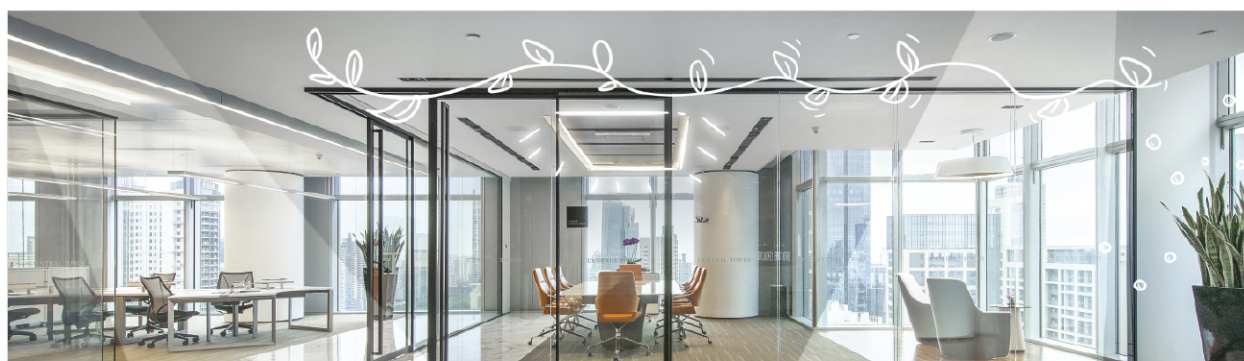
- Address: Room 3308A, Property Management Office, Central Tower
- Reporting Hotline: +86 20 8899 3713
- Reporting Email: [lianjie@khc.com](mailto:lianjie@khc.com)

## ◦ ESG Management

Central Tower deeply integrating ESG into daily operations, we have established a cross-departmental ESG Task Force. The Group's senior management oversees ESG strategic planning and action plans, leading decision-making on critical ESG matters. The Property General Manager of Central Tower is responsible for cross-functional coordination, monitoring the implementation of ESG initiatives and performance tracking. Each functional team has appointed dedicated ESG officers to ensure effective execution of domain-specific ESG programs. Additionally, the company engages third-party professional consultants to provide strategic ESG advisory services, guaranteeing comprehensive implementation of our ESG strategy.

During the reporting period, we systematically identified, assessed, and prioritized ESG issues with reference to GRESB rating standards and industry concerns, culminating in the material ESG topics for Central Tower in 2024. This process provides robust support for our systematic ESG management.

Area	ESG Agenda	Our actions
Environment	Use of Energy and Resources	Use of Energy and Greenhouse Gas Emission Management
		Waste and Water Resources Management
		Resource Utilization and Circular Economy Management
	Green Building	Green Building Certifications
	Climate Change Actions	Climate Risk Recognition and Management
Social	Staffing	Employee Health and Safety Management
		Employee Development & Wellbeing Governance
		Diversity & Equal Opportunity
	Tenants	Tenant Health & Safety Management
		Service Standard & Tenant Satisfaction
Governance	Corporate Governance	Commercial Ethics Management
	ESG Management	ESG Task Force
		ESG Compliances and Risk Management







## 3.Green Operations

CENTRAL TOWER

Supporting the SDGs targets



Central Tower's green philosophy transcends mere low-carbon aesthetics – it represents an unwavering commitment to full lifecycle sustainable operations. From initial project conception and meticulous design refinement, through rigorous construction controls to continuous operational optimization, we consistently implement green and low-carbon principles at every stage.

Central Tower has deeply embedded green development principles into its corporate DNA, establishing a comprehensive environmental management system. The property has achieved ISO 14001 Environmental Management System certification and implemented an environmental governance framework spanning all business processes. With clearly defined ESG management objectives, we continuously optimize green operation initiatives, committed to creating healthier, more sustainable office spaces for tenants.



ISO14001 Environmental Management System Certification

Environment Targets	Target Description
Energy Consumption Target	Aiming to reduce electricity consumption by 5% by 2030 (using 2024 as the baseline year).
Greenhouse Gas Emission Target	Committing to a 10% reduction in greenhouse gas emissions by 2030 (using 2024 as the baseline year).
Water Resource Consumption Target	Targeting a 5% reduction in water consumption by 2030 (using 2024 as the baseline year).
Waste Management Target	We will continuously improve the waste classification and management system, aiming to increase the garbage recycling rate by 5% by 2030 (using 2022 as the baseline year).
Green Building Target	We will maintain and timely update LEED certification to ensure 100% coverage of certified building area by 2030 (using 2024 as the baseline year).
Data Coverage Target	Maintain or gradually improve energy data coverage to ensure it reaches 100% by 2030 (using 2024 as the baseline year).

### ◦ Green Building

Central Tower has embedded green principles throughout the entire lifecycle of the building. As a benchmark for sustainable architecture, it has achieved both LEED and WELL certifications. We not only implement green and low-carbon practices—from design and material selection to operational upgrades—but also actively collaborate with multiple stakeholders to explore low-carbon operational models. Through diverse eco-friendly initiatives, we respond to global environmental themes and promote the philosophy of harmonious coexistence between humans and nature. Moving forward, Central Tower will continue to inject new vitality into urban green development and create greater sustainable value.

#### Sustainable Design Practices at Central Tower – Triple-Layer LOW-E Glass Curtain Wall

In the practice of sustainable green building design, the triple-layer LOW-E glass curtain wall at Central Tower has demonstrated remarkable effectiveness in enhancing environmental quality and achieving energy efficiency. The curtain wall achieves: Grade 3 sound insulation performance, Grade 1 shading coefficient, Grade 3 thermal transmittance. These features significantly reduce solar heat gain, lowering indoor cooling demands and energy consumption. Additionally, the high light transmittance of the glass maximizes natural daylighting—reducing reliance on artificial lighting for further energy savings while providing occupants with a pleasant visual experience.





## ◦ Energy Saving and Carbon Reduction

In 2024, Central Tower released its inaugural annual environmental performance report, which will help identify opportunities for improvement in relevant fields moving forward.

Environmental Performance		2024 Data	Units
Energy and Resources Consumption	Diesel	450	Litre
	Purchased Electricity	12,283	W/h
	Purchased Cooling	17,540	W/h
	Total Water Consumption	128,331	m <sup>3</sup>
Waste Management	Total General Waste	5,226	tonne(s)
Greenhouse Gas Emission	Total Greenhouse Gas Emissions (Scope 1 + Scope 2)	13,133	Tonnes of CO <sub>2</sub> Equivalent (tCO <sub>2</sub> e)

Scope 1 GHG emissions mainly come from diesel used in operational fixed sources. Scope 2 GHG emissions are primarily from purchased electricity and cooling energy used in operations. The calculation of GHG emissions and the selection of emission factors comply with the GHG Protocol Corporate Accounting and Reporting Standard by the WRI and WBCSD, and the Announcement on the 2022 Power CO<sub>2</sub> Emission Factor by the Ministry of Ecology and Environment and the National Bureau of Statistics.

Central Tower has established a comprehensive sustainable development management system covering key environmental areas, systematically advancing green operation practices:

Energy Use and Greenhouse Gas Emissions	<p>Central Tower achieves systematic energy conservation and consumption reduction through an intelligent energy management system, continuously optimizing the building's energy consumption structure by combining real-time monitoring and data analysis. The following comprehensive measures for energy saving, consumption reduction, and emission reduction are primarily implemented:</p> <ul style="list-style-type: none"> <li>• Building Automation System: Real-time monitoring and intelligent regulation of integrated equipment such as air conditioning, lighting, and elevators.</li> <li>• High-Efficiency Centralized Cooling: Utilizing ice-storage technology, the Zhujiang New Town Central Cooling Station supplies chilled water to the building.</li> <li>• Intelligent Lighting Network: An LED lighting system is adopted indoors, while energy-saving lamps are utilized for outdoor landscape lighting.</li> <li>• Energy-Efficient Curtain Wall System: Features triple-layer LOW-E glass unitized panels, effectively reducing thermal load.</li> <li>• Elevator Energy Regeneration: The elevator group control system enables zoned scheduling and energy recovery.</li> <li>• Energy Management Platform: The system enables sub-metering and analysis of water, electricity, and cooling consumption.</li> </ul>
Resource Utilization and Circular Economy	<p>Central Tower actively explores and implements practices in resource utilization and circular economy:</p> <ul style="list-style-type: none"> <li>• Stormwater Harvesting System: Equipped with an intelligent stormwater recycling system that collects and purifies stormwater for landscape irrigation, road cleaning, and toilet flushing, achieving highly efficient water resource recycling.</li> <li>• Green Building Material Traceability: The project utilizes traceable eco-friendly materials with minimized processing, ensuring architectural quality while reducing environmental impact.</li> </ul>
Waste Management	<p>Central Tower implements a waste sorting and recycling program, with categorized waste bins and clear instructional signage installed across all floors and public areas.</p>
Water Resource Management	<p>Central Tower is equipped with smart sensor-based sanitary fixtures featuring auto-shutoff controls, effectively reducing water waste.</p>

## ◦ Climate Actions

Climate change represents a critical global challenge today. Central Tower demonstrates acute awareness of its associated risks while proactively embracing them as opportunities for transformational development. We actively conduct climate risk identification and develop targeted response strategies, contributing to urban green development initiatives.

### Climate Risk Recognition and Management

Central Tower has conducted climate scenario analysis in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, identifying and assessing both physical and transition risks related to climate change. Corresponding mitigation measures have been developed to enhance climate risk management.

Physical risk	Risk Description	Measures
Rain	Affecting the normal operation of facilities, leading to increased commuting safety risks for tenants and employees.	<ul style="list-style-type: none"> <li>Regularly inspect the drainage pipes to ensure unobstructed roof and ground drainage.</li> <li>Provide emergency supplies such as sandbags and waterproof barriers.</li> <li>Provide waterproof equipment for tenants and employees during heavy rainfall periods.</li> </ul>
Heat	Increased cooling load on HVAC equipment and reduced operational efficiency, affecting asset durability and functionality.	<ul style="list-style-type: none"> <li>Establish a high-temperature contingency plan and perform routine equipment upkeep.</li> <li>Supply staff with heatstroke protection and implement safety training &amp; emergency drills.</li> </ul>
Flood	The building facilities and equipment are compromised, leading to operational suspension, while safety risks for employees and tenants escalate.	<ul style="list-style-type: none"> <li>Establish evacuation protocols and emergency equipment deactivation procedures, with backup power reserves in place.</li> <li>Implement a tenant-staff emergency notification system for real-time alert dissemination.</li> </ul>
Gusty Wind	The increasing frequency and intensity of storms/typhoons result in property damage, operational downtime, and heightened safety hazards for occupants and personnel.	<ul style="list-style-type: none"> <li>Closely monitor typhoon and gale warning information issued by meteorological departments.</li> <li>Perform periodic structural integrity checks on building envelopes and fenestration, with proactive removal of unsecured exterior hazards.</li> </ul>

Transition Risk		Risk Description	Measures
Policy and Law	Enhanced regulatory requirements	The government has introduced stricter regulatory laws and regulations, requiring buildings to undergo low-carbon retrofits or equipment upgrades.	Conduct ongoing monitoring of statutory requirements and jurisdictional policies to ensure timely formulation of compliance strategies.
	The obligation to disclose carbon emissions has been strengthened.	Governments are tightening carbon compliance regimes, mandating enhanced climate-related disclosures, with financial penalties for non-adherence.	Regularly disclose greenhouse gas emissions information through ESG reports or the company's official website and other channels.
Echnology	Low-emission alternatives to replace existing products and services	Low-carbon and energy-efficient technologies are rapidly evolving, potentially rendering existing facilities and equipment obsolete.	Promote the integration of renewable energy, optimize energy management, gradually improve energy efficiency, and encourage tenants to adopt high-efficiency equipment.
	The cost of transitioning to low-carbon technologies	Transitioning to clean energy or low-carbon energy-efficient technologies requires significant financial investment.	Develop a phased technological upgrade plan and conduct cost-benefit analysis to balance low-carbon solutions with corporate business growth.
Market	Customer behavior shifts	The market demand for green buildings is rising, with tenants favoring sustainable office spaces, leading to declining attractiveness of traditional office buildings.	Actively track customer needs through communication and feedback mechanisms, promote the application of renewable energy and progress in energy conservation and emission reduction, and enhance the green and low-carbon advantages of buildings.
Reputation	Industry stigmatization	Public scrutiny intensifies on corporate decarbonization, with energy-intensive firms facing heightened reputational risks that erode brand value and investment appeal.	Implement comprehensive ESG risk management to ensure compliant operations, actively drive building decarbonization, enhance ESG disclosure, and regularly assess/manage reputational impacts.
	Increased negative feedback from stakeholders	Stakeholders are increasingly focused on corporate decarbonization efforts, and failure to actively engage in low-carbon upgrades may negatively impact brand value.	Establish a stakeholder engagement mechanism, enhance transparency of ESG-related information through multiple channels, and integrate green and low-carbon concepts into the corporate brand image.



## Supporting Climate Action

Since its opening, Central Tower has consistently upheld its social responsibility and commitment to environmental protection, actively integrating into global environmental initiatives. We have enthusiastically participated in campaigns such as "Earth Hour," "World No Tobacco Day," and "World Earth Day," advocating for energy conservation, emission reduction, and raising awareness about environmental and climate action. Additionally, we conduct annual training sessions on disaster response, such as typhoon preparedness, inviting professionals to educate on disaster management. These sessions involve employees in practical drills, enhancing their emergency response skills and self-protection capabilities to safeguard lives and property.

### Earth Hour Initiative

During the annual Earth Hour campaign, Central Tower proactively powers down all non-essential interior lighting, exterior neon signage, and rooftop illuminations, while mobilizing tenant participation in this symbolic blackout. This collective darkness demonstrates our tangible commitment to energy reduction and climate action, forging a united path toward nature-positive, carbon-neutral futures.



### World Earth Day: Eco-Themed Concert

On April 22, 2024, marking the 55th Earth Day, Central Tower meticulously organized an eco-themed lunchtime concert which soothing melodies and refreshing jazz repertoire added a vibrant touch to the workday routine of tenants and employees in the building. Aligned with the 2024 Earth Day theme "Planet vs. Plastics," the concert transformed into a resonant "eco-soundtrack," using the power of music to amplify environmental advocacy and express commitment to protecting our planet.



Photos from the Eco-Themed Lunchtime Concert

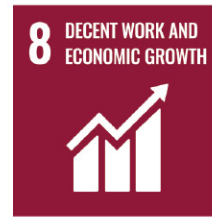




## 4. Cohesive Companions

CENTRAL TOWER

Supporting the SDGs targets



Through fostering strategic partnerships, Central Tower collaborates with tenants to unlock growth opportunities, jointly cultivating a greener, more inclusive, and purpose-driven business ecosystem. Simultaneously, we cultivate an open, diverse, and dynamic workplace that empowers employees to innovate and thrive. Valuing every individual's contribution, we advance sustainable development through the collective strength of diversity and inclusion.

### ◦ Tenant Care & Engagement

#### Premium Tenant Services

Central Tower has established seven premium property service modules to international standards, encompassing comprehensive needs such as concierge services and night escorts, while delivering tailored solutions for diverse business formats—continuing to set benchmark service experiences in the industry.



Central Tower's "Premier Service System"



ISO 9001 Quality Management System Certification

Through the *Central Tower Service Guide*, we provide tenants with comprehensive office usage guidelines covering visitor management, facility operations, waste sorting, and more. Our rigorous, professional service approach ensures a premium experience, fostering a comfortable and efficient shared environment. Additionally, we maintain a transparent complaint resolution process—all cases are received and assigned on the same day, with resolutions provided within 15 business days and communicated to tenants. Throughout the process, tenant data security is strictly safeguarded to protect both business confidentiality and personal privacy.



Central Tower Service Guide

Central Tower Service Guide

Additionally, we conduct annual third-party tenant satisfaction surveys and mystery shopper audits to perform comprehensive, multi-dimensional evaluations of our building service quality across all operational aspects. Based on the findings, we promptly develop and implement targeted improvement plans to continuously enhance customer satisfaction and elevate the building's operational standards.

## Tenant Health & Safety

As a premier high-rise office complex, Central Tower is steadfastly committed to cultivating a safe, healthy, and environmentally conscious workspace. We conduct biannual fire drills to enhance tenant fire prevention awareness and evacuation preparedness through realistic simulations, while comprehensively testing all fire safety systems—an initiative that has earned strong endorsement and active participation from our corporate tenants.

### "Safeguarding Tenant Safety, Building a Secure Workplace Together" – Central Tower 2024 Fire Drill

On June 21, 2024, during the national "Workplace Safety Month," Central Tower successfully conducted its bi-annual fire drill. The comprehensive exercise included simulated fire alarms, facility system response tests, evacuation rehearsals, and hands-on fire equipment training—equipping tenants with essential emergency response skills. Featuring dedicated safety education sessions, the drill not only validated the building's fire safety systems but also significantly enhanced tenants' safety awareness and crisis preparedness.



## Tenant Experience & Wellbeing

Guided by its "Utmost Sincerity, Refined Excellence, Heartfelt Joy" brand philosophy, Central Tower pioneers sustainable innovation across four dimensions—space optimization, environmental stewardship, community engagement, and cultural enrichment. Through curated arts programs and inventive seasonal events, we cultivate a workspace that blends warmth with sophistication, embedding human-centric care into every operational detail while continuously redefining occupant experience and wellbeing.

### "Christmas Joy, Warmth in Bloom" – Holiday Lunchtime Concert

On December 23, 2024, during the lunch hour, Central Tower invited the international band to perform jazz renditions of classic Christmas carols in the Main Lobby. The vibrant melodies ignited the festive spirit, spreading warmth and joy. Meanwhile, the Central Tower Christmas Squad made a special appearance with limited-edition holiday-themed gifts, delivering winter surprises to tenants and enhancing seasonal cheer.





### Singing Bowl Healing Experience Salon

On November 7, 2024, Central Tower invited Guangzhou's renowned singing bowl therapy instructor to host two sessions of the Singing Bowl Mind-Body Healing Experience Salon at the Business Center. Through an introduction to sound healing origins and principles, guided meditation, and performance experience, tenants embarked on a 75-minute journey of acoustic therapy, achieving profound physical and mental relaxation while enhancing overall wellbeing.



### "Summer Heat Challenge" Season 2 - Zumba Fitness Bootcamp

On the evening of May 16, 2024, Central Tower launched Season 2 of its "Summer Heat Challenge" fitness series with a dynamic Zumba Bootcamp at the outdoor East Plaza. Guided by elite trainers, tenants participated in this high-energy Latin dance workout—blending multiple South American dance styles—to release stress, boost energy, and enjoy accessible exercise regardless of skill level, fostering an active and health-conscious community atmosphere.



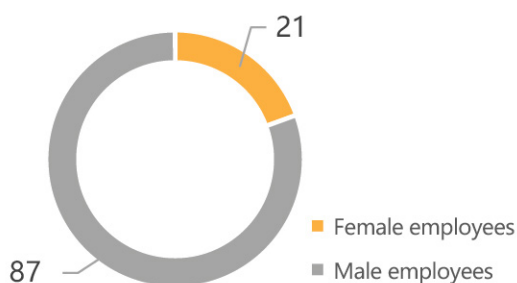


## Employee Development

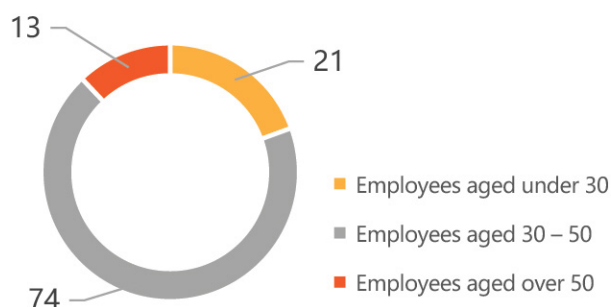
### Diversity & Equal Opportunity

Talent is the core driver of Sustainable Development. Central Tower implements systematic HR strategies to cultivate an equitable, diverse, and dynamic professional ecosystem. Our "Equal Opportunity Employment" principle ensures zero discrimination based on race, color, religion, belief, gender, age, or other protected characteristics in hiring or career development. As of the end of 2024, we have a total of 108 employees.

Number of employees by gender (unit: person)



Number of employees by age (unit: person)



### Employee Compensation & Benefits

Central Tower has established a market-competitive compensation and benefits system, enhancing talent attractiveness through scientific incentive mechanisms and transparent performance evaluation. We strictly comply with national regulations, providing employees with statutory benefits including social insurance, housing fund, and paid leave, alongside specialized benefits such as maternity subsidies and meal allowances. In 2024, we conducted a company-wide employee satisfaction survey to precisely identify needs, dynamically optimize management strategies, safeguard employee rights, and strengthen the talent foundation for sustainable development.

### Employee Training & Development

We actively encourage, support, and guide employees in continuous professional development by leveraging external resources to provide diverse vocational training programs tailored to different career stages. In 2024, we launched specialized ESG training initiatives covering topics such as climate resilience in property management, workplace safety standards for staff and contractors, ethical business practices, and ESG-related regulations and policies. These programs have effectively enhanced employees' expertise and fostered sustainable talent growth.

### Employee Health & Safety

Central Tower rigorously enforces occupational health and safety regulations with a comprehensive management system. We provide employees with annual health check-ups and summer heat protection measures (including cooling beverages and medications), while conducting regular safety training, emergency drills, and hazard inspections to continuously enhance our safety standards.



ISO45001 Occupational Health and Safety Management System Certification



## 5.GRI Index

CENTRAL TOWER

GRI Index	Guidance Description	Corresponding Report Section
GRI 2: General Disclosures 2021		
Organization and Reporting Practices		
2-1	Organization Details	Overview - Building Highlights
2-2	Entities Included in the Organization's Sustainability Report	Overview - About This Report
2-3	Reporting Period, Frequency, and Contact Information	Overview - About This Report
Activities and Workforce		
2-6	Activities, Value Chain, and Other Business Relationships	Cohesive Companions-Tenant Care & Engagement
2-7	Employee	Cohesive Companions-Employee Development
Governance		
2-9	Governance Structure and Composition	Sustainable Development-Resilient Operations
2-12	Oversight Role of the Highest Governance Body in Managing Impacts	
2-13	Delegation of Responsibility for Impact Management	Sustainable Development-ESG Management
2-14	Role of the Highest Governance Body in Sustainability Reporting	
Strategy, Policies and Practices		
2-22	Statement on Sustainability Strategy	Sustainable Development-ESG Management
2-25	Procedures for Remediating Negative Impacts	Sustainable Development-Resilient Operations
2-26	Mechanisms for Seeking Advice and Raising Concerns	Cohesive Companions-Tenant Care & Engagement
Stakeholder Engagement		
2-29	Methods for Stakeholder Engagement	Sustainable Development-ESG Management
GRI 3: Material Topics 2021		
3-1	Process for Determining Material Topics	Sustainable Development-ESG Management
3-2	Material Topics List	
3-3	Management of Material Topics	
GRI 205: Anti-Corruption 2016		
3-3	Management of Material Topics	Sustainable Development-Resilient Operations
205-2	Communication and training on anti-corruption policies and procedures	
GRI 302: Energy 2016		
3-3	Management of Material Topics	Green Operations- Energy Saving and Carbon Reduction
302-1	Energy consumption within the organization	
302-4	Reduce energy consumption	Green Operations- Climate Actions



## 5.GRI Index

CENTRAL TOWER

GRI 303:Water Resources and Wastewater 2018		
3-3	Management of Material Topics	Green Operations- Energy Saving and Carbon Reduction
303-1	The interaction between the organization and water as a shared resource	
303-5	Water consumption	
GRI 305:Emissions 2016		
3-3	Management of Material Topics	Green Operations- Energy Saving and Carbon Reduction
305-1	Direct (Scope 1) greenhouse gas emissions	
305-2	Energy indirect (Scope 2) greenhouse gas emissions	Green Operations- Climate Actions
GRI 306:Waste 2020		
3-3	Management of Material Topics	Green Operations- Energy Saving and Carbon Reduction
306-2	Management of significant waste-related impacts	
GRI 401:Employment 2016		
3-3	Management of Material Topics	Cohesive Companions-Employee Development
401-2	Benefits provided to full-time employees	
GRI 403:Occupational Health and Safety 2018		
3-3	Management of Material Topics	Cohesive Companions-Employee Development
403-1	Occupational Health and Safety Management System	
403-3	Occupational Health Services	
403-5	Worker Occupational Health and Safety Training	
403-6	Promoting Worker Safety	
403-7	Preventing and mitigating occupational health and safety impacts directly related to business operations	
GRI 404: Training and Education 2016		
3-3	Management of Material Topics	Cohesive Companions-Employee Development
404-2	Staff skill enhancement and transition support schemes	
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of Material Topics	Cohesive Companions-Employee Development
GRI 406:Anti-Discrimination 2016		
3-3	Management of Material Topics	Cohesive Companions-Employee Development
GRI 416:Customer Health and Safety 2016		
3-3	Management of Material Topics	Cohesive Companions-Tenant Care & Engagement





凯华国际中心  
CENTRAL TOWER

[www.centraltower.com.cn](http://www.centraltower.com.cn)

5 Xiancun Road, Zhujiang New Town, Tianhe District, Guangzhou, Guangdong