

Hines



2021 ESG Report



About the Report

Hines' One Museum Place team is pleased to present its second environmental, social and governance ("ESG") report (the "Report") summarizing the ESG management approaches, performance, and achievements for the calendar year 2021. With the Report, the team is delivering on its commitment to the significance of sustainable management and operations as well as keeping our stakeholders informed of our annual update of ESG-related issues.

Reporting Scope and Standards:

The Report has been prepared with reference to the Global Reporting Initiative Sustainability Reporting Standards ("GRI Standards") and covered the period from 1 January 2021 to 31 December 2021 (the "Reporting Period" or "2021"). The Report considers the business operations of the Hines property One Museum Place, located in Shanghai, Mainland China, and provides an overview of our sustainability management approach, initiatives, and activities, as well as the accomplishments and actions taken during the Reporting Period. The environmental performance data covers both landlord-controlled and tenant-controlled areas. The Report was approved by the Management of Hines' One Museum Place team in order to ensure the accuracy and timeliness of the information reported in this document. It does not have external reporting verification.

Contact and Feedback:

We highly value your insights and viewpoints, helping us to carry out our mission of continuous improvement in our sustainability management and performance. For more information, feedback, and suggestions, please contact:

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Senior Managing Director, Hines
General Manager, One Museum Place / Shanghai China
Email: james.morrison@hines.com



Message From Our Head of ESG, APAC



During 2021, the COVID-19 pandemic continued to proliferate worldwide, posing multi-faceted challenges to global economic activities, supply chains, and public health. The pandemic has also changed the way we see the built environment, and how we consider the interests of society as a whole.

In this “new normal”, companies and employees alike are increasingly making individual health and well-being a top priority, along with expanding their awareness around issues of global sustainability and environmental protection. As a matter of policy, Hines strives to provide a healthy, energy efficient, community-centered building environment to all stakeholders, and most especially our employees and tenants. Hines’ One Museum Place property in Shanghai has been certified a WELL Existing Building with a Platinum rating, demonstrating our efforts in putting our employees and clients first, while also implementing timely measures to address the numerous health, safety and well-being issues presented during these challenging times. As an example, we have made a vaccination program available to tenants to help boost the societal vaccinated rate and maintain community immunity, as well as to protect the premises, combat pandemic resurgence, and contribute to safeguarding overall public health.

Hines places employee wellness at the heart of our business. The firm has undertaken a series of initiatives and activities to support the mental and physical health of our employees, including our Employee Assistant Program (EAP), and prevention and preparedness procedures program, together with festival period celebrations and exercise classes organized by One Museum Place. We also maintain close communication with employees across teams to enable prompt assistance whenever needed.

Although the COVID-19 situation has made health and safety the top priority, we continue to accelerate our movement in environmental conservation. We are actively partnering with our tenants with the “HinesGO (Green Office) Program” to promote green operations and to improve the environmental footprint of our assets. One Museum Place’s participation in the GRESB real estate assessment assists us in identifying risks and opportunities, in benchmarking against peer performance, and developing actions focused on areas for ESG performance improvement. This in turn strengthens a transparent investor engagement and decision-making process. This well-established responsible investment framework has been adopted to factor ESG considerations into investment decisions, ultimately driving continued business excellence and elevating Hines’ leading role in the real estate industry.

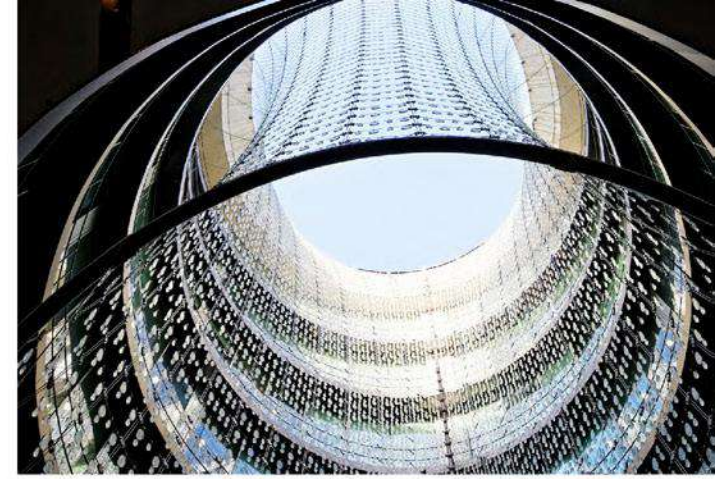
I would like to take this opportunity to express my sincere gratitude to Hines’ One Museum Place teams for their utmost support, ongoing dedication and significant contributions during these challenging times. In 2022, we will continue to seek new opportunities that heighten our efforts in advancing toward a more sustainable and resilient future, and in maximizing stakeholders value, as Hines continues to work to become one of the best real estate investor, partner and manager in the world.

A handwritten signature in black ink that reads "James A. Morrison". The signature is fluid and cursive, with a large initial 'J'.

James Morrison
Head of ESG, APAC, Hines
Senior Managing Director, Hines
General Manager, One Museum Place / Shanghai China

About Hines

Hines is a privately owned global real estate investment, development and management firm. Over the past six decades, our business has expanded to an extent where we now have a presence in 285 cities across 28 countries around the globe. Founded by Gerald D. Hines in 1957, Hines has a longtime commitment to the principles and practices behind what is now ESG, with a foundational focus on efficiency, quality and value in the built environment. With extensive experience in investments across the risk spectrum and all property types, and a foundational commitment to sustainability, Hines has become one of the largest and most respected real estate organizations in the world.



Hines serves as asset manager of 32 Rue Blanche, a Class A, 237,506-square-foot office building in central Paris.

Our Vision

To be the best real estate investor, partner and manager in the world.

We work to provide benefits to people and communities by investing in, developing, and managing buildings that create a vibrant sense of place, minimizing our environmental footprint. Integrating sustainability into every project Hines carries out is critical for us to realize our vision.

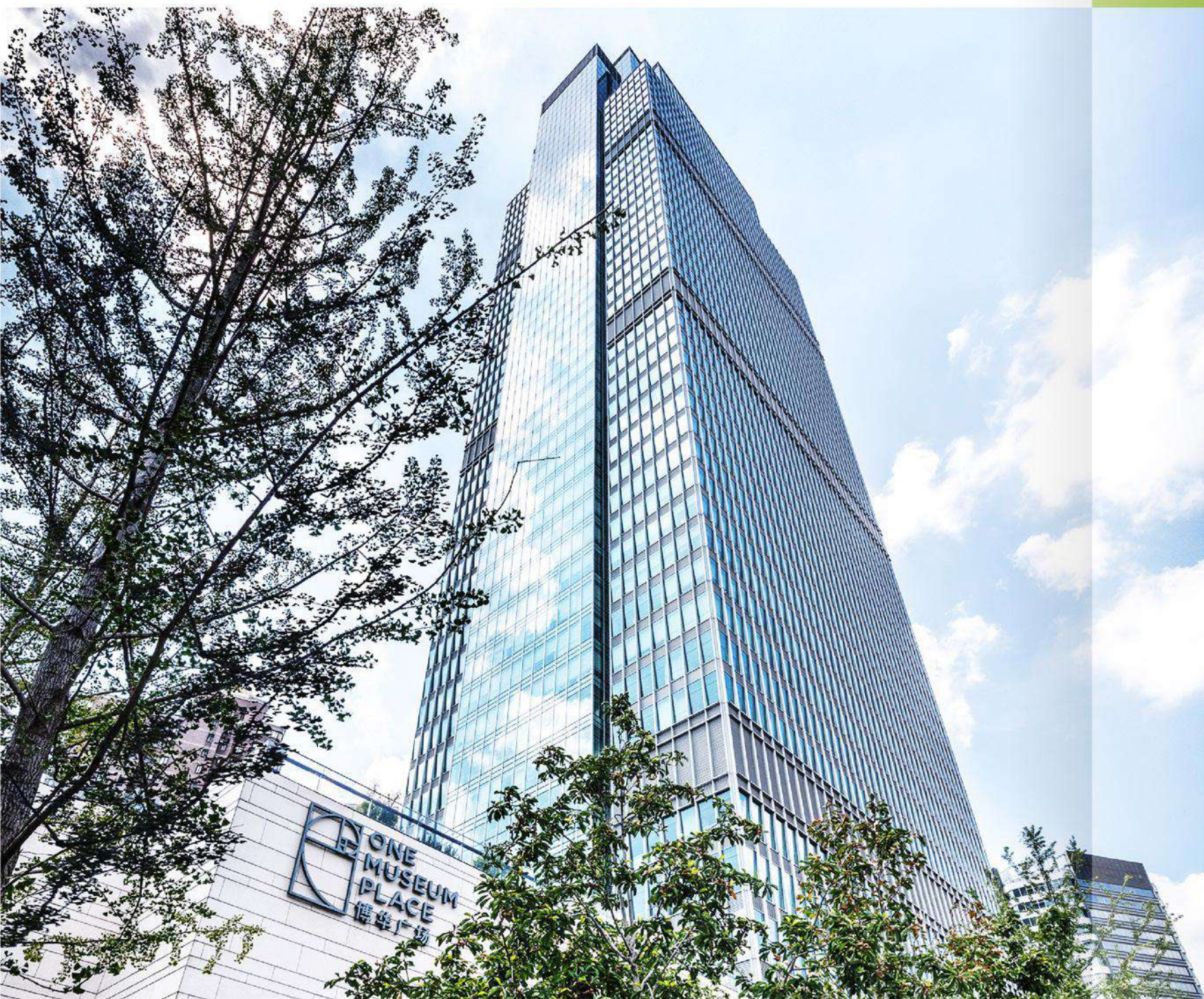
Our Guiding Principles

- The Hines Standard represents the global real estate benchmark for value creation, integrity, services and quality for all clients.
- All Hines products and services are of the highest standard as appropriate for the mission.
- The Hines employee is the greatest example of the Hines standard and the company's most valuable asset.
- Hines is committed to fostering an inclusive culture where diversity is respected and valued.
- We will continually strive to be the industry leader in sustainability and the premier real estate company in the world.

One Museum Place, Shanghai

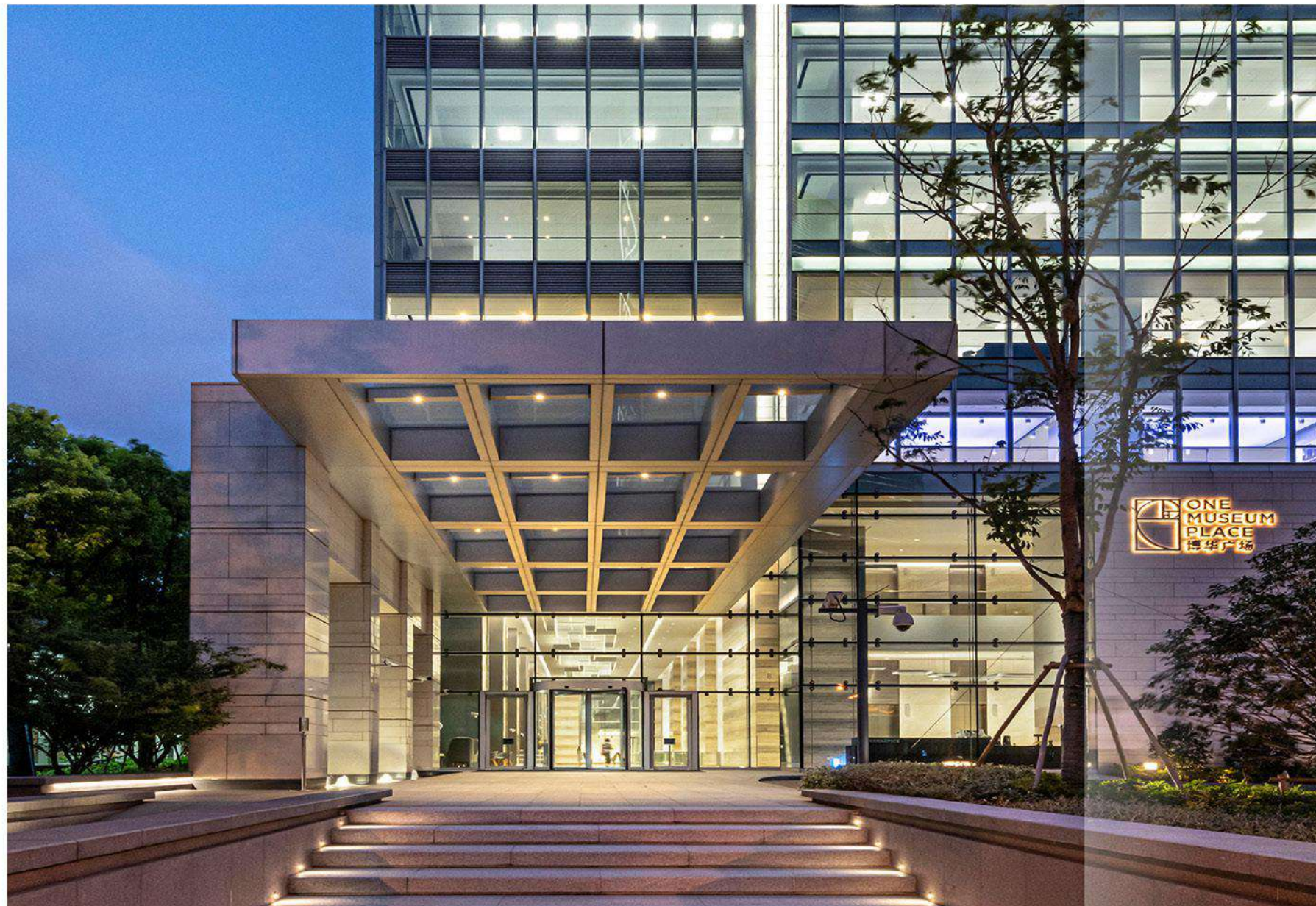


About One Museum Place



One Museum Place, located in the heart of downtown Shanghai, is a 250-meter-tall international premium Grade A office tower with an attached six-story lifestyle retail pavilion. Dubbed “The Pearl of Jing’an,” the prime office tower is designed and built to the highest specifications of quality and sustainability, while its lifestyle-oriented retail pavilion connects directly to Metro Line 13 (Shanghai Natural History Museum Station), a key metro line connecting major business and retail hubs across Puxi and Pudong. One Museum Place meets the daily needs of our office tenants while also providing daytime and evening opportunities for fine dining and relaxation, with its spacious interior and outdoor terraces overlooking the Sculpture Park and Natural History Museum. One Museum Place supports a vibrant commercial environment for tenants and provides amenities for the surrounding community. By the end of 2021, 98% of the office tower and more than 80% of the retail pavilion were leased.

Profile of One Museum Place



Address:

669 Xinzha Road,
Shanghai, China



Building Height:

250m



Total Project GFA:

183,336.2 m²



Tower Story:

60



Total Tenant-controlled Area:

134,452 m²



Office Floors:

2-60



Total Landlord-controlled Area:

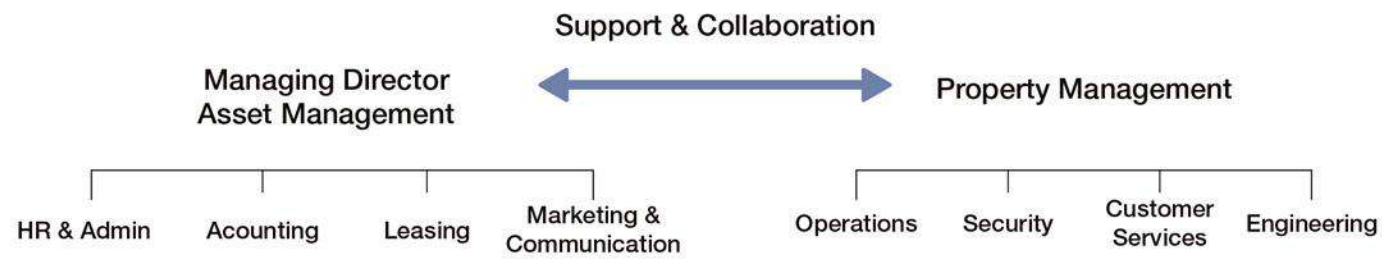
48,884 m²



Total Parking Spaces:

773

Our Team Structure



Awards

2021 RICS Award

During the Reporting Period, One Museum Place was awarded the 2021 RICS Award of Excellence — Sustainability Achievement of the Year in recognition of its industry leading achievements and the upholding of the highest standards of professionalism and ethics by individuals and teams across the built and natural environments.



LEED Platinum

With our continuous efforts in assuring responsible operations and proper maintenance of the building, One Museum Place was awarded LEED O+M v4.1 Platinum certification for Existing Buildings (EB) Rating System in October 2021. This not only allows our asset to function at its maximum capacity but is also a key factor in truly achieving our objectives and keeping our project sustainable.

2021 Artistic Lifestyle Landmark Award

In 2021, One Museum Place attained the “Artistic Lifestyle Landmark Award” for the second consecutive year, recognizing the management team’s ongoing efforts to offer world-class services for business and event gatherings while maintaining a focus on public art, bringing a high-quality and immersive art experience and “artistic lifestyle” to every customer and visitor.



WELL Platinum

Embedded in our third guiding principle, we attach great importance to the health and well-being of our people and the community. In September 2021, One Museum Place was awarded WELL Platinum by the International WELL Building Institute (IWBI). The prestigious distinction was awarded through IWBI’s WELL Building Standard (WELL), which is the premier building standard to focus on enhancing people’s health and wellness through the buildings where we live, work and play. The prestigious distinction was earned by achieving more than 80% of the standard items in seven categories of building performance: air, water, light, nourishment, fitness, comfort, and mind.

2022 Artistic Landmark of the Year

One Museum Place participated in GOGO Shanghai’s “GO CREATE NEW” event and stood out from more than 200 business projects in 2021. During the Reporting Period, One Museum Place won the “2022 Artistic Landmark of the Year” award, marking the second consecutive year for the award win.

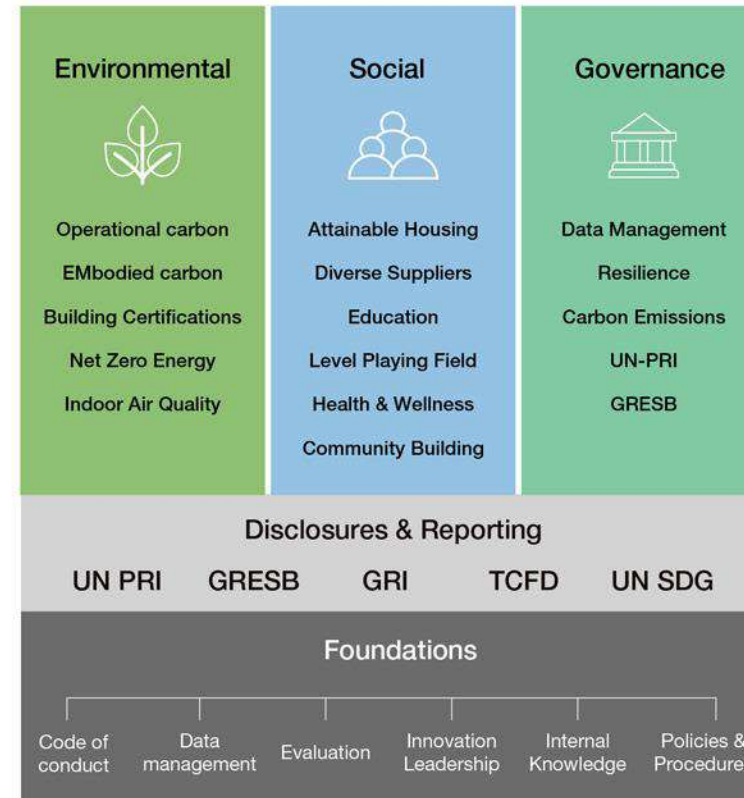


ESG Governance and Leadership

ESG Framework and Management Approach

Commencing in 2020, Hines embarked on a firm-wide effort to accelerate our sustainability efforts through the lens of ESG. The ESG strategic framework — three pillars with 16 focus areas — directs the teams to meet market requirements and establish industry best practices, as well as to solve pressing global challenges and align with progressive investor and client goals. Hines’ global policies, practices, and processes are the fundamentals for driving ESG strategy and direction. In 2021, Hines kept moving forward in its ESG leadership commitment, and became a signatory of the UN Principles for Responsible Investment (UN PRI) to contribute toward a more sustainable global financial system.

At Hines’ One Museum Place, we ensure that our ESG management approach aligns with the firm’s global ESG strategic framework and regional goals. The firm strives to promote ESG integration into the whole business chain, with an aim to minimize any negative impacts on the environment and to drive positive change. The Project team reports and reviews our sustainability performance on a regular basis and set targets and objectives accordingly, in order to pursue continual improvement.



ESG Governance Structure

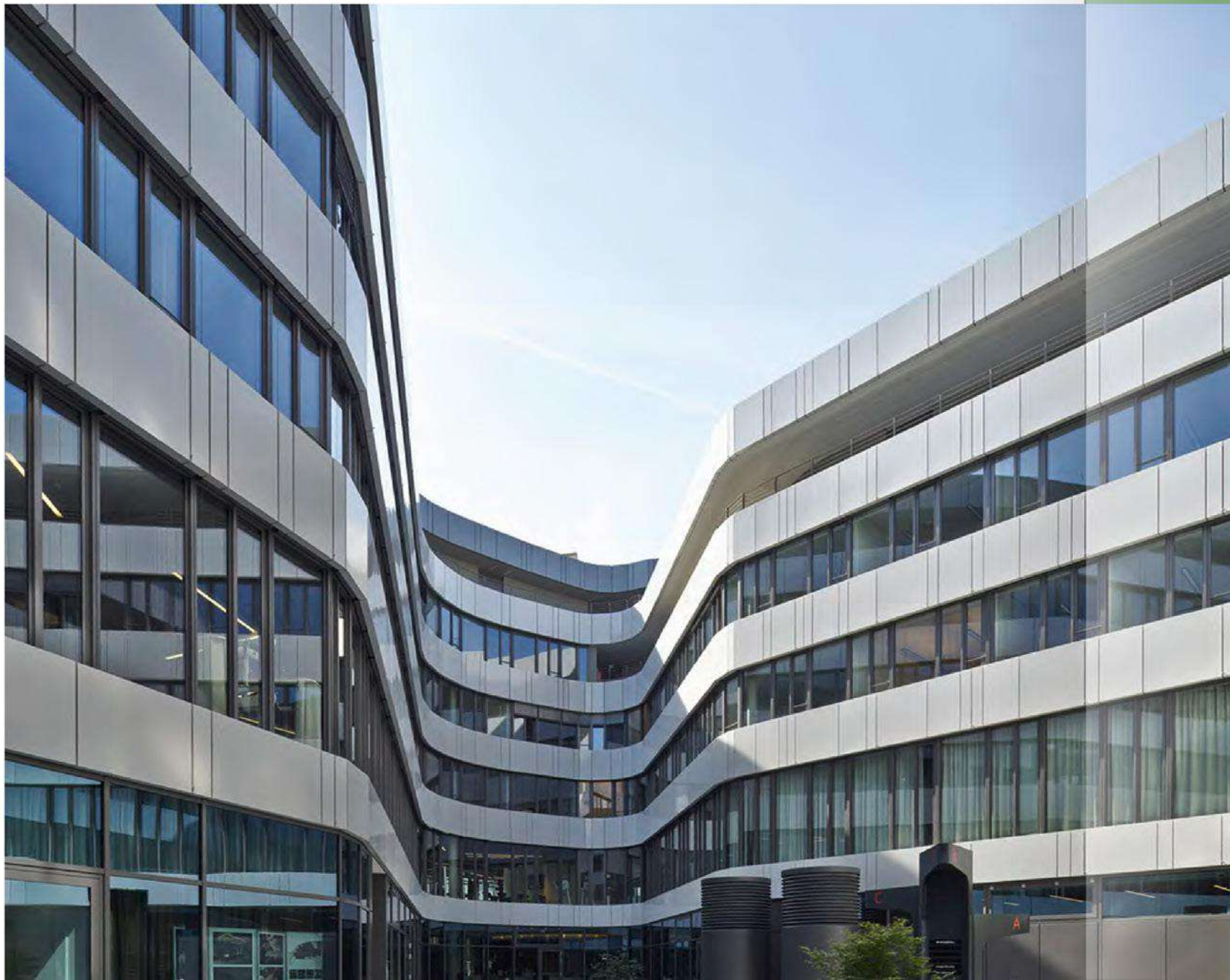
Hines firmly believes that a sound ESG governance structure will increase the value of our investments and bring long-term returns to our stakeholders. To fully integrate the concepts of sustainability into our business, Hines has created an ESG Leadership Council, led by the Global Head of ESG, to oversee our ESG Working Groups across regions and to meet with the Hines Executive Committee on a quarterly basis to review the strategy and report progress. To support Hines’ ESG leadership in the regions, Hines’ One Museum Place has also established an ESG working group, composed of the managing directors of the asset management and managers from each department, to supervise, plan and implement specific ESG tasks. The duties of the ESG working group include:

- Reviewing and implementing Hines’ ESG management policies, strategies and initiatives;
- Reviewing progress on achieving the ESG targets of Hines China;
- Monitoring ESG-related trends, developments, regulations and industry practices, and providing advice on ESG strategies;
- Coordinating department units to assist in the preparation of our annual ESG report, including carrying out stakeholder engagement activities, conducting materiality assessments, collecting and consolidating ESG performance data; and
- Reviewing and approving the annual ESG report.










Stakeholder Engagement & Materiality Assessment

Hines acquired Caleido Stuttgart on behalf of HECE.



We are fully aware of the close link between stakeholder engagement and the successful development of our business. We have identified the entities and individuals that may affect and/or be significantly affected by our business operations, and thus have prepared this Report with the participation of different stakeholder groups, enabling us to better comprehend the current level and success of our ESG management. To understand our key stakeholders' needs and expectations, the teams have set up a wide range of communication channels to maintain constant dialogue and to improve our initiatives and strategies accordingly. The communication channels we have adopted to maintain stakeholder engagement are illustrated as follows:

Stakeholders	Communication Channels	Requirement and Expectations
 Government and regulatory authorities	<ul style="list-style-type: none"> • Regular documentation submission • Regular communication with regulatory authorities • Inspection and supervision • Forum, seminar and conference 	<ul style="list-style-type: none"> • Compliance with national policies, laws and regulations • Fulfilment of tax obligations • Creation of job opportunities
 Investors	<ul style="list-style-type: none"> • Corporate website • Company announcements and reports • Investor survey (carried out by Hines every three years) • Monthly reports • Bi-monthly meetings 	<ul style="list-style-type: none"> • Investment returns and business development • Operations in compliance with partnership obligations • Transparent financial information
 Business Partners	<ul style="list-style-type: none"> • Ongoing direct engagement • Procurement and tendering • Site inspection and assessment • Supplier performance evaluation 	<ul style="list-style-type: none"> • Business integrity • Mutually cooperative relationship • Fair competition
 Tenants	<ul style="list-style-type: none"> • Tenant satisfaction survey • Tenant feedback via weekly visits to office and retail tenants • Official WeChat account 	<ul style="list-style-type: none"> • High quality of services • Privacy protection • Operation with integrity
 Employees	<ul style="list-style-type: none"> • Annual employee survey • Annual performance review with regular check-ins • Ongoing intranet communications • Monthly updates from senior management • Employee training • Employee activities 	<ul style="list-style-type: none"> • Protection of rights • Remuneration and benefits • Occupational health and safety • Career development • Corporate support
 Industry associations	<ul style="list-style-type: none"> • Ongoing promotion of and participation in industry events 	<ul style="list-style-type: none"> • Formulation of industrial standards • Promotion of industrial development
 Community	<ul style="list-style-type: none"> • Emails and phone calls • Charitable activities and voluntary services 	<ul style="list-style-type: none"> • Participation in the issues faced by the local community • Support for community welfare and investment



To formulate a clear direction and roadmap for ESG management applicable to Hines' One Museum Place, we have performed a materiality assessment, facilitated by an independent consultant, to prioritize and highlight the ESG issues that are material to our business and stakeholders. With consideration of our ongoing business operations and development, we have carried out peer benchmarking and referred to different levels of environmental and social aspects specified in global reporting standards (e.g. GRI) together with materiality maps provided by external authoritative organizations (e.g. MSCI and SASB), so as to identify the ESG issues of greatest concern to the industry. As a result, we have prioritized 12 material ESG issues, which are illustrated in the table below:

Aspects	Material Issues
Environment	<ul style="list-style-type: none"> • Energy Management • Water Management • Greenhouse Gas Emissions • Climate Change • Indoor Air Quality
Employment and Labor Practices	<ul style="list-style-type: none"> • Employment Practices • Diversity and Inclusion • Health and Safety • Training and Development
Operational practices	<ul style="list-style-type: none"> • Service Quality • Tenant and Customer Health and Well-Being • Business Ethics

Our Environment

Parcel F, San Francisco (For illustrative purposes only)



We firmly believe that environmental protection is one of the most critical prerequisites for sustainable development and long-term business success. As a company which has pursued sustainability targets for decades, Hines is committed to planning and implementation on a number of fronts, including managing energy consumption, water usage, and climate-related issues; together with reducing emissions and waste, all with aim of improving the built environment for people and the planet. Following this experience and sustainable implementation practices, we aim to lead the industry by creating sustainability benchmarks, setting and raising the bar, and thinking outside the box in an effort to best prepare for a changing future.

Resource Management

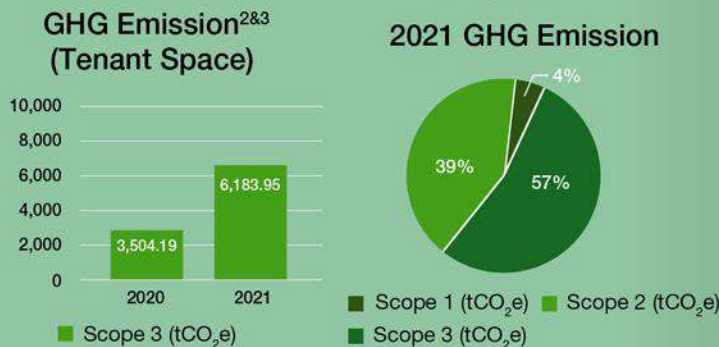
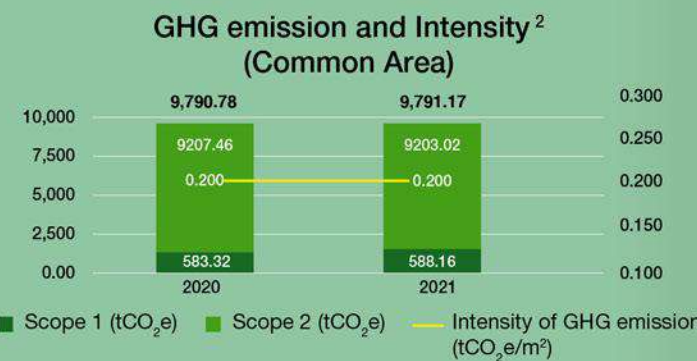
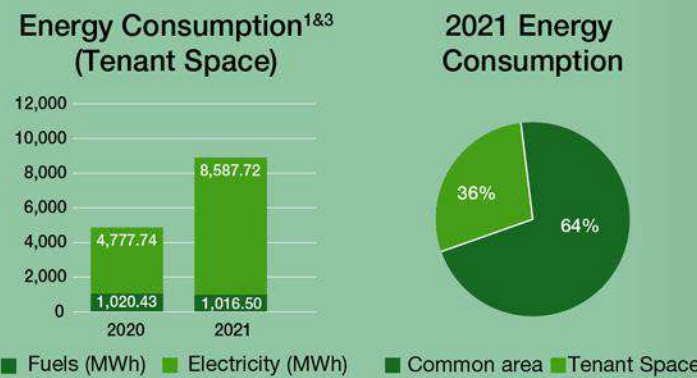
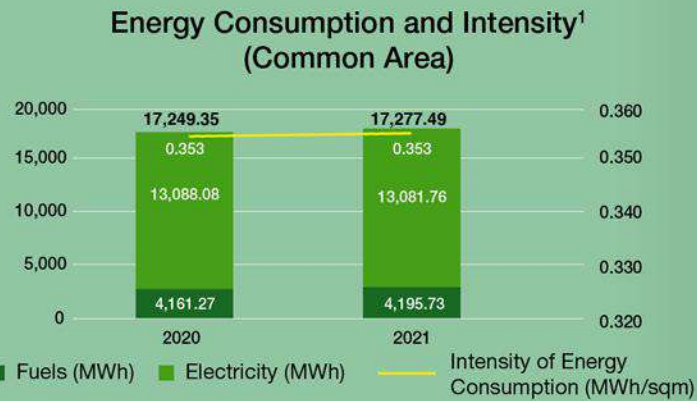
As resources are the foundation of the smooth operation of every business, Hines places great emphasis on the effective utilization of finite and valuable resources. We have carried out utility reduction programs to continuously evaluate utility savings opportunities, so as to determine if advances in technologies or practices have created opportunities to reduce energy usage and operating costs. At One Museum Place, we use HUMMT, a utility management tool developed by Hines, to record, track and analyze utility usage, allowing us to detect variances and conduct internal benchmarking with other projects. In addition, the building automation system and local automatic controls are adopted to minimize the building's utility consumption.

Energy Consumption and Carbon Emission

Natural gas and electricity are the principal types of energy consumption for building services, as well as being the major sources of greenhouse gas ("GHG") emissions. We are undertaking the following measures to enhance energy efficiency, thereby cutting down on GHG emissions:

- Upgrade Building Management System (BMS) to better monitor and analyze energy consumption, so as to carry out energy efficiency measures;
- Replace all conventional lighting with LED lights with daylight dimming and occupancy sensors, and substitute traditional lights in the landscape area with solar energy lights
- Install automatic meter readings for electricity use;
- Adopt three modes of HVAC supply and an automated mode adjusted for seasonal changes;
- Install an ice-storage cooling system, which can convert electricity into ice during nighttime, to reduce electrical loads during daytime;
- Install variable-frequency drives (VFD) on chillers and cooling towers to reduce energy consumption;
- Introduce insulation at the curtain wall to prevent heat transmission, in order to reduce energy waste;
- Install bypass filters in the central air-conditioning water system to remove impurities in the water and prevent them from adhering to the surface of the heat exchanger, thereby improving the efficiency of the HVAC system;
- Conduct semi-annual chiller performance tests to ensure the chillers perform at the optimal efficiency;
- Use solar energy to preheat domestic water via solar thermal panels installed on the roof; and
- Arrange the running time of the equipment through ongoing commissioning to achieve energy savings by considering the actual needs of One Museum Place, avoiding excessive energy use.

During the Reporting Period, the property consumed a total of 26,881.79 MWh of energy, in which 36% of energy consumed by our tenants, and the total GHG emissions were 15,975.13 tonnes of carbon dioxide equivalent ("tCO₂e"). The breakdown of energy consumption and GHG emission is as below:



Note:
 1. The type of fuel consumption refers to natural gas. Fuel and electricity consumption refers to the provision of services in tenant space and common areas of our property. The calculation is based on the conversion factors from General Principles of Comprehensive Energy Consumption Calculation (GB2589-2020) issued by the Standardization Administration of the PRC, and the 2020 data is restated by standardizing the intensity unit and using this conversion factors to ensure consistency.
 2. Scope 1 emissions covers the direct GHG emissions generated by natural gas consumption in common area. Scope 2 emissions covers the purchased electricity for the provision of services in common areas of our property. The GHG emissions are calculated with reference to GHG protocol: A Corporate Accounting and Reporting Standard and based on the emission factors from the Average Carbon Dioxide Emission Factors of China Regional Power Grid 2011 and 2012 issued by the National Development and Reform Commission of the PRC. The emission factor was 0.7035 kg CO₂e/kWh. The 2020 data is restated due to standardizing the intensity unit for data consistency and comparison. Scope 3 emissions only covers the natural gas consumption and the purchased electricity in tenant space.
 3. Compared to 2020, the increase of energy consumption and GHG emission of 2021 is mainly due to the higher occupancy rate of the property.

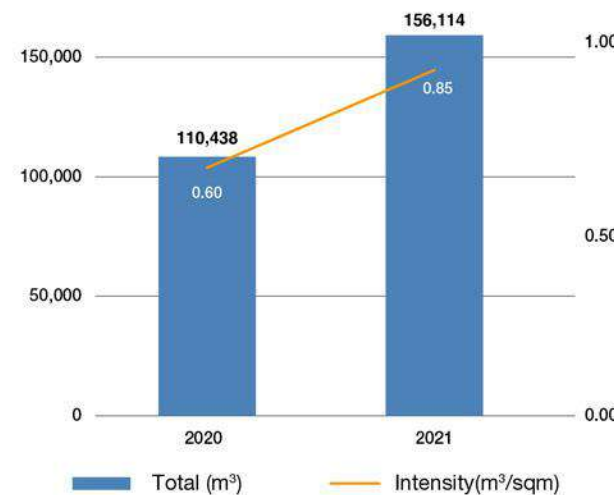
Water Usage

Water scarcity is one of the major global environmental factors already affecting every continent. Though we are not located in an area with water stress, we strive to reduce water usage wherever possible and to conserve this valuable and finite resource.

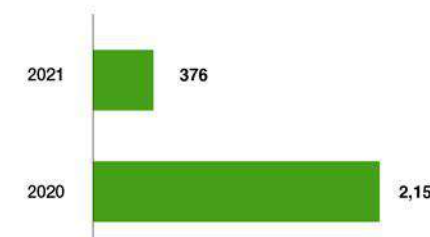
Water conservation is enhanced by adopting various water-saving measures, including:

- Install water appliances, such as faucets and toilets, with high water efficiency;
- Introduce a leak detection system to prevent water leakage, avoiding unnecessary water waste;
- Adjust the fan frequency of the cooling tower as
- Implement rainwater harvesting to use rainwater for landscaping and floor cleaning, so as to reduce consumption of potable drinking water;
- Select drought-tolerant plants for the landscape to reduce water usage for irrigation; and
- Replace manual irrigation with a micro-spray system to save water.

Total Water Consumption and Intensity^{1,2,3}



Water Recycled (m³)

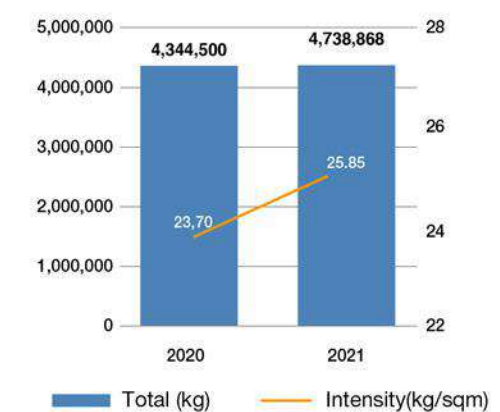


Note:
 1. Refers to water consumed in both tenant space and common areas.
 2. The 2020 water intensity is restated by standardizing the intensity unit.
 3. Both the total water consumption and intensity increased by 41.4% from 2020 to 2021, mainly due to the higher occupancy rate of the property.

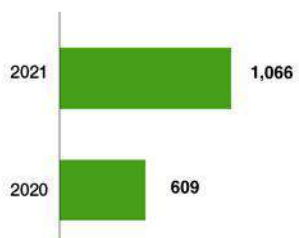
Waste Management

In recent years, the city of Shanghai has implemented specific waste classification regulations and now requires all building managers to have onsite waste sorted into four categories: dry waste, recyclables, wet waste, and hazardous waste. In response, we have established hazardous waste management procedures and working guidelines to manage and handle the hazardous waste produced in each stage of operations, including the waste storage, treatment, transport, and record keeping, in a responsible manner. To reduce waste at the source, we have converted the emergency lighting system to a centralized battery system to reduce the demand for replacement of single batteries each year. Additionally, to ensure that tenants are aware of the local waste clarification requirements, we have placed waste bins with signage and/or posters to guide tenants in proper waste collection and disposal. Both hazardous and non-hazardous waste is properly collected, stored and then handled by qualified waste collectors for further disposal and/or recycling.

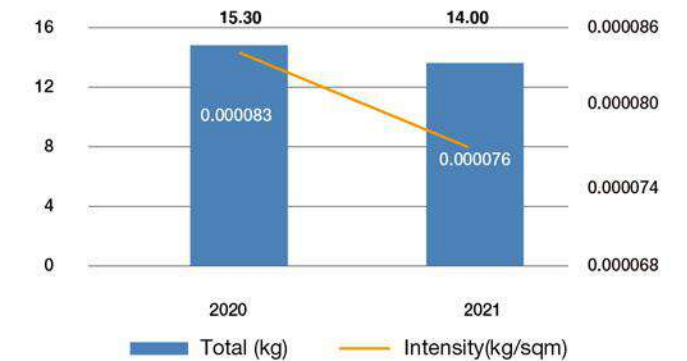
Total Non-hazardous Waste and Intensity^{1,2}



Waste Recycled³ (kg)



Total Hazardous Waste and Intensity¹



Note:
 1. Refers to waste collected from both tenant space and common areas.
 2. Both the total non-hazardous waste and the intensity increased by 9.1% from 2020 to 2021 mainly due to the greater average occupancy rate.
 3. The 2020 waste recycled is restated by recalculating the data records.

Sustainability

One Museum Place has obtained LEED Platinum, WELL Platinum as well as RESET certification for indoor air quality, which demonstrates our commitment to optimizing efficient resources and ensure that we embed the environmental and social factors in the asset design and construction stage as well as its operational stage.

Rainwater collected from roof pass through treatment before stored in 200m³ irrigation water storage tank

Intelligent led lighting system with daylight dimming and occupancy sensors

Insulation curtain to prevent heat transmission

VAV A/C system with 6 ahu on each mep floor to serve 15 floors through vertical supply & return air shafts, maximize occupant comforts, reduce energy usage

Green roof for solar heat gain reduction

Building automation system provide automatic control and on-time monitoring of building equipment, optimize operation for easy management and energy saving

Ice-storage air condition system convert electricity into ice during nighttime and reduce electrical loads in the day

Underfloor air distribution system in ground floor office lobby



Promoting Green Culture and Lifestyle

Employee support and participation are vital to create an environmentally aware and friendly culture. As such, at One Museum Place, Hines actively promotes the concept of green operations to employees through our regular meetings, training and activities, so as to raise their awareness of the importance of environmental protection. We have arranged ESG training sessions to instill knowledge of sustainable development and carbon neutrality in our employees, and also organized a tree planting activity, echoing an Earth Day tradition for protecting the planet. Furthermore, we have invited employees to conduct ESG performance evaluations to express their insights into ESG-related issues, such as waste management, green investment, tenant activities, and supplier selection, so that we can enhance our ESG management accordingly.



Go Green for Earth Day



ESG Training

In the meantime, Hines has been partnering with both internal and external parties to provide more incentives and amenities to grow environmental awareness and promote a green lifestyle among our tenants and visitors. We have installed electric car charging stations at our parking area and reserved a specially built bicycle parking rack system for our office tenants to support low-carbon transportation. We continually encourage our tenants to practice energy conservation, water saving and waste reduction, and use of green materials through Hines GREEN OFFICE program. We have also introduced a “no plastic clause” to all food and beverage retail tenants to encourage the use of disposable tableware or packing materials made from biodegradable materials during their operations, in order to minimise plastic pollution. Moreover, we have invited local health authorities to organise waste-sorting training for our tenants, to emphasize the importance of waste management.



Bicycle parking racks



Electric car charging

HinesGO GREEN OFFICE

HinesGO (Hines GREEN OFFICE) is a voluntary program launched in 2008 to promote sustainable practices at Hines-managed office buildings worldwide. At One Museum Place, our tenants are encouraged to apply strategies included in the HinesGO guidelines via our established awards mechanism. “Leaf Credits” are awarded to tenants making outstanding progress in different areas, comprising energy efficiency, people and atmosphere, travel and commuting, reduce, re-use and recycle; cleaning; and remodeling and construction. To comprehensively execute sustainable practices, we highly recommend that our tenants implement sustainable practices by incorporating the full six dimensions. Once tenants receive 70 (out of 100) “Leaf Credits” we will offer and announce the HinesGO designation following approval. During the Reporting Period, several tenants went through the green office guideline process and were awarded the GREEN OFFICE Certificate and trophy.



Building Climate Resilience

Climate change has already created significant negative effects observed across the planet. As a shared responsibility across all sectors, national governments have set more ambitious carbon reduction goals and heightened actions towards carbon neutrality and net zero carbon. We recognize the urgency of resolving climate-related risks that may impact our operations and stakeholders. The potential climate-related risks are identified and illustrated as follows:

Potential Risks	Potential Consequences
The increased intensity of extreme weather occurrences, such as typhoons and rainstorms, can cause damage to structural features and the indoor condition of our property	<ul style="list-style-type: none"> Higher operating and maintenance costs Loss of revenue due to the business interruption and tenants' operations Increased health and safety hazards posed to our employees, tenants and visitors
More and longer-lasting extreme climatic patterns (e.g. sea-level rise, change of precipitation patterns and/or heatwaves) impact the building operations	<ul style="list-style-type: none"> Increased operational cooling costs to maintain indoor thermal comfort Higher operating and maintenance costs Higher insurance premiums Reducing service stability resulting in lowering the tenant occupancy rate and thus the reduction of revenue
More stringent climate policies and regulations from the China government to combat climate change	<ul style="list-style-type: none"> Litigation or fines for non-compliance with the latest carbon emissions obligations Increased capital investment in renewable energy Increased operating and maintenance costs of carbon taxes and on the use of renewable energy

To minimize the above risks that negatively influence our operations, we have formulated crisis management procedures, which outline precautions and preparation work in anticipation of typhoons/storms, in order to safeguard employee and tenant lives and property. We have also incorporated ESG considerations, including climate-related risks and opportunities, into our investment process (refer to the “Responsible Investment” section for more details) to better adapt to climate change and to minimize the vulnerability of the business operation. We will continue to improve our strategic plans and actions, to effectively monitor and respond to climate-related risks and to monitor international trends and regional policies and regulations.

Our People

Employment Practices

Prioritizing people has always been part of the way we do business at Hines, and we regard our employees as the cornerstone for our business' continuous growth and success. We endeavor to create an equitable, collaborative and motivating working environment with ample career development opportunities to help our employees thrive.

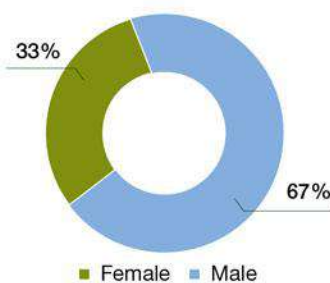
Diversity and Inclusion

A workforce with different backgrounds brings us diverse experiences, expertise and creativity to spark innovation across the company and our industry. At One Museum Place, we believe that a wide range of expertise, views and backgrounds make Hines a stronger and more competitive company. As such, we are dedicated to attracting, developing and promoting a talented and multicultural workforce. We strive to promote equal opportunity to our employees and to foster an inclusive culture within our business operation where employees feel valued and connected at work, so that they tend to grow and shape their careers with us.

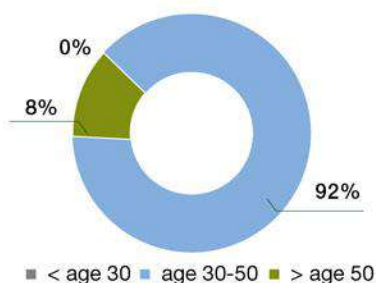
We also pay attention to the gender and age diversity of our executive staff and the workforce to ensure balanced and multiple perspectives in decision-making and to improve the innovation potential of the team.

The breakdown of governance bodies divided by gender and age group is illustrated as follows:

Percentage governance bodies by gender

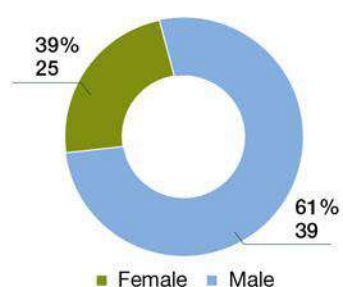


Percentage of governance bodies by age group

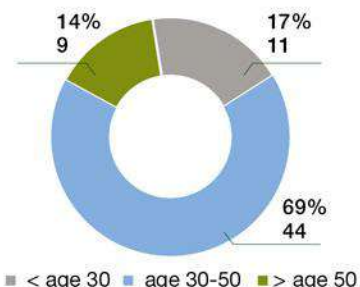


As of 31 December 2021, we have a total of 64 full-time employees in mainland China, and the employment data is indicated below:

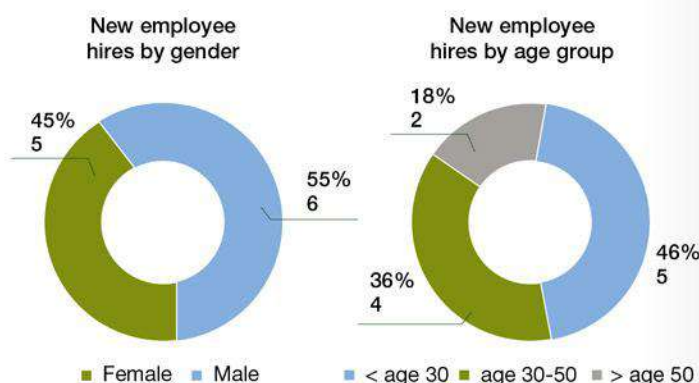
Total workforce by gender



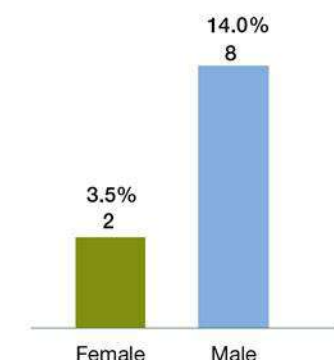
Total workforce by age group



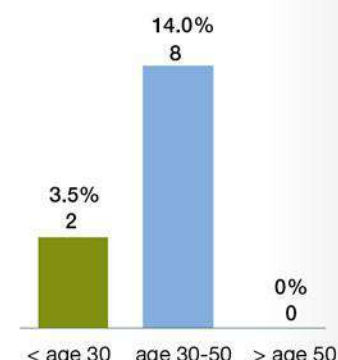
During the Reporting Period, we recruited 11 new employees in mainland China, and a total of 10 employees left, with the overall turnover rate at 17.5%, with the breakdown illustrated below:



Number of employee turnover and turnover rate by gender



Number of employee turnover and turnover rate by age group



Remuneration, Benefits and Promotion

We offer competitive remuneration and welfare packages and clear career pathways to attract and retain talent. The package composition is clearly defined in the staff handbook and employment contract. Apart from the basic salary, we provide our employees with an annual bonus, depending on the overall performance of Hines and each employee's performance, in addition to a wide range of benefits such as social security and housing funds, life insurance, accident insurance, medical subsidies and yearly health checks. In addition to public holidays, our employees are entitled to paid annual leave, sick leave, marriage leave, maternity leave, lactation leave, parental leave and bereavement leave.

Parental leave	2021
Total number of colleagues entitled to parental leave	2
Total number of colleagues who took parental leave	2
Total number of colleagues who returned to work after parental leave ended	2
Return to work rate	100%
Total number of colleagues who returned to work after parental leave ended, and who were still employed twelve months after their return to work	2

We also prepare creative gifts, such as flowers, for employees' birthdays. When overtime work is necessary due to business and operational requirements, overtime compensation, including transport and meal reimbursement, will be granted to eligible employees in accordance with relevant laws and regulations.

The Program of Managing Performance and Cultivating Talent (MPACT) is our performance management program to encourage frequent and two-way conversation between managers and employees. This enables managers to better identify each employee's strengths and the areas to be improved, providing ongoing feedback on employee work performance, and helping them to set objectives and goals for the coming year accordingly. With a clear view of each employee's situation, we can adjust our management approach to better support them in career development and strengthen work efficiency. Likewise, employees with excellent performance may be awarded a salary increment, discretionary bonus and/or promotion to recognize their contributions.

Employee Communication

Employees, as the most valuable asset of the company, have a direct impact on our business development, and their voices are instrumental in the improvement of our management approaches. As such, we put great effort into maintaining frequent and transparent communication with them. Apart from performance reviews and our intranet, we perform an annual employee engagement survey to collect and analyze the feedback from our employees. In 2021, the survey focused on employee engagement, manager effectiveness, and "equip factors," as well as diversity, equity, and inclusion, with reference to external benchmarks including Global Norm, Top Quartile Norm and Country Norms. The results provide valuable insights into our management approaches and enable us to better understand our employees' concerns and expectations at work. Then we can develop corresponding action plans to strengthen our current practices and working conditions as well as to deal with their needs promptly, thereby enhancing employee satisfaction.

To maintain good and effective team collaboration, employees are also encouraged to discuss any issues or grievance with their immediate manager to solve any



work-related problems. Any issues that have not been satisfactorily addressed are to be reported to senior management and the human resources department, who will take the proper action and deal with the reported issues in a timely manner.

Development and Training

We are committed to investing in talent nurturing and to help employees realize their career goals and pursue their self-worth. We provide a broad array of internal universal and topic-specific training for employees at different career levels, as well as external training courses to enhance their professional abilities and enterprising spirit. To assist new employees in adapting to new environments and positions, orientation training is arranged to introduce our corporate culture and regulations, staff code of conduct and basic safety knowledge. For management levels, we invite participation in the Management Acceleration Program (MAP) to acquire the foundational resources needed to be an exceptional supervisor, such as coaching conversations, fostering trust, and effective delegation, thereby building strong working relationships and strengthening cooperation with employees.

To offer more customized and effective training plans, we also strive to understand employees' training and development requirements and expectations through our annual performance evaluation, employee surveys and other channels. On-the-job training, including time management and work-at-height permits, have been organized for our employees to improve their work efficiency and safety awareness, while ESG training has also been added to the agenda. Furthermore, we encourage our employees to attend external training courses held by authorized institutions to enrich their professional expertise, by providing educational subsidies.

Property Management Training Program (PMTTP)

To ensure our property management practices across the globe remain consistent, our Property Management Training Program (PMTTP), an 18-month self-study initiative launched by Hines, facilitates our regional leadership to gain a better command of professional knowledge in property management, engineering and leasing, and be better prepared for business expansion and for capturing new investment opportunities. Online training materials are provided and shared on the online platform and weekly meetings are organized for group discussion and exchanging opinions and insights after the learning sessions. To guarantee the effectiveness of the program, participants are required to complete a quiz after each module, so that we can improve the program accordingly in a timely manner.

As of 31 December 2021, a total of 827 training hours had been provided, with the number of employees trained and average training hours per employee as follows:

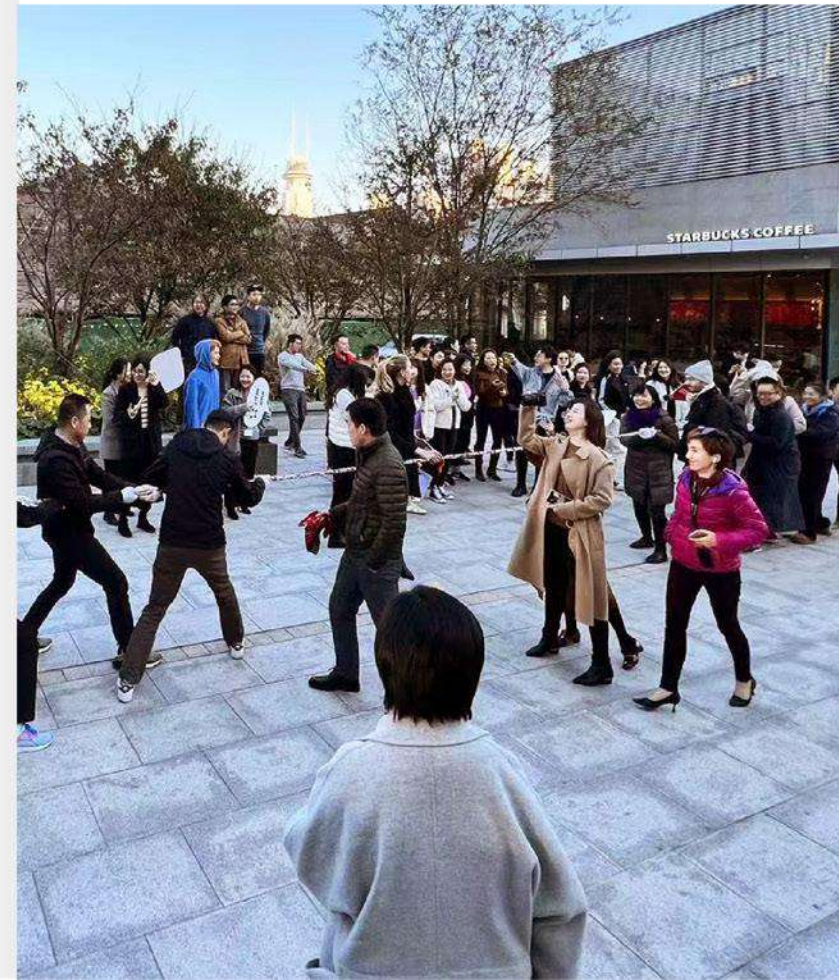


Hot Yoga

Gifts are also prepared for our employees for festival periods, such as books for Children's Day, or confectionery at Christmas. In addition, we organize exercise and team building activities to help prevent occupational injuries and fortify team bonding and cohesion. During the Reporting Period, we arranged a neck and shoulder massage session for our employees to relieve stress and body stiffness. Yoga and Zumba classes were also offered to encourage employees to incorporate stretching and adequate exercise into their lives, so as to better recover from daily fatigue and to stimulate blood circulation. We also organized a tug of war competition with architecture firm Gensler to foster team spirit.

Employee Health and Wellness

The persistent pandemic has stepped up the importance of workplace well-being. We endeavor to promote our employees' physical and mental health so that they can perform at their best and drive innovation. We have launched the Employee Assistant Program (EAP), which provides counselling services to our employees together with useful information on a variety of topics (e.g. managing work-related stress, personal growth, family and parenting, and referrals to legal resources), to assist our employees in handling any problems at work and in daily life, as well as enhancing employees' performance and productivity. The counselling is offered at employees' most convenient time and location. To demonstrate our respect to working mothers in our workplace, a nursery room was built with comprehensive facilities to support new mothers.



Employee Safety Indicators

0%

Work-Related Fatality Rate

0%

Lost Day Rate

0.81%

Absentee Rate¹

Note:

¹Absentee rate refers to total number of non-work-related sick leave (i.e., sick leave not caused by a work-related accident/ injury/ illness) divided by total number of days scheduled to be worked

Tenant Health and Safety



Tenant health and safety always comes first. Our tenant handbook outlines crisis management guidelines and instructs our tenants in their response to emergencies, such as typhoons, explosions, power failures or disease outbreak, in a timely manner. To equip tenants with the knowledge and skills to cope with emergency situations, we arranged fire safety training with the local authority to raise fire safety awareness. An annual fire drill was organized to assist tenants in familiarization with effective evacuation and emergency procedures. In the light of the pandemic, and responding to the government call, we set up a COVID-19 vaccination room at One Museum Place for tenants in order to offer convenient vaccination access and help boost the community vaccination rate.



Annual Fire Drill



Vaccination at One Museum Place

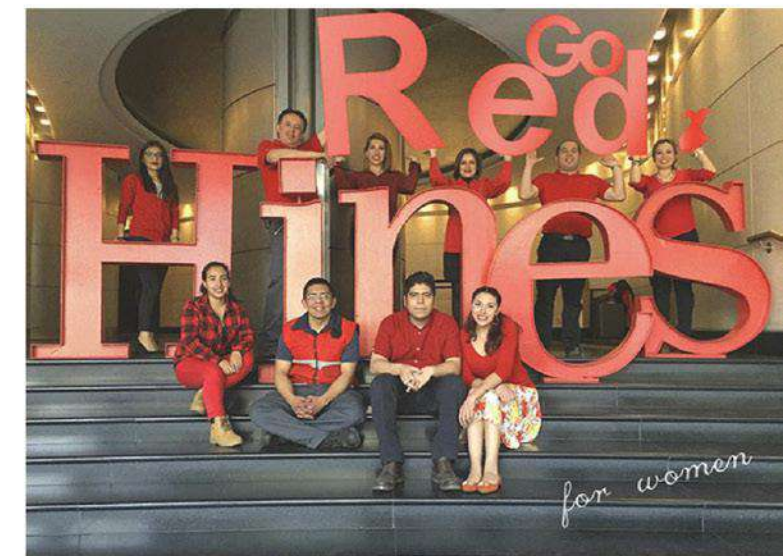
We worked with the design team to transform a long corridor into a green walkway, with the aim of creating a relaxing green environment for our office tenants. We made use of real plants and nature photography to create a green ambience.



Go Red for Women

Considering that one in every three women will die from heart disease, Hines joined the American Heart Association's fight against cardiovascular disease by participating in "Go Red for Women," a movement empowering women to live fiercely against cardiovascular disease and to take precautionary actions to lower their risk.

Typically, on the first Friday in February of each year, the operations team illuminate the building in red. We invite all tenants to join us, to dress in red and participate in cardiovascular disease awareness activities. In 2021, we successfully carried out the program and rewarded female tenants who wore red with a small gift with Go Red information.



Response to COVID-19

The persistent COVID-19 pandemic has pushed the issue of health and well-being to the forefront across all business sectors, with people now more attentive than ever to a clean and healthy building environment. Since One Museum Place is a business home for office and retail tenants and thousands of their employees, with a continuous flow of visitors, it is essential for Hines to have a quick and decisive response mechanism led by the management team, to provide immediate high-level, active prevention measures and to maintain proactive communications with the entire community.

Hines established the Global COVID-19 Crisis Management Committee to deal with the COVID-19 pandemic situation, and updated the Pandemic Flu and Preparedness Manual, in which the actions required to be taken through the pandemic phase are explained in detail.

At Hines' One Museum Place, we have strictly followed the pandemic policies, regulations and precautionary measures of the local government and have been closely monitoring the pandemic situation to safeguard the health and well-being of our employees and tenants. We have developed a comprehensive COVID-19 Preparedness Manual applicable to the frontline property management staff and cleaning workers to follow in their daily duties and to prevent virus infection. Apart from maintaining close communications, we also provide prompt assistance among our employees, tenants and communities where needed during the pandemic emergency.



The key preventive measures implemented at One Museum Place to curb the transmission of COVID-19 are highlighted as follows:

- Measure the body temperature of all personnel when entering the building;
- Strengthen the disinfection of public and frequently touched surfaces on a regular basis, such as elevator halls, elevator buttons, public toilets, fire exits and escalator handrails;
- Set up hand sanitizer stations in public areas;
- Implement touch-reduction measures to minimize the chance of transmission risk by public touch points throughout the building;
- Provide personal protective supplies to our employees and tenants, and support early distribution of emergency supplies, including facemasks and alcohol wipes to other tenants in order to assist them with pandemic prevention;
- Arrange work-from-home schedules, and encourage virtual meetings to minimize face-to-face interactions between people;
- Maintain strict entry access and traffic flow control by closing some entrances and exits of the building temporarily, and improve the screening procedure; and
- Post clear signage and provide hygiene and wellness guidelines to all tenants and employees of the building to raise their protective awareness in the community, thereby minimizing the spread of COVID-19.



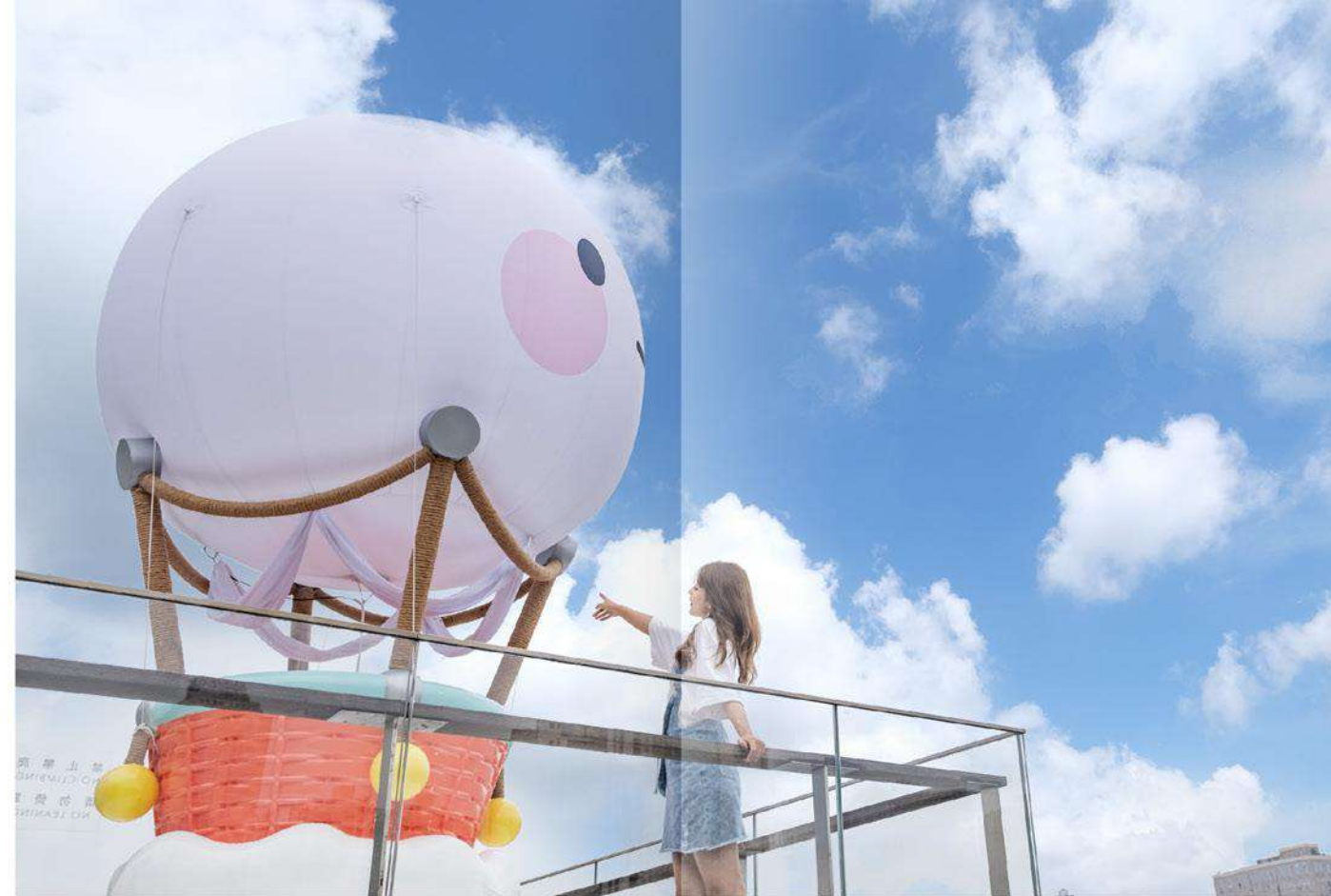
Our Business Operation

Business Integrity

At One Museum Place, we are committed to conducting all of our business activities consistently with the highest standards of integrity and ethical behaviour. We have zero tolerance for corruption, fraud, money laundering, bribery and extortion, and rigorously comply with all applicable laws and regulations in the operating region.

In adherence to the Hines Global Code of Business Conduct and Ethics, we clearly outline the business conduct and standards required for performing in a responsible and professional manner in our business activities in the staff handbook. The code covers key topics such as safeguarding resources and reputation, avoiding conflicts of interest, respect in the workplace, health and safety, and topics associated with fair business practices such as preventing bribery and corruption, and compliance with tax laws, to avoid allegations of bribery, corruption or other misconduct.

We expect to create an atmosphere where employees, shareholders and business partners are able to report conduct they believe to be unethical or in violation of the law freely. As such, the reporting violations policy is in place for our employees and other stakeholders to report actual or suspected illegal activities and improprieties in any matter related to Hines. EthicsPoint, an independent platform, provides an anonymous and confidential source if someone is uncomfortable reporting ethical or legal concerns to the senior management or relevant departments. The non-retaliation policy has been put in place to protect whistle-blowers from any recrimination or unfair treatment. In event of any case being reported, we will handle and investigate thoroughly in a timely manner.



Care for our customers

Quality of Service

We are committed to building a warm and comfortable environment for our tenants and visitors and providing customer-oriented, sincere and attentive services in exceeding tenants' growing needs and expectations. A set of service standards, covering different aspects such as building appearance, garage and parking management, property administration and cleaning, is in place as guidance in delivering outstanding customer services and facility management. Our property management team performs routine inspections to identify any shortcomings in our daily operation, so that we can address problems in a timely manner and hence uphold our services quality.

We have also specified the requirements and instructions for refurbishment under the tenant fit-out guide for all tenants to follow. This is to ensure tenants' designs match our design style, maintain harmony with adjacent tenant and public common areas, and fulfil our standards and applicable codes and regulations. We supervise and inspect the work being carried out by tenants' contractors to guarantee that all tenants observe the guidelines and minimize disturbance and nuisance to other occupants caused by the furnishing work.

To enhance the customer experience and boost customer footfall and turnover, we leveraged appropriate resources to support our tenants through marketing campaigns and exclusive activities, including the famous figurine brand "Bobo & Coco" IP event, in partnership with Pop Mart, and the interactive theatrical experience exhibition named "Opening the Door to Ontroerend Goed."

In September 2021, we celebrated the second anniversary of One Museum Place, by setting up a stage at the office lobby and distributing complimentary desserts, in order to share our happiness with tenants and to strengthen tenant interaction. Additionally, a membership prize, including a free admission ticket for the immersive



interactive drama and a coffee voucher, was prepared for the members of our Office Club. To increase the branding exposure of our tenants, office tenants were invited to have their companies' logos with key messages displayed on the LCD screen.

We also focus on digital marketing campaigns to attract more potential tenants and customers. During the Reporting Period, we posted multiple articles on our official WeChat Account to inform our stakeholders of our performance and progress in different areas, such as environmental achievements and societal events. As a result, we reached 29,729 WeChat followers at the end of the Reporting Period, with growth of approximately 20% per quarter.

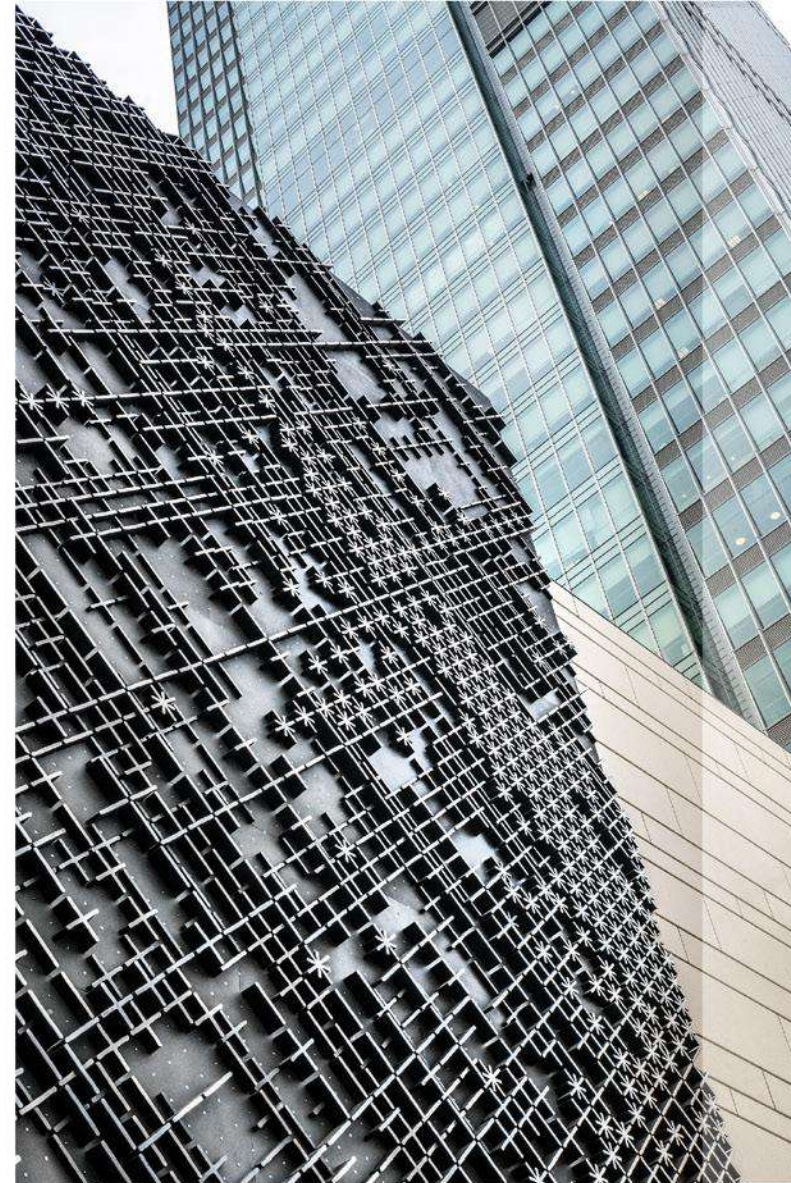


Tenant Satisfaction

We highly value our tenants' feedback, which is vital for us to understand their needs and concerns and drives us to explore new opportunities for the continuous advancement of our service efficiency and quality.

Standard customer communication channels, including a customer hotline, email and official WeChat account, are in place to collect customer recommendations and feedback on our daily service provision in a transparent and timely manner. This helps us to constantly monitor and review our service standards and condition of our facilities. On top of following up to daily enquiries from our tenants and guests, we launched our first tenant satisfaction survey in 2021 to further understand the expectations of our tenants. Conducted by an external independent consultant via face-to-face interviews, our tenants were invited to provide their viewpoints in term of tenant services, facilities and equipment, and image and amenities. The overall satisfaction score for our office and retail tenants was at 9.38 and 9.32 out of 10 respectively, with highlights of the survey results illustrated as follows:

- Office tenants were most satisfied with property management and property amenities
- The accessibility, communication and proactive check-in of the property management are highly praised.
- For property amenities, both meeting spaces booking and shower/locker room gain full marks, followed by public area furniture, accessibility to artworks and green / natural spaces.
- Retail tenants expressed great satisfaction with service assessment and property/building assessment.
- The presentation of frontline staff, parking lot staff, public area cleaning, retail customer services counter and accounting services are the top five most satisfactory services.
- Regarding property/building assessment, positive feedback was received for the appearance of restrooms, lighting exterior and the mall, escalator/elevator performance, parking availability, and appearance of the winter garden.



Action plans were developed according to the analysis of the interview results, especially those aspects receiving lower scores, together with summarized market insights to address any negative customer feedback and to further improve our business practices.



Data Privacy Protection

We attach great importance to information security and data privacy and strictly conform to the Data Security Law of the PRC. We have outlined confidentiality obligations in the employee handbook. Employees are limited in their access to confidential and sensitive information on a "need-to-know" basis and are not allowed to disclose or communicate such information to any third party during and after their employment, except when disclosure is authorized or legally mandated. We have also put in place management procedures to govern our practices in collecting, storing, and handling customer data to prevent any accidental loss or unauthorized usage.

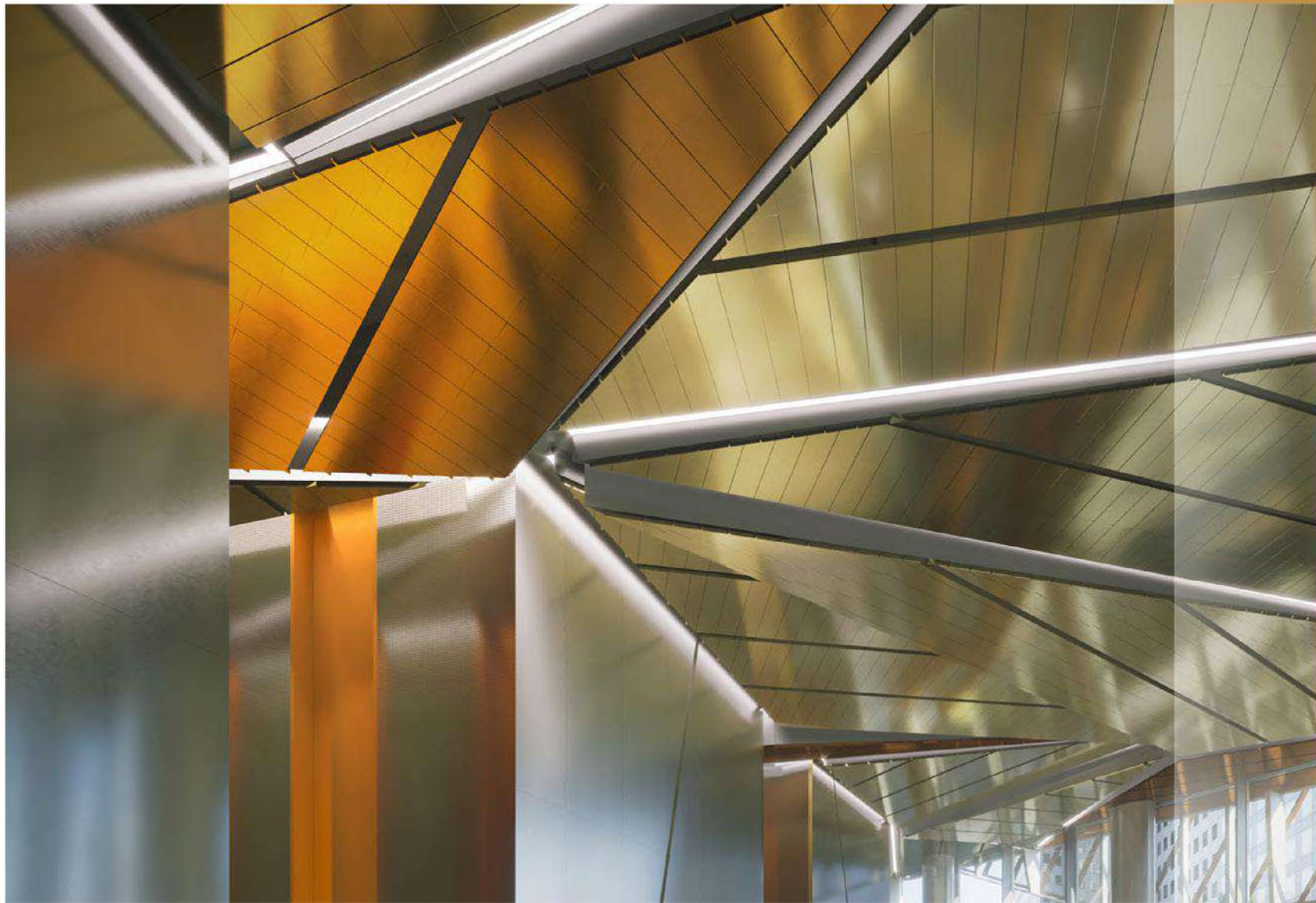
Supply Chain Management

We strive to maintain mutually beneficial collaboration with our suppliers, as the products and services they provide have a direct impact on our service quality and competitive advantages in the industry.

We have established standardized competitive bidding procedures in the supplier selection process to facilitate fair competition. When assessing the qualifications and competency of suppliers, we consider multiple factors, including experience, price level, training programs and on-site management support. A third-party consultant may be brought in if necessary. To ensure the quality of supplier services meets our standards, we perform regular assessments and annual performance evaluations from staffing, management and commercial perspectives. We also ensure that all our suppliers provide staff with sufficient training to prevent work injuries and to equip them with the essential technical skills to elevate overall service quality.

Responsible Investment

With its partner AG Real Estate, Hines is co-developing HEKLA, a 818,056-square-foot office tower in Paris-La Défense, the largest business district in Europe.



Hines is committed to delivering in our role as an owner and operator of real estate, and as an investment manager to our clients and partners, with the highest ethical standards. The firm aims to create value through real estate investments that improve the quality of the built environment and enhance the communities where we operate. While doing so, we engage our tenants, partners, suppliers, and employees in sustainable practices to improve asset performance, conserve energy, and reduce greenhouse gas emissions. We have also designed a responsible investment framework to help our investment team identify ESG-related risks and opportunities and further strengthen sustainability and resilience in potential acquisitions and development.



Specifically, our ESG objectives are to:

- Operate with the highest level of ethical standards, with governance in place to ensure that these standards are followed
- Work diligently to meet stakeholders' mutually agreed business objectives
- Engage employees, clients, and partners to understand the needs of each and the contribution they make to Hines' business practices
- Create a work environment that values a capable, diverse workforce, provides challenging opportunities for employees, rewards performance, and is respectful of work/life balance
- Enhance and contribute to the communities in which we operate
- Encourage respect for the environment, identify and implement ways to limit greenhouse gas emissions, reduce energy consumption, limit water use, and minimize waste
- Encourage vendors and suppliers to engage in sustainable practices and acknowledge those who do so when selecting contractors and vendors



Hines Sustainability, Resilience and Responsible Investment Framework

Hines' proprietary framework helps our investment team identify ESG risks and opportunities and further enhance sustainability and resilience in potential acquisitions and developments.

Clients/Partners

- Does the prospective client or partner have publicly disclosed or privately expressed sustainability policies and goals? If so, are they being adequately addressed when considering the investment?

Investment

- Is the sustainability objective for this investment to acquire a building with strong environmental performance, or to acquire an environmentally underperforming asset with an emphasis on improvement?
- If improvement is the objective, what environmental goals have been set for the investment?
- Does the investment hold period provide the necessary time to meet these goals?

Regulatory Compliance

- What ESG regulations apply to this property that may require disclosure of environmental performance, audits, or commissioning, expedited permitting, or other ESG compliance?
- Are there environmental regulations coming ahead that may affect the operation or value of the asset, or its place in the market?

Operations

- What are the operational risks due to environmental, social, and governance issues?

Environmental

- What are the opportunities to enhance the environmental performance of the property?
- Are there targets for performance or a specific green rating?
- Is this property a candidate for net zero (emissions, water, and waste)?
- Are there immediate environmental concerns, such as water scarcity or an unstable energy grid, which could impact the performance of this property?
- Is there environmental compliance set by the municipality, client, or a tenant that could impact the performance of this property?

Social

- Does Hines' client/partner have labor union policies that apply to this investment that could impact asset performance or affect other Hines investments?
- Does the local market necessitate the use of labor unions?
- How have tenants expressed interest in the sustainability performance of the property?
- Are there public agency or neighborhood concerns that could affect the execution of the investment thesis on the building?
- How does this property currently impact the community?
- How will Hines' investment in or development of this project enhance the community?

Governance

- What regulatory frameworks, such as environmental performance or mandatory performance disclosure would apply to this investment?
- What legislation may be instituted regarding sustainability that could affect this property?
- What subsidies and incentives for renewable energy or other technologies would apply to this investment?

Tenant(s)

- Has the evolving tenant profile and space use of the building been included in the underwriting? Examples include consolidation by FIRE tenants and smaller size requirements due to a mobile workforce.
- How is the building able to be repurposed to respond to evolving tenant use?
- Does the budget integrate strategies to potentially repurpose the building?
- If Hines is not the manager, does the third-party management firm have environmental policies in place that are at least as stringent as Hines' own policies and practices? Can Hines standards be incorporated into third-party contracts?

Resilience

- How resilient is the city and submarket of this investment?
- How vulnerable is the building to earthquakes, hurricanes/storm surge, river flood, tsunami, and wind?
- Is the investment subject to social unrest or unstable local or national governments?
- How prepared is the city to respond to the relevant natural events?
- How prepared is the property to respond to the relevant natural events?

GRESB



The Hines investment platform leverages our development expertise and emphasizes our strength as a vertically integrated real estate business. Our investment strategies are based on sound research and local market knowledge, so we can manage risk, build resilience, and generate sustainable returns. We acknowledge that ESG factors are more significant than ever as investors and global stakeholders place a premium on strong ESG performance, and we aim to deliver value to our stakeholders and our company by optimizing ESG opportunities. Therefore, we benchmarked our ESG efforts in 2021 with GRESB, the leading organization that assesses the ESG performance of real estate and infrastructure investments worldwide. As a result, we obtained two stars in the GRESB Real Estate Assessment at the first attempt.

Moving forward, we will take advantage of GRESB assessment to measure our ESG performance and maintain communication with investors on sustainability topics, with the focus on:

- Improve data quality and credibility
- Track data to identify opportunities for continuous performance improvement, efficiency and cost savings
- Establish / update comprehensive risk management and internal processes
- Show our commitment to sustainable development
- Enhance our trust and confidence with stakeholders
- Meet or go beyond the legislative requirements, local policies, industry best practices and community expectations



Our Community

Investing in our community has been an enduring commitment for Hines. We are dedicated to enriching community culture, creating harmonious living environments, and connecting with people and causes in our local communities through philanthropy and volunteering initiatives.

Love For The Future And Help Yushu



Voluntary Services at the Shanghai Natural History Museum

Charity Activity and Volunteering Services

One Museum Place launched its first charity event, named "Love For The Future And Help Yushu," with the Shanghai United Foundation, held from 9 April to 5 May 2021. The objective of the event was to draw public attention to children's welfare and serve as a platform to help the underprivileged. We were able to donate a vast array of items for children, including new socks for 5-12 year-olds, new sports equipment such as footballs, basketballs and skipping ropes, and good quality used toys such as toy bricks, model cars, and remote control toys.

Moreover, we recruited 21 talented young people holding great enthusiasm for public service and social activities to serve as volunteers at the Shanghai Natural History Museum. They were responsible for handling public enquires and providing guidance to visitors, volunteering for a total of 168 hours. We also organized a farmers'



Farmers' Camp

camp activity for our employees to experience and to help local farmers to harvest rice and learn the rice production procedures. A charity event entitled "Let's Walk" was also included in the Founder's Day activities to encourage all employees to walk to the restaurant and return to the office after lunch on foot. Total step numbers were recorded and donated for charitable purposes. We will maintain our corporate spirit of giving back to society and continue with benevolent efforts to serve our community.

GRI Content Index

D#	Description	Sections
GRI 102 General Disclosures		
Organizational Profile		
102-1	Name of the organization	About the Report
102-2	Activities, brands, products and services	About Hines
102-3	Location of headquarters	About the Report
102-4	Location of operations	
102-5	Nature of Ownership and legal form	
102-6	Markets served	
102-7	Scale of the organization	About One Museum Place Our People – Employment Practices Revenue is not disclosed due to confidentiality constraints
102-8	Number of employees and other workers	
102-9	Supply chain description	Our Business Operation – Supply Chain Management
102-10	Significant changes to the organization and its supply chain	
102-11	Precautionary approach	Our People – Health, Well-Being and Safety
102-12	External initiatives	ESG Governance and Leadership
102-13	Memberships of external associations	
Strategy		
102-14	Statement from the most senior decision-maker of the organization	Message From Our Head of ESG, APAC
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	About Hines
Governance		
102-18	Governance structure	ESG Governance and Leadership
Stakeholder Engagement		
102-40	List of stakeholder groups	Stakeholder Engagement and Materiality Assessment
102-41	Collective bargaining agreements	
102-42	Identifying and selecting stakeholders	
102-43	Approach to stakeholder engagement	
102-43	Key topics and concerns raised	
Reporting Practice		
102-45	Entities included in the consolidated financial statements	About One Museum Place
102-46	Defining report content and topic boundaries	About the Report – Reporting Scope and Standards
102-47	List of material topics	Stakeholder Engagement and Materiality Assessment
102-48	Restatements of information	About the Report
102-49	Changes in reporting	
102-50	Reporting period	
102-51	Date of most recent report	
102-52	Reporting cycle	
102-53	Contact point for questions regarding the report	

102-54	Claims of reporting in accordance with the GRI Standards	
102-55	GRI content index	GRI Content Index
102-56	External assurance	About the Report

Topic-Specific Disclosures

Anti-Corruption

103-1	Explanation of the material topics and its boundary	Our Business Operation – Business Integrity
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
205-3	Confirmed incidents of corruption and actions taken	

Energy

103-1	Explanation of the material topics and its boundary	Our Environment – Resource Management
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
302-1	Energy consumption within the organization	
302-3	Energy intensity	

Water and Effluents

103-1	Explanation of the material topics and its boundary	Our Environment – Resource Management
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
301-1	Interactions with water as a shared resource	
301-5	Water consumption	

Emissions

103-1	Explanation of the material topics and its boundary	Our Environment – Emissions
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
305-1	Direct (Scope 1) GHG emissions	
305-2	Energy indirect (Scope 2) GHG emissions	
305-3	Energy indirect (Scope 2) GHG emissions	
305-4	GHG emissions intensity	

Employment

103-1	Explanation of the material topics and its boundary	Our People – Employment Practices
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
401-1	New employee hires and employee turnover	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	
401-3	Parental leave	

Occupational Health and Safety

103-1	Explanation of the material topics and its boundary	Our People – Health, Well-Being and Safety
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
403-3	Occupational health services	
403-5	Worker training on occupational health and safety	
403-9	Work-related injuries	

Training and Education

103-1	Explanation of the material topics and its boundary	Our People – Development and Training
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
404-1	Average hours of training per year per employee	
404-2	Programs for upgrading employee skills and transition assistance programs	

Diversity and Equal Opportunity

103-1	Explanation of the material topics and its boundary	Our People – Employment Practices
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
405-1	Diversity of governance bodies and employees	

Customer Health and Safety

103-1	Explanation of the material topics and its boundary	Our People – Health, Well-Being and Safety
103-2	The management approach and its components	
103-3	Evaluation of the management approach	

Hines

ONE
MUSEUM
PLACE
博华广场

