



中國科培教育集團有限公司

China Kepei Education Group Limited

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立的有限公司)

Stock Code 股份代號：1890

2024

Environmental, Social &
Governance Report

環境、社會及
管治報告






Contents

- 3** About this Report
- 5** Message from the Management
- 7** About Us
- 8** Moving Forward with Responsibility, Sustainable Management
 - 8** Corporate Governance
 - 8** Risk Management and Control
 - 8** ESG Management
- 10** Stakeholder Engagement
- 12** Materiality Assessment
- 14** Perseverance and Truth-seeking, High-quality Teaching
 - 14** Quality Education and Teaching
 - 17** Innovative Teaching Models
 - 18** Building A Safe Campus
- 24** Building A Team with Both Moral Integrity and Professional Competence
- 24** Ensuring the Rights and Interests of Employees
- 26** Faculty and Staff Performance Overview
- 27** Occupational Health and Safety
- 28** Talent Cultivation and Development
- 32** Cultivating Talents with Benevolence, Building Harmony Together
- 32** School-Enterprise Cooperation for Talent Cultivation
- 34** Sustainable Supply Chain
- 35** Community Charity and Public Welfare





38	Environmental Protection, Ecological Leadership
38	Green Operation Leadership
43	Green Campus Construction
46	Green and Environmental Guidance
47	Addressing Climate Change
47	Environmental Key Performance Indicators
50	Upholding Integrity in Mind, Compliant Operation
50	Upholding Integrity and Compliant Operation
51	Protecting Intellectual Property Rights
51	Anti-Corruption and Integrity Construction
53	Content Index of the ESG Reporting Guide of the Stock Exchange





About this Report



China Kepei Education Group Limited (the “**Company**”) and its subsidiaries (the “**Group**” or “**we**” or “**us**”) (stock code: 1890) are pleased to publish the seventh Environment, Social and Governance (“**ESG**”) report (the “**Report**”). The Report systematically presents the Group’s policies, measures, and performance in the areas of environmental, social, and governance, and responds to the ESG issues of concern to stakeholders, thereby enhancing their understanding and confidence in the Group’s sustainable development efforts. The Report should be read in conjunction with the “Corporate Governance Report” section in the 2024 Annual Report of China Kepei Education Group Limited (the “**2024 Annual Report**”) for a more comprehensive understanding of the Group’s ESG performance.

REPORTING PERIOD

The reporting period of the Report covers the period from September 1, 2023 to August 31, 2024 (the “**Reporting Period**” or “**FY2024**”), with some content moderately extended before and after.

ORGANIZATIONAL SCOPE OF THE REPORT

The scope of the Report covers the schools under the Group, including Guangdong Polytechnic College (“**Guangdong School**”), Zhaoqing Science and Technology Secondary Vocational School (“**Zhaoqing School**”), Harbin Institute of Petroleum (“**Heilongjiang School**”), and Huaibei Polytechnic College (“**Huaibei School**”). Maanshan College is not included in the scope of the Report as it is operating under the entrustment management agreement with the Group. Apart from this, the scope and boundaries of disclosure are consistent with the 2024 Annual Report.

BASIS OF PREPARATION

The Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) under Appendix C2 of the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”), and is also prepared based on the reporting principles of materiality, quantification, balance, and consistency. The Report complies with the “mandatory disclosure requirements” and “comply or explain” provisions set out in the Stock Exchange’s ESG Reporting Guide. In the process of preparing the Report, the Group applied the reporting principles in the ESG Reporting Guide as follows:



About this Report

Reporting Principles	Application
Materiality	Adopting a materiality assessment. We identified material topics for The Group during the Reporting Period, reviewed and examined these material issues. Then we focused on these identified material issues in the preparation of the Report. For more details, please refer to the section on “Materiality Assessment”.
Quantification	Disclosing standards and methods used in the Report to calculate relevant data, and disclosing applicable assumptions.
Balance	The Report impartially reported the Group’s performance during the Reporting Period, avoiding selections, omissions, or reporting formats that may inappropriately affect the decision-making or judgment of report readers.
Consistency	The preparation method of the Report is essentially consistent with previous years. Explanations are provided for data with changes in statistical methods and calculation methods.

DATA SOURCE AND RELIABILITY STATEMENT

The data and case studies used in the Report are all derived from internal documents, statistical reports, and relevant public materials of the Group.

RELEASE FORM

The Report is prepared in Traditional Chinese and English. In case of any discrepancy, the Traditional Chinese version shall prevail. The electronic version of the Report can be accessed and downloaded on the Stock Exchange’s website (www.hkexnews.hk) and the Group’s official website (www.chinakepeiedu.com).

CONFIRMATION AND APPROVAL

The Report has been reviewed by the management of the Group and was approved by the board of directors of the Company (the “**Board**”) on November 29, 2024.

FEEDBACK

If you have any feedback or suggestions regarding the Report or the Group’s ESG efforts, please feel free to contact us through the following ways:

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Message from the Management



Looking back at 2024, we continued to uphold the educational philosophy of “Benevolence, Truth-seeking, Perseverance, and Innovation”, steadily advancing on the journey of education. This year, we continued to delve into the field of education and teaching, cultivate more high-quality technical and skilled talents, and actively contributed to various aspects such as environmental, social, and governance, striving to fulfill our commitment to sustainable development.

Moving forward with responsibility, sustainable management. The Group adheres to the path of high-standard corporate governance, has established and improved corporate governance systems and structures, and set up effective risk management and internal control systems. Meanwhile, the Group has incorporated ESG matters into our development strategy, established an ESG governance framework and maintained continuous and smooth communication with stakeholders, therefore creating sustainable value.

Perseverance and truth-seeking, high-quality teaching. The Group takes high-quality development as the core of operating schools, has continuously improved the teaching quality assurance system, built a high-quality faculty team, promoted the development of teaching and research with increasing investment in education. In addition, the Group has maintained smooth communication with teachers and students, continuously advanced innovative teaching models and the improvement of infrastructure, and continuously enhanced the teaching quality system. Additionally, we have established various safety management systems and regularly carry out safety education activities, committed to creating a secure campus environment.

Building a team with both moral integrity and professional competence. We have established and continuously improved the human resource management system and occupational health and safety system, to safeguard the rights and well-being of our faculty and staff with provision of comprehensive support. At the same time, we highly value the personal development and growth of our faculty and staff and have built a team with both moral integrity and professional competence by offering a wealth of training resources and career development planning to enhance their professional competence and comprehensive abilities.

Cultivating talents with benevolence, building harmony together. We are committed to cultivating high-quality technical talents, have flexibly added new majors that meet market demands by closely following regional economic development, and deepened cooperation with leading enterprises to provide ample employment and internship opportunities for students. Furthermore, we have joined hands with multiple parties to build a harmonious value chain, worked with suppliers to build a sustainable supply chain, actively participated in community public welfare and volunteer activities, supported rural revitalization. By doing so, we fulfilled corporate social responsibility and contributed to the harmonious development of society.





Message from the Management

Environmental protection, ecological leadership. We take environmental and ecological protection as our leadership, have integrated the concept of sustainable development and green philosophy into every aspect of our schools and promoted the extension of sustainable development concepts in the daily learning and work of students, faculty and staff, by implementing environmental protection work around campus construction and management, educational curriculum, and extracurricular activities. In addition, we have actively responded to the national “Dual Carbon” strategy, implemented a series of energy-saving and emission reduction measures, addressed climate change, and actively practiced the national policy of energy-saving and emission reduction education by organizing a series of green and environmental protection propaganda and educational activities to enhance the environmental and energy-saving awareness of teachers and students.

Upholding integrity in mind, compliant operation. We take integrity in operation as the solid foundation for long-term development, and take compliant operation as the safeguard for stable development. We have formulated and implemented a number of integrity and compliance management practices, to ensure that business activities pass strict legal and ethical scrutiny. Also, we have implemented intellectual property protection work to ensure effective protection of the intellectual property rights and patents of teachers and students in schools. We adhere to the bottom line of anti-corruption and have promoted integrity by conducting multiple anti-corruption and integrity training sessions to raise the anti-corruption awareness of all faculty and staff, therefore, jointly creating an honest and clean corporate culture.

In the future, we will continue to uphold the educational philosophy of “Focusing on Long-Term Development and Emphasizing Social Benefits”, respond to the national call for high-quality development of modern vocational education, practice the concept of sustainable development, lead by example to do a good job in various aspects such as environmental, social, and corporate governance. We will cultivate high-quality skilled talents needed in various industries for China’s future economic development and industrial upgrading.



OVERVIEW OF THE GROUP

The Group is a leading vocational education group in the Pearl River Delta and the Yangtze River Delta (the two most important economic regions in China). Our education business services cover the entire modern vocational education system, including secondary vocational courses, higher vocational courses, and undergraduate vocational courses. Since the establishment of the first school in 2000, the Group has been committed to building a skill-oriented society, to cultivating more high-quality technical and skilled talents, and to providing competent talents who can contribute skills to the comprehensive construction of a socialist modernized country.

The Group is dedicated to providing students with high-quality professional vocational education and helping them cope with increasingly growing and rapidly changing market demands. The Group mainly focuses on engineering specialties to better meet local employment needs, and maintains a balance with economic, management, education, and art specialties, etc. to provide comprehensive education services. The Group is committed to cooperating with research institutions and enterprises to provide students with various professional training and internship opportunities, enhancing students' practical skills and market competitiveness. As of the end of the Reporting Period, the Group has approximately 76,000 full-time students, including about 65,000 undergraduates (a year-on-year increase of 10.0%). Benefiting from favorable policies for vocational education and strong student demand, the total enrollment for undergraduate programs for the 2024/25 academic year reached 69,000, a year-on-year increase of 5.4%.

- **Educational philosophy: focusing on long-term development, emphasizing social benefit**
- **Vision: aspiring to be proactive, pursuing excellence**



Moving Forward with Responsibility, Sustainable Management

Good corporate governance is the fundamental basis for the sustainable development of an enterprise. The Group is committed to maintaining a high standard of corporate governance, keeps its social responsibilities in mind and continuously strengthens our ESG management system and structure, and maintains continuous and smooth communication with stakeholders, moving towards sustainable development.

CORPORATE GOVERNANCE

The Group is committed to maintaining a high standard of corporate governance to safeguard the interests of the Company's shareholders and enhance the Company's value and accountability. The Company has adopted the provisions of the Corporate Governance Code (the "**CG Code**") set out in Appendix C1 to the Listing Rules of the Stock Exchange and has complied with all applicable code provisions during the Reporting Period.

The Company has established a reasonably well-developed legal governance structure and corresponding organizational systems, and clearly defined the responsibilities and rights of the shareholders' meeting, the Board, and the supervisory board. The Board is responsible for the overall leadership of the Group, supervising the Group's strategic decision-making, and monitoring corporate governance routines. At the same time, the Board has established three committees, namely the Audit Committee, the Remuneration Committee, and the Nomination Committee, to oversee specific areas of the Company's affairs.

RISK MANAGEMENT AND CONTROL

Effective risk management and internal control systems are key elements in maintaining a high standard of corporate governance. The Group has established appropriate risk management and internal control systems, whose effectiveness will be reviewed by the Board annually. The management of the Group is responsible for designing, implementing, and maintaining risk management and internal control systems. Heads of major operating units or departments manage the identified risks by confirming and mitigating them according to the internal guidelines approved by the Board and the Audit Committee. The Group has also actively responded to and manages ESG risks by integrating ESG-related matters into its own development strategy.

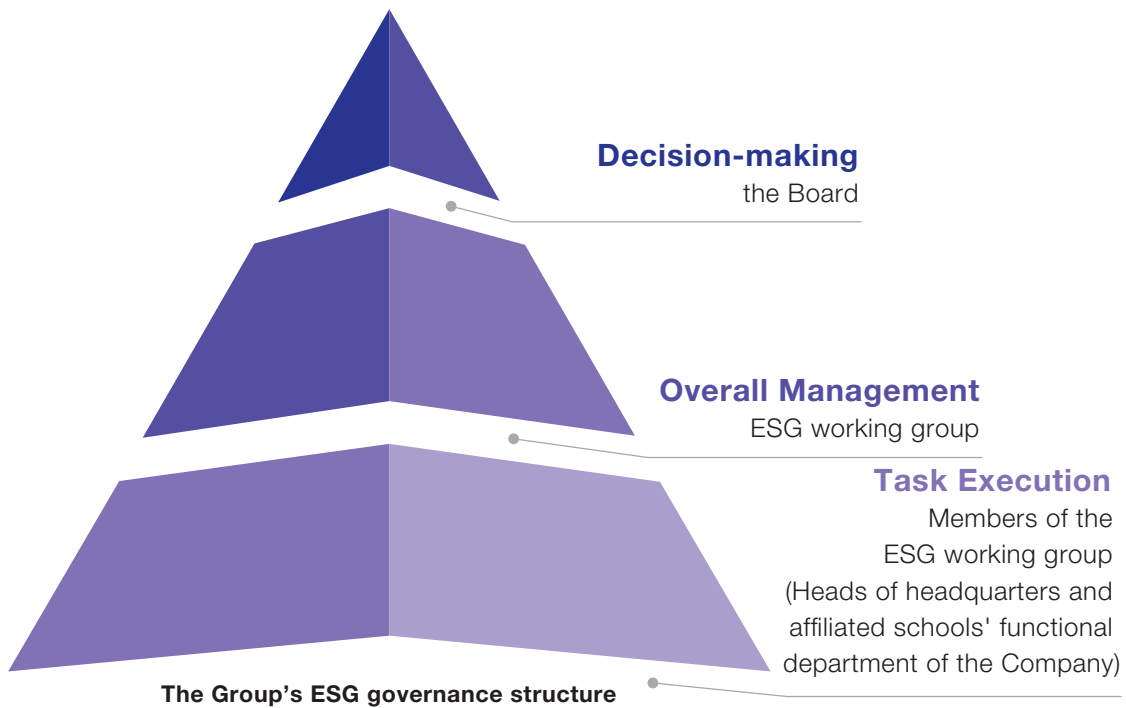
ESG MANAGEMENT

The Group has established a clear and well-defined ESG governance structure at the organizational level, with the Board being the highest decision-making body for the Company's ESG work. The ESG working group is a sub-group under the Board, chaired by senior management to assist the Board in coordinating and supervising the Group in formulating and implementing ESG objectives, strategies, and performance related work. Members of the ESG working group are composed of functional department heads from the Company's headquarters and its affiliated schools to implement ESG work.



Moving Forward with Responsibility, Sustainable Management

Among them, the Board is responsible for overseeing the Group's ESG-related matters and supervising and approving the Group's ESG management policies and strategies. It is also responsible for identifying and assessing ESG-related risks and other significant issues, managing risks, and ensuring that ESG-related risks are included in the Group's risk management and internal control systems. The Board is also responsible for reviewing and examining the progress of ESG objectives, as well as approving significant ESG matters. The Group's ESG working group will regularly report to the Board on the progress and performance related to ESG issues.



Moving Forward with Responsibility, Sustainable Management

STAKEHOLDER ENGAGEMENT

The expectations and demands of stakeholders continuously motivate the sustainable development of the Group. We have built diversified and smooth communication channels to better understand and respond to the expectations and demands of internal and external stakeholders. We are committed to creating lasting value for stakeholders and continuously improve the Group's performance in sustainable development.

Stakeholder Groups	Expectations and Demands	Communication Methods	Communication Frequency	The Group's Action
Government and regulatory authorities	<ul style="list-style-type: none"> Compliant operations Campus safety Payment of taxes according to the law Promotion of local education 	<ul style="list-style-type: none"> Information reporting Regulatory authority meetings 	<ul style="list-style-type: none"> Regular Regular 	<ul style="list-style-type: none"> Strictly compliance with laws and regulations Payment of taxes according to the law
Shareholders/ investors	<ul style="list-style-type: none"> Investment returns Business development Compliant operations ESG governance Corporate image 	<ul style="list-style-type: none"> Announcements Shareholders' meetings On-site inspections Regular reports Communication meetings 	<ul style="list-style-type: none"> Irregular Regular Irregular Regular Irregular 	<ul style="list-style-type: none"> Disclosure of the Group's information as required Establishing effective communication channels
Suppliers/partners	<ul style="list-style-type: none"> Legal and compliant operations Service quality Fair and reasonable treatment 	<ul style="list-style-type: none"> Supplier meetings Online opinion surveys Audits and assessments Bidding activities 	<ul style="list-style-type: none"> Regular Irregular Irregular Irregular 	<ul style="list-style-type: none"> Strict compliance with bidding regulations Establishment of equal and mutually beneficial partnerships



Moving Forward with Responsibility, Sustainable Management

Stakeholder Groups	Expectations and Demands	Communication Methods	Communication Frequency	The Group's Action
Faculty and staff	<ul style="list-style-type: none"> • Compensation and benefits of faculty and staff • Health and safety of faculty and staff • Legal and compliant employment • Training and education of faculty and staff • Good working environment 	<ul style="list-style-type: none"> • Staff representative meetings • faculty and staff activities • Petitions • Suggestion boxes 	<ul style="list-style-type: none"> • Regular • Irregular • Irregular • Irregular 	<ul style="list-style-type: none"> • Provision of comprehensive labor rights protection and benefits • Provision of a healthy and safe working environment • Provision of vocational training and fair promotion mechanisms
Students and parents	<ul style="list-style-type: none"> • Teaching quality • Student information protection • Student life care • Health and safety guarantees 	<ul style="list-style-type: none"> • Parent meetings • Lectures • Student satisfaction surveys 	<ul style="list-style-type: none"> • Regular • Irregular • Irregular 	<ul style="list-style-type: none"> • Establishment of parent committees • Organizing student safety training • Conducting student surveys
Community	<ul style="list-style-type: none"> • Community environment • Charity and public welfare • Community contribution • Compliant operations 	<ul style="list-style-type: none"> • Social welfare activities • Community communication meetings • Visits and surveys • Press releases/ announcements 	<ul style="list-style-type: none"> • Irregular • Irregular • Irregular • Irregular 	<ul style="list-style-type: none"> • Support of rural revitalization • Organizing charity and public welfare activities • Carrying out education with local features • Organizing community activities

Moving Forward with Responsibility, Sustainable Management

MATERIALITY ASSESSMENT

In order to continuously optimize the sustainable development efforts of the Group, we conducted a materiality assessment based on the “materiality” principle during the Reporting Period. By identifying key stakeholders and ESG topics that major internal and external stakeholders are concerned about, we determined the material topics of the Reporting Period.

The materiality assessment process of the Group during the Reporting Period is as follows:



The following topics are the material ESG issues of the Reporting Period. The Report will focus on the following material topics and present the Group's sustainable development performance during the Reporting Period in accordance with the requirements of relevant disclosure guidelines.



Moving Forward with Responsibility, Sustainable Management

	Environmental Topics	Social Topics	Governance Topics
ESG material topics	<ul style="list-style-type: none"> • Energy use and efficiency • Water resource use and efficiency • Ecological environment and natural resource protection 	<ul style="list-style-type: none"> • Talent hiring and diversity • Occupational health and safety • Career development and training • Labor standards • Ensuring teaching quality • Privacy and data security for students and parents • Innovative teaching models 	<ul style="list-style-type: none"> • Anti-corruption and upholding integrity • Financial performance and investor interests • Compliance with laws and regulations
Other topics	<ul style="list-style-type: none"> • Exhaust gas emission and management • Waste water discharge and management • Solid waste disposal and management • Addressing climate change 	<ul style="list-style-type: none"> • Supply chain management and procurement practices • Marketing and enrollment • Community investment and participation 	<ul style="list-style-type: none"> • Corporate information disclosure

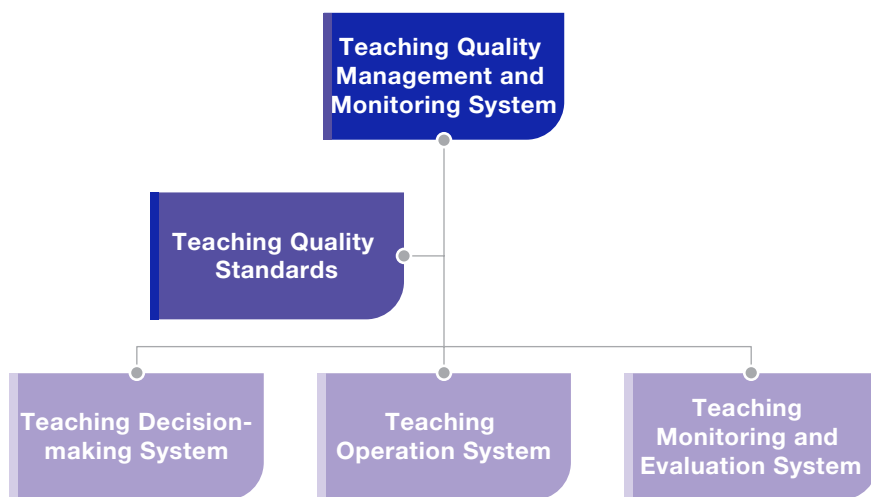
Perseverance and Truth-seeking, High-quality Teaching

The Group always adheres to the educational philosophy of “Benevolence, Truth-seeking, Perseverance, and Innovation”, taking high-quality education as its core mission. Through high-quality teaching quality management, high-standard campus construction, continuous innovation in teaching methods and optimization of curriculum design, we provide students with high-quality and diversified professional education, and cultivate talents who possess both professional knowledge and innovative spirit.

QUALITY EDUCATION AND TEACHING

By implementing comprehensive and effective teaching quality management, the Group has provided students with quality education. The Group strictly complies with the Education Law of the People’s Republic of China (“PRC”), the Private Schools Promotion Law of the PRC and other relevant national laws and regulations applicable to each school, and has established a complete teaching quality assurance system, thereby promoting the construction of good teaching and learning styles with quality teaching management.

The Group is committed to continuously improving the teaching quality control and monitoring system to ensure that our teaching quality is always maintained at the highest level. Our teaching quality control and monitoring system includes the teaching decision-making system, teaching operation system, teaching monitoring and evaluation system, and teaching quality standard system. We have formulated teaching quality standards based on the “Basic Requirements for Talent Cultivation” within the teaching decision-making system and established them as the core of the entire teaching quality management and monitoring system. Based on the teaching quality standard, we have further established the work objectives of the teaching operation system and the evaluation criteria of the teaching monitoring system. In this system, every link is closely connected, thereby achieving comprehensive and dynamic management of teaching quality.



The teaching quality management and monitoring system framework of the Group



Perseverance and Truth-seeking, High-quality Teaching

In order to further improve teaching level, we have been continuously improving the teaching management team and are committed to building a high-level teaching team that is structurally optimized, high-quality, vibrant, innovative, and adaptable to the development of the school. During the Reporting Period, the Group continued to introduce more than 300 high-quality teachers, and the number of teachers with intermediate and above titles significantly increased. The Group newly established a Teaching Supervision Office, which conducted a detailed inspection of the teaching syllabus, teacher lesson plans, classroom teaching quality, and the implementation of student practice teaching, effectively ensuring teaching quality. In addition, we organized several batches of backbone teachers to study and conduct academic exchanges at well-known domestic and overseas institutions to broaden their international horizons and improve their academic level. The Group regularly holds young teacher teaching competitions to strengthen the construction of teacher ethics and teaching style, and to train basic teaching skills of young teachers. Therefore, under the promotion of teaching and research development work, our teaching course quality has been recognized. “Consumer Psychology”, “Intermediate Financial Accounting”, “Computer Programming (python)”, and “Virtual Simulation Experiment of Rotary Steerable System (RSS) Drilling Technology” are considered as provincial-level first-class undergraduate programs, while “Consumer Psychology” course participated in the selection of the third batch of national first-level courses as the first course.

Our teacher construction achievements are remarkable, with a total of about 140 national awards and 260 provincial awards in the 2023/24 academic year. Heilongjiang School ranked 28th in the 2024 Alumni Association of China’s Private University Ranking, an increase of 10 places from last year, ranking 2nd among private colleges in the province. The vice principal of the Guangdong School was awarded “the Outstanding Principal” for private education in Guangdong (廣東民辦教育「優秀校長」) in 2023. A teacher from the faculty of Information Engineering of Heilongjiang School was awarded the First Prize of Heilongjiang Province Teaching Achievement Award, a counsellor from the Faculty of Economics and Management of the same school was awarded “the Best High School Counselor of the Year in Heilongjiang” (黑龍江省高校輔導員年度人物) and the Second Prize of Heilongjiang University Teachers’ Teaching Innovation Competition.

The Group adheres to the scientific research work goal of “Promoting Teaching Through Research And Promoting Learning Through Teaching”, actively carried out scientific research work, therefore, mobilizing the enthusiasm of teachers to engage in scientific research. During the Reporting Period, teachers of the Group achieved multiple teacher honors and scientific research awards, with the number of awards significantly increased compared to last year:

Paper Awards	Competition Awards
834 academic papers	140 national awards
50 core journals	260 provincial awards
120 provincial scientific research projects	53 invention patents
	24 utility model patents



Perseverance and Truth-seeking, High-quality Teaching

Moreover, to continuously optimize teaching quality management, the Group adheres to the policy of “Promoting Development through Evaluation, Reform through Evaluation, Management through Evaluation, Combining Evaluation and Development, Focusing on Development”, and has taken a series of measures to standardize and supervise teaching quality. We have conducted special teaching inspections at the beginning, middle, and end of each semester, ensuring teaching quality through the examination of test questions and lesson plans. Simultaneously, we have established and implemented a student information officer system for teaching and a student evaluation system, thereby strengthening the interaction and communication of teaching information between schools, teachers, and students. On one hand, we require students to rate their teachers’ teaching attitude, content, methods, and effectiveness online through the “Student Evaluation System” every semester, promoting the improvement of teaching quality. On the other hand, to understand students’ opinions on teaching courses, we regularly conduct teaching evaluations, listen to feedback from student information officers, organize student forums, and implement surveys through various channels. We have also opened up real-time communication platforms such as QQ groups, suggestion boxes, and telephones to receive and process feedback from students at any time, to fully understand their views and suggestions on teaching, and to continuously improve teaching quality based on their feedback, promoting the learning and development of every student.

The Group has established systems at the school level, such as the Regulations on Handling Teacher Misconduct of Teaching Staff of Huaibei Polytechnic College and the Regulations on Monitoring Professional Ethics of Teaching Staff of Guangdong Polytechnic College, to regulate the process of complaints against faculty and staff. If the supervision office receives a complaint, it will initiate an investigation according to the procedure; if the allegations are found to be true, appropriate disciplinary action will be taken in accordance with the relevant guidelines.

During the Reporting Period, The Group’s affiliated schools received a total of 138 complaints and inquiries through channels such as the mayor’s hotline and the principal’s mailbox, which have all been handled. For complaints and inquiries, the principal’s office of the respective school will forward them to the functional departments involved, which will investigate and respond. All complaints and inquiries will be responded to within the specified time limit. In the student and parent satisfaction survey conducted during the Reporting Period, the satisfaction rate reached 93.65%.





Perseverance and Truth-seeking, High-quality Teaching



INNOVATIVE TEACHING MODELS

The Group keeps pace with the times, has been continuously improving our teaching models and courses, and actively sought breakthroughs by persistently implementing integrated theoretical and practical teaching reforms to enhance the connectivity between theory and practice, as well as the practicality of knowledge, thereby improving students' learning efficiency. We have promoted high-quality education through industry-education integration and optimization of major settings, keeping in step with the development of local economic and social development. In response to key strategic emerging industries and traditional advantageous industries in the region, we have flexibly customized and added new professional courses to adapt to the ever-changing market demands. Schools have added majors such as “Artificial Intelligence (‘AI’), “Intelligent Manufacturing Engineering”, “Robotics Engineering”, “Digital Media Arts”, “Cross-Border E-Commerce”, and “New Energy Science and Engineering” to serve the national strategic emerging industries. To enhance employability, the Group has newly established an Institute for Innovation and Entrepreneurship, providing an innovation and entrepreneurship practice base and equipping it with about a hundred teachers to support and incubate college student innovation and entrepreneurship projects, with more than 50 entrepreneurial teams currently stationed. Heilongjiang School was awarded the title of the “Provincial College Graduate Employment and Entrepreneurship Work Demonstration Unit”. In addition, the Group practices school-enterprise collaborative education, for details please refer to the “School-Enterprise Cooperation for Talent Cultivation” section of the Report.

We attach great importance to the comprehensive development of students. We piloted a “Credit-Based Teaching Model Management” in some courses, aiming to promote proactive student learning. We have encouraged and supported students to participate in various competitions, club activities, volunteer activities, etc., during their school years. During the Reporting Period, the Group won approximately 1,100 national awards and about 3,600 provincial honors, including awards in the “Challenge Cup” Chinese College Student Entrepreneurship Plan Competition (「挑戰杯」中國大學生創業計劃競賽), National Robot Developer Competition (全國機器人開發者大賽), National College Business Elite Challenge (全國高校商業精英挑戰賽), National College Student Intelligent Car Competition (全國大學生智能汽車大賽), China International “Internet+” College Student Innovation and Entrepreneurship Competition (中國國際「互聯網+」大學生創新創業大賽), China College Student Computer Design Competition (中國大學生計算機設計大賽), China College Student Industrial Design Competition (中國大學生工業設計大賽), National College Student English Competition (全國大學生英語競賽), National College Student Chemical Engineering Design Competition (全國大學生化工設計競賽) first prize, and other awards.



Perseverance and Truth-seeking, High-quality Teaching

At the same time, we continue to improve the infrastructure of each school, building high-standard modern campuses and laboratory training rooms. The Group has newly invested in the construction of about 100 laboratory training rooms, including big data and AI laboratories, e-commerce and new media live broadcast laboratories, industrial robot integrated laboratories, 3D digital creative design laboratory training rooms, cross-border logistics and supply chain management training rooms, Huawei cloud computing laboratories, etc., to meet the needs of modern vocational education.



**Electrical and electronic control
laboratory training room**



Intelligent manufacturing innovation lab

BUILDING A SAFE CAMPUS

A high-quality and safe campus environment is extremely important for students, faculty and staff. To this end, the Group has established key safety management systems for fire safety, campus security, food safety, mental health, and disease prevention, including but not limited to the Food Safety Management System of Guangdong Polytechnic College, to ensure the physical and mental health and life and property safety of the Group's students and all faculty and staff.



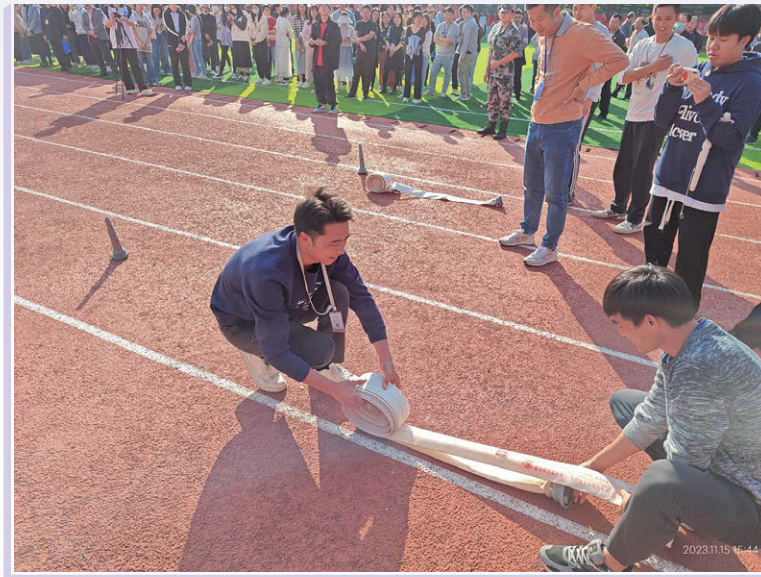
Perseverance and Truth-seeking, High-quality Teaching

Fire Safety

Fire safety management has always been a top priority in the comprehensive management of each school within the Group. In accordance with the Fire Protection Law of the PRC and other relevant laws and regulations, the Group has formulated the Fire Safety Emergency Evacuation Plan, and has developed safety management systems related to fire safety at the school level, such as the Fire Safety Management Regulations of Huaibei Polytechnic College, the Fire Prevention Responsibility System of Harbin Institute of Petroleum, and other relevant fire safety management systems. The Group aims for “No Blind Spots, No Dead Angles, and Daily Checks on Key Locations” to enhance fire safety measures on campus. We have two full-time fire safety management personnel stationed on campus, who patrol the campus daily. They are required to sign in at each fire safety key point, and conduct dual inspections with fire departments regularly.

Case

On November 9, 2023, Zhaoqing School organized a fire drill activity for all teachers and students, publicizing fire safety knowledge and providing training for the correct use of fire-fighting equipment to enhance their fire emergency response capabilities.



A fire drill activity of Zhaoqing School

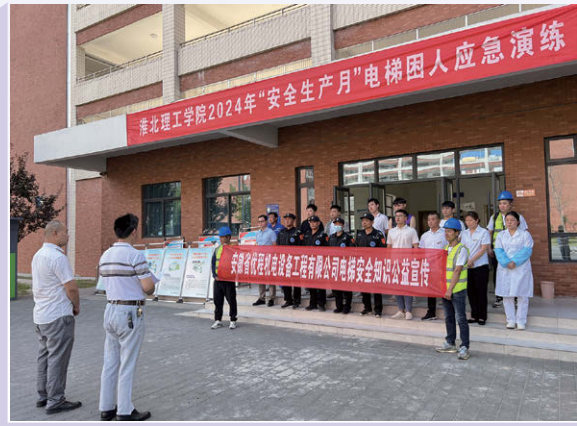
Perseverance and Truth-seeking, High-quality Teaching

Campus Security

Campus security is a basic prerequisite for teaching work. In order to create a safe learning and working environment for teachers and students, we have formulated the Emergency Response Plan for Handling Campus Incidents, thereby effectively preventing, promptly controlling, and properly handling campus emergencies. By doing so, it enhanced the school's rapid response and emergency handling capabilities, and effectively reduces and controls the harm of safety accidents. We focused on strengthening the ability to prevent and respond to campus emergencies, and strived to provide a safe learning environment for all teachers and students. In addition, based on the actual situation of each school, we regularly held meetings and organized relevant prevention drills to strengthen campus security work. These activities aim to enhance knowledge and experience of staff in practice to better ensure campus security.



In June 2024, Huaibei School carried out the 'Safety Production Month' activity. To further strengthen campus safety management and enhance the ability to respond to emergencies, Huaibei School organized an emergency drill for elevator entrapment and a special control activity for life channels, ensuring the life safety of teachers and students and the normal order of education.



Huaibei School 'Safety Production Month' emergency drill for elevator entrapment





Perseverance and Truth-seeking, High-quality Teaching



Food Safety

We are well aware of the critical importance of campus food safety for the healthy growth of students. To ensure that food safety of the Group's schools complies with national standards, the Group strictly complies with the Regulations on the Management of School Food Safety and Nutritional Health jointly issued by the Ministry of Education of the PRC, the State Administration for Market Regulation, and the National Health Commission, and has established a series of management systems and work requirements, including the Comprehensive Food Safety Inspection System and the Food Equipment and Facilities Management System. In accordance with the above regulations, we have implemented a canteen hygiene inspection plan to conduct comprehensive inspections, spot checks, and self-inspections to identify any food safety hazards. Furthermore, all canteens of the Group have completed the "Sunshine Kitchen" construction. Surveillance equipment has been installed in various areas such as the warehouse, processing room, cooking room, meal preparation room, and dining area. Surveillance footage has been displayed to teachers and students. We have also established a public complaint hotline to more comprehensively understand the feedback from teachers and students on the quality of canteens.

To further ensure the hygiene of canteens, we have clarified requirements for the personal hygiene of canteen staff through guidelines such as the Personal Hygiene Management System for Staff, requiring all canteen staff to undergo health checks and food safety knowledge training before starting work, and to pass relevant assessments. We have also established a food safety management team and appointed full-time food safety management personnel to conduct more comprehensive management of food safety of schools.



Perseverance and Truth-seeking, High-quality Teaching

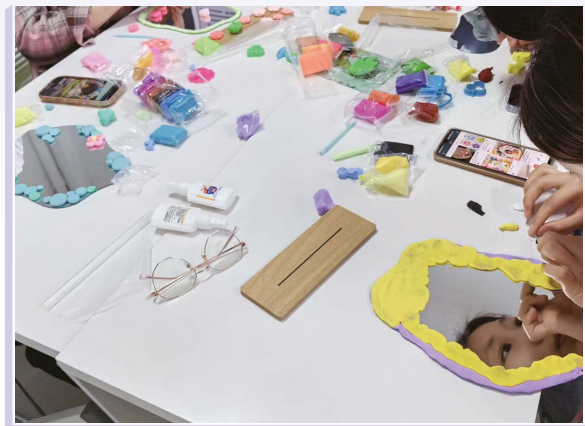
Mental Health

All affiliated schools of the Group have established a Mental Health Education and Counseling Center (“**Counseling Center**”) and a Psychological Crisis Early Warning and Assessment Committee. The Counseling Center provides free individual and group psychological counseling services to all teachers and students.

Individual counseling aims to promote the personal development of students, covering areas such as self-awareness, academic issues, emotional management, interpersonal communication, sexual and love psychology, employment and career choice psychology, and personal adaptation and development. For group counseling, the service mainly targets groups with different needs, using group dynamics to solve common problems encountered by students in adaptation and development, and to promote students’ self-growth and self-esteem enhancement. In addition, the Counseling Center regularly holds salons, lectures, psychological film screenings and other mental health education activities. To further promote students’ mental health, the Counseling Center is also responsible for guiding and assisting school-based psychological counselors in carrying out psychological counseling work, conducting mental health surveys, establishing student psychological files, identifying students with potential mental health issues, and providing assistance as soon as possible. During the Reporting Period, Heilongjiang School was rated as the Mental Health Education Demonstration Center of Heilongjiang Higher Education.

Case

Huaibei School regularly carried out Mental Health Month activities, continuously focusing on students’ mental health. During the Mental Health Month activities in May 2024, Huaibei School carried out “Blindfolded Mutual Combat” fun activities, DIY clay mirror group counseling activities, and many other activities.



Huaibei School’s Mental Health Month student activities



Perseverance and Truth-seeking, High-quality Teaching

Disease Prevention

The affiliated schools of the Group have adopted a series of measures to prevent and control infectious diseases to guarantee the health and safety of all faculty, staff and students. We have established systems and guidelines within the schools, including the Infectious Disease Control System, Infectious Disease Epidemic and Public Health Emergency Reporting System, and Student Health Management System. While carrying out daily disease prevention work, we will adjust teaching operations and classified health management and monitoring measures in a timely manner according to the immediate situation, to ensure the health of all teachers and students, and to ensure the normal progress of teaching work.

Case

To raise awareness among teachers and students about the prevention and control of tuberculosis and to urge teachers and students to develop a healthy lifestyle, Heilongjiang School, in conjunction with the Disease Control and Prevention Center of Songbei District and Harbin Chest Hospital, co-hosted a tuberculosis prevention and control science popularization lecture on campus in the school library on March 29, 2024.



The tuberculosis prevention and control science popularization lecture of Heilongjiang School



Building A Team with Both Moral Integrity and Professional Competence

Faculty and staff are the most valuable resources of schools and they play a pivotal role in promoting the smooth progress of teaching work. We attach great importance to the development and welfare of faculty and staff with the adoption of a series of measures to attract and cultivate talents and the provision of competitive compensation and benefits. We are committed to optimizing the human resource management system and providing comprehensive support for faculty and staff. A sound training framework has been established by us with the provision of rich and in-depth training activities to help faculty and staff continuously improve their professional capabilities and teaching skills, promote development, and leverage their strengths.

ENSURING THE RIGHTS AND INTERESTS OF EMPLOYEES

The Group strictly adheres to the laws and regulations related to compensation and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination, and other treatment and benefits, such as the Labor Law of the PRC, the Labor Contract Law of the PRC, the Law on the Protection of Rights and Interests of Women of the PRC, the Teachers Law of the PRC, the Regulations on Holidays for National Festivals and Commemorative Days, and the Regulations on Paid Annual Leave for Employees, and is committed to promoting the construction and development of the teaching and staff team through a comprehensive recruitment management system. In the process of recruitment and dismissal, we have treated job applicants of any gender, nationality, and age equally. To further standardize recruitment work, we have also formulated the Compilation of Personnel Management Regulations, the Personnel Management System, and the Management Methods for the Attendance of Faculty and Staff. Additionally, at the school level, we have established internal regulations such as the School Calendar and the Talent Introduction Implementation Rules (Trial) of Harbin Institute of Petroleum, which clearly stipulate guidelines regarding recruitment, compensation, dismissal, promotion, performance assessment, working hours, holidays, equal opportunities, diversity, anti-discrimination and other aspects.



Building A Team with Both Moral Integrity and Professional Competence

Case

In order to alleviate work pressure of faculty and staff, enrich their leisure, and enhance team cohesion, the labor union of Zhaoqing School organized various activities for faculty and staff. During the Reporting Period, the labor union of Zhaoqing School specially organized basketball and table tennis competitions to improve physical fitness and team spirit of its faculty and staff.



Basketball and table tennis competitions of Zhaoqing School

The Group spares no effort in recruiting talents through a scientific, fair, and open selection system, and has formulated the Compilation of Personnel Management Regulations and Personnel Management System, which specify the selection criteria and processes for full-time faculty and staff, including academic qualifications, professional titles, and comprehensive quality requirements. The Human Resources Department of the Group, in accordance with the aforementioned regulations, adheres to the principle of fair recruitment to conduct strict qualification reviews of applicants, and invites eligible applicants to undergo capability assessments organized by the employing units. Each employing unit arranges written tests, interviews, trial lectures, and practical operation assessments for technical personnel according to their actual needs, and submits opinions to the Human Resources Department based on the assessment results. The Human Resources Department, combining the assessment results and the opinions of the employing units, selects suitable personnel based on the principle of choosing the best, and the recruitment of personnel is determined at the president's office meeting.

The Group strictly prohibits the employment of child labor or forced labor, and strictly follows the relevant laws and regulations such as the Law on the Protection of Minors of the PRC, the Regulations on the Prohibition of the Use of Child Labor, the Implementation Rules of the Labor Contract Law of the PRC, and the Regulations on the Working Hours of Employees of State Council. To protect the rights and interests of both labor and capital, the Group clearly stipulates in the labor contract that the Group and its faculty and staff have equal legal status to ensure that neither party will impose its own will on the other.

Building A Team with Both Moral Integrity and Professional Competence

Our recruitment system will filter out applicants under the age of 16, and at the same time, we will conduct strict reviews of their identity documents during interviews to ensure that teaching staff reach the legal employment age and have relevant qualifications. If it is found that an applicant uses forged documents, the Group will immediately terminate their work and reserve the right to terminate the labor contract. To completely eliminate the use of illegal labor, all suppliers of products and services of the Group must strictly follow the above regulations.

During the Reporting Period, the Group did not receive any complaints or lawsuits related to employment laws concerning recruitment, compensation, dismissal, promotion, performance assessment, working hours, holidays, equal opportunities, diversity, anti-discrimination, nor did it violate any laws and regulations related to child labor and forced labor.

FACULTY AND STAFF PERFORMANCE OVERVIEW

During the Reporting Period, the Group had a total of 4,105 faculty and staff (including 3,994 full-time employees and 111 part-time employees), with detailed information as follows:

Indicators	Employment					
	FY2024		FY2023		FY2022	
	Person	Percentage	Person	Percentage	Person	Percentage
Gender						
Male	1,714	41.75%	1,512	43.73%	1,643	44.04%
Female	2,391	58.25%	1,945	56.27%	2,088	55.96%
Work Area						
Mainland China	4,097	99.81%	3,457	100%	3,730	99.97%
Overseas	8	0.19%	0	0.00%	1	0.03%
Age						
Below 30	1,766	43.02%	1,303	37.69%	1,525	40.87%
30 to 50	2,040	49.70%	1,814	52.47%	1,831	49.08%
Above 50	299	7.28%	340	9.84%	375	10.05%
Position						
Senior management (vice principal and above)	26	0.63%	28	0.82%	26	0.70%
Middle management (deputy director and above)	174	4.24%	184	5.32%	161	4.32%
General employees	3,905	95.13%	3,245	93.86%	3,544	94.99%



Building A Team with Both Moral Integrity and Professional Competence

Employee Turnover						
Indicators	FY2024		FY2023		FY2022	
	Person	Percentage	Person	Percentage	Person	Percentage
Gender						
Male	179	10.44%	162	10.71%	102	6.21%
Female	252	10.54%	190	9.76%	156	7.47%
Work Area						
Mainland China	431	10.52%	351	10.15%	258	6.92%
Overseas	0	0%	1	100.00%	0	0%
Age						
Below 30	185	10.48%	156	11.97%	131	8.59%
30 to 50	189	7.90%	152	8.38%	93	5.08%
Above 50	57	19.06%	44	9.77%	34	9.07%

OCCUPATIONAL HEALTH AND SAFETY

The Group places great emphasis on the safety and health of faculty and staff on campus and in the workplace. The Group strictly complies with the laws and regulations related to occupational health and safety, such as the Occupational Disease Prevention Law of the PRC, the Regulations on the Supervision and Management of Occupational Health in Workplaces, and the Work Injury Insurance Regulations, and has established relevant management measures to safeguard physical and mental health and life and property safety of all faculty and staff of the Group. To enhance the safety awareness of faculty and staff and their response capabilities to emergencies, the Group provided a variety of safety training across different categories. For details, please refer to the “Building A Safe Campus” section of the Report.

Occupational Health and Safety		
Indicators	Unit	FY2024
Number of work-related fatalities ¹	People	0
Number of lost days due to work injury	Day	15
Percentage of employees participating in safety training	%	75.93
Total hours of safety training	Hours	9,132

¹ The number of work-related fatalities of the Group was also zero in both FY2022 and FY2023.



Building A Team with Both Moral Integrity and Professional Competence

TALENT CULTIVATION AND DEVELOPMENT

The academic literacy and innovative capabilities of faculty and staff are crucial to the quality of teaching and the level of school management. We actively provided career development plans and training programs for faculty and staff and organized various training projects, including new teacher training, teaching ability competitions, and exchange seminars, etc. In addition to training in teaching aspects, we also value the development of college leaders and management personnel by organizing training in team management, decision-making capabilities, and communication coordination to enhance their comprehensive management abilities, thereby better promoting the overall development of the school.

In terms of new teacher training, to meet the annual regulations and demands in education, the Group have formulated training programs each year according to the guidelines and requirements of relevant departments. The training content covers various aspects such as basic norms of the teaching profession, sharing of teaching experience, and basic skills of teaching profession, aiming to establish correct professional ethics for new teachers joining the school each academic year and let them understand the positioning and culture of the college, initially master teaching norms and skills, and adapt as fast as possible to the teaching requirements of the college.

The Group has always been committed to cultivating a high-quality teaching staff and, in this process, has formulated the Double-qualified and Double-skilled Teacher Certification Measures to enhance teachers' professional skills and teaching levels. We actively encouraged teachers to participate in professional skills training and support their participation in practical training exchange activities with well-known enterprises. These training and exchange opportunities provide teachers with the chance to interact and learn from industry professionals, which is beneficial for improving their capabilities as double-qualified and double-skilled teachers.

During the Reporting Period, to further enhance the academic qualifications and teaching abilities of the teaching team, we have established the Implementation Measures for Encouraging Teachers to Obtain Doctoral Degrees On-the-job (《鼓勵教師在職攻讀博士學位實施辦法》). We have established a doctoral joint training base with the University of Malacca in Malaysia, providing doctoral training services for the first batch of about 100 teachers in the Group, and offering tuition assistance to teachers participating in this doctoral program.



Building A Team with Both Moral Integrity and Professional Competence

Case

To further enhance the cohesion of the counselor team, increase a sense of belonging and happiness, Guangdong School conducted the 2023 annual core counselor quality and capacity enhancement training on October 21, 2023 at the Nanhai Youth Military School in Foshan City, with the theme “Forging an Excellent Team, Condensing the Power to Strive”.



Guangdong School carried out the core counselor quality and capacity enhancement training

Building A Team with Both Moral Integrity and Professional Competence

Case

On September 26, 2023, Heilongjiang School held a training session for all teachers on “Implementing Blended Teaching Applications Based on Cloud Classrooms”. During the training, the instructor conducted practical operations on digital teaching and cloud classroom construction and answered questions raised by the school’s teachers. Through this training session, schoolteachers can make more full use of the school’s platform and resources to transform and upgrade traditional courses, enhance digital application levels, accelerate the school’s digital construction level, and improve the quality of talent cultivation at the school.



Heilongjiang School “Implementing Blended Teaching Applications Based on Cloud Classrooms” training



Building A Team with Both Moral Integrity and Professional Competence

During the Reporting Period, the Group had a total of 3,183 employees participating in training, with detailed information as follows:

Training Indicators by Gender and Employee Category			
Gender	Person	Percentage	Average Training Hours
Male	1,254	39.40%	42.95
Female	1,929	60.60%	38.64
Position	Person	Percentage	Average Training Hours
Senior Management Personnel (vice principal and above)	26	0.82%	60.23
Middle Management Personnel (deputy director and above)	126	3.96%	50.18
General Employees	3,031	95.22%	39.83

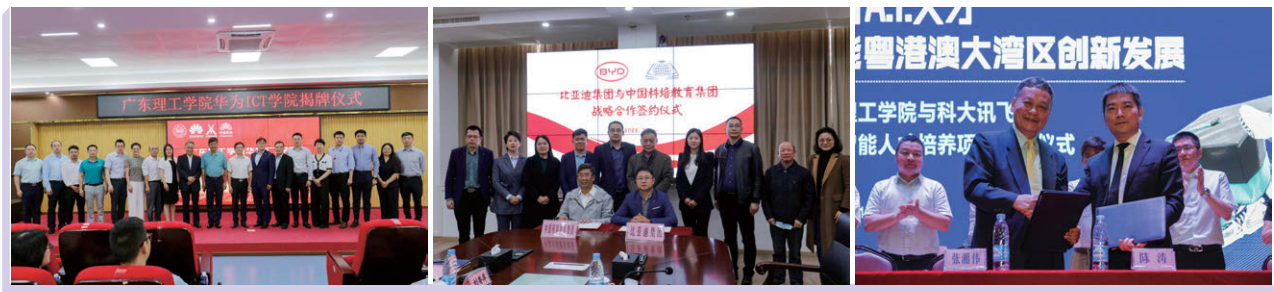
Cultivating Talents with Benevolence, Building Harmony Together

We adhere to the concept of “Cultivating Talents with Benevolence”, and thoroughly implement the spirit of deepening the integration of industry and education by promoting multi-dimensional in-depth cooperation between schools and enterprises, and promoting the comprehensive development of students to enhance their employment competitiveness. In addition, we have also joined hands with suppliers and community members with a compassionate heart to practice the social responsibilities of being a company and a school with concrete actions by building sustainable supply chains and carrying out social welfare and volunteer activities.

SCHOOL-ENTERPRISE COOPERATION FOR TALENT CULTIVATION

Practice makes perfect. Comprehensive development of students cannot be separated from the practice of theoretical knowledge. Employment is also a matter of great concern to students and parents. Therefore, we have implemented the spirit of industry-education integration and cooperated with enterprises to cultivate talents through school-enterprise cooperation. We have collaborated with industry-leading enterprises through various means and continuously explored and deepened cooperative relationships to provide students with abundant employment and internship opportunities.

The Group has piloted the “3+1” applied talent training model reform, established school-enterprise cooperation offices and student enterprise comprehensive practice management offices, equipped with full-time management personnel, and jointly built off-campus practice teaching bases to achieve school-enterprise collaborative education. During the Reporting Period, we focused on the national key industry development strategy and established 11 industry colleges with well-known enterprises such as Huawei, Tencent, BYD, iFLYTEK, Yonyou, UBTECH, and SF in the fields of AI, new energy industry, digital China, intelligent manufacturing, and intelligent logistics, including Huawei ICT Industry College, iFLYTEK AI College, Tencent Cloud Big Data Industry College, BYD New Energy Industry College, and UBTECH Intelligent Robotics College.



Furthermore, we have connected graduates with over 4,000 enterprises and provided over 150,000 job opportunities through large-scale campus job fairs, offline thematic lectures, and online recruitment sessions. In 2023, when the employment situation was relatively severe, the Group achieved a good result with a graduation employment rate of over 90%. Students are employed by well-known companies such as CATL, XPeng Motors, BYD, Midea, and TCL. The total number of graduates who choose independent entrepreneurship, independent postgraduate entrance examination, studying abroad, and joining the national civil service team is steadily increasing. During the Reporting Period, Heilongjiang School was honored as the Provincial Demonstration Unit for Employment and Entrepreneurship Work of College Graduates.



Cultivating Talents with Benevolence, Building Harmony Together

Case

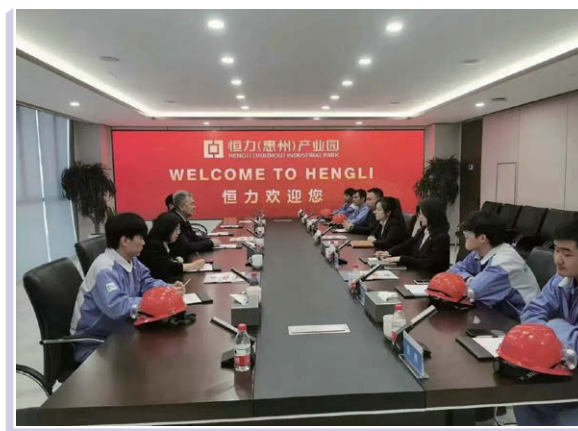
To further deepen school-enterprise cooperation, expand student employment channels, and explore new talent training models, in January 2024, Heilongjiang School sent multiple teams to various provinces in China to visit enterprises and expand job opportunities.



Heilongjiang School led a team to Jiangsu Province for enterprise visits and job expansion



Heilongjiang School went to Shandong Province for enterprise visits and job expansion



Heilongjiang School went to Fujian Province and Guangdong Province for enterprise visits and job expansion



Cultivating Talents with Benevolence, Building Harmony Together

SUSTAINABLE SUPPLY CHAIN

We are well aware of the importance of procurement management for business operations. To ensure the effective operation of procurement, the Group has formulated and continuously improved the Procurement Management System, reducing environmental and social risks that may be involved in the procurement process, while controlling procurement costs and enhancing procurement performance. The Group has clearly defined the responsibilities of the procurement department and the college procurement centers through management methods such as the Procurement Management System, including procurement applications, bidding requirements and other related matters, thereby ensuring the normalization and standardization of procurement work, and providing strong support for the stable development of the enterprise. To ensure that the procured products or services comply with the Group's requirements and relevant environmental and social laws and regulations, the Group has also established the Procurement Center Supplier Audit Management System. During the procurement process, all suppliers are continuously evaluated to identify and assess the environmental and social risks that may be involved.

During the Reporting Period, the Group had a total of 450 suppliers, including distributors, contractors, franchisees, engineering service providers and other product and service organizations. All suppliers have complied with the above management methods and processes to provide products or services.

Region	Number of Suppliers
Mainland China	450
Hong Kong, China	0
Other regions and countries	0

Types of Review	Contents of Review
Admission review	Establishing supplier admission requirements and supplier files. Reviewing supplier's operating status, production capacity, quality control system, product quality, delivery period, etc., based on procurement information such as procurement item categories, acceptance standards, specifications and models.
Process review	Regularly understanding the usage of purchased items by user departments. Reviewing and recording the feedback from user departments, and providing relevant feedback to suppliers in a timely manner to ensure that purchased items continuously meet requirements during the usage process.
Assessment management	Establishing the Supplier Evaluation Form, conducting a comprehensive evaluation of suppliers, analyzing the quality of their supplied products, technical level, delivery capability, product qualification rate, etc. Unsatisfactory performance will be considered to be eliminated.





Cultivating Talents with Benevolence, Building Harmony Together

To manage the quality of suppliers' products in a more effectively way and encourage suppliers to provide environmentally friendly products and services, the Group's Procurement Center fills out the Supplier Evaluation Form based on the quality and environmental compliance of the products supplied by suppliers each semester, and evaluates the supplier's level and score according to the various standards of the form, which serves as the basis for considering their inclusion in the Qualified Supplier List.

COMMUNITY CHARITY AND PUBLIC WELFARE

We remember our corporate social responsibility as a corporate and as a school, and give back to the society by actively engaging in public welfare activities and responding to the strategy of rural revitalization, while focusing on our own development. We have actively participated in public welfare activities by carrying out a variety of social public welfare activities, such as "Bringing Culture, Science and Technology, Hygienic Health to the Countryside" teaching support activities, community legal education, visiting the elderly and veterans, volunteer activities, unpaid blood donation activities, etc.

In response to the national comprehensive implementation of the rural revitalization strategy and the promotion of modernization of agriculture and rural areas, we selected rural areas around the affiliated schools of the Group for the "Bringing Culture, Science and Technology, Hygienic Health to the Countryside" activities every year according to the principle of proximity, thereby delivering culture and technology to areas in urgent need of revitalization and activating rural vitality. The Group has deeply promoted the implementation of the "Western Plan" by encouraging and organizing college students to carry out volunteer services such as teaching and supporting agriculture in rural areas of the western regions and border areas, with 30 students participating as volunteers in the Western Plan and rural plan. Guangdong School and Heilongjiang School were awarded the provincial "Bringing Culture, Science and Technology, Hygienic Health to the Countryside" excellent team title.

To encourage students to actively participate in community public welfare activities, we have formulated the School Community Public Welfare Activity Implementation Plan and organized a variety of social public welfare activities. Guangdong School was ranked first among private schools in Guangdong Province in unpaid blood donation work because of its active engagement in unpaid blood donation. Hence, Guangdong School was awarded the only "National Red Cross Model Unit" among private colleges in the province by the Chinese Red Cross Society.

During the Reporting Period, the affiliated schools of the Group invested a total of approximately RMB1,532,481.70 to support various public welfare volunteer service activities such as "Bringing Culture, Science and Technology, Hygienic Health to the Countryside" social practice, public welfare teaching, and unpaid blood donation. At the same time, we called on and organized about 12,547 teachers and students to register as volunteer service providers, with the cumulative volunteer activity time exceeding 135,739.5 hours.

Cultivating Talents with Benevolence, Building Harmony Together

Case

From July 8 to August 30, 2024, Huaibei School actively organized 60 college student social practice teams, with more than 530 teachers and students rushing to various parts of the country to participate in the “Bringing Culture, Science and Technology, Hygienic Health to the Countryside” social practice activities.



Huaibei School “Bringing Culture, Science and Technology, Hygienic Health to the Countryside” social practice activities

Cultivating Talents with Benevolence, Building Harmony Together

Case

To help revitalize rural education and bring knowledge to rural left-behind children, students of Huaibei School became temporary teachers to bring exciting courses and experiences to the children. In Wutong Village, Duji District, Huaibei City, members of the Huaibei School “Colorful Vacation, Building Dreams in Red Huaibei” teaching practice team taught students from explaining red stories, hard pen calligraphy courses to hand dance learning, connecting with students through classes and delivering energy with knowledge.



Huaibei School “Colorful Vacation, Building Dreams in Red Huaibei” teaching activities



Environmental Protection, Ecological Leadership

While pursuing educational ideals, we also actively undertake social responsibilities for environmental protection. We adhere to the development strategy of “Ecological Leadership”, integrating the concept of sustainable development into every aspect of school operations. Through various measures such as green building, energy saving and emission reduction, and environmental education, we strive to create a healthy and green learning and living environment for teachers and students, and also contribute to the green development of society.

GREEN OPERATION LEADERSHIP

We have integrated the concept of green into campus construction and management, educational curriculum, and extracurricular activities, promoting the sustainable development philosophy to extend into the daily learning and work of students, faculty and staff, creating a sustainable campus atmosphere. To achieve this goal, we have adopted a series of green activities and measures to create a positive sustainable development environment for students, faculty and staff, fostering their environmental awareness and sustainable behavior habits.

We strictly comply with the Environmental Protection Law of the PRC, the Air Pollution Prevention and Control Law of the PRC, the Soil Pollution Prevention and Control Law of the PRC, the Water Pollution Prevention and Control Law of the PRC, the Solid Waste Pollution Prevention and Control Law of the PRC, the Environmental Noise Pollution Prevention Law of the PRC, and the Energy Conservation Law of the PRC, and other relevant laws and regulations concerning exhaust and greenhouse gas (“**GHG**”) emissions, pollution discharge to water and land, generation of hazardous and non-hazardous waste, and reducing significant impacts on the environment and natural resources. In daily operations, we strive to minimize significant negative impacts on the environment and natural resources, reducing potential environmental impacts to the lowest.

In response to the national “Carbon Peak” and “Carbon Neutrality” strategies, to contribute our own strength to carbon emission reduction in the education industry, the Group has established environmental targets since FY2022 in four environmental categories: GHG emissions, waste generation, energy consumption, and use of water resource, and implemented various environmental measures according to plan during the Reporting Period. Progress of target achievement and environmental performance has been regularly assessed.



Environmental Protection, Ecological Leadership

Aspects	Targets	Planned Completion Timeline	Actions and Measures
GHG emission	<ul style="list-style-type: none"> Reducing GHG emissions from boilers Reducing GHG emissions from vehicles Green campus 	Long-term (5-10 years)	<ul style="list-style-type: none"> Upgrading and transforming the boilers. Changing the boiler fuel from coal to natural gas to improve energy utilization efficiency. Installing heat recovery devices or other energy-saving and emission-reduction measures for boilers Strengthening management of official vehicles, regular maintenance, reducing usage and promoting public transportation Replacing to and adopting vehicles with higher emission standards, such as national stage IV emission standards and above, and using electric or hybrid vehicles where appropriate Launching tree planting activities. Encouraging teachers, students, and parents to participate together

Environmental Protection, Ecological Leadership

Aspects	Targets	Planned Completion Timeline	Actions and Measures
Waste generation	<ul style="list-style-type: none"> Improving waste utilization rate Increasing recycling of food waste Reducing non-hazardous waste Reducing hazardous waste 	Long-term (5-10 years)	<ul style="list-style-type: none"> Providing waste sorting equipment and recycling bins in campuses or offices Promoting waste recycling, regularly conducting publicity and education on waste sorting, and encouraging teachers and students to participate in waste sorting from sources Installing food waste digesters in schools as pilot programs and recording results Promoting the Clear Your Plate campaign, posting reminders in student cafeterias to avoid food waste Regularly holding food waste composting activities in schools Encouraging wastepaper recycling. Schools' stores or cafeterias do not take initiative to provide plastic bags and disposable tableware Promoting paperless office practices, aiming to fully replace paper with electronic devices in the future Replacing fluorescent lights with LED lights, gradually phasing out fluorescent tubes in schools



Environmental Protection, Ecological Leadership

Planned Completion			
Aspects	Targets	Timeline	Actions and Measures
Energy consumption	<ul style="list-style-type: none"> Optimizing energy management Improving energy efficiency Developing clean energy as an alternative to traditional energy 	Long-term (5-10 years)	<ul style="list-style-type: none"> The energy-saving and consumption-reduction working group formulated and improved energy-saving management plans and measures, and regularly reviewed effectiveness Developing maintenance plans, regularly conducting maintenance on energy-consuming equipment. Optimizing energy efficiency with regular maintenance and upgrades Replacing and phasing out high-energy-consuming equipment Keeping updated with the latest energy-saving products, paying attention to relevant campus energy-saving measures and technologies Gradually expanding the replacement scope of new energy vehicle
Use of water resource	<ul style="list-style-type: none"> Improving water consumption efficiency 	Long-term (5-10 years)	<ul style="list-style-type: none"> Increasing water-saving equipment, including water-saving faucets. Developing maintenance plans, regularly conducting maintenance on water-consuming equipment, reviewing and updating water and electricity management approach Increasing rainwater, sewage, and other water resource recovery facilities. Reuse water can be used for vehicle washing or tree irrigation, etc.

Environmental Protection, Ecological Leadership

Aspects	Targets	Planned Completion Timeline	Actions and Measures
All environmental aspects	<ul style="list-style-type: none"> Promoting environmental conservation awareness Actively responding to the higher education initiative for the national Dual Carbon 	Long-term (5-10 years)	<ul style="list-style-type: none"> Developing regular environmental conservation and science popularization activities on campus, and holding more incentive activities to promote green development Setting up environmental protection signs and promotional slogans on campus Regularly organizing teachers and students to participate in community environmental protection seminars Supporting cross-college, interdisciplinary cooperation to build training projects for research teams and talents Developing teaching resources on carbon finance and carbon trading, and assisting in establishing a domestic knowledge sharing teaching resource library Considering developing and strengthening professional courses related to green and low-carbon fields, aiming at Dual Carbon development needs, supporting teaching reform and talent training pilot projects in the field of Dual Carbon initiative



GREEN CAMPUS CONSTRUCTION

The office area, teaching area, and student dormitory area are the main sources of resource consumption and emission in schools, so it is crucial to implement green office and green dormitory measures. To guide the behavior of students and staff, we have established a series of guidelines and management systems, such as the Energy Saving and Emission Reduction Management System, the Water and Electricity Use Management Regulations, the Air Conditioning Use Management Regulations, the Campus Road Lights and Fountain Management Regulations, the Management Regulations of Safety Use of Electricity in Student Dormitory, the Notice on Carrying Out Saving Water and Electricity Publicity and Education Theme Activities, and other guidelines. All students, faculty and staff are required to strictly follow and actively practice the goals of reducing exhaust gas, GHG, waste disposal, and resources saving, improving the efficiency of energy and water resource, and reducing resource consumption.

Although the environmental impact of campus is relatively small, the Group has still actively assessed and tracked its own resource use and emission situations, and formulated and implemented corresponding management measures around three main aspects: energy conservation, waste disposal, and reducing pollution. Through the following green environmental protection measures, we hope to reduce the environmental impact of the campus and promote the smooth progress of green office and green dormitory practices. During the Reporting Period, the Group increased its investment in environmental protection, investing RMB30 million to improve campus heating and water supply facilities. The traditional coal-fired heating facilities were upgraded to a grid-connected heating system using natural gas. The water purification system and water tank room were upgraded as well. In addition, Huaibei School utilized renewable energy for electricity generation, generating 3,406.5 MWh of photovoltaic solar energy during the Reporting Period, which equates to a reduction of 1,942.73 tons of carbon dioxide emissions. Furthermore, in January 2024, Huaibei School was selected as one of the fourth batch of water-saving universities in Anhui Province due to its outstanding performance in water saving.

Energy Conservation

- Using photovoltaic solar power generation;
- Upgrading and transforming the boilers from “coal to gas”, and using a grid-connected heating system;
- Both teaching buildings and dormitory buildings strictly comply with the “Public Building Energy-saving Design Standards” (GB50189-2015) and other national and local current mandatory regulations on building energy conservation;
- Using light bulbs with smart sensor switch or solar lighting lamps in some campus areas, which will automatically turn off when no one is nearby;



Environmental Protection, Ecological Leadership

- Installing energy-saving electricity management systems in student and teacher dormitories, where the hot water system uses energy-saving and low-consumption air energy water heaters, Hot water is supplied uniformly on a timed basis to further reduce energy consumption;
- Using energy-saving and low-consumption equipment in the cafeteria, and using cleaner and more environmentally friendly natural gas;
- Strictly setting air conditioning temperatures according to seasonal regulations, and stipulating that functional rooms, offices, etc., without people, must turn off the power of various electrical equipment to ensure electricity waste reduction;
- Formulating the Vehicle Use and Management System. All vehicles must be approved by the school first, to reduce the emissions related to the misuse of vehicles.

Waste Management

- Extensively carrying out publicity and educational work on waste sorting, encouraging students to sort waste;
- Placing classified trash bins in public areas of the campus, and requiring cleaning staff to check when collecting waste to ensure they are correctly sorted;
- Hazardous waste (such as used batteries, discarded ink cartridges, etc.) and other electronic waste are all handled by the property center in a centralized manner, with detailed records;
- Gradually replacing fluorescent tubes with LED lights.

Reducing Pollution Discharge

- Establishing domestic sewage treatment facilities within the campus, and cooperating with professional environmental pollution prevention and other third-party organizations to detect and manage the school's sewage discharge, and discharge sewage as stipulated;
- Implementing rainwater and sewage classification within the campus;
- Upgrading the water purification system and water tank room to reduce sewage discharge.



Environmental Protection, Ecological Leadership

Case

Heilongjiang School used traditional coal-fired boilers for heating in the past, which had high energy consumption and low efficiency. During the Reporting Period, Heilongjiang School carried out an upgrade and transformation of the boiler and heating system. On the one hand, the fuel was changed from coal to natural gas, and on the other hand, it was changed to a combined heating system, which greatly improved heating efficiency and energy utilization efficiency. By doing so, it is able to reduce the emission of air pollutants and GHG, and contributed to the construction of a beautiful China.

Case

In order to cultivate students' environmental awareness and encourage students to cooperate with the school's waste management measures, Zhaoqing School organized each class to hold a "Waste Sorting, Starting with Me" themed class meeting activity during the Reporting Period. Through this activity, students became familiar with the school's hazardous waste recycling measures and distribution of recycling point, enhancing students' awareness of taking the initiative to sort waste.



Zhaoqing School organized a "Waste Sorting, Starting with Me" themed class meeting activity

Environmental Protection, Ecological Leadership

GREEN AND ENVIRONMENTAL GUIDANCE

We always actively practice the national education policy for energy-saving and emission reduction by fully implementing green education courses and environmental protection activities, and cultivating students' awareness of conservation and resource management capabilities. To achieve this goal, we fully mobilized existing teaching resources such as teachers and equipment, and in the future, we will consider offering professional courses related to the field of green and low carbon. We are also planning to develop teaching resources such as carbon finance and carbon trading, to provide talents in the Dual Carbon field for society. The schools will regularly hold a series of publicity and education activities focused on resource conservation, using various forms such as class meetings, publicity columns, and campus broadcasts to popularize energy-saving knowledge and methods of efficient resource utilization. At the same time, we will set up energy-saving publicity slogans throughout the campus, constantly reminding teachers and students to care for the Earth, cherish every resource, and jointly protect our beautiful homeland.

Case

From June 3 to 12, 2024, Guangdong School carried out the “Green Water and Green Mountains, I Walk with You” environmental knowledge competition, which was conducted in an online answering format, stimulating students' enthusiasm and interest in learning environmental knowledge, and creating a green campus environment.



Guangdong School carried out an environmental knowledge competition



Environmental Protection, Ecological Leadership



ADDRESSING CLIMATE CHANGE

We value green education and environmental actions and actively transform our green commitments into practical actions to reduce GHG emissions and address climate change. We have adopted a series of measures to reduce our dependence on fossil fuels and enhance the sustainability of our campuses by adjusting campus operation models, optimizing resource use, and exploring low carbon innovative technologies.

In response to transitional risks brought by climate change, with the assistance of external professional consultants, we have identified and assessed climate risks and opportunities in the operation of each school and closely monitored potential policy changes and market shifts. Annual statistics and calculations of resource use and emissions were conducted. Through data comparison and analysis, we have continuously optimized the environmental management of the affiliated schools of the Group.

In response to physical risks that may brought by climate change, each affiliated school of the Group has established relevant contingency procedures to deal with extreme weather conditions such as high temperatures, droughts, and heavy rains caused by climate change. The Group will fully support and cooperate with the country's Dual Carbon vision and initiatives, and actively explore the contributions that the education industry can make towards net-zero emissions based on its own development status.

ENVIRONMENTAL KEY PERFORMANCE INDICATORS²

Indicator	Unit	Emissions ³		
		FY2024	FY2023	FY2022
Nitrogen oxide emissions	tonne	1.46	6.64	14.52
Sulphur oxide emissions	tonne	0.0014	2.80	9.38
Suspended particulate matters PM10 emissions	tonne	0.056	7.07	5.06

² Due to the upgrade and renovation of boilers and heating systems taken of the Group in FY2024, the fuel was changed from coal to natural gas, with centralized heating as the main method and the adoption of renewable energy for electricity generation, which led to a decrease in exhaust gas emissions, GHG emissions, and direct energy consumption.

³ The Group's pollution emissions mainly consisted of exhaust gas generated during the use of boilers, vehicles, and mechanical equipment. The calculation methods for the relevant emission data refer to the Technical Guidelines for the Preparation of Road Mobile Vehicle Emission Inventories (Trial) and Technical Guidelines for the Preparation of Non-Road Mobile Pollution Source Emission Inventories (Trial) issued by the Ministry of Ecology and Environment of the PRC. Among them, the calculation method and related factors for exhaust gas emissions generated from stationary source in FY2024 were changed to the reference of the 4430 Industrial Boilers (Thermal Power Supply) Industry Coefficient Manual of the Boiler Pollutant Emission and Discharge Calculation Coefficient Manual issued by the Ministry of Ecology and Environment of the PRC.



Environmental Protection, Ecological Leadership

GHG				
Indicator	Unit	FY2024	FY2023	FY2022
Scope 1 GHG emissions	tonne of CO2 equivalent	485.18	15,045.75	12,890.89
Scope 2 GHG emissions ⁴	tonne of CO2	32,110.93	26,156.09	25,785.89
Scope 3 GHG emissions ⁵	tonne of CO2 equivalent	5.71	1.59	18.24
Total GHG emissions	tonne of CO2 equivalent	32,601.82	41,203.43	38,695.02
Total GHG emission intensity	tonne of CO2 equivalent/annual revenue of RMB million	19.26	27.15	26.88

Non-hazardous Waste				
Indicator	Unit	FY2024	FY2023	FY2022
Domestic waste generation	tonne	10,086.88	12,518.00	12,462.00
Wastepaper	tonne	119.01	331.48	335.25
Total generation of non-hazardous waste	tonne	10,205.89	12,849.48	12,797.25
Non-hazardous waste generation intensity	tonne/annual revenue of RMB million	6.03	8.47	8.89

Hazardous Waste				
Indicator	Unit	FY2024	FY2023	FY2022
Waste ink cartridge generation	tonne	0.45	0.29	0.21
Waste fluorescent lamp generation	tonne	0.82	3.69	3.63
Waste battery generation	tonne	0.23	0.13	0.16
Total generation of hazardous waste	tonne	1.50	4.11	4.00
Hazardous waste generation intensity	tonne/annual revenue of RMB million	0.0009	0.0027	0.0028

⁴ Scope 2 GHG emissions mainly consisted of emissions from purchased electricity. Its calculation was set out based on the Notice on Doing a Good Job in the Management of GHG Emission Reporting for the Power Generation Industry Enterprises from 2023 to 2025 and the Corporate GHG Emission Accounting Methods and Reporting Guidelines for Power Generation Facilities with the national grid average emission factors for the corresponding year issued by the Ministry of Ecology and Environment of the PRC.

⁵ Scope 3 GHG emissions included those generated during the process of discarding wastepaper to landfills. The calculation of Scope 3 GHG emissions was set out based on the Guidelines for Accounting and Reporting of GHG Emissions and Reductions in Hong Kong Buildings (Commercial, Residential, or Public Use).



Environmental Protection, Ecological Leadership

Use of Resources				
Indicator	Unit	FY2024	FY2023	FY2022
Water Resource				
Municipal water consumption	tonne	2,574,387.28	2,122,384.00	2,379,986.00
Total water consumption ⁶	tonne	2,574,387.28	2,122,384.00	2,379,986.00
Water consumption intensity	tonne/annual revenue of RMB million	1,520.75	1,398.62	1,653.11
Indirect Energy				
Purchased electricity consumption	MWh	56,305.33	45,863.73	44,381.91
Total electricity consumption	MWh	59,711.84 ⁷	45,863.73	44,381.91
Total indirect energy consumption	MWh	59,711.84	45,863.73	44,381.91
Direct Energy⁸				
Diesel	MWh	438.08	610.98	256.05
Gasoline	MWh	397.99	729.67	485.06
Bituminous coal	MWh	0	45,106.03	38,095.20
Natural gas	MWh	1,367.44	1,044.49	2,292.61
Total direct energy consumption	MWh	2,203.51	47,491.17	41,128.91
Total Energy Consumption				
Total energy consumption	MWh	61,915.35	93,354.90	85,510.82
Energy consumption intensity	MWh/annual revenue of RMB million	36.57	61.52	59.39
Total Use of Other Resources				
Total paper consumption	kg	13,527.56	9,678.13	17,571.56
Paper consumption intensity	kg/annual revenue of RMB million	7.99	6.38	12.21

⁶ The affiliated schools of the Group are located in Zhaoqing City, Guangdong Province, Huaibei City, Anhui Province, and Harbin City, Heilongjiang Province (according to the World Resources Institute data, as of the end of the Reporting Period of the Report, the above-mentioned areas belong to the lowest baseline water stress level), and the Group's water usage were sourced from municipal water. Therefore, the Group has not encountered difficulties in obtaining applicable water sources.

⁷ Including 3,406.5 MWh electricity sourced from photovoltaic solar power generation.

⁸ The unit conversion calculation for direct energy consumption was set out based on the energy data manual issued by the International Energy Agency, the "Appendix II: Environmental Key Performance Indicator Reporting Guidelines" of the Stock Exchange, and the Corporate GHG Emission Accounting Methods and Reporting Guidelines for Industrial and Other Industries (Trial) by the National Development and Reform Commission of the PRC.



Upholding Integrity in Mind, Compliant Operation

Integrity is the cornerstone of our morality and also a necessary condition for winning social respect and trust. Continuous operating with integrity will lay a solid foundation for the long-term development of the corporate. Compliance is the guarantee of our corporate's steady development. Through strict supervision and self-discipline, we ensure that all business activities can withstand strict legal and moral scrutiny and value for society could be created in an honest and compliant manner. We protect the rights and interests of stakeholders, and firmly move towards sustainable development goals.

UPHOLDING INTEGRITY AND COMPLIANT OPERATION

The Group strictly complies with the Advertising Law of the PRC and the Private Schools Promotion Law of the PRC and other relevant laws and regulations when publishing advertisements, enrollment brochures, and other public information. We have also established internal regulations at the school level, such as the Guangdong Polytechnic College Staff Code of Ethics and Disciplinary Action Procedures for Misconduct, which clearly stipulates that disciplinary action will be taken against individuals who use false propaganda information in the promotion and enrollment processes, and legal measures will be taken when necessary. The Group submits its advertisements, enrollment brochures, and other public information to the relevant departments for approval in advance and commits to not using false propaganda information.

In accordance with the Law on the Protection of Minors of the PRC and the Tort Liability Law of the PRC and other relevant laws and regulations, the Group has formulated clear regulations on the protection of student information and commercial secrets, including the scope and classification of confidentiality matters, as well as the procedures and accountability mechanisms for handling breaches and leaks of confidentiality. To ensure the completeness and security of student information, the Group has established management methods at the school level, such as the Huaibei Polytechnic College Full-time Undergraduate Student Status Management Regulations, to prevent leakage of student information. In the event of a privacy leak involving the Group or its students, the Group will immediately take remedial measures in accordance with established procedures and impose disciplinary action on the leaker based on the severity of the leak.





Upholding Integrity in Mind, Compliant Operation

PROTECTING INTELLECTUAL PROPERTY RIGHTS

The Group respects intellectual property rights. The teaching materials used by the affiliated schools are purchased from legitimate publishers, and we also purchase genuine software and teaching resource website accounts for our teachers to ensure that our schools use copyrighted educational and software resources. To further improve the protection mechanism for intellectual property rights, the Group has also established relevant management methods at the school level, such as the Research Incentive Plan of Zhaoqing Science and Technology Secondary Vocational School and the Teaching Achievement Award Evaluation and Incentive Measures (Trial) of Huaibei Polytechnic College, to ensure effective protection of the intellectual property rights and patents of teachers and students in our schools. If any acts of plagiarism, theft, tampering, illegal possession, counterfeiting, or other forms of infringement of intellectual property rights are detected during investigations, the Group will impose corresponding penalties on the involved parties according to the relevant methods, and take legal action when necessary to assist relevant authorities in handling incidents according to the law.

ANTI-CORRUPTION AND INTEGRITY CONSTRUCTION

The Group operates its business with honesty, adheres to ethical standards, and strictly follows the principle of integrity, resolutely opposing bribery, extortion, fraud, and money laundering, and other illegal activities. The Group strictly complies with national and local laws and regulations related to anti-corruption, such as the Criminal Law of the PRC and the Anti-Money Laundering Law of the PRC, and has formulated internal management regulations such as the Several Provisions on Supervisory Work, the Supervision Methods for Professional Ethics of Teaching Staff, the Methods for Handling Unethical Behavior of Teaching Staff, and the Special Rectification Work Plan for the Construction of Teachers' Ethics and Style. We clearly prohibit all faculty and staff from engaging in any form of bribery, extortion, fraud, money laundering, and other illegal activities, and clarify relevant professional ethics and behavioral norms to prevent fraud.

During the Reporting Period, the Group did not receive any cases of corruption, bribery, extortion, fraud, money laundering, and other fraudulent litigation involving the Group or its employees.

To eliminate all corrupt practices and illegal activities, the Group has established internal reporting procedures for corruption, detailing the handling of inspections, complaints, and appeals. The Group's Supervision Office has set up a complaint mailbox and email to accept letters and reports from faculty, staff and students. Upon receiving a report, the Supervision Office will conduct an investigation according to the procedures; if the allegations are found to be true, relevant disciplinary action will be taken in accordance with the regulations.

Upholding Integrity in Mind, Compliant Operation

In addition, the Several Provisions on Supervisory Work clarifies the main responsibilities and powers of the Supervision Office and the handling methods for different levels of violations, further regulating various disciplinary inspection and supervision work. We have listed the principles and procedures in the Several Provisions on Supervisory Work for the case investigation process, requiring the staff of the Supervision Office to adhere to the principle of seeking truth from facts, using facts as the basis, using national laws and college regulations as the standard, and valuing investigation and evidence. At the same time, to prevent whistleblowers from being retaliated against, we also require the staff of the Supervision Office to strictly protect the information of letters, visits and whistleblowers, and not to transfer the letter and report information to the reported person.

To enhance the anti-corruption awareness and understanding of relevant policies among directors and all faculty and staff, during the Reporting Period, a total of 28 training courses of anti-corruption and upholding integrity were carried out in the affiliated schools of the Group.

Case

From July 11 to 12, 2024, Guangdong School held a two-day theme training class of legal awareness and upholding integrity and self-discipline. Through this class, it deepened the concept of governing the school according to law, strengthened the discipline awareness of management personnel, created a healthy and upward working environment, and injected new momentum into the high-quality development of the school.



Guangdong School held a theme training of upholding integrity and self-discipline

Content Index of the ESG Reporting Guide of the Stock Exchange

Subject Areas, Aspects, Mandatory Disclosure, General Disclosure and Key Performance Indicator		Related Section(s)/ Remark
Mandatory Disclosure		
Governance Structure	A statement from the board containing the following elements: (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, priorities and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they related to the issuer's businesses.	Moving Forward with Responsibility, Sustainable Management; ESG Management
Reporting Principle	A description of, or an explanation on, the application of the reporting principles in the preparation of the ESG report.	About this Report; Stakeholder Engagement; Materiality Assessment
Reporting Boundary	An explanation of the reporting boundary of the ESG report and a description of the process used to identify which entities or operations are included in the ESG report. For any change in the reporting boundary, the issuer should identify and give reasons for the change.	About this Report

Content Index of the ESG Reporting Guide of the Stock Exchange

Subject Areas, Aspects, Mandatory Disclosure, General Disclosure and Key Performance Indicator		Related Section(s)/ Remark
A. Environmental		
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Green Operation Leadership
Indicator A1.1	The types of emissions and respective emissions data.	Environmental Key Performance Indicators
Indicator A1.2	Direct (scope 1) and indirect energy (scope 2) GHG emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Key Performance Indicators
Indicator A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Key Performance Indicators
Indicator A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Key Performance Indicators
Indicator A1.5	Description of the emissions target(s) set and steps taken to achieve them.	Green Operation Leadership; Green Campus Construction
Indicator A1.6	Description of how hazardous and non-hazardous wastes are handled, and description of reduction target(s) set and steps taken to achieve them.	Green Operation Leadership; Green Campus Construction



Content Index of the ESG Reporting Guide of the Stock Exchange

Subject Areas, Aspects, Mandatory Disclosure, General Disclosure and Key Performance Indicator		Related Section(s)/ Remark
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Green Campus Construction; Green and Environmental Guidance
Indicator A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Environmental Key Performance Indicators
Indicator A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Environmental Key Performance Indicators
Indicator A2.3	Description of the energy use efficiency target(s) set, and steps taken to achieve them.	Green Operation Leadership; Green Campus Construction
Indicator A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Green Operation Leadership
Indicator A2.5	Total packaging materials used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	The education services provided by the Group do not produce finished products and involve the use of packaging materials, therefore, this indicator does not apply to the Group's businesses
Aspect A3: Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	Green Campus Construction; Green and Environmental Guidance
Indicator A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Green and Environmental Guidance

Content Index of the ESG Reporting Guide of the Stock Exchange

Subject Areas, Aspects, Mandatory Disclosure, General Disclosure and Key Performance Indicator		Related Section(s)/ Remark
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Green Campus Construction; Addressing Climate Change
Indicator A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Green Campus Construction; Addressing Climate Change
B. Social		
Employment and Labor Practices		
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare.	Ensuring the Rights and Interests of Employees
Indicator B1.1	Total workforce by gender, employment type (for example, fulltime or part-time), age group and geographical region.	Faculty and Staff Performance Overview
Indicator B1.2	Employee turnover rate by gender, age group and geographical region.	Faculty and Staff Performance Overview



Content Index of the ESG Reporting Guide of the Stock Exchange

Subject Areas, Aspects, Mandatory Disclosure, General Disclosure and Key Performance Indicator		Related Section(s)/ Remark
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Building A Safe Campus; Ensuring the Rights and Interests of Employees; Occupational Health and Safety
Indicator B2.1	Number and rate of work-related fatalities occurred in each of the past three years (including reporting years).	Occupational Health and Safety
Indicator B2.2	Lost days due to work injury.	Occupational Health and Safety
Indicator B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Building A Safe Campus
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Talent Cultivation and Development
Indicator B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Talent Cultivation and Development
Indicator B3.2	The average training hours completed per employee by gender and employee category.	Talent Cultivation and Development
Aspect B4: Labor Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	Ensuring the Rights and Interests of Employees
Indicator B4.1	Description of measures to review employment practices to avoid child and forced labor.	Ensuring the Rights and Interests of Employees
Indicator B4.2	Description of steps taken to eliminate such practices when discovered.	Ensuring the Rights and Interests of Employees

Content Index of the ESG Reporting Guide of the Stock Exchange

Subject Areas, Aspects, Mandatory Disclosure, General Disclosure and Key Performance Indicator		Related Section(s)/ Remark
Operating Practices		
Aspect B5: Supply Chain Management		
General Disclosure Indicator B5.1	Policies on managing environmental and social risks of the supply chain. Number of suppliers by geographical region.	Sustainable Supply Chain Sustainable Supply Chain
Indicator B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Sustainable Supply Chain
Indicator B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Sustainable Supply Chain
Indicator B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Sustainable Supply Chain



Content Index of the ESG Reporting Guide of the Stock Exchange

Subject Areas, Aspects, Mandatory Disclosure, General Disclosure and Key Performance Indicator		Related Section(s)/ Remark
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress.	Quality Education and Teaching; Innovative Teaching Models; Upholding Integrity and Compliant Operation; Protecting Intellectual Property Rights; Building A Safe Campus
Indicator B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The education services provided by the Group do not involve product recall. Therefore, this indicator does not apply to the Group's businesses
Indicator B6.2	Number of products and service-related complaints received and how they are dealt with.	Quality Education and Teaching
Indicator B6.3	Description of practices relating to observing and protecting intellectual property rights.	Protecting Intellectual Property Rights
Indicator B6.4	Description of quality assurance process and recall procedures.	The education services provided by the Group do not involve product recall. Therefore, this indicator does not apply to the Group's businesses
Indicator B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Upholding Integrity and Compliant Operation

Content Index of the ESG Reporting Guide of the Stock Exchange

Subject Areas, Aspects, Mandatory Disclosure, General Disclosure and Key Performance Indicator		Related Section(s)/ Remark
Aspect B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-corruption and Integrity Construction
Indicator B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases.	Anti-corruption and Integrity Construction
Indicator B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	Anti-corruption and Integrity Construction
Indicator B7.3	Description of anticorruption training provided to directors and staff.	Anti-corruption and Integrity Construction
Communities		
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Charity and Public Welfare
Indicator B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Community Charity and Public Welfare
Indicator B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Charity and Public Welfare





中國科培教育集團有限公司
China Kepei Education Group Limited