



中國首控集團有限公司

China First Capital Group Limited

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號: 1269

# 2021

Environmental,  
Social and  
Governance Report  
環境、社會及管治報告



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# About the Report

## 關於本報告

The Report provides information about the Group's work on ESG in the 2021 Financial Year, which mainly covers environmental and social issues that its stakeholders are concerned about and are related to the Group's sustainable development, to allow all stakeholders to better understand the Group's philosophy, relevant measures and performance, etc., in relation to sustainable development. The Group looks forward to providing objective and reliable non-financial information to stakeholders in the form of annual reporting, to promote stakeholders' understanding and participation in the Group's sustainable development. In order to gain a comprehensive understanding of the Group's relevant performance, the Report shall be read in conjunction with the Company's 2021 annual report (in particular the Corporate Governance Report contained therein).

### REPORTING SCOPE

The Report covers the Group's financial services business in China and Hong Kong, education operation, management and consultation business in China, and automotive parts business in China. Among them, the information and data of the financial services business, education management and consultation business and the automotive parts business are disclosed for the 2021 Financial Year, i.e. from 1 January 2021 to 31 December 2021. The State Council of the PRC promulgated the *Implementation Regulations of the Private Education Promotion Law of the People's Republic of China\** (《中華人民共和國民辦教育促進法實施條例》) (the "Implementation Regulations") on 14 May 2021, which became effective on 1 September 2021. The Implementation Regulations prohibited controlling private schools that implement compulsory education (i.e. primary and middle school education) and non-profit private schools that implement pre-school education (i.e. kindergarten education) by any social organisations and individuals through mergers and acquisitions, agreement control and other ways, and prohibited private schools that implement compulsory education from entering into transactions with stakeholders. The compulsory education schools and non-profit pre-schools of the Group's education operation business (i.e. Xishan Schools and Yinghua School) are subject to the Implementation Regulations and, thus, the Group lost control over Xishan Schools and Yinghua School at the end of 31 August 2021. Xishan Schools and Yinghua School were deconsolidated from the consolidated financial statements of the Company from 1 September 2021. The information and data of the education operation business are disclosed for the period from 1 January 2021 to 31 August 2021.

本報告提供本集團於二零二一年財政年度在ESG方面有關工作之情況，主要包括持份者所關注並與本集團可持續發展有關的環境及社會議題，以便各持份者更好地了解本集團的可持續發展理念、相關措施及表現等。本集團期望通過年度報告的形式，為持份者提供客觀可靠的非財務信息，促進持份者對本集團可持續發展進程的了解和參與。本報告應與本公司二零二一年報(尤其是當中的「企業管治報告」)一併閱覽，以便全面了解本集團的相關表現。

### 報告範圍

本報告所涵蓋的範圍包括本集團位於中國及香港的金融服務業務、位於中國的教育運營、管理及諮詢業務，以及位於中國的汽車零部件業務。其中，金融服務業務、教育管理及諮詢業務及汽車零部件業務的資料及數據的披露時間範圍為二零二一年財政年度，即由二零二一年一月一日起至二零二一年十二月三十一日止。中國國務院於二零二一年五月十四日頒布《中華人民共和國民辦教育促進法實施條例》(「**實施條例**」)，並於二零二一年九月一日生效。實施條例禁止任何社會組織和個人通過兼併收購、協議控制等方式控制實施義務教育(即小學及初中教育)的民辦學校及實施學前教育(即幼稚園教育)的非營利性民辦學校，並禁止實施義務教育的民辦學校與利益關聯方進行交易。本集團教育運營業務(即西山學校和英華學校)的義務教育學校及非營利性學前教育學校受實施條例規管，因此本集團於二零二一年八月三十一日結束時失去對西山學校和英華學校的控制權，自二零二一年九月一日起西山學校和英華學校已從本公司綜合財務報表中終止綜合入賬。教育運營業務的資料及數據的披露時間範圍為由二零二一年一月一日起至二零二一年八月三十一日止期間。

## About the Report (*Continued*)

### 關於本報告(續)

#### BASIS OF REPORT PREPARATION

The Report was prepared in accordance with the ESG Reporting Guide. The Group discloses its management policies, strategies and targets on various environmental and social aspects in different sections of the Report. The Report was also prepared in accordance with the “comply or explain” provisions and reporting principles as set out in the ESG Reporting Guide, which include:

**Materiality:** The Group identified sustainability issues that were of paramount importance to stakeholders by conducting materiality assessment through an online survey in July 2021. The ESG Executive Committee re-examined and updated the Group’s sustainability issues pool with consideration given to the Group’s business development direction and the materiality assessment results of previous years by stakeholders, while taking reference to the focus areas of companies in the same industry as well as international reporting guidelines. Subsequent to the Board’s confirmation of the material issues for the 2021 Financial Year, the disclosure focus of the Report was then formed to respond to stakeholders’ concerns in a detailed manner.

**Quantitative:** All business segments under the Group have in place a customised data collection tool, continuously recording and monitoring environmental and social performance indicators that are relevant to their business. Unless otherwise specified, the Report provides the data of environmental performance indicators for the three years ended 31 December 2021 to present annual performance changes and lay a foundation for the Group to set environmental performance targets in the future.

**Balance:** The Report discloses the challenges faced and efforts put forth by the Group in its sustainable development, reflecting the Group’s state of operation objectively.

**Consistency:** Unless otherwise specified, data calculation methods and disclosure formats that are consistent with the past were used in the Report to ensure comparability.

#### 編製基準

本集團按照ESG報告指引編製本報告。本集團將於本報告的各章節披露其環境及社會管理方針、策略及目標。本報告的編製過程遵循ESG報告指引中「不遵守就解釋」的條文和匯報原則，當中包括：

**重要性：**本集團於二零二一年七月廣泛開展重要性議題評估網上問卷調查，識別出持份者最關注的可持續發展議題。ESG執行委員會結合本集團發展方向及持份者於過往年度重要性議題評估的結果，比較分析同行業的關注方向，同時參考國際報告編寫指南，重新審視並更新本集團的可持續發展議題庫。經董事會確認二零二一年財政年度重要性高的議題後，形成本報告的披露重心，詳實地回應持份者的關注。

**量化：**本集團各業務板塊使用定制化數據收集工具，持續記錄及監察與其業務相關的環境及社會指標。如無另行說明，本報告提供截至二零二一年十二月三十一日止三個年度之環境指標數據，以呈現年度績效變化，為本集團未來訂立環境績效目標奠定基礎。

**平衡：**本報告披露本集團於可持續發展方面所面對的挑戰和作出的努力，客觀地反映本集團的運營情況。

**一致性：**如無另行說明，本報告採用與過往一致的數據計算方式統計及披露信息，以確保數據的可比性。



## About the Report (*Continued*)

### 關於本報告(續)

#### SOURCE OF INFORMATION

The Group regularly collects information from all business segments through its internal mechanism. Information cited in the Report is mainly sourced from the Group's statistics and official documents. The Board monitors the content of the Report to ensure that it does not contain any false representations, misleading statements or material omissions.

#### APPROVAL AND ENDORSEMENT

The Report was confirmed by the ESG Executive Committee and was approved by the Board.

#### ACCESS TO THE REPORT

The electronic version of the Report can be downloaded from the website of the Stock Exchange at [www.hkexnews.hk](http://www.hkexnews.hk) and the website of the Company at [www.cfcg.com.hk](http://www.cfcg.com.hk).

#### STAKEHOLDERS' FEEDBACK

The Group strives for excellence. If you have any comments or suggestions on the work reported or ESG performance of the Group, you are welcome to share your valuable comments with us via email at [ir@cfcg.com.hk](mailto:ir@cfcg.com.hk).

#### 資料來源

本集團通過內部機制定期向各業務板塊收集資料。本報告引用的資料主要來源自本集團的統計數據及正式文件。董事會對本報告內容進行監督，確保不存在虛假記載、誤導性陳述或重大遺漏。

#### 確認及批准

本報告已獲ESG執行委員會確認，並經由董事會批准。

#### 報告獲取

本報告的電子版本可以於聯交所網站([www.hkexnews.hk](http://www.hkexnews.hk))及本公司網站([www.cfcg.com.hk](http://www.cfcg.com.hk))下載。

#### 持份者反饋

本集團追求卓越，如對本集團ESG方面的工作匯報或表現有任何意見及建議，我們歡迎持份者透過電郵至[ir@cfcg.com.hk](mailto:ir@cfcg.com.hk)與本集團分享寶貴意見。



# Board Statement

## 董事會聲明

The Board is the top decision-making body of the Group for ESG management and is ultimately accountable for the Group's ESG management policies, strategies and reporting. The Risk Management Committee of the Board is responsible for deciding the risk level and risk tolerance of the Group, reviewing the Group's risk management and internal control systems, ESG policies and guidelines, to ensure the effective implementation of the risk management, internal control systems and ESG work. The Risk Management Committee also regularly reports to the Board on material ESG matters.

The ESG executive committee is responsible for managing ESG-related matters. The ESG working groups/functional departments of each business segment of the Group regularly collect information on ESG and submit it to the ESG Executive Committee. The ESG Executive Committee is attended by the Company's executive directors and Co-CEO, Chief Financial Officer and Chief Operating Officer. The Company's brand development department takes the lead, together with the responsible persons of the relevant departments under different business segments of the Group, to assist each business segment in promoting ESG-related policies, conducting materiality assessments and preparing ESG reports in the course of its operations, and report to the Board and the Risk Management Committee from time to time on potential ESG risks and opportunities that the Group may come across.

Based on the external economic and social macro environment and the Group's business development strategy, the Group conducts an annual materiality assessment of ESG issues, and ranks and manages important ESG-related issues (including the risks to the Group's business) through the process of analysis, assessment, confirmation and evaluation) to discuss and identify ESG risks and opportunities for the Group. The Board and the Risk Management Committee review and confirm the results of materiality assessment, consider the management and improvement of key issues as its annual priorities, and supervise the management and performance of such issues.

董事會作為本集團ESG管理的最高決策機構，對本集團的ESG管理方針、策略和報告承擔最終責任。董事會風險管理委員會負責決定本集團的風險水平及可承受風險程度，審閱本集團的風險管理及內部監控系統、ESG政策及指引，以確保風險管理、內部監控系統及ESG工作的有效實施。風險管理委員會亦定期向董事會匯報重大的ESG事宜。

ESG執行委員會負責管理ESG的相關事項，本集團各業務板塊的ESG專責小組／職能部門定期收集ESG方面的資料，並提交予ESG執行委員會。ESG執行委員會由本公司執行董事兼聯席行政總裁、財務總監、運營總監參加，本公司品牌發展部牽頭，連同本集團不同業務板塊下各相關部門的責任人，協助各業務板塊在運營過程中推進ESG相關政策、開展重要性評估，以及撰寫ESG報告，同時不定期向董事會及風險管理委員會匯報本集團可能存在的ESG風險及機遇。

基於外部經濟社會宏觀環境和集團業務發展策略，本集團每年進行一次ESG議題的重要性評估，通過分析、評估、確認、檢討的流程，排列及管理重要的ESG相關事宜（包括對本集團業務的風險），討論並確定本集團在ESG方面的風險與機遇。董事會及風險管理委員會審閱並確認重要性評估結果，將重點議題的管理與提升作為年度重點工作加以考慮，並監督該等議題的管理與績效。



## Board Statement (Continued)

### 董事會聲明(續)

Through a top-down and inside-out approach, the Group aims to have its management, employees and other stakeholders uphold the Group's ESG development philosophy and incorporate environmental and social responsibilities into their daily work and lives. The Board regards creating long-term value for stakeholders as an imperative goal, promotes each business segment to formulate policies, measures and goals on ESG materiality issues based on their own business characteristics and development strategies, and regularly reviews the progress in achieving goals and makes targeted improvements.

The Group will disclose in detail the Group's governance of ESG matters, ESG management policies and strategies, ESG-related goals and progress review, and the progress and effectiveness of key issues through its annual report.

本集團務求由上而下、由內及外，從管理層、員工至各持份者都秉承本集團的ESG發展理念，將環境及社會責任融入日常工作與生活當中。董事會以為持份者創造長遠價值為重要目標，推動各業務板塊結合各自業務特點及發展策略就ESG重要性議題制定政策、措施及目標，並定期就目標達成進度進行檢討，有針對性進行改善。

本集團將通過年度報告詳盡披露本集團對ESG事宜的監管、ESG管理方針及策略、ESG相關目標及進度檢討，及重點議題的進展與成效。

# Chairman's Statement

## 主席致辭

Dear stakeholders,

In 2021, with tremendous support from the Shareholders, customers, colleagues and society, the Group adhered to the diversified development strategy and drove the Group's development with the three major businesses of financial services, education and automotive parts. We understand that today stakeholders are concerned about corporates' sustainability performance. Therefore, we have formulated the sustainable development philosophy, which has become the purpose of our day-to-day operations, and endeavoured to create values from sustainable development for stakeholders. We strive to reduce the negative impact on the environmental and social aspects of our operations through strong corporate governance practices and our commitment to the environment and society, putting effort into turning ESG risks into opportunities, and moving towards the goal of sustainable development.

Driven by the aim of being "people-oriented", we put more resources in the rights and incentives for our staff, thereby creating a level playing field. In the meantime, we provide our employees with a platform to grow, which also brings employees together and allows them to give full play to their capabilities, working together to achieve the Group's operational targets. We are also very concerned about operational safety, providing our employees with a healthy and safe working environment to prevent, control and eliminate occupational hazards, with an aim to achieve zero accident in our operation process.

It is the responsibility of each and every one of us to protect the environment and we are actively promoting green education, while raising employees' awareness of environmental protection alongside the implementation of a series of green office measures. The automotive parts business puts green manufacturing into practice, reducing the emissions of pollutants, as well as improving resource efficiency, so as to combat climate change and minimise our negative impact on the environment.

各位持份者：

二零二一年，本集團在股東、客戶、同仁和社會各界的鼎力協助與支持下，堅持多元化發展策略，以金融服務、教育、汽車零部件三大業務驅動集團發展。我們理解當下持份者關注企業可持續發展的表現。因此，我們訂立可持續發展理念，並作為日常運營的宗旨，努力為持份者創造可持續發展的價值，通過高水平的企業管治以及對環境和社會方面的承諾，減低運營過程對環境和社會方面的負面影響，努力將ESG風險轉化為機遇，朝着可持續發展的目標進發。

我們貫徹「以人為本」的宗旨，在員工權益方面投放資源，改善員工激勵，創造更加公平競爭的環境。同時，我們通過搭建鍛煉成長的平台，凝聚員工的向心力，讓員工發揮所長，協力實現本集團的運營目標。我們亦非常注重運營安全，為員工提供健康與安全的工作環境，以預防、控制及消除職業危害，致力於在運營過程中達到零意外傷害。

保護環境是我們每一個人的責任，我們積極推廣綠色教育，同時提升員工的環保意識，在辦公室內實行一系列的綠色辦公措施。汽車零部件業務於生產過程中積極踐行綠色生產，減少污染物排放及提升資源使用效率，以應對氣候變化，力求降低對環境所產生的負面影響。





## Chairman's Statement (*Continued*)

### 主席致辭(續)

In the new year, we will continue to uphold the sustainable development philosophy, maintain close communication and work together with our stakeholders. We aspire to promote sustainable development while growing our business, bringing positive impacts to society. We welcome your comments and look forward to sharing with you our sustainability performance again.

**Dr. Wilson SEA**

*Chairman and Executive Director*

新的一年，我們將繼續秉持可持續發展理念，與持份者緊密溝通、並肩合作，期望在業務發展的同時，亦能推動可持續發展，為社會帶來持續的正面影響。我們歡迎您提出寶貴意見，並期待再與您分享我們在可持續發展上的成果。

**Wilson SEA博士**

*主席兼執行董事*

# 1. About CFCG

## 1. 關於首控

### 1.1 CFCG BUSINESSES

The Company is an investment holding company. The Group maintains a diversified development strategy to provide customers with a wide range of products and services, and is mainly engaged in financial services business, education management and consultation business and automotive parts business currently. Our financial services business can provide services such as listing sponsorship, underwriting and placing, dealing in securities, financing consultancy, merger and acquisition agency, financial advisory, asset management and private equity fund management; our education management and consultation business mainly provides international high school curriculum and overseas study consultation services; and our automotive parts business is mainly engaged in R&D, manufacturing and sales of automobile absorbers. Prior to 1 September 2021, the Group was also engaged in the education operation business, providing pre-school, primary school, middle school, high school and vocational education services.

### 1.1 首控業務

本公司為一家投資控股公司。本集團堅持多元化發展策略，為客戶提供多元化的產品和服務，目前主要从事金融服務業務、教育管理及諮詢業務、汽車零部件業務。金融服務業務可提供上市保薦、承銷配售、證券交易、融資顧問、併購中介、財務顧問、資產管理及私募基金管理等服務；教育管理及諮詢業務主要提供高中國際課程及留學顧問服務；汽車零部件業務主要提供汽車減振器的研發、製造及銷售。於二零二一年九月一日前，本集團亦從事教育運營業務，提供學前、小學、初中、高中及職業教育服務。

## 1. About CFCG (Continued)

### 1. 關於首控(續)

#### 1.2 AWARDS AND HONOURS

The Company was awarded the Platinum Winner Worldwide at the 2020 Vision Awards hosted by the League of American Communications Professionals LLC (LACP) for its 2020 annual report, which was also nominated in the Top 100 Annual Reports Worldwide, the Top 50 Annual Reports in Asia Pacific and the Top 50 Annual Reports in China, and was named the “Best Shareholder Letter” in Asia Pacific.

Nanyang Cijan was awarded the “2021 Top 100 Private Enterprises in Henan” by the Federation of Industry and Commerce in Henan Province.

Fuqing Xishan won the championship in Group A in the 5th “Friendship Cup” Youth Football Tournament in Fujian Province in 2021.

Fuqing Xishan won 6 gold medals in the 2021 Youth Martial Arts Tournament in Fujian Province.

Jiangxi Xishan won the U15 championship in the “China Sports Cup” 2021 Football Tournament in Jiangxi Province.

#### 1.2 獎項與榮譽

本公司二零二零年報於美國通訊聯盟(LACP)主辦的二零二零年度視覺獎評選中榮獲白金獎、入選全球年報100強，亞太地區年報50強及中國年報50強，並被評為亞太地區「最佳股東信函」。

南陽浙減榮獲河南省工商聯合會頒發「2021河南民營企業100強」。

福清西山在2021年第五屆「友誼杯」福建省青少年足球賽中榮獲甲組冠軍。

福清西山在2021年福建省青少年武術套路錦標賽中榮獲6金。

江西西山榮獲「中國體彩杯」2021年江西省足球錦標賽U15冠軍。

## 2. Corporate Governance

## 2. 企業管治

### 2.1 ESG GOVERNANCE STRUCTURE

The Board is the top decision-making body of the Group for ESG management, and is ultimately accountable for the Group's ESG management policies, strategies and reporting. The Risk Management Committee of the Board is responsible for deciding the risk level and risk tolerance of the Group, reviewing the Group's risk management and internal control systems, ESG policies and guidelines, to ensure the effective implementation of the risk management, internal control systems and ESG work. The Risk Management Committee also regularly reports to the Board on material ESG matters.

The Group has established an ESG Executive Committee, which is attended by the Company's executive directors, Co-CEO, Chief Financial Officer and Chief Operating Officer, led by the Company's brand development department, and is composed of the responsible persons of the relevant departments under different business segments of the Group, to strengthen the management of sustainability-related matters. The functional departments of each business segment of the Group regularly collect information on ESG and submit it to the ESG Executive Committee. By closely monitoring the Group's ESG performance, the ESG Executive Committee is able to review progress against ESG-related targets. The Group's ESG Executive Committee takes the lead in promoting ESG-related policies, conducting materiality assessments and preparing ESG reports for each business segment in the course of its operations, and reports to the Board and the Risk Management Committee from time to time on potential ESG risks and opportunities that the Group may come across, to assist the Board in assessing, prioritising and managing key ESG-related matters. The ESG Executive Committee also regularly reviews the Group's sustainable development strategy and reports thereon to the Board and the Risk Management Committee, to meet the ever-changing expectations and demands of the stakeholders.

### 2.1 ESG管治架構

董事會是本集團ESG管理的最高決策機構，對本集團的ESG管理方針、策略和報告承擔最終責任。董事會風險管理委員會負責決定本集團的風險水平及可承受風險程度，審閱本集團的風險管理及內部監控系統、ESG政策及指引，以確保風險管理、內部監控系統及ESG工作的有效實施。風險管理委員會亦定期向董事會匯報重大的ESG事宜。

本集團已成立由本公司執行董事兼聯席行政總裁、財務總監、運營總監參加，本公司品牌發展部牽頭，連同本集團不同業務板塊下各相關部門責任人組成的ESG執行委員會，以加強管理可持續發展的相關事項。本集團各業務板塊的職能部門定期收集ESG方面的資料，並提交予ESG執行委員會。透過密切監控本集團的ESG表現，ESG執行委員會能按ESG相關目標檢討進度。本集團ESG執行委員會牽頭各業務板塊在運營過程中推進ESG相關政策、進行重要性評估，以及撰寫ESG報告，同時不定期向董事會及風險管理委員會匯報本集團可能存在的ESG風險及機遇，以協助董事會評估、優次排列及管理重要的ESG相關事宜。ESG執行委員會亦定期檢討本集團的可持續發展策略，並向董事會及風險管理委員會匯報，以滿足持份者不斷變化的期望和要求。



## 2. Corporate Governance (Continued)

### 2. 企業管治(續)

#### 2.2 SUSTAINABLE DEVELOPMENT PHILOSOPHY

The Group actively performs its environmental and social responsibilities and develops sustainable development strategies to continuously reduce the adverse impacts of its business operations on the environment and society and further create sustainable development values for its stakeholders. The Group integrates the concept of sustainable development into all of its business segments and continues to promote sustainable development in its financial services, education and automotive parts business segments. Through a top-down and inside-out approach, the Group aims to have its management, employees and other stakeholders adhere to the Group's sustainable development philosophy thoroughly, and incorporate environmental and social responsibilities into their daily work and lives. The Board is fully aware of the importance of sustainable development to the long-term development of the Group, and treats creating long-term value for stakeholders as an imperative goal.

#### 2.2 可持續發展理念

本集團積極履行環境及社會責任，建立可持續發展策略，務求持續降低業務運營對環境及社會的不利影響，期望進一步為持份者創造可持續發展價值。本集團將可持續發展的理念貫穿於各業務板塊之中，在金融服務、教育、汽車零部件各業務板塊持續推進可持續發展，務求由上而下、由內及外，從管理層、員工至各持份者都秉承本集團的可持續發展理念，將環境及社會責任融入日常工作與生活當中。董事會已充分意識到可持續發展對本集團長遠發展的重要性，同時以為持份者創造長遠價值為重要目標。





## 2. Corporate Governance (Continued)

### 2. 企業管治(續)

To implement the Group's sustainable development philosophy and to create long-term value for its stakeholders, we are committed to:

- operating the Group's businesses with good ethical practices and in full compliance with applicable laws and regulations;
- integrating environmental education into the Group and encouraging stakeholders to contribute to environmental protection to reduce environmental impact;
- protecting the safety and health of the Group's employees, customers and students;
- with regard to the education management and consultancy business, introducing domestic and international quality educational resources into general education, targeting to realise a new type of international education, and upgrading various education services;
- with regard to the financial services business, continuing to provide diversified financial services for all types of enterprises to support their development; and
- with regard to the automotive parts business, continuing to aim for "Top Quality and Customer Satisfaction" and improving product quality and customer satisfaction.

為踐行本集團的可持續發展理念，並為持份者創造長遠價值，我們承諾：

- 踐行良好的道德規範並遵守適用的法律法規，以經營本集團各項業務；
- 把環保教育貫穿本集團，鼓勵持份者為環保出一份力，減低對環境的影響；
- 致力保護本集團員工、客戶以及學生的安全 and 健康；
- 在教育管理及諮詢業務方面，本著實現新型國際教育的目標，將國內外的優質教育資源引進到普通教育中，升級各類教育服務；
- 在金融服務業務方面，持續為各類企業提供多元化金融服務，助力企業發展；及
- 在汽車零部件業務方面，繼續以「質量第一、客戶滿意」為目標，提高產品質量和客戶滿意度。

### 2.3 ROBUST OPERATION

The Group aims for robust operation and adheres to compliant and safe operation. On one hand, all of our business segments strictly comply with laws, regulations and industry regulatory requirements that have a significant impact on the Group's operations. Relevant departments regularly review the updates on current laws and regulations and change the Group's policies accordingly to ensure that the relevant internal control systems of the Group align with pertinent requirements, while providing compliance trainings to employees. On the other hand, in response to the impact of the COVID-19 pandemic and the changing operational environment, all the Group's business segments kept optimising their organisational and staffing structures according to their respective business attributes and characteristics. Efforts were also made to focus on core business resources, integrate and explore development opportunities, and boost our competitiveness against the uncertainties of the external environment.

### 2.3 穩健運營

本集團以穩健運營為目標，堅持合規運營和安全運營。一方面，各業務板塊均嚴格遵守對本集團運營有重大影響的法律法規及行業監管要求。相關部門定期審視現行法律法規的更新，進而對本集團的政策作出相應更改，以確保本集團相關的內部監控制度符合相關要求，同時為員工提供合規培訓。另一方面，針對新冠肺炎疫情影響和經營環境變化，本集團各業務板塊根據各自的業務屬性和特點，不斷優化組織架構和人員結構，聚焦核心業務資源，整合挖掘發展潛力，增強自身競爭力，以應對外界環境的不確定性。

## 2. Corporate Governance (Continued)

### 2. 企業管治(續)

#### Intellectual Property Rights and Information Protection

In order to protect intellectual property rights, prevent infringement and ensure the confidentiality of business information, the Group formulates measures and processes for intellectual property management, such as stipulating that the names of our new companies or products shall undergo trademark screening or patent registration, complying with regulations on intellectual property rights and filing trademark or patent application timely. Feedback on such application shall be followed up on an on-going basis, with relevant documents filed by respective business segments. The education business segment is responsible for regulating the use of school brand logos, improving material approval procedures and registering the copyright of our textbooks in the PRC. The automotive parts business formulates the information security management system, which identifies the departments related to trade secrets such as the R&D centre and archive rooms as confidential areas where no unrelated personnel are allowed to enter casually. Meanwhile, the Group enters into confidentiality contracts or terms of confidentiality with employees and customers in employment contracts and commercial contracts, respectively. Each of our financial service business segments has a separate office area with separate access cards and strict access control.

#### Anti-corruption

The Group attaches great importance to employees' integrity and is committed to maintaining high ethical standards in its business operations and taking a zero-tolerance approach to any form of corruption and bribery. The Group strictly complies with laws and regulations that have a material impact on the Group's operations in relation to anti-corruption, implements relevant systems according to the industry practices of each business, and puts the concept of business integrity into practice to build a clean and honest working atmosphere. In the 2021 Financial Year, the Group was not aware of any confirmed cases or public legal proceedings relating to corruption that involved the Group or its employees, or any non-compliance with the laws and regulations on preventing bribery, extortion, fraud and money laundering that had a significant impact on its operations.

In order to strengthen employees' integrity and self-discipline and have orderly production and operating activities, the automotive parts business of the Group has established the Supervisory Audit Committee to audit all expenses, requires employees to sign the Letter of Undertaking of Integrity, and strictly prohibits employees from soliciting bribes from any supplier or using their positions to seek private gain in the course of business. The Group attaches great importance to the promotion and education of anti-corruption policies and regularly organises relevant activities. Edukeys Group held anti-corruption training seminars for their teaching staff. The Group's offices in Shenzhen and Hong Kong also convened online meetings for anti-corruption training.

#### 知識產權和信息保障

為保護知識產權及防止侵權行為，同時確保業務所產生的信息的保密性，本集團制定了知識產權管理辦法和流程，如規定新公司成立或新產品上市前所用名稱必須篩查商標或專利註冊，遵循知識產權有關規定，及時辦理商標或專利申請，持續跟蹤申請反饋並統一按業務板塊分別存檔有關文件。教育業務統一規範管理學校品牌標識使用，完善涉及物料審批流程，於中國登記校本教材著作權。汽車零部件業務制定信息安全管理體系，將研發中心、檔案室等有關商業秘密的部門確定為涉密區域，規定無關人員不得隨意進入，以及在員工聘用合同及商業合同中，與員工及客戶分別訂立保密合同或保密條款。金融服務各業務板塊設立獨立的辦公室區域，使用獨立門卡，嚴格規定門卡進出管理。

#### 反貪污

本集團高度重視員工誠信，致力於在業務運營中維持道德標準，對貪污、賄賂持零容忍態度。本集團嚴格遵守於反貪污方面對本集團運營有重大影響的法律法規，並按照各業務的行業慣例制定相關制度，貫徹落實廉潔理念，以構建風清氣正的工作氛圍。於二零二一年財政年度，本集團並不知悉任何有關本集團或其員工涉及貪污的已確認事件或公開法律訴訟，亦不知悉任何違反有關防止賄賂、勒索、欺詐及洗黑錢的法律法規並對本集團運營有重大影響的事件。

本集團汽車零部件業務為加強員工廉潔自律及建立良好的生產經營秩序，成立監督審核委員會對各項費用支出進行審核，並要求員工簽署《廉潔承諾書》，嚴禁向任何供應商索賄或利用職權在經營過程中謀取個人私利。本集團高度重視反貪污政策的宣傳和教育，定期組織相關活動。中際育才組織開展教職工反貪污培訓講座，本集團深圳及香港辦公室亦召開線上會議舉行反貪污廉潔培訓。

## 3. Stakeholder Engagement

### 3. 持份者參與

#### 3.1 REGULAR COMMUNICATION

Stakeholder engagement is an indispensable process to the Group's promotion of sustainable development. The Group maintains good communication with stakeholders through diversified communication channels to fully understand their views and expectations, allowing the Group to take full account of stakeholders' major concerns when operational decisions are made. This is also conducive to the Group's formulation of the appropriate sustainable development policy as well as its fulfillment of corporate social responsibilities. The key stakeholders of the Group are organisations and individuals who are affected by the Group's operations or that may affect the operations of the Group, including the Shareholders, government and regulatory bodies, employees, students and parents, customers, suppliers, professional organisations and local communities. We communicate regularly with our stakeholders to foster reciprocity and mutual trust, to fully comprehend the focus of their concerns and to respond through different channels correspondingly.

Our primary channels of communication with stakeholders, frequencies and focuses of their concerns are as follows:

#### 3.1 常態化溝通

持份者參與是本集團推動可持續發展過程中不可或缺的一環。本集團通過多元化溝通渠道，與持份者保持良好溝通，充分了解持份者的觀點及期望，從而能夠在運營決策時充分考慮各持份者的關注重點，有助於本集團制定合適的可持續發展方針與履行企業社會責任。本集團的主要持份者為受本集團運營影響或可以影響本集團運營的組織及個人，包括股東、政府和管理機構、員工、學生和家長、客戶、供應商、專業團體及本地社區。我們通過與持份者的定期溝通建立互助互信的關係，充分了解持份者重點關注的議題並透過不同的渠道作出回應。

我們與各持份者的主要溝通渠道、頻率及其重點關注的議題如下表：

Types of Stakeholders 持份者類別	Primary Communication Channels 主要溝通渠道	Frequencies 頻率	Focuses of Stakeholders' Concerns 重點關注議題
<b>Shareholders</b> 股東	<ul style="list-style-type: none"> <li>Annual/interim report</li> <li>Announcement/circular</li> <li>Annual/extraordinary general meeting</li> <li>Official website, email and hotline</li> <li>年報／中期報告</li> <li>公告／通函</li> <li>股東周年／特別大會</li> <li>官方網站、電郵、熱線</li> </ul>	<ul style="list-style-type: none"> <li>Half-yearly</li> <li>Irregularly</li> <li>Annually/irregularly</li> <li>Irregularly</li> <li>每半年</li> <li>不定期</li> <li>每年／不定期</li> <li>不定期</li> </ul>	<ul style="list-style-type: none"> <li>Investment return</li> <li>Corporate governance</li> <li>Robust operation</li> <li>投資回報</li> <li>企業管治</li> <li>穩健運營</li> </ul>
<b>Government and Regulatory Bodies</b> 政府和管理機構	<ul style="list-style-type: none"> <li>Annual/interim report</li> <li>Announcement/circular</li> <li>年報／中期報告</li> <li>公告／通函</li> </ul>	<ul style="list-style-type: none"> <li>Half-yearly</li> <li>Irregularly</li> <li>每半年</li> <li>不定期</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with laws and regulations</li> <li>遵守法律法規</li> </ul>
<b>Employees</b> 員工	<ul style="list-style-type: none"> <li>Employee performance appraisal</li> <li>Meeting and training</li> <li>Email, WeChat, notice board</li> <li>員工表現評估</li> <li>會議及培訓</li> <li>電郵、微信、通告欄</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>Irregularly</li> <li>Irregularly</li> <li>每季度</li> <li>不定期</li> <li>不定期</li> </ul>	<ul style="list-style-type: none"> <li>Employee remuneration and benefits</li> <li>Occupational health and safety</li> <li>Employee development and training</li> <li>員工待遇及福利</li> <li>職業健康與安全</li> <li>員工發展與培訓</li> </ul>

## 3. Stakeholder Engagement (Continued)

### 3. 持份者參與(續)

Types of Stakeholders 持份者類別	Primary Communication Channels 主要溝通渠道	Frequencies 頻率	Focuses of Stakeholders' Concerns 重點關注議題
<b>Students and Parents</b> 學生和家長	<ul style="list-style-type: none"> <li>Daily interaction</li> <li>Parent-teacher conference</li> <li>Survey to understand teachers' moral behaviour</li> <li>Family visit</li> <li>Student satisfaction survey</li> <li>日常互動</li> <li>家長會</li> <li>師德師風問卷調查</li> <li>家訪</li> <li>學生滿意度調查</li> </ul>	<ul style="list-style-type: none"> <li>Irregularly</li> <li>Every semester</li> <li>Every two months</li> <li>Every summer break</li> <li>Every semester</li> <li>不定期</li> <li>每學期</li> <li>每兩個月</li> <li>每年暑假</li> <li>每學期</li> </ul>	<ul style="list-style-type: none"> <li>Teaching quality</li> <li>Student's health and safety</li> <li>Teachers' moral conduct</li> <li>教學質量</li> <li>學生健康與安全</li> <li>師德師風</li> </ul>
<b>Customers</b> 客戶	<ul style="list-style-type: none"> <li>Customer satisfaction survey</li> <li>Interview and site visit</li> <li>Customer service hotline and email</li> <li>客戶滿意度調查</li> <li>面談及實地考察</li> <li>客戶服務熱線及電郵</li> </ul>	<ul style="list-style-type: none"> <li>Irregularly</li> <li>Irregularly</li> <li>Irregularly</li> <li>不定期</li> <li>不定期</li> <li>不定期</li> </ul>	<ul style="list-style-type: none"> <li>Excellent products and services</li> <li>Protection of customers' interests</li> <li>優質產品和服務</li> <li>保證客戶利益</li> </ul>
<b>Suppliers</b> 供應商	<ul style="list-style-type: none"> <li>Public tender</li> <li>Satisfaction assessment of suppliers</li> <li>Interview and site visit</li> <li>Meeting with suppliers</li> <li>公開招標</li> <li>供應商滿意度評估</li> <li>面談及實地考察</li> <li>供應商會議</li> </ul>	<ul style="list-style-type: none"> <li>Irregularly</li> <li>Irregularly</li> <li>Irregularly</li> <li>Annually</li> <li>不定期</li> <li>不定期</li> <li>不定期</li> <li>每年</li> </ul>	<ul style="list-style-type: none"> <li>Fairness and openness of procurement</li> <li>Win-win cooperation</li> <li>公平公開採購</li> <li>雙贏合作</li> </ul>
<b>Professional Organisations</b> 專業團體	<ul style="list-style-type: none"> <li>Satisfaction assessment of professional organisations</li> <li>Email, hotline and interview</li> <li>專業團體滿意度評估</li> <li>電郵、熱線及面談</li> </ul>	<ul style="list-style-type: none"> <li>Irregularly</li> <li>Irregularly</li> <li>不定期</li> <li>不定期</li> </ul>	<ul style="list-style-type: none"> <li>Win-win cooperation</li> <li>雙贏合作</li> </ul>
<b>Local Communities</b> 本地社區	<ul style="list-style-type: none"> <li>Media conference</li> <li>Charitable activity</li> <li>Donation</li> <li>Face to face interview</li> <li>Forum and seminar</li> <li>傳媒會議</li> <li>公益活動</li> <li>捐款</li> <li>面對面訪問</li> <li>論壇及研討會</li> </ul>	<ul style="list-style-type: none"> <li>Irregularly</li> <li>Irregularly</li> <li>Irregularly</li> <li>Irregularly</li> <li>Irregularly</li> <li>不定期</li> <li>不定期</li> <li>不定期</li> <li>不定期</li> <li>不定期</li> </ul>	<ul style="list-style-type: none"> <li>Community engagement</li> <li>Awareness of environmental protection</li> <li>Supporting community development</li> <li>社區參與</li> <li>環境保護意識</li> <li>支持社區發展</li> </ul>

## 3. Stakeholder Engagement (Continued)

### 3. 持份者參與(續)

#### 3.2 MATERIALITY ASSESSMENT

The management of sustainable development is a dynamic process. We must continuously comprehend the ever-changing concerns and expectations of our stakeholders, and combine them with the Group's operational focus and our understanding of the external business environment. We regularly assess sustainability issues that are of paramount importance to our stakeholders and provide them with responses in a timely manner. In the meantime, the assessment is also conducive to the Group to understand its possible risks and opportunities in sustainable development.

The Group conducted a materiality assessment in July 2021, in which stakeholders such as the Shareholders, government and regulatory bodies, employees, students and parents, customers, suppliers, professional organisations and local communities were invited to participate in a survey and 441 valid questionnaires were received to rank the 26 environmental issues and 48 social issues of the Group according to their level of concern. Subsequent to analysis and validation by the Group's management, a total of 10 environmental issues and 10 social issues were considered to be of high importance, and were particularly elaborated on in this Report.

The Group's materiality assessment process for the 2021 Financial Year is as follows:

##### The First Step – Analysis

The ESG Executive Committee re-examined and updated the Group's sustainability issues pool by taking into account the Group's business development direction in 2021 and the materiality issues of previous years, comparing and analysing the direction of concern of the same industry, and considering the results of an online questionnaire on materiality issues prepared with reference to international reporting guidelines. Based on the Group's business operation and management focus in 2021, the issue of "e-office and teaching" received less attention from stakeholders and we decided to remove such issue from the sustainability issues pool. On the other hand, in order to keep up with industry trends across all our business segments and to respond to them, the Group decided to include the issue of "student character and competency development", and "teacher team management and performance motivation" in the sustainability issues pool of the 2021 Financial Year, and to change the issue of "green office" and "management and sorting of domestic waste" to "green campus" and "management and sorting of waste". After review and update, the sustainability issues pool of the Group in the 2021 Financial Year comprises of 12 environmental issues and 20 social issues.

#### 3.2 重要性議題評估

可持續發展管理是一個動態過程。我們必須持續了解持份者不斷變化的關注和期望，結合本集團的運營重心及對外部營商環境的掌握，定期評估持份者最關注的可持續發展議題，給予持份者適時的回應，同時通過該過程，協助本集團了解自身可能存在的可持續發展風險及機遇。

本集團於二零二一年七月進行了重要性議題評估，邀請了股東、政府和監管機構、員工、學生和家長、客戶、供應商、專業團體及本地社區等持份者參與問卷調查並獲得441份有效問卷，按照其對本集團的26個環境層面議題和48個社會層面議題的關注程度排序。經過分析及本集團管理層的檢視，共篩選出重要性高的10個環境層面議題和10個社會層面議題，並於本報告中重點加以闡述。

本集團二零二一年財政年度的重要性議題評估流程如下：

##### 第一步 – 分析

ESG執行委員會結合本集團二零二一年業務經營發展方向及過往年度重要性議題，比較分析同行業的關注方向，同時參考國際報告編寫指南，編寫重要性議題問卷調查表，結合調查結果，重新審視並更新本集團的可持續發展議題庫。根據二零二一年本集團業務經營管理側重點，「電子化辦公與教學」議題受到持份者關注較低，我們決定從可持續發展議題庫中剔除該議題。另一方面，為緊跟並回應各業務板塊的行業趨勢，本集團將「學生品格與能力培養」、「教師團隊管理與績效激勵」議題納入二零二一年財政年度的可持續發展議題庫中，並將「綠色辦公室」、「生活垃圾管理分類」議題更改為「綠色校園」和「垃圾管理分類」。經審視與更新後，本集團二零二一年財政年度的可持續發展議題庫共包含12個環境層面議題和20個社會層面議題。



## 3. Stakeholder Engagement (Continued)

### 3. 持份者參與(續)

The following table outlines the sustainability issues of the Group for the 2021 Financial Year:

下表列出本集團二零二一年財政年度的可持續發展議題：

Environmental Issues 環境層面議題	
1. Air emissions and management 廢氣排放與管理	2. Wastewater discharge and management 廢水排放與管理
3. Solid waste handling and management 固廢處置與管理	4. Water usage and efficiency 水源及用水效益
5. Energy usage and efficiency 能源使用及效益	6. GHG emissions and management 溫室氣體排放與管理
7. Use of new, renewable or clean energy 使用新能源、可再生能源或清潔能源	8. Environmental education and publicity/practice 環保教育及宣傳／實踐
9. Green campus# 綠色校園#	10. Management of environment and natural resources 環境及天然資源管理
11. Climate change 氣候變化	12. Management and sorting of waste# 垃圾管理分類#

Social Issues 社會層面議題	
1. Occupational health and safety 職業健康與安全	2. Protection of students' mental and physical well-being 學生身心健康保障
3. Food safety and nutrition management 食品安全與營養管理	4. Employment policy 僱傭政策
5. Labour standard 勞工準則	6. Customer complaint handling mechanism 客戶投訴處理機制
7. Supply chain management 供應鏈管理	8. Product responsibility 產品責任
9. Skills and qualities of teachers 教師的技能和素質	10. Development of innovative curriculum and diversified education 創新課程研發與教育模式多樣化
11. Students' and parents' satisfaction rate 學生及家長滿意度	12. Community engagement and contribution 社會參與及貢獻
13. Product recall procedures and rate 產品回收程序及回收率	14. Control and management of teaching quality 教學質量控制與管理

## 3. Stakeholder Engagement (Continued)

### 3. 持份者參與(續)

Social Issues 社會層面議題	
15. Teacher team management and performance motivation# 教師團隊管理與績效激勵#	16. Customer service 客戶服務
17. Student character and competency development# 學生品格與能力培養#	18. New product development and technological innovation 新品研發和技術創新
19. Anti-corruption and whistleblowing procedures 反貪污及舉報程序	20. Customer privacy protection 客戶隱私保護

# Issues that are newly added into the pool of sustainability issues in the 2021 Financial Year

# 於二零二一年財政年度新增至可持續發展議題庫的議題

#### The Second Step – Assessment

Following the update of the sustainability issues pool, the ESG Executive Committee led a discussion with the Group's management and the responsible personnel of all business segments to examine and adjust the level of importance of each sustainability issue in the pool. A total of 10 environmental issues and 10 social issues were considered to be of high importance for the 2021 Financial Year.

#### The Third Step – Confirmation

The ESG Executive Committee presented the materiality assessment results to the Board for review and confirmation of the issues of high importance for the 2021 Financial Year.

#### The Fourth Step – Evaluation

The Group regularly communicates with stakeholders as a means to evaluate the issues of high importance and the impact they bring forth to ensure that the Group's sustainable development direction is in line with stakeholders' expectations.

#### 第二步 – 評估

在更新可持續發展議題庫後，由ESG執行委員會牽頭與本集團管理層及各業務板塊負責人進行討論，審視各議題對本集團的重要性，繼而對可持續發展議題庫各議題的重要性作出調整，共得到10個環境層面議題和10個社會層面議題作為二零二一年財政年度重要性高的議題。

#### 第三步 – 確認

ESG執行委員會把重要性議題評估結果呈交予董事會檢視，由董事會確認二零二一年財政年度重要性高的議題。

#### 第四步 – 檢討

本集團定期與持份者溝通，檢討重要性高的議題及其相關影響，以確保本集團的可持續發展方向與持份者的期望相符。

## 3. Stakeholder Engagement (Continued)

### 3. 持份者參與(續)

The Report elaborates in the subsequent sections on the work and progress made by the Group in the 2021 Financial Year regarding the 10 environmental issues and the 10 social issues that were considered highly important. We will strengthen our emphasis on managing the issues of high importance in our operations by formulating appropriate strategic policies, making policy improvements, and setting long-term goals as a continual process to respond to stakeholders' expectations, while reporting on the efforts we put forth on ESG.

本報告將在後續章節針對重要性高的10個環境層面議題和10個社會層面議題，描述本集團於二零二一年財政年度所作出的工作及取得的進展，並在運營中對重要性高的議題加以重視，制定相應的策略方針，完善政策及設定長遠目標，以持續回應持份者的期望，並匯報本集團於ESG方面所作出的貢獻。

The following table lists the issues of high importance to the Group for the 2021 Financial Year:

下表列出本集團二零二一年財政年度重要性高的議題：

Issues of high importance 重要性高的議題	Aspect 層面	Corresponding sections in this Report 本報告的相關章節
1. Air emissions and management 廢氣排放與管理	Environment 環境	7.1 Environmental Impact 環境影響
2. Wastewater discharge and management 廢水排放與管理	Environment 環境	7.1 Environmental Impact 環境影響
3. Solid waste handling and management 固廢排放與管理	Environment 環境	7.1 Environmental Impact 環境影響
4. Water usage and efficiency 水源及用水效益	Environment 環境	7.2 Use of Resources 資源使用
5. Energy usage and efficiency 能源使用及效益	Environment 環境	7.2 Use of Resources 資源使用
6. GHG emissions and management 溫室氣體排放與管理	Environment 環境	7.1 Environmental Impact 環境影響
7. Use of new, renewable or clean energy 使用新能源、可再生能源或清潔能源	Environment 環境	7.2 Use of Resources 資源使用
8. Environmental education and publicity/practice 環保教育及宣傳／實踐	Environment 環境	7.4 Environmental Education 環保教育

### 3. Stakeholder Engagement (Continued)

#### 3. 持份者參與(續)

Issues of high importance 重要性高的議題	Aspect 層面	Corresponding sections in this Report 本報告的相關章節
9. Climate change 氣候變化	Environment 環境	7.3 Climate Change 氣候變化
10. Management and sorting of waste# 垃圾管理分類#	Environment 環境	7.4 Environmental Education 環保教育
11. New product development and technological innovation 新品研發和技術創新	Social 社會	5 Excellent Products and Services 優質產品和服務
12. Protection of students' mental and physical well-being 學生身心健康保障	Social 社會	6.4 Health and Safety 健康與安全
13. Student character and competency development# 學生品格與能力培養#	Social 社會	4.3 Quality Educational Resources 優質教育資源
14. Students' and parents' satisfaction rate 學生及家長滿意度	Social 社會	5 Excellent Products and Services 優質產品和服務
15. Supply chain management 供應鏈管理	Social 社會	5 Excellent Products and Services 優質產品和服務
16. Product responsibility 產品責任	Social 社會	5 Excellent Products and Services 優質產品和服務
17. Skills and qualities of teachers 教師的技能和素質	Social 社會	4.3 Quality Educational Resources 優質教育資源
18. Teacher team management and performance motivation# 教師團隊管理與績效激勵#	Social 社會	4.3 Quality Educational Resources 優質教育資源
19. Food safety and nutrition management 食品安全與營養管理	Social 社會	6.4 Health and Safety 健康與安全
20. Customer privacy protection 客戶隱私保護	Social 社會	5 Excellent Products and Services 優質產品和服務

# Issues that are newly added in the 2021 Financial Year and are considered to be of high importance

# 於二零二一年財政年度新增並被定為重要性高的議題

## 4. Innovation in Education

## 4. 教育創新

### 4.1 INNOVATIVE INTERNATIONAL EDUCATION CONCEPT

The Group followed the law of education development and seized the opportunity of the change in education model and industrial ecological transformation in the post-pandemic era, integrated the essence of Eastern and Western education, and actively innovated to build a new international education service platform. The Group introduced excellent subject teachers and strengthened the subject teams, optimised the curriculum structure, increased teaching hours, enhanced students' performance and made every effort to improve the quality of teaching. In terms of overseas study consultation services, the Group enhanced its R&D on overseas study service solutions, improved its guidance and planning for further education, and enriched its diversified overseas study application service products.

### 4.2 UNIQUE EDUCATION MODEL Awakening the Unlimited Potential of Every Student

The distinctive features of each school bestow them an expression of uniqueness. For this reason, the Group advocates diversified education models and establishes "refined, distinctive and internationalised" schools of excellent quality, and emphasises unleashing the potential of every student and giving them the opportunity to excel in life.

### A Global Perspective, a Blend of Chinese and Western Learning

To realise students' dreams of studying in prestigious overseas schools and to pave the way for their future, with the international bridge as a link, the Group strives to integrate the international curriculum and develop students' independent thinking and critical spirit, as well as their creative potential, and to provide overseas exchange opportunities to enrich students' horizons and knowledge, leading them to become globally competent international talents.

### 4.1 創新國際教育理念

本集團遵循教育發展規律，抓住後疫情時代教育模式與產業生態變革的契機，融合東西方教育精髓，積極創新打造新型國際教育服務平台，本集團引進優秀學科老師，增大學科團隊的力量，優化課程結構，增加授課課時，促進學生成績提升，全力提高教學質量。於留學顧問服務方面，本集團加強研發留學服務解決方案，提升升學指導與規劃，豐富多元化留學申請服務產品。

### 4.2 獨特教育模式 喚醒每一個學生的無限潛能

對於每間學校而言，自身獨有的特色是一面旗幟。因此，本集團主張多元化的教育模式，創辦「精品化、特色化、國際化」的優質學校，發掘每個學生的潛能，讓每一個學生的人生都有出彩的機會。

### 放眼世界，學融中西

以國際化橋樑為紐帶，實現學生海外名校就讀的夢想，為他們的未來鋪路，本集團致力融合國際課程，培養學生獨立思考能力及批判精神，開發創造創新潛能，並提供國外交流的機會以豐富他們的眼界和見識，引領學生成為具有全球勝任力的國際化人才。



## 4. Innovation in Education (Continued)

### 4. 教育創新(續)

Edukeys Group is the operator of the PGA (Project of Global Access) high school international programme. The programme is customised according to the features of Chinese high school students in order to make it more suitable for Chinese students, and has become an influential and professional brand in the sphere of running basic education business internationally. Graduates of the programme were admitted to leading universities in the US, UK, Canada and Australia.

中際育才為PGA (Project of Global Access)高中國際課程的運營商，該課程根據中國高中學生特點進行定制化設計以更適合中國學生，成為在基礎教育國際化辦學領域具有影響力的專業品牌。該課程的畢業生被美英加澳一流大學錄取。

### 4.3 QUALITY EDUCATIONAL RESOURCES

#### Teacher Team Management and Performance Motivation

The Group believes that the teaching quality of teachers is one of the important factors in determining the quality of a school. The Group follows the characteristics of the teaching profession and the rules of development, categorises and evaluates them scientifically, encourages teachers to focus on classroom teaching reform and research, provides professional development for teachers and enhances their teaching management skills through activities such as “teaching competitions” and “lesson competitions”.

The Group’s recruitment process gatekeeps teachers’ quality. Teachers employed by the Group are mostly full-time teachers who graduated from teaching schools and met the employment conditions of teachers as stipulated in the *Teachers Law of the PRC*\* (《中華人民共和國教師法》) and the *Regulations on the Qualifications of Teachers*\* (《教師資格條例》).

### 4.3 優質教育資源

#### 教師團隊管理與績效激勵

本集團認為教師的教學水平是決定學校教學質量的重要一環。本集團遵循教師職業特點和發展規律，分類分層、科學評價，鼓勵廣大教師聚焦課堂教學改革研究，為教師提供專業發展，並通過「教學比武」、「賽課」等活動提升教師的教學管理水平。

本集團通過招聘過程把關教師素質。本集團所聘用的教師大多為師範類院校畢業的專任教師，並具有《中華人民共和國教師法》和《教師資格條例》中規定的教師任職條件。

## 4. Innovation in Education (Continued)

### 4. 教育創新(續)

The Group actively strengthens training in nurturing virtues of teaching teams, and continuously improves the long-term mechanism for maintaining teachers' virtue. The teachers' moral behaviour is the primary requirements and basis for teachers' recruitment and introduction, professional title evaluation, job recruitment, performance appraisal, and evaluation and reward. Fuqing Xishan established a leadership team and office for the publicity and implementation of all activities on the development of teachers' virtue. All teaching staff of Fuqing Xishan signed the *Letter of Undertaking of Maintaining Teachers' Virtue*, and students' opinions on teachers' moral behaviour are collected through survey. In addition, for the purpose of setting a good example for students in their everyday lives, the *Implementation Plan for Special Rectification of Handling Gift, Gratuity and Red Packet of Fuqing Xishan School* was formulated by Fuqing Xishan, which prohibits all teaching staff from accepting any forms of benefit or gift.

In order to prevent and manage fraud risk systematically, the Yinghua School established a Disciplinary Inspection Committee and formulated the *Anti-Fraud and Whistleblowing System of Jinan Shijiyinghua Experiment School*. In the meantime, the schools set up reporting message box and hotline to encourage employees to report any suspicious fraud cases directly to the school's audit department, which will carefully handle the reports and conduct proper investigations in accordance with the whistleblowing procedures to ensure that whistleblowers are protected during their assistance to investigations.

本集團積極加強教師團隊的師德師風建設，不斷完善師德師風長效機制，將師德師風作為教師招聘引進、職稱評審、崗位聘用、績效考核、評優獎勵等首要要求與依據。福清西山成立師德師風建設領導小組和辦公室，專責宣傳及推進各項師德師風活動。福清西山與全體教職員簽訂《師德師風承諾書》，並通過問卷調查形式針對教職員的師德師風行為收集學生的意見。福清西山還制定《福清西山學校關於對收送禮金紅包問題開展專項整治的實施方案》，禁止教職員接受任何形式的利益或禮物，務求讓廣大教職員在工作和生活上給學生樹立好榜樣。

為有系統地防治舞弊，英華學校成立紀律檢查委員會，並制定《濟南世紀英華實驗學校反舞弊與舉報制度》。同時，學校設立舉報箱及舉報電話，鼓勵員工向學校審計部檢舉任何懷疑舞弊案件。審計部將審慎處理有關舉報，並按照舉報處理程序恰當地進行調查，確保舉報人在協助調查工作中受到保護。

## 4. Innovation in Education (*Continued*)

### 4. 教育創新(續)

#### Introduction of Quality Curriculum Resources, Development of Character and Competency for Students

The Group's success in running schools not only relies on its teacher's quality and teaching management, but also on its perseverance in exploring curriculum innovation. In order to enable students to fully unleash their potential, the Group shifted from conventional education into life-wide learning to inspire students to unleash their potential and creativity in every way and to cultivate their uniqueness, by introducing quality education concept, through diverse forms of classes and education programmes with distinctive features.

The PGA international programme operated by Edukeys Group develops and enhances students' ability to use English for academic exchange and writing, as well as their ability to use English in real-life scenarios, and effectively supplements the basic knowledge of mathematics, business studies and scientific principles that are not available in some domestic curriculum. On this basis, students will develop comprehensive abilities, including calculation and data processing, information technology, independent learning, academic research and communication and presentation. It also adopts the process assessment model used by foreign universities, allowing students to gradually make the progressive transition from international education in China to overseas universities.

#### 優質課程資源引進，學生品格與能力培養

學校辦學的成功除了依靠優良的師資及教學管理外，更有賴於對課程創新的不斷探討與堅持。為讓學生有最大空間發揮潛能，本集團從常規教育躍進至全方位教育，引進優質教育理念，透過不同形式的課堂，打造特色教育，多方位啟發學生的潛力及創造力，培養學生的獨特性。

中際育才運營的PGA國際課程培養與提高學生運用英語進行學術交流和寫作的能力及在實際生活場景中英語的運用能力，並有效補充學習部分國內課程沒有的數學、商務學和科學原理的基本知識。在此基礎上，培養學生綜合能力，包括計算能力和數據處理能力、運用信息技術能力、獨立學習能力、進行學術研究能力和溝通演講能力，並採用國外大學過程式考評模式，讓學生逐步實現從國內的國際化教育到升入海外大學的遞進式過渡。

## 4. Innovation in Education (Continued)

### 4. 教育創新(續)

#### Control and Management of Teaching Quality

The schools under the Group actively participated in various teaching and research activities organised by local education authorities, coordinated between departments, teaching and research groups and invited famous teachers. All teachers are provided with informative, practical and effective trainings, so as to raise their level of expertise. Also, the Group joins hands with teaching and research institutes, educational research institutes, universities and education companies to bring in teaching resources such as educational experts, famous teachers and superior educational projects for providing high-quality, high-standard and multi-level teaching services for students.

Riding on the brand and market influence of the PGA International Programme, the Group has expanded its alliance school cooperation efforts to create a new type of international education service platform. By optimising the curriculum structure and enriching course contents, the Group will improve the quality of teaching and enhance students' performance. Meanwhile, the Group will upgrade the services for further education according to the needs and characteristics of school campuses and students, and design personalised solutions for overseas study services such as top-ranked university application for top students and provide convenient access and services for students to pursue further education and overseas study. The Group continuously optimises its organisational management system and develops standardised operational solutions to achieve the standardisation of course contents, teaching methods, team management, operational management, brand management and services for further education, so as to establish a streamlined and efficient workflow system.

#### 教學質量控制與管理

本集團學校積極參與當地教育主管部門發起的各類教研活動，組織各學部、學科教研組、名師等優秀師資，面向全體教師提供內容豐富、實戰性強、實效性好的教師培訓，切實提升師資隊伍的專業水平。本集團學校亦廣泛與各類教研機構、教育研究院、高等院校、教育企業等開展合作，通過引入教育專家、名校名師、優質教育項目等各類教學資源，致力於為廣大學生提供高品質、高標準、多層次的教學服務。

本集團依託PGA國際課程體系的品牌和市場影響力，拓展聯盟學校合作力度，打造新型國際教育服務平台。本集團通過優化課程結構，豐富課程內容，提高教學質量，提升學生成績，同時根據校區及學生需求及特點，升級升學服務，設計尖子生名校申請產品等留學服務個性化解決方案，為學生升學與出國留學提供便捷通道與服務。本集團不斷優化組織管理體系，制定標準化運營方案，實現課程內容標準化、教學方式標準化、團隊管理標準化、運營管理標準化、品牌管理標準化及升學服務標準化，建立精簡高效的工作流程體系。

## 5. Excellent Products and Services

### 5. 優質產品和服務

The Group endeavours to provide customers with excellent products and services (including but not limited to automotive shock absorbers that meet or exceed international and domestic industry standards, quality teaching and daily life services, compliant and professional financial services), and strictly complies with laws and regulations that have a significant impact on the Group's operations in relation to the health and safety, advertising, labelling and privacy matters, and methods of redress of its products and services. In the 2021 Financial Year, the Group was not aware of any violations of the laws and regulations that had a significant impact on the Group's operations relating to the health and safety, advertising, labelling and privacy matters, and methods of redress of the products and services provided by the Group.

#### 5.1 DIVERSIFIED FINANCIAL SERVICES

The Group has established a sound financial services business system with diversified financial service licences, providing services such as listing sponsorship, underwriting and placement, dealing in securities, financing consultancy, merger and acquisition agency, financial advisory, asset management and private equity fund management. The Group strictly complies with the *Code of Conduct for Persons Licensed by or Registered with the Securities and Futures Commission* and the codes and guidelines related to the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong).

The Group firmly believes that honesty, integrity and equity are the fundamental values of doing business, and is committed to operating through best practices and with ethical standards upheld. In order to bolster the Group's anti-corruption management, the Group formulated the *Compliance Manual* and provided employees with trainings on integrity and conduct. To ensure that all employees of the Group are financially sound, competent, honest, reputable and reliable in order to allow customers to use the Group's financial services with confidence, employees of the Group are required to make a self-declaration on their performance in areas such as honesty, capability and financial soundness. The Group formulated the *Conflicts of Interest Policy* for the identification and management of conflicts of interest, requiring employees to avoid any forms of conflicts of interest and proactively report those that have occurred, demanding employees to uphold integrity at all times.

本集團致力為客戶提供優質的產品和服務，包括但不限於符合或高於國際國內行業標準的汽車減振器產品、優質的教學及生活服務、合規且專業的金融服務等，在產品和服務的健康與安全、廣告、標籤及私隱事宜、以及補償方法上嚴格遵守對本集團運營有重大影響的法律法規。於二零二一年財政年度，本集團並不知悉任何違反有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜、以及補償方法的法律法規並對本集團運營有重大影響的事件。

#### 5.1 多元化金融服務

本集團已建立完善的金融服務業務體系，擁有多元化的金融服務牌照，可提供上市保薦、承銷配售、證券交易、融資顧問、併購中介、財務顧問、資產管理、私募基金管理等服務。本集團嚴格遵守《證券及期貨事務監察委員會持牌人或註冊人操守準則》和香港法例第571章《證券及期貨條例》相關守則及指引。

本集團深信誠實、廉潔、公平是所有商業交易的重要價值觀，承諾以良好的商業慣例和道德標準運營。本集團通過制定《合規手冊》，同時為員工提供誠信廉正操守的培訓課程，加強反貪污管理工作。本集團要求持牌員工申報其在誠信、工作能力及財務穩健性等方面的表現，以確保本集團員工為財政穩健、稱職、誠實、信譽良好及可靠的人士，從而讓客戶能夠有信心地選用本集團的金融服務。本集團要求員工正直行事，制定《利益衝突政策》以識別及管理利益衝突的情況，並要求員工避免任何形式的利益衝突，主動上報已發生的利益衝突。



## 5. Excellent Products and Services (Continued)

### 5. 優質產品和服務(續)

The Group formulated the *Anti-Money Laundering and Counter-Financing of Terrorism Policy and Procedures*. Prior to providing services to customers, we conduct the Know Your Customer (KYC) due diligence and complete the Risk Profiling Questionnaire. This allows us to understand customers' knowledge and experience on investment products, current financial position and investment objectives and expectations. This could help us to have a clear understanding of the actual risk tolerance of customers. It also provides our customers with a full picture of the products and their associated risks and expected results. Meanwhile, this policy is also conducive to preventing and discerning any forms of bribery, extortion, fraud and money laundering led by customers or employees, to avoid any illicit financial flows used for financing terrorism activities through the Group. We will report to relevant authorities for any suspicious transaction.

The Group attaches great importance to the protection of customers' privacy, formulated the *Measures for the Management of Customer Privacy Protection* and entered into a confidentiality agreement with each customer. The Group employs an encrypted user management system to regulate the access to the personal data collected, to which only authorised employees are granted access. In addition, the Group is also highly concerned about the collection and handling of customers' personal data and established the *Personal Information Collection Statement*, to ensure that customers' information is used in a proper manner.

The Group also has a *Business Contingency Plan*, where contingency measures were established for our securities trading business. Due to the instability of the electronic trading platform, responsible personnel of relevant departments will initiate a direct connection to the temporary trading platform of the Stock Exchange in the event of any interruption of or disturbance to the online trading platform, and at the same time the information technology department will be notified to follow up and carry out emergency remedial works. Concurrently, all customers will be informed of the disruption of the trading system by text message or email. The information technology department will subsequently verify the cause of the system disruption with the software vendor and develop a programme to avoid the recurrence of the same type of incident.

The financial services business of the Group collects customer complaints mainly by issuing opinion forms irregularly and setting up customer service hotlines and email mailbox. Responsible personnel will investigate written or verbal complaints from customers of the Group by grading the complaints into different levels and responding to them without delay.

本集團制定《打擊洗黑錢及反恐怖分子融資政策及程序》，在向客戶提供服務之前，會有系統地進行KYC (Know Your Customer) 盡職調查，請客戶填寫《風險承擔管理問卷》，以瞭解客戶的投資產品知識和經驗、當前的財務狀況、投資目標及投資期望。此舉有助於我們清楚瞭解客戶的實際風險承受能力，並讓客戶對產品及其風險和預期的結果有清晰的認識。同時，亦有助於我們防範及偵測客戶或員工以任何形式賄賂、勒索、欺詐和洗黑錢，避免任何意圖透過本集團轉移非法資金或用於資助恐怖活動的事件發生，並將向相關機構舉報任何可疑交易。

本集團非常重視客戶私隱保護，已制定《客戶私隱保護管理辦法》，與每名客戶簽訂保密協議。本集團通過加密型的使用者管理系統，規管只有獲授權的員工才可以查閱所收集的個人資料。本集團亦高度關注客戶個人資料收集的處理方法，設有《個人資料收集聲明》，適當地使用客戶信息。

本集團設有《業務應急計劃》，為其證券交易業務活動訂立應變措施。由於電子交易系統存在不穩定性，當網上交易系統中斷或受到影響時，相關部門的負責員工將啟動直接連接到交易所的臨時性交易平臺，同時通知信息技術部門跟進及搶修，並立刻以短訊或電郵方式通知所有客戶有關交易系統中斷的事宜。信息技術部門將於事後與軟件供應商確認系統中斷原因，並訂立方案以避免同類型事件再次發生。

本集團金融服務業務收集客戶投訴的主要方式為不定期發放意見表、開設客戶服務熱線及電郵信箱。任何關於本集團客戶的書面或口頭投訴由負責人員分不同等級調查並及時回應。

## 5. Excellent Products and Services (Continued)

### 5. 優質產品和服務(續)

The Group developed the *Guidelines for Production of Marketing Materials*, stipulating that all marketing materials shall meet regulatory requirements, and in addition, materials that contain information that may be subject to copyright or licencing restrictions could only be reproduced, distributed or used when necessary permissions or licences are obtained and the fees are paid.

Major suppliers of the financial services business of the Group are financial institutions. Legality, safety and quality are fundamental considerations in the selection of financial service providers. Financial service providers must be licenced institutions or enterprises that are socially responsible, financially sound and compliant with local laws. The Group regularly reviews whether all suppliers have been rebuked or penalised by local regulatory bodies.

### 5.2 QUALITY AUTOMOTIVE PARTS

The Group places high emphasis on the quality of products and sets “Top Quality and Customer Satisfaction” as the core value of the Group’s automotive parts business, targeting to become a world-renowned automotive parts company to achieve “Where there is a car, there is Cijan”. Our shock absorbers for passenger cars, commercial vehicles and railway vehicles are currently used by over 40 automotive manufacturers worldwide. Quality requirements vary amongst different products. Thus, the Group has established product monitoring and quality control procedures for timely inspection, monitoring and control of outsourced parts and raw materials purchased in bulk, to ensure that they meet the product quality requirements and normal production takes place. The Group also has control procedures for defective products in place, to prevent unintended use or delivery of such products and provide clear indications of the product status. At the same time, the Group has put forward an incentive system for quality assurance, setting out reward and punishment measures with respect to quality. In terms of product quality standards, the shock absorbers of passenger cars must align with OE standards; those of commercial vehicles must be equipped with a meticulous valve system based on driving and loading needs to effectively dampen vibrations; and those for railway vehicles must effectively suppress the vertical vibration amplitude between the steering rack and wheels. All products shall be provided with a 3-year/100,000-kilometre warranty for accessories and a one-year after-sales warranty.

本集團制定《市場營銷材料指南》，除規定所有營銷材料要達到監管要求外，還規定某些可能受到版權或許可限制約束的資料必須得到許可並支付費用後才能複製、分發或使用該資料。

本集團金融服務業務的主要供應商為金融機構。本集團在選擇金融服務供應商時，合法、安全及質量是基本的考量因素。金融服務供應商必須是負有社會責任、財務穩健並符合當地法律的持牌機構或企業。本集團定期審查所有供應商有否被當地監管機構譴責或懲罰。

### 5.2 高質量汽車零部件

本集團高度重視產品質量，以「質量第一，客戶滿意」為本集團汽車零部件業務的核心價值觀，並以為成為世界知名的汽車零部件公司為目標，期望能夠做到「哪裡有汽車，哪裡就有漸減」。減振器產品目前服務全球40餘家汽車製造商，覆蓋乘用車、商用車、軌道車輛減振器。不同的產品具有不同的產品質量要求，本集團設立產品監視和質量控制程序，對批量採購的外協件、原材料及時進行檢驗、監視和控制，確保其滿足產品質量要求和生產的正常運行。本集團亦設立不合格品控制程序，防止不合格品的非預期使用或交付，使各類產品狀態清晰可見。同時，本集團已制定並運行產品質量保障激勵制度，頒布實施質量獎勵與懲罰措施。產品質量標準方面，乘用車減振器確保達到OE標準要求，商用車減振器必須根據車輛行駛及載荷需要精心匹配閥系設計以有效衰減振動，軌道車輛減振器必須有效衰減轉向架與輪總間的垂向振動幅度等，並且所有產品需達到主機配套質保3年／10萬公里、售後市場質保1年的高標準要求。

## 5. Excellent Products and Services (Continued)

### 5. 優質產品和服務(續)

As a national high-tech enterprise, Nanyang Cijan was conferred the title of the “Top 100 Outstanding Suppliers of Automotive Parts in China” for consecutive years. Nanyang Cijan has produced shock absorbers for cars manufactured by automobile manufacturers including Shanghai Auto, Dongfeng Passenger Car, GM Wuling, BYD and XPeng Motors. Having passed the examination of PSA, a French automobile manufacturer, the Group has become the global supplier of absorbers for Stellantis Group (formed by the merger of two major corporate groups, PSA Group and FCA Group) and obtained development licenses and sample orders for six models of three types of automobiles, including Peugeot 208. The Group received bulk orders from SAIC Motor for its self-developed Adaptive Damping System (ADS).

The automotive parts business of the Group has a comprehensive quality management system, which has successively obtained the ISO9001 Quality Management System certificate, the IATF16949:2016 Automotive Quality Management System certificate, the QS9000 and VDA6.1 quality system certificates and other qualifications.

#### Product Quality Control

The Group implements full monitoring of product safety and quality and executes a triple-inspection system in its production process, i.e., “First Inspection, Patrol Inspection and Final Inspection”. The Group also keeps abreast of the latest production situation and quality performance through performing real-time data collection by the Manufacturing Execution System (MES), providing timely feedback to responsible personnel on the implementation of the production plan so that they can respond quickly to any emergency at the production site. Since shock absorber is not a hazardous product, it poses no health risk to consumers. We customise product labels according to the requirements of our customers with instruction manuals formulated for each product accordingly. Specialised personnel are then arranged to check the product labels to ensure that all the information is correct. Furthermore, the Group provides “three guarantees” service to automobile manufacturers, under which all products with quality issues will be repaired, replaced or returned. As the Group mainly works with automobile manufacturers, end-consumers can contact automobile manufacturers directly for any problems found in the product. In the 2021 Financial Year, the automotive parts business of the Group did not recall any products sold due to safety and health reasons.

南陽淅減是國家級高新技術企業，連續多年獲得「全國百家優秀汽車零部件供應商」稱號，已為上海汽車、東風乘用車、通用五菱、比亞迪、小鵬汽車等汽車廠家製造汽車配套減振器。本集團通過法國PSA汽車公司全球供應商審核，成為Stellantis集團（由標誌雪鐵龍和菲亞特克萊斯勒兩大集團合併而成）全球市場的減振器供應商，並取得標誌208等三款六個車型的開發許可及樣品訂單。本集團自主研發的汽車自適應阻尼可調減振器系統(ADS)獲得上海汽車的批量訂單。

本集團汽車零部件業務擁有完善的質量管理系統，先後獲得ISO9001質量體系證書、IATF16949：2016汽車行業質量管理系統證書、QS9000和VDA6.1質量體系證書等資格認證。

#### 產品質量監控

本集團汽車零部件業務對產品安全及質量實行全程監控，在生產過程中執行三檢制，即「首檢、巡檢、末檢」。本集團亦通過MES (Manufacturing Execution System)系統的實時數據採集，及時瞭解車間的生產情況及質量狀況，將生產計劃的執行狀況及時反饋，讓責任人員能夠快速地應對生產現場的任何緊急狀況。減振器不屬於危害產品，因此不會對消費者的健康造成影響。我們按照客戶的要求定制產品標識，對每款產品制定相應的操作文件，並安排專責人員進行核對，務求產品標識上的資料正確無誤。另外，本集團向汽車製造商提供「三包服務」，對所有出現質量問題的產品進行維修、更換及退換。因本集團產品主要面向汽車製造商，若終端消費者在使用產品時出現問題，將直接與汽車製造商聯繫。於二零二一年財政年度，本集團汽車零部件業務沒有因安全與健康理由而須召回已售的產品。

## 5. Excellent Products and Services (*Continued*)

### 5. 優質產品和服務(續)

The automotive parts business of the Group performs quality control strictly at all stages of the production of shock absorbers through a wide range of measures, such as putting up “reminder signs for key quality control procedures” next to factory production lines to remind employees of the common reasons for non-conforming products. The Group also puts up quality control slogans in the factory to promote its core value of “Top Quality” to its employees. Each shock absorber produced by the Group is subject to rigorous quality testing to ensure that the products we produced are of excellent quality and meet customers’ requirements.

#### Supplier Management

To ensure product quality and safety, the automotive parts business of the Group established the *Suppliers Management System* to regulate raw materials procurement. Nanyang Cijan performs on-site reviews of all potential suppliers, and suppliers should meet the requirements on quality, product development capabilities, product compliance, production capacity, cost control capabilities and environmental protection. They are also required to be certified with the ISO/TS16949 or the ISO9001 Quality Management System. In addition to strict quality control requirements, Nanyang Cijan also gives priority to the procurement of products with less negative environmental impact and sets out specific environmental requirements in tender documents, actively promoting green procurement.

#### Building a New Supplier Management System

To ensure the quality of its products and services, Nanyang Cijan has developed a new and effective system of supplier management, screening and grading, which consists of three main components:

In terms of supplier management, Nanyang Cijan has developed a supplier management process, signed quality agreements with suppliers, and carried out daily management through performance monitoring and process auditing of suppliers;

本集團汽車零部件業務通過各種措施在減振器各個生產階段對質量嚴格把關。例如，於工廠生產線旁貼有「關鍵工序質量警示卡」，為員工展示一些常見不合格組件的原因。本集團亦於工廠內張貼質量宣傳標語，向員工傳達「質量第一」的核心價值觀。本集團生產的每一支減振器都經過嚴格的質量測試，確保出廠的產品滿足質量及其他客戶要求。

#### 供應商管理

為確保產品質量及安全，本集團汽車零部件業務制定《供應商管理制度》，對原材料採購進行把關。南陽淅減對所有潛在供應商進行現場評審，供應商必須符合質量、產品研發能力、產品符合性、生產能力及成本控制能力、環保等方面的評審要求。此外，供應商必須獲得ISO/TS16949或ISO9001質量管理體系認證。除對質量提出嚴格要求外，南陽淅減亦優先考慮購買對環境負面影響較少的產品，在招投標文件中明確規定產品環保要求，積極推進綠色採購。

#### 搭建新型供應商管理體系

為確保產品和服務質量，南陽淅減已構建起一套新型且行之有效的供應商管理、篩選、評定級的系統，該系統主要包括三大環節：

供應商管理方面，制定了供應商管理流程，與供應商簽署質量協議、通過對供應商的業績監控、過程審核等進行日常管理；



## 5. Excellent Products and Services (Continued)

### 5. 優質產品和服務(續)

In terms of screening of suppliers, it is carried out in strict compliance with the requirements under the Group's *Guidelines for Selection and Approval of New Suppliers*;

In terms of grading of suppliers, pursuant to the *Document on Evaluation of Supplier Performance* of the Group, Nanyang Cijan prepares monthly evaluation forms based on zero-kilometre PPM values, after-sales PPM values, quality complaints, delivery timeliness, additional cost ratios, supplier evaluation results, supplier's price trends and monthly red supply performance information. According to the form, suppliers are appraised semi-annually by the purchasing department, the quality assurance department, the R&D centre and the product department, to prepare the *Qualified Supplier List*.

Nanyang Cijan reviews all suppliers annually according to the passing rate of incoming product quality inspection, the rectification rate of service quality, the number of after-sales complaints, the timeliness of delivery and price trends. In this way, suppliers are graded into three categories, A, B and C, where unqualified suppliers are categorised as C-grade. Suppliers who are graded as unqualified are required to carry out prompt rectification. If no improvement is made within a specific period of time, the supplier shall fall into the Unqualified Supplier Register and shall not be invited to participate in any tender. In the 2021 Financial Year, Nanyang Cijan has 90 suppliers. None of these suppliers was categorised as C-grade and eliminated due to quality issues, timeliness of delivery and degree of cooperation. However, three suppliers were removed from the Group's supplier list due to long-standing lack of business relationship and poor management of the suppliers themselves.

供應商篩選方面，嚴格遵循本集團《新供方選擇認可作業指導書》文件規定進行；

供應商評定級方面，依據本集團《供應商業績評價作業文件》，通過收集供應商每月的零公里PPM值、售後PPM值、質量問題投訴次數、交付及時性、額外成本比率、供方評審結果、供方價格趨勢、月度紅色供應業績數據等，形成月度供應商業績評價表，於每半年一次組織採購部、質保部、研發中心、產品部對供方進行評估，編製《合格供方清單》。

南陽浙減每年對所有供應商進行評估，針對供應商的進貨檢驗合格率、質量服務整改率、售後投訴次數、交貨及時性及供應商價格趨勢等因素把供應商評定為ABC三級，其中C級為不合格的供應商。對於被評審定級為不合格的供應商，將被要求即時進行整改，如果在規定時間內沒有改進，則會被納入《不合格供應商記錄表》，不再獲邀參與各類招標活動。於二零二一年財政年度，南陽浙減現有供應商數量為90家，沒有供應商因質量問題、供貨及時性、配合程度等問題被評定為C級供應商且被淘汰，但有3家供應商因長期無業務合作關係及供應商自身經營不善等問題而被剔除出本集團的供應商名單。

## 5. Excellent Products and Services (Continued)

### 5. 優質產品和服務(續)

In the 2021 Financial Year, the Group formulated environmental protection requirements and specifications for procurement, as well as related implementation and monitoring methods to identify and circumvent environmental and social risks throughout the supply chain. For example, the Group conducted supply risk checks on suppliers involved in environmental protection issues in accordance with relevant local government regulations, and collected environmental management system certificates from suppliers. The relevant implementation and monitoring methods include the establishment of an environmental management system certificate ledger, which shall be tracked and updated by the supplier's manager.

#### Customer Satisfaction

The automotive parts business of the Group has maintained two-way communication with customers, who are welcome to give advice to the Group through channels such as the official WeChat platform, the 24-hour service hotline and site visits. Nanyang Cijan conducts monthly customer satisfaction surveys, in which aspects such as the proportion of malfunctioning shock absorbers that were recalled before the vehicle was sold, the number of customer complaints and feedback, and downtime in manufacturing lines, are rated. In the 2021 Financial Year, the Group received 109 external customer complaints, of which 100% had been resolved.

##### Customer satisfaction

Score out of 10

##### Achievement for the 2021 Financial Year

9.97

To ensure that prompt reply is provided to our customers, the automotive parts business of the Group has introduced the Quality Management System (QMS) to manage customers' demands in a centralised manner and resolve problems in a quicker and standardised way. Relevant departments perform proactive analysis of customers' feedback and ensure that all issues are resolved within 30 days.

於二零二一年財政年度，本集團製訂了採購方面的環保要求及規範，以及相關執行和監察方法，以識別和規避供應鏈每個環節的環境及社會風險，如根據地方政府相關規定對供應商進行因環保問題出現的供貨風險進行排查，收集供應商環境管理體系證書，建立環境管理體系證書台賬，並由供應商管理員進行跟蹤更新。

#### 客戶滿意度

本集團汽車零部件業務一直保持與客戶雙向的溝通，歡迎客戶通過官方微信公眾平臺、24小時服務熱線、現場考察等渠道給予本集團意見。南陽浙減每月進行客戶滿意度調查，就減振器在車輛售出前故障並因而退件的比例、客戶投訴及反饋的次數、生產線停線時間等方面評分。於二零二一年財政年度，本集團接獲外部客戶投訴數量109宗，已100%處理完畢。

##### 客戶滿意度

得分(滿分為10分)

##### 於二零二一年財政年度達成情況

9.97分

為確保客戶能夠得到及時的回覆，本集團汽車零部件業務已引入QMS (Quality Management System) 系統，務求能夠統一管理客戶的服務要求，更快速及規範地解決問題。相關部門在瞭解反饋內容後積極對問題進行分析，並保證所有問題於30天內解決。



## 5. Excellent Products and Services (Continued)

### 5. 優質產品和服務(續)

#### Continuous Innovation

The Group attaches great importance to R&D investment and technological innovation, and has formulated the *Incentive Scheme for Science and Technological Innovation* to encourage employees to innovate proactively. Incentives and recognition can be provided for employees who are awarded certificates of scientific and technological achievements, file patents of shock absorbers or other automotive parts inventions, participate in the development or revision of international, national or industry standards, publish papers or obtain professional qualifications. As a “High and New Technology Enterprise”, Nanyang Cijan saw its R&D centre certified as the National Enterprise Technology Centre and selected as an “Academician Workstation” and “Post-doctoral Workstation” of Henan Province. In recent years, through extensive cooperation with Beijing Institute of Technology, Southwest Jiaotong University and other higher education institutions, Nanyang Cijan has delivered abundant achievements in “Production, Education and Research” and has a number of patented technologies.

Each year, Nanyang Cijan’s investment in R&D and technological innovation accounts for more than 5% of its annual expenditure. In the 2021 Financial Year, Nanyang Cijan invested a total of approximately RMB59.90 million in R&D. Total investment in R&D increased by approximately 10.9% year-on-year compared to the previous financial year and 26 new utility model patents were granted. As at 31 December 2021, Nanyang Cijan owned approximately 300 intellectual property rights.

#### 持續創新

本集團重視研發投入及技術創新，制定《科技創新獎勵辦法》，鼓勵員工積極創新。員工如獲得科技成果獎勵證書、申報減振器或其他零部件發明等專利、參與國際、國家或行業標準的制定或修訂、出版論文或取得職業資格證書，都能夠獲得獎勵及認可。南陽淅減為「高新技術企業」，其研發中心獲評為國家企業技術中心，並入選河南省「院士工作站」和「博士後工作站」。近年來，南陽淅減與北京理工大學、西南交通大學等高等院校廣泛合作，「產學研」合作碩果累累，擁有多項專利技術。

南陽淅減每年投入於研發及技術創新方面的資金佔全年支出5%以上，於二零二一年財政年度於研發上累計投入資金約人民幣5,990萬元，研發投入總金額較上一財年同比增長約10.9%；獲得26項新實用新型專利。於二零二一年十二月三十一日，南陽淅減擁有各類知識產權數量約300項。

## 6. People-oriented

### 6. 以人為本

The Group firmly believes that employees are one of the Group's most important assets, and its business success is inseparable from the dedicated efforts of its employees. The Group has formulated a sound human resources policy, with the purpose of being a "people-oriented" business, in order to attract and retain outstanding talents, bringing employees together and increasing their sense of belonging to the Group. The Group encourages a diversified employee portfolio which brings a variety of skills, experience and innovative ideas to the Group.

The Group strictly complies with laws and regulations that have a significant impact on the Group's operations in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity, anti-discrimination, other benefits and welfare and other employment-related matters, to ensure that employees are provided with legal and reasonable remuneration and benefits and are treated fairly. The Group also enters into employment contracts with employees and formulated the *Employee Manual*, outlining the rights and obligations of employees.

#### 6.1 NURTURING TALENTS

The Group has sound *Measures for Recruitment and Dismissal Management*, which systematically advances the building and growing of teams of talents, so that the staff can better align with the business development needs of the Group. The human resources department ensures that the recruitment and dismissal processes are standardised and transparent, and regularly reviews and updates relevant human resources policies in accordance with the latest laws and regulations. During the recruitment process, the Group considers factors such as candidates' working experience, expected work capacity and internal budget of the Group, and observes candidates' personality, enthusiasm, development potential and other personal qualities. Meanwhile, the Group strictly prohibits any unfair or unreasonable dismissal, and termination of the employment contract must be lawful and reasonable.

本集團堅信員工是本集團最重要的資產之一。一路走來，本集團於業務上的成功離不開員工的積極付出及努力。本集團已建立完善的人力資源政策，旨在貫徹「以人為本」的宗旨，吸納及保留優秀人才，凝聚員工的向心力，提高員工對本集團的歸屬感。本集團鼓勵多元化的員工團隊，為本集團帶來不同的技能、經驗和創新思維。

本集團嚴格遵守於僱傭方面與薪酬及解僱、招聘及晉升、工時、休息時間、平等機會、多元化、反歧視以及其他待遇及福利相關並對本集團運營產生重大影響的法律和法規，確保為員工提供合法合理的薪酬與福利，給予各員工公平的待遇。本集團與員工簽訂僱傭合約，並制定《員工手冊》清楚說明員工的權利和義務。

#### 6.1 凝聚人才

本集團設有完善的《招聘入職及離職管理辦法》，系統地促進人才隊伍的建設發展，讓員工能夠更好地滿足本集團的業務發展需要。人力資源部門確保招聘及解僱的過程規範化且透明，並根據最新的法律法規，定期檢討及更新相關的人力資源政策。在招聘過程中，本集團會考慮候選人的工作資歷與預期工作能力，亦會觀察候選人的性格、熱誠、發展潛力等個人素質，同時考慮內部預算等因素。本集團嚴格禁止任何不公平或不合理的解僱，終止僱傭合約必須合法合理。

## 6. People-oriented (Continued)

### 6. 以人為本(續)

The Group established the robust *Remuneration Management System* and *Performance Appraisal Management Plan*, and carries out work performance appraisals at least once a year to assess employees' work capability and performance while taking into account the market remuneration level for the position and the internal budget of the Group. The results of the appraisals serve as references for the Group to make decisions on promotion and remuneration adjustments for outstanding employees. When there is a job vacancy, the Group gives priority to internal promotion or deployment.

To elevate talent development at a steady pace, the Group provides employees with a smooth and clear career path. Nanyang Cijan clearly outlines the career progression for technical and management employees, providing them with a dual-track approach to career development to enable them to select a suitable path and plan for their own career development.

The Group respects all employees and formulated the *Equal Employment Policy*, under which no employee should be discriminated against because of race, religion, gender, nationality, sexual orientation, marital status and disability during employment, training, performance management, selection, promotion and remuneration adjustment, to ensure a fair and just practice and to create an inclusive and diverse workplace. Meanwhile, the Group has zero tolerance for any workplace discrimination or harassment. In the event of any violation of the *Equal Employment Policy*, corresponding actions will be taken by the Group. In the 2021 Financial Year, the Group did not receive any complaints regarding the infringement on the rights and interests of employees and was not aware of any violations of employment-related laws and regulations that had a significant impact on the Group's operations.

本集團設有完善的《薪酬管理制度》及《績效考核管理方案》，每年依據員工工作能力及表現、市場對此崗位的薪酬標準、內部預算等因素進行最少一次的工作效能評估。考核結果供本集團對表現優秀的員工作出升職及薪酬調整時作為參考。當職位出現空缺時，本集團會優先考慮內部晉升或調配。

本集團為員工提供暢通及清晰的職業發展通道，推動人才穩步成長。南陽浙減明確列出技術類及管理類員工的發展通道，為員工提供雙軌職業發展機會，讓員工能夠選擇適合自己的職業路徑，規劃自己的職業發展。

本集團尊重所有員工，建立《平等就業政策》，在員工聘用、培訓、工作效能管理、選拔、晉升、薪酬調整時，不因種族、信仰、性別、國籍、性傾向、婚姻狀況及殘疾等差異受到歧視，保證做到公平公正，締造共融及多元化的工作空間。本集團對任何工作場所的歧視或騷擾實行零容忍，若有任何違反與《平等就業政策》有關的行為，本集團將採取相應的行動。於二零二一年財政年度，本集團沒有接獲任何侵犯員工權益的投訴個案，並不知悉任何違反有關僱傭的法律法規並對本集團運營有重大影響的事件。

## 6. People-oriented (Continued)

### 6. 以人為本(續)

The Group prohibits any recruitment and employment of child labour and prohibits any form of forced labour, and strictly complies with the laws and regulations that prohibit child and forced labour. The human resources department of the Group requires the employees to provide valid identification documents before taking up their duties, to prove the legal age requirement for employment. If any child labour is found, the Group would immediately terminate the employment relationship with the person concerned. Nanyang Cijan established the *Regulations on the Management of Employees Working Overtime*, which stipulates that employees can only work overtime with the prior approval of their head of department. Employees will be granted compensation leave or overtime pay afterwards to ensure that no employee is forced to work overtime. The human resources department regularly reviews the implementation of the human resources policies with a view to eradicating the risks of child and forced labour. In the 2021 Financial Year, the Group was not aware of any violation of the laws and regulations relating to the prevention of child or forced labour that had a significant impact on the Group's operations.

### 6.2 DIVERSITY

The Company is committed to ensuring an appropriate balance in the diversity of skills, experience and perspectives and angles of the Board members so as to support the execution of business strategies and efficient operation of the Board. The Company has formulated a director nomination policy. The Nomination Committee is responsible for identifying candidates suitably qualified to become members of the Board and it may select candidates nominated for directorship. When formulating a recommendation to the Board for appointment of a Director (including an INED), the Nomination Committee shall consider various criteria in evaluating and selecting candidates for directorships, including, among others, (i) character, integrity and reputation, (ii) qualifications including professional qualifications, skills, knowledge and experience that are relevant to the Group's business and corporate strategy, (iii) willingness to devote adequate time to discharge duties as a member of the Board and other directorships and significant commitments, (iv) the number of existing directorships and other commitments that may demand the attention of the candidates, (v) the requirement for the Board to have INEDs in accordance with the Listing Rules and whether

本集團禁止招聘及使用童工，亦禁止任何強制勞工的行為，嚴格遵守禁止童工及強制勞工的相關法律法規。人力資源部門規定員工就職前均須提供有效的身份證明文件，以證明員工符合法定年齡要求。如發現任何童工，本集團將立刻與當事人解除僱傭關係。南陽浙減建立《員工加班管理規定》，規定員工加班需經部門領導同意，並於員工加班後為員工安排調休或給予加班費，絕不強制員工加班。人力資源部門定期檢查人力資源政策的執行情況，以徹底消除童工及強制勞工的風險。於二零二一年財政年度，本集團並不知悉任何違反有關防止童工或強制勞工的法律法規並對本集團運營有重大影響的事件。

### 6.2 多元化

本公司竭力確保董事會成員在技能、經驗及觀點與角度等多元化方面保持適當的平衡，以支持業務策略之執行及令董事會有效率地運作。本公司已制定董事提名政策。提名委員會負責物色具備合適資格可以擔任董事會成員的人士，並可甄選人士參與董事提名。於向董事會提出委任董事（包括獨立非執行董事）的推薦建議時，提名委員會將考慮評估及甄選董事人選的各項準則，包括（其中包括）(i) 品格、誠信及聲譽；(ii) 與本集團業務及企業戰略相關的資格，包括專業資格、技能、知識及經驗；(iii) 願意投入足夠時間履行董事會成員及其他董事職務以及重大承擔的職責；(iv) 現任董事職位數目及可能需要有關人選關注的其他承擔；(v) 根據上市規則的規定董事會須有獨立非執行董事，且經參考上市



## 6. People-oriented (*Continued*)

### 6. 以人為本(續)

the candidates would be considered independent with reference to the requirements under the Listing Rules, (vi) the board diversity policy of the Company and any measurable objectives adopted by the Board for achieving diversity on the Board, which including but not limited to gender, age, culture and education background, ethnicity, professional experience, skills, knowledge and terms of service, and (vii) such other perspective appropriate to the Group's business.

For the 2021 Financial Year, female members accounted for approximately 32% of all employees (including senior management) of the Group. Based on the principle of talent orientation and in accordance with the business model and specific up-to-date needs of the Group, and taking full account of the benefits of employee gender diversity, the Company reviews the gender ratio from time to time to achieve a good balance in employee gender diversity.

規則的規定後有關人選是否會被視為獨立人士；(vi) 本公司的董事會多元化政策及董事會就達致董事會多元化所採納的任何可衡量目標，包括但不限於性別、年齡、文化及教育背景、種族、專業經驗、技能、知識和服務任期；及(vii)對本集團業務而言屬適當的其他方面。

於二零二一年財政年度，本集團全體員工(包括高級管理層)中女性成員佔比約32%。本公司以用人唯才為原則，結合本集團業務模式及與時並進的特定需要，充分顧及員工性別多元化之裨益，不時檢討性別比例以達致員工性別多元化方面之良好平衡。

## 6. People-oriented (Continued)

### 6. 以人為本(續)

#### 6.3 CARING FOR EMPLOYEES

The Group's *Employee Manual* and the *Employee Working Hours System and Policy* outline the working hours and rest periods of employees, which are both in compliance with relevant local employment laws and regulations. In addition to providing statutory paid leave, Mandatory Provident Fund or social insurance and housing provident fund, medical insurance, business travel accident insurance and a competitive remuneration system, the Group also ensures that its employees are entitled to marriage leave, maternity leave, pre-maternity leave, compassionate leave, etc. In addition, Nanyang Cijan provides employees with high-temperature vacation in July, one of the hottest months of the year, to reduce employees' exposure to health risks posed by working in high temperatures. The Group's Shenzhen office has rolled out the staff care initiatives such as one-day paid sick leave per month as well as two hours of early departure and a birthday book on employees' birthdays. The Group also provides staff with festive benefits at traditional festivals such as the Dragon Boat Festival and the Mid-Autumn Festival.

The Group regularly presents employees with outstanding employee performance awards, including the Award for Teaching Management, the Best Attendance Award, the Model Employee, and the Outstanding Employees, and rewards outstanding employees through a formal letter of appreciation or bonus.

In order to promote friendship among employees, build team harmony at work and foster employees' sense of belonging to the Group, the Group organises different types of employee activities each year, such as birthday parties, welcome lunches with new employees, Christmas parties, basketball games, outdoor activities, and staff sports meets.

##### Case study:

The Group's Shenzhen office issued staff shopping cards on the Dragon Boat Festival as a festive benefit to care for their healthy life.

Edukeys Group organised outdoor trainings for its staff to enhance their willpower and stimulate their potential.

The Group's Hong Kong office had staff Christmas celebration, celebrating the arrival of the New Year.

#### 6.3 員工關愛

本集團《員工手冊》及《員工工作時間制度及政策》列明員工的工作及休息時間，均符合當地有關僱傭的法律法規。除了提供法定的有薪假期、為員工辦理強積金或五險一金、醫療保險、商務旅行意外保險及提供具備競爭力的薪酬體系等待遇外，本集團還確保員工依法享有婚假、產假、待產假及撫恤假等。此外，南陽浙減於每年炎熱的七月給予員工高溫假，降低員工於高溫下作業的健康風險。本集團深圳辦公室員工每月一天帶薪病假、員工於生日當天可提前兩小時下班並獲贈生日書籍等員工關愛措施。本集團亦於端午節、中秋節等傳統節日給予員工節日福利。

本集團定期頒發傑出員工表現獎，如教學管理獎、最佳出勤獎、質量模範員工及優秀員工等，透過通報表揚、獎金等方式獎勵優秀員工。

為促進員工之間的友誼、建立融洽的團隊關係，並加強員工對本集團的歸屬感，本集團每年都會舉行不同類型的員工活動，例如生日會、歡迎新員工聚餐、聖誕聯歡會、籃球比賽、戶外拓展團建活動、教職工校運動會等。

##### 案例：

本集團深圳辦公室於端午節發放員工購物卡節日福利，關懷員工健康生活。

中際育才舉辦員工戶外拓展訓練，提升員工意志力，激發員工潛能。

本集團香港辦公室員工舉行聖誕聯歡活動，慶祝新年的到來。



## 6. People-oriented (Continued)

### 6. 以人為本(續)

The Group firmly believes that good interactive communication with employees not only benefits the Group's operation and management, but also helps the Group in promoting its sustainable development. To ensure continuous, effective and two-way communication between employees and the management, the Group encourages employees to express their opinions and suggestions on the working environment, remuneration and benefits and other aspects through e-mail, bulletin boards, WeChat, the Employee Manual and meetings.

### 6.4 HEALTH AND SAFETY

The Group strives to provide employees with a healthy and safe working environment, while strictly complying with the laws and regulations that have a significant impact on the Group's operations in relation to employees' health and safety, including providing a safe working environment and protecting employees from occupational hazards. To ensure that employees at all levels of our business segments duly work on safety management, the Group established the *Occupational Health and Hygiene Management System* to prevent, control and eradicate any occupational hazards, and to minimise employees' risks in their working environment. For the three years ended 31 December 2021, the Group had no fatalities caused by work.

#### Occupational Health and Production Safety

In order to effectively prevent major accidents and occupational diseases and to ensure the personal safety and health of our employees, the automotive parts business of the Group has been conscientiously implementing the policy direction that "Safety is of utmost priority with prevention as the primary focus". It put into practice the liability system for production safety and set up the Production Safety Management Committee and the Occupational Health Leading Group, with the responsibilities of each unit under the production safety management system clearly specified. Nanyang Cijan formulated and implemented relevant measures according to the *GB/T28001-2011/OHSAS18001:2007 Occupational Health and Safety Management Systems – Requirements* and has been certified to be in conformity with the standard.

#### Production safety target

Zero major safety incident

#### Achievement of the target for the 2021 Financial Year

100%

本集團堅信，良好的互動與溝通不僅有利於本集團的運營與管理，亦有助於推動本集團的可持續發展。為確保員工與管理層之間有效及雙向的持續溝通，本集團通過電郵、公告欄、微信、員工手冊、會議等方式，鼓勵員工表達其對工作環境、待遇等各方面的意見及建議。

### 6.4 健康與安全

本集團致力為員工提供健康與安全的工作環境，嚴格遵守於員工健康與安全方面對本集團運營有重大影響的法律法規，包括提供安全的工作環境並保護員工免於職業危害。為確保各業務板塊不同職級的員工盡職盡責地做好安全管理工作，本集團制定《職業健康衛生管理制度》，務求預防、控制及消除任何職業危害，盡可能降低員工工作環境中的風險。於截至二零二一年十二月三十一日止三個年度，本集團未發生因工死亡事故。

#### 職業健康與生產安全

為有效防止重大事故發生、預防職業病並保證員工的生命安全及健康，本集團汽車零部件業務認真執行「安全第一、預防為主」的方針，落實安全生產責任制度，設立安全生產管理委員會及職業衛生領導小組，清楚列明各單位在安全生產管理系統下的職責。南陽淅減依據《GB/T28001-2011/OHSAS18001：2007職業健康安全管理体系要求》，制定及實施相關措施，並取得職業健康安全管理体系認證證書。

#### 生產安全目標

零重大安全事故

#### 於二零二一年財政年度目標達成情況

100%

## 6. People-oriented (Continued)

### 6. 以人為本(續)

The automotive parts business of the Group formulated the *Safety Inspection System*, under which a comprehensive factory-level safety inspection is organised no less than twice a year, along with weekly workshop safety inspection and occasional safety inspection on new potential risk factors such as new equipment and new technology. The safety inspection team will issue criticisms against any department or employee that violates the rules, and appropriate punishment will be given according to the severity of violation. In addition, Nanyang Cijan regularly organises safety training for in-service staff, and only those who passed the training exam are allowed to work.

In the 2021 Financial Year, there were six employees injured in minor-injury accidents related to the use of machinery and equipment in the Group. Upon such accidents, the safety responsible personnel reported to the safety department within 30 minutes to start a comprehensive investigation. Subsequent to the confirmation of the cause of the accident, a corresponding rectification plan was developed. The Group has already applied for work injury on behalf of the injured employees, and arranged compensation leave for them to recover. The Group also provided them with necessary financial assistance according to the *Regulation on Work-Related Injury Insurances*. Such employees may take other suitable work positions according to their personal preference.

#### Office Health and Safety

The Group is immensely concerned about employees' health and safety in the office and established relevant policies and measures. The Group illustrated in the *Employee Manual* the health and safety precautions of the office working environment and formulated the *Smoke Free Workplace Policy* to prohibit smoking in the office. The Group provides employees with annual health check-ups, organises health talks, places green plants in offices, cleans the air conditioning system and disinfects carpets regularly in the office. With regard to the education business, to avoid damage to teachers' vocal cords due to their long lectures with students, our schools provide a microphone in each classroom for teachers to use during classes. Other than that, employees of the Group's Shenzhen office regularly participate in the fire drills organised by the property management companies of their buildings, with a view to fostering their emergency response capacity.

本集團汽車零部件業務制定《安全檢查制度》，組織每年不少於兩次的工廠級全面安全大檢查、每週一次的车間安全檢查及不定期對新設備、新工藝等潛在新危險因素的安全檢查。安全檢查組將對違反規定的部門或員工進行通報批評，並視情況的輕重給予相應的處罰。此外，南陽淅減定期組織在職員工進行安全生產培訓，只有培訓考試合格的員工才能上崗。

於二零二一年財政年度，本集團共有6人發生與使用機械設備相關的輕工傷事故。事故發生後，安全責任人在30分鐘內向安全部門匯報，隨後展開全面調查，並於事故原因查出後訂立相應整改方案。本集團已為涉事員工申請工傷，安排調休時間至身體康復痊癒，並已按照《工傷保險條例》給予受傷的員工經濟補償，尊重員工個人意願或重新安排合適的工作崗位。

#### 辦公室健康與安全

本集團十分重視員工在辦公室內的健康與安全，並制定相關的政策與措施。本集團在《員工手冊》內描述辦公室工作環境下健康與安全的注意事項，並制定《反吸煙政策》，禁止在辦公室內吸煙。本集團每年為員工提供身體檢查、舉辦健康講座、在辦公室內放置綠色植物，並定期進行辦公室冷氣系統清潔及地毯消毒等工作。在教育業務方面，為避免教師因需長時間向學生講課而導致的聲帶受損，學校為每個教室提供麥克風，以供教師授課時使用。除此之外，本集團深圳辦公室員工定期參與由大廈物業管理公司舉辦的消防演習活動，提高員工的緊急應變能力。

## 6. People-oriented (Continued)

### 6. 以人為本(續)

The Group is also very concerned about employees' mental well-being. We communicate with employees regularly to keep track of their mental health and provide timely counselling for them. Well aware of the pressure on its teachers, the Group has set up a counselling room for them with psychological counselling provided by principals and supervisors.

In the 2021 Financial Year, the Group was not aware of any violation of laws and regulations in relation to health and safety that had a significant impact on the Group's operations.

#### Pandemic Prevention and Safety

In 2021, as the COVID-19 pandemic continued to recur, the Group strictly implemented the measures and requirements of the National Health Commission and the Ministry of Education, as well as the measures and requirements under the local government's long-term anti-pandemic policies. The Group conducted regular disinfection in office premises to fully protect the physical and mental health and safety of employees, strengthened measures at campuses for better environmental health, asked teachers and students to avoid unnecessary outings, and rolled out a COVID-19 vaccination program for all staff and students.

#### Campus Safety

Students are substantial stakeholders of the Group, and protecting their safety is both the top priority of the school and the responsibility of every member of its teaching staff. The Group is committed to enabling students to enjoy the pleasure of learning in a safe environment, while strictly complying with the laws and regulations that have a significant impact on the Group's operations in relation to students' safety. The Group formulated the *School Safety Management Manual* for schools under its management, allowing employees of different job positions to effectively manage and implement measures related to the daily safety of schools, ensuring the personal safety and mental health of students, and enabling them and their parents to have full confidence in our schools.

本集團亦非常關注員工的心理健康，通過日常溝通，瞭解員工的心理健康狀況並及時進行相關輔導。本集團瞭解到教師們的壓力，在學校特別設立教師心理諮詢室，由校長及年級主任為教師提供心理諮詢。

於二零二一年財政年度，本集團並不知悉任何違反有關健康與安全的法律法規並對本集團運營有重大影響的事件。

#### 疫情防控與安全

二零二一年，新冠肺炎疫情持續反覆，本集團嚴格落實國家衛生健康委員會、教育部及屬地政府常態化疫情防控政策的措施與要求，定期對辦公場所進行消毒作業，充分保障員工的身心健康與安全，並加強校園環境衛生整治，引導師生減少不必要外出，全面開展教職工、學生新冠疫苗接種工作。

#### 校園安全

學生是本集團的重要持份者，保障學生安全是學校的首要任務，亦是每一位教職員的責任。本集團致力讓學生在安全的環境下享受學習的樂趣，嚴格遵守於學生安全方面對本集團運營有重大影響的法律法規。本集團學校均設有《學校安全管理手冊》，讓學校不同崗位的員工有效管理及執行有關學校日常安全的措施，確保學生的人身及心理健康安全，讓學生及家長對學校充滿信心。

## 6. People-oriented (Continued)

### 6. 以人為本(續)

Each year, schools of the Group set annual safety targets to effectively prevent all kinds of accidents through strengthening safety education and safety management, with safety measures being put into practice. At the beginning of each semester, the schools arranged for their teaching staff to sign the *Letter of Safety Responsibility*, which clearly defined the responsibilities of each member of the teaching staff for the implementation of safety programmes. In the 2021 Financial Year, there were no campus safety incidents at our schools that had a significant impact on our school operations.

In addition to day-to-day campus safety work, the Group also formulated emergency response plans for all kinds of campus emergencies such as typhoons and rainstorms, fire accidents and public health accidents, to ensure that teaching staff and relevant departments are able to act promptly and take appropriate measures as stipulated in the plans in the event of any accidents.

#### Students' Physical and Mental Well-being and Safety

The Group places high emphasis on students' physical health, arranges annual health check-ups for its students, and disseminates health knowledge to them through health talks. Furthermore, the health service department of schools regularly provides the teaching staff with trainings in relation to hygiene, medication and health, on topics such as common infectious diseases in schools and first aid knowledge, enabling the teaching staff to take appropriate measures promptly whenever they are aware of a suspected outbreak of an infectious disease.

The Group also pays considerable attention to students' mental well-being, promoting mental health knowledge to students through measures such as setting up psychological counselling rooms, developing school-based psychology courses, organising mental health talks, designing classroom bulletin boards and establishing online mental health education columns, supporting students to grow up healthily.

本集團學校每年制定年度安全目標，通過加強安全教育、強化安全管理及落實安全措施，有效防止各類意外發生。為落實學校安全工作，學校在學期初組織教職員簽訂《安全責任書》，明確各教職員的責任。於二零二一年財政年度，本集團學校沒有發生對學校運營有重大影響的校園安全事故。

除日常校園安全工作外，本集團亦制定了各類校園應急處理突發事件的方案，如預防颱風暴雨天氣、火災事故以及公共衛生事件等預案，確保事件發生時，教職員及有關部門能夠立即行動，按方案要求採取相應措施。

#### 學生身心健康與安全

本集團關注學生的身體健康，每年為學生進行身體檢查，並透過舉辦健康講座，向學生傳達健康知識。此外，學校醫務科定期為教職員提供有關學校常見傳染病、應急救護知識等與衛生、醫療及健康相關的培訓，讓教職員在留意到疑似傳染病爆發時能夠及時採取適當措施。

本集團亦高度重視學生的心理健康，通過設立心理諮詢室、開設心理校本課程、舉辦心理健康講座、製作黑板報、建立在線心理健康教育專欄等方式，向學生宣傳心理健康知識，讓學生能夠健康地成長。

## 6. People-oriented (Continued)

### 6. 以人為本(續)

#### Food Safety and Nutrition Management

The Group attaches great importance to food safety at school canteens, to prevent students from food poisoning or other foodborne illness. Schools of the Group formulated the *Regulations on the Hygiene Management of Canteens and Students Eating Together* and the *Health Management System for Employees of the Catering Department*, stipulating hygiene requirements and monitoring methods for canteen equipment and the catering staff. Meanwhile, all catering staff are required to obtain the *Health Certificate* and have regular health check-ups. In the 2021 Financial Year, there were no incidents related to food safety at our schools that had a significant impact on their operations.

To further ensure food safety, the schools operated by the Group formulated the *Food Procurement System of Catering Department*, which stipulates that canteen food buyers must purchase food from business units with health permits and a stable supply, and refrain from purchasing substandard goods without a production date, quality certification and name of manufacturer shown on goods, or from purchasing food that has expired, rotten or gone bad. Our schools set “Quality, Cost, Delivery and Service” as the basic criteria for procurement, with “Quality” being the most important factor to ensure that the ingredients purchased are fresh and hygienic. Our schools established the *Food Safety Supervision System* and a food safety self-inspection team to regularly supervise and inspect canteen hygiene, food safety and nutrition of ingredients to protect the health of students.

Schools of the Group have set up procedures for reviewing and grading suppliers, who are reviewed annually. Suppliers who are graded as unqualified will be blacklisted by the schools according to the *Supplier Supervision and Management Approach*, and the cooperation will be terminated immediately.

#### Privacy Protection for Students and Parents

In addition to campus safety, the Group is also very concerned about the privacy protection for the personal information of students and parents, which are kept in strict confidence by responsible personnel assigned for information management. Students’ information is submitted by their class teachers directly to the school’s information management office to reduce the possibility of information leakage. In the 2021 Financial Year, schools operated by the Group did not receive any complaints regarding privacy matters.

#### 食品安全與營養管理

本集團高度重視校園食品安全，為防止學生食物中毒或其他食源性疾患事故的發生，本集團學校制定《食堂與學生集體用餐衛生管理規定》及《餐飲處員工健康管理制度》，說明食堂設備及食堂職員衛生方面的要求以及監督方法，要求所有食堂職員領取《健康証》並定期進行身體檢查。於二零二一年財政年度，本集團學校沒有發生與食品安全相關並對學校運營有重大影響的事故。

為進一步確保食品安全，本集團學校制定《餐飲處食品採購制度》，規範食堂採購員必須到持有衛生許可且供貨穩定的經營單位採購食品，杜絕採購「三無」(即無生產日期、無質量合格證及無生產廠家)產品和過期腐爛變質的食材。學校以「質量、成本、運送和服務」為採購的考核條件，其中以「質量」為最重要的因素，務求食材的新鮮及衛生。學校設立《食堂食品安全監管制度》，成立食品安全自查組，針對食堂衛生、食品安全及食材營養搭配定期進行監督與巡視檢查，保障學生身體健康。

本集團學校設有供應商評審定級的工作程序，每年對供應商進行評估。對於被評審定級為不合格的供應商，學校將會按照《供應商監督管理方法》把供應商列入黑名單中，並立即與其終止合作。

#### 學生與家長私隱安全

除校園安全外，本集團亦十分注重學生及家長的個人私隱保障，對他們的資料進行嚴格保密，指定專責人員進行管理。學生的資料均由班主任直接提交至學校信息管理處，減少信息洩漏的可能性。於二零二一年財政年度，本集團學校沒有接獲任何有關私隱事宜的投訴。



## 6. People-oriented (Continued)

### 6. 以人為本(續)

#### 6.5 CAREER ADVANCEMENT

The Group regards every employee as its valuable asset and strives to connect employees' personal growth with the Group's future development. The Group formulated the *Training Management System* and the *Annual Training Plan* to facilitate further development of the Group's business by enhancing the professional standards and work capacities of our employees through regular trainings.

##### Four Key Training Objectives

###### To Support Employees' Career Advancement

The Group organises induction training for each employee on their first day of work to provide them with onboard guidance and an introduction of the company, in order to ensure that they have adequate expertise and capabilities for day-to-day work. In the meantime, the Group provides a wide range of job skills trainings for existing employees.

###### To Raise Compliance Awareness of Staff

The Group provides employees with trainings on compliance and risk management, relevant laws and regulations, and occupational health and safety, to boost employees' awareness of compliance and to ensure that the business operations of the Group are in compliance with laws and regulations.

Licensed employees of the Group's financial services business must continuously participate in a certain number of continuing professional trainings each year to meet regulatory requirements.

With regard to the education business, the Group incorporated trainings on education-related laws and regulations into teachers' training plan, enabling teachers to have a clear understanding of education policies and industry development trends, thereby facilitating the identification of potential opportunities or risks for the schools.

With regard to the automotive parts business, Nanyang Cijan organises occupational health and safety training at least twice a year to guide employees and implement production safety and compliance measures in order to build a safe working environment together.

#### 6.5 職業成長

本集團視每一位員工為我們的寶貴財富，致力把員工的個人成長與本集團的未來發展連接起來。本集團制定《培訓管理制度》並編製《年度培訓計劃》，通過定期開展各項培訓提升員工的專業水平及工作能力，促使本集團的業務取得新發展。

##### 四大培訓方向

###### 支持員工職業成長

為確保員工在專業知識層面及日常工作層面有足夠的能力，本集團為每一位員工提供入職培訓，在員工入職當天給予入職引導及公司簡介。同時，本集團為現職員工提供多方面的崗位技能培訓課程。

###### 提升員工合規意識

本集團為員工提供合規和風險管理培訓、相關法律法規培訓以及職業健康與安全培訓，務求提高員工的合規意識，確保業務運營合法合規。

本集團金融服務業務每名持有牌照的員工必須持續參加培訓，每年需達到一定數量的持續專業進修，以符合監管機構的規定要求。

教育業務方面，本集團把教育相關法律法規的培訓納入教師的培訓計劃內，務求讓教師清楚瞭解教育政策及掌握行業發展趨勢，並以此識別學校的潛在機遇或風險。

汽車零部件業務方面，南陽淅減每年舉辦不少於兩次的工作健康與安全培訓，執行及指導員工安全生產合規的措施，共同打造安全的工作環境。





## 6. People-oriented (Continued)

### 6. 以人為本(續)

#### To Cultivate CFCG Core Culture

During the transformation and upgrading of its business, the Group also pays attention to reshaping and upgrading its corporate culture. The Group conducts activities such as new employee induction trainings, systems trainings and team building activities, to allow employees to understand the basics, culture, development strategy and systems of the Group, thereby facilitating their understanding of the Group's core values, promoting their recognition of its corporate culture, and enhancing their sense of belonging to the Group.

#### To Facilitate CFCG's Innovation

The Group is committed to innovative development. It encourages employees to actively explore innovative ways and inspires their creative thinking through expert sharing, exchange of opinions and innovation incentive programmes, in the hope of bringing more development opportunities to the Group.

#### 培養首控核心文化

本集團在業務轉型升級的過程中，亦注重企業文化的重塑與升級。本集團通過新員工培訓、制度培訓、團建活動等形式，讓員工瞭解本集團的基本情況、企業文化、發展戰略、規章制度等內容，從而使員工理解本集團的核心價值觀，推動對企業文化的認同，提高員工對本集團的向心力及歸屬感。

#### 助力首控創新發展

本集團致力創新發展，鼓勵員工積極探究業務創新的方法，通過專家分享、互相交流及創新激勵計劃，啟發員工創新思維，期望為本集團帶來更多的發展機會。

## 7. Environmental Protection

### 7. 環境保護

The Group incorporates green concepts across its every business segment, and fully considers the environmental impacts caused by each of the business segments. The Group is fully aware of the fact that the production process of its automotive parts business and the day-to-day operations of its education business will affect the environment to a certain extent. Therefore, it actively set up measures to reduce the negative environmental impact from factories and schools, putting green operations into practice. Meanwhile, the Group also understands that it is an integral part of environmental protection to raise the environmental awareness among employees and students, we therefore proactively promote environmental education in offices and schools to encourage employees and students to adopt environmentally friendly habits.

The Group strictly complies with laws and regulations that have a significant impact on the Group's operations in respect of air and GHG emissions, discharges into water and land, generation of hazardous and non-hazardous waste, and noise pollution. In the 2021 Financial Year, the Group did not receive any confirmed violations or complaints in respect of air and GHG emissions, discharges into water and land, generation of hazardous and non-hazardous waste, and noise pollution that have a significant impact on the Group's operations. In the meantime, the data of environmental performance indicators for the three years ended 31 December 2021 have been provided in Section 10 of the Report, so as to present the changes in annual performance, and to lay a foundation for the Group to set environmental performance targets in the near future.

Policies have been formulated in respect of the automotive parts business of the Group to manage emissions and use of resources according to the *GB/T24001-2016/ISO14001:2015 Environmental Management Systems – Requirements with Guidance for Use*, and the environmental system certification has been obtained. The Group also regularly entrusts third-party organisation to monitor the emissions of pollutants, in accordance with relevant standards and specifications, during the operation of the automotive parts business to ensure compliance of factories.

本集團將綠色理念貫穿於各個業務板塊，充分考慮各業務板塊對環境造成的影響。本集團充分意識到汽車零部件業務的生產過程及教育業務的日常運營會對環境造成一定影響，因此積極訂立措施以減少工廠及學校對環境的負面影響，踐行綠色運營。同時，本集團明白提升員工及學生的環保意識是環境保護的重要一環，積極於辦公室及學校內推行環保教育，鼓勵員工及學生養成良好的環保習慣。

本集團嚴格遵守於廢氣及溫室氣體排放、向水及土地排污、有害及無害廢棄物的產生和噪聲污染等方面對本集團運營有重大影響的法律法規。於二零二一年財政年度，本集團沒有出現任何與廢氣及溫室氣體排放、向水及土地排污、有害及無害廢棄物的產生和噪聲污染相關並對本集團運營有重大影響的已確認違規事件或任何投訴。同時，本報告亦於章節10提供環境指標於截至二零二一年十二月三十一日止三個年度的數據，以呈現年度績效變化，並為本集團於未來訂立環境績效目標奠定基礎。

本集團汽車零部件業務依據《GB/T24001-2016/ISO14001:2015環境管理體系要求及使用指南》，制定政策管理排放物及資源使用，並取得環境管理體系認證證書。本集團亦定期委託第三方檢測機構，按照有關標準和規範對汽車零部件業務運營期間的污染物排放進行監測，確保工廠排放達標。

#### Environmental management target for production

Zero major environmental pollution incident

#### Achievement of the target for the 2021 Financial Year

100%

#### 生產環境管理目標

零環境重大污染事故

#### 於二零二一年財政年度目標達成情況

100%

## 7. Environmental Protection (Continued)

### 7. 環境保護(續)

#### 7.1 ENVIRONMENTAL IMPACT

##### Air Pollutants

The Group's emissions of air pollutants mainly come from the production equipment of the automotive parts business, as well as the cooking and heating equipment of the education operation business. On top of implementing emission reduction measures for various pollution sources, the Group further strengthens the maintenance and management of pollution prevention and control facilities, so that the facilities are always in good condition to ensure a stable discharge of pollutants while meeting the emission standards. The production equipment in Nanyang Cijan is equipped with the end-of-pipe treatment technology to ensure that all kinds of air pollutants are effectively treated.

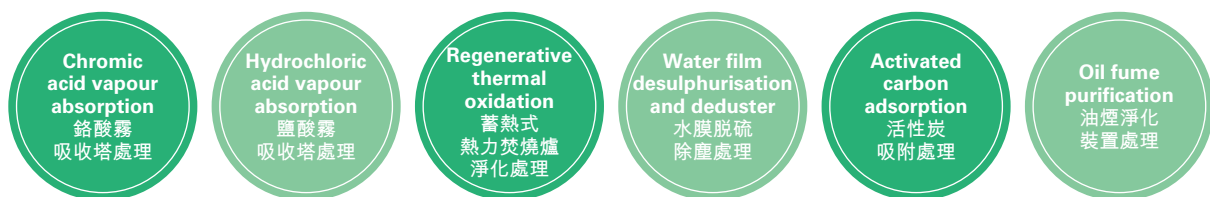
#### 7.1 環境影響

##### 大氣污染物

本集團的大氣污染物排放主要來自汽車零部件業務的生產設備，以及教育運營業務的煮食和供暖設備。在對各污染源實施減排措施的基礎上，本集團加強污染防治設施的維護與管理，使設施始終處於良好的運行狀態，確保污染物穩定達標排放。南陽淅減的生產設備採用末端治理技術，以確保各類大氣污染物得到有效處理。

#### End-of-pipe Treatment Technologies of Air Pollutants

##### 大氣污染末端治理技術



In early 2021, the Group required that all emissions should be reduced by more than 5% year-on-year. To further reduce the emissions of air pollutants, Nanyang Cijan has replaced some of the diesel forklifts with electric forklifts for transporting goods. In order to be in line with China's proactive implementation of the "coal-to-gas" initiative, the Group actively reduces its dependence on coal and switched to clean energy instead, for the purpose of reducing air pollution and combating smog.

於二零二一年初，本集團要求所有排放物同比應減少5%以上。為進一步減少大氣污染物排放，南陽淅減已把部分搬運貨品的柴油叉車更換成電瓶叉車。配合國內大力推進的「煤改氣」政策，本集團積極使用清潔能源，縮減煤用量，減少空氣污染及改善霧霾情況。

## 7. Environmental Protection (Continued)

### 7. 環境保護(續)

#### GHG Emissions

The use of boilers and electricity consumption are the Group's main sources of GHG emissions. We have actively implemented energy conservation measures in our operations to reduce GHG emissions and set appropriate control targets, requiring a year-on-year reduction of GHG Emissions of more than 5%.

In the 2021 Financial Year, Nanyang Cijan further reduced emissions of PM2.5, PM10 and other emissions as compared to the previous year through effective control and reduction of exhaust and GHG emissions, making due contribution to local haze control and air quality assurance.

The Group has also planted a total of 21,336 trees in areas within our factories and schools to reduce the GHG emissions. It has offset the Group's GHG emissions by approximately 490 tonnes of carbon dioxide equivalents.

#### Wastewater

The automotive parts business of the Group has in place different types of wastewater treatment facilities for the collection and treatment of wastewater generated during the production process. Maintenance is performed on the wastewater treatment facilities regularly to ensure normal operation of the system, and has set an emissions reduction target of more than 5% year-on-year.

#### 溫室氣體排放

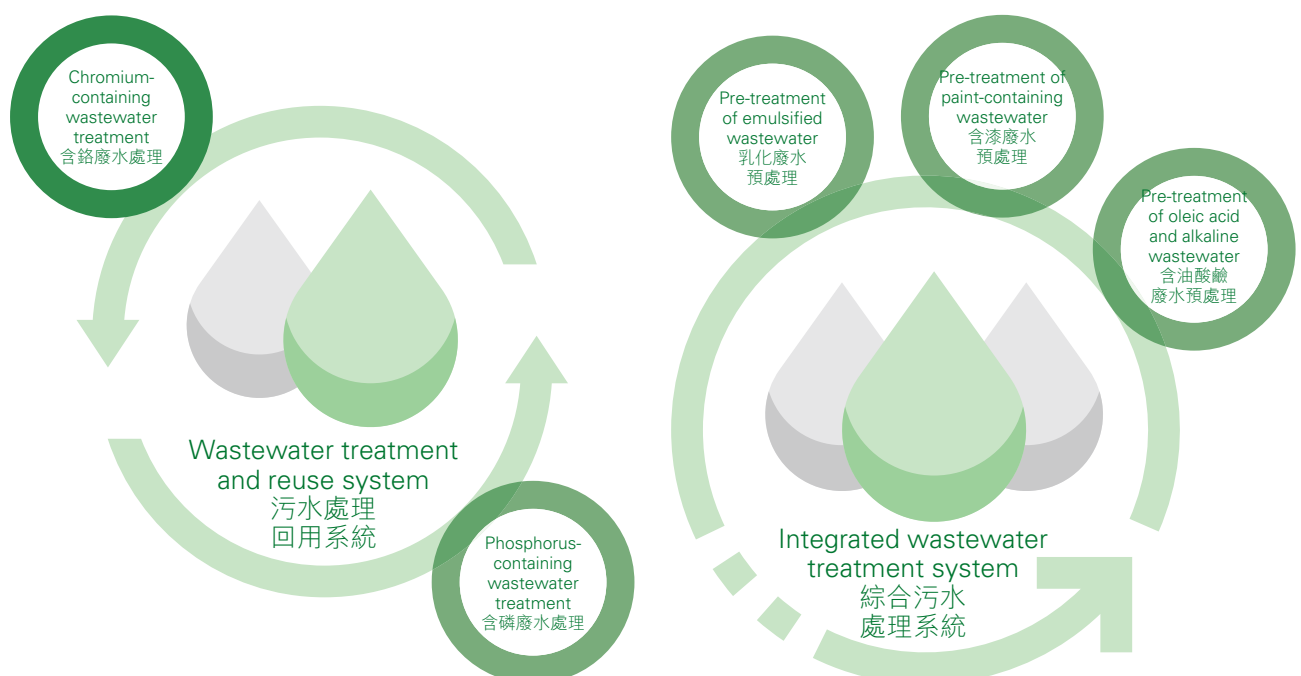
鍋爐使用及電力消耗是本集團主要的溫室氣體排放源，我們積極於運營中採取能源節省措施，制定適當控制目標，要求同比減少溫室氣體排放5%以上。

於二零二一年財政年度，南陽淅減通過有效控制和降低廢氣及溫室氣體排放，全年PM2.5、PM10等廢氣的排放量，實現與上年比進一步減少，為當地控制霧霾、保證空氣質量作出應有的貢獻。

本集團亦於工廠及學校範圍內種植樹木，減少溫室氣體排放，本集團共種植21,336棵樹木，抵消本集團自身的溫室氣體排放約490公噸二氧化碳當量。

#### 污水

本集團汽車零部件業務設有不同種類的污水處理設施，對生產過程中產生的污水進行分類收集及處理。污水處理設施定期進行維護與保養，確保系統運轉正常，並且制定了污水同比減少5%以上的減排目標。



## 7. Environmental Protection (Continued)

### 7. 環境保護(續)

In respect of the automotive parts business of the Group, chemical oxygen demand (COD) online analysers and flowmeters have been installed at the discharge points of the wastewater treatment facilities to monitor the wastewater quality online, and to ensure that the discharge is up to standard. In the 2021 Financial Year, approximately 7,200 tonnes of domestic wastewater and approximately 70,528 tonnes of industrial wastewater were treated in Nanyang Cijan, of which some wastewater was re-purified for recycling and some was discharged collectively after treatment to meet the standards. In the 2021 Financial Year, the quality of wastewater discharged from the automotive parts business of the Group was in accordance with the limits as required under the Emission Permit. The Group has not been penalised by relevant environmental protection departments for exceeding any discharge limits.

In the 2021 Financial Year, Nanyang Cijan reduced wastewater discharge through measures such as control box management of storage tanks and transmission pipes, control of the discharge volume, and installation of online monitoring devices to control the discharge concentration; and reused 52,584 tonnes of wastewater, that is 40,773 tonnes more than that of the previous year, achieving a target and significant improvement in efficiency in reducing emissions and saving water resources.

The wastewater generated from the Group's education operation business is domestic sewage. Each of our schools has in place facilities for sewage treatment, and treated and reused domestic sewage. Sewage from offices of the financial services business of the Group is domestic sewage, which is discharged into municipal pipelines through the drainage systems of the building.

#### Wastes

The Group strictly manages the handling of wastes and formulated specific handling methods, and has achieved the waste reduction target, which required a year-on-year reduction of more than 5% of waste.

本集團汽車零部件業務於污水排放口設置化學需氧量(COD)在線監測儀器和污水流量計，監控排放污水水質狀況，確保排放達標。於二零二一年財政年度，南陽淅減共處理約7,200公噸生活污水和約70,528公噸工業廢水，這些污水和廢水經過處理後，部分實現再次淨化後回收利用，部分則於處理達標後統一排放。於二零二一年財政年度，本集團汽車零部件業務排放的污水水質狀況按照排污許可證排放限值進行排放，未發生因超標排放而遭到環境保護相關部門處罰的情況。

於二零二一年財政年度，南陽淅減通過控制盒管理存儲池及輸送管道、控制排水量、安裝線上監測裝置控制排放濃度等舉措，減少污水廢水排放；回用廢水52,584公噸，比上年多回用廢水40,773公噸，實現目標並大幅提升減排和節約水資源效率。

本集團教育運營業務所產生的污水為生活污水，各間學校都設有污水處理設施，將生活污水處理後進行中水回用。本集團金融服務業務的辦公室所產生的污水為生活污水，全部經由大廈的排污系統排入市政管道。

#### 廢棄物

本集團對廢棄物作出嚴格管理，制定廢棄物的處置方法，並達成減廢目標，要求同比減少5%以上。

## 7. Environmental Protection (Continued)

### 7. 環境保護(續)

The non-hazardous wastes generated from the Group's operations comprised of domestic waste and office waste, which are collected and disposed of by the responsible personnel from the property management companies or the refuse handling stations. Also, our schools and factories generate non-hazardous wastes such as food waste from canteens and sludge from domestic sewage treatment facilities.

The automotive parts business is the main source of the Group's hazardous wastes, which generates hazardous waste oil, waste oil containers, paint waste from paint-spraying process and chromium-containing sludge from electroplating wastewater treatment. Our schools and offices generate a smaller amount of hazardous wastes, which include mercury-containing lamps, e-waste, waste batteries and ink cartridges. In addition, the chemistry laboratories of our schools also generate a trace amount of non-hazardous wastes during classroom activities.

The Group manages hazardous wastes in accordance with the *Directory of National Hazardous Wastes* and the *Standard for Storage and Pollution Control on Hazardous Wastes*, and sets up waste separation facilities to collect and transfer hazardous wastes. Following the *Measures for the Management of Duplicate Forms for Transfer of Hazardous Wastes*, the Group transfers its wastes to an eligible organisation for disposal. The Group also adopted measures to prevent the leakage of hazardous wastes in order to avoid contamination. The automotive parts business of the Group formulated the *Chromium Residue Management System* and the *Hazardous Wastes Management System*, which strictly stipulated the procedures for the generation, collection, storage, transfer and disposal of hazardous wastes. Nanyang Cijan transfers chromium-containing waste, paint waste and hazardous waste oil to eligible organisations for handling, while waste oil containers are recycled and reused by manufacturers.

本集團於業務運營中產生的無害廢棄物包括生活垃圾及辦公垃圾，經收集後一併由物業管理公司或垃圾處理站安排人員處理。另外，學校及工廠產生的無害廢棄物還包括食堂廚餘及生活污水處理後的廢污泥。

本集團危險廢棄物主要由汽車零部件業務產生，包括於生產過程中產生的有害廢油、廢油桶、噴漆工序產生的含漆廢物、以及電鍍廢水處理後的含鉻廢污泥。學校與辦公室產生較少量的危險廢棄物，包括含水銀廢棄燈管、電子廢物、廢棄電池及墨盒。另外，學校於教學活動中，化學實驗室亦會產生微量危險廢棄物。

對於危險廢棄物，本集團按照《國家危險廢物名錄》和《危險廢物貯存污染控制標準》進行管理，設置容器分類收集，並按照《危險廢物轉移聯單管理辦法》要求，交由合資格機構進行處置。本集團亦採取防止危險廢棄物洩漏的措施，避免構成污染。本集團汽車零部件業務制定了《鉻渣管理制度》和《危險廢物管理制度》，嚴格規定危險廢棄物的產生、收集、貯存、轉移及處置等活動的程序。南陽淅減把含鉻廢物、含漆廢物及有害廢油交由合資格機構進行處理，把廢油桶交由生產廠家回收再重用。



## 7. Environmental Protection (Continued)

### 7. 環境保護(續)

Schools operated by the Group classify and recycle all heavy metal-containing waste, strictly prohibit the mixing of incompatible wastes, and will only reuse or dispose of them upon proper handling.

本集團學校將全部含重金屬的廢棄物分類並進行回收，嚴禁將不相容的廢棄物裝在一起，確定在適當的處理後才重用或廢棄。

The Group minimises waste generation in its business operations by reusing reusable items and sorting recyclables. Nanyang Cijan reused all non-hazardous waste oil in the rolling mill during the pipe manufacturing process, with about 600kg of waste oil reused in the 2021 Financial Year.

本集團於業務運營中盡量減少廢棄物的產生，對可重用的廢棄物進行循環利用，對可回收物做好分類。南陽淅減把生產工藝中產生的無害廢油全部循環利用在製管生產車間軋機上，於二零二一年財政年度全年循環利用廢油約600千克。

In the 2021 Financial Year, Nanyang Cijan continued to dispose of some of its 180kg vibration damper metal oil drums and replaced some of them with reusable 1,000kg plastic drums which can be reused to reduce waste. This resulted in saving approximately 1,000 vibration damper metal oil drums.

於二零二一年財政年度，南陽淅減繼續淘汰部分180千克減振器金屬油桶，部分更換成可多次使用的1,000千克塑膠桶，重複使用可減少浪費，節約減振器金屬油桶約1,000個。

The Group implemented waste reduction measures in its offices. Such adopted waste reduction measures include:

本集團於辦公室內實行減少廢棄物措施，該等減少廢棄物的措施包括：

- recycling and reusing courier packaging
- emptying rubbish bins regularly to reduce the frequency of replacement of plastic rubbish bin bags
- reducing the use of disposable cups for serving guests
- providing reusable utensils for employees to reduce the use of disposable tableware
- placing waste paper recycling boxes next to the printers to re-use waste paper
- arranging paper recycling boxes for collection of waste newspapers and paper
- 回收快遞包裝並重複使用
- 垃圾桶塑料袋採取「以倒為主」，減少更換垃圾袋
- 日常接待時減少一次性茶杯的使用
- 為員工提供再用碗碟，減少使用即棄食具
- 在打印機旁設置「二次用紙」收集箱，供員工重複使用
- 廢報紙及廢紙放入「回收箱」內進行紙張回收

## 7. Environmental Protection (Continued)

### 7. 環境保護(續)

#### Noise Control

The Group's noise pollution is emanated from the production equipment of the automotive parts business. In order to reduce noise pollution, the Group established the *Noise Protection Management System* for noise-generating areas, and different noise abatement measures are employed according to the characteristics of the equipment, proactively conducting noise controls at the source and on the noise propagation.

In order to reduce noise, Nanyang Cijan takes a number of measures to tackle the noise problem at its source:

- installing sound-deadening cylinders
- installing sound absorbing panels
- installing vibration damper and elastic air cushion in the item of equipment with high vibration
- pasting sound insulation cotton in an item of equipment
- installing sound-absorbing wall coverings inside laboratory premises

The Group also monitors the noise levels at the boundary of the manufacturing plant regularly to ensure that the noise level generating from the operation of the equipment meets the requirements of the *Emission Standard for Industrial Enterprises Noise at Boundary* and would not cause noise nuisance to neighbouring residents. The noise level of the Group's production plant has been tested to be no more than 85 decibels.

### 7.2 USE OF RESOURCES

In line with the concept of "scientific management, punctual supply, rational usage, and wastage elimination", the Group manages the use of resources in each business segment to enhance the efficiency of resource utilisation, requiring more than 5% year-on-year improvement on efficient utilisation.

#### Energy Use

The Group strictly regulates the use of energy and encourages employees to actively propose energy-saving and consumption reduction measures, seeking opportunities to reduce the use of energy together with employees.

#### 噪聲控制

本集團的噪聲污染來自汽車零部件業務的生產設備。為降低噪聲污染，本集團制定了《噪聲防護管理制度》，針對產生噪聲的區域，根據不同設備的特性，積極從噪聲源和噪聲傳播途徑兩方面著手，採取不同的降噪措施。

為了降噪，南陽淅減在噪音源頭採取多項措施：

- 加裝消音筒
- 加裝隔音板
- 在震動較大的設備加裝減振器和彈性氣墊
- 在設備內部加裝隔音棉
- 在實驗室屋內安裝吸聲牆面

本集團亦定期對生產廠區邊界的噪聲進行監測，確保設備運行時產生的聲量滿足《工業企業廠界噪聲標準》的要求，不會造成噪聲擾民現象。經檢測，本集團生產廠房噪聲不超過85分貝。

### 7.2 資源使用

本集團本著「科學管理、正點供應、合理使用、消除浪費」的理念，對各業務板塊的資源使用進行管理，提高資源利用率，要求同比提升5%以上。

#### 能源使用

本集團對能源使用作出嚴格規定，鼓勵員工積極提出節能降耗的建議，共同協力尋求減少能源使用的機會。

## 7. Environmental Protection (Continued)

### 7. 環境保護(續)

The automotive parts business of the Group formulated the *Energy Management Measures*, which strictly regulates the use of various electrical equipments, allowing responsible units to carry out timely maintenance of equipment in the event of anomalies to reduce electricity wastage. All of the low-voltage distribution rooms located at Nanyang Cijan are equipped with a reactive power compensation system, which improves the power factor, reduces the wearing of transformers and transmission lines, and hence improves the efficiency of power supply.

Schools operated by the Group formulated the *Regulations on the Management of Use of Electricity* and the *Regulations on the Management of Air-Conditioning Usage*, regulating electricity consumption behaviour to create a campus which promotes resource conservation and achieves low-carbon operations.

To raise the environmental awareness of employees and to encourage and cultivate their environmental protection behaviours, the Group implemented a series of green office measures focusing on energy conservation and the reduction of material consumption, which include:

- promoting a paperless office with files saved in the shared drive for circulation or distributed through email
- switching off lights when no one is using the office area
- setting computers to enter sleep mode or shut down when being idle for 15 minutes
- promoting the use of public transport or cycling for commuting to and from work

本集團汽車零部件業務制定《能源管理辦法》，對各種用電設施使用作出規定，使負責單位在出現異常現象時能夠及時對能源使用設施進行維修，減低浪費用電的情況。南陽淅減所有低壓配電房均使用無功補償系統，提高電網的功率因數，降低供電變壓器及輸送線路的損耗，繼而提高供電效率。

本集團學校制定《安全用電管理規定》及《空調使用管理規定》，規範用電行為，創建節約型校園並實現低碳運營。

為提高員工的環保意識，鼓勵及培養員工的環保習慣，本集團於辦公室實施一系列節約能源及減少物料消耗的綠色辦公措施，包括：

- 使用無紙化辦公，文件存入共享盤相互傳閱或使用電子郵件代替
- 辦公區域無人使用時及時關燈
- 把電腦設置在閒置十五分鐘時進入睡眠模式或關機
- 提倡上下班使用公共交通工具或騎自行車

## 7. Environmental Protection (Continued)

### 7. 環境保護(續)

#### Use of Water Resources

The Group's education business and financial services business use municipal water, while its automotive parts business uses groundwater. The Group has not come across any difficulties in sourcing water.

The Group has been implementing a variety of water-saving measures, targeting to reduce water consumption by 5% or more annually, including:

- strengthening the daily maintenance and management of water appliances and closely checking if there is any water leakage problem so that timely repair can be carried out
- regularly consulting repair technicians to conduct inspection on the water valves and water pipelines
- developing employees' water-saving habits to consciously control the water flow manually when using water, and turning off the faucet after use in order to save water
- systematically upgrading water equipment and gradually installing water-saving devices
- strengthening the management of water-saving equipment to improve water efficiency
- strictly enforcing daily scheduled water supply with no overtime or non-timely water supply

#### Use of Paper and Packaging Materials

In the 2021 Financial Year, we encouraged adoption of an electronic and paperless workplace in our Hong Kong and Shenzhen offices, and took active steps such as saving and reusing office paper, storing outdated newspapers and magazines, and sorting courier packaging materials for re-use, in order to protect the environment and utilise resources better.

The Company's annual reports are available in Chinese and English versions, and are delivered according to Shareholder's preference. Shareholders are encouraged to receive the reports in electronic form in order to reduce the number of printed copies and save paper. The paper used for the annual report is derived from responsible forest resources and certified by the Forest Stewardship Council. In addition, the Company's Environmental, Social and Governance Report is prepared separately from the Annual Report and is available in electronic form only, with no printed copies available.

#### 水資源使用

本集團教育業務及金融服務業務所使用的水源為市政用水，汽車零部件業務則使用地下水。本集團在求取水源上沒有遇到困難。

本集團一直實行各種節水措施，要求同比節約5%以上，其中包括：

- 加強用水設備的日常維護與管理，嚴查跑、冒、滴、漏現象，發現故障及時處理
- 定期由維修人員對開關閥門和用水管道進行檢查
- 員工自覺養成節水習慣，用水時控制水流，隨手關閉水龍頭，杜絕長流水現象
- 有計劃地對用水設備進行改造，逐步安裝節水裝置
- 加強對節水設備的管理，提高使用效率
- 嚴格執行供水時間規定，不得超時供水或不按時供水

#### 紙張及包裝物料使用

於二零二一年財政年度，在本集團香港辦公室和深圳辦公室，我們鼓勵電子化及無紙化辦公，並在辦公用紙節約與回用、廢舊報刊雜誌歸整、快遞包裝物料分類收集等方面，積極為環境保護和節約資源利用作出應有行動。

本公司的年報設有中文及英文版本，按股東選擇的語言版本寄送，並鼓勵股東收取電子版本，以減少紙質版本印刷數量，節約紙張。年報用紙採用源自負責任的森林資源並獲森林管理委員會認證的紙張。另外，本公司的環境、社會及管治報告與年報分開編製，僅提供電子版本，不進行紙質版本印刷。

## 7. Environmental Protection (Continued)

### 7. 環境保護(續)

Packaging materials are mainly used for the finished products of the automotive parts business of the Group, which can be categorised into paper, metal, plastic and wood. Nanyang Cijan has introduced the use of shared logistics boxes, aiming to reduce consumption of packaging materials and costs of packaging through the new cycle packaging. Within Nanyang Cijan's major customer base, two new automobile manufacturers have already adopted the shared logistics boxes and the year-round loading of the shared logistics boxes reached 2,800 tonnes. Besides, Nanyang Cijan has also been planning to promote the use of shared logistics boxes to all of its customers and raw material suppliers to further reduce the consumption of packaging materials.

### 7.3 CLIMATE CHANGE

Environmental and climate change may have a negative impact on the production and operations of a business, such as the acute risks associated with extreme weather events; and extreme events such as heavy rainfall, floods, droughts, typhoons, heatwaves, etc. may cause direct damage to the Company's assets or result in additional capital expenditure, reduced revenue and asset impairment, or affect the safety of the Company's premises, operations, supply chain, transportation and employees. Climate change may also lead to chronic risks, such as an increase in the average temperature of the earth and a rise in sea level due to cumulative climate change, which may affect the productivity and level of output of an enterprise, or impact water supply resources, water sources and quality, food safety and other aspects.

Each of the Group's business segments has always followed the principle of "respect for nature; harmony between mankind and nature". At the same time, we also require our business units to guard against natural risks, especially the impact of extreme weather events on production and operations.

To address the potential risks of climate change, the Group has put in place a series of countermeasures and contingency mechanisms to proactively address the possible impacts and risks of climate change; prevent possible hazards and losses; and use it as a chance to grasp the potential opportunities that lie ahead. For example, we can mitigate and adapt to the negative impacts of climate change through measures such as developing alternative energy sources and improving resource efficiency.

本集團的包裝材料使用來自汽車零部件業務的產品包裝，其物料主要分為紙張類、金屬類、塑膠類及木材類。南陽淅減引入共享物流箱，務求通過新型的包裝循環模式，減少包裝物料消耗，同時降低包裝成本。在南陽淅減的主要客戶群中，本年度新增2家汽車製造商使用共享物流箱，共享物流箱全年裝載量達2,800公噸。南陽淅減亦計劃逐步向所有客戶和原材料供應商推廣使用共享物流箱，進一步減少包裝物料的消耗。

### 7.3 氣候變化

環境和氣候變化可能對企業生產經營產生負面影響，比如極端天氣事件帶來的急性風險，暴雨、洪水、旱災、颱風、熱浪等極端事件對公司資產造成的直接損失，或導致的額外資本支出、收入減少和資產減值，或影響公司辦公場所、運營、供應鏈、運輸及員工安全；氣候變化還可能引發慢性風險，如日積月累的氣候變化衍生的地球平均溫度上升及海平面上升等風險，導致可能影響企業生產力和產出的水平，或影響供水資源、水源及水質、食物安全等方面。

本集團各業務板塊歷來遵循「尊重自然、人與自然和諧共處」的準則，與此同時，我們也要求各業務單位注意防範自然風險，尤其是極端天氣事件給生產經營帶來的衝擊。

為應對潛在的氣候變化風險，本集團制定了一系列應對措施和應急機制，積極應對氣候變化可能產生的影響和風險，防範可能產生的危害及損失，並以此為契機把握潛在機遇，如發展替代性能源、提高資源利用效率等，以舒緩及適應氣候變化帶來的負面影響。

## 7. Environmental Protection (Continued)

### 7. 環境保護(續)

To prepare for typhoons and reduce unnecessary losses caused by climate change, the Group has put in place a series of preventive and control measures. In recent years, the damage caused by typhoons to the school has been manageable, and there were no injuries or fatalities. The relevant preventive and control measures include: (1) members of the logistical support team must be in place throughout the typhoon period; the team members are arranged to be on duty at the school 24 hours a day; and the staff on duty should patrol the campus from time to time. If he/she finds a dangerous situation, he/she should immediately report it to the school's management; (2) if the building is tilted or cracked during a typhoon, the site commander should immediately direct emergency personnel to evacuate teachers and students from the site to a safe area and disconnect the power supply of the building. If anyone is injured, the medical ambulance team must treat him/her on-site or take him/her to hospital. A perimeter should be set up around the dangerous building and designated staff should be assigned to closely observe the condition of the building.

Nanyang Cijan takes measures to suspend or restrict the production of welding and painting processes that produce exhaust gases according to the different meteorological warnings (such as red, orange, yellow and green) issued by the government authorities under the smog conditions, and actively cooperates with the governments at all levels to prevent and control the smog, and makes positive efforts to prevent and control haze, to ensure air quality and to promote climate improvement in the region.

為做好防颱風準備，減少因氣候變化造成不必要的損失，本集團制定了一系列防控措施。近年來颱風對學校造成的損失均在可控範圍內，更無人員傷亡。相關的防控舉措包括：(1)颱風來臨的整個時段，後勤保障小組成員應到位，安排小組成員24小時輪流在校值班，值班人員應當不定時在校園內巡視，若發現險情，立即向學校領導報告；(2)若建築物在颱風中發生傾斜、開裂，現場指揮應立即組織應急人員引導師生撤離現場，疏散至安全區域，同時切斷建築物電源。若有人員受傷，醫療救護小組進行現場救治或送醫院。在危險建築物周圍設置警戒線，派專人密切觀察建築物狀況。

南陽淅減根據霧霾天氣情況，按照政府主管部門發佈的紅、橙、黃、綠等不同氣象預警，對產生廢氣的焊接、噴漆工序採取停產或限產措施，積極配合各級政府防控霧霾工作，為當地防控霧霾、保證空氣質量、促進氣候環境改善作出積極努力。





## 7. Environmental Protection (Continued)

### 7. 環境保護(續)

#### 7.4 ENVIRONMENTAL EDUCATION

It is the responsibility of each and every one of us to conserve resources and protect the environment. The Group focuses on developing staff's good habits by raising their environmental awareness and encouraging them to protect the environment in action.

Nanyang Cijan launched the theme of "Waste Separation – Party Members First\* (垃圾分類黨員先行)" to promote waste separation through the leadership of party building, and conducted special training on how to separate and put away waste; and distributed leaflets on waste separation to the public in the community, giving detailed information on the basics of waste separation; and increased the publicity and training on waste separation in the factory to fully utilise the exemplary role of party members and cadres, to enhance the awareness and participation of staff in waste separation, and to continue to promote waste separation in detail and in practice.

In the 2021 Financial Year, Nanyang Cijan organised a number of training sessions for all staff on environmental protection, including but not limited to staff training, seminars on environmental protection, training on the use of environmental protection facilities and environmental knowledge competitions. The staff have basically understood and mastered the knowledge of environmental pollution in the factory, knew how to prevent and protect themselves, and resisted and reported any environmental damage acts on their own.

#### 7.4 環保教育

節約資源，保護環境是我們每一個人的責任。本集團著重提升員工的環保意識，並鼓勵員工親身參與環保工作，形成良好的環保習慣。

南陽淅減開展「垃圾分類黨員先行」主題活動，以黨建引領推進垃圾分類工作，對垃圾如何分類及投放等方面內容進行專題培訓；在社會上，向群眾分發垃圾分類宣傳單，詳細講解垃圾分類的基本知識；在工廠內，加大垃圾分類宣傳培訓力度，充分發揮黨員幹部的模範帶頭作用，提升員工對垃圾分類的知曉度、參與度，持續推動垃圾分類工作抓細抓實。

於二零二一年財政年度，南陽淅減多次組織全體員工進行環保知識培訓，其中包括但不限於人員培訓、環保知識講座、環保設施使用培訓、環保知識競賽等。員工已基本瞭解和掌握工廠的環境污染知識，知曉如何防範、自我保護等基本方法，並自覺對破壞環境的行為進行抵制和舉報。

## 8. Community Investment

### 8. 社區投資

The Group is well aware of the importance of making positive contributions to the community it thrives in and treats the community interests as one of its social responsibilities. In addition to focusing on the Group's business development, we have also been actively involved in charitable activities to spread warmth and care to the community. To this end, the Group formulates community investment management systems and policies, allocates a certain percentage of its annual operating budget as project funds, plans its annual programme and reviews the programme on a regular basis. For example, it participates in poverty alleviation projects in remote areas, plans branded charity projects and actively cooperates with local charitable organisations such as the Red Cross and the Community Chest. In the 2021 Financial Year, the Group allocated RMB1.1 million of donations for public welfare undertakings such as disaster relief for the severe rainstorm and rewards for helping others, and organised public donations of approximately RMB63,000 for students suffering from serious illnesses.

The Group has for many years cared for groups with different needs in the community, strengthened the cooperation and exchange within the education industry, and supported the development of cultural undertakings. In recent years, the Group has paid further attention to the development of youths by offering exchange and internship activities, and by striving to provide youths with multiple development opportunities and to path their way to success.

本集團深知對其所在地社區做出積極貢獻的重要性，並將社區的利益視為其社會責任之一。本集團除專注於業務發展外，亦積極參與社會公益活動，向社會傳遞更多的溫暖和關愛。為此，本集團制定社區投資管理制度和政策，在年度經營預算中撥付一定比例金額作為項目資金，規劃年度計劃，並定期檢討該計劃。例如參與偏遠地區扶貧項目、策劃品牌公益、積極與當地紅十字會、公益基金會等慈善組織合作。於二零二一年財政年度，本集團撥付捐贈資金人民幣110萬元用於特大暴雨抗災、助人為樂獎勵等公益事業，以及學生患重病組織校內公開募捐約人民幣6.3萬元。

本集團多年來持續關愛社會上有不同需要的群組，深化教育行業之間的合作交流以及支持文化事業發展。近年來，本集團進一步關注青年的未來發展，通過提供多元化的交流及實習活動，致力為青年提供多種多樣的發展機會，助力青年為未來成功鋪路。





## 8. Community Investment (Continued)

### 8. 社區投資(續)

#### CARING FOR THE COMMUNITY

##### **Nanyang Cijan donated to reconstruction work after the “7.22” heavy rainstorm and flood**

In July 2021, Nanyang Cijan donated RMB1 million to the Xichuan Red Cross\* (淅川縣紅十字會) to support the reconstruction work after the “7.22” heavy rainstorm and flood.

#### DEEPENING THE COOPERATION AND EXCHANGE WITHIN THE EDUCATION INDUSTRY

##### **Edukeys Group participated in the “22nd China International Education Conference”**

Edukeys Group was invited to participate in the “22nd China International Education Conference” organised by the China Education International Exchange Association. With the support of the Ministry of Education, the event jointly explored the new opportunities and challenges faced by international education exchanges and cooperation, and discussed the road of international education development.

#### 社區關愛

##### **南陽淅減向「7.22」特大暴雨洪災災後重建捐款**

二零二一年七月，南陽淅減向淅川縣紅十字會捐贈人民幣100萬元，支持「7.22」特大暴雨洪災災後重建工作。

#### 深化教育行業合作交流

##### **參加「第22屆中國國際教育年會盛典」**

中際育才受邀參加由中國教育國際交流協會舉辦的「第22屆中國國際教育年會盛典」。本次盛會在教育部的大力支持下，共同探討教育國際交流與合作面臨的新機遇和新挑戰，共商國際教育發展之路。

# 9. Future Prospect

## 9. 未來展望

### 9. Future Prospect

Looking forward, we will continue to invest time and resources to realise the Group's sustainable development philosophy with a top-down approach and to continuously understand the expectations and needs of our stakeholders. We look forward to further creating values from sustainable development for our stakeholders by improving policies and measures in four aspects: the provision of a new type of international education; being a people-oriented enterprise; operating in a sound manner; and protection of the environment.

With regard to new international education, we will continue to optimise and integrate quality education resources, expand our alliance school partnerships, design innovative products, upgrade our further education services and provide personalised solutions for overseas study, by leveraging our brand and market influence.

With regard to our aim to be a people-oriented enterprise, we will advance the construction and development of teams of talents through the implementation of a series of human resources policies, aligning employees' personal growth with the Group's future development and ensuring that employees give full play to their capabilities while working for the Group.

With regard to sound operation, we will continue to perfect the relevant policies and measures to provide a healthy and safe work and study environment, striving to protect the safety and health of our employees, customers and students.

With regard to environmental protection, we will integrate environmental values and education into the Group's operations, encouraging stakeholders of the Group to contribute to environmental protection to mitigate environmental impact.

We will fulfill corporate social responsibility and adhere to our sustainable development strategy. We will try our best to mitigate the environmental and social impact of our business operations and turn ESG risks into opportunities. In the meantime, we will work closely with our stakeholders, and continue to contribute to society through joint efforts.

### 9. 未來展望

展望未來，我們將繼續投入時間及資源，把可持續發展理念由上而下貫穿本集團，並持續瞭解持份者的期望與需求，完善於新型國際教育、以人為本、穩健運營及綠色環保四方面的政策及措施，務求能夠進一步為持份者創造可持續發展價值。

在新型國際教育方面，我們將依託品牌和市場影響力，持續優化及整合優質教育資源，拓展聯盟校合作力度，設計創新產品，升級升學服務，提供留學個性化解決方案。

在以人為本方面，我們將通過一系列人力資源政策，促進人才隊伍的建設與發展，把員工的個人成長與本集團的未來發展連接起來，確保員工在本集團能發揮所長。

在穩健運營方面，我們將繼續完善相關政策及措施，提供健康與安全的工作及學習環境，致力保護本集團的員工、客戶以及學生的安全 and 健康。

在綠色環保方面，我們將把綠色理念及環保教育貫穿於本集團業務運營中，鼓勵持份者為環保出一份力，減低對環境的影響。

我們將踐行企業社會責任，堅持可持續發展策略，盡力減低業務運營對環境和社會的影響，將ESG風險轉化為機遇。同時，我們將與持份者緊密合作，通過共同努力，持續為社會貢獻力量。

# 10. Performance Data

## 10. 績效數據

### 10.1 ENVIRONMENTAL PERFORMANCE DATA<sup>1</sup>

#### 環境績效數據<sup>1</sup>

		For the year ended 31 December 截至十二月三十一日止年度					
		2021 二零二一年		2020 二零二零年		2019 二零一九年	
Type 類型	Unit 單位	Total 總量	Intensity (units/no. of employees) <sup>2</sup> 密度 (單位／ 員工人數) <sup>2</sup>	Total 總量	Intensity (units/no. of employees) 密度 (單位／ 員工人數)	Total 總量	Intensity (units/no. of employees) 密度 (單位／ 員工人數)
<b>Performance of pollutants emissions</b> 污染物排放績效							
<b>Air pollutants<sup>3</sup></b> 大氣污染物 <sup>3</sup>							
Sulphur oxide (SO <sub>x</sub> ) 硫氧化物(SO <sub>x</sub> )	Kg 千克	12,149.78	4.48	14,147.19	4.29	13,453.46	3.69
Nitrogen oxide (NO <sub>x</sub> ) 氮氧化物(NO <sub>x</sub> )	Kg 千克	8,907.33	3.28	8,407.74	2.55	10,100.07	2.77
Particulate matter (PM) 顆粒物(PM)	Kg 千克	21,725.69	8.01	31,581.80	9.57	85,156.14	23.35
Carbon monoxide (CO) 一氧化碳(CO)	Kg 千克	3,281.63	1.21	2,772.93	0.84	4,516.98	1.24

1. The business scope covered by the environmental performance data disclosure of the Group for the 2021 Financial Year is consistent with that for the years ended 31 December 2019 and 2020, but the periods covered are different. The environmental performance data for the financial services business, education management and consultation business and automotive parts business covered the period from 1 January 2021 to 31 December 2021, while the environmental performance data for the education operation business covered the period from 1 January 2021 to 31 August 2021. For details, please refer to the section headed "Reporting Scope" in this report.

2. In the 2021 Financial Year, the intensity of the environmental performance indicator was calculated using the Full-time equivalents ("FTE") method, which was 2,714 and included the number of employees of the financial services business, education management and consultation business and automotive parts business at the end of the year and the FTE of the education operation business from 1 January 2021 to 31 August 2021, while the FTE of part-time employees was calculated at 0.5 per person. For the years ended 31 December 2019 and 2020, the number of employees used for the density of the environmental performance indicators was the number of employees at the end of relevant year.

3. The calculation methods and related emission factors of air pollutants emitted by stationary sources, non-road mobile sources and on-road mobile sources were referenced to the *Discharge Coefficients of Industrial Pollutants in the First National General Survey of Pollution Sources* and the *Discharge Coefficients of Urban Life Pollutants in the First National Survey of Pollution Sources* issued by the Institute of Standards of the Ministry of Ecology and Environment of the PRC, the *Non-road Mobile Source Air Pollutant Emission Inventory Preparation Technical Guide (Trial)* and the *Road Vehicles Air Pollutant Emission Inventory Preparation Technical Guide (Trial)* issued by the Ministry of Ecology and Environment of the PRC, and the EMEP/EEA Air Pollutant Emission Inventory Guidebook 2016 issued by the European Environment Agency. The air pollutants of the use of boilers from the automotive parts business were recorded by a monitoring system.

1. 本集團於二零二一年財政年度披露的環境績效數據所涵蓋的業務範圍與截至二零一九年及二零二零年十二月三十一日止年度一致，但涵蓋時期不同。金融服務業務、教育管理及諮詢業務及汽車零部件業務的環境績效數據涵蓋由二零二一年一月一日起至二零二一年十二月三十一日止期間，而教育運營業務的環境績效數據涵蓋由二零二一年一月一日起至二零二一年八月三十一日止期間。詳情可參閱本報告「報告範圍」一節。

2. 於二零二一年財政年度，採用全職人力工時(FTE)方法計算環境績效指標的密度。FTE為2,714，數據包括金融服務業務、教育管理及諮詢業務及汽車零部件業務的年末員工人數，兼職人員FTE按0.5/人計算，及教育運營業務由二零二一年一月一日起至二零二一年八月三十一日止的全職人力工時。於截至二零一九年及二零二零年十二月三十一日止年度，用於統計環境績效指標的密度的員工人數為相關年末員工人數。

3. 固定源、非道路移動源及道路移動源所排放的大氣污染物的計算方法及相關的排放系數乃根據中國生態環境部環境標準研究所發佈的《第一次全國污染源普查工業污染源產排污系數手冊》及《第一次全國污染源普查城鎮生活源產排污系數手冊》、中國生態環境部發佈的《非道路移動源大氣污染物排放清單編製技術指南(試行)》及《道路機動車大氣污染物排放清單編製技術指南(試行)》及歐洲環境署發佈的《EMEP/EEA Air Pollutant Emission Inventory Guidebook-2016》所制定。汽車零部件業務使用的鍋爐所排放的大氣污染物為監測數據。

## 10. Performance Data (Continued)

### 10. 績效數據(續)

		For the year ended 31 December 截至十二月三十一日止年度					
		2021 二零二一年		2020 二零二零年		2019 二零一九年	
Type 類型	Unit 單位	Total 總量	Intensity (units/no. of employees) <sup>2</sup> 密度 (單位／ 員工人數) <sup>2</sup>	Total 總量	Intensity (units/no. of employees) 密度 (單位／ 員工人數)	Total 總量	Intensity (units/no. of employees) 密度 (單位／ 員工人數)
<b>Performance of pollutants emissions (Continued)</b> 污染物排放績效(續)							
<b>GHG Emissions</b> 溫室氣體							
Total GHG emissions <sup>4</sup> 總溫室氣體 <sup>4</sup>	Tonnes CO <sub>2</sub> e 公噸二氧化碳當量	35,029.99	12.91	24,565.42	7.44	29,615.49	8.12
Direct GHG emissions (Scope 1) <sup>5</sup> 直接溫室氣體排放(範圍1) <sup>5</sup>	Tonnes CO <sub>2</sub> e 公噸二氧化碳當量	6,225.00	2.29	7,273.16	2.20	10,037.05	2.75
Indirect GHG emissions from energy use (Scope 2) <sup>6</sup> 用電產生的間接溫室氣體排放(範圍2) <sup>6</sup>	Tonnes CO <sub>2</sub> e 公噸二氧化碳當量	29,297.10	10.79	17,771.90	5.38	20,176.54	5.53
Reduction of GHG emissions from planted trees (Scope 1) <sup>7</sup> 樹木減排(範圍1) <sup>7</sup>	Tonnes CO <sub>2</sub> e 公噸二氧化碳當量	492.11	0.18	479.64	0.15	199.36	0.05

4. The total GHG emissions were calculated to include the Group's direct GHG emissions (Scope 1) and indirect GHG emissions from electricity (Scope 2), with the deduction of emissions due to planted trees (Scope 1).

5. Direct GHG emissions (Scope 1) were calculated using the calculation methods and relevant emission factors with reference to the *How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs* issued by the Stock Exchange.

6. Indirect GHG emissions from energy use (Scope 2) were calculated using calculation methods and relevant emission factors with reference to the *2019 China Regional Grid Baseline Emission Factor for Emission Reduction Project* issued by the Ministry of Ecology and Environment of the PRC and the *Sustainability Report 2019* issued by the HK Electric Investments Limited.

7. The GHG emissions reduced from the planted trees (Scope 1) were calculated with reference to the *How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs* issued by the Stock Exchange.

4. 總溫室氣體排放量的計算範圍包括本集團的直接溫室氣體排放(範圍1)及用電產生的間接溫室氣體排放(範圍2)的總和，並把樹木減排量(範圍1)扣除。

5. 直接溫室氣體排放(範圍1)的計算方法及相關排放系數計算乃參考聯交所發佈的《如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》所制定。

6. 用電產生的間接溫室氣體排放(範圍2)的計算方法及相關排放系數計算乃參考中國生態環境部發佈的《2019年度減排項目中國區域電網基準線排放因子》及港燈電力投資有限公司發佈的《2019年可持續發展報告》所制定。

7. 樹木減排量(範圍1)的計算乃參考聯交所發佈的《如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》所制定。



## 10. Performance Data (Continued)

### 10. 績效數據(續)

		For the year ended 31 December 截至十二月三十一日止年度					
		2021 二零二一年		2020 二零二零年		2019 二零一九年	
Type 類型	Unit 單位	Total 總量	Intensity (units/no. of employees) <sup>2</sup> 密度 (單位／ 員工人數) <sup>2</sup>	Total 總量	Intensity (units/no. of employees) 密度 (單位／ 員工人數)	Total 總量	Intensity (units/no. of employees) 密度 (單位／ 員工人數)
<b>Performance of pollutants emissions (Continued)</b> 污染物排放績效(續)							
<b>Hazardous wastes<sup>a</sup></b> 有害廢棄物 <sup>a</sup>							
Waste oil containers and waste mineral oil 廢油桶及礦物油	Tonnes 公噸	14.40	5.31 x 10 <sup>-3</sup>	13.00	3.94 x 10 <sup>-3</sup>	12.90	3.54 x 10 <sup>-3</sup>
Hazardous sludge generated from the wastewater treatment facilities 廢水處理站產生的有害廢污泥	Tonnes 公噸	12.00	4.42 x 10 <sup>-3</sup>	10.50	3.18 x 10 <sup>-3</sup>	12.00	3.29 x 10 <sup>-3</sup>
Paint waste 含漆廢物	Tonnes 公噸	12.00	4.42 x 10 <sup>-3</sup>	10.00	3.03 x 10 <sup>-3</sup>	3.60	9.87 x 10 <sup>-4</sup>
Laboratory waste from schools 學校實驗室廢物	Tonnes 公噸	0.18	6.63 x 10 <sup>-5</sup>	0.37	1.12 x 10 <sup>-4</sup>	0.33	8.97 x 10 <sup>-5</sup>
Medical waste 醫療廢棄物	Tonnes 公噸	3.54	1.30 x 10 <sup>-3</sup>	–	–	2.70	7.40 x 10 <sup>-4</sup>
Waste mercury-containing tubes 含水銀的廢棄燈管	Pieces 支	1,557.00	0.57	658.00	0.20	1,319.00	0.36
Ink or toner cartridge 墨盒／碳粉	Pieces 個	167.00	0.06	110.00	0.03	143.00	0.04
Waste battery 廢棄電池	Pieces 個	2,095.00	0.77	1,397.00	0.42	988.00	0.27

<sup>a</sup> The data scope of waste oil containers and waste mineral oil, hazardous sludge generated from the wastewater treatment facilities and paint waste only includes the automotive parts business. The data scope of laboratory waste from schools and medical waste only includes the education operation business.

<sup>a</sup> 廢油桶及礦物油、廢水處理站產生的有害廢污泥及含漆廢物的數據範圍只包括汽車零部件業務；學校實驗室廢物及醫療廢棄物的數據範圍只包括教育運營業務。

## 10. Performance Data (Continued)

### 10. 績效數據(續)

		For the year ended 31 December 截至十二月三十一日止年度					
		2021 二零二一年		2020 二零二零年		2019 二零一九年	
Type 類型	Unit 單位	Total 總量	Intensity (units/no. of employees) <sup>2</sup> 密度 (單位／ 員工人數) <sup>2</sup>	Total 總量	Intensity (units/no. of employees) 密度 (單位／ 員工人數)	Total 總量	Intensity (units/no. of employees) 密度 (單位／ 員工人數)
<b>Performance of pollutants emissions (Continued)</b> 污染物排放績效(續)							
<b>Non-hazardous wastes<sup>9</sup></b> 無害廢棄物 <sup>9</sup>							
Total non-hazardous wastes 總無害廢棄物	Tonnes 公噸	6,687.17	2.46	6,481.69	1.96	8,854.73	2.434
Domestic waste 生活垃圾	Tonnes 公噸	2,839.51	1.05	2,864.72	0.87	4,413.88	1.21
Food waste 廚餘	Tonnes 公噸	750.96	0.28	599.77	0.18	1,226.04	0.34
Paper 紙張	Tonnes 公噸	101.32	0.04	98.08	0.03	157.03	0.04
Non-hazardous sludge generated from the wastewater treatment facilities 廢水處理站產生的無害廢污泥	Tonnes 公噸	23.01	8.48 x 10 <sup>-3</sup>	28.71	8.70 x 10 <sup>-3</sup>	97.20	0.09
Waste oil 廢油	Tonnes 公噸	0.60	2.21 x 10 <sup>-4</sup>	0.53	1.61 x 10 <sup>-4</sup>	0.60	1.64 x 10 <sup>-4</sup>
Plastic 塑料	Tonnes 公噸	22.97	8.46 x 10 <sup>-3</sup>	23.62	7.16 x 10 <sup>-3</sup>	26.71	0.01
Metal 金屬	Tonnes 公噸	4.69	1.73 x 10 <sup>-3</sup>	104.98	0.03	73.27	0.02
Glass 玻璃	Tonnes 公噸	0.03	1.11 x 10 <sup>-5</sup>	0.09	2.73 x 10 <sup>-5</sup>	3.28	8.98 x 10 <sup>-4</sup>
Iron 鐵	Tonnes 公噸	2,934.03	1.08	2,754.19	0.83	2,849.17	0.78
Wood 木材	Tonnes 公噸	10.05	3.70 x 10 <sup>-3</sup>	7.00	2.12 x 10 <sup>-3</sup>	7.56	2.07 x 10 <sup>-3</sup>

<sup>9</sup> The data scope of glass only includes the education operation business. The data scope of non-hazardous sludge generated from the wastewater treatment facilities includes the automotive parts business and the education operation business. The data scope of waste oil only includes the automotive parts business.

<sup>9</sup> 玻璃的數據範圍只包括教育運營業務；廢水處理站產生的無害廢污泥包括汽車零部件業務及教育運營業務；廢油的數據範圍只包括汽車零部件業務。

## 10. Performance Data (Continued)

### 10. 績效數據(續)

		For the year ended 31 December 截至十二月三十一日止年度					
		2021 二零二一年		2020 二零二零年		2019 二零一九年	
Type 類型	Unit 單位	Total 總量	Intensity (units/no. of employees) <sup>2</sup> 密度 (單位／ 員工人數) <sup>2</sup>	Total 總量	Intensity (units/no. of employees) 密度 (單位／ 員工人數)	Total 總量	Intensity (units/no. of employees) 密度 (單位／ 員工人數)
<b>Performance of pollutants emissions (Continued)</b> 污染物排放績效(續)							
<b>Recyclable goods</b> 可回收物							
Recyclable goods (including non-hazardous wastes such as food waste, paper, waste oil, plastic and metal) 可回收物 (包括廚餘、紙張、廢油、塑料、金屬等無害廢棄物)	Tonnes 公噸	3,073.08	1.13	3,035.47	0.92	4,866.35	1.33
Percentage of non-hazardous waste recycled 無害廢棄物回收量百分比	Percentage 百分比	45.95%		46.83%		54.96%	
<b>Wastewater<sup>10</sup></b> 廢水 <sup>10</sup>							
Total wastewater 總廢水量	Tonnes 公噸	874,171.00	322.10	1,112,879.00	337.13	1,169,081.00	320.52
Industrial wastewater 工業廢水	Tonnes 公噸	70,328.00	25.91	29,683.00	8.99	42,651.00	11.69
Domestic Sewage 生活污水	Tonnes 公噸	803,843.00	296.18	1,083,196.00	328.14	1,126,430.00	308.82

<sup>10</sup> The data scope of wastewater includes the education operation business and automotive parts business. Since the domestic sewage generated by offices of the financial services business was discharged through municipal pipelines and was controlled by third-party property management companies, relevant data was not included into the data scope.

<sup>10</sup> 廢水的數據範圍包括教育運營業務及汽車零部件業務。由於金融服務業務辦公室的生活污水經由市政管道排放，並且由第三方物業管理公司控制，因此不包含在此數據範圍中。

## 10. Performance Data (Continued)

### 10. 績效數據(續)

		For the year ended 31 December 截至十二月三十一日止年度					
		2021 二零二一年		2020 二零二零年		2019 二零一九年	
Type 類型	Unit 單位	Total 總量	Intensity (units/no. of employees) <sup>2</sup> 密度 (單位／ 員工人數) <sup>2</sup>	Total 總量	Intensity (units/no. of employees) 密度 (單位／ 員工人數)	Total 總量	Intensity (units/no. of employees) 密度 (單位／ 員工人數)
<b>Use of Resources</b> 資源使用							
<b>Energy<sup>11</sup></b> 能源 <sup>11</sup>							
Electricity 電力	MWh 兆瓦時	34,358.47	12.66	21,129.94	6.40	36,398.06	9.98
Gasoline 汽油	Litres 公升	83,340.57	30.71	103,364.85	31.31	145,395.02	39.86
Diesel 柴油	Litres 公升	145,529.31	53.62	138,142.02	41.85	139,254.34	38.18
Natural gas 天然氣	m <sup>3</sup> 立方米	909,324.00	335.05	712,391.00	215.81	736,065.95	201.80
Coal 煤炭	Tonnes 公噸	1,420.78	0.52	1,970.02	0.60	2,520.79	0.69
Wood 木材	Tonnes 公噸	20.00	7.37 x 10 <sup>-3</sup>	80.00	0.02	1,321.86	0.36
Hot water 熱水	Tonnes 公噸	45,379.00	16.72	2,340.00	0.71	1,670.00	0.46

<sup>11.</sup> The data scope of natural gas includes the education operation business and automotive parts business, whereas the data scope of coal, wood and hot water only includes the education operation business.

<sup>11.</sup> 天然氣的數據範圍包括教育運營業務及汽車零部件業務；煤炭、木材及熱水的數據範圍只包括教育運營業務。

## 10. Performance Data (Continued)

### 10. 績效數據(續)

		For the year ended 31 December 截至十二月三十一日止年度					
		2021 二零二一年		2020 二零二零年		2019 二零一九年	
Type 類型	Unit 單位	Total 總量	Intensity (units/no. of employees) <sup>2</sup> 密度 (單位／ 員工人數) <sup>2</sup>	Total 總量	Intensity (units/no. of employees) 密度 (單位／ 員工人數)	Total 總量	Intensity (units/no. of employees) 密度 (單位／ 員工人數)
<b>Use of Resources (Continued)</b> 資源使用(續)							
<b>Water<sup>12</sup></b> 水 <sup>12</sup>							
Municipal water 市政供水	Tonnes 公噸	856,786.20	315.69	1,369,731.00	414.94	1,527,805.00	418.86
Groundwater 地下水	Tonnes 公噸	60,282.00	22.21	33,766.00	10.23	53,882.00	14.77
Wastewater reused 污水回用	Tonnes 公噸	101,784.00	37.50	16,661.00	5.05	13,861.00	3.80
<b>Paper</b> 紙張							
Paper 紙張	Tonnes 公噸	75.07	0.03	88.75	0.03	39.00	0.01

<sup>12</sup> The data scope of groundwater and wastewater reused only includes the education operation business and automotive parts business.

<sup>12</sup> 地下水及污水回用數據範圍只包括教育運營業務及汽車零部件業務。



## 10. Performance Data (Continued)

### 10. 績效數據(續)

		For the year ended 31 December 截至十二月三十一日止年度					
		2021 二零二一年		2020 二零二零年		2019 二零一九年	
Type 類型	Unit 單位	Consumption 用量	Intensity of consumption (units/quantity of finished products) 用量密度 (單位／製成品數量)	Consumption 用量	Intensity of consumption (units/quantity of finished products) 用量密度 (單位／製成品數量)	Consumption 用量	Intensity of consumption (units/quantity of finished products) 用量密度 (單位／製成品數量)
Use of packaging materials <sup>13</sup> 包裝物料使用 <sup>13</sup>							
Paper 紙張類	Tonnes 公噸	1,101.00	$1.58 \times 10^{-4}$	1,550.00	$2.44 \times 10^{-4}$	2,179.00	$3.07 \times 10^{-4}$
Metal 金屬類	Tonnes 公噸	1,589.00	$2.28 \times 10^{-4}$	2,277.00	$3.58 \times 10^{-4}$	4,900.00	$6.90 \times 10^{-4}$
Plastic 塑膠類	Tonnes 公噸	98.00	$1.41 \times 10^{-5}$	109.00	$1.72 \times 10^{-5}$	337.00	$4.75 \times 10^{-5}$
Wood 木材類	Tonnes 公噸	709.00	$1.02 \times 10^{-4}$	792.00	$1.25 \times 10^{-4}$	1,281.00	$1.80 \times 10^{-4}$
Shared logistics boxes 共享物流箱	Tonnes 公噸	2,796.00	$4.02 \times 10^{-4}$	3,333.00	$5.24 \times 10^{-4}$	1,413.37	$1.99 \times 10^{-4}$

<sup>13</sup> The data scope only includes the packaging materials used by the automotive parts business.

<sup>13</sup> 數據範圍只包括汽車零部件業務所使用的包裝材料。

## 10. Performance Data (Continued)

### 10. 績效數據(續)

## 10.2 SOCIAL PERFORMANCE DATA<sup>14</sup>

### 社會績效數據<sup>14</sup>

			As of 31 December 2021 截至二零二一年 十二月三十一日	
Type 項		Unit 單位	No. 數量	Rate 百分比
<b>Total Workforce<sup>15</sup></b> 員工總數 <sup>15</sup>				
No. and rate of employees 員工人數及百分比	Total 總數	Employee 僱員	1,447	100.00%
	By gender 按性別劃分			
	Male 男	Employee 僱員	989	68.35%
	Female 女	Employee 僱員	458	31.65%
	By employment category 按僱員類別劃分			
	Senior management 高層	Employee 僱員	21	1.45%
	Middle management 中層	Employee 僱員	119	8.22%
	General 基層	Employee 僱員	1,307	90.32%
	By employment type 按僱傭類型劃分			
	Full-time 全職	Employee 僱員	1,445	99.86%
	Part-time 兼職	Employee 僱員	2	0.14%
	By age group 按年齡劃分			
	Age 30 and below 30歲及以下	Employee 僱員	194	13.41%
	31 to 40 31-40歲	Employee 僱員	575	39.74%
	41 to 50 41-50歲	Employee 僱員	435	30.06%
	Age 51 and above 51歲及以上	Employee 僱員	243	16.79%
	By geographical region 按地區劃分			
	China 中國	Employee 僱員	1,418	98.00%
	Hong Kong 香港	Employee 僱員	29	2.00%

<sup>14</sup> As the education operation business was deconsolidated from the consolidated financial statements of the Group from 1 September 2021, the scope of business covered by all the Group's social performance data disclosures for the 2021 Financial Year were financial services business, education management and consultation business and the automotive parts business. For details, please refer to the section headed "Reporting Scope" in this report.

<sup>15</sup> The number of employees is the number of employees as at 31 December 2021.

<sup>14</sup> 由於教育運營業務自二零二一年九月一日起已從本集團綜合財務報表終止綜合入賬，本集團於二零二一年財政年度的所有社會績效數據披露所涵蓋的業務範圍為金融服務業務、教育管理及諮詢業務及汽車零部件業務。詳情可參閱本報告「報告範圍」一節。

<sup>15</sup> 此員工人數為於二零二一年十二月三十一日的員工人數。

## 10. Performance Data (Continued)

### 10. 績效數據(續)

			As of 31 December 2021 截至二零二一年 十二月三十一日	
Type 項		Unit 單位	No. 數量	Rate 百分比
<b>Employee Turnover<sup>16</sup></b> 員工流失 <sup>16</sup>				
No. and rate of employee turnover 員工流失人數及 員工流失百分比	Total 總數	Employee 僱員	195	8.19%
	By gender 按性別劃分			
	Male 男	Employee 僱員	145	10.28%
	Female 女	Employee 僱員	50	5.15%
	By employment category 按僱員類別劃分			
	Middle management 中層	Employee 僱員	12	7.64%
	General 基層	Employee 僱員	183	8.36%
	By age group 按年齡劃分流失			
	Age 30 and below 30歲及以下	Employee 僱員	58	11.37%
	31 to 40 31-40歲	Employee 僱員	97	11.12%
	41 to 50 41-50歲	Employee 僱員	33	5.35%
	Age 51 and above 51歲及以上	Employee 僱員	7	1.83%
	By geographical region 按地區劃分			
	China 中國	Employee 僱員	183	7.78%
	Hong Kong 香港	Employee 僱員	12	39.34%

<sup>16</sup> The number of employees used for calculating the social performance indicators (including employee turnover rate, rate of employees trained, rate of work-related fatalities or injuries) is the average of the number of employees of specific group at the beginning and at the end of the 2021 Financial Year.

<sup>16</sup> 用於統計社會績效指標(包括員工流失率、受訓員工百分比、因工作關係而死亡或受傷的比率)的員工人數為二零二一年財政年度特定組別年初員工人數及年末員工人數之平均數。

## 10. Performance Data (Continued)

### 10. 績效數據(續)

			As of 31 December 2021 截至二零二一年 十二月三十一日	
Type 項		Unit 單位	No. 數量	Rate 百分比
<b>Development and Training<sup>16</sup></b> 發展與培訓 <sup>16</sup>				
No. and percentage of employees trained 受訓員工人數及百分比	Total 總數	Employee 僱員	1,423	59.75%
	By gender 按性別劃分	Male 男	978	69.36%
		Female 女	445	45.81%
	By employment category 按僱傭類型劃分	Senior management 高層	18	50.70%
		Middle management 中層	113	71.97%
		General 基層	1,292	59.02%
Average no. of training hours per employee 每名員工平均培訓時數	Total average hour 總平均數時數	Hour 時數	63.11	
	By gender 按性別劃分	Male 男	70.82	
		Female 女	51.91	
	By employee category 按僱員類別劃分	Senior management 高層	22.59	
		Middle management 中層	55.21	
		General 基層	64.33	

## 10. Performance Data (Continued)

### 10. 績效數據(續)

			As of 31 December 2021 截至二零二一年 十二月三十一日	
Type 項		Unit 單位	No. 數量	Rate 百分比
<b>Occupational Health and Safety<sup>16</sup></b> 職業健康與安全 <sup>16</sup>				
No. and rate of work-related fatalities 因工作關係而死亡的人數及比率		Employee 僱員	0	0.00%
No. and rate of work injury 因工作關係而受傷的人數及比率		Employee 僱員	5	0.21%
No. of lost days due to work injury 因工作關係而受傷所損失的工作日數		Day 日數	612	
<b>Supply Chain Management</b> 供應鏈管理				
No. and percentage of suppliers 供應商數目及百分比	Total 總數	Supplier 供應商	115	100.00%
	By geographical region 按地區劃分	China 中國	93	80.87%
		Hong Kong 香港	22	19.13%



## 10. Performance Data (Continued)

### 10. 績效數據(續)

			As of 31 December 2021 截至二零二一年 十二月三十一日	
Type 項	Unit 單位	No. 數量	Rate 百分比	
Product Responsibility 產品責任				
Complaints received concerning products or services 接獲關於產品或服務的投訴	No. of complaints received 接獲的投訴數目	Case 宗	109	
	No. and rate of complaints resolved 投訴解決數目及百分比	Case 宗	109	100.00%
Products sold or shipped subject to recalls for safety and health reasons <sup>17</sup> 已售或已運送產品總數中因安全與健康理由而須回收 <sup>17</sup>	Total products sold or shipped 已售或已運送產品數目	Piece 件	6,954,500	
	No. and rate of total products subject to recalls for safety and health reasons 因安全與健康理由而須回收數目及百分比	Piece 件	41,300	0.59%
Anti-corruption 反貪污				
No. of concluded legal cases regarding corrupt practices brought against the Group or our employees 對本集團或其員工提出並已審結的貪污訴訟案件的數目		Case 宗	0	
Community Investment 社區投資				
Donation amount 捐贈金額		RMB'000 人民幣千元	1,100	
Employees' volunteering hours 員工志願服務時數		Hour 時數	3,778	

<sup>17</sup> The data scope only includes the Group's automotive parts business.

<sup>17</sup> 此數據範圍只涵蓋本集團汽車零部件業務。

# 11. Lists of Laws and Regulations

## 11. 法例法規列表

Laws and regulations that have a significant impact on the Group's operations in China and Hong Kong are as follows:

對本集團於中國及香港的業務運營有重大影響的法律法規如下：

ESG Aspects ESG範圍	China 中國	Hong Kong 香港
Environmental 環境	Environmental Protection Law of the PRC 《中華人民共和國環境保護法》 Law of the PRC on Environmental Impact Assessment 《中華人民共和國環境影響評價法》 Environmental Protection Tax Law of the PRC 《中華人民共和國環境保護稅法》 Regulation on the Implementation of the Environmental Protection Tax Law of the PRC 《中華人民共和國環境保護稅法實施條例》 Atmospheric Pollution Prevention and Control Law of the PRC 《中華人民共和國大氣污染防治法》 Water Pollution Prevention and Control Law of the PRC 《中華人民共和國水污染防治法》 Law of the PRC on the Prevention and Control of Environment Pollution Caused by Solid Wastes 《中華人民共和國固體廢物污染環境防治法》 Law of the PRC on Prevention and Control of Pollution from Environmental Noise 《中華人民共和國環境噪聲污染防治法》	Air Pollution Control Ordinance (Chapter 311 of the Laws of Hong Kong) 香港法例第311章《空氣污染管制條例》 Waste Disposal Ordinance (Chapter 354 of the Laws of Hong Kong) 香港法例第354章《廢物處置條例》
Employment and labour standards 僱傭及勞工慣例	Labour Law of the PRC 《中華人民共和國勞動法》 Labour Contract Laws of the PRC 《中華人民共和國勞動合同法》 Social Insurance Law of the PRC 《中華人民共和國社會保險法》 Law of the PRC on the Protection of Minors 《中華人民共和國未成年人保護法》 Provisions on the Prohibition of Using Child Labour 《禁止使用童工規定》	Employment Ordinance (Chapter 57 of the Laws of Hong Kong) 香港法例第57章《僱傭條例》 Sex Discrimination Ordinance (Chapter 480 of the Laws of Hong Kong) 香港法例第480章《性別歧視條例》 Disability Discrimination Ordinance (Chapter 487 of the Laws of Hong Kong) 香港法例第487章《殘疾歧視條例》 Race Discrimination Ordinance (Chapter 602 of the Laws of Hong Kong) 香港法例第602章《種族歧視條例》

# 11. Lists of Laws and Regulations (Continued)

## 11. 法例法規列表(續)

ESG Aspects ESG範圍	China 中國	Hong Kong 香港
Workplace health and safety 工作健康與安全	Law of the PRC on the Prevention and Control of Occupational Diseases 《中華人民共和國職業病防治法》 Production Safety Law of the PRC 《中華人民共和國安全生產法》 Fire Protection Regulation of the PRC 《中華人民共和國消防法》 Regulation on the Safety Management of Hazardous Chemicals 《危險化學品安全管理條例》 Regulations on Safety Supervision over Special Equipment 《特種設備安全監察條例》	Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong) 香港法例第282章《僱員補償條例》 Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong) 香港法例第509章《職業安全及健康條例》
Product responsibility 產品責任	Copyright Law of the PRC 《中華人民共和國著作權法》 Patent Law of the PRC 《中華人民共和國專利法》 Trademark Law of the PRC 《中華人民共和國商標法》 Product Quality Law of the PRC 《中華人民共和國產品質量法》 Teachers Law of the PRC 《中華人民共和國教師法》 Law of the PRC on the Protection of Minors 《中華人民共和國未成年人保護法》 Education Law of the PRC 《中華人民共和國教育法》 Non-state Education Promotion Law of the PRC 《中華人民共和國民辦教育促進法》 Food Safety Law of the PRC 《中華人民共和國食品安全法》 Measures for the School Hygiene Work 《學校衛生工作條例》 Regulations on the Qualifications of Teachers 《教師資格條例》	Trade Descriptions Ordinance (Chapter 362 of the Laws of Hong Kong) 香港法例第362章《商品說明條例》 Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong) 香港法例第486章《個人資料(私隱)條例》 Trade Marks Ordinance (Chapter 559 of the Laws of Hong Kong) 香港法例第559章《商標條例》 Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong) 香港法例第571章《證券及期貨條例》
Anti-corruption 反貪污	Anti-money Laundering Law of the PRC 《中華人民共和國反洗錢法》 Interim Provisions of the State Administration for Industry and Commerce on Banning Commercial Bribery 《國家工商行政管理局關於禁止商業賄賂行為的暫行規定》	Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong) 香港法例第201章《防止賄賂條例》 Independent Commission Against Corruption Ordinance (Chapter 204 of the Laws of Hong Kong) 香港法例第204章《廉政公署條例》 Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Chapter 615 of the Laws of Hong Kong) 香港法例第615章《打擊洗錢及恐怖分子資金籌集條例》 Companies Ordinance (Chapter 622 of the Laws of Hong Kong) 香港法例第622章《公司條例》

# 12. ESG Reporting Guide Content Index

## 12. ESG報告指引內容索引

General Disclosures and KPIs 一般披露及KPIs	Description 描述	Relevant Sections in this Report 本報告有關章節
<b>Aspect A1: Emissions</b> 層面A1：排放物		
General Disclosure 一般披露	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 greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	7.1
KPI A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	10.1
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以公噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	10.1
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以公噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	10.1
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以公噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	10.1

## 12. ESG Reporting Guide Content Index (Continued)

### 12. ESG 報告指引內容索引(續)

General Disclosures and KPIs 一般披露及KPIs	Description 描述	Relevant Sections in this Report 本報告有關章節
<b>Aspect A1: Emissions (Continued)</b> 層面A1：排放物(續)		
KPI A1.5	Description of the emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	7.1
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and description of the waste reduction goals established and the steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	7.1
<b>Aspect A2: Use of Resources</b> 層面A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	7.2
KPI 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). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	10.1
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	10.1



## 12. ESG Reporting Guide Content Index (*Continued*)

### 12. ESG報告指引內容索引(續)

General Disclosures and KPIs 一般披露及KPIs	Description 描述	Relevant Sections in this Report 本報告有關章節
<b>Aspect A2: Use of Resources (<i>Continued</i>)</b> 層面A2：資源使用(續)		
KPI A2.3	Description of the energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	7.2
KPI 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. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	7.2
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以公噸計算)及(如適用)每生產單位佔量。	10.1
<b>Aspect A3: The Environment and Natural Resources</b> 層面A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	7.2
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	7.2

## 12. ESG Reporting Guide Content Index (Continued)

### 12. ESG 報告指引內容索引(續)

General Disclosures and KPIs 一般披露及KPIs	Description 描述	Relevant Sections in this Report 本報告有關章節
<b>Aspect A4: Climate change</b> 層面A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	7.3
KPI A4.1	Description of significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	7.3
<b>Aspect B1: Employment</b> 層面B1：僱傭		
General Disclosure 一般披露	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, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	6.1, 6.2 and 6.3 6.1、6.2及6.3
KPI B1.1	Total workforce by gender, employment type (for example, full – or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	10.2
KPI B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	10.2

## 12. ESG Reporting Guide Content Index (Continued)

### 12. ESG報告指引內容索引(續)

General Disclosures and KPIs 一般披露及KPIs	Description 描述	Relevant Sections in this Report 本報告有關章節
<b>Aspect B2: Health and Safety</b> 層面B2：健康與安全		
General Disclosure 一般披露	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. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	6.4
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years (including the reporting year). 過去三年(包括匯報年度)每年因工亡故的人數及比率。	6.4 and 10.2 6.4及10.2
KPI B2.2	Lost days due to work injury. 因工傷損失工作日數。	10.2
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	6.4
<b>Aspect B3: Development and Training</b> 層面B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	6.5
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	10.2
KPI B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	10.2

## 12. ESG Reporting Guide Content Index (Continued)

### 12. ESG 報告指引內容索引(續)

General Disclosures and KPIs 一般披露及KPIs	Description 描述	Relevant Sections in this Report 本報告有關章節
<b>Aspect B4: Labour Standards</b> 層面B4：勞工準則		
General Disclosure 一般披露	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 or forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	6.1
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	6.1
KPI B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	6.1
<b>Aspect B5: Supply Chain Management</b> 層面B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	5.1 and 5.2 5.1及5.2
KPI B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	10.2
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	5.1 and 5.2 5.1及5.2
KPI B5.3	Description of the practices for identifying environmental and social risks in each segment of the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	5.1 and 5.2 5.1及5.2
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	5.2

## 12. ESG Reporting Guide Content Index (Continued)

### 12. ESG報告指引內容索引(續)

General Disclosures and KPIs 一般披露及KPIs	Description 描述	Relevant Sections in this Report 本報告有關章節
<b>Aspect B6: Product Responsibility</b> 層面B6：產品責任		
General Disclosure 一般披露	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, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	4.3, 5.1 and 5.2 4.3、5.1及5.2
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	10.2
KPI B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	5.1, 5.2 and 10.2 5.1、5.2及10.2
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	2.3 and 5.2 2.3及5.2
KPI B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	5.2
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	5.1

## 12. ESG Reporting Guide Content Index (Continued)

### 12. ESG 報告指引內容索引(續)

General Disclosures and KPIs 一般披露及KPIs	Description 描述	Relevant Sections in this Report 本報告有關章節
<b>Aspect B7: Anti-Corruption</b> 層面B7：反貪污		
General Disclosure 一般披露	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. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	2.3, 4.3, 5.1 and 5.2 2.3、4.3、 5.1及5.2
KPI 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. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	2.3 and 10.2 2.3及10.2
KPI B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	2.3, 4.3, 5.1 and 5.2 2.3、4.3、 5.1及5.2
KPI B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	2.3
<b>Aspect B8: Community Investment</b> 層面B8：社區投資		
General Disclosure 一般披露	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. 有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	8
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	8
KPI B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	8 and 10.2 8及10.2



# 13. Glossary

## 13. 詞彙

In this Report, unless the context otherwise requires, the following expressions shall have the meanings set out below:

於本報告內，除文義另有所指外，下列詞彙具有下文所載涵義：

<b>“2021 Financial Year”</b> 「二零二一年財政年度」	指	the financial year ended 31 December 2021 截至二零二一年十二月三十一日止財政年度
<b>“Board”</b> 「董事會」	指	the board of Directors 董事會
<b>“Chairman”</b> 「主席」	指	the chairman of the Board 董事會主席
<b>“China” or “PRC”</b> 「中國」	指	the People’s Republic of China, which for the purpose of this Report, shall exclude Hong Kong, the Macau Special Administrative Region of the PRC and Taiwan 中華人民共和國，就本報告而言，不包括香港、中國澳門特別行政區及台灣
<b>“Company”</b> 「本公司」	指	China First Capital Group Limited, a company incorporated in the Cayman Islands with limited liability, whose issued Shares are listed on the Main Board of the Stock Exchange with stock code of 1269 中國首控集團有限公司，於開曼群島註冊成立的有限公司，其已發行股份於聯交所主板上市，股份代號為1269
<b>“Director(s)”</b> 「董事」	指	the director(s) of the Company 本公司董事
<b>“Edukeys Group”</b> 「中際育才」	指	the Xinjiang Edukeys International Education Services Co., Ltd.* (新疆中際育才教育諮詢有限公司) together with its subsidiaries 新疆中際育才教育諮詢有限公司及其附屬公司的統稱
<b>“ESG”</b> 「ESG」	指	Environmental, social and governance 環境、社會及管治
<b>“ESG Executive Committee”</b> 「ESG執行委員會」	指	the ESG Executive Committee of the Company 本公司ESG執行委員會
<b>“ESG Reporting Guide”</b> 「ESG報告指引」	指	the <i>Environmental, Social and Governance Reporting Guide</i> set out in Appendix 27 to the <i>Rules Governing the Listing of Securities on the Stock Exchange</i> 《聯交所證券上市規則》附錄二十七《環境、社會及管治報告指引》

## 13. Glossary (Continued)

### 13. 詞彙(續)

<b>“Fuqing Xishan”</b> 「福清西山」	指	the Fuqing Xishan School* (福清西山學校) 福清西山學校
<b>“GHG”</b> 「溫室氣體」	指	greenhouse gas 溫室氣體
<b>“Group” or “CFCG”</b> 「本集團」、「首控」或「首控集團」	指	the Company and its subsidiaries 本公司及其附屬公司
<b>“HK\$”</b> 「港元」	指	Hong Kong dollar, the lawful currency of Hong Kong 香港法定貨幣港元
<b>“Hong Kong” or “HK”</b> 「香港」	指	the Hong Kong Special Administrative Region of the PRC 中國香港特別行政區
<b>“Jiangxi Xishan”</b> 「江西西山」	指	the Jiangxi Xishan School* (江西省西山學校) 江西省西山學校
<b>“KPI(s)”</b> 「KPI(s)」	指	key performance indicator(s) 關鍵績效指標
<b>“Nanyang Cijan”</b> 「南陽浙減」	指	Nanyang Cijan Automobile Absorber Company Limited* (南陽浙減汽車減振器有限公司), a company incorporated in the PRC with limited liability and an indirect subsidiary of the Company 南陽浙減汽車減振器有限公司，於中國註冊成立的有限責任公司，為本公司間接附屬公司
<b>“R&amp;D”</b> 「研發」	指	Research and development 研究和開發
<b>“Report”</b> 「本報告」	指	the 2021 Environmental, Social and Governance Report of the Company 本公司2021環境、社會及管治報告
<b>“Risk Management Committee”</b> 「風險管理委員會」	指	the risk management committee of the Company 本公司風險管理委員會
<b>“RMB”</b> 「人民幣」	指	Renminbi, the lawful currency of the PRC 中國法定貨幣人民幣
<b>“SFC”</b> 「證監會」	指	the Securities and Futures Commission 證券及期貨事務監察委員會

## 13. Glossary (Continued)

### 13. 詞彙(續)

<b>"SFO"</b>		the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong)
「證券及期貨條例」	指	香港法例第571章證券及期貨條例
<b>"Shareholder(s)"</b>		the holder(s) of the Share(s)
「股東」	指	股份持有人
<b>"Share(s)"</b>		(i) the ordinary share(s) of HK\$0.02 each in the issued and unissued share capital of the Company prior to 20 August 2021, or (ii) the consolidated ordinary share(s) of HK\$0.10 each in the issued and unissued share capital of the Company with effect from 20 August 2021, as the case may be
「股份」	指	(i)二零二一年八月二十日前，本公司已發行及未發行股本中每股面值0.02港元之普通股，或(ii)於二零二一年八月二十日生效之本公司已發行及未發行股本中每股面值0.10港元的經合併普通股，視乎情況而定
<b>"Stock Exchange"</b>		The Stock Exchange of Hong Kong Limited
「聯交所」	指	香港聯合交易所有限公司
<b>"Xishan Schools"</b>		collectively, Fuqing Xishan, Fuqing Xishan Vocational and Technical School* (福清西山職業技術學校), Jiangxi Xishan and Xishan Education Group* (西山教育集團)
「西山學校」	指	福清西山、福清西山職業技術學校、江西南山及西山教育集團的統稱
<b>"Yinghua School"</b>		Jinan Shijiyinghua Experiment School* (濟南世紀英華實驗學校)
「英華學校」	指	濟南世紀英華實驗學校
<b>"%"</b>		per cent
「%」	指	百分比

# Feedback Form

## 意見反饋表格

Thank you for reading the 2021 Environmental, Social and Governance Report of the Company. In order to provide you and other stakeholder with more valuable information and improve the Group's ability to implement the overall environmental, social and governance work, we sincerely welcome any opinions and suggestions you may offer on the report via:

感謝您閱讀本公司《2021 環境、社會及管治報告》。為了向您及其他持份者提供更有價值的信息，促進本集團提升環境、社會及管治整體工作的能力和水平，我們衷心的歡迎您能夠對報告提出真知灼見，並通過以下方式反饋給我們：

Address: Units 4501-02 & 12-13, 45/F., The Center, 99 Queen's Road Central, Hong Kong  
Email: ir@cfcg.com.hk

地址：香港中環皇后大道中99號中環中心45樓4501-02及12-13室  
電郵：ir@cfcg.com.hk

1. Which of the following stakeholder types applies to you?

- A Government  
政府  
D Customer  
客戶  
G Community  
社區

- B Regulatory Authority  
監管機構  
E Employee  
員工  
H Public and Media  
公眾和媒體

1. 您屬於以下哪類持份者？

- C Shareholder  
股東  
F Supplier and Partner  
供應商和合作夥伴  
I Others: \_\_\_\_\_  
其他：\_\_\_\_\_

2. Do you think this Report has fully satisfied your expectations for the Group?

A Yes

是

B No. Which of your expectations do you think have not been reflected in this Report?

否，您認為您還有哪些期望在本報告中沒有反映？\_\_\_\_\_

2. 您認為本報告是否完整覆蓋了您對本集團的期望？

3. Do you think the Group has met your expectations well?

A Yes

是

B No. Which of your expectations do you think have not been met well?

否，您認為您的哪些期望沒有得到很好地回應？\_\_\_\_\_

3. 您認為本集團是否很好地回應了您的期望？

4. Do you think the arrangement of content and layout design of this Report provide easy reading?

A Excellent  
好

B Good  
較好

C Fair  
一般

D Poor  
差

4. 您認為本報告的內容安排和版式設計是否方便閱讀？

5. What other opinions and suggestions do you have on our environmental, social and governance efforts and this Report?

5. 您對本集團環境、社會及管治工作和本報告還有哪些意見和建議？

Thank you again for your participation!

再次感謝您的參與！



**中國首控集團有限公司**

**China First Capital Group Limited**