



中國科培教育集團有限公司

China Kepei Education Group Limited

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

Stock Code 股份代號 : 1890



Environmental, Social & Governance Report
環境、社會及管治報告 **2022**



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01 About this Report



INTRODUCTION TO THIS REPORT

China Kepei Education Group Limited (stock code: 1890) (the “**Company**”), together with its subsidiaries (the “**Group**” or “**we**”), is pleased to present the fifth Environmental, Social and Governance (“**ESG**”) report (“**this Report**”). This Report covers the Group’s ESG policies, measures and performance to enhance the understanding and confidence of all stakeholders in the sustainable development of the Group, and effectively responds to the expectations and needs of all parties.

BASIS FOR PREPARATION

This Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) set out in Appendix 27 to the Main Board Listing Rules (the “**Listing Rules**”) on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”). The Group has followed the four reporting principles set out in the ESG Reporting Guide, being materiality, quantitative, balance and consistency, and has strictly complied with mandatory disclosure requirements and the “comply or explain” provisions in order to fully disclose the Group’s policies, strategies, relevant materiality, objectives and action plan in ESG areas.

In the process of preparing this Report, the reporting principles of the ESG Reporting Guide applied by the Group are as follows:

Materiality: Adopting a materiality assessment to identify the Group’s material issues during the Reporting Period and conduct stakeholder surveys, and compiling this Report based on these material issues. For details, please refer to the section headed “Materiality Assessment”;

Quantitative: Disclosing the standards and methods used in this Report to calculate relevant data, and disclosing applicable assumptions;

Balance: The application of this principle is reflected in each chapter of this Report; and

Consistency: The method adopted for the preparation of this Report is basically the same as last year, and the data involving changes in the statistical methods and calculation methods are explained.

SCOPE OF THIS REPORT

The reporting period for this Report is from 1 September 2021 to 31 August 2022 (the “**Reporting Period**” or “**2022**”), with appropriate forward and backward extensions for certain contents. The contents of this Report (including the relevant policy documents, statements and data, etc.) mainly cover¹ Guangdong Polytechnic College, Zhaoqing Science and Technology Secondary Vocational School (“**Zhaoqing School**”), Harbin Institute of Petroleum and Huaibei Polytechnic College under the Group. For details of the business of the Group, please refer to the 2022 Annual Report (the “**2022 Annual Report**”) of the Group published on 30 December 2022.

Unless otherwise defined herein, all capitalized terms used in this Report shall have the same meanings as those defined in the 2022 Annual Report.

¹ As Maanshan College is operated by the Group in accordance with an entrusted management agreement, it is temporarily excluded from the scope of this Report.

01 About this Report

SOURCE AND RELIABILITY STATEMENT

All information and cases disclosed in this Report are derived from the Group's internal documents, statistics reports and relevant public information. The Group undertakes that this Report contains no false statements, misleading statements or material omissions and is responsible for the truthfulness, accuracy and completeness of the contents of this Report.

CONFIRMATION AND APPROVAL

This Report had been confirmed by management of the Group and was approved by the board of directors (the "Board") of the Company on 30 November 2022.

PUBLICATION METHOD OF THIS REPORT

This Report is prepared in traditional Chinese and English. If there is any discrepancy between the English and Chinese versions of this Report, the traditional Chinese version shall prevail. The electronic version of this Report may be accessed and downloaded from the HKEXnews website of the Stock Exchange (www.hkexnews.hk) and the official website of the Group (www.chinakepeiedu.com).

CHANNELS FOR RESPONSE TO THIS REPORT

The valuable opinions of stakeholders are critical to our continued progress in ESG areas and the realization of sustainable development. Should you have any comments or suggestions on the ESG Report or the relevant work of the Group, please feel free to contact the Group through the following:

Address: Qifu Road, Gaoyao District, Zhaoqing City, Guangdong Province, the PRC

Tel: +86-0758-8387888

Fax: +86-0758-8387898

Website: www.chinakepeiedu.com

Email: ir@kepeieducation.com



02 About Us



GROUP OVERVIEW

The Group is a leading provider of private higher education services in China focusing on profession-oriented education. During the Reporting Period, the Group had an aggregate of 119,948 students enrolled at the schools we operated, namely, Guangdong Polytechnic College, Zhaoqing School, Harbin Institute of Petroleum and Huaibei Polytechnic College.

We are committed to providing students with high-quality profession-oriented education so as to help them to face the changing employment market with intensifying competition. We are primarily focused on engineering majors to better capture local employment demands, balanced with economics, management, education and art majors to offer well-rounded and comprehensive education services. In light of the current situation of local economic and social development, we have established new majors targeting at major strategic emerging industries and other traditional competitive industries in the region, and constantly optimized the layout and structure of majors. We attach great importance to the employment of students and provide sufficient and high-quality employment and internship opportunities for students through multiple channels to meet the employment needs of enterprises.

Through over 22 years of operating private higher education in China, we have established a strong reputation, which helps us attract high-quality students and teachers and provides continuous impetus for our success. We intend to maintain and strengthen our market position in the private higher education industry in China.

OPERATION MODEL

To cultivate profession-oriented talents with practical skills, the Group plans to further increase and enrich our school-enterprise collaboration programs and recruit more prominent teachers with “double qualification” (雙師型), with an aim to establish new collaboration relationships with more industry-leading enterprises and strengthen its relationships with existing cooperation partners, focusing on collaborative formulation of class plan and course content, customized training majors and courses at its schools and the provision of diversified internship opportunities to its students.

The Group attaches great importance to the employment of students and provides students with sufficient employment and internship opportunities through multiple channels to meet the employment needs of enterprises. We closely follow the industrial development pace of the Guangdong-Hong Kong-Macao Greater Bay Area. Guangdong Polytechnic College has newly established a school of intelligent manufacturing to train and cultivate application-oriented talents for local advanced manufacturing enterprises. During the Reporting Period, the Group has established new majors in relation to new energy vehicles, digital media art, cross-border e-commerce and intelligent manufacturing with an aim to cater for the needs of national strategic emerging industries and sunrise industries with strong talent demands.

02 About Us

ANNUAL REVENUE

During the Reporting Period, the Group experienced revenue growth due to the expansion of the Group's business and the increase in the number of student enrollments. The revenue increased from RMB1,119.6 million for the year ended 31 August 2021 to RMB1,439.7 million for the year ended 31 August 2022. For the financial performance of the Group, please refer to the 2022 Annual Report.



03 ESG Governance



RESPONSIBILITY GOVERNANCE STRUCTURE

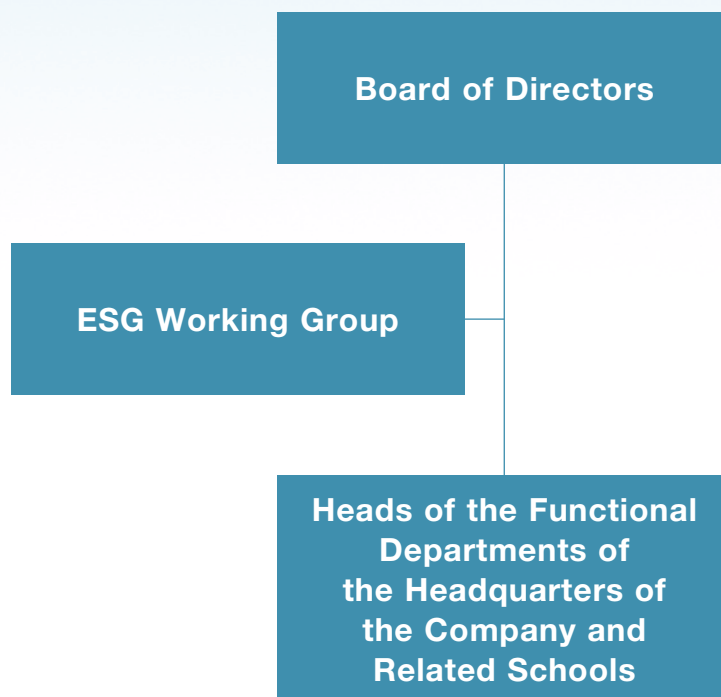
The Group strives to maintain corporate governance with high standard to protect the interests of the Company's shareholders and enhance the Company's value and accountability. The Company has adopted the provisions of the Corporate Governance Code (the "CG Code") set out in Appendix 14 of the Listing Rules as well as complied with all the applicable code provisions of the CG Code during the Reporting Period. The Board is responsible for the overall leadership of the Group, oversees the Group's strategic decisions and monitors corporate governance practices. Meanwhile, the Board has established three committees, namely, the Audit Committee, the Remuneration Committee and the Nomination Committee to oversee specified aspects of the Company's affairs.

Effective risk management and internal control systems are essential in maintaining high-level corporate governance. The Group has established appropriate risk management and internal control systems². The Board reviews the effectiveness of the systems every year. The management is responsible for designing, operating and maintaining the risk management and internal control systems. The heads of the main operating units or departments confirm and mitigate identified risks in accordance with internal guidelines approved by the Board and the Audit Committee and thus manage such risks. The Group also actively responds to and manages ESG risks, integrates ESG related issues into its own development strategies, and the Board is responsible for the Group's ESG reporting strategies and reports. The Board is also responsible for determining the Group's ESG management policies, strategies and objectives, and supervising and managing the targeted progress, ESG risks and ESG performance to ensure that the Board's governance measures comply with relevant requirements of the Stock Exchange.

² For details about the risk management and internal control systems of the Group, please refer to the section of Corporate Governance Report in the 2022 Annual Report.

03 ESG Governance

A sound ESG governance structure is the basis for improving ESG management. The Group has established an ESG governance structure with clear organizational hierarchies during the Reporting Period, whereby the Board is the highest decision-making body for the ESG work of the Company and the ESG working group is a working group under the Board, with senior management serving as group leader, to assist the Board in coordinating and overseeing the formulation and implementation of the ESG objectives, strategies, practical performance and other related works of the Group. The ESG working group is composed of the heads of the functional departments of the headquarters of the Company and related schools and is responsible for carrying out ESG work.



ESG Governance Structure of the Group





STAKEHOLDER ENGAGEMENT

The expectations and demands of stakeholders provide continuous impetus for the sustainable development of the Group. We strive to create lasting value for stakeholders by setting up diversified and smooth communication channels to better understand and respond to the expectations and demands of internal and external stakeholders and continuously improving the performance of the Group in respect of sustainable development.

Stakeholder group	Expectations and demands	Communication methods	Communication frequency	The Group's actions
Government and Regulatory Bodies	<ul style="list-style-type: none"> Compliant operation Campus safety Payment of taxes according to the law Promotion of local education 	<ul style="list-style-type: none"> Information submission Dialogue with regulatory bodies 	<ul style="list-style-type: none"> Regular Regular 	<ul style="list-style-type: none"> Strict compliance with laws and regulations Payment of taxes according to the law
Shareholders/Investors	<ul style="list-style-type: none"> Investment returns Business development Compliant operation ESG governance Corporate image 	<ul style="list-style-type: none"> Announcements Shareholders' meetings Site visits Regular reporting Communication meetings 	<ul style="list-style-type: none"> From time to time Regular From time to time Regular From time to time 	<ul style="list-style-type: none"> Disclosure of information on the Group as required Provision of effective communication
Suppliers/Partners	<ul style="list-style-type: none"> Lawful operation and quality standards of suppliers Fair and reasonable treatment to business partners Operation in compliance with laws and regulations Service quality 	<ul style="list-style-type: none"> Supplier meetings Online surveys Review and assessment Bidding activities 	<ul style="list-style-type: none"> Regular From time to time From time to time From time to time 	<ul style="list-style-type: none"> Strict compliance with bidding requirements Establishment of equal partnership with mutual benefits

03 ESG Governance

Stakeholder group	Expectations and demands	Communication methods	Communication frequency	The Group's actions
Employees	<ul style="list-style-type: none"> • Remuneration and benefits of employees • Health and safety of employees • Employment in compliance with laws and regulations • Training and education of employees • Working environment 	<ul style="list-style-type: none"> • Staff representative assembly • Group activities • Petitions • Suggestion box 	<ul style="list-style-type: none"> • Regular • From time to time • From time to time • From time to time 	<ul style="list-style-type: none"> • Provision of a healthy and safe working environment • Provision of career training and a fair promotion mechanism
Students and Parents	<ul style="list-style-type: none"> • Teaching quality • Protection of student's information • Caring for student's life • Health and safety protection 	<ul style="list-style-type: none"> • Parent meetings • Lectures and drills • Student satisfaction surveys 	<ul style="list-style-type: none"> • Regular • From time to time • From time to time 	<ul style="list-style-type: none"> • Establishment of parent committee • Organization of student safety training • Carrying out student surveys
Community	<ul style="list-style-type: none"> • Community environment • Charity and public welfare • Community contribution • Compliant operation 	<ul style="list-style-type: none"> • Community communication meetings • Visits and surveys • Press releases/ announcements 	<ul style="list-style-type: none"> • From time to time • From time to time • From time to time 	<ul style="list-style-type: none"> • Giving priority to local employment • Providing education with local characteristics • Organizing community activities

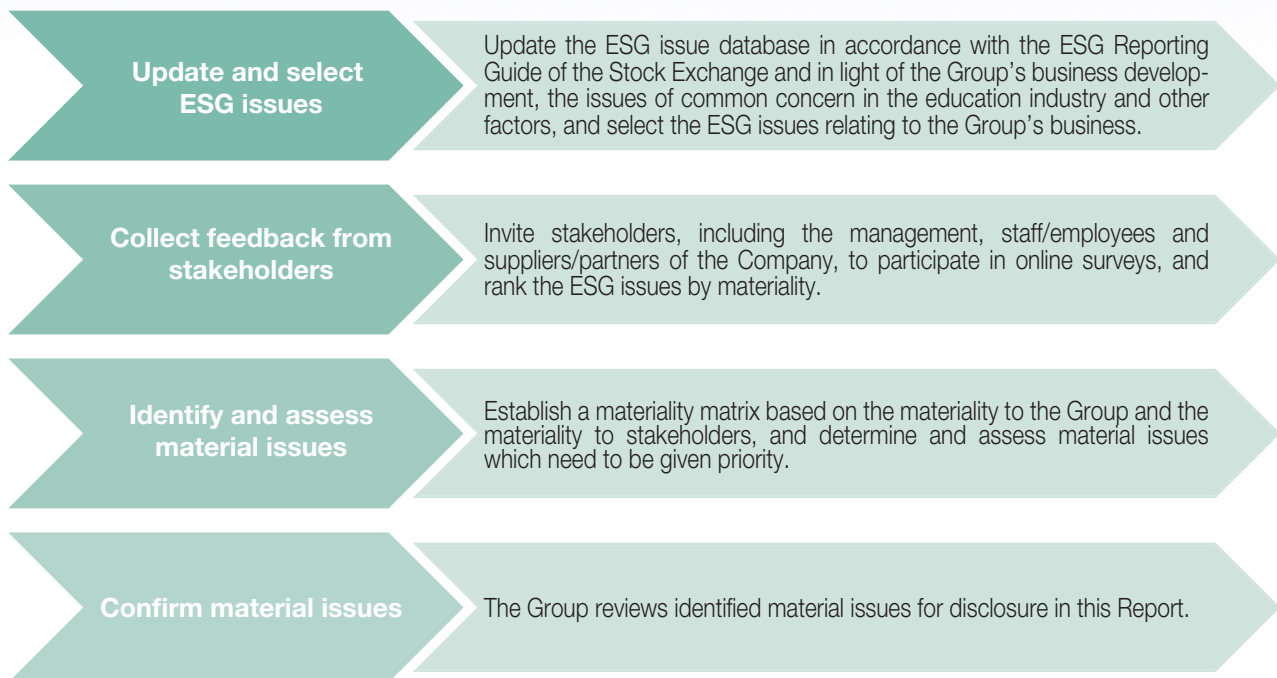




MATERIALITY ASSESSMENT

To constantly optimize the performance of the Group in respect of sustainable development, we continued conducting a materiality assessment during the Reporting Period and determined the material issues during the Reporting Period by identifying major stakeholders and ESG issues of concern to major internal and external stakeholders. We commissioned a professional consulting company to collect feedback on effective questionnaires from 10,466 people from the Company's management, shareholders/investors, suppliers/partners, employees, students and parents, communities and other internal and external stakeholders, in order to understand the concerns and changing demands of various stakeholders more accurately and objectively.

The process for the Company to identify material issues during the Reporting Period is as follows:

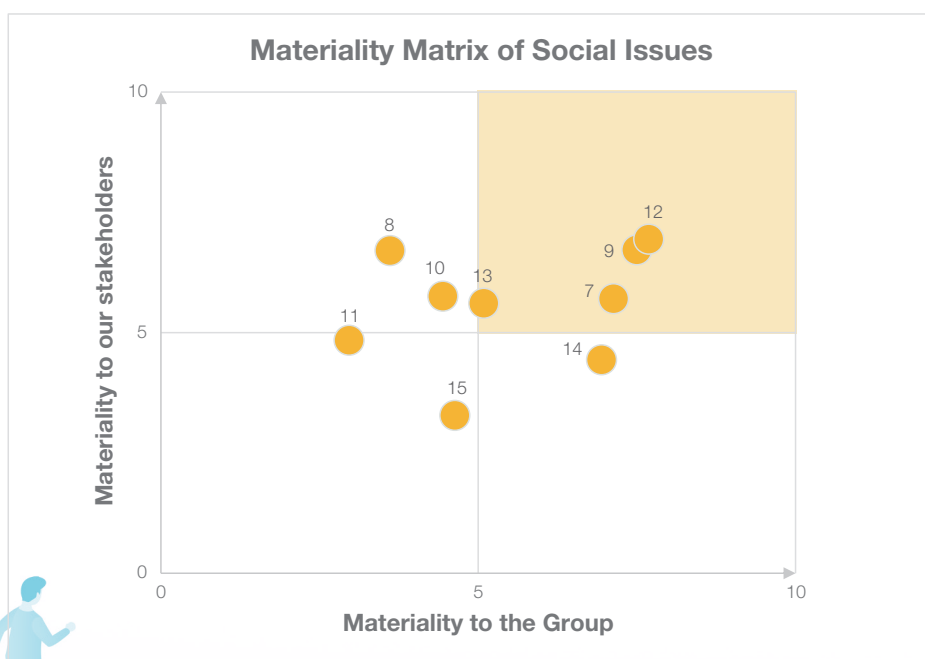
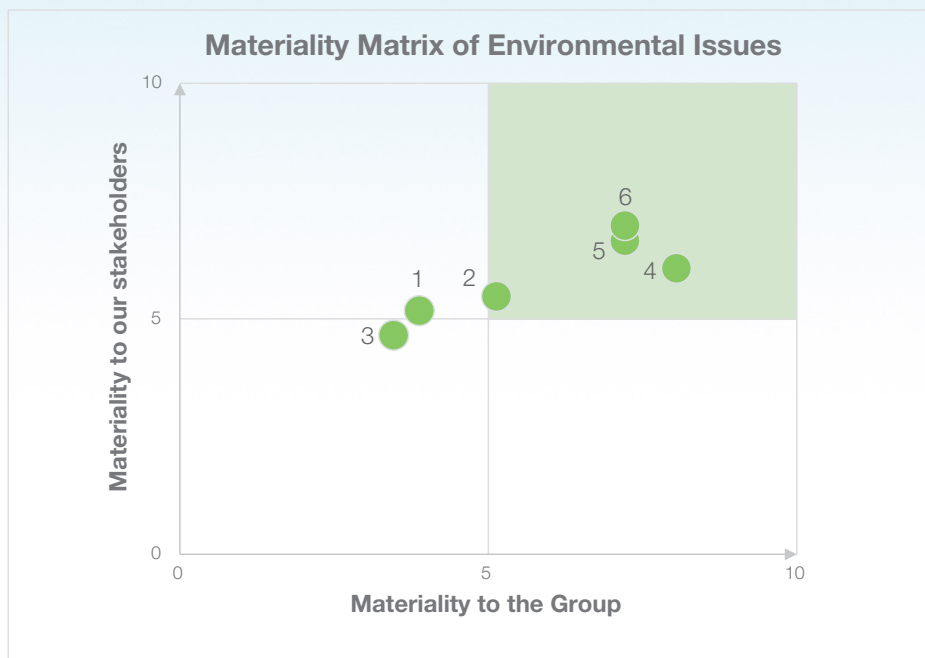


The Company analyzed 19 ESG issues from two aspects, namely the materiality to the Group and the materiality to stakeholders, and identified a total of 11 material issues (including 4 environmental issues, 4 social issues and 3 governance issues). The Company finally confirmed the material issues based on the compatibility and consistency of these issues with the actual situation of the Group. In effective response to the concerns of stakeholders, in this Report, the Company has elaborated on the policies, measures and performance relating to material issues during the Reporting Period. Meanwhile, the Company will also review the Group's sustainable development governance policy in the future, and adjust such policy according to material issues to meet the expectations of stakeholders.

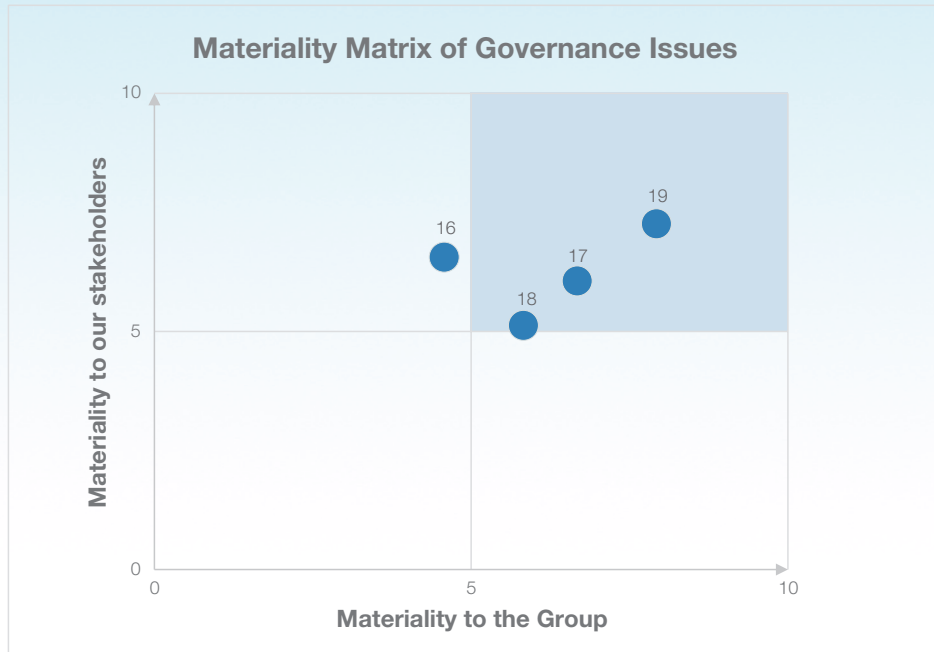
03 ESG Governance

Materiality Matrix

The following is a materiality matrix and Materiality Issues of 2022³ established by the Group based on materiality assessment:



The materiality issues of the Reporting Period are shown in bold. The issues of the Group in three aspects (namely environmental, social and governance) are of high materiality to the Group and the Group intends to fully reflect the contents of each aspect in this Report. Therefore, the method of ranking in three aspects (environmental, social and governance) is adopted in this Report period for presentation.



Environmental issues	Social issues	Governance issues
1 Air emissions and management	7 Talent employment and diversification	16 Anti-corruption
2 Wastewater discharge and management	8 Occupational health and safety	17 Financial performance and the interests of investors
3 Solid waste discharge and management	9 Career development and training	18 Corporate information disclosure
4 Energy usage and efficiency	10 Labor standard	19 Compliance with laws and regulations
5 Water usage and efficiency	11 Supply chain management and procurement practices	
6 Ecological environment and natural resources protection	12 Guarantee the quality of teaching	
	13 Privacy and information data security of students and parents	
	14 Marketing and enrollment	
	15 Community investment and participation	

04 Steady Operation

As a responsible education institution, the Group has always adhered to the principles of honesty, morality and integrity in operating its businesses, and put into practice the concept of sustainable development, working hand in hand with partners to create value for society.

COMPLIANT OPERATION

In publishing public information such as advertisements and enrollment brochures, the Group strictly complies with the relevant laws and regulations including the Advertising Law of the PRC and the Law for Promoting Private Education of the PRC, and stipulates internal regulations for our schools such as the Regulations on Handling Teacher Misconduct of Teaching Staff of Guangdong Polytechnic College, which sets out the punishment to those who uses false information for promotion during promotion and student admission. The Group shall take legal measures as and when necessary. The public information such as advertisements and enrollment brochures issued by the Group is submitted to the relevant authorities for prior approval and the Group undertakes not to use any false information for promotion.

The Group respects intellectual property rights. Our schools use teaching materials ordered from qualified publishers and purchase genuine software and teaching resource website accounts for teachers to ensure that our schools use licensed educational and software resources. In order to further improve our intellectual property right protection mechanism, the Group has also formulated the Scientific Research Award Plan of Zhaoqing S&T School, the Measures for Evaluation and Awarding of Teaching Achievement Prize of Huaibei Institute of Technology (Trial) and other relevant management measures for our schools to ensure that the intellectual property rights and patents granted to teachers and students of our schools are protected effectively. If any investigation reveals any plagiarism, theft, tampering, illegal possession, counterfeiting or other forms of infringement of intellectual property rights, the Group will punish the persons involved in accordance with the relevant measures, take legal actions when necessary, and assist the relevant authorities in handling the incidents according to the law.

In accordance with the relevant laws and regulations including the Law of the PRC on the Protection of Minors and the Tort Liability Law of the PRC, the Group has developed the rules for the protection of confidential information such as student information and business secrets, including the scope and confidentiality level of confidential information as well as the handling procedures and accountability mechanism in case of reveal or leak of secrets. To ensure the integrity and security of student information, The Group has formulated internal policy documents such as the Management Rules for Academic Status of Full-time Ordinary Undergraduate Students of Huaibei Institute of Technology at the school level, to impose restrictions on employees' access to and prevent the leak of student information. In case of any leak of the privacy of the Group or our students, the Group will immediately take remedial measures in accordance with the established procedures and punish the leaker according to the severity of the leak.

During the Reporting Period, the Group had not received any complaints or litigations regarding violation of laws relating to advertising, labeling and privacy.





RESPONSIBLE SUPPLY CHAIN

To ensure effective management for procurement, the Group continues to improve the Procurement Management System to reduce the environmental and social risks involved in procurement while striving to control procurement costs and strengthen procurement performance. In the Procurement Management System, we have clearly stipulated the duties and responsibilities of the procurement department of the Group and the procurement center of our schools, as well as the procurement procedures including procurement application and bidding requirements, to ensure compliant and standardized procurement.

In order to ensure that the products or services procured meet the requirements of the Group and the laws and regulations relating to environment and society, the Group has also developed the System of the Procurement Center for Review and Management of Suppliers, carries out continuous evaluation for all suppliers in the procurement process, and identifies the environmental and social risks involved in such processes:

Types of Review	Contents of Review
Admission review	Prepare the requirements for admission of suppliers, establish a list of approved suppliers, and review suppliers in terms of operation conditions, production capacity, quality management system, product quality and delivery period based on procurement information such as the types, acceptance criteria, specifications and models of purchased goods.
Process review	Obtain information on the use of purchased goods by the relevant departments on a regular basis, review and record the information reported by them, and provide timely feedback to suppliers to ensure that the purchased goods continuously meet the requirements for use.
Evaluation and management	Develop a supplier evaluation form, conduct a comprehensive evaluation of suppliers by analyzing their product quality, technical capability, delivery ability and product pass rate, and consider removing suppliers with inferior performance.

In order to manage the product quality of suppliers in a more effective manner and encourage them to provide green products and services, the procurement center of the Group completes a Supplier Evaluation Form each semester based on the quality of the products delivered by suppliers and their environmental compliance, and determines the levels and scores assigned to each supplier with reference to the standards set out in the form, which will serve as the basis for inclusion in the List of Approved Suppliers.

04 Steady Operation

During the Reporting Period, the Group has 259 suppliers in total, including distributors, contractors, franchisees, products such as engineering services and service institutions. And all our suppliers provided their products and services in accordance with the systems and processes mentioned above:

Regions	Number of Suppliers
Mainland China	259
Hong Kong, China	0
Other regions and countries	0

HONEST AND CLEAN OPERATION

The Group operates on the principles of honesty, ethics and integrity and firmly opposes illegal acts such as bribery, extortion, fraud and money laundering. The Group has been in strict compliance with national and local laws and regulations relating to anti-corruption, such as the Criminal Law of the PRC, the Anti-Money Laundering Law of the PRC, the Criminal Procedure Law of the PRC, the Supervision Law of the PRC and has formulated the internal management policies and documents such as the Certain Provisions on Supervision Work, the Regulations on Monitoring Professional Ethics of Teaching Staff, the Regulations on Handling Teacher Misconduct of Teaching Staff and the Special Rectification Work Plan for the Construction of Teachers' Ethics and Work Style. We have explicitly prohibited all employees from any bribery, extortion, fraud, money laundering and other illegal acts and stipulated the relevant professional ethics and code of conduct to prevent fraud.

To put an end to all illegal acts such as corruption and fraud, the Group has adopted internal corruption reporting procedures, which stipulate in detail how to deal with reports, complaints and appeals. The supervision department of the Group has set up a mailbox and an emailbox for complaints in order to receive reporting letters from employees and students. Upon receiving reports, the supervision department will conduct an investigation according to the procedures. If the allegation is proven to be true, it will impose corresponding punishment pursuant to the relevant guidelines.





04 Steady Operation

In addition, the articles of the Certain Provisions on Supervision Work set out the main responsibilities, powers and authorities of the supervision department and how to deal with violations of different degrees to further regulate various tasks of discipline inspection and supervision. The Certain Provisions on Supervision Work stipulate the principles and procedures to conduct investigations and require the staff at the supervision department to adhere to the principle of seeking truth from facts, to act based on facts and in accordance with national laws and school rules, and to take investigations and evidence seriously. Furthermore, in order to protect the whistleblowers from retaliation, in the relevant rules, we also require the staff at the supervision department to strictly protect the information on petitioners, visitors and whistleblowers and not to forward any letters or reports information to the persons being reported. In order to increase the awareness of the Directors and employees to prevent corruption as well as their understanding of relevant policies, during the Reporting Period, the Group conducted a training on Directors' Responsibilities and Continuing Responsibilities for the Board and an anti-corruption training for the employees.

During the Reporting Period, the Group had not received any malpractice-related litigation cases including corruption, bribery, extortion, fraud and money laundering involving the Group or its employees.

05 Pragmatic Teaching

As a leader of the private higher education service provider, the Group has been sticking to our educational philosophy of “benevolence, truth-seeking, perseverance and innovation” to provide them with high-quality and diversified profession-oriented education, so as to strengthen their competitiveness in the increasingly intense job market.

DEEPENING THE CURRICULUM

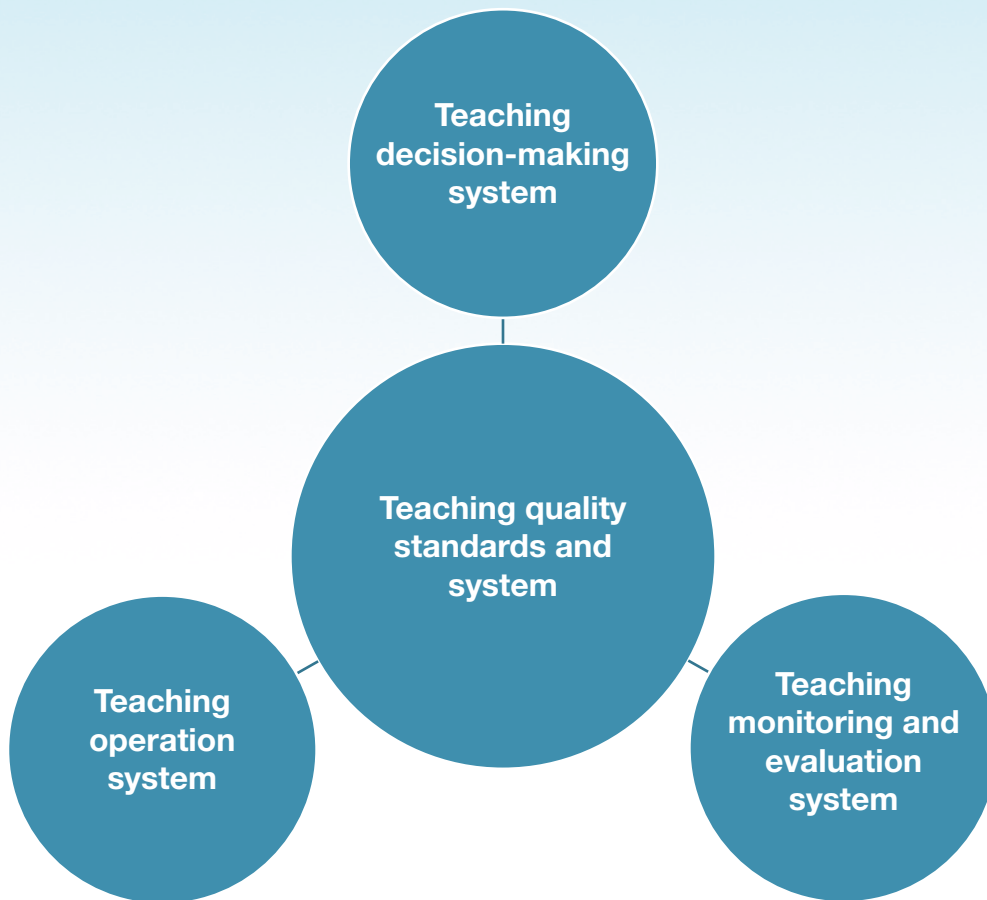
The Group mainly focuses on engineering majors to better meet the local employment needs and maintains a balance with other majors such as economics, management, education and art, so as to provide comprehensive teaching services. It will also customize and add new majors in respect of major strategic emerging industries and other traditional advantageous industries in a region based on the status quo of local economic and social development. During the Reporting Period, new majors such as new energy vehicles, digital media art and cross-border e-commerce were added to follow the trend of industrial transformation and keep pace with the times to cultivate technical talents.

STRICT CONTROL OVER TEACHING QUALITY

With over 20 years of experience in operating higher education institutions in China, the Group has become a leading private higher education service provider in China. The Group is providing students with high-quality education through comprehensive and effective teaching quality management. While strictly abiding by the Education Law of the PRC, the Law for Promoting Private Education of the PRC and other relevant national laws and regulations applicable to all schools, the Group has also established a sound teaching quality assurance system to promote the development of good teaching and learning atmosphere through high-quality teaching management.

The Group has continuously established a refined teaching quality management and monitoring system on its teaching quality to ensure the highest standards in our teaching quality. Our monitoring system includes teaching decision-making system, teaching operation system, teaching monitoring and evaluation system and teaching quality standard system. As the core of the teaching quality management and monitoring system, we have formulated quality standards according to the “Basic Requirements for Talent Training” set out in the teaching decision-making system, which serve as the purpose of the teaching operation system and the basis for the teaching monitoring system and connect each link in the system for more comprehensive teaching quality management.





To further ensure teaching quality, the Group continues to improve the teaching management team and refine the two-level teaching supervision system at the college-wide level and the department-level, and implements a student informant system for teaching and a teaching evaluation system for students, in order to strengthen the interaction and communication among schools, teachers and students about teaching information. Through regular teaching evaluation, feedback from student informants, student forums and surveys, we fully understand students' opinions on the teaching courses and continuously improve teaching according to their feedback.

For teaching quality monitoring, at the beginning of each semester, we require the educational supervision office to develop and issue an educational work calendar, setting out clear standardized requirements and quality standards for each task in the teaching process. We have also arranged full-time and part-time supervisors in the teaching supervision organizations to strengthen the guidance for supervision of all stages of teaching. We arrange class patrols and inspections from time to time to give full play to the guiding and monitoring role of the educational supervision office in teaching activities.

05 Pragmatic Teaching

In order to further optimize teaching quality management, the Group continues to adhere to the policies of “promoting development, reform and management with assessment, combination of assessment and development, focusing on development” and has established an effective teaching quality improvement system and operation mechanism. We conduct special teaching inspections at the beginning, middle and end of each semester to ensure teaching quality through reviewing exam papers and teaching plans. In addition, we require students to give scores online to their teachers each semester in terms of teaching attitudes, teaching contents, teaching methods and teaching results through the “System for Students’ Assessment of Teachers”, in order to improve teaching quality. We also organize regular student forums to learn about their opinions and suggestions, and have set up QQ groups, suggestion box, telephone and other instant communication platforms to receive and process feedback from students at any time.

The Group formulated policies such as the Regulations on Handling Teacher Misconduct of Teaching Staff of Huaibei Polytechnic College and the Regulations on Monitoring Professional Ethics of Teaching Staff of Guangdong Polytechnic College in its schools to regulate the process of filing complaint against teaching staff. Upon receiving complaint, the supervision department will conduct investigation in accordance with such procedures. If the allegation is proven to be true, it will impose corresponding punishment pursuant to the relevant guidelines. During the Reporting Period, the Group had not received any complaint, and the satisfactory rate of the students and their parents reached 99.41%.

INNOVATIVE TEACHING MODEL

Over the years, the Group has kept pace with the times and continue to improve the teaching model and courses of the Group. During the Reporting Period, the Group actively sought breakthroughs, and continued to carry out a teaching reform of theory and practice integration to strengthen the connectivity between theory and practice as well as the application of knowledge, so as to improve students’ learning efficiency. Moreover, we continue to improve the infrastructure of each school in order to improve teaching results with efficient teaching tools. Furthermore, we also introduced a “Credit Teaching Management Model” for certain courses, in the hope of promoting students’ active learning and active participation in community activities, volunteer activities and competitions in the learning process, as well as improving their quality in an all-round way. In addition, Guangdong Technology College also launched interactive online teaching model and design strategy seminars under the normalization of the pandemic. Our teachers discussed the topics on how to ensure the quality of online teaching while maintaining interactivity and attractiveness.





CREATING A SAFE CAMPUS ENVIRONMENT

Creating a good and safe campus environment is crucial to both our students and employees. As such, the Group has established key safety management systems for fire safety, campus safety, food safety, mental health and disease prevention to protect the physical and mental health and the safety of life and property of all its students and employees. During the Reporting Period, the Group had not received any complaints or litigations regarding violation of laws relating to fire safety and food safety, nor had it experienced any work-related fatality cases.

OCCUPATIONAL HEALTH AND SAFETY		
Indicator	Unit	Data for 2022
Number of work-related fatalities ⁴	person	0
Lost days due to work injury	day	0
Number of work-related injuries	person	0
Percentage of employees participating in safety training	%	88.35%
Total hours for safety training	hour	6,035

Fire safety

The fire safety management has long been a key area for the Group's comprehensive management on each campus. The Group has established the Fire Safety Emergency Evacuation Proposal in accordance with the relevant laws and regulations such as the Fire Prevention and Control Law of the PRC and, based on actual situation, set up safety management systems relating to fire safety in our schools, including the Fire Safety Management Measures of Huaibei Institute of Technology and the Fire Extinguishing and Emergency Evacuation Plan of Huaibei Institute of Technology. The Group aims at "leaving no area or corner uninspected, daily inspection of key locations" and dedicated to refining fire safety measures on campus. We have assigned two dedicated fire safety management employees on campus, who patrol the campus on a daily basis, sign in at every key location for fire prevention and carry out regular double checking together with fire safety departments.

⁴ The Group also had no work-related fatalities in 2020 and 2021.

05 Pragmatic Teaching

We also put more emphasis on fire safety at the school management level. Meanwhile, we carried out diversified fire safety education activities on each campus from time to time. In addition, we also conduct at least one fire evacuation drill each school year to further strengthen all our teachers' and students' awareness of fire safety and self-rescue ability through the use of firefighting appliance, emergency evacuation, self-rescue, escape and other skills.



Special Working Conference on Fire Safety



Fire Drill – Training on the Use of Fire Extinguishers

Campus security

Campus safety is the basic prerequisite for carrying out teaching work. To create a safe environment for our teachers and students to work and learn, we have formulated the Plan for Schools to Handle Emergencies on Campus to effectively prevent, timely control and properly handle terrorist incidents in schools, and improve the rapid response and emergency response capabilities of schools, which effectively reduce and control the hazards of safety accidents. In addition, based on the actual situation of each school, the Group enhances the staffs' knowledge and experience on actual practice through regular meetings and related preventive drills to strengthen campus security.

Food safety

Food safety and nutrition mix on campus are not only related to the healthy growth of our students, but also a key concern for their parents. To assure that the food safety at schools of the Group complies with national standards, the schools under the Group have been in strict compliance with the School Food Safety and Nutritional Health Management Rules jointly issued by the Ministry of Education of the PRC, the State Administration for Market Regulation and the National Health Commission of the PRC, and have formulated a series of management rules and work requirements such as the Rules for Comprehensive Food Safety Inspection and the Rules for Food Equipment and Facilities Management. We have prepared a canteen hygiene inspection plan in accordance with the relevant rules and conducted comprehensive inspections, spot checks and self-examinations to identify all food safety hazards. In addition, the "Sunny Kitchen" construction for all canteens of the Group has been completed. Video surveillance equipment have been installed in all areas including warehouses, processing rooms, cooking rooms, food preparation rooms and dining rooms, with live surveillance video shown to teachers and students. We have also set up an open complaint hotline to have a more comprehensive understanding of the feedback from teachers and students on the food quality of canteens.





To further ensure the hygiene of the canteens, we have set out the requirements for personal hygiene of canteen employees in guidelines such as the Health Management System for Employees. All canteen employees are required to undergo health checkups, attend training on food safety knowledge and pass the relevant examinations before taking up the positions. We have also established a food safety management team and appointed full-time food safety management employees to manage food safety in schools in a more comprehensive way.

Mental health

Guangdong Polytechnic College, Zhaoqing School, Harbin Institute of Petroleum and Huaibei Institute of Technology under the Group each has set up a mental health education and counseling center (the “**Counseling Center**”) and a precautionary assessment committee for mental crisis. The Counseling Center provides free psychological counseling services on an individual or group basis for all teachers and students in the school. Individual counseling aims to promote students’ personal development, covering areas of self-awareness, academic problems, emotion management, interpersonal communication, sexual psychology and love psychology, employment and career choice psychology, and personal adaptation and development. For group counseling, the service mainly targets groups of different needs and leverages the groups’ power to solve common issues encountered by students in their adaption and development and promote students’ self-growth and self-esteem. In addition, the Counseling Center also holds mental health education activities in the form of salon, lecture and psychological movie show on a regular basis. To further promote students’ mental health, the Counseling Center is also responsible for guiding and assisting psychological counseling teachers in the school in carrying out psychological counseling, conducting mental health surveys, creating psychological archives for students, identifying students with potential mental health issues and providing them with assistance as soon as practicable.



A Lecture on Mental Health

05 Pragmatic Teaching

Disease prevention

The Group has adopted a number of measures to prevent and control infectious diseases and protect the health of all employees and students. We have formulated internal systems and guidelines in our schools, including the Infectious Disease Prevention and Control System, the Reporting System for Infectious Diseases, Epidemic and Public Health Emergency, the Student Health Management System, the Emergency Plan for Prevention and Control of the COVID-19 Pandemic and the Work Plan for Supervision and Inspection of Normalized Epidemic Prevention and Control. In the Emergency Plan for Prevention and Control of the COVID-19 Pandemic, we set out the working groups and work responsibilities related to epidemic prevention and control, and strengthened measures such as timely adjustment of teaching work and classified health management and monitoring, so as to ensure the normal progress of teaching work on the premise of protecting the health of all our teachers and students.



06 Employee Care

Employees are the most valuable resources of the schools and the key force to promote the smooth implementation of teaching work. We continue to invest resources to attract and cultivate talents. On the one hand, we provide employees with highly competitive salaries and benefits, and on the other hand, we continuously optimize our human resource management system, provide employees with rich and in-depth training activities and development opportunities, to ensure that employees can tap into their potential and exert their expertise.

RIGHTS AND INTERESTS OF EMPLOYEES

The Group strives to recruit talents with a scientific, fair and open talent selection system. We have been in strict compliance with the Labor Law of the PRC, the Labor Contract Law of the PRC, the Implementing Regulations of the Labor Contract Law of the PRC, the Employment Promotion Law of the PRC, the Social Insurance Law of the PRC, the Law of the PRC on the Protection of Rights and Interests of Women, the Law of the PRC on the Protection of Disabled Persons, the Regulation on the Employment of the Disabled Persons, the Education Law of the PRC, the Teacher Law of the PRC, the Labor Dispute Mediation and Arbitration Law of the PRC, the Regulation on Public Holidays for National Annual Festivals and Memorial Days, and the Regulation on Paid Annual Leave for Employees and other laws and regulations related to salary and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination, and other welfare and benefit regulations, and we are committed to promoting the establishment and development of the faculty team of schools through a comprehensive recruitment management system. In the process of recruitment and dismissal, we treat every job applicant equally regardless of gender, nationality and age. In order to further regulate the recruitment, we have also formulated internal management policies and documents such as the Rules and Regulations on Personnel Management 《人事管理規章制度匯編》, Personnel Management System 《人事管理制度》, Faculty and Staff Attendance Management Measures 《教職員考勤管理辦法》 and School Calendar 《學校校曆》, setting out the requirements for recruitment, compensation, dismissal, promotion, performance assessment, working hours, holidays, equal opportunities, diversity and anti-discrimination.

Meanwhile, the Rules and Regulations on Personnel Management and the Personnel Management System of the Group also set out the requirements of the selection criteria and process for teachers, administration staff, teaching support staff, instructors and logistics staff, such as educational background, professional title and comprehensive quality. In accordance with the foregoing provisions and by adhering to the principle of fair and impartial recruitment, the human resource department of the Group conducts strict qualification review of job applicants and invites qualified applicants to undergo ability assessment organized by the employing unit. Each employing unit arranges assessment for job applicants, including written tests, interviews, trial lectures and assessment of practical operation ability of laboratory technicians, depending on their practical needs, and advises the human resource department based on the assessment results. By considering the assessment results and the recommendations from the employing unit, the human resource department selects suitable candidates based on merits, which will be considered at the dean's office meeting to determine successful candidates.



06 Employee Care

The Group strictly prohibits the use of child labor or forced labor. We have been in strict compliance with the relevant laws and regulations including the Law of the PRC on the Protection of Minors, the Provisions on the Prohibition against the Use of Child Labor, the Implementing Regulations of the Labor Contract Law of the PRC, and the Rules of the State Council on Working Hours of Employees. To protect the rights and interests of both employers and employees, the Group expressly provides in the labor contract that the Group and our employees have equal legal status to ensure that neither party will impose its will on the other party by force. Our recruitment system will screen out job applicants under the age of 16, and we will conduct strict examination of their identification documents to ensure that all employees have reached the legal age of employment and are qualified for employment. If any job applicant is found to have used false documents, the Group will immediately terminate his/her employment and reserve the right to rescind his/her labor contract. In order to completely eliminate the use of illegal workers, all product and service suppliers of the Group are required to strictly abide by the aforesaid provisions.

During the Reporting Period, the Group had not received any complaints or litigations regarding the violation of the laws relating to recruitment, compensation, dismissal, promotion, performance appraisal, working hours, holidays, equal opportunity, diversity, anti-discrimination and other areas of recruitment, nor had we violated any laws and regulations relating to child labor and forced labor.

EMPLOYEE WELL-BEING

The Group actively retains capable talents through reasonable and competitive remuneration and benefits to promote our sustainable development jointly with our faculty. We protect the legitimate rights and interests of employees and improve their happiness index in the workplace by providing highly transparent policies for remuneration and benefit payment.

To ensure our faculty can achieve balance between work and life, the Group strictly abides by the Labor Law of the PRC and the Law of the PRC on the Prevention and Control of Occupational Diseases and other relevant laws and regulations, and encourages faculty to combine work and rest, maintain a healthy mindset, and cultivate our students with a positive and sunny attitude. We organize all kinds of welfare activities through the trade union on a regular basis, including evening parties, sports games, dinners, travels, recuperation and outdoor activities, etc., in order to facilitate interactions among faculty in spare time and increase team cohesion. During the Reporting Period, we organized a series of rich and heart-warming recreational activities for employees, such as “The Recuperation Activities for Outstanding Employees”, “The School Consoled Employees Living on Campus During the Epidemic”, and “Trade Union Benefits”.



The Recuperation Activities for Outstanding Employees



The School Consoled Employees Living on Campus During the Epidemic



06 Employee Care

CAPABILITY IMPROVEMENT AND GROWTH

The academic quality and innovation ability of employees are the driving forces to ensure the quality of teaching and management, and to promote the continuous development of the schools. The Group actively provides employees with career development plans and training programs to motivate the faculty to continuously strengthen their teaching capabilities. We have organized and launched a series of training programs, including new teacher training, teaching competency competitions, exchange seminars, etc. Meanwhile, the Group also arranges management training for the school leadership and management personnel to further strengthen their comprehensive management competence.

For new teacher training, in order to meet the requirements and needs for education every year, the Group formulates training plans every year according to the guidelines and requirements of the relevant authorities. The training includes various areas such as basic professional standards for teachers, teachers' professional experience sharing and basic professional skills for teachers. It aims to enable new teachers in the relevant school year to develop correct professional ethics, learn about the position and culture of our schools, initially master teaching standards and skills, and adapt to the teaching requirements of our schools as soon as practicable.

At the same time, the Group has always been committed to building a high quality teaching team, cooperated with the formulation of Measures for Recognition of Dual-Qualification Teachers (《雙師雙能型教師認定辦法》), actively encouraging teachers to go out to participate in professional skills training and to participate in practical training exchanges in famous enterprises, improving dual-qualification teachers' remuneration. During the Reporting Period, the Group has introduced more than 600 high-quality teachers, and the number of teachers with intermediate job titles and above has increased significantly.



2022 Internet + Innovation and Entrepreneurship Education Training Seminar



Teachers of Harbin Institute of Petroleum participated in the Special Training Class of the Excellent Teaching Ability Program for Young Teachers in Colleges and Universities in Heilongjiang Province

During the Reporting Period, a total of 3,500 employees of the Group participated in training programs organized by the Group.

Training indicators by gender and type of employee

Gender	Number	Percentage	Average hours of training
Male	1,531	43.74%	63.12
Female	1,969	56.26%	79.92

Job Title	Number	Percentage	Average hours of training
Senior management (vice president and above)	25	0.71%	105.83
Mid-level management (deputy head and above)	144	4.11%	89.85
General employees	3,331	95.17%	71.58



06 Employee Care

EMPLOYEE DISTRIBUTION OVERVIEW

During the Reporting Period, the Group had a total of 3,731 employees⁵, with details as follows:

Indicator	Existing Employees					
	Data for 2022		Data for 2021		Data for 2020	
Gender	Number	Percentage	Number	Percentage	Number	Percentage
Male	1,643	44.04%	1,461	42.8%	1,355	49.8%
Female	2,088	55.96%	1,952	57.2%	1,367	50.2%
Work Area	Number	Percentage	Number	Percentage	Number	Percentage
Mainland China	3,730	99.97%	3,409	99.9%	2,722	100.0%
Overseas	1	0.03%	4	0.1%	0	0.0%
Age	Number	Percentage	Number	Percentage	Number	Percentage
Under 30	1,525	40.87%	1,182	34.6%	730	26.8%
30-50	1,831	49.08%	1,476	43.3%	1,498	55.0%
Over 50	375	10.05%	755	22.1%	494	18.2%
Job Title	Number	Percentage	Number	Percentage	Number	Percentage
Senior management (vice president and above)	26	0.70%	26	0.8%	22	0.8%
Mid-level management (deputy head and above)	161	4.32%	179	5.2%	91	3.3%
General employees	3,544	94.99%	3,208	94.0%	2,609	95.9%

⁵ All are full-time employees.

06 Employee Care

Indicator	Employee Turnover					
	Data for 2022		Data for 2021		Data for 2020	
Gender	Number	Percentage	Number	Percentage	Number	Percentage
Male	102	6.21%	54	3.7%	63	4.6%
Female	156	7.47%	96	4.9%	65	4.8%
Work Area	Number	Percentage	Number	Percentage	Number	Percentage
Mainland China	258	6.92%	150	4.4%	128	4.7%
Overseas	0	0.00%	0	0.0%	0	0.0%
Age	Number	Percentage	Number	Percentage	Number	Percentage
Under 30	131	8.59%	83	7.0%	68	9.3%
30-50	93	5.08%	45	3.1%	53	3.5%
Over 50	34	9.07%	22	2.9%	7	1.4%



07 Protecting the Ecology

The Group is committed to building an eco-friendly campus and integrating green concepts into campus construction and management, education programs and after-school activities. We expect to extend the concept of sustainable development to the daily learning and work of students and faculty through a series of green activities and measures to create a sustainable campus atmosphere.

The schools under the Group have not had any significant negative impacts on the environment and natural resources in their daily operation. We have been in strict compliance with the laws and regulations related to exhaust gas and greenhouse gas emissions, pollution discharged to water and land, generation of hazardous and non-hazardous waste, and reduction of significant impacts on the environment and natural resources, including the Environmental Protection Law of the PRC, the Air Pollution Prevention and Control Law of the PRC, the Soil Pollution Prevention and Control Law of the PRC, the Water Pollution Prevention and Control Law of the PRC, the Law of the PRC on Prevention and Control of Environmental Pollution Caused by Solid Wastes, the Environmental Noise Pollution Prevention and Control Law of the PRC and the Energy Conservation Law of the PRC, and strive to minimize any potential impacts on the environment.

During the Reporting Period, the Group had not received any complaints and litigations regarding violation of laws relating to environmental protection.

GREEN COMMITMENT

In order to actively respond to the national strategy of “carbon peaking” and “carbon neutrality”, explore the potential of carbon emission reduction in the education industry, and minimize the negative impact on the ecological environment, the Group has set environmental targets, action plans and completion timeframes in respect of the four environmental aspects, namely, greenhouse gas emissions, waste generation, energy use and water use, to regularly assess the progress towards achieving the targets and environmental performance during the Reporting Period.

Aspect	Target	Action Plan	Planned Completion Timeframe
Greenhouse gas emissions	Reduce greenhouse gas emissions from boilers	<ul style="list-style-type: none"> Pay close attention to boiler upgrading and renovation technology, install heat recovery devices or other energy-saving and emission-reduction measures related to boilers, etc. 	Long term (5-10 years)
	Reduce greenhouse gas emissions from automobiles	<ul style="list-style-type: none"> Strengthen the management of official vehicles, regularly inspect and repair official vehicles, reduce the use of official vehicles, and promote public transportation Replace old vehicles and adopt vehicles with higher emission standards, such as National stage IV emission standards and above, and encourage the use of electric or hybrid vehicles in the future, etc. 	
	Green campus	<ul style="list-style-type: none"> Carry out tree planting activities and encourage teachers, students and parents to participate 	



07 Protecting the Ecology

Aspect	Target	Action Plan	Planned Completion Timeframe
Waste generation	Improve the utilization rate of waste resources	<ul style="list-style-type: none"> • Install waste sorting equipment and recycling bins on campus or office • Promote waste recycling, carry out regular publicity and education on waste classification, and encourage teachers and students to participate in waste classification at source 	Long term (5-10 years)
	Increase food waste recycling	<ul style="list-style-type: none"> • Set up additional food waste disintegrators in schools as a pilot project and record the results • Promote “Clear your plate” campaign and put up promotional materials in student canteens to remind students not to waste food 	
	Reduce non-hazardous waste	<ul style="list-style-type: none"> • Organize food waste composting activities in schools on a regular basis • Encourage wastepaper recycling, and school shops/canteens do not provide plastic bags and disposable tableware voluntarily • Promote paperless office, and fully promote the use of electronic equipment instead of paper in the future 	
	Reduce hazardous waste	<ul style="list-style-type: none"> • Replace fluorescent lamps with LED lamps and gradually eliminate fluorescent tubes in schools 	

07 Protecting the Ecology

Aspect	Target	Action Plan	Planned Completion Timeframe
Energy consumption	Optimize energy management	<ul style="list-style-type: none"> The leading group for energy saving and consumption reduction formulates and improves the energy-saving management plan and measures, and regularly reviews the results 	Long term (5-10 years)
	Improve energy efficiency	<ul style="list-style-type: none"> Make a maintenance plan, inspect and repair energy-consuming equipment on a regular basis, and regularly maintain and upgrade electronic equipment in schools to optimize energy efficiency Replace and eliminate energy-intensive equipment Obtain the latest information on energy-saving products, and pay attention to relevant campus energy-saving measures and technologies 	
	Develop to replace traditional energy with clean energy	<ul style="list-style-type: none"> Use electric vehicles gradually 	
Water consumption	Improve water efficiency	<ul style="list-style-type: none"> Increase water-saving equipment, including water-saving taps, formulate maintenance plans, regularly overhaul water-consuming equipment, review and update water and electricity management methods Increase rainwater, sewage and other water recycling equipment, and recycled water can be used for vehicle washing or tree watering, etc. 	Long term (5-10 years)

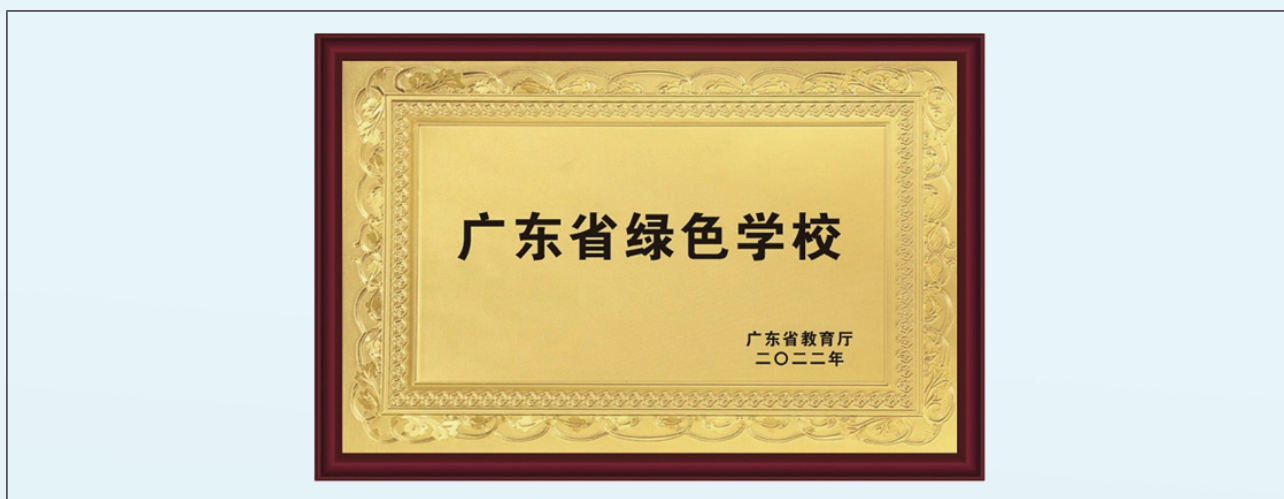


07 Protecting the Ecology

Aspect	Target	Action Plan	Planned Completion Timeframe
All environmental aspects	<p>Advocate awareness of environmental protection and energy saving</p> <p>Actively cooperate with the national higher education initiatives for carbon peaking and carbon neutrality</p>	<ul style="list-style-type: none"> • Formulate routine environmental conservation and science popularization activities, and organize more rewarding activities on campus to promote green development • Set up environmental protection signs and promotional slogans on campus; regularly organize teachers and students to participate in environmental protection publicity lectures in the community • Support cross-college and cross-disciplinary establishment of scientific research and talent cultivation • Establish teaching resources such as carbon finance and carbon trading, and assist in establishing a domestic knowledge sharing teaching resource library • Consider the development and strengthening of professional courses related to green and low-carbon fields in colleges, aims at the needs for the development of carbon peaking and carbon neutrality, and supports the teaching reform and talent cultivation pilot projects in the field that initiates carbon peaking and carbon neutrality 	Long term (5-10 years)

GREEN CAMPUS

Resource consumption and emissions mainly come from the office area, teaching area and student dormitory area of the schools, so the implementation of green office and green dormitory is very necessary. We have formulated guidelines including the Energy Conservation and Emission Reduction Management System, the Management Measures for Use of Water and Electricity, the Management Rules for Use of Air Conditioners, the Management Measures for Campus Lamps and Fountains, the Management Rules for Safe Use of Electricity in Student Dormitories, and the Circular on Carrying out Publicity and Education for Water and Electricity Saving, which are required to be strictly complied with by all students and employees, and at the same time, we actively achieve the goals of reducing air pollutants, greenhouse gases emissions and waste discharge, and saving resources, improving the efficiency of energy and water use, and reducing resource consumption. Although the environmental impact of the campus is relatively small, the Group still actively identifies its own resource use and emissions, and formulates corresponding management measures.



Guangdong Polytechnic College won the honorary title of “Green School in Guangdong Province”

Energy saving and emission reduction

- All teaching and dormitory buildings have strictly met the requirements of existing national and provincial mandatory provisions for energy saving of buildings, such as the Design Standard for Energy Efficiency of Public Buildings (GB50189-2015);
- For certain areas in the campus, induction lamps or solar energy lamps are installed, which will be automatically turned off when no one is in close proximity;



07 Protecting the Ecology

- An electricity consumption and energy saving management system has been installed in student dormitories and teacher dormitories. Energy-saving and low-consumption air energy water heaters have been adopted for the water heating system, and the supply of hot water is limited to be available only in specified hours to further reduce energy consumption;
- We adopt energy-saving and low-consumption equipment in canteens and use natural gas which is more energy-saving and environment-friendly;
- We strictly regulate air conditioner temperature setting by seasons, and require power source for power consuming equipment to be turned off when utility rooms and offices are not in use, ensuring reduction in energy waste; and
- We have formulated the Vehicle Use and Management System, which requires that all uses of vehicles must be approved by the schools in advance in order to reduce emissions associated with excessive use of vehicles.

Waste Disposal

- We require the cleaning staff to examine sorted garbage when collecting garbage to ensure that recyclable garbage and non-recyclable garbage are correctly separated; and
- Hazardous waste, such as waste batteries and waste ink cartridges, and other electronic waste are delivered to the property management center for disposal on a centralized basis, with detailed records kept.

GREEN EDUCATION

The Group actively responded to the national dual-carbon education strategy and tirelessly promoted green education courses and environmental protection activities, aiming to cultivate students' low-carbon awareness and concept. We fully mobilized existing teaching resources such as teachers and equipment and, in the future, will consider launching professional courses related to green and low-carbon fields, and carry out the construction of teaching resources such as carbon finance and carbon trading, so as to provide the talents in the dual-carbon field to the job market. In addition, each of our schools organized a series of publicity and education activities on energy saving and emission reduction, and passed through the awareness of saving of energy and efficient utilization of resources among students through channels including themed class meetings, bulletin boards, campus radio and official school WeChat accounts. Moreover, we put up slogans and notices regarding energy saving in many places on campus, which remind students of doing small things to cherish the precious resources on earth and protect the homeland we depend on for survival.



The Themed Class Meeting on Building a Green Campus

RESPONDING TO CLIMATE CHANGE

The Group is actively translating green commitments into actions to reduce or eliminate greenhouse gas emissions in response to climate change. We reduced our reliance on fossil fuels by adjusting our campus operation model, optimizing the use of resources and exploring low-carbon innovative technologies, so as to further alleviate the impact of our school operations on the environment.

In response to the transformational risks of climate change, with the assistance of external professional consultants, we identified and sorted out the risks and opportunities related to climate change from the operation of schools, closely observed potential policy changes and market changes, recorded and calculated the usage and emissions of various resource every year, and conducted data comparison and analysis, so as to continuously optimize the environmental management of the schools under the Group. In response to the physical risks of climate change, the schools under the Group have formulated relevant emergency response procedures to deal with extreme weather due to climate change, such as high temperature, drought and heavy rains. The Group will fully support and comply with the vision and initiatives of the Chinese government to reduce carbon emission. We will, according to our own development status, actively explore the contributions that the education industry can make in terms of net zero emissions.



07 Protecting the Ecology

ENVIRONMENTAL PERFORMANCE⁶

Indicator	Unit	Emissions ⁷		
		Data for 2022	Data for 2021	Data for 2020
Carbon monoxide (CO) emissions	kg	19,272.26	1,813.00	253.35
Nitrogen oxide (NO _x) emissions	kg	14,522.87	1,757.04	401.31
Sulphur oxide (SO _x) emissions	kg	9,387.45	193.33	0.48
Suspended Particulate matters PM _{2.5} emissions	kg	5,066.72	188.35	6.96
Suspended Particulate matters PM ₁₀ emissions	kg	5,069.50	190.77	7.65

Indicator	Unit	Greenhouse Gas		
		Data for 2022	Data for 2021	Data for 2020
Scope 1 Greenhouse Gas emissions ⁸	tonne of CO ₂ equivalent	12,890.89	1,255.64	74.93
Scope 2 Greenhouse Gas emissions ⁹	tonne of CO ₂	25,785.89	16,431.07	8,416.61
Scope 3 Greenhouse Gas emissions ¹⁰	tonne of CO ₂ equivalent	18.24	0.00	27.46
Total greenhouse gas emissions	tonne of CO ₂ equivalent	38,695.02	17,686.71	8,519.00
Total greenhouse gas emission intensity	tonne of CO ₂ equivalent/annual revenue of RMB million	120.88	26.35	9.82

⁶ As Harbin Institute of Petroleum was consolidated into the Group in April 2021, the environmental performance statistical duration for the institute is five months from April 2021 to August 2021. As the statistical duration covered during the Reporting Period is 12 months from September 2021 to August 2022, and Harbin Institute of Petroleum needs to use boilers for heating on campus in winter, there was an increase in the fuel consumption of boilers. As a result, the consumption of bituminous coal during the Reporting Period increased significantly as compared with that in 2021, and the data of emissions, greenhouse gas emissions and energy consumption related to it in 2022 increased significantly.

⁷ The pollution emissions of the Group are mainly air pollutants generated during the use of boilers, vehicles and mechanical equipment. The related emission data are calculated with reference to the Technical Guidelines for the Compilation of Road Motor Vehicle Emission Inventories (Trial) (道路機動車排放清單編製技術指南(試行)) and the Nonroad Mobile Air Pollutant Source Emission Inventory Preparation Technical Guide (Trial) (非道路移動污染源排放清單編製技術指南(試行)) issued by the Ministry of Ecology and Environment of the PRC, and the AP-42 Emissions Factors issued by the U.S. Environmental Protection Agency.

⁸ Scope 1 greenhouse gas emissions are mainly greenhouse gas generated during the use of boilers, vehicles and mechanical equipment. The calculation of Scope 1 greenhouse gas emissions is made with reference to the Guidelines for Accounting Methods and Reporting of Greenhouse Gas Emissions by Land Transport Enterprises (Trial) (陸上交通運輸企業溫室氣體排放核算方法與報告指南(試行)) issued by the Ministry of Ecology and Environment of the PRC.

⁹ Scope 2 greenhouse gas emissions are mainly external electricity. The calculation of Scope 2 greenhouse gas emissions is made with reference to the average emission factor of the national grid in 2021 in the Accounting Methods and Reporting Guidelines for Enterprise Greenhouse Gas Emissions Based on Power Generation Facilities issued by the Ministry of Ecology and Environment of the PRC.

¹⁰ Scope 3 greenhouse gas emissions include greenhouse gas emissions from the disposal of waste paper into landfills. The calculation of Scope 3 greenhouse gas emissions is made with reference to the Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong.

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Indicator	Unit	Non-hazardous waste		
		Data for 2022	Data for 2021	Data for 2020
Domestic garbage generation	tonne	12,462.00	3,802.00	3,740.00
Waste paper ¹¹	tonne	335.25	140.60	5.72
Total generation of non-hazardous waste	tonne	12,797.25	3,942.60	3,745.72
Non-hazardous waste generation intensity	tonne/annual revenue of RMB million	39.98	5.87	4.32

Indicator	Unit	Hazardous waste		
		Data for 2022	Data for 2021	Data for 2020
Waste cartridge generation	tonne	0.21	0.06	0.08
Waste fluorescent lamp generation	tonne	3.63	0.72	1.07
Waste battery generation	tonne	0.16	0.09	0.08
Total generation of hazardous waste	tonne	4.00	0.87	1.23
Hazardous waste generation intensity	tonne/annual revenue of RMB million	0.0125	0.0013	0.0014

¹¹ 98.87% of waste paper was recycled during the Reporting Period.



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Indicator	Unit	Resource Consumption		
		Data for 2022	Data for 2021	Data for 2020
Water consumption				
Municipal water consumption	tonne	2,379,986.00	1,358,372.00	1,280,511.00
Total water consumption				
Total water consumption ¹²	tonne	2,379,986.00	1,358,372.00	1,280,511.00
Water consumption intensity	tonne/annual revenue of RMB million	7,435.13	2,023.49	1,476.52
Indirect energy				
External electricity consumption	mWh	44,381.91	26,931.77	13,795.47
Total electricity consumption	mWh	44,381.91	26,931.77	13,795.47
Total indirect energy consumption	mWh	44,381.91	26,931.77	13,795.47
Direct energy¹³				
Diesel	mWh	256.05	233.33	96.33
Gasoline	mWh	485.06	271.35	214.47
Bituminous coal	mWh	38,095.20	889.49	N/A
Natural gas	mWh	2,292.61	4,217.53	N/A
Total direct energy consumption ¹⁴	mWh	41,128.91	5,611.69	310.80
Total energy consumption				
Total energy consumption	mWh	85,510.82	32,543.46	14,106.27
Energy consumption intensity	mWh/annual revenue of RMB million	267.14	48.48	16.27
Total other resources consumption				
Total paper consumption	kg	17,571.56	7,363.75	5,720.58
Paper consumption intensity	kg/annual revenue of RMB million	54.89	10.97	6.60

¹² The schools under the Group are located in Zhaoqing City, Guangdong Province, Huaibei City, Anhui Province and Harbin City, Heilongjiang Province, which are the regions with the lowest level of baseline water stress as of the end of the Reporting Period according to the World Resources Institute. In addition, all the water used by the Group are municipal water. In summary, the Group has not encountered difficulties in obtaining suitable water sources.

¹³ The unit conversion and calculation of direct energy consumption is made with reference to the Energy Statistics Manual issued by the International Energy Agency, Appendix 2: Reporting Guidance on Environmental KPIs of the Stock Exchange and the Guide to Calculating and Reporting Greenhouse Gas Emission in Industry and Other Sectors (Trial) 《工業其他行業企業溫室氣體排放核算方法與報告指南(試行)》 issued by the National Development and Reform Commission of the People's Republic of China.

¹⁴ The direct energy consumption of the Group is mainly from the use of vehicles and boilers.

08 Rewarding Communities

While focusing on our own development, the Group is always committed to actively connecting with local communities. We have actively devoted our resources to public welfare undertakings including caring for children and the elderly, volunteer activities, the fight against the pandemic and blood donation, fully supporting the development of social welfare in the regions where we operate. In response to the country's comprehensive implementation of the rural revitalization strategy and the promotion of agricultural and rural modernization, the Group also selected the adjacent villages surrounding its member schools to carry out the "Visiting Countryside" activities, so as to transfuse culture and technologies to the areas which need to be revitalized and activate the vitality of the villages. To encourage our students to actively participate in community charitable activities, we have formulated the Implementation Plan for School and Community Public Welfare Activities, in the hope of making the life of students more substantial and meaningful through participating in community public welfare and promoting the growth and all-round development of students, as well as growing with the communities together while supporting them.

Each school under the Group actively carries out corporate social responsibility and civic obligations in its respective community, and makes significant contributions to the community welfare activities. During the Reporting Period, the Group organized multiple social practice activities, including the "Visiting Countryside" summer social practice activities for college students, party member volunteer activities, community public welfare activities and the activities related to the normalization of epidemic prevention and control. The Group invested RMB111,000 to fully support the promotion of public welfare activities. Our students also participated in the public welfare activities in their own way. A total of 20,384 students were registered as volunteers, and the cumulative time of volunteer activities exceeded 10,666 hours. Below are the highlights of some of our public welfare activities:

THE TREE-PLANTING ACTIVITY THEMED WITH "PLANTING TREES AND SEEDLINGS – RHYTHMIC YOUTH"

During the Reporting Period, Huaibei Institute of Technology carried out the "Tree-planting Activity Themed with Planting Trees and Seedlings – Rhythmic Youth". At the site of the tree-planting activity, our teachers planted the privet trees, which symbolizes life and tenacity and carries the good expectations for the development of the school. Our student volunteers from the secondary colleges planted Begonia Trees and Crape Myrtle Trees, adding a few touches of greenery to the school. Taking the Arbor Day as an opportunity, our teachers and students actively participated in the construction of the campus, making a bit of effort to the construction of the campus ecology.

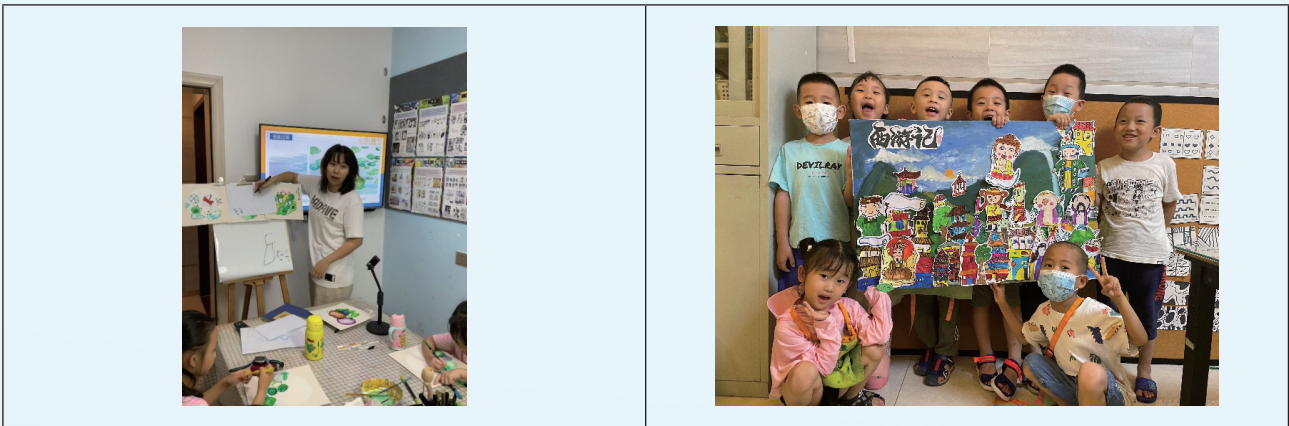


Our teachers and students were planting trees in the construction of the campus together

08 Rewarding Communities

THE “VISITING COUNTRYSIDE” SOCIAL PRACTICE ACTIVITIES THEMED WITH “SUPPORTING EDUCATION TO LIGHTEN UP CHILDREN’S FUTURE”

In order to give full play to their professional expertise as students of the Department of Art, a practical team of the Department of Art of Guangdong Technology College communicated with the local art studio of Fengkai County, Zhaoqing City to provide children’s creative painting courses for local children. Through a variety of creative courses, they led the children into a fun world of whimsy and stimulated their imagination.



Our supporting students got the children immersed in the world of art

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Major Scopes, Aspects, Mandatory Disclosure, General Disclosure and Critical Performance Indicator	Related Section(s)/ Remark	
Mandatory Disclosure		
Governance Structure	<p>A statement from the Board containing the following elements:</p> <ul style="list-style-type: none"> (i) a disclosure of the Board’s oversight of ESG issues; (ii) the board’s ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer’s businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they related to the issuer’s businesses. 	Responsibility Governance Structure
Reporting Principle	A description of, or an explanation on, the application of the Reporting Principles in the preparation of the ESG report.	Basis for Preparation Communications with Stakeholders Materiality Evaluation
Reporting Boundary	An explanation of the reporting boundary of the ESG report and a description of the process used to identify which entities or operations are included in the ESG report. For any change in the reporting boundary, the issuer should identify and give reasons for the change.	Scope of this Report
A. Environmental		
Aspect A1: Emissions		
General Disclosure	<p>Information on:</p> <ul style="list-style-type: none"> (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. 	Protecting the Ecology Green Campus
Indicator A1.1	The types of emissions and respective emissions data.	Environmental Performance
Indicator A1.2	Direct (scope 1) and indirect energy (scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Performance

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Major Scopes, Aspects, Mandatory Disclosure, General Disclosure and Critical Performance Indicator		Related Section(s)/ Remark
A. Environmental		
Indicator A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Performance
Indicator A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Performance
Indicator A1.5	Description of the emissions target(s) set and steps taken to achieve them.	Green Commitment Green Campus
Indicator A1.6	Description of how hazardous and non-hazardous wastes are handled, and description of reduction target(s) set and steps taken to achieve them.	Green Commitment Green Campus
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Green Campus Green Education
Indicator A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Environmental Performance
Indicator A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Environmental Performance
Indicator A2.3	Description of the energy use efficiency target(s) set, and steps taken to achieve them.	Green Commitment Green Campus
Indicator A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Green Commitment Green Campus Environmental Performance

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Major Scopes, Aspects, Mandatory Disclosure, General Disclosure and Critical Performance Indicator		Related Section(s)/ Remark
A. Environmental		
Indicator A2.5	Total packaging materials used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	The education services provided by the Group do not produce finished products and involve the use of packaging materials; therefore, this indicator does not apply to the Group's businesses.
Aspect A3: Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	Protecting the Ecology
Indicator A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Protecting the Ecology
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Responding to Climate Change
Indicator A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Responding to Climate Change



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Major Scopes, Aspects, Mandatory Disclosure, General Disclosure and Critical Performance Indicator		Related Section(s)/ Remark
B. Social		
Employment and Labor Practices		
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare.	Rights and Interests of Employees Employee Well-Being
Indicator B1.1	Total workforce by gender, employment type (for example, fulltime or part-time), age group and geographical region.	Employee Distribution Overview
Indicator B1.2	Employee turnover rate by gender, age group and geographical region.	Employee Distribution Overview
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Creating a Safe Campus Environment
Indicator B2.1	Number and rate of work-related fatalities occurred in each of the past three years (including reporting years).	Creating a Safe Campus Environment
Indicator B2.2	Lost days due to work injury.	Creating a Safe Campus Environment
Indicator B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Creating a Safe Campus Environment

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Major Scopes, Aspects, Mandatory Disclosure, General Disclosure and Critical Performance Indicator		Related Section(s)/ Remark
B. Social		
Employment and Labor Practices		
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Capability Improvement and Growth
Indicator B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Capability Improvement and Growth
Indicator B3.2	The average training hours completed per employee by gender and employee category.	Capability Improvement and Growth
Aspect B4: Labor Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	Rights and Interests of Employees
Indicator B4.1	Description of measures to review employment practices to avoid child and forced labor.	Rights and Interests of Employees
Indicator B4.2	Description of steps taken to eliminate such practices when discovered.	Rights and Interests of Employees



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Major Scopes, Aspects, Mandatory Disclosure, General Disclosure and Critical Performance Indicator		Related Section(s)/ Remark
B. Social		
Operating Practices		
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Responsible Supply Chain
Indicator B5.1	Number of suppliers by geographical region.	Responsible Supply Chain
Indicator B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Responsible Supply Chain
Indicator B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Responsible Supply Chain
Indicator B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Responsible Supply Chain
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress.	Compliant Operation Creating a Safe Campus Environment
Indicator B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The education services provided by the Group do not involve product recycles; therefore, this indicator does not apply to the Group's businesses.

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Major Scopes, Aspects, Mandatory Disclosure, General Disclosure and Critical Performance Indicator		Related Section(s)/ Remark
B. Social		
Operating Practices		
Indicator B6.2	Number of products and service-related complaints received and how they are dealt with.	Strict Control over Teaching Quality Compliant Operation
Indicator B6.3	Description of practices relating to observing and protecting intellectual property rights.	Compliant Operation
Indicator B6.4	Description of quality assurance process and recall procedures.	The education services provided by the Group do not involve quality inspection and product recycles; therefore, this indicator does not apply to the Group's businesses.
Indicator B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Compliant Operation
Aspect B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Honest and Clean Operation
Indicator B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases.	Honest and Clean Operation
Indicator B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	Honest and Clean Operation
Indicator B7.3	Description of anticorruption training provided to directors and staff.	Honest and Clean Operation

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Major Scopes, Aspects, Mandatory Disclosure, General Disclosure and Critical Performance Indicator		Related Section(s)/ Remark
B. Social		
Communities		
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Rewarding Communities
Indicator B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Rewarding Communities
Indicator B8.2	Resources contributed (e.g. money or time) to the focus area.	Rewarding Communities



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