



# China Maple Leaf Educational Systems Limited 中國楓葉教育集團有限公司\*

(Incorporated in the Cayman Islands with limited liability)  
Stock Code: 1317

\* For identification purposes only

# 2022

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT





# CONTENTS

**CHINA MAPLE LEAF EDUCATIONAL SYSTEMS LIMITED**  
FY2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

<b>ABOUT THIS REPORT</b>	<b>2</b>	<b>3. CARING FOR TEACHERS AND STUDENTS TO CULTIVATE FUTURE TALENTS</b>	<b>14</b>
<b>CHAIRMAN'S STATEMENT</b>	<b>4</b>	3.1 Caring for the Growth of Students	14
<b>1. ESG MANAGEMENT</b>	<b>5</b>	3.2 Focusing on Employee Development	19
1.1 Sustainability Concept	5	<b>4. PROMOTION OF ENVIRONMENTAL PROTECTION FOR GREEN DEVELOPMENT</b>	<b>22</b>
1.2 Corporate Governance	5	4.1 Spreading the Idea of "Go Green"	22
1.3 Compliance and Risk Management	6	4.2 Sticking to Low-carbon Development	23
1.4 Stakeholder Communication	9	<b>5. DEDICATION TO THE COMMUNITY TO CREATE A HARMONIOUS AND LOVING ENVIRONMENT</b>	<b>27</b>
1.5 Assessment of Materiality Issues	10	5.1 Promotion of Public Welfare	27
<b>2. INNOVATIVE EDUCATION OFFERING A COMBINATION OF DIFFERENT CULTURES</b>	<b>12</b>	5.2 Dedication to Volunteer Activities	28
2.1 Exploration for Innovative Education Mode	12	<b>OUTLOOK</b>	<b>29</b>
2.2 Smooth Transition with International Universities	13	<b>ESG INDEX</b>	<b>30</b>
		<b>FEEDBACK FORM</b>	<b>36</b>



# ABOUT THIS REPORT

## CORPORATE PROFILE

MLES Group founded the first Maple Leaf International School in Dalian in 1995. With over 28 years of experience in operating international schools in the People's Republic of China ("China" or "PRC"), the Group is one of the leading international school operators in China in terms of student enrolment, offering high-quality and bilingual education, combining the merits of both Western and Eastern educational philosophies. We also operate international schools in Malaysia, Singapore and Canada.

The Maple Leaf World School Program ("World School Program") is the first international program with oriental cultural characteristics in the world. It cooperates with two of the world's largest educational institutions, benchmarked by ECCTIS (operator of UK ENIC), and accredited by Cognia (formerly known as AdvancED). As of 31 August 2022, we have received official support letters from 113 universities in 12 countries and have successfully promoted World School Program in domestic universities in China. And we have entered into a memorandum of understanding with 23 reputable universities where students can apply directly to universities based on their academic grades. We are confident that World School Program will become a top international education program equivalent to the A-Level and International Baccalaureate (the "IB") programs in the future.

Our overseas school, Kingsley International School ("KIS") offers A-Level program from preschool to Year 12 students in Malaysia. KIS targets mainly local students as well as international students primarily from Asian countries. Canadian International School ("CIS") offers the IB curriculum from preschool to Year 12 students across two campuses, the Tanjong Katong campus and the Lakeside campus, in Singapore. CIS is one of the largest for-profit premium international schools in Singapore in terms of revenue and student enrolment, and targets expatriate families employed in Singapore, especially those from the United States, India and other Asian countries. CIS is well known for its highly acclaimed bilingual English/Chinese program where students are fully immersed culturally and taught by qualified native English speakers who are also IB certified.

## REPORT RELEASE CYCLE

This report is the sixth independent annual Environmental, Social and Governance ("ESG") Report released by China Maple Leaf Educational Systems Limited. It covers the period from 1 September 2021 to 31 August 2022 ("FY2022"). Certain content may be beyond the aforesaid period.

## ORGANISATIONAL SCOPE OF THE REPORT

This report covers information regarding China Maple Leaf Educational Systems Limited, its subsidiaries and branches. For convenience, expressions including "MLES Group", "MLES", "the Group", "the Company" and "We" are also used in this report.

## BASIS FOR COMPILATION OF THE REPORT

This report was prepared in accordance with the Environmental, Social and Governance Reporting Guide issued by The Stock Exchange of Hong Kong Limited (the "Stock Exchange") with reference to the GRI Sustainability Reporting Standards (GRI standards) issued by the Global Sustainability Standards Board (GSSB) and United Nations Sustainable Development Goals (SDGs).

## ESG REPORTING PRINCIPLES

**Materiality:** In compliance with the requirements of materiality principle defined by the Stock Exchange, the ESG issues considered by the board of directors (the “Board”) and the ESG working group, stakeholders communication, identification process of substantive issues and the matrix of substantive issues are disclosed in this report, further details of which are set out in the corresponding part of this report.

**Quantitative:** Statistical standards, methods, assumptions and/or calculation tools for quantitative key performance indicators herein and source of conversion factors are all explained in this report.

**Balance:** This report shall provide an unbiased picture of the Group’s performance during the reporting period and should avoid selections, omissions, or presentation formats that may inappropriately influence the decision or judgment made by the report readers.

**Consistency:** The statistical methodologies applied to the information disclosed in this report shall be consistent.

## INFORMATION DESCRIPTION

Certain financial information in this report is extracted from FY2022 financial statements. In case of discrepancy between this report and the annual report, the latter shall prevail. Other information associated with FY2022, with certain information beyond the aforesaid period, is mainly from the Company’s internal system and its subsidiaries’ statistics. Unless otherwise stated, the amounts in this report are denominated in Renminbi (“RMB”).

## REPRESENTATION BY THE BOARD IN RELATION TO ESG MANAGEMENT

China Maple Leaf Educational Systems Limited has committed that the Company is in compliance with the disclosure requirements under the Environmental, Social and Governance Reporting Guide issued by the Stock Exchange. The publication of this report was approved by the Board. For the financial year ended 31 August 2023, the Board of the Company will further improve ESG management system and continue to promote the Company’s ESG standard.

# CHAIRMAN'S STATEMENT

FY2022 has been a very fruitful year. China MLES Group was recognized with the Cognia Global Excellence Award after passing Cognia's stringent accreditation assessment. The FY2022 is also the second year of the MLES Group's "Sixth Five-Year Plan", during which, in order to achieve the "Sixth Five-Year Plan", the Group completed the Maple Leaf Extra-Curricular Services Annual Report (《楓葉課外服務年度報告》) to identify issues and market potential.

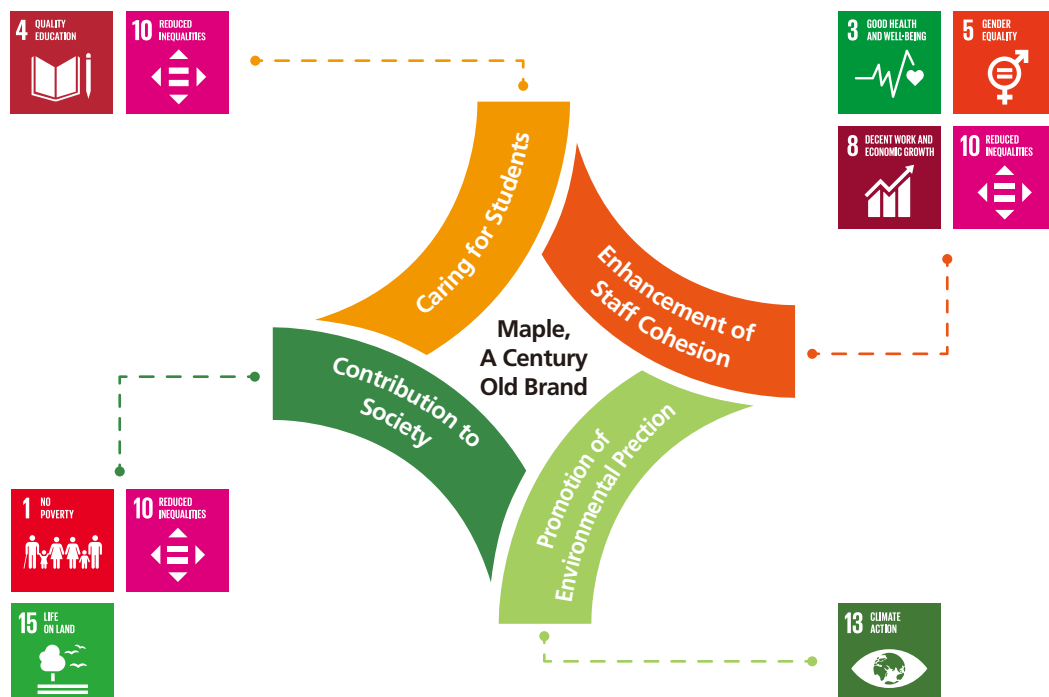
- **Innovating education exploration and perfecting teaching and researching curriculum:** To formalize and promote the Maple Leaf World School Program, on top of the Standards Compilation of the Maple Leaf World School Program (《楓葉世界學校課程標準彙編》), the Maple Leaf Institute has completed the editing of the Blue Book of Internationalized curricula with Chinese characteristics – the Maple Leaf World School Program and Standards (《中國特色國際化課程藍皮書－楓葉世界學校課程與標準》) for the year. The Maple Leaf World School Program combines with the essence of thoughts both in western and eastern countries, and serves national strategies, which is equipped with a comprehensive system and advanced curriculum concept, by adhering to Chinese culture.
- **Catering to students' growth and enriching their extra-curricular life:** Different academic goals, modes of cultivation and evaluation mechanisms produce a wide range of Maple Leaf graduates. MLES actively embraces diversity and offers a wide range of extra-curricular activities, fostering a large pool of bilingual and dual mindsets (雙語雙思維) global talents. This year, MLES Group achieved a record-breaking admission rate of 86.3% for its forthcoming high school graduates to the top 100 universities in the world.
- **Attracting outstanding talents and focusing on employee development:** The education team has built "One team, One goal" as their motto which emphasizes trust, cooperation and communication. The Group provides a variety of training opportunities for its staff and advocates the collaboration, sharing of achievements and mutual complementarity for each other's strengths in the areas of teaching and researching, student management and other areas of endeavour, thus providing impetus for the sustainable development of MLES.
- **Promoting green ideas and pursuing sustainable development:** The Company actively implements the strategy and decision of carbon peaking and carbon neutrality, thus to make efficient use of resources and reduce emissions in the course of its own operations. Meanwhile, through training courses and extra-curricular activities, we lead students to actively participate in various public welfare activities for environmental protection, to make contribution to ecological environment improvement.
- **Promoting public welfare and devoting volunteer activities:** MLES is committed to fulfilling its social responsibility by making full use of its resources, participating in public welfare and passing on the content of social welfare to students, and deepening the concept of the sharing of resources.

For the financial year ended 31 August 2023, we will remain our true mission to pay heed to the needs of our stakeholders by continuously improving our ESG management, fulfilling our social responsibility and promoting mutual development.

# 1. ESG MANAGEMENT

## 1.1 SUSTAINABILITY CONCEPT

Being a responsible corporation, MLES Group is well aware of the impact of sustainability on the long-term development and operational resilience of enterprises. We penetrate the sustainability concept into our daily operation. By implementing four major approaches of caring for students, enhancement of staff cohesion, promotion of environmental protection and contribution to the society, we have pursued our missions to cultivate social elites, promote green development and drive regional common prosperity. We integrate United Nations Sustainable Development Goals (SDGs) into ESG management system and respond positively with actions. Through our own efforts, we hope to create long-term value for the society.



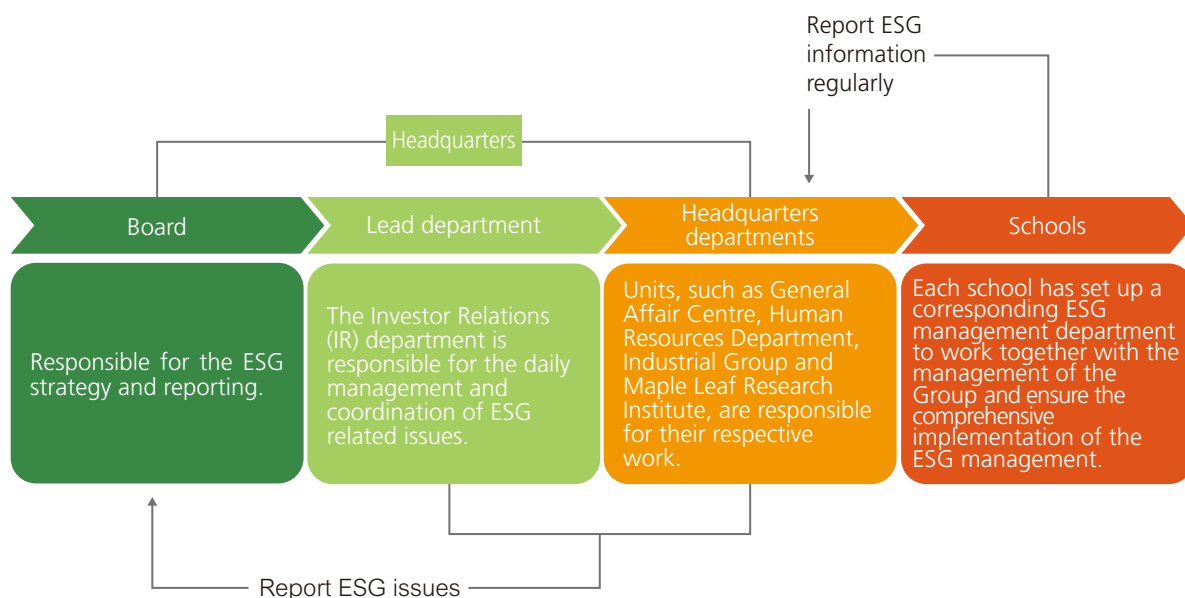
Graph 1-1: Sustainability concept of MLES Group

## 1.2 CORPORATE GOVERNANCE

The Company improves its governance structure in accordance with relevant policies and regulations. During FY2022, the Board as the core decision-making body of the Group, comprised six directors, including three executive directors and three independent non-executive directors. The Board has established the audit committee, remuneration committee and nomination and corporate governance committee, which govern all affairs of the Group in different aspects. For more information relating to our corporate governance, please refer to the section of “Corporate Governance Report” in our annual report.

The Board has overall responsibility for ESG strategy and reporting. It participates in the evaluation and determination of ESG-related risks. Focusing on ESG management, the Group has formed an ESG working group comprising “Board – lead departments – headquarters departments – schools”. Each level performs its own duties by linking up and down to jointly promote ESG management. The lead department coordinates and communicates with stakeholders. Headquarters departments oversee ESG issues pursuant to their respective functions. Schools perform ESG routine work and report ESG primary information. In FY2022, during the preparation of this report, the Board reviewed the substantive issues disclosed in this report, reporting strategies and approved the publication of this report.

## 1. ESG MANAGEMENT



**Graph 1-2: ESG Management Mechanism of MLES Group**

### 1.3 COMPLIANCE AND RISK MANAGEMENT

MLES deeply understands that compliance and risk management are the basic requirements for enterprise operation. The Group always abides by relevant laws, regulations and industry requirements. The Board will supervise and improve compliance and risk management of the Group, so as to meet the national and industrial regulatory requirements and satisfy the requirements under the Corporate Governance Code. The Group resolutely prohibits any corruption behaviour, giving priority to prevention and supplementing with cracking-down efforts, with zero tolerance towards corruption or fraud. We attach importance to the protection of the brand and intellectual property rights owned by MLES Group, and safeguard our own rights and interests.

- **Risk management and anti-corruption practice**

The Group always complies with the provisions in respect of anti-corruption, bribery, extortion, fraud and money laundering of national laws and regulations such as the Criminal Law of the People's Republic of China (《中華人民共和國刑法》), the Law against Unfair Competition of the People's Republic of China (《中華人民共和國反不正當競爭法》) and the Company Law of the People's Republic of China (《中華人民共和國公司法》). During the reporting period, the Group was not involved in any litigation relating to corruption or fraud.

In respect of organization structure system, the Group has established a perpetual integrity supervisory committee, which is responsible for timely investigation, verification and recommendation of complaints, reports and indiscretions and corruptions. The members of the committee are only accountable to the Board and Audit Committee. The members comprise employees, professionals and third-party specialized institutions. The establishment and operation of the committee effectively protect the image of MLES and MLES brand.

In respect of internal policy management, we have developed the Anti-fraud System of MLES (《楓葉教育集團反舞弊制度》), which outlines the goals and policies of the Group in prevention and crackdown of corruption behaviour; meanwhile subject to the Internal Audit Management System of MLES (《中國楓葉教育集團內審管理制度》), the Internal Audit Department of the Group is responsible for independent supervision of the authenticity and legitimacy of the inter-group income and expenses and economic activities. In the Staff Manual (《員工手冊》), which issued to each staff member, specified the "Eight Prohibitions for Maple Leaf Staffs", "Four Commitments for Maple Leaf Staffs" and "Administrative Rules for the Establishment of Integrity and Honesty in Maple Leaf – Convention on Integrity", and others. The ideological education and guidance will be also provided in terms of the rules in management system in timely manner.

In respect of the implementation of anti-corruption reporting, we have in place anti-corruption management process, which forms an anti-corruption mechanism that links up and down. In respect of reporting channels, the Company has established smooth petition channels such as reporting email account and hotlines with whistle-blower protection. Anti-corruption management at different levels has ensured integrity operation of the Group.

Since the Group's training conference on the theme of "Prevention of Fraud and Corruption" in May 2021, In FY2022, the Internal Audit Department has included the implementation of the training content by each school into the annual internal audit plan, which was classified into management goals. During the internal audit period, the Internal Audit Department selects staff in different positions to conduct ongoing promotion of the spirit of the conference, and performs random checks on the key messages of the training content to ascertain the implementation of the schools. The Group also conducts this work in a multi-level, multi-channel and all-round manner, so that the Group's awareness of building a culture of integrity at schools can be genuinely "touched on" in the minds of each individual. This will enhance the awareness of responsibility of all staff and create a positive atmosphere of being models for others, taking the initiative and being clean and honest.



## 1. ESG MANAGEMENT

### • Brand protection

In FY2022, the Group's Intellectual Property Office is actively carried out work to improve the trademark system, trademark monitoring, brand rights protection and brand protection training, and actively protected the MLES Group's trademark and safeguarded brand rights. The Group's more than 370 copyrighted works and 2 national-level appearance designing patent were added, covering copyrighted works and patents for teaching materials, teaching aids, classroom standards, cultural symbols, book collections and special school-based classes, providing intellectual property rights accumulation for the implementation of the Group's standard strategy.

- **Improvement of the trademark system:** In FY2022, according to the Group's strategic plan for trademark protection and defence, a total of 45 trademarks were approved for registration, continuously increasing the scope and types of the Group's trademark use and protection, and improving the construction of the Group's trademark and brand system.
- **Trademark monitoring and opposition:** The Group shall monitor all kinds of trademarks in accordance with the law, regularly retrieve the trademark announcements published on the official website of the Trademark Office of National Intellectual Property Administration (國家知識產權商標局), carry out trademark monitoring to propose trademark opposition to the Trademark Office in accordance with the law against the same or similar trademarks applied for registration by others in respect of the same or similar goods/services, and safeguard the trademark rights and other prior rights of the Group. The Group shall prevent others from registering the same or similar trademarks and avoid to create confusion and misunderstanding among the public or affect the brand value of Maple Leaf.
- **Brand maintenance:** The Group continues to actively pursue the protection of Maple Leaf's trademarks and brands. We have completed numerous legal actions against unauthorized use of our trademark and other infringements of Maple Leaf's trademark and brand rights through letters of warning, litigation and arbitration.
- **Brand protection training:** The Group trains staff who are in charge of recruitment and promotion on brand protection, as to ensure the legal use of Company's trademark and enhance the awareness of brand protection during enrollment promotion and external publicity, protecting the Group's rights and interests on its trademark and brand.



Graph 1-3: Certificate of Work Registration of MLES Group

## 1.4 STAKEHOLDER COMMUNICATION

MLES Group pays attention to the concerns of stakeholders. The stakeholders are closely associated with our long-term development and success. We communicate with stakeholders regularly through diverse channels to understand their concerns and respond actively. The Group has identified key stakeholders closely related to the Group and made the following table, which provides the basis for identifying ESG substantive issues of the Group.

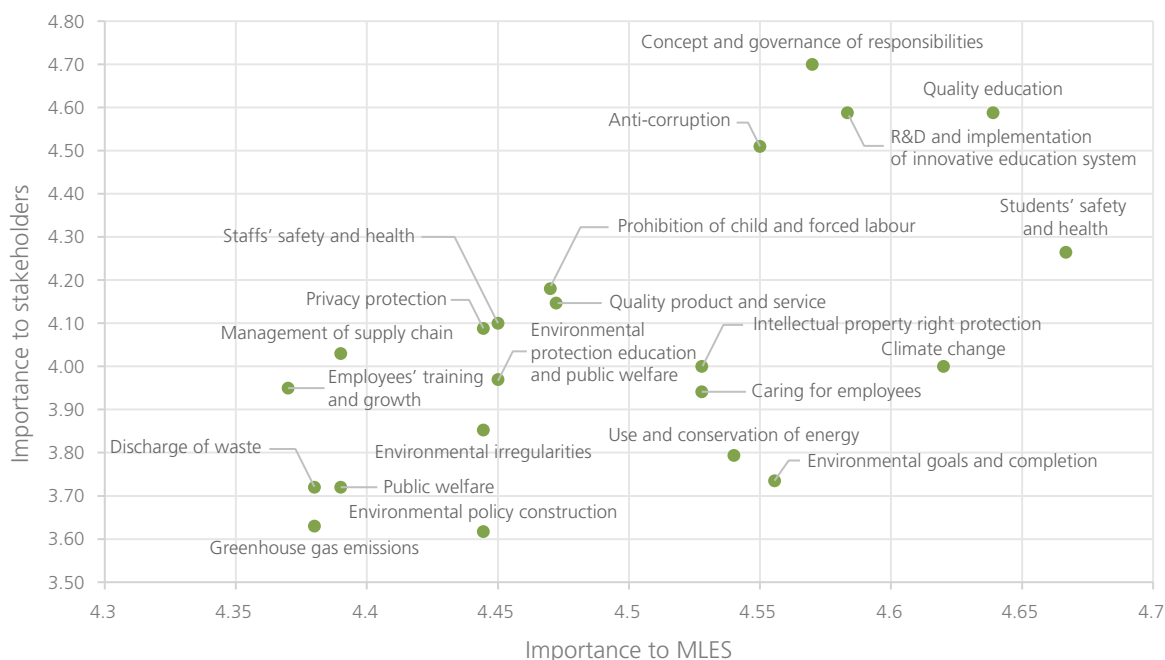
Stakeholders	Expectations and concerns	Communication mode
Shareholders/ investors	Ensuring interests and benefits of shareholders Investment return Information disclosure Operation and management in compliance with laws and regulations	General meeting Press release and announcements Financial reports of the Company HKEx/Company's website Investor conferences and roadshows
Government/ regulatory authorities	Legal and compliance supervision Fulfillment of tax obligations Business and economic development Social contribution Operation safety	Compliance reports On-site inspections Attending conferences/seminars Special enquiries/inspections Submitting documents
Students/ parents	Health of students during the pandemic Teaching quality during the pandemic Health and safety of students Protecting students' rights and interests Quality education Innovative education system	Timely communication on pandemic prevention Online courses Daily interaction Education fair Parent-teacher conferences Company website and official account on social platform
Teachers/ employees	Health of employees during the pandemic Protecting employees' rights and interests Conducting communication between management and employees Occupational health and safety Improving employees' welfare Equal opportunity in employment and diversified development	Timely communication on pandemic prevention Labour contract Employees' symposiums Daily communication
Suppliers/ partners	Mutual benefit and win-win cooperation Fair competition Long-term business relationship Product quality assurance	Supplier evaluation Field visits Daily communication
Environment	Enhancing environmental and ecological protection Energy and resource conservation Promotion of green teaching	Environmental inspection Environmental information disclosure Green teaching
Communities/ the public	Community engagement Social fusion Public welfare events	Volunteer activities Public welfare and charitable activities
Media	Update on education development School activities	Written interviews Telephone interviews Press conferences

# 1. ESG MANAGEMENT

## 1.5 ASSESSMENT OF MATERIALITY ISSUES

Referring to the ESG Reporting Guide set forth in the Stock Exchange and international standards and after considering the importance of relevant issues to stakeholders and the Company, our ESG working group took the lead to conduct assessment and analysis of ESG issues through questionnaires, interviews and other manners, and formed the following ESG materiality matrix after selection and prioritization. The identified management issues related to material ESG issues are disclosed in this report.

During the reporting period, the Group kept teasing out the concerns of various stakeholders for the Group in its daily work. The Group also circulated stakeholder questionnaires to our employees, students, parents, investors/shareholders, suppliers, media, experts, Board members, principals, etc. and received 80 valid questionnaires. The results of the communication and survey to employees, students, parents, investors/shareholders, suppliers, media and experts formed an important basis for identifying material issues concerned by external stakeholders, while the communication and survey results from principals, Board members and other management were used as ranking reference to ascertain the importance of issues to the Company. During the current financial year, the Company has also added issues related to the COVID-19 pandemic that are closely watched by stakeholders on the basis of issues for the prior years. Through evaluation, identification and ranking of the issues, the Group formed its ESG materiality matrix. At the same time, according to the analysis of important issues, the corresponding reporting strategies were formulated as shown in following table.



**Graph 1-4: MLES Group ESG Materiality Matrix**

## 1. ESG MANAGEMENT





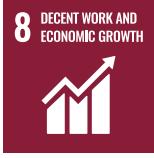





Section	Materiality Issues	Aspects of issue in HKEs ESG Guide	UN SDGs
ESG management	Company's development strategy, corporate governance, intellectual property protection, anti-corruption practice	Reporting strategies B6 Product Responsibility B7 Anti-corruption	
Innovative education offering a combination of different cultures	Innovative education system, quality education	B6 Product Responsibility	
Caring for teachers and students to cultivate future talents	Privacy protection, students' safety and health, prohibition of child and forced labour, equal employment, rights and interests of employees, occupational safety and health, employees' training and development, caring for employees, safe sourcing system, fair and open procurement procedure	B1 Employment B2 Health and Safety B3 Development and Training B4 Labour standards B5 Supply Chain Management B6 Product Responsibility	   
Promotion of environmental protection for green development	Management of greenhouse gas, green operation, electronic office and teaching, management of domestic wastes, environmental protection education	A1 Emissions A2 Use of Resources A3 The Environment and Natural Resources A4 Climate Change	
Dedication to the community to create a harmonious and loving environment	Public welfare and volunteer activities	B8 Community Investment	  

Table 1-1: ESG Issues Reporting Index

## 2. INNOVATIVE EDUCATION OFFERING A COMBINATION OF DIFFERENT CULTURES

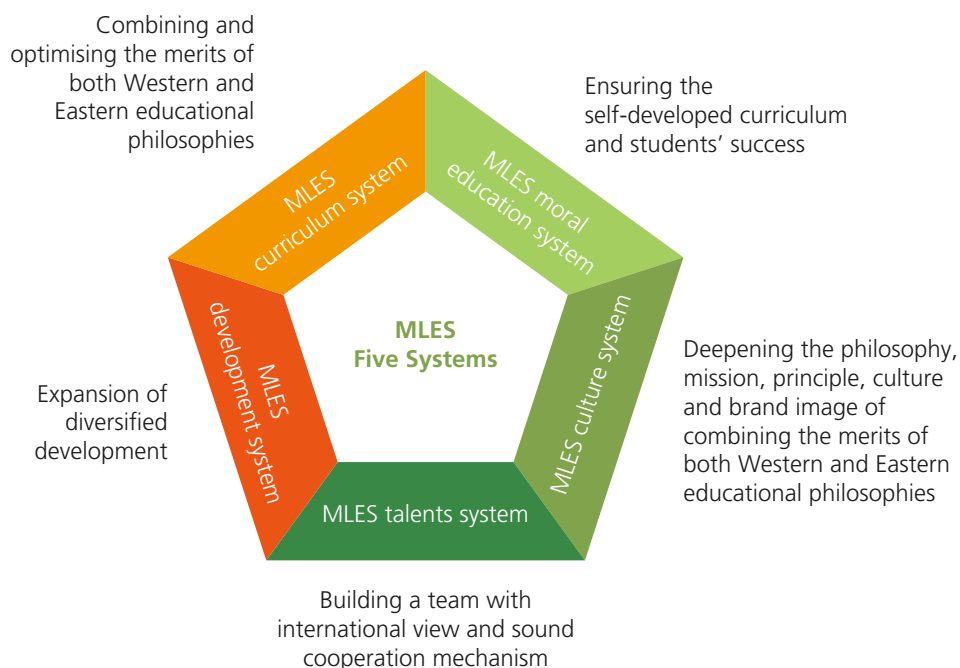
### 2.1 EXPLORATION FOR INNOVATIVE EDUCATION MODE

The educational philosophy of Dr. Shu Liang Sherman Jen, the founder of MLES, is to “build the best school in the world”. With years of efforts since 2015, the Maple Leaf World School Program has been formally implemented since September 2020. The Maple Leaf World School Program possesses self-owned intellectual property, accredited by Cognia, the largest education accreditation organization in the world and benchmarked by ECCTIS for the recognition and evaluation of international qualifications and skills, and is leading the industry with the practice of “International Programs with Chinese Characteristics”. During three school years of implementation at Maple Leaf high schools, the World School Program has been well recognized by teachers, students and parents at home and abroad, and received letters of support from 113 domestic and international universities and have successfully promoted World School Program in domestic universities in China. And we have entered into a memorandum of understanding with 23 reputable universities where students can apply directly to universities based on their academic grades. In June 2022, Dr. Shu Liang Sherman Jen, Chairman of MLES Group, received the Cognia 2021-2022 Education Excellence Award, which represented the organization’s recognition of MLES’s global values and philosophy for running schools and the successful practice of optimizing and integrating Chinese and Western education.

- #### MLES Five Systems

Adhering to the educational concept of optimization and combination between Chinese and Western education and with the implementation of the Maple Leaf World School Program, a new model of “One Diploma, Two-party Certification and Global Integration” has been launched and optimized continuously. “One Diploma” means that a student who has completed the Maple Leaf World School Program can obtain the high school graduation diploma from Maple Leaf World School issued by MLES Group and endorsed by Cognia. “Two-party Certification” means that the Maple Leaf World School Program has been accredited by Cognia, the world’s largest school accreditation agency, and has been benchmarked by ECCTIS. “Global Integration” means that the international, authoritative dual accreditation of Cognia and ECCTIS can ensure the Maple Leaf World School Program being recognized by global universities, and graduates can directly apply for admission to global English-taught universities, including Chinese-foreign cooperative education programs of Chinese universities. Students who meet the high school graduation requirements and the admission requirements of the target university may be admitted directly to the first year of undergraduate studies at the target university without the needs to attend additional language and preparatory courses.

MLES has also practically built the “MLES Five Systems” which are composed of MLES curriculum system, MLES moral education system, MLES culture system, MLES talents system and MLES development system.



Graph 2-1: MLES Five Systems

## 2. INNOVATIVE EDUCATION OFFERING A COMBINATION OF DIFFERENT CULTURES

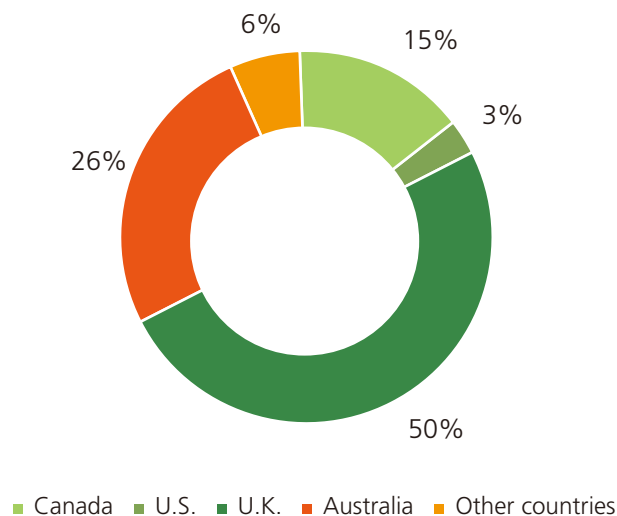
- **Improving teaching and researching curriculum**

To formalize and promote the Maple Leaf World School Program, on top of the Standards Compilation of the Maple Leaf World School Program (《楓葉世界學校課程標準彙編》), the Maple Leaf Institute has completed the editing of the Blue Book of Internationalized curricula with Chinese characteristics – the Maple Leaf World School Program and Standards (《中國特色國際化課程藍皮書 – 楓葉世界學校課程與標準》) for the year, with input from the Global Recruitment Office, the ESL Teaching and Researching Centre, the CSL Teaching and Researching and Global Promotion Centre, and the Chinese Academic Programme Principals. The book is the culmination of a series of promotion projects for the Maple Leaf World School Program, which systematically presents the content, connotation, value and application of the curriculum and standards, effectively helping the Maple Leaf World School Program to be recommended by competent authorities and to obtain national-level projects.

### 2.2 SMOOTH TRANSITION WITH INTERNATIONAL UNIVERSITIES

The Group continues to maintain close ties and cooperation with overseas universities, integrates high-quality global educational resources, and strives to create smooth international admission channels and global development opportunities for students. We have optimized the operation of the global linkage system, integrated the global campus resources of MLES, and coordinated and prospered in terms of curriculum, teachers, teaching and research, and further studies. Through such a virtuous circle, we help more elite students to go global from MLES, and promote the sustainable operation of a “long-lasting MLES” education brand. During the reporting period, we organized the Maple Leaf International Education Exhibitions. The exhibition is sponsored by the MLES Group Research Institute and undertaken by the high school campuses. It tours in every high school of Maple Leaf in mid-to-late November each year. The 17th autumn exhibition was held from 19 November to 2 December 2021, with 6 offline and 3 online exhibitions in Haikou, Tianjin, Wuhan, Zhenjiang, Chongqing and Xi’an. The autumn exhibition included 101 universities and educational institutions from 12 countries. The distribution in countries were diversified, among which the UK has shown a strong presence, with 27% of participation, up from 18% last year. The number of top 100 universities exhibiting at the event reached 41, a record-breaking high, with the University of Amsterdam and Trinity College, which both ranked the top in Netherlands and Ireland, respectively, exhibiting for the first time. A total of 22 universities from Mainland China participated in the exhibition, including a number of “Double First-Class” key universities in China.

As of 31 August 2022, 1,848 students graduated from MLES high schools in 2022, of whom, 1,596 received offers from the MLES Global Top 100 Universities.



Graph 2-2: University destinations of MLES High Schools Graduates for the 2021/22 school year

# 3. CARING FOR TEACHERS AND STUDENTS TO CULTIVATE FUTURE TALENTS

## 3.1 CARING FOR THE GROWTH OF STUDENTS

The Group strictly complies with the relevant laws and regulations of the places where it operates, such as the Law on the Protection of Minors (《未成年人保護法》) and the Measures for the Handling of Student Injury Accidents (《學生傷害事故處理辦法》). It strives to provide fair education opportunities for students, respect students' rights, protect students' safety and privacy, and create good environment for the coordinated development of their physical and mental health.

- **Respecting the students' rights to receive education**

The Group has been committed to promote equality and accessibility to education. In terms of educational equality, with our mission of "commitment to providing an elite education to all students regardless of race, colour or nationality" in mind, we are committed to promoting the equality in education by offering students from different family backgrounds a chance to receive quality education and prohibit the enrolment of students on the basis of, among others, gender, race or religion, etc. In terms of accessibility to education, we strictly comply with the regulations stipulated by local education authorities and price departments of the place where we operate to set tuition fees, and grant scholarships to students with outstanding academic performance to help them adapt to the learning life.

- **Rational advertising campaign**

In strict compliance with the Advertisement Law (《廣告法》) of the places where it operates, the Group develops a strict publicity review process. The Group emphasizes its own duties by doing a good job of internal work and refining its content. On the Group's official WeChat, Weibo and website, the Group has launched a series of planned promotions by focusing on planning and timely promotion; meanwhile we also actively link with the school district to develop a series of articles with content and depth that reflect the MLES's features. While doing a good job on the official website, official Wechat, Weibo and headlines, the Marketing Centre also promotes its corporate image and enrolment promotion on search engines such as Baidu and 360, and chooses to publish important information in a timely manner on established media and online promotions, so that the fruitful results can be achieved both internally and externally.

- **Protecting students' privacy**

The Group complies with the relevant provisions on privacy protection of the Tort Liability Law (《侵權責任法》) and the Law on the Protection of Minors (《未成年人保護法》), so as to protect the privacy and personal information security of students and parents.

- **execution of an agreement on the use of students' portrait upon enrolment:** MLES Group protects the personal information and privacy of students and parents. Since 2015, in order to strictly regulate the use of portrait rights, all new students are required to complete a new application form with new terms and conditions for the use of portrait rights therein.
- **Unified management of system accounts:** The Group's admissions system accounts are managed by the Marketing Centre to monitor and maintain information on the Group's student enrolment in a timely manner. The Marketing Centre has a special privileged account with password protection. Only the special staffs are accessible to view the information of all students enrolled by the Group, manage and maintain the information in accordance with the relevant regulations of the Group, and link up with the Group's network centre and finance for specific purposes.

### 3. CARING FOR TEACHERS AND STUDENTS TO CULTIVATE FUTURE TALENTS

#### • Student safety

The Group is committed to building a safe campus environment with efforts on four major aspects: establishing safety management policy and system, cultivating safety awareness, implementing safety measures and supervising safety responsibility, to ensure the physical and mental safety of students.

- **Establishing safety system:** Based on its own operation and management needs, each campus formulates its own campus safety management system (such as earthquake, fire, food poisoning emergency plan, etc.) as a way to create a safe campus from multiple perspectives such as campus safety environment protection, fire safety management, food safety management, and prevention of campus bullying.
- **Supervising safety responsibility:** "Giving priority to prevention" is one of the Group's safety management policies. The principal of each campus is responsible for regular safety inspections, and designate areas of responsibility and responsible persons for safety. A safety inspection team will be set up to conduct regular safety monitoring and submit a safety management checklist, and the results of the inspections are implemented in the annual safety work plan or rectification measures. At the same time, the Group is also guided and supervised by local education authorities and public security agencies for safety management.
- **Conducting safety training:** Safety training is incorporated into the training system, and regularly conducted for employees in each campus to improve safety awareness and emergency response capabilities.
- **Implementing safety measures:** According to the rules, each school conducts at least one emergency drill (such as fire drills and earthquake drills) every year, and school bus safety drills are organised in schools which provide school bus services; 24-hour security cameras are set up in public areas of each school district; some school districts cooperate with local police stations to set up a joint mechanism for campus security.



Posting of safety management responsibility signs in the corresponding areas



One-button alarm device on campus



### 3. CARING FOR TEACHERS AND STUDENTS TO CULTIVATE FUTURE TALENTS

- **Development of teachers' professional ethics and morality**

The Group attaches great importance to the development of the professional ethics and morality of teachers in every stage of their recruitment, taking a post and teaching, as well as implements strict control over the construction of teachers' professional ethics and morality. The Group has formulated employee regulations and relevant policies, which clearly define the zero tolerance towards harassment and bullying, aiming to ensure the physical and mental health of teachers and students and create a nice learning and working atmosphere.

**Strict control over recruitment process**

- In the process of recruitment, a background investigation shall be carried out on Chinese teachers. At the application stage, a qualification review shall be conducted in terms of the teacher's identity information, academic information, professional qualification information, etc. At the stage of intended recruitment, a background investigation shall be performed on at least one past work experience of the teacher, including working hours, post, work performance, rewards and punishments, reasons for resignation, etc. No applicants would be employed once problems identified during their background investigation.

The recruitment process of foreign teachers includes criminal record check and professional qualification review. The relevant information in their country of origin shall be verified.

**Establish the culture of professional ethics**

- It's required in the MLES's culture that every employee should possess MLES's professional spirit, namely, excellent professional skill, noble professional ethics and good professional morality, all of which are integral to it. Each aspect stipulates specific requirements on working standards and the working style of employees. For example, it's required in the "noble professional ethics" that our employees should love and care for all students and respect students' personality as well as treat them equally and fairly. Moreover, our employees should be patient with students. However, sarcasm, irony, discrimination and corporal punishment or covert corporal punishment to students are prohibited.
- Training on Human Resource Management System (《人力資源管理制度》) will be conducted for new employees with emphasis on teachers' professional ethics and morality during the induction training. Training on teachers' professional ethics and morality will also be provided during the school's regular management. The regular working meetings and special meetings will be held to enhance teachers' professional ethics and morality.

**Define the punishment mechanism clearly**

- *Solemn Commitments* of MLES's employees is publicly posted in all schools in China, which prohibits our staff from behaviours violating the professional ethics. MLES would terminate our staff's labour contracts once violation identified, and whereas the case constitutes a crime, criminal responsibilities shall be affixed by transferring to the judiciary authorities. Supervision can be conducted by students, parents and people from all walks of life.
- It is stipulated that all foreign teachers should strictly comply with MLES's *code of conduct* and meet the teacher's professional standards of Maple Leaf. They will be subject to the risk of termination of contract if violating the discipline of Maple Leaf, in serious case. Thorough investigations will be conducted when the school is informed of potential problems of abusing students by complaint or other channels. Teachers who have any breaches of professional ethics will be published according to the investigation results. During FY2022, a complaint against a teacher regarding breach of professional ethics was received. An investigation of the complaint was conducted, which included information collected from students, parents and teaching staff. The investigation result was the determination that there was a breach of professional ethics and the employment of the teacher was terminated.

### 3. CARING FOR TEACHERS AND STUDENTS TO CULTIVATE FUTURE TALENTS

- **Safe sourcing system**

MLES has always insisted on selecting quality sources of procurement, covering the “food, clothing and use” of teachers and students. The industrial group of MLES has established a complete set of procurement process specifications to manage the procurement of MLES in a unified manner. At least three quality suppliers must be selected for comparison in procurement projects. Major procurement projects are open for tendering. The best and suitable suppliers are chosen according to the size of suppliers, product quality, price, services and payment method.

- **Strict selection:** In the supplier admission stage, the Group strictly reviews the relevant qualification certificates of the suppliers, checks the quality inspection reports of related products to ensure that they meet the current national standards in terms of quality and environmental protection, and requests samples for further confirmation. The Group will visit the suppliers to inspect their actual production and operation, and management level.
- **Well-known brand procurement strategy:** The Group has signed strategic cooperation agreements with a number of well-known food suppliers with high supply quality and wide coverage to control the quality of the food from the source.
- **Transparent procurement:** For non-bidding projects, the supplier’s evaluation results and contracts need to be reported to the senior management of the industrial group for review by the person in charge to ensure fairness; for bidding projects, Q&A documents are sent to all bidders in a unified manner, and at least three people are required to be present and fill in the bid reveal records when revealing the bids to ensure openness and fairness.
- **Improvement of post-evaluation mechanism:** After the completion of the supply of construction engineering projects, the entire process must be reviewed, and the product and service quality must be evaluated as part of the supplier evaluation. For food projects, it is required to verify and record the weight, quality, validity period, prices, invoices and certificates, etc., with focus on unexpected problems related to quality, quantity and service. Relevant records serve as the basis for supplier evaluation. The evaluation results will largely determine whether or not to continue cooperation in the future, and will be fed back to the suppliers regularly to urge suppliers with unsatisfactory evaluation results to make improvements.

During the reporting period, the Group had a total of 307 suppliers, with details as follows:

District	Unit	FY2022
Number of suppliers in Northeast China	individual	58
Number of suppliers in Northwest China	individual	13
Number of suppliers in North China	individual	34
Number of suppliers in Central China	individual	50
Number of suppliers in East China	individual	72
Number of suppliers in South China	individual	47
Number of suppliers in Southwest China	individual	31
Number of suppliers in Hong Kong, Macao and Taiwan regions	individual	2

### 3. CARING FOR TEACHERS AND STUDENTS TO CULTIVATE FUTURE TALENTS

#### • Food safety and nutrition management

The Group has strictly complied with the Food Safety Law (《食品安全法》) and other laws and regulations of places where the Group operates, and kept in mind the purpose of “all for the health of teachers and students” to provide students with safe, assured, nutritious and healthy meals. To this end, the canteens of each campus strictly follow a series of rules and regulations, and standardized operating procedures formulated by the food and beverage department of the Group. These regulations and measures are mainly aimed at the following aspects:

- **Training on food safety:** School trains the staff of the canteens on food safety standardization work processes, and formulates emergency response plans for supermarket food safety accidents.
- **Standardized operation requirement:** Canteen employees must pass the physical examination before taking up their jobs and re-examine each year. They must wear overalls, hair caps, masks, and disposable gloves when working. Processed food and ready-to-eat food are kept separately, same for finished products and semi-finished products. Food sampling are reserved for daily meals. Kitchen utensils and tableware are used separately for raw and cooked food, and cleaned and sterilized before each meal.
- **Ensuring site hygiene:** Food processing places and warehouses shall be kept clean, and irrelevant personnel are prohibited from entering the operation room. Toxic and harmful products shall not be stored in food processing places and warehouses, and deratting and insecticidal activities shall be regularly carried out.
- **Optimizing the dietary:** The canteen catering ensures balanced nutrition by offering a portfolio of meat and vegetables with light taste. Meals for students at our preschools and elementary schools are provided in strict compliance with the nutritional catering standards formulated by nutritionists, while a wide variety of dishes are available for choice by students of our middle schools and high schools who are guided to choose dishes properly according to their physical conditions. Supermarkets select products based on the recommendations of nutritionists to reduce the sales of categories (such as carbonate beverages) that have a negative impact on students’ nutritional health.

#### • Colourful campus activities

MLES promotes happy education and improves the harmonious development of students’ body and mind through various forms of campus activities. During the reporting period, festive events, such as Qingming Cultural Week, Mid-Autumn Cultural Week and the Chinese Language Arts Festival, and community activities were held in all school districts.



Culture Week Activities in Dalian High School

## 3.2 FOCUSING ON EMPLOYEE DEVELOPMENT

The Group has implemented a talent strategy to attract, utilize and bring together international talents to actively promote the Group's strategic development. We insist on equal employment and are committed to establishing and maintaining a diverse, inclusive, and non-discriminatory working environment. We have also formulated a comprehensive human resources policy, covering compliance employment, salary and benefits, occupational health, labour safety, training and promotion, etc., to build a platform for employee development. Neither violation in relation to child labour or forced labour, nor litigation due to employment issues occurred during the reporting period.

Indicator	Unit	FY2022
<b>Employment</b>		
Number of employees	person	1,873
Number of male employees	person	602
Number of female employees	person	1,271
Number of full-time employees	person	1,767
Number of part-time employees	person	106
Number of employees under age 45 (inclusive)	person	1,234
Number of employees over age 45	person	639
Number of employees in China	person	1,129
Number of employees overseas	person	744
<b>Employee turnover</b>		
Employee turnover rate	%	21
Turnover rate of male employees	%	15
Turnover rate of female employees	%	24
Turnover rate of employees under age 45 (inclusive)	%	25
Turnover rate of employees over age 45	%	20
Turnover rate of employees in China (including Hong Kong, Macau and Taiwan)	%	22
Turnover rate of employees overseas	%	19
<b>Work injury data</b>		
Number of fatalities due to work injury during FY2020	person	0
Number of fatalities due to work injury during FY2021	person	0
Number of fatalities due to work injury during FY2022	person	0
Lost days due to work injury	days lost per 200,000 working hours	64

### 3. CARING FOR TEACHERS AND STUDENTS TO CULTIVATE FUTURE TALENTS

- #### Compliance employment

The Group embraces a talent principle featured with fairness, justice and openness. In accordance with the international covenants of human rights including the Universal Declaration of Human Rights (《世界人權宣言》) and the International Covenant on Economic, Social and Cultural Rights (《經濟、社會和文化權利國際公約》), and the laws and regulations such as the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》), Trade Union Law of the People's Republic of China (《中華人民共和國工會法》), Law on the Protection of Women's Rights and Interests of the People's Republic of China (《中華人民共和國婦女權益保障法》) and Provisions on Prohibition of Child Labour of the People's Republic of China (《禁止使用童工規定》), the Group has incorporated related human rights principles and requirements such as non-discrimination, freedom of association and collective bargaining, prohibition of the use of child labour, and opposition of forced labour into sustainable development management to maintain stable and harmonious labour relations. The Group strictly complies with national laws and regulations in the employment of staff. The Human Resources Department has established detailed recruitment rules and vetting procedures, by rigorously vetting the personal data of appointees and clearly explaining the terms and conditions of employment to them. The Group specifies the leave entitlement of the employees and the relevant protection measures in the Staff Manual (《員工手冊》) and the Human Resource Management System (《人力資源管理制度》) and put into practice the requirements of non-discrimination, freedom of association and collective bargaining, prohibition of child labour, and opposition to forced and compulsory labour. If non-compliance event is detected, it will be handled in accordance with the Group's rules and regulations.

- #### Diverse employment

Under the educational philosophy of "combining the merits of Western and Eastern educational philosophies", faculty resources that contain the Eastern and Western cultures are realized. The Group's team composed of Chinese and foreign staff and takes "One Team, One Goal" as their motto which emphasizes trust, cooperation, communication and mutual complementation, striving jointly to "providing first-class educational services to all educational recipients regardless of race, colour, or nationality" so as to bring impetus for the Group's sustainability.

- #### Diverse training

The Group has formulated various talent training plans, focused on close combination between training and practice, and actively launched various types of training for its management team, faculty team, administrative team, enrollment team and general affairs service team. We attach great importance to the improvement of staff quality and personal career development, and have established an efficient and diversified training system, with continuous exploration and improvement. In accordance with the long-term and short-term development plans and goals, the Group organizes various training courses or sends outstanding staff to overseas for visits, learning and exchanges every year. Through training and practice, we have continuously improved the business quality of our management team and grassroots staff team, while building a talent team with occupational, professional and advanced educational philosophy, which lays a talent foundation for the sustainable development of the Group.

#### Two-year management cadre training

The MLES's Management cadre training course lasts for two years. This academic year is the sixth cadre training course, which aimed to build a MLES principal pipeline training curriculum with the dual development of school and principal as the training goals and the enhanced awareness and job performance ability as the training contents, through compiling course modules and refining course topics, and by integrating theories and practices.

#### New school "1+5" team

The new school has adopted the "1+5" model to build a talent team. Specifically, "1" is to designate a principle and "5" is to allocate the school's leadership team, namely the Dean of Instruction, the Dean of the English Language Centre, the Dean of General Affairs, the Dean of the Admissions Office and the Head of Finance. The team will bring MLES' system, mode and culture to build a new team of employees, explore new markets to build a new school and transform the educational services which is composed of the mode, system, and curriculum of MLES into school-operating results.

#### Science teacher program for MLES graduates

The Group has strategic cooperation with Thompson Rivers University, University of Alberta and Lakehead University in Canada, and UniSA in Australia. Every year, a certain number of outstanding MLES graduates are selected to study education majors in these universities, and return to MLES to teach after obtaining Canadian or Australian teacher certification, enjoying the treatment the same as foreign teachers. At the same time, MLES also provides internship and job opportunities for outstanding graduates majoring in education from these Universities.

#### Induction training via video

The induction training for this school year adopts "1+N" training form; "1" refers to the Group's use of video training to provide theoretical courses on Maple Leaf's development history, philosophy, culture, model, etc.; "N" refers to each school to provide trainings on campus development overview, workflow, job responsibilities and business knowledge.

### 3. CARING FOR TEACHERS AND STUDENTS TO CULTIVATE FUTURE TALENTS

Indicator	Unit	FY2022
Percentage of female employees trained	%	51
Average training hours of female employees	hour(s)/person	26
Percentage of male employees trained	%	53
Average training hours of male employees	hour(s)/person	36
Percentage of employees at the director level and above trained	%	53
Average training hours of employees at the director level and above	hour(s)/person	30
Percentage of supervisors and managers trained	%	47
Average training hours of supervisors and managers	hour(s)/person	71
Percentage of other employees trained	%	52
Average training hours of other employees	hour(s)/person	32

- #### Employee health and safety

The Group strictly complies with the Trade Union Law (《工會法》), the Law on Prevention and Control of Occupational Diseases (《職業病防治法》) and relevant laws and regulations of places where it operates, and has established internal systems such as the Work Safety Management System (《安全工作管理制度》) and the Campus Safety Management System (《校園安全管理制度》) to provide employees with specific guidelines. Meanwhile, the Group has established a full set of safety work management system in all aspects such as specific safety guidelines, aiming to prevent accidents and eradicate casualties, and has introduced reward and punishment and management accountability mechanisms, provided training and conducted regular safety inspections.

The Group engages psychological consultants for every campus to provide psychological health lecture and offer psychological consultancy services for its employees. There are also nutritionists engaged in the canteens to provide nutritious catering for employees. Stadium and sports equipment of each campus are available to employees during a certain time period every day for free, thus to guarantee the physical and mental well-being of our staffs.

- #### Benefits and caring for employees

In terms of employee remuneration, the Group implements a performance-based appraisal system, which links employee remuneration with work performance meaning that more efforts are paid, more rewards are obtained. The establishment of an incentive mechanism linking the development of MLES's business and the staff's own interests fully mobilizes all employees of the Group to work in a proactive manner to facilitate the enhancement of the work quality. We have a remuneration incentive policy for MLES's famous teachers, teaching and the head of research group, business cadres and other outstanding staff in order to improve the competitiveness of Maple Leaf's salary, retain outstanding talents and attract more outstanding talents to join MLES.

We not only offer competitive remuneration packages to attract and retain talent, but also provide appropriate welfare policies to motivate our staff both in China and overseas. In addition to the benefits provided by the law, we will also provide international medical insurance for core management employees in need as well as a wide range of benefits other than those required by law, depending on the actual situation in each region, in order to take care of the personal needs and physical and mental development of our employees.

In terms of activities, the Group organizes the New Year's Party, the Teacher's Day, Christmas and other festive activities, as well as sports games, birthday parties, Sorority, visiting and offering support to employees in need, etc., which enriches employees' spare time while enhancing team cohesion. In addition to the celebration activities, the Group organizes awards ceremony every year to commend employees who have made outstanding contributions to the development of MLES, such as innovation awards in the fields of teaching, management, business and cooperation, outstanding teachers, outstanding employees, etc.

## 4. PROMOTION OF ENVIRONMENTAL PROTECTION FOR GREEN DEVELOPMENT

The Group always strictly complies with the relevant laws and regulations, such as the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》) to identify and analyse the emissions generated during operation and the type of resources used, so as to strategically conduct management, reduce emission, improve the efficiency of resource use and achieve green operation. During the reporting period, the Group was not involved in any litigation or being imposed of any material penalty owing to any violation of laws and regulations relating to environmental protection.

### 4.1 SPREADING THE IDEA OF "GO GREEN"

MLES emphasizes on spreading the idea of "go green", and each school integrates the concept of green life into its daily teaching and puts environmental practices into campus life, thus cultivates students' environmental protection awareness and habits. During the reporting period, we promoted the idea of "go green" mainly through conducting environmental protection education and leading students to participate in public welfare activities.

Each school combines green concept with basic courses, and thus students could be influenced by the idea of "go green" unconsciously in a positive way during their daily study. In the meantime, teachers lead students to actively participate in various public welfare activities for environmental protection, to make contribution to ecological environment improvement.

#### Case: The "Green Committee" promotes sustainable environmental development

Maple Leaf Foreign Nationals School-Dalian (MLFNS-D) established the "Green Committee" and organized the "Sowing Greenness" activity. Students, teachers, families and other community members joined together to improve the community's awareness of the environment and achieve the goal of environmental sustainability.



#### Case: Dalian High School design green thematic course

Dalian High School has designed a green-related thematic leadership course involving waste emissions and greenhouse gas emissions as a means to develop students' awareness of environmental protection, knowledge of sustainable development and promotion of green and low-carbon living.



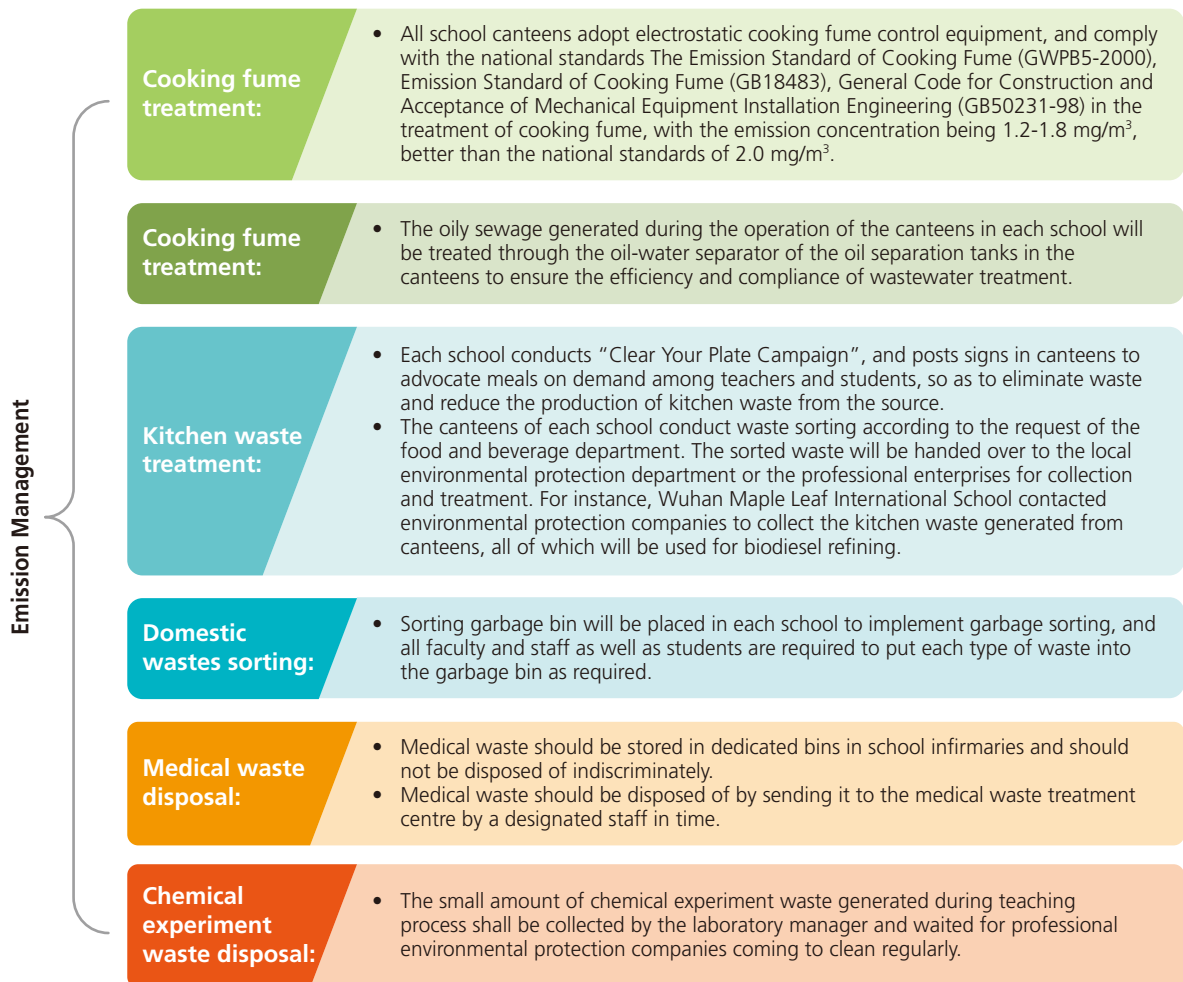
## 4.2 STICKING TO LOW-CARBON DEVELOPMENT

Climate change is a topic of global concern, and reducing carbon emissions and actively responding to climate change are key issues that we must face in our future development.

In the course of the Group's operation, the main emissions are greenhouse gases, the main wastes are kitchen waste and domestic waste, the main resources used are electricity, water, natural gas, diesel, liquefied petroleum gas, gasoline and purchased heat, and the main packaging materials used are plastic packaging bags, cartons and bottle preforms. For the current situation of the Group, we will try to reduce our carbon emission and resources consumption from the following two aspects.

- **Energy conservation and emission reduction**

The Group's management on emissions, wastes and use of resources is relatively flexible. After delineating the working direction by the headquarters, each school will formulate corresponding system for campus management according to its own condition, such as: water and electricity conservation, vehicle use management, etc.





## 4. PROMOTION OF ENVIRONMENTAL PROTECTION FOR GREEN DEVELOPMENT

### Resource Conservation

#### Paper conservation

- Advocate the transmission of messages by electronic way, and printing and copying only when necessary and double-sided printing and copying are advised.
- Collect envelopes and single-side waste paper for internal reuse and collect residual art paper after class for use next time.
- Schools have special place for waste paper and express package recycling.

#### Electricity conservation

- Regulate the use of air conditioner, for example, in the Jinan campus, it is advisable to turn on the air conditioner at 26°C (the national green energy-saving temperature).
- Heating for warming will be adopted to avoid air conditioner.
- Doors and windows shall be closed when air conditioner is on, to avoid unnecessary consumption of energy.
- Check the air conditioner and turn it off before leaving school.
- Put up electricity saving signs in the office and classrooms to remind teachers and students to shut down power when leaving school.
- Janitors and security guards are required to turn off lights timely in places where no one is found during their daily routine and patrol.

#### Water conservation

- All the canteens of each school use water-saving faucets, and in the renovation of other areas, water-saving faucets shall be installed to improve water use efficiency.
- Water conservation propaganda and education is carried out to students and signs of water conservation are posted everywhere in school, to request faculty and staff to take the lead and save water and cultivate students' awareness of water conservation.
- Water equipment shall be checked and maintained regularly to prevent the waste of water resource due to equipment failure.
- Water reuse is encouraged to improve water use efficiency. For instance, Dalian Maple Leaf Foreign Nationals School collected condensed water of air conditioner to irrigate plants.



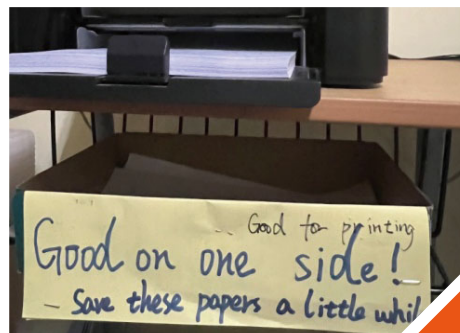
Domestic wastes sorting



Targeted collection of medical waste



Set up paper recycling points and support duplex printing



## 4. PROMOTION OF ENVIRONMENTAL PROTECTION FOR GREEN DEVELOPMENT

- **Environmental performance display**

Indicator	Unit	FY2022
<b>Greenhouse gas emissions</b>		
Total greenhouse gas emissions (Scope 1 + Scope 2)	tCO <sub>2</sub> e	14,250
Greenhouse gas emissions per RMB million revenue	tCO <sub>2</sub> e/RMB million	14.40
Scope 1: Greenhouse gas emissions from direct emission sources	tCO <sub>2</sub> e	4,200
Scope 2: Greenhouse gas emissions from indirect emission sources	tCO <sub>2</sub> e	10,050
<b>Discharge of waste</b>		
Disposal of kitchen waste	kg	200,940
Disposal of kitchen waste per RMB million revenue	kg/RMB million	203.01
<b>Use of resources</b>		
Total electricity purchased	kWh	14,226,167
Purchased electricity consumption per RMB million revenue	kWh/RMB million	14,372.84
Total water consumption	tons	461,974
Water consumption per RMB million revenue	tons/RMB million	466.74
Total natural gas consumption	m <sup>3</sup>	1,820,302
Natural gas consumption per RMB million revenue	m <sup>3</sup> /RMB million	1,839.07
Total diesel consumption	litre	120
Diesel consumption per RMB million revenue	litre/RMB million	0.12
Total liquefied petroleum gas consumption	kg	172.57
Liquefied petroleum gas consumption per RMB million revenue	kg/RMB million	0.17
Total gasoline consumption	litre	13,006
Gasoline consumption per RMB million revenue	litre/RMB million	13.14
Total heat outsourced	million kJ	16,225
Outsourced heat consumption per RMB million revenue	million kJ/RMB million	16.39
Total comprehensive energy consumption	tce	4,938
Comprehensive energy consumption per RMB million revenue	tce/RMB million	4.99
<b>Use of packaging materials</b>		
Total amount of packaging materials used	tons	5.20
among which: plastic bags	tons	1.41
cartons	tons	2.89
bottle preforms	tons	0.9
Packaging materials consumption per RMB million revenue	tons/RMB million	0.01

## 4. PROMOTION OF ENVIRONMENTAL PROTECTION FOR GREEN DEVELOPMENT

- Notes:
1. Unless otherwise stated, the above environmental data covers data for office premises of MLES Group headquarters, all campus, Maple Leaf Spring and Maple Leaf Red Garment Factory;
  2. Packaging materials consumption mainly refers to consumption of packaging materials by Maple Leaf Spring and Maple Leaf Red Garment Factory;
  3. Emissions and energy consumption per RMB million revenue are both calculated by the following formula: total emissions and energy consumption/revenue (in RMB million). The revenue of Maple Leaf Education Systems Limited for the FY2022 was RMB989.80 million;
  4. The GHG emission calculation method refers to the GHG Accounting System Enterprise Accounting and Reporting Standard 2012 (Revised Edition); the grid emission factors used for the Scope 2 calculation refer to the China's power supply emission factor from the Enterprise GHG Emission Accounting Methodology and Reporting Guidelines for Power Generation Facilities (Revised Edition 2022) (《企業溫室氣體排放核算方法與報告指南發電設施(2022年修訂版)》) published by the Ministry of Ecology and Environment;
  5. The comprehensive energy consumption conversion coefficient for standard coal is derived from Comprehensive Energy Consumption Calculation Principle (《綜合能耗計算通則》) (GB/T 2589-2008).

### Environmental goal display:

Greenhouse Gas emission goals	Carbon emissions generated in the operation process will be identified and analyzed. Measures including paperless education will be taken to achieve green operations. Take FY2021 as the base year, it is expected that greenhouse gas emissions per RMB1 million of revenue will be further reduced by the period from 1 September 2025 to 31 August 2026 ("FY2026")
Energy consumption goals	Priorities will be given to saving energy and reducing energy consumption. Measures include energy conservation and transformation in schools, such as time control management in electricity, use of energy-saving lamps and operation of air conditioners, green office, as well as green mobility. Take FY2021 as the base year, it is expected that energy consumption per RMB1 million of revenue will be further reduced by FY2026
Water consumption goals	Efforts will be made to save and protect water resources. Water use efficiency will be improved by taking water-saving measures, regularly checking whether there is a pipeline leakage, installing water-saving faucets, raising water conservation awareness, etc. Take FY2021 as the base year, it is expected that water consumption per RMB1 million of revenue will further decline by FY2026
Hazardous waste goals	Hazardous waste* will be continuously disposed of in 100% compliance with regulations by FY2026
Non-hazardous waste goals	Actions including the Clean Plate campaign will be taken to reduce food waste. Take FY2021 as the base year, it is expected that food waste generation per RMB1 million of revenue will further decline by FY2026

\* Hazardous waste mainly refers to a small amount of medical waste generated at school infirmaries and a small amount of laboratory waste generated at school laboratories. The current emission of hazardous waste is very low and is handled by the third party, hence it is disregarded in this report.

## 5. DEDICATION TO THE COMMUNITY TO CREATE A HARMONIOUS AND LOVING ENVIRONMENT

### 5.1 PROMOTION OF PUBLIC WELFARE

The Group actively carried out various public welfare activities, and transmit students the meaning of social responsibility while helping groups in difficulties. We wish students could care for the public welfare in the future and proactively shoulder the social responsibility.

#### Case: Garage Sale Activity in Maple Leaf Foreign National School - Dalian

MILFS-D held a Garage Sale activity. Each class had its own booth and goods for charity sales. All proceeds raised from the charity bazaar were donated to the Dalian Hope Project. Each small act of kindness of the children embodies the Care Share Dare.



## 5. DEDICATION TO THE COMMUNITY TO CREATE A HARMONIOUS AND LOVING ENVIRONMENT

### 5.2 DEDICATION TO VOLUNTEER ACTIVITIES

The Group encourages the faculty and staff as well as students to participate in volunteer activities. As for students, participating in volunteer activities not only serves the society, creates value, but also an important way to experience social life before entering society. Maple Leaf hopes students could improve their personal moral cultivation and quality through those volunteer activities.

#### Case: “Visiting the People, solving the Difficulties of the People” Thematic Activities in Tianjin Maple Leaf Kindergarten

In order to promote the traditional virtues of alleviating poverty and helping others, and caring for the underprivileged with practical actions, Tianjin Tai Da Maple Leaf Kindergarten launched a thematic activity on “visiting the people, solving the difficulties of the people”. The children were guided by their teachers to understand that there are still people in our society who are living in difficulties which need a helping hand to overcome the difficulties together. The children went out into the community with their prepared entertainment and the refreshments prepared by their teachers to bring a touch of warmth to those around them.





## OUTLOOK

In the future, MLES will pursue sustainable development, by assuming its social responsibility to contribute to the society, while promoting business growth and innovation.

The Group will continue to focus on the development of high schools that offer the World School Programme and expand online education, offering World School Program, English as a second language ESL curriculum and Chinese as a second language CSL curriculum as well as certificate examination training or other new educational products to domestic and overseas learners. With our unique consul system, process evaluation system, world school programme, professional and thoughtful international education services, international education exhibition, and “dual exit” of graduates from home and abroad as well as other integrated advantages, we are constantly exploring and innovating to cultivate elite talents with outstanding results. Youthful students are gathered at Maple Leaf to build up their aspirations and venture out into the world.

MLES will be committed to fulfilling its social responsibilities, adhering to business compliance by caring for the development of its staff, promoting the concept of green development and implementing low-carbon operations. We will actively assume responsibility with its own practice to share the fruits of development with society while pursuing our own economic benefits.

# ESG INDEX

Aspect	Content	Disclosure Status
A1 Emissions	General Disclosure	
	Information on:	
	(a) the policies; and	P22
	(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 wastes.	
	A1.1 The types of emissions and respective emissions data.	P25
	A1.2 Direct (Scope 1) and indirect energy (Scope 2) greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	P25
	A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	P25, P26
	A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	P25
	A1.5 Description of emissions target(s) set and steps taken to achieve them.	P26
	A1.6 Description of how hazardous and non-hazardous wastes are handled and a description of reduction target(s) set and steps taken to achieve them.	P26

Aspect	Content	Disclosure Status
A2 Use of resources	General Disclosure	
	Policies on the efficient use of resources, including energy, water and other raw materials.	P22
	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).	P25
	A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	P25
	A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	P26
	A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, and water efficiency target(s) set and steps taken to achieve them.	P26
	A2.5 Total packaging materials used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	P25
A3 The Environment and Natural Resources	General Disclosure	
	Policies on minimizing the issuer's significant impact on the environment and natural resources.	P22
	A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	P22
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.	P23
	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.	P23



Aspect	Content	Disclosure Status
B1 Employment	General Disclosure	
	Information on:	
	(a) the policies; and	P19-20
	(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.	
	B1.1 Total workforce by gender, employment type (e.g. full-time or part-time), age group and geographical region.	P19
B1.2 Employee turnover rate by gender, age group and geographical region.	P19	
B2 Health and Safety	General Disclosure	
	Information on:	
	(a) the policies; and	P21
	(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.	
	B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	P19
B2.2 Lost days due to work injury.	P19	
B2.3 Description of occupational health and safety measures adopted, how they are implemented and monitored.	P21	
B3 Development and Training	General Disclosure	
	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	P20
	Notes: Training refers to vocational training. It may include internal and external courses paid by the employer.	
	B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	P21
	B3.2 The average training hours completed per employee by gender and employee category.	P21

Aspect	Content	Disclosure Status
B4 Labour Standards	General Disclosure	
	Information on:	
	(a) the policies; and	P20
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	
	B4.1 Description of measures to review employment practices to avoid child and forced labour.	P20
B4.2 Description of steps taken to eliminate such practices when discovered.	The Company is exposed to lower risk in employing any child or forced labour, and there is no necessity to put in place remedial measures in case of irregularities.	
B5 Supply Chain Management	General Disclosure	
	Policies on managing environmental and social risks of the supply chain.	P17
	B5.1 Number of suppliers by geographical region.	P17
	B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	P17
	B5.3 Description of practices relating to identifying environmental and social risks along the supply chain, how they are implemented and monitored.	P17
	B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, how they are implemented and monitored.	P17

Aspect	Content	Disclosure Status
B6 Product Responsibility	General Disclosure	
	Information on:	
	(a) the policies; and	P14-15
	(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.	
	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Based on the nature of the Company's business, it does not involve recycling for safety and health reasons.
	B6.2 Number of products and service-related complaints received and how they are dealt with.	P16
	B6.3 Description of practices relating to observing and protecting intellectual property rights.	P8
B6.4 Description of quality assurance process and recall procedures.	Not involved	
B6.5 Description of consumer data protection and privacy policies, how they are implemented and monitored.	P14	
B7 Anti-corruption	General Disclosure	
	Information on:	
	(a) the policies; and	P7
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	
	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.	P7
	B7.2 Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	P7
B7.3 Description of anti-corruption trainings provided for directors and staff.	P7	

Aspect	Content	Disclosure Status
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.	P27-28
	B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	P27-28
	B8.2 Resources contributed (e.g. money or time) to the focus areas.	P27-28

# FEEDBACK FORM

Thank you for reading the Environmental, Social and Governance Report of the Group for FY2022. In order to provide you and other stakeholders 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 on the report, you may:

Mail to: No. 13, Baolong First Road, Baolong Community, Longgang District, Shenzhen, Guangdong Province, China  
Postal code: 518116  
Email to: ir@mapleleaf.net.cn

1. What kind of stakeholders are you?
- |               |                         |                |                     |
|---------------|-------------------------|----------------|---------------------|
| A. Government | B. Regulatory Authority | C. Shareholder | D. Customer         |
| E. Employee   | F. Supplier and Partner | G. Community   | H. Public and Media |

2. Do you think whether this report has fully satisfied your expectations?

A. Yes                      B. If not, what other expectations do you have?

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

A. Yes                      B. If not, what other expectations do you think were not responded well?

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4. Do you think the content and layout design of this report are reader friendly?

A. Excellent                      B. Good                      C. Fair                      D. Poor

5. What other opinions and suggestions do you have on our ESG works and this report?
- 

Thanks again for your participation!



China Maple Leaf Educational Systems Limited  
**中國楓葉教育集團有限公司\***

(Incorporated in the Cayman Islands with limited liability)  
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