



Stock Code : 1593

Environmental, Social and Governance Report 2024



CONTENTS

About the Report	03
Reporting Scope	03
Reporting Standard and Principles	03
Data Sources and Approval	03
Opinion and Feedback	03
Steady and Long-Term Top-level Design	04
Statement of the Board of Directors	04
Stakeholder Engagement	05
Materiality Assessment	06
Compliant and Efficient Corporate Governance	08
ESG Risk Management	08
Compliance Management	08
Intellectual Property Management	10
Anti-corruption and Anti-Bribery	10
Diverse and Positive Workplace Creation	11
Employment Management	11
Building an Open Communication Mechanisms	12
Encouraging Continuous Learning and Development	13
Ensuring Occupational Health And Safety	14
Work-Life Balance	14



Positive and Healthy Campus Operations	15
Enhancing Education Quality and Learning Experience	15
Ensuring Campus Health and Safety	18
Digitization in Building Smart University	20
Protecting Data Privacy and Intellectual Property	21
Supply Chain Management	21
Building Virtue and Giving Back to the Community	21
Active Charitable Donations	22
Supporting Local Education and Healthcare	22
Charity Bazaar Warms Up Community	23
Respect and Help the Aged	24
Volunteer Activities to Participate in Building Green City	24
Sustainable Environmental Management	25
Climate Change Management	25
Carbon and Air Emissions	26
Waste Management	27
Energy and Natural Resources Management	27
Appendix	29
Performance Data	29
Environmental Performance	29
Social Performance	31
ESG Reporting Guide Content Index	34

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ABOUT THE REPORT

Chen Lin Education Group Holdings Limited (the “**Company**”) and its Consolidated Affiliated Entities (collectively “**the Group**”, “**we**”, “**us**”, “**our**”) are pleased to share this year’s Environmental, Social and Governance (“**ESG**”) Report, which outlines the Group’s ESG policies, practices and performances for the financial year from 1 September 2023 to 31 August 2024 (“**the reporting period**”). The ESG Report is available in both Chinese and English and can be accessed on the websites of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) and the Company.

Reporting Scope

This report is in line with the previous ESG Report and focuses the principal business operations on providing comprehensive educational services of the Company and its Consolidated Affiliated Entities, namely Jiangxi Institute of Applied Science and Technology (“**JXIAS**”), Jiangxi College of Arts and Sciences Technicians (“**Jishi College**”), Guizhou Vocational College of Industry and Trade (“**Guizhou College**”) and Zhengzhou Airport Economy Zone Chen Lin High School (“**Chen Lin High School**”), which are four schools owned by the Group as of 31 August 2024.

Reporting Standard and Principles

This report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) set out in Appendix C2 to The Rules Governing the Listing of Securities (the “**Listing Rules**”) on the Stock Exchange. The report follows four fundamental reporting principles set out in the ESG Reporting Guide:

Materiality	Materiality assessment is conducted through stakeholder questionnaire to identify material issues to the Group, which forms the basis of report framework and key disclosures.
Quantitative	Quantitative data of key performance indicators (“ KPIs ”) are disclosed where feasible with appropriate comparison across previous years. Standards, methodologies and/or assumptions derived for the calculation are stated in the report.
Balance	Information is disclosed in an objective manner as far as possible to provide an unbiased overview of the Group’s overall ESG performance.
Consistency	KPIs are measured and calculated according to consistent methodologies unless otherwise specified for disclosure and comparison of ESG performance.

Data Sources and Approval

Sources of data adopted in this report include the relevant internal statistical statements, administrative documents and reports of the Group. Our Board and senior management team have approved this report and guaranteed that this report is free of any false information, misrepresentation or major omissions.

Opinion and Feedback

The opinions and views of stakeholders are crucial for continuous improvement in the Group’s ESG performance and business. If you have any questions or feedback on this ESG Report, please contact us by:

Email: chenlinedu_ir@163.com

Official Website: www.chenlin-edu.com

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

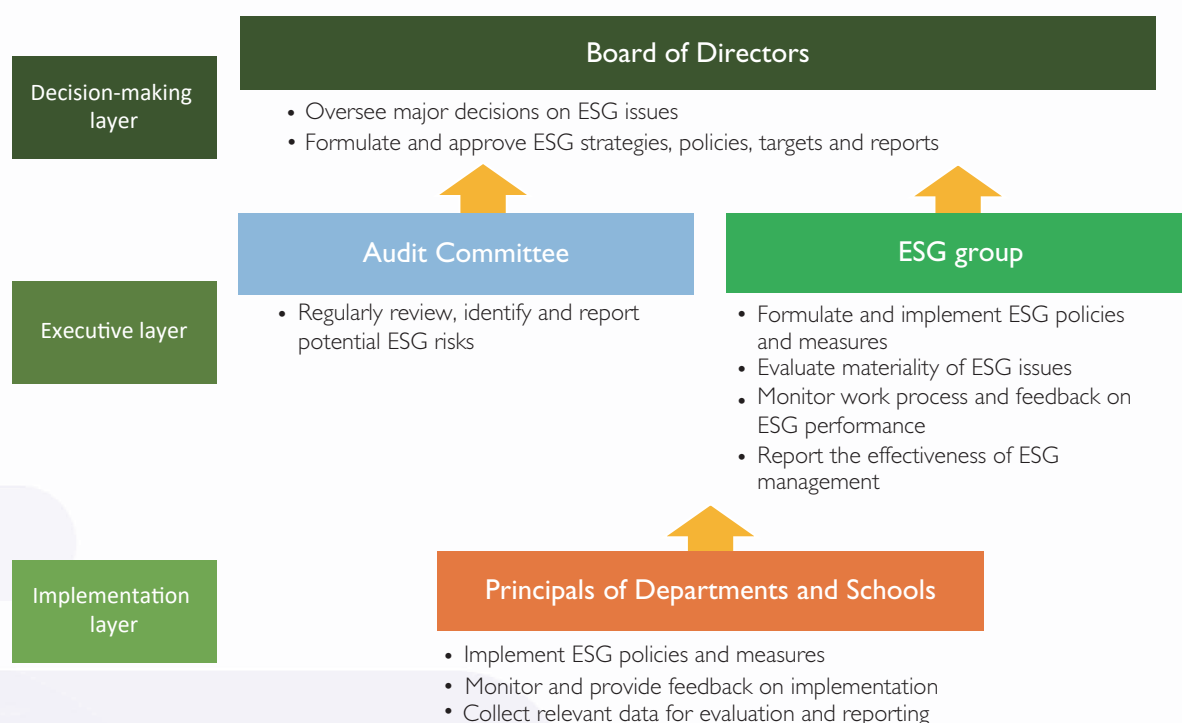
STEADY AND LONG-TERM TOP-LEVEL DESIGN

Statement of the Board of Directors

The Group is fully aware that a sound and effective top-level design for Environmental, Social and Governance (ESG) is fundamental to ensuring strong operational performance and formulating the direction and strategy for the Group's long-term development. Therefore, the Group's ESG efforts are subject to comprehensive oversight by the Board of Directors, which is responsible for making and approving major decisions, strategies, policies, and objectives, as well as approving the annual ESG report. Details regarding specific target setting can be found in the relevant sections of each chapter.

Under the leadership of the Board of Directors, the Group has established a three-tier ESG system consisting of the decision-making layer, executive layer, and implementation layer, with the goal of creating a comprehensive and efficient ESG management mechanism. The ESG group, specially established by the Group, is responsible for managing stakeholder responses, assessing relevant issues, determining their significance and priority, formulating and implementing specific policies and measures, monitoring the implementation of tasks at the operational level, providing feedback on the Group's ESG performance, and reporting on the effectiveness of ESG initiatives, ensuring that the Board makes informed decisions. Additionally, the management team maintains close communication with the ESG group to ensure that ESG issues receive adequate attention and are properly incorporated into the Group's overall strategy.

In the future, the Group will further strengthen the review and evaluation of its ESG performance, enhance the formulation of related strategies and policies, and comprehensively consider the demands of stakeholders, regulatory policies, and the Group's own development needs. The Group will refine and adjust its target-setting processes to ensure that sustainable development is fully integrated into decision-making and day-to-day operations.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

STAKEHOLDER ENGAGEMENT

Stakeholder engagement is crucial when identifying and managing issues that are of significance to improving the Group's ESG performance and business practices. The Group regularly engages its stakeholders through multifarious communication channels to understand their needs and priorities and identify areas for improvement.

Key stakeholder groups	Focus areas	Communication channels
Investors/shareholders	<ul style="list-style-type: none"> Stable investment returns Compliance operation and management Sustainable development and risk control 	<ul style="list-style-type: none"> General meeting Announcements, news release and periodic reports Investor relations roadshow, enquiry hotline and email Corporate website
Teachers/Employees	<ul style="list-style-type: none"> Strengthen teachers' professional skills Improve employee benefits Safeguard occupational health and safety Promotion and development Improve the teaching/working environment 	<ul style="list-style-type: none"> Regular meetings Training and staff activities Evaluation Internal exchange forum WeChat and email direct communication channel
Students/parents	<ul style="list-style-type: none"> Teaching quality Campus life and social practice School safety and physical and mental health guarantee Career path after graduation 	<ul style="list-style-type: none"> Regular class meetings Satisfaction surveys WeChat and email direct communication channel Enquiry hotline
Government and regulatory institutes	<ul style="list-style-type: none"> Observe laws and regulations Legal and compliance operation and management Legitimately tax 	<ul style="list-style-type: none"> Government communication Periodic reports Irregular inspections
Suppliers/partners	<ul style="list-style-type: none"> Fair competition and dealing Dealing with integrity Mutual benefit and long-term cooperation Product quality assurance 	<ul style="list-style-type: none"> Regular reviews and assessments Site visits Exchange meetings Continuous direct communication
Community public	<ul style="list-style-type: none"> Community fusion Public welfare projects Community return 	<ul style="list-style-type: none"> Community and public welfare activities, sponsorship and donation Corporate website Enquiry hotline

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

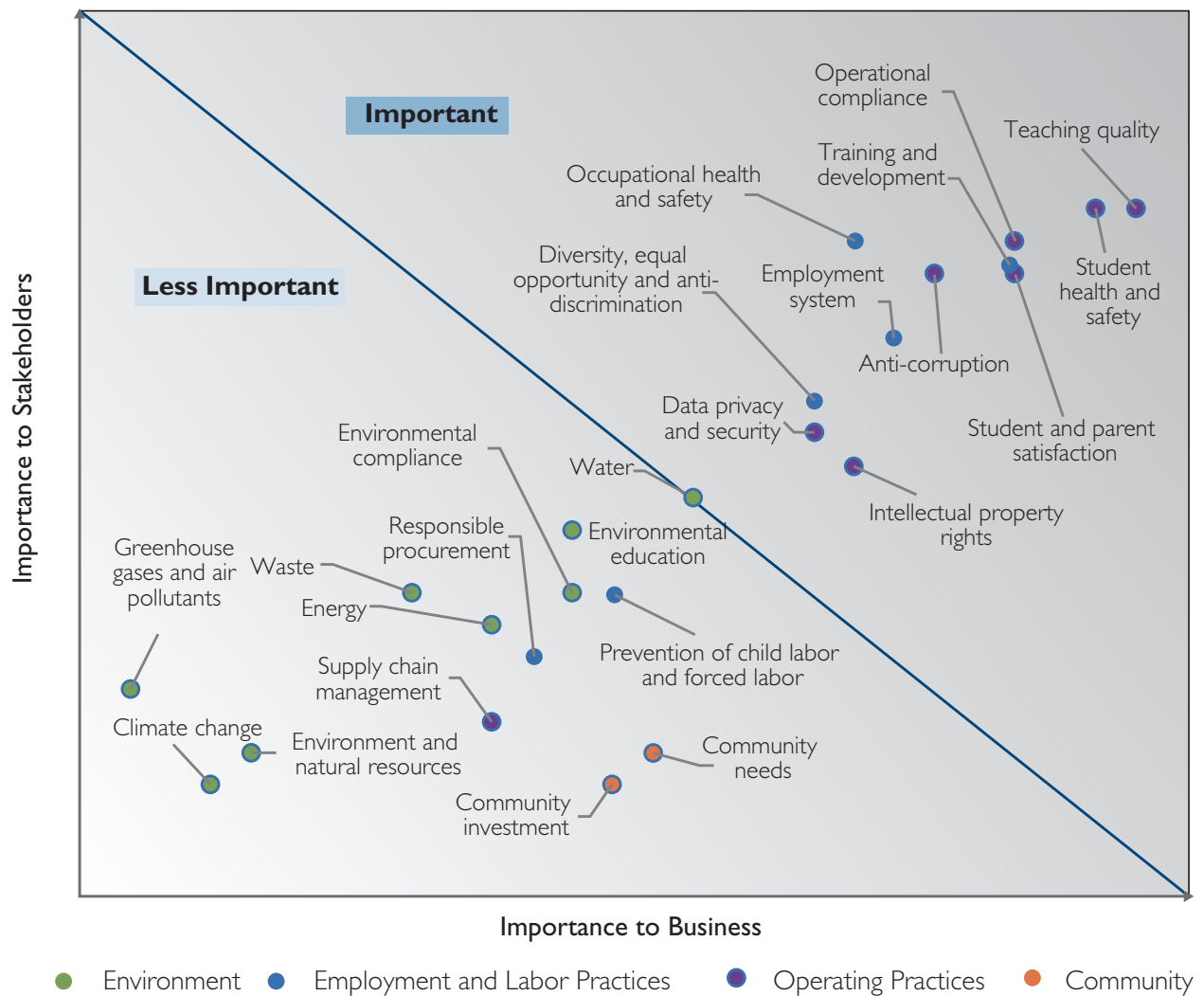
MATERIALITY ASSESSMENT

During the reporting period, the Group conducted a materiality assessment with the assistance of an independent consultancy based on stakeholder feedback and an analysis of its operational status to identify ESG issues that are important to its stakeholders and business.

- | | |
|-----------------------------------|---|
| 1. Identify relevant ESG issues | • 24 relevant ESG issues, covering “Environment”, “Employment and Labor Practices”, “Operating Practices” and “Community”, were identified by reviewing the ESG Reporting Guide, past engagement results and market trends. |
| 2. Collect stakeholders' feedback | • A stakeholder survey was distributed and collected from the Board and senior management for analysis. |
| 3. Determine material ESG issues | • A materiality matrix was developed based on the survey results. 11 out of 24 issues were prioritized as material issues. |
| 4. Validation | • The results of materiality assessment were presented to the Board and senior management for review and confirmation. 11 issues were validated as material ESG issues for the Group to address and report on. |

Based on the results of the materiality assessment, the Group has outlined 24 ESG issues in the matrix, with dimensions of importance to the business and importance to stakeholders. Among them, 11 issues in the top-right quadrant are classified as material issues. In the future, the Group's Board of Directors and management will further refine and enhance relevant sustainability strategies based on the materiality assessment results. Additionally, the Group plans to expand the coverage of stakeholders in the survey to understand and meet their needs more comprehensively.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

COMPLIANT AND EFFICIENT CORPORATE GOVERNANCE

ESG Risk Management

The Group's Board of Directors is fully responsible for maintaining a sound risk management and internal control system, reviewing, supervising, and monitoring the effectiveness of these systems, as well as managing the overall risks of the Group (including ESG risks). The Group also focuses on matters related to board diversity and plans to further consider factors such as gender, age, industry background, and professional experience when evaluating new board members in the future.

Under the authority of the Board of Directors, the Audit Committee is responsible for overseeing the Company's compliance with ESG-related laws, industry standards, and regulatory requirements. It regularly identifies and reports to the Board on potential risks covering financial, operational, compliance, and governance aspects, especially those that could have a significant impact on the Company's financial position, reputation, or long-term sustainability. This is to ensure that appropriate preventive and control measures are taken.

The Group will continue to explore ESG risks that are relevant to its business operations and enhance the identification and management systems of such risks. For more details of the Group's internal controls and risk management, please refer to P. 38–39 of the Annual Report.

Compliance Management

The Group strictly adheres to ethics and integrity and is committed to ensuring that its operations comply with all relevant laws and regulatory requirements, in order to prevent administrative and financial penalties as well as damage to its reputation due to non-compliance.

Aspects	Laws and regulations that have a Material impact on the Group	Compliance
Industry	<ul style="list-style-type: none">Education Law of the PRC (《中華人民共和國教育法》)Law of the PRC on the Promotion of Privately-run Schools (《中華人民共和國民辦教育促進法》)Higher Education Law of the PRC (《中華人民共和國高等教育法》)	During the reporting period, there were no violations of relevant laws and regulations that had a material impact on the Group.
Environment	<ul style="list-style-type: none">Environmental Protection Law of the PRC (《中華人民共和國環境保護法》)Environmental Impact Assessment Law of the PRC (《中華人民共和國環境影響評價法》)Energy Conservation Law of the PRC (《中華人民共和國節約能源法》)	During the reporting period, there were no violations of relevant laws and regulations that had a material impact on the Group.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Aspects	Laws and regulations that have a Material impact on the Group	Compliance
Employment	<ul style="list-style-type: none"> Labor Law of the PRC (《中華人民共和國勞動法》) Labor Contract Law of the PRC (《中華人民共和國勞動合同法》) Teachers Law of the PRC (《中華人民共和國教師法》) Regulation on Training Work for Teachers of Higher Education Institutions (《高等學院教師培訓工作規程》) 	During the reporting period, there were no violations of relevant laws and regulations that had a material impact on the Group.
Health and safety	<ul style="list-style-type: none"> Regulation on Work Injury Insurance (《工傷保險條例》) 	During the reporting period, there were no violations of relevant laws and regulations that had a material impact on the Group.
Labour standards	<ul style="list-style-type: none"> Provisions on the Prohibition of Using Child Labor (《禁止使用童工規定》) Special Provisions on Labor Protection of Female Employees (《女職工勞動保護特別規定》) 	During the reporting period, there were no violations of relevant laws and regulations that had a material impact on the Group.
Product responsibility	<ul style="list-style-type: none"> Consumer Protection Act of the PRC (《中華人民共和國消費者權益保護法》) Fire Protection Law of the PRC (《中華人民共和國消防法》) Food Safety Law of the PRC (《中華人民共和國食品安全法》) Regulation on Hygiene Administration of School Canteens and Collective Dining of Students (《普通高等學院食堂安全工作指南》) Guidelines for Canteen Safety of Higher Education Institutions (《學院食堂及學生集體用餐衛生管理規定》) Intellectual Property Law of the PRC (《中華人民共和國知識產權法》) Trademark Law of the PRC (《中華人民共和國商標法》) Advertisement Law of the PRC (《中華人民共和國廣告法》) 	During the reporting period, there were no violations of relevant laws and regulations that had a material impact on the Group.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Aspects	Laws and regulations that have a Material impact on the Group	Compliance
Anti-corruption	<ul style="list-style-type: none"> Company Law of the PRC (《中華人民共和國公司法》) Anti-laundering Law of the PRC (《中華人民共和國反洗錢法》) Anti-unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》) 	During the reporting period, there were no violations of relevant laws and regulations that had a material impact on the Group.

The Group has established a comprehensive governance structure, with clearly defined responsibilities and authority, as well as employee manuals to ensure the maintenance of an effective internal control system. Each institution has also appointed personnel responsible for monitoring ongoing compliance with the relevant laws and regulations of the People's Republic of China ("China") governing business operations, and for tracking the implementation of any necessary measures.

Intellectual Property Management

The Group actively monitors and respects the intellectual property rights of others, strictly adhering to the requirements of relevant laws and regulations. Each institution is required to purchase and use authorized textbooks and related reference materials, and to obtain teaching and research data through legal channels, ensuring proper intellectual property management.

Anti-corruption and Anti-Bribery

The Group adheres to the principles of integrity and honesty, committing to conduct business in an honest and ethical manner. The Group maintains a zero-tolerance policy toward any form of corruption or bribery. The ethical standards and integrity requirements are clearly outlined in the Employee Handbook (《員工手冊》), and all directors and employees are required to comply with these guidelines.

In terms of procurement management, the Group requires members of the decision-making management body, as well as the key responsible persons in finance, procurement, and assets, to sign the Conflict of Interest Commitment Letter. This ensures that the procurement process does not involve any potential illegal activities or violations of fair competition principles. Additionally, the Group also includes integrity clauses in supplier agreements and conducts strict reviews.

To promote business integrity, employees are encouraged to report any suspected misconduct or malpractice to the human resources department of the head office. All reports are handled by designated personnel, and strict confidentiality procedures are followed to protect the whistleblower's identity and the content of the report. The reported cases will be assessed and verified, and appropriate actions will be taken in accordance with company regulations to determine the necessary corrective measures.

The Group organizes anti-corruption training for Directors on an annual basis. All employees and faculty receive fundamental training on the relevant laws and regulations to enhance their awareness. A moral risk assessment towards each position is conducted to identify positions that are easily exposed to moral hazards. Specific training is provided for employees of high-risk positions. For teaching positions, The Group has specifically arranged regular training on professional ethics and integrity for its staff, with the aim of continuously enhancing legal awareness among educators.

During the reporting period, the Group has not been involved in any litigation related to corruption or bribery.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

DIVERSE AND POSITIVE WORKPLACE CREATION

The cultivation of virtue and character is the foundation of an educational service enterprises' operations. Therefore, the Group is committed to building a high-quality faculty team, providing students with a comfort and high-quality learning experience, and cultivating the school's core competitiveness. In this regard, we continue to invest in creating an excellent school environment and providing employees with a workplace that is caring, fair, and offers diverse opportunities, enabling the realization of individual value.

Employment Management

The Group has developed and implemented the Labor Contract and Social Insurance Management Measures (《勞動合同和社會保險管理辦法》) to clarify legal and equal employment policies, and continuously reviews and improves them to protect employees' legal rights and interests. The Group explicitly prohibits any form of employment discrimination based on factors such as age, gender, ethnicity, or household registration, in order to create an inclusive and equal employment environment.

The Group specifies policies and measures related to compensation, dismissal, recruitment and promotion, working hours, holidays, anti-discrimination, and other benefits and welfare in the Employee Handbook, ensuring that employee management is conducted in accordance with regulations and is traceable. All employees sign labor contracts with the company based on legal, fair, equal, voluntary, and mutually agreed terms, clearly defining the employment conditions. In case of issues related to labor contracts, performance, promotions, or other employment matters, employees may contact the relevant human resources department or management to file complaints or reports. The Group will assign a dedicated person to communicate, resolve, and follow up on the matter based on the situation.

- | | |
|-------------------------------------|---|
| Remuneration and benefits | <ul style="list-style-type: none">• Implement the Detailed Rules for the Implementation of the Compensation Management Program and the Interim Measures for the Calculation of Salary Related to Classroom Assessments (《薪酬管理方案實施細則》《課堂考核有關薪酬計算的計算暫行辦法》) Establish a reasonable remuneration system that aligns with the development of the Group• Provide competitive welfare and benefits, such as payment of pension, medical, maternity and unemployment insurances and housing funds, birthday allowance, consolation money benefiting closed family members, physical check for significant abnormalities and reimbursement• Offer housing estates or apartments leased near campus sites to employees to reduce their commuting time |
| Working hours and leave arrangement | <ul style="list-style-type: none">• Issue the Regulations on Attendance, Assessment, and Leave Management for Faculty and Staff (《教職工考勤、考核、請銷假管理辦法》)• Stipulate the working days and time arrangement of employees• Apart from statutory holidays, employees are entitled to various paid leaves, such as annual leave, maternity leave and paternity leave |
| Recruitment and promotion | <ul style="list-style-type: none">• Formulate talent recruitment mechanism for setting out recruitment principles and selecting suitable high-quality talents, issue and implement the Interim Management Measures for the Introduction of High-Level Talent (《關於引進高層次人才的暫行管理辦法》)• Examine the documents and information of candidates during interviews and directly weed out those whose qualification or certificates are identified fake• Protect employees' rights to terminate their labor contracts through established procedures |

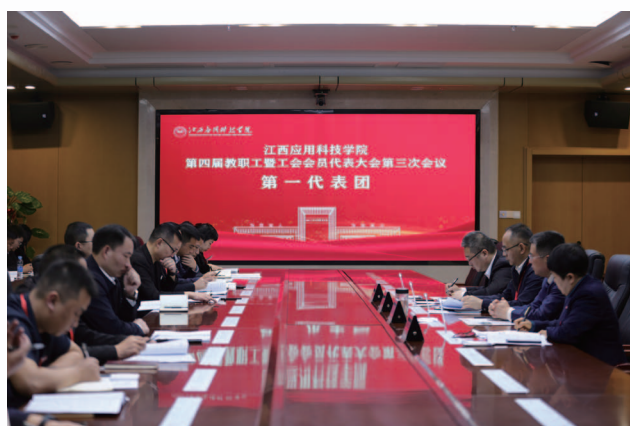
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Equal opportunity	<ul style="list-style-type: none"> Ensure impartial and equal promotion opportunities for each employee through administrative measures on performance incentives and evaluation of school operations and employees Implements annual performance evaluation system and issues the Notice on Annual Staff Performance Appraisal prior to the assessment (《年度教職員工考核工作的通知》)
Anti-discrimination and complaint system	<ul style="list-style-type: none"> Implement Administrative Measures on Labor Contracts and Social Insurance to protect employees from discrimination Complaints can be raised to the human resources department for which will be handled confidentially and evaluated by relevant officers to determine corresponding actions
Labor standards	<ul style="list-style-type: none"> Prohibit the hiring of child labor and forced labor through establishing a human resources management system Verify the identity of applicants during the recruitment process Regularly investigate the recruitment process and verify the age of employees Conduct investigation if any child labor or forced labor is found and undertake corrective actions

Building an Open Communication Mechanisms

Ensuring channels for employee feedback, promoting democratic communication, and fostering a positive work atmosphere are principles consistently upheld by the Group. During the reporting period, the Group communicated with employees through various channels such as the union representative congress and democratic discussion meetings, to understand employee needs and feedback, and to safeguard their rights and interests.

In March 2024, Jiangxi Institute of Applied Science and Technology held the third session of the fourth Staff and Union Representative Congress. The meeting reviewed the “President’s Work Report”, “Board of Supervisors’ Work Report”, “Financial Work Report”, and “Proposals Work Report”. All official representatives were divided into five groups to discuss and approve the “President’s Work Report” and the “Union Work Report”.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

In May 2024, Guizhou Vocational College of Industry and Trade held the first session of the second Staff Representative Assembly and first session of the first Union Member Representative Assembly. During the meeting, the “2023 Work Report of Guizhou Vocational College of Industry and Trade”, the “2023 Financial Work Report Guizhou Vocational College of Industry and Trade”, and the “Articles of Association of Guizhou Vocational College of Industry and Trade” were reviewed and approved. The meeting also elected members for the College’s Union Committee, Financial Review Committee, and Supervisory Board.



In September 2024, Jiangxi College of Arts and Sciences Technicians held a Teacher's Day seminar, with the participation of both school leaders and teachers. During the meeting, teacher representatives shared their reflections on their work, exchanged teaching methods and quality, and engaged in discussions on topics such as the professional meaning and value of teaching.



Encouraging Continuous Learning and Development

The Group values the development of teachers' professional abilities and has established a set of guidelines and measures to encourage employees to actively participate in title evaluations, professional technical qualification recognition, on-the-job academic advancement, and continuing education, with the aim of improving the overall quality and teaching standards of faculty members. We closely follow the reform of the professional technical title evaluation system for higher education institutions and, based on annual title and qualification recognition arrangements, promptly issue notifications such as the “Notice on Title Recognition Work”, “Notice on Teacher Professional Technical Qualification Evaluation”, and “Notice on Teacher Qualification Recognition in Higher Education Institutions” to ensure that employees are well-informed about the relevant information and arrangements.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Regarding employee training, the Group offers a variety of program options and conducts diversified training through a combination of pre-job training and school-based training, online and offline methods, self-study and group coaching, as well as research-based learning and practical job experience. The Group also encourages employees to pursue further education during their employment, and has implemented the "In-Service Teacher Degree (Qualification) Enhancement Program (Trial)," which outlines the system and procedures for employees' continuing education.

To facilitate learning and development, guidance and reviews are offered to assist faculty in developing teaching proposals and practicing teaching. Competitions, professional analyses and exchange activities are held among the schools to promote experience sharing. Teachers are selected to participate in special study and training programs organized by other institutes. Teachers are also encouraged to lead students in participating in technology and skills competitions, thus realizing aspects that can improve on in both teaching and learning.

For data of employment and training, please refer to the section "Performance Data — Social Performance".

Ensuring Occupational Health and Safety

The Group considers employees' health and safety as one of its top priorities. A variety of management procedures are formulated which outlines the management systems and guidelines on food hygiene, fire safety, security and healthcare. We provide employees with annual health check-up benefits and conduct psychological assessments to understand the mental health status of faculty and staff. For employees in need, we offer appropriate support and assistance.

To strengthen fire safety awareness and effectively implement the primary responsibility for fire safety, while gradually improving various fire safety measures, fire safety responsibility teams have been established at each campus. The Group's campuses have also implemented multiple safety measures to ensure the safety of faculty, staff, and students. For more details, please refer to the section "Ensuring Campus Health and Safety."

During the reporting period, there were no work injury incidents. There were no work-related fatalities recorded in the past three reporting years.

Work-Life Balance

To enhance the cohesion and sense of belonging among faculty and employees, the Group regularly organizes various sports and recreational activities, such as concerts, sports meetings, visits to historical sites, and social events, to enrich employees' leisure time and foster a positive and engaging work environment.



Co-hosting employee networking events with other organizations



Folk concert

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

POSITIVE AND HEALTHY CAMPUS OPERATIONS

The Group focuses on providing quality private higher education with the goal of cultivating applied talents and considers “realizing the growth and success of students” as its core function and aspiration on top of fulfilling the ethical standards in operations. The Group strives to provide comprehensive education solutions to students who are about to step into the society through delivering quality education, innovating future-oriented education model, enhancing education resources and learning experience.

Enhancing Education Quality and Learning Experience

To ensure teaching quality, the Group has issued and implemented management systems such as the “Regulations on Teaching Supervision (Trial)” and the “Interim Management Measures for Teaching Quality Monitoring and Assurance.” We have established a teaching management committee composed of educational experts, aiming to achieve high-quality education by enhancing teacher capabilities and professional development, as well as innovating training models. Teaching supervision and evaluation are regarded as vital components of the closed-loop management system for improving teaching quality. The Group has also set up a supervisory office for the Group’s institutions to monitor and evaluate teaching operations and provide practical suggestions.

The Jiangxi Provincial Department of Human Resources and Social Security issued a notice titled “Notice on Commending Individuals for Outstanding Performance in Education and Teaching Work at Technical Schools in the Province for 2024” (Gan Ren She Zi [2024] No. 199), which commends teachers and educators who are dedicated to technical education and have demonstrated outstanding performance in class management and educational work. Zhu Jing, the Director of the Academic Affairs Office at Jiangxi College of Arts and Sciences Technicians, has been recognized for her outstanding teaching performance, while Rao Huoping, the Deputy Director of the Engineering Department, has been recognized for his excellent performance as a class advisor.

江西省人力资源和社会保障厅

赣人社字〔2024〕199号

江西省人力资源和社会保障厅 关于表扬 2024 年全省技工院校教育教学 工作表现突出个人的通报

各设区市人力资源社会保障局，赣江新区社会发展局，省管技工院校：

根据《江西省人力资源和社会保障厅关于推荐表扬 2024 年全省技工院校教育教学工作表现突出个人的通知》（赣人社字〔2024〕113 号），经逐级推荐、资格审核、社会公示等环节，确定江西技师学院程华平等 70 名教师为教学工作表现突出个人，江西交通技师学院涂伟等 30 名教师为班主任工作表现突出个人。

现将获得表扬的教育教学工作表现突出个人名单通报给你们，

们，请各地各校大力宣传，引导广大技工院校教师奋勇拼搏、争创一流，形成尊师重教、教书育人的良好氛围。希望获得表扬的个人，谦虚谨慎，戒骄戒躁，再接再厉，不断取得新的成绩。全省技工院校教育教学工作者要坚持以习近平新时代中国特色社会主义思想为指导，坚决贯彻党的教育方针，落实立德树人根本任务，聚焦“作示范、勇争先、善作为”目标要求，凝心铸魂、潜心育人，充分展现新时代“四有”好老师的光荣形象，推动我省技工教育高质量发展，为奋力谱写中国式现代化江西篇章作出新的更大贡献。

附件：2024 年全省技工院校教育教学工作表现突出个人名单



（此件主动公开）

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

In terms of high school education, to strengthen home-school communication, enhance home-school cooperation, and gain a deeper understanding of students' growth environments, with the aim of promoting the overall development of students, during the reporting period, Zhengzhou Airport Economy Zone Chen Lin High School organized a summer home visit activity. This initiative was designed to strengthen communication with students' parents and create an open, inclusive, and supportive educational environment.



The Group actively collaborates with various parties to expand teaching service resources, improve educational quality, and assist students' future career path through government cooperation, school-enterprise partnerships, and the establishment of off-campus internship and training bases. By broadening employment channels and providing practical resources, the Group offers more comprehensive teaching services to students. As of the reporting period, Jiangxi Institute of Applied Science and Technology has developed a new model for industry-education integration in applied talent cultivation, characterized by the "Eight Commons": shared professional settings, joint curriculum development, co-authored textbooks, collaborative teaching, joint faculty training, co-built bases, shared employment support, and sharing of result.

The institute has achieved notable milestones, including two key laboratories in Nanchang, 45 projects under the Ministry of Education's industry-academia-research collaborative education program, 26 projects in the Ministry of Education's employment-oriented education program, two national-level science popularization education bases, and three provincial-level bases. It has also published 56 school-enterprise cooperative textbooks and developed 46 school-enterprise cooperation courses. One of the cases was recognized as a typical example by the Industry-Education Integration Professional Committee of the China Education Development Strategy Association.

To stimulate students' individuality and skill development, the institute encourages students to participate in innovation and entrepreneurship projects, guided by teachers. The institute also actively hosts and undertakes provincial and higher-level student competitions and promotes patent cultivation and application activities, thus opening up new channels for talent development through competitions.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



The 14th National College Student E-Commerce “Innovation, Creativity, and Entrepreneurship” Challenge Business To University To Consumer (BUC) Practical Competition National Final was held at Jiangxi Institute of Applied Science and Technology.

序号	学校名称	项目名称	获奖等级
253	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
254	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
255	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
256	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
257	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
258	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
259	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
260	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
261	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
262	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
263	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
264	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
265	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
266	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
267	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
268	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
269	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
270	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
271	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
272	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
273	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
274	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
275	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
276	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
277	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
278	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
279	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
280	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
281	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
282	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
283	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
284	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
285	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
286	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
287	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
288	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
289	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
290	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
291	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
292	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
293	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
294	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
295	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
296	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
297	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
298	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
299	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
300	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
301	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
302	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
303	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
304	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
305	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
306	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
307	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
308	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
309	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
310	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
311	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
312	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
313	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
314	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
315	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
316	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
317	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
318	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
319	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
320	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
321	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖
322	贵州工贸职业学院	智慧农业——A型农业系统的应用	三等奖

Guizhou Vocational College of Industry and Trade won 1 second prize, 4 third prizes, and 25 excellence awards at the provincial competition of the 14th “Challenge Cup” Entrepreneurship Plan Competition, with a total of 30 awards.

The Group values feedback from students, parents, and teachers and is committed to improving the satisfaction of teaching service quality. The Group actively gathers relevant information to assess and enhance school management. The Group continuously refines its mechanisms and guidelines for collecting, processing, and following up on feedback and suggestions. This includes providing direct communication channels such as Weibo, WeChat, and Feedback Channel for students, parents, and teachers. For the issues collected, the Group appoints relevant personnel to categorize and identify the responsible departments and individuals, who then distribute the tasks to the appropriate organizations for processing, with a set deadline for corrective actions.

During the reporting period, the Group did not receive any significant complaints regarding teaching services.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Ensuring Campus Health and Safety

Placing a priority on health and safety of students and teachers, the Group constantly monitors risk factors that adversely affect their physical and mental health. To prevent and minimize the risks of safety incidents, a series of safety management systems, guidelines and measures are formulated in the following areas, and regular safety inspections across campuses are conducted.

Food safety	<ul style="list-style-type: none">• Establish food safety system and the Guidelines and Measures on Food Safety Management (《食品安全管理準則與辦法》)• Supervise operations in canteens to ensure food hygiene from procurement and storage of raw materials, staff management, food sample retention to tableware disinfection
Fire safety	<ul style="list-style-type: none">• Formulate the College Fire Management System (《學院消防管理制度》) and the Fire Control Room Management System (《消防控制室管理制度》)• Established a fire safety responsibility team• Arrange security personnel to conduct inspections on campus every day• Perform special inspections on fire safety and equipment at key places such as dormitory, teaching and training buildings• Provide training on fire safety for students and employees• Toxic and inflammable chemicals are required to be stored and handled properly by responsible personnel
Security	<ul style="list-style-type: none">• Establish management guidelines on security and a security leading group in each school• Strengthen emergency prevention and intervention to prevent and reduce security incidents
Healthcare	<ul style="list-style-type: none">• Offer routine medical care services to students and employees on campus by collaborating with local qualified hospital• Regularly organize seminars and workshops to promote healthy living habits, personal hygiene and disease prevention to enhance health awareness and self-care ability of students and employees

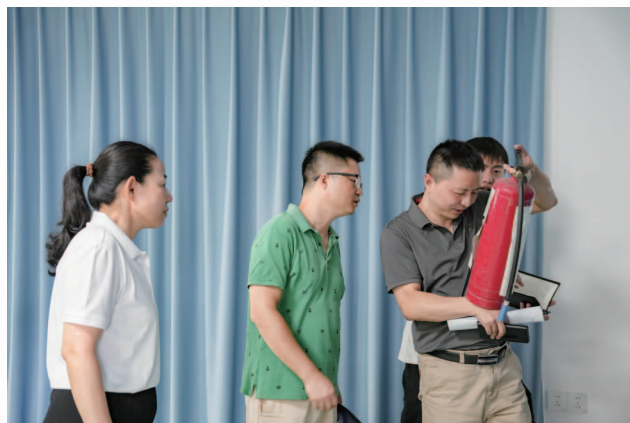
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

During the reporting period, the campuses under the Group conducted multiple fire drills and emergency evacuation exercises. In addition, each campus reinforced fire safety measures through activities such as Fire Safety Awareness Month and joint fire evacuation drills organized with local fire departments.

In March 2024, Jiangxi Institute of Applied Science and Technology held the 2024 Spring “First Lesson of the Semester” and Fire Safety Emergency Drill for Safety Education Week. The event was attended by representatives from faculty, students, and staff from various departments, including the canteen, property management company, dormitory administrators, life instructors, and security personnel. The drill included two parts: a fire evacuation exercise and hands-on fire-fighting training. The event successfully achieved its expected goal of being “safe, orderly, and efficient.”



In July 2024, safety supervision experts from the Provincial Department of Human Resources and Social Security conducted an inspection and guidance on campus safety at Jiangxi College of Arts and Sciences Technicians. The relevant departments of the school submitted supporting materials for twelve observation points, and a comprehensive evaluation and summary of the campus safety work was carried out to ensure the effective implementation of all safety measures.



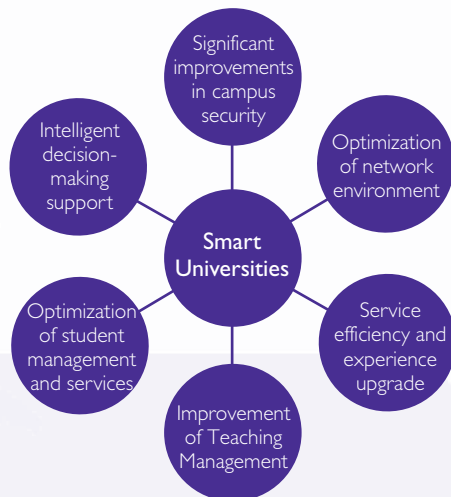
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

In May 2024, Zhengzhou Airport Economy Zone Chen Lin High School invited an emergency medical expert team from Henan Provincial People's Hospital to conduct first aid training on campus. Through real-life examples and scenario-based simulations, along with on-site guidance from medical staff, the training aimed to enhance the first aid response skills of both students and faculty.



Digitization in Building Smart University

Jiangxi Institute of Applied Science and Technology focuses on the construction of a smart campus, with an emphasis on the integration of digital intelligence, aiming to create a new ecosystem for campus services. By integrating innovative technologies, the institute has achieved personalized, comprehensive, and intelligent services. The institute actively responds to the digital transformation of education and has implemented multiple service projects to create an efficient and safe campus environment. Supported by the data center, the university has established a secure network and protection system to ensure campus safety. Service projects have been promoted to streamline high-frequency tasks, making them digital, standardized, and efficient for both faculty and students. The university has also built a teaching quality assurance system to promote innovation in teaching methods and optimize the learning environment. From hardware to software and to innovative applications, the university is driving the digital transformation of education through full-chain integration of digital intelligence, enhancing the sense of achievement and well-being of both faculty and students, and realizing a smart campus. In 2024, it was awarded the "Outstanding Comprehensive Strength in Smart Campus Digital Construction" award.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Protecting Data Privacy and Intellectual Property

The importance of data privacy continues to grow amid increasing use of data and technological advancement. Owning a large student base, the Group strives to properly manage and protect data privacy and intellectual property rights in its operations. The Group put in place the management guidelines on confidentiality and internet and computer safety, as well as the School Roll and Academic Credentials Administrative Measures (《學籍學歷管理辦法》). All employees are required to adhere to all relevant laws and regulations and are prohibited to disclose relevant data on school roll without prior consent of the responsible personnel of academic affairs, except necessary work requirements of the relevant posts. Antivirus and internet protection software is installed for servers and computers, while regular reminders on suspicious emails and antivirus software updates are sent to employees to maintain information security.

During the reporting period, the Group did not receive any complaints or report any material incidents related to personal data breaches.

Supply Chain Management

To ensure that suppliers' performance meets the Group's requirements, the Group has established a set of management procedures for selecting, evaluating, and monitoring suppliers during the procurement process. ESG factors are incorporated into the consideration and evaluation process during supplier selection and bidding. For suppliers providing engineering services, project requirements on environmental protection, construction safety and labor protection are set in addition to reviewing their qualifications and project experience. For data of suppliers, please refer to the section "Performance Data — Social Performance".

Understanding that identification and management of environmental and social risks in the supply chain contribute to a more resilient supply chain management, the Group will further improve its relevant policies and processes in the future to achieve a more stable and sustainable development and plans to incorporate factors such as product carbon emissions into its evaluation and annual review mechanisms.

BUILDING VIRTUE AND GIVING BACK TO THE COMMUNITY

While pursuing its own development, the Group constantly bears in mind the support and trust given by all sectors of the society. As a responsible corporate providing education services, the Group has always upheld the mission of "educating people with good morals" and is dedicated to continuously improving the sense of social responsibility in employees and students and supporting social welfare undertakings by harnessing its strengths and educational resources.

During the reporting period, the Group mobilized faculty and students to participate in a series of volunteer activities, including charitable initiatives, support for local education and development, and environmental volunteer activities.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Active Charitable Donations

During the 32nd World Hakka Conference, the Longnan Campus of Jiangxi College of Arts and Sciences Technicians actively responded by donating a total of RMB500,000 to support the successful hosting of the event. In addition, 270 students were mobilized to participate in the opening and closing ceremony performances, adding to the cultural atmosphere of the conference. The campus also donated RMB200,000 to support the city's community cultural improvement efforts in preparation for the event. Furthermore, students were organized to carry out volunteer service activities at the conference site, contributing to the creation of a civilized city in Longnan through practical actions.



Supporting Local Education and Healthcare

The volunteer service teams from the Group's various campuses have been consistently organizing educational services supportive activities in local communities. They have developed scheduling plans to regularly provide educational volunteer services, promoting the spirit of volunteerism. These efforts aim to help children overcome learning difficulties, create a harmonious learning environment, and foster the development of hobbies and interests.

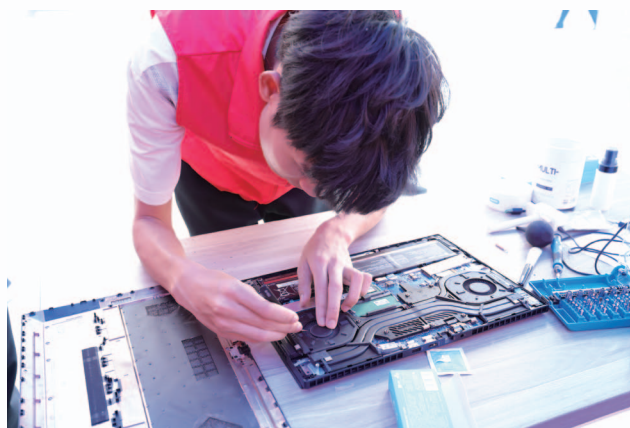
During the reporting period, Guizhou Vocational College of Industry and Trade organized a total of 14 community educational volunteer services. These activities covered a range of topics including knowledge popularization, literary work interpretation, handicraft making, health and environmental education, and care for vulnerable groups. Additionally, the college organized free medical consultation events during the summer, visiting villages to assess the health conditions of elderly residents and children. The medical team measured physical indicators such as blood pressure and blood sugar, conducted on-site medical diagnoses and treatments for common and frequently occurring diseases, and provided patients with reasonable health advice, protective guidelines, and rehabilitation plans.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Charity Bazaar Warms Up Community

The Youth League Committee of Jiangxi Institute of Applied Science and Technology, together with the Youth League Committee of Xinjian District and the Xinyuehu Street Office, jointly organized a community volunteer service charity market. The event encouraged young students to actively contribute their youthful energy to society. The market featured a variety of community services, including free photography, fire drills with educational explanations, free blood pressure checks, computer repairs, free haircuts, and home appliance repairs. The event not only brought together many passionate volunteers but also attracted the attention and participation of numerous citizens, all working together to contribute to the “Learn from Lei Feng” volunteer service initiative.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Respect and Help the Aged

During the reporting period, the Youth League Committee of Guizhou Vocational College of Industry and Trade, in collaboration with the Youth League Committee of Weining Autonomous County, Weining Fifth Primary School, Guizhou Hengkang Weining Elderly Care Center, and Weining Shikang Ophthalmology Hospital, organized a volunteer service event at the Weining Elderly Care Center for the Chongyang Festival. The event focused on the theme “Putting the Elderly at the Center and Building an Age-Friendly Society”. In addition, the college established its first student volunteer service point as part of this initiative.



Volunteer Activities to Participate in Building Green City

Jiangxi College of Arts and Sciences Technicians organized a volunteer activity in which both teachers and students jointly cleaned the streets, cleared debris from flower beds, and collected non-degradable plastic waste. The aim of the event is to guide students in participating in social practice activities and to enhance their awareness of environmental protection.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

SUSTAINABLE ENVIRONMENTAL MANAGEMENT

The Group strongly agrees with the significance of the sustainable development vision and actively follows this principle in its operational practices. The Group is a provider of education services, and the main environmental and resource impacts identified in our business operations stem from electricity consumption, natural gas usage in cafeterias, domestic water usage, as well as the consumption of office supplies and the waste generated from daily trash.

In response to the above-mentioned situations, in addition to complying with the relevant laws and regulations, the Group has formulated and implemented documents such as Energy and Water Conservation Management Guidelines to guide and require employees to adhere to relevant behavioral codes. Management guidelines are formulated for fixed assets, which set out full cycle provisions from material application, transfer of new assets, continuous management of assets, checking of inventory, maintenance of assets to disposal of scrapped assets. With the implementation of supervision and inspection system, departments are required to take appropriate measures to save resources and minimize wastage. The Group will continue to review and enhance its data disclosure for tracking and comparison of environmental performance.

Climate Change Management

Climate change undeniably brings various impacts to the economy and society. The Group is gradually building a climate risk management framework based on the principles of identification, assessment, response, and monitoring. Through managing the environmental impact of operations and resource utilization, the Group aims to address this global challenge. Although the Group's operations do not cause significant environmental or natural resource impacts, it remains committed to ensuring compliance with relevant environmental laws and regulations.

The table below outlines the risks and opportunities related to significant climate-related issues and the corresponding actions taken to enhance business resilience. In addition to improving resource efficiency where feasible, the Group actively promotes internal awareness of these issues to raise employees' and students' awareness and behavior towards sustainable development, thereby strengthening collective practices.

Category	Content	Potential impacts	Response measures
Physical Risks			
Acute risks	Extreme weather disasters such as heavy rainfall, flooding, dust and heat	Personal safety of students and staff and school facilities, or disruption of schooling	Implement Severe Weather Emergency Response Plan, set up emergency supervisory team in each campus, set up emergency devices and equipment, and arrange emergency response and rescue programs according to the warning of local meteorological department and the actual situation.
Chronic risks	Changes in climate and natural conditions	Maintenance measures for school buildings and infrastructure, air-conditioning power system loads	Include the energy-saving renovation costs within the scope of the annual special renovation budget, regularly overhaul the power and equipment systems and keep records, select equipment with lower energy consumption levels and reserve space for capacity expansion or performance increase.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Category	Content	Potential impacts	Response measures
Transition risks			
Policy and legal risks	Policies on environmental protection, resource utilization and carbon emission	Human and financial resources to comply with regulatory requirements	Timely track policy requirements and establish an annual special fund budget during the planning and implementation stages each year. Appoint a dedicated officer to oversee the response plans for the corresponding new regulations.
Market risks	Students' and parents' concerns about local climatic conditions and school facilities	Factors such as temperature and waterlogging are reflected in the quality of campus operations and affect the choice of schools by students and parents	Focus on campus maintenance and incorporate maintenance fees into the annual special fund budget. Ensure the operational quality of facilities such as air conditioning, conduct inspections of campus drainage systems, and repair or replace any problematic infrastructure.
Reputation risks	School's response to low carbon policies affects students', parents' and community's perception of the school	Indirectly affects operational performance by enhancing or damaging the reputation of the school and the Group	Keep track of regulatory, policy and market changes, responding to the challenges posed by climate change in a timely manner and putting them into practice, regularly reviewing the Group's performance in this regard and adjusting its strategies and targets.

Carbon and Air Emissions

During the reporting period, the Group engaged an independent consultancy to conduct a carbon assessment for quantifying the greenhouse gas emissions (“**GHG emissions**” or “**carbon emissions**”) generated from its operations. The Group's total carbon emissions were 16,455.64 tonne CO₂-e and the carbon intensity was 6.39 tonne CO₂-e per employee and 0.01 tonne CO₂-e per m² area. The Group's carbon emissions were mainly from Scope 2 energy indirect emissions, which accounted for about 97% of the total emissions, followed by Scope 1 direct emissions, which accounted for about 3% of the total emissions.

Besides, during the reporting period, the Group's air emissions included 965.15 kg of nitrogen oxides, 1.11 kg of sulphur oxides and 92.48 kg of particulate matter. Air pollutants are mainly generated from combustion of diesel, petrol and natural gas of machineries and stoves, and burning of petrol from vehicles.

To reduce carbon and emissions, the Group requires electric vehicles to be prioritized for newly purchased official vehicles and campus buses. Regular inspections and maintenance are conducted on vehicles still in use to ensure operational efficiency, with close monitoring and management of vehicle usage.

The Group also focuses on employee business travel and commuting to further lower carbon emissions. To this end, employees are encouraged to replace business trips with video or phone conferences, prioritize the use of public transportation, and turn off idle car engines. By 2030, the Group aims to reduce per capita carbon emissions by 10%.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Waste Management

The Group is gradually strengthening waste management to reduce its environmental impact and is committed to minimizing waste generation during its operations. Recycling bins are provided across all campuses, and daily campaigns and posters encourage students and staff to actively participate in waste recycling. Non-hazardous waste, such as household waste, is sorted and handed over to municipal waste management services, while food waste is collected and processed by qualified third-party service providers. Hazardous waste, such as discarded light tubes and batteries, is separately collected and managed by certified third parties.

During the reporting period, the Group generated a total of 0.36 tonnes of hazardous waste and 2,830 tonnes of non-hazardous waste. The intensity of hazardous waste and non-hazardous waste was 2×10^{-7} tonnes per m² area and 0.002 tonnes per m² area respectively. The Group plans to achieve a 100% recycling rate for food waste and a 70% recycling rate for office paper and empty bottles by 2030.

Energy and Natural Resources Management

Energy and water are natural resources on earth that are valuable and central to human wellbeing. The Group encourages prudent use of energy, water and other natural resources and minimization of wastage among its employees and schools. The Group has set energy and resource consumption management goals, aiming to reduce per capita electricity and water usage by 10%, and paper usage by 10% by 2030. To achieve this, the Group will track progress through monthly analysis of energy and resource consumption and strengthen management practices.

During the reporting period, the total energy consumption was 36,058.10 GWh and the energy intensity was 14.01 GWh per employee and 0.02 GWh per m² area. The total electricity consumption was 28,683.58 GWh, while other energy consumption included diesel, petrol and natural gas. Since the Group does not engage in product manufacturing as part of its business activities, there is no use of packaging materials, nor have any product recycling events occurred.

The Group's water usage is primarily for domestic purposes and kitchen operations in daily activities. The domestic wastewater generated from operations is discharged through the municipal sewage network to the urban sewage treatment plant for treatment and then released, without producing hazardous wastewater. During the reporting period, the Group's schools and operational sites mainly sourced water from local governments, and there were no issues in obtaining suitable water sources. The total water consumption was 879,909.62 tonnes, and the water intensity was 341.85 tonnes per employee and 0.47 tonnes per m² area.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

In addition, the Group has implemented a series of measures to improve resource efficiency:

Energy

- Employ an energy registration system to track daily consumption level and identify any abnormal situations for immediate corrective actions
- Switch to electric vehicles for official vehicles and school buses, conduct regular inspections and maintenance to ensure vehicle efficiency, and monitor and manage the usage of vehicles
- Switch off decorative lights and garden lamps on campuses, except for special needs
- Adjust the operating hours of street lights according to daily weather forecast to utilize natural light to the maximum extent, and turn off half of the street lights after 11:00 p.m.
- Install sound-control switches for lightings in public areas
- Carry out energy-saving transformation of cooking utensils and purging systems in canteens
- Perform regular inspection and maintenance of energy-consuming equipment to maintain efficiency
- Actively promote online repair system among schools to enable more timely and efficient maintenance

Water

- Install water saving faucets
- Perform regular inspection and maintenance to ensure proper functioning of water pipes and equipment
- Actively promote online repair system among schools to enable more timely and efficient maintenance
- In future school renovations or new building constructions, priority will be given to the installation of greywater systems and rainwater collection systems.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

APPENDIX

Performance Data

Environmental performance

	Total	Unit
Air emissions		
Nitrogen oxides (NO _x)	965.15	kg
Sulphur oxides (SO _x)	1.11	kg
Particulate matter (PM)	92.48	kg
GHG emissions		
Scope 1	484.62	tonne CO ₂ -e
Scope 2	15,971.02	tonne CO ₂ -e
Total	16,455.64	tonne CO ₂ -e
Intensity (per employee)	6.39	tonne CO ₂ -e/employee
Intensity (per m ² area)	0.01	tonne CO ₂ -e/m ²
Waste		
<i>Hazardous waste</i>		
Total	0.36	tonne
Intensity (per m ² area)	2×10 ⁻⁷	tonne/m ² area
<i>Non-hazardous waste</i>		
Total	2,830.00	tonne
Intensity (per m ² area)	0.002	tonne/m ² area

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

	Total	Unit
Energy consumption		
<i>Direct energy</i>		
Diesel	458.90	GWh
Petrol	2,322.92	GWh
Natural gas	4,592.70	GWh
<i>Indirect energy</i>		
Purchased electricity	28,683.58	GWh
Total	36,058.10	GWh
Intensity (per employee)	14.01	GWh/employee
Intensity (per m ² area)	0.02	GWh/m ²
Water consumption		
Total	879,909.62	tonne
Intensity (per employee)	341.85	tonne/employee
Intensity (per m ² area)	0.47	tonne/m ²
Paper consumption		
Total	60.28	tonne
Intensity (per employee)	0.02	tonne/employee
Packaging material		
Not applicable		

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Social performance

Employment Employee Profile	Number	%
By gender		
Male	1,203	46.74%
Female	1,371	53.26%
By employment type		
Full-time	2,307	89.63%
Part-time	267	10.37%
By employee rank		
General	2,385	92.66%
Middle	151	5.87%
Senior	38	1.48%
By age group		
30 years old or below	1,301	50.54%
31–50 years old	997	38.73%
51 years old or above	276	10.72%
By geographical region		
Jiangxi Province	1,853	71.99%
Outside Jiangxi Province	721	28.01%
Total	2,574	

New Employees ¹	Number	%
By gender		
Male	218	18.12%
Female	282	20.57%
By employee rank		
General	492	20.63%
Middle	6	3.97%
Senior	2	5.26%
By age group		
30 years old or below	379	29.13%
31–50 years old	93	9.33%
51 years old or above	28	10.14%
By geographical region		
Jiangxi Province	297	16.03%
Outside Jiangxi Province	203	28.16%
Total	500	19.43%

¹ New hire rate = number of new employees/total workforce at the end of the reporting period x 100

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Employee Turnover ²	Number	%
By gender		
Male	225	18.70%
Female	261	19.04%
By employee rank		
General	469	19.66%
Middle	14	9.27%
Senior	3	7.89%
By age group		
30 years old or below	300	23.06%
31–50 years old	125	12.54%
51 years old or above	61	22.10%
By geographical region		
Jiangxi Province	225	12.14%
Outside Jiangxi Province	261	36.20%
Total	486	18.88%

Training and Development Employees Trained ³	Number	%
By gender		
Male	1,067	88.69%
Female	1,328	96.86%
By employee rank		
General	2,212	92.75%
Middle	145	96.03%
Senior	38	100.00%
Total	2,395	93.05%

² Employee turnover rate = number of employees resigned/total workforce at the end of the reporting period × 100

³ Percentage of employees trained = number of employees trained of the category during the reporting period/total workforce of the category at the end of the reporting period × 100

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Average Training Hours ⁴	Hours
By gender	
Male	71.60
Female	79.29
By employee rank	
General	75.76
Middle	78.31
Senior	61.26
Total	75.69
Suppliers	Number
By geographical region	
Beijing	8
Chongqing	1
Fujian	2
Guangdong	4
Guangxi	1
Guizhou	18
Hainan	1
Hebei	1
Henan	7
Jiangxi	316
Ningxia	1
Shandong	1
Shaanxi	1
Sichuang	1
Jiangsu	5
Zhejiang	5
Shanghai	2
Total	375

⁴ Average training hours = total hours of training received by employees of the category during the reporting period/total workforce of the category at the end of the reporting period

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ESG REPORTING GUIDE CONTENT INDEX

Aspects	Description	Page/Remark
A1 Emissions		
<i>General Disclosure</i>	Information on:	
	(a) the policies; and	8, 25–28
	(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.	
A1.1	The types of emissions and respective emissions data.	26, 29
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity.	26, 29
A1.3	Total hazardous waste produced and intensity.	27, 29
A1.4	Total non-hazardous waste produced and intensity.	27, 29
A1.5	Description of emission target(s) set and steps taken to achieve them.	26–28
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.	26–28
A2 Use of Resources		
<i>General Disclosure</i>	Policies on the efficient use of resources, including energy, water and other raw materials.	25–28
A2.1	Direct and/or indirect energy consumption by type in total and intensity.	27, 30
A2.2	Water consumption in total and intensity.	27, 30
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	26–28
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.	27
A2.5	Total packaging material used for finished products and per unit produced.	27, 30

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Aspects	Description	Page/Remark
A3 The Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	25–28
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	25–28
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.	25–26
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.	25–26
B1 Employment		
General Disclosure	Information on: <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 compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 	10–20
B1.1	Total workforce by gender, employment type, age group and geographical region.	31
B1.2	Employee turnover rate by gender, age group and geographical region.	32

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Aspects	Description	Page/Remark
B2 Health and Safety		
General Disclosure	Information on:	8–9, 14, 18–20
	(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.	
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	14
B2.2	Lost days due to work injury.	14
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	14, 18–20
B3 Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	13–14
B3.1	The percentage of employees trained by gender and employee category.	32–33
B3.2	The average training hours completed per employee by gender and employee category.	32–33
B4 Labor Standards		
General Disclosure	Information on:	8–9, 11–12
	(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.	
B4.1	Description of measures to review employment practices to avoid child and forced labor.	11–12
B4.2	Description of steps taken to eliminate such practices when discovered.	11–12

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Aspects	Description	Page/Remark
B5 Supply Chain Management		
<i>General Disclosure</i>	Policies on managing environmental and social risks of the supply chain.	21
B5.1	Number of suppliers by geographical region.	33
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	21
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	21
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	21
B6 Product Responsibility		
<i>General Disclosure</i>	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	9, 15–21
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not applicable; the Group did not involve product recalls for safety and health reasons in its operations.
B6.2	Number of products and service-related complaints received and how they are dealt with.	17
B6.3	Description of practices relating to observing and protecting intellectual property rights.	9
B6.4	Description of quality assurance process and recall procedures.	15–17
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	20–21

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Aspects	Description	Page/Remark
B7 Anti-corruption		
<i>General Disclosure</i>	Information on: <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 bribery, extortion, fraud and money laundering. 	9–10
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.	10
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	10
B7.3	Description of anti-corruption training provided to directors and staff.	10
B8 Community Investment		
<i>General Disclosure</i>	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.	21–24
B8.1	Focus areas of contribution.	21–24
B8.2	Resources contributed to the focus area.	21–24