China General Education Group Limited
中国通才教育集团有限公司

(Incorporated in the Cayman Islands with limited liability)
Stock Code : 2175

2025
Environmental, Social and Governance Report

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About this Report

SUMMARY

China General Education Group Limited (the "**Company**"), together with its subsidiaries and consolidated affiliated entities (collectively the "**Group**"), is a leading provider of private higher education in Shanxi Province, the PRC. The Group is delighted to present its 2025 Environmental, Social and Governance Report (the "**ESG Report**" or "**this report**"), which summarises its initiatives, strategies and objectives relating to the environmental, social and governance issues and describes its visions and commitments to actualising the sustainable development concept and performing its corporate social responsibility. This report will be published on the website of The Stock Exchange of Hong Kong Limited (the "**Stock Exchange**") and the Group's website. The ESG Report will be published annually.

REPORTING STANDARDS

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 on The Stock Exchange of Hong Kong Limited (the "**Listing Rules**"). The contents of this report comply with the "comply or explain" provisions and the four reporting principles (materiality, quantitative, balance and consistency) of the ESG Reporting Guide. This report covers the data and cases of the Group during the Reporting Period (as defined below). The reporting boundary is consistent with that of the 2024 Environmental, Social and Governance Report and there were no material changes during the Reporting Period (as defined below).

(1) Materiality: This report reports on ESG issues that have significant impact on investors and other stakeholders as determined by the Board. Please refer to the section headed "Materiality Assessment".

(2) Quantitative: This report discloses the relevant quantitative data, standards and methods used in statistics and calculation in the field of ESG, and provides textual explanation for quantitative data.

(3) Balance: This report ensures that it provides a comprehensive and unbiased view of the issuer's performance through comprehensive disclosure, transparent methodology, neutral presentation and third-party verification.

(4) Consistency: Unless otherwise stated, the Company will apply a consistent statistical method of disclosure for each reporting period.

SCOPE OF THIS REPORT

The data and information quoted in this report have been obtained from various questionnaires, records, statistics and research filed by the Group. This report describes the overall performance of the Group on the sustainable development policy relating to its core business and the fulfilment of its corporate social responsibility from 1 September 2024 to 31 August 2025 (the "**Year**", "**FY2025**" or the "**Reporting Period**") which is consistent with the period covered by the 2025 annual report.

The policies, statements and information in this report cover the Group, and the key environmental performance indicators cover one school of the Group, namely, Shanxi Technology and Business College (the "**College**" or the "**School**"), located in Taiyuan City, Shanxi Province, the PRC.

REPORTING LANGUAGES

This report is published in traditional Chinese and English. In case of any discrepancy, the Traditional Chinese version shall prevail.

APPROVAL OF THIS REPORT

This report was approved by the board of directors of the Company (the "**Board**") on 27 November 2025.

Report Feedback

The Group attaches high importance to your opinions and feedbacks on this report. If you have any queries or suggestions, please feel free to contact us through the following channels:

Address: No. 99, Wucheng South Road, Xiaodian District, Taiyuan City, Shanxi Province, China.
Telephone: 0351-5278 995
Email: jinstbu@a.chinageg.cn
Website: http://chinageg.cn

Group Profile

The Group is a leading provider of private higher education in Shanxi Province, the PRC. The Group operates Shanxi Technology and Business College, which is the first-established private undergraduate institution in Shanxi Province. The Group focuses on providing application-oriented education to equip its students with practical skills relevant to careers. The Group continues to optimise its course offerings and practical training programmes to provide its students with practical and readily applicable skills. The Group has built a diverse and extensive range of course offerings from which its students can select according to their own interests and concentrations, comprising more than 1,000 courses and a total of 48 different majors and 2 concentrations for FY2025. The Group believes that by focusing on the development of advanced, career-focused skills, it can make its students more attractive to potential employers.

The Group's mission is to "work conscientiously to cultivate qualified talent for society". The Group is dedicated to (i) building our College into a modern institution of higher education of superior quality, and (ii) equipping its students with practical and readily applicable skills that meet the ever-changing demands of the job market.

ESG Governance Structure

The Group has established an ESG governance structure that embraces the concept of sustainable development in its daily work. The structure consists of three components: the decision-making level, the organisational level (the "**ESG Committee**") and the executive level.

(1) Decision-making level – the Company's Board: The Board is the highest decision-making level of the Group and has overall responsibility for ESG decision-making and reporting. The Board monitors the Group's sustainability performance and progress, and reviews and approves the Group's ESG management policies, strategies, objectives and annual work, including the assessment, prioritisation and management of key ESG issues, risks and opportunities. The Board also regularly reviews the Group's ESG performance and progress in achieving related objectives.

(2) Organisational level – the ESG Committee: The Group's ESG Committee is the second level of the governance structure. The ESG Committee is delegated by the Board and is led by the Executive Directors and senior management. Other members include representatives from various departments. The ESG Committee is responsible for developing and driving the implementation of ESG management policies, strategies, objectives and annual activities, as well as identifying, evaluating, reviewing and managing key ESG issues, risks and opportunities. All work and related recommendations will be reported to the Group's Board on a regular basis.

(3) Executive level – relevant Group departments: The executive level is the third level of the governance structure and includes all relevant departments of the Group. This level is responsible for organising, driving and implementing various ESG-related tasks in accordance with the Group's ESG management policies and strategies. The executive level reports regularly to the ESG Committee on all matters.

Board of Directors	ESG Committee	ESG Executive Team
ESG strategic planning and decision making	Support the Board of Directors in ESG strategic planning and decision making	Break down ESG strategies
ESG risk management	Support the Board of Directors in ESG monitoring	Develop and implement ESG tasks
ESG performance monitoring and assessment	External ESG reporting and disclosure	Establish and maintain ESG management system
ESG investment decisions	Focus on ESG skills development for boards and management	Build ESG data management system
Communication and co-operation on ESG topics	ESG compliance regulation	• Prepare ESG external disclosure report • Ensure ESG compliance

Identification and Communication with Stakeholders

While managing school and advancing business affairs, the Group also pays attention to the major issues of interest to shareholders, investors, staff, students, parents, governments, regulatory authorities, and communities ("**Stakeholders**"). The Group opens multiple channels of communication and, through the continuous communication with the Stakeholders, is able to develop thorough understanding of the needs of different Stakeholders and provide appropriate solutions. At the same time, the Group believes that listening to the opinions of Stakeholders will help the Group to improve its environmental, social and governance performance comprehensively and objectively so as to better address the needs of different Stakeholders.

STAKEHOLDER GROUPS AND METHODS OF ENGAGEMENT

Major Stakeholders	Expectations and Demands	Main Methods for Communication
Shareholders/ Investors	• Investment returns • Business growth • Robust operation	• Annual general meeting and other general meetings • Interim and annual reports • Corporate communication • Results announcement • Shareholder visits • Investor meetings • Environmental, social and governance (ESG) meetings
Staff	• Teaching quality • Career development • Compensation and benefit packages • Healthy and safe working environment • Fair treatment	• Survey on employees' views • Channels for employees to express their views (forms, suggestion boxes, etc.) • Work performance appraisals and interviews • Group discussions • Meetings and interviews • Seminars/workshops/lectures • Volunteer activities
Students and Parents	• Teaching quality • Robust operation • Healthy and safe campus • Student privacy protection • Employment rate	• Feedback in class • Satisfaction questionnaire • Regular visits • Parent meetings • Online platforms • Phone calls • Mailboxes
Government and Regulatory authorities	• Compliant and rational operation • Business growth • Teaching quality • Information transparency	• Meetings • Consulting • Lectures
Community	• Facilitating community development • Participating in public welfare and charity • Environmental protection	• Community activities • Volunteer activities • Donations • Education funds/scholarships • Seminars/lectures/workshops • Meetings
Public	• Teaching quality • Teacher qualifications • Information transparency	• School website • School activities • Media reports • WeChat official accounts

Materiality Assessment

The Group is committed to improving its corporate governance, teaching strategies and actively implementing the Group's sustainability initiatives, taking into account the views and expectations of internal and external Stakeholders.

During the reporting period, the Group's materiality assessment process was as follows:

Step 1: ESG issue identification

Reviewing the important issues in the past, based on the ESG Report Guidelines of the Stock Exchange, and combining the business development of the Group and issues of common concern to the education industry, the ESG issue base was updated.

Step 2: Organise the opinions of stakeholders

Collect, collate and evaluate the expectations of stakeholders, and understand the opinions and expectations of all parties on the performance of ESG issues of the Group.

Step 3: Evaluate ESG importance issues

Combining with the opinions of stakeholders, and fully considering the business nature and development strategy of the Group, we evaluated and screened the ESG importance issues in this reporting period around the two dimensions of "importance to the Group" and "importance to stakeholders".

Step 4: Verify and check the importance

The board of directors and management will examine and verify the important issues, so as to determine the disclosure theme and content of this report.

In its daily operations, the Group has prioritised 26 key ESG issues, including 8 highly important issues, 10 moderately important issues and 8 generally important issues, through the feedback collected by the Teaching Quality Monitoring and Evaluation Centre and the consolidation of student feedback. The Board has confirmed and approved the significance results.

Highly Important Issues	ESG Report Corresponding Sections
1. Student Employment Rate	Operating Practices
2. Environmental Education	Environment
3. Student Health and Safety	Employment and Labour Standards
4. Teacher Qualifications and Staff Professionalism	Employment and Labour Standards
5. Employment Rights and Welfare Protection	Employment and Labour Standards
6. Compliance Operation	Operating Practices
7. Teaching Quality Control	Operating Practices
8. Green Operations	Environment

Materiality Assessment

Moderately Important Issues	ESG Report Corresponding Sections
9. Anti-corruption	Operating Practices
10. Staff Diversity and Equal Opportunities	Employment and Labour Standards
11. Staff Health and Safety	Employment and Labour Standards
12. Green Campus and Offices	Environment
13. Pollutant Discharge and Management	Environment
14. Greenhouse Gas Emissions and Management	Environment
15. Waste Management	Environment
16. Water Management	Environment
17. Supply Chain Management	Operating Practices
18. Intellectual Property Protection	Operating Practices

Generally Important Issues	ESG Report Corresponding Sections
19. Climate Change	Environment
20. Energy Management	Environment
21. Material Management	Environment
22. Brand Promotion Management	Operating Practices
23. Community Investment and Engagement	Community Investment
24. Protection of Private Information	Operating Practices
25. Staff Development and Training	Employment and Labour Standards
26. Compliance and Response Mechanism	Operating Practices

Environmental, Social and Governance Report

1. ENVIRONMENT

Strictly complying with relevant national environmental laws and regulations, such as "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes", "Environmental Protection Law of the People's Republic of China", "Law of the People's Republic of China on Appraising of Environment Impacts", and "Regulations on the Administration of City Appearance and Environmental Sanitation", the Group ensures that the daily operations of subordinate school do not have a significant impact on the environment and natural resources. The Group effectively promotes energy conservation and emission reduction, conducting education programmes for teachers and students to enhance their awareness of electricity and water conservation, and strives to reduce the consumption of water, electricity, natural gas and the emission of other pollutants such as exhaust gas and waste of the school under the Group, to achieve effective and rational use of energy, and to promote the construction of energy-saving campus. During the Reporting Period, the Group did not have any illegal incidents that violated relevant laws and regulations, nor received any complaints about emissions of exhaust gas, greenhouse gas, or pollutants.

1.1. Climate Related Disclosure

Since FY 2025, the Group has made reference to the recommendations of TCFD (Task Force on Climate-Related Financial Disclosures) to disclose information related to climate change in terms of governance, strategy, risk management, indicators and targets, and has continuously strengthened relevant disclosure. During the reporting period, the Group made further disclosure with reference to the published International Financial Reporting Sustainable Disclosure Standard No.2-Climate-related Disclosure (IFRS S2) and the consulting summary "Climate-related Information Disclosure under the Framework of Optimising Environment, Society and Governance" published by the Stock Exchange.

(1) Governance

The Board of Directors of the Group is the highest decision-making body of sustainable governance institutions, and listens to the progress of sustainable development issues such as climate action every six months. The ESG Committee under the Board of Directors is responsible for supporting the functions of the Board of Directors in assessing climate risks and opportunities, formulating climate strategies and double carbon targets, and defining coping strategies and emission reduction paths.

In terms of competency and cultural cultivation, the Group has established a system integrating hierarchical training, systematic curriculum development, and in-depth cultural communication. Layered training covers management (cooperative training in colleges and universities), faculty (online and offline special courses) and students (practical camp activities), and also organises visits to benchmark colleges and universities; Curriculum development builds a multi-stage system, from school-based teaching materials to scientific research projects in colleges and universities, and explores green majors in colleges and universities; Cultural communication takes the "green campus" as the carrier, regularly organises energy-saving and emission-reduction activities, promotes popular science content with campus media, sets up exhibition areas in the campus, and implements zero-abandonment measures in competitions.

In terms of supervision and disclosure, the Group ensures its credibility through a combination of internal control, external verification, and regular disclosure. The internal control team verifies the implementation of the system and the authenticity of the data. Externally hired professional institutions to verify the effectiveness of governance and set up expert advisory groups to provide support; Normal disclosure transmits progress to stakeholders through special chapters of ESG reports, official website uploads and regular reports. In the future, the Group will continue to optimise the structure, accelerate the construction of low-carbon campus, promote industry collaboration, and practice the educational mission with governance practice.

Environmental, Social and Governance Report

(2) Strategy

The Group attaches great importance to the potential risks and opportunities brought about by climate change, regards climate risk as an important part of the company's long-term strategy, systematically evaluates the risks and opportunities brought about by climate change, and takes active measures to deal with them.

The Group communicated with business departments and industry experts in three time dimensions: short-term (occurring in the next year), medium-term (occurring in the next year to 2030) and long-term (occurring from 2031 to 2050), and analysed the following potential impacts of climate change on the company's strategy and finance, as follows:

Risks/ opportunities	Type	Risk/opportunity description	Potential impact path	short-term	middle	long-term
Entity risk	Urgent	Extreme precipitation or severe weather such as typhoon and hail.	Extreme precipitation and floods may cause schools to suspend classes and affect teaching progress; Students and teachers have a certain risk of injury during the disaster.	✓	✓	
	Urgent	Extreme high temperature weather and sudden drought events	High temperature may increase the health risks of outdoor staff of the Group, such as heatstroke.	✓	✓	
	Chronic	Global warming trend	Global warming has improved the operation intensity of air conditioning and other cooling equipment in operating places.		✓	✓
Transformation risk	Market risk	Consumers and investors prefer low-carbon campus	Failure to implement green operations (such as energy-saving campus and low-carbon research) may lead to the decline of ESG rating and affect brand value and financing ability.	✓	✓	✓
Opportunity	Energy source	Use of low-carbon energy	Replacing new energy vehicles will increase the proportion of new energy consumption and reduce its own greenhouse gas emissions.	✓	✓	✓

(3) Risk Management

The Group actively responded to the significant short-term, medium-term, and long-term financial impact or strategic impact that climate change may bring, incorporated climate change risk management into the company's existing overall risk assessment and management system, improved internal control processes related to environment, society and governance, and continuously strengthened the company's risk management of ESG. At the same time, climate change leads to frequent extreme weather, which has a great impact on daily operations. Therefore, the Group has formulated working mechanisms and related policies to identify and mitigate climate change issues that may have a significant impact. At the same time, the Group actively adjusted the use of resources and energy, and improved the ability of teachers and students to deal with disasters and accidents caused by extreme weather through training. The Group recognises that typhoons, rainstorms, floods, extreme heat and cold weather may cause potential hazards, such as damage to documents, equipment and buildings, and extreme temperatures will increase the chances of work-related injuries such as heatstroke and frostbite for outdoor workers. The Group has formulated emergency measures in advance to cope with the extreme weather caused by climate change, and made every effort to ensure the life safety of teachers and students and the safety of campus property.

1.2. Emissions

The Company strictly complies with "the Environmental Protection Law of the People's Republic of China", "the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste", "the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution", "the Law of the People's Republic of China on the Prevention and Control of Water Pollution", and other relevant environmental laws and regulations. The Group belongs to the education industry and have a relatively small impact on the environment and natural resources. The Group does not carry out any industrial production activities in its day-to-day operations and therefore do not produce significant emissions through the combustion of any fuels. During the Reporting Period, the principal type of emission of the Group is exhaust gas generated by its vehicles.

The types and data of air pollutant emissions generated by its vehicles during the Year are as follows:

Air Pollutant Emissions	Unit	Emission Volume
Nitrogen oxides (NO_x)	kg	620.43
Sulphur oxides (SO_x)	kg	0.68
Particulate matter (PM)	kg	30.07

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The Group's direct greenhouse gas (GHG) emissions are mainly from the tailpipe of the Group's own vehicle fuel combustion and from refrigerants in the air-conditioning systems; and the indirect GHG emissions are from electricity generation or waste paper by the Group. During the Reporting Period, the Group actively advocated green travel for all staff and students, and endeavored to control greenhouse gas emissions to the extent necessary for business purposes. The Group's emissions of major GHG are as below:

Greenhouse Gas Emissions	Unit	Emission Volume
Direct greenhouse gas emissions (Scope 1)	Tonnes of CO_2 equivalent	125.86
Greenhouse gas abatement (Scope 1)	Tonnes of CO_2 equivalent	44.23
Indirect greenhouse gas emissions (Scope 2)	Tonnes of CO_2 equivalent	9373.90
Total greenhouse gas emissions (Scope 1 and 2)	Tonnes of CO_2 equivalent	9455.53
Greenhouse gas emission intensity (Scope 1 and 2)	Tonnes of CO_2 equivalent per person	0.45

Hazardous waste which includes waste from the Group's infirmaries and laboratory waste generated by the Food Quality and Safety major, such as waste acid, waste alkali, heavy metal inorganic waste liquid, organic solvents (ethers, aldehydes, phenol, acetone, etc.), as well as disposable equipment contaminated with the above substances, is treated by qualified third parties commissioned by the Group. In particular, the waste from the Group's infirmaries is required to be cleared and transported every 48 hours by qualified third-parties. During the Reporting Period, the Group generated a total of 0.1 tonnes of hazardous waste.

Non-hazardous waste which includes domestic waste from daily operation, such as office supplies waste and food residues. The Group prohibits the use of disposable tableware and advocates the use of environmental protection bags. Students are required to separate their domestic waste every day and empty the separated waste into the corresponding bins, and the food waste generated will be cleaned up by a professional disposal company. At the same time, each window of the canteen is also required to be equipped with an oil fume purifier. During the Reporting Period, the Group generated a total of 56,000 barrels of domestic waste (240 liters per barrel), all of which were well collected and disposed by the professional treatment company.

During the Reporting Period, there was no significant change in the Group's treatment measures regarding non-hazardous waste compared with those in previous years. At the same time, the Group effectively realised the nitrogen removal efficiency through the modification of boiler burners by installing low-nitrogen burners, and in this way reduced the volume of pollution emissions. The Group will proactively implement programmes and measures to reduce emissions and the discharge of non-hazardous waste and hazardous waste in order to maintain or reduce the intensity of emissions and waste generation. For FY2025, the Group has set a target to reduce non-hazardous waste emissions by 5% in FY2025 compared to FY2024.

Environmental, Social and Governance Report

1.3. Use of Resources

The Group implements plans for promoting the rational use of water, electricity, natural gas and other energy and resources, and advocates students to cultivate good habits of resource usage to prevent unnecessary waste. During the Reporting Period, the main energy consumption of the Group are as follows:

Energy Consumption	Unit	Consumption Volume
Total electricity consumption	MWh	15,364.54
Total electricity consumption intensity (per m^2)	MWh/m^2	0.036
Total electricity consumption intensity (per employee and student)	MWh/number of employee and student	0.73
Total water consumption	tonnes	358,069
Total water consumption intensity (per m^2)	tonnes/m^2	0.85
Total water consumption intensity (per employee and student)	tonnes/number of employee and student	17.02
Total natural gas consumption	m^3	2,410,957
Total natural gas consumption intensity (per m^2)	m^3/m^2	5.71
Total natural gas consumption intensity (per employee and student)	m^3/number of employee and student	114.63
Total gasoline consumption	litres	9,048
Total gasoline consumption intensity (per employee and student)	litres/number of employee and student	0.43
Total diesel consumption	litres	38,598
Total diesel consumption intensity (per employee and student)	litres/number of employee and student	1.84

The Group promotes paperless office proactively. All departments and units of the College are required to strengthen the training, learning, and use of the "digital campus" collaborative office system on the school's intranet to enhance digital collaborating capabilities and improve work efficiency. Following the principle of 'Ensure Consumption, Eliminate Waste' in the use of paper, the Group also issued the "Regulations on A4 Printing Paper Consumption" and the "Notice of Paper Saving", which stipulated the upper limit of the annual consumption of various types of paper used by secondary colleges and administrative departments, promoted the reduction of paper consumption by all school staff and established a paper register to regulate the amount of paper used. During the Reporting Period, the Group used three types of paper, namely A4, A3, and 8K, with a total consumption of 4,542.8 kg, which was no significant change from FY2024.

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The Group does not encounter the problem of obtaining suitable water sources. The Group obtains water through Taiyuan Water Supply Group Co., Ltd. and Xiaodian Centralised Water Supply Service Station in Taiyuan City. During the Reporting Period, the Group continued the transformation of the School's water supply network, by replacing water-saving devices with induction valves, solenoid valves, and constructing pilot projects for water reuse in the School, thereby increasing the School's water reuse rate. The School regularly checked and replaced taps, pipe valves, flushing valves and other drainage appliances to prevent the occurrence of water waste phenomenon. The School also used an official WeChat account and other platforms to release water conservation initiatives, increasing the publicity and education on water conservation.

During the Reporting Period, the total consumption of electricity of the Group was 15,364.54 MWh, and the electricity consumption intensity was 0.73 MWh per employee and student. The total consumption of gasoline was 9,048 liters, and the gasoline consumption intensity was 0.43 liters per employee and student. The total consumption of diesel was 38,598 liters, and the diesel consumption intensity was 1.84 liters per employee and student. In terms of saving electricity, the Group used energy-saving equipment and conducted energy-saving education to enhance students' awareness of saving electricity, avoid unnecessary use of lights in classrooms and dormitories, and reduce the possibility of waste of electricity.

Since the Group does not manufacture any products, the packaging material used for finished products is not applicable to the business of the Group. In addition, the Group reduced material consumption and unnecessary use of packaging materials by using waste plates to transform into wardrobes, using old pipes to weld carts, repairing damaged water pumps, and repairing school tables and chairs with old materials.

During the Reporting Period, the Group has set efficiency targets for water, electricity and gas consumption, established the awareness, mastered the methods and developed the habit of energy conservation. The Group would continue to actively implement programmes and measures to conserve water, electricity and materials to maintain or reduce the use of resources, and would develop more specific quantitative environmental targets and implementation measures to protect the environment and cherish the use of natural resources.

Environmental Protection Issues	Target
Energy Saving	The Group will actively implement electricity saving plans and measures to maintain or reduce electricity consumption intensity.
Water Saving	The Group will actively implement water conservation plans and measures to maintain or reduce water intensity.
Waste Reduction	The Group will actively implement material conservation programmes and measures to maintain or reduce the intensity of waste generation.
Greenhouse Gas Emissions	The Group will actively implement low carbon travel scheme and electricity saving programmes and measures to maintain or reduce the intensity of greenhouse gas emissions.

1.4. Environment and Natural Resources

The Group does not have any significant impact on the environment and natural resources during daily operation. The Group advocates "low-carbon traveling" to minimise the emission of air pollutions and GHG from vehicles. In the meantime, the Group constantly monitors the emission of pollutants and the energy consumption of water, electricity and natural gas to ensure that the Group's daily operation has the lowest impact on the surrounding environment and natural resources. In addition, in order to reduce the potential threat to natural resources caused by the heavy use of paper, the Group has issued the "Regulations on A4 Printing Paper Consumption" and the "Notice on Paper Saving" to rationalise the use of paper and vigorously promote a paperless office environment to reduce paper consumption as much as possible, ensure the effective use of paper and eliminate paper waste.

The Group has launched environmental protection-themed publicity activities such as "Tree-Planting E-Campaign, Green Campus Dream" to promote the in-depth popularisation of environmental protection and climate action awareness among all teachers and students. These initiatives not only equip teachers and students with practical planting skills but also foster a profound sense of responsibility for cherishing life.

On 12 March 2025, with the theme of "practicing Lei Feng's spirit of volunteering", the Media College of the Group organised the volunteer service activities of cultivating soil, painting and cleaning fallen leaves on campus. At the activity site, the volunteers were enthusiastic and cooperated with each other, and methodically devoted themselves to the work of cultivating soil and consolidating roots, cleaning fallen leaves, painting trunks to prevent insects and so on. Through joint efforts, campus green plants have taken on a new look, and the students who participated in the activities have deepened the concept of environmental protection in practice.

Campus green tree painting and tree soil-raising volunteer service activities

Environmental, Social and Governance Report

2. EMPLOYMENT AND LABOUR STANDARDS

The Group has established a sound human resource management system in accordance with national laws, regulations and local policies, and has formulated corresponding systems in five aspects: talent introduction, talent management, talent service, talent assessment, and talent exchange. The system contains specific rules for recruitment, salary, retirement, etc., so that the distribution of working time for each position is reasonable, and the Group provides staff with equal opportunities for training, development and promotion.

2.1. Employment

The Group strictly abides by "Labour Law of the People's Republic of China", "Labour Contract Law of the People's Republic of China", "Employment Promotion Law of the People's Republic of China", "Social Insurance Law of the People's Republic of China", "Special Provisions on Labour Protection of Female Employees", "Regulations of the State Council on the Working Hours of Employees" and local labour laws and regulations in Shanxi Province in hiring teachers and staff. During the Reporting Period, the Group complied with all applicable employment laws and regulations, and did not violate laws and regulations related to recruitment and promotion, salary and dismissal, working hours, holidays, equal opportunities, diversification, anti-discrimination, and other welfare. There were no punitive incidents such as warnings, fines, or penalties due to violations of laws and regulations.

During the Reporting Period, there were no major changes in the Group's human resources policies and related employment procedures. Recruitment and employment work were carried out in strict compliance with the provisions of the "Compendium of Human Resources Management Systems", regardless of candidate's gender, age, or ethnicity, providing teachers and staffs with fair promotion opportunities and a harmonious working environment.

In terms of teacher recruitment, before officially hiring teachers, the Group requires candidates to participate in comprehensive written examinations and conduct strict interviews. The Group generally considers candidates' teaching experience, academic performance and background, as well as their written examination and interview performance. The Group may also require candidates to deliver a lecture on the spot as part of the hiring process. Before being formally hired, the candidates are required to pass a one-week observation period and probation period of three to six months which helps to ensure that newly recruited teachers can get used to the culture and teaching methods of the Group.

The Group has continued to improve its policies and mechanism for attracting talents, established a joint mechanism for talent attraction at both the College and secondary department levels, broadened recruitment channels, optimised the recruitment process, fully mobilised the second-level colleges for talent attraction, and further emphasised the main responsibility for talent attraction. During the Reporting Period, the Group introduced high-level talents and innovative teams with scientific research potential and innovative spirit around the needs of academic and professional construction.

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In terms of teaching qualification assessment, in order to ensure that the Group continues to provide high-quality education for students, the Group monitors the overall teaching quality of each semester through regular inspections. In order to accurately evaluate the teaching quality, the staff of the Academic Affairs Office and the Teaching Quality Monitoring and Evaluation Center of the Group will participate in the class irregularly without prior notice, focusing on the implementation progress of the teaching plan, teachers' teaching attitude, applicability of teaching methods and classroom guidance effect. At the same time, a comprehensive evaluation result of teachers will be formed by combining students' questionnaire survey, on-site communication and special evaluation of peers in teachers' departments, which will be included in the group's consideration of teachers' salary approval and promotion decision.
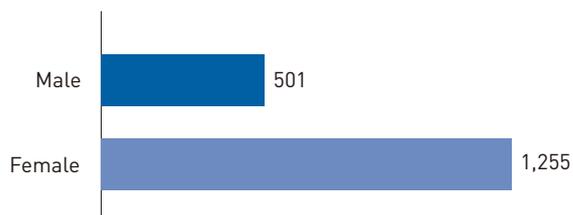
In terms of compensation and welfare, the Group provides competitive salary and welfare to retain, recruit and attract high-quality teachers. The Group strictly follows the "Interim Regulations on Wage Payment", "Regulations on the Management of Housing Provident Funds", "Regulations on Paid Annual Leave for Employees" and other laws and regulations to ensure that employees enjoy various statutory welfare. The Group also assists in the handling of pension insurance, medical insurance, maternity insurance, unemployment insurance, work-related injury insurance and other social insurance plans for the on-the-job employees who meet the requirements for handling social insurance. In addition, the Group strictly abides by the provisions of the Labour Law to ensure that employees enjoy various vocations, such as public holidays, paid annual leave, sick leave, wedding leave, maternity leave, etc. During major Chinese traditional holidays, the Group also provides employees with relevant benefits. The Group has also formulated relatively complete welfare systems such as the "Welfare Management System", "Staff Teaching Age Award Distribution Measures", "Annuity Management Measures" and other relatively complete welfare systems to effectively guarantee the welfare of staff.

In terms of promotion assessment, the Group maintains a well-established promotion system so that its teachers can see their potential for success in the college and the fact that their contributions and dedication are highly valued and recognised. The Group places great importance on providing its employees with a platform to have equal career development prospects, and treats every employee fairly in terms of employment, assessment, promotion, training, etc., and does not allow the occurrence of discriminatory incidents due to religion, gender, age, race, etc. During the Reporting Period, the Group did not have any incidents of discrimination.
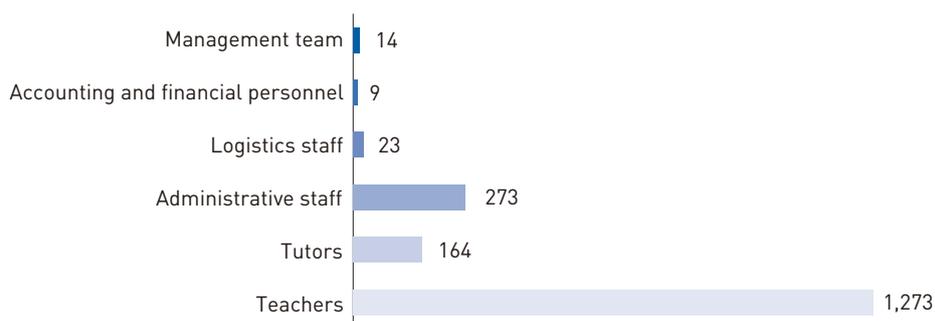
By the end of the Reporting Period, the Group had a total of 1,756 employees, of which the proportions of male and female were 28.53% and 71.47%, respectively. Due to the characteristics of the education industry, the proportion of female employees of the Group was relatively high. The Group provides female employees with statutory benefits including maternity leave, marriage leave, and breastfeeding leave in accordance with the law to ensure that they are not discriminated against or insulted. During the Reporting Period, the Group suffered a turnover of 86 staff members, representing a turnover rate of 4.9%, with no significant change in the turnover rate as compared with that of the previous fiscal year. The turnover rate of male employees and female employees were 1.65% and 3.25%, respectively. From the perspective of the age distribution of lost employees, the turnover rate of employees aged 30 and below is 2.33%, the turnover rate of employees aged 31 to 40 is 1.99%, the turnover rate of employees aged 41 to 50 is 0.23%, the turnover rate of employees aged 51 to 60 is 0.23%, and the turnover rate of employees aged above 60 is 0.11%.

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EMPLOYMENT INDICATORS

Staff by Gender in 2025

Gender	Count
Male	501
Female	1,255

Staff by Employment Type in 2025

Employment Type	Count
Management team	14
Accounting and financial personnel	9
Logistics staff	23
Administrative staff	273
Tutors	164
Teachers	1,273

Staff by Age in 2025

Age	Count
over 60	134
51–60	218
41–50	384
31–40	712
below 30	308
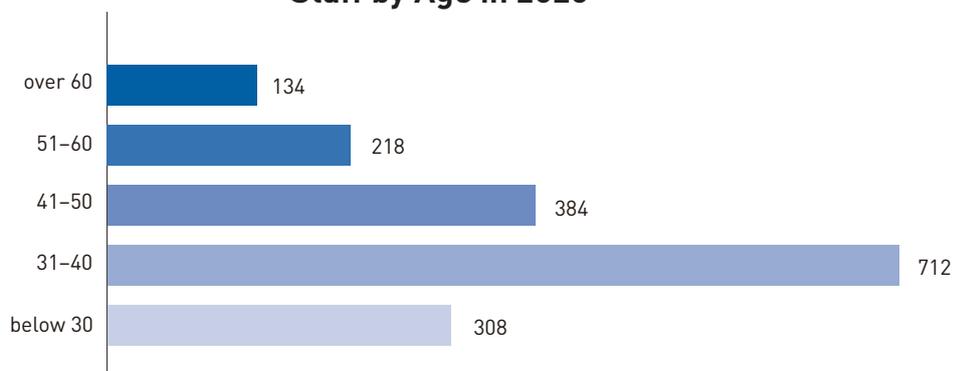
In order to continuously promote scientific research innovation and improve the quality of education and teaching, the Group invites doctoral graduates, doctoral teams or high-level scientific research teams at home and abroad with an open and inclusive attitude to jointly promote the high-quality development of school education.

In order to actively respond to the national "Silver Age Teacher Action Plan" and give full play to the experience advantages and professional wisdom of retired teachers with senior titles in colleges and universities, our school started the special recruitment of silver age teachers and recruited retired teachers in nine fields, including management, education and economics, for the whole country.

Poster of Dr. Introduction in Shanxi Institute of Technology in 2025

Shanxi Institute of Technology recruits retired teachers for the whole country to help education pass on from generation to generation

Environmental, Social and Governance Report

2.2. Health and Safety

The Group does not have any external sources of occupational hazards from chemical, physical and biological factors. The Group's labour hours are reasonable, labour intensity is moderate, working environment is beautiful, accommodation is good, food and beverage are plentiful, and medical protection is in place.

The Group strictly abides by "Food Safety Law of the People's Republic of China", "Draft of the Environmental Code of the People's Republic of China", "Law of the People's Republic of China on the Prevention and Treatment of Infectious Diseases", "Fire Control Law of the People's Republic of China", "the Hygienic Management Regulations for Student Canteens and Group Meals for Students", "the Public Sanitation Management Regulations", "Emergency Regulations for Public Health Emergencies", "Work Injury Insurance Regulations" and other relevant laws and regulations in the PRC. During the Reporting Period, there were no punitive incidents such as warnings, fines, or penalties, etc. due to violations of relevant laws and regulations, and no work-related fatalities and loss of working days due to work-related injuries. The School has never had any major accidents during years of operation. It has been awarded as an advanced school for the establishment of a "safe campus" in Shanxi Province for 12 consecutive years, and has won a good social reputation.

The Group attaches great importance to the health and safety issues of school employees and students during their stay at school, and has established strict safety management regulations and guidelines for traffic safety on campus, fire safety, sanitation management, facility and equipment management, and smoking bans, such as "Commuter Vehicle Safety Management Regulations", "College Vehicle Management Regulations" and "Safety Work Management Regulations", etc. At the same time, training on fire and safety knowledge, staff safety, electrical safety training, disease emergency management, hazardous materials handling, occupational health and other safety related trainings were carried out to guide teachers and students to practically acquire health and safety related skills.

(1) Fire Management: The Group incorporates fire safety work into its daily management, including holding regular meetings every month and organising fire safety lectures and drills to provide employees training on fire and electricity safety. These include training of staff in the proper use of electrical safety equipment and strict requirements that electrical equipment with metal casings must be earthed or zero-connected. Moreover, the Group holds fire drills and emergency escape drills every semester to promote the awareness of fire safety and at the same time exercise teachers and students' ability to respond to emergencies. The Group organises fire drills every year, inviting local firemen to the school to promote fire safety knowledge to teachers, employees and students.

(2) Campus Hygiene Management: In order to improve the health of students, the Group has established and improved policies and systems related to hygiene management, confirmed the responsible persons and established a regular work system and has been continuously improving disease prevention and control systems, infectious disease isolation systems, physical examination systems, and health file management systems.

In terms of food hygiene and safety, the Group has established an inspection system, regular health certification verification system, food quality quick inspection room, canteen hygiene inspection system and other means to improve the hygiene management level of the campus in an all-round way to provide a health and safe campus food hygiene environment for students and teachers. The Group has carried out non-dead-angle disinfection and sterilisation in the public area and regular disinfection measures to ensure that it provides students and employees with a learning, working and dining environment that is health and safe.
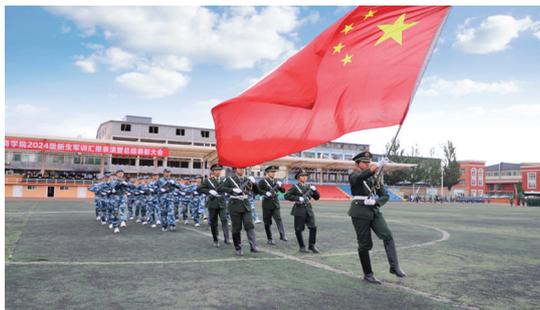
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In terms of disease prevention and control, the Group regularly trains teachers and students in first-aid measures such as cardiopulmonary resuscitation and Heimlich; the Group also provides training in the prevention and treatment of AIDS and infectious diseases.

With regard to the health and safety of school facilities and equipment, the Group has also formulated detailed management systems for commonly used equipment such as air conditioners. Through regular inspection and maintenance of equipment on campus, safety dangers are reduced. Regarding on campus air-conditioning systems and indoor carpets and other equipment that are prone to accumulate dust and other harmful substances to the human body, regular cleaning, disinfection and sterilisation work are carried out to effectively protect the lives of students and employees.

Furthermore, the daily safety and health inspection systems established by the Group also include: campus security inspection system, non-staff personnel registration system, commuter vehicle safety management regulations, student vehicle management regulations, apartment safety management system, property safety system, etc. The Group requires all units to make relevant records and conduct regular inspections to ensure that safety work is in place.

During the Reporting Period, the Group had no work-related injuries or deaths.

In order to enrich teachers' and students' after-school life, carry forward Chinese traditional sports culture, improve students' physical fitness and enhance team cohesion, during the Reporting Period the school organized freshman military training, sports meetings and other activities to improve teachers' and students' physical fitness and teamwork spirit.

Freshman military training and sports meetings

Campus safety training and inspection

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2.3. Development and Training

The Group is well aware that the quality of school's teaching services and management standards are the most important reference indicators for students to choose a school. Therefore, during the Reporting Period, the Group provided five major types of trainings for teachers and management staff, including business quality and competency-based training for teaching administrators, integrated quality and teaching literacy training for new teachers, internal administrative training for administrative staff, specialised equipment skills training for professional and technical staff, and food-related training for catering service center, to improve the educational, managerial and operational standards of the School on all fronts, as well as the professionalism and overall quality of the Group's staff.

The Group also organised and implemented training courses and evaluated the effectiveness of the training. In order to encourage and guide staff to learn about the development and construction needs of the College, the Group awarded certificates of completion and selected outstanding trainees, and applied the training results in the assessment of management staff, the selection and appointment of young staff, the ranking of staff and the annual assessment, so as to strengthen the implementation of the learning effect.

During the Reporting Period, the Group organised over 2,407 training activities, and 24,227 participants completed relevant training, with an employee participation rate of 100%.

Training Types	Contents
Business quality and competency-based training for teaching administrators	To enhance the effectiveness of school teaching management
Integrated quality and teaching literacy training for new teachers	To help new teachers better master the comprehensive quality and teaching quality
Internal administrative training for administrative staff	Publicity skills training, financial reporting system training, etc.
Specialised equipment skills training for professional and technical staff	Special equipment skills training, stage skills, lighting and sound equipment skills training, etc.
Food-related training for catering service center	To learn about food-related policies and systems, and continuously improve management and service standards

Staff training activities

In order to actively implement the national strategy for digital education and the spirit of the "China Education Modernization 2035" document, further promote the deep integration of artificial intelligence with education and teaching, facilitate our school's in-depth exploration of teaching innovation in the era of artificial intelligence, and enhance the AI education application skills of frontline teachers, the school will organize a series of workshops on the theme of "Artificial Intelligence + Teaching + Research" in 2025, aimed at effectively improving the digital literacy of teachers.

"Artificial Intelligence + Teaching + Research" workshop

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In order to accelerate the construction of a high-quality education system and support the achievement of the school's goal for the high-quality development of its talent team, guide newly hired faculty and staff to strengthen their professional convictions, enhance their moral and ethical standards, clarify their job responsibilities, and improve their practical skills, our school will conduct a pre-job training session for newly hired faculty and staff on August 14, 2025. This training will help the new talent team in higher education clearly understand their mission of fostering virtues through education, establish a good ethos of teacher morality, master solid educational and teaching theories, and develop the basic skills required for professional teaching.

A pre-job training session for newly hired faculty and staff

2.4. Labour Standards

The Group has strictly complied with "Labour Law of the People's Republic of China", "Law of the People's Republic of China on the Protection of Minors", "Provisions on Prohibition of Child Labour", "Teachers Law of the People's Republic of China" and other relevant laws and regulations in the PRC in recruiting and hiring teachers and employees, and protecting their legal rights and interests.

The Group resolutely resists and opposes any form of child labour and forced labour practices, including forced labour, improper punitive measures, etc. The Group has clearly stipulated that child labour and forced labour are not to be employed in the recruitment system and procedures. The Group strictly implements the recruitment and employment procedures in the "Compendium of Human Resources Management Systems", carefully checking the identity information of candidates before being officially hired, to ensure that personal information is true and effective.

During the Reporting Period, the Group did not have any form of forced labour or child labour incidents and related complaints, since the minimum requirement of the Group's talent introduction is master degree. If any violations were to be detected, the Group would immediately cease any labour activities. Any false documents would be considered fraudulent and the Group would have the right to terminate the labour contract immediately.

3. OPERATING PRACTICES

3.1. Supply Chain Management

During the Reporting Period, the Group formulated the "Material Procurement Management System" and "Supplier Information Database and Access and Exit Management Measures" to standardise the material supply procedures and strengthen the supervision of suppliers, and to make every effort to create a safe, hygienic and comfortable teaching and living environment for teachers and students.

The materials purchased by the Group are mainly office supplies, office furniture, electronic equipment, teaching materials, software, technical services, uniforms, etc. During the Reporting Period, the Group had a total of 205 suppliers with whom it co-operated in accordance with its supplier and procurement management system and implemented unified management. The Group's qualified suppliers come from various provinces and cities in China, of which 152 were from Shanxi Province, and the remaining 53 were from provinces or cities such as Beijing, Jiangsu and Guangdong.

The Group strictly complies with the "Material Procurement Management System" to purchase and distribute materials required for daily operations. At the same time, in order to standardise material supply procedures, improve work efficiency, complete material supply with high quality and efficiency, and strengthen the monitoring and management of cooperative suppliers, the Group has formulated the "Supplier Information Database and Access and Exit Management Measures" for the Group to conduct scientific management, including strict regulations on five aspects that are supplier classification, ranking, numbering, access mechanism, and exit mechanism. When selecting suppliers, in addition to factors such as quality, reputation, and qualifications, the Group also fully consider the suppliers' environmental and social risk factors.

Category	Content
Access audit	it is required to check the qualification certificates provided by suppliers when purchasing daily necessities and teaching equipment, including environmental, occupational safety and health certificates. At the same time, according to the list of energy-saving and environmentally-friendly items and certification issued by the State Administration of Market Supervision, priority is given to purchasing products that meet environmental and energy-saving requirements.
Process audit	Regularly understand the use of purchased items by the department, review and record the situation reflected by the user department, and provide relevant feedback to the supplier in time to ensure that the purchased items continue to meet the requirements during use.
Evaluation management	Make a comprehensive evaluation of suppliers, analyse the product quality, technical level, delivery capacity and product qualification rate, and consider eliminating suppliers with unsatisfactory performance. Establish a sound supervision system. For temporary suppliers with bad credit records, suppliers with poor public reputation, and suppliers who cheat on the quality and service of their products and refuse to rectify, the Group will enforce the eviction procedure to ensure the safety and stability of the school in teaching, scientific research, administrative office and logistics services.

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3.2. Service Responsibility

The Group strictly complies with "Safe Production Law of the People's Republic of China", "Labour Law of the People's Republic of China", "Taiyuan City Health Education and Health Promotion Work Regulations", "Taiyuan City Safety Production Accidents Inspection and Management Supervision and Management Measures", "Fire Safety Management of Higher Education Institutions", "Regulations on Fire Safety Management of Colleges and Universities", "Guidelines on Student Apartment Safety in General Colleges and Universities ", and relevant national laws and regulations applicable to schools at all levels to provide education services for students. The Group has introduced many systems, policies and activities to improve the quality of teaching services.

The Group has established a teaching quality monitoring and evaluation center, a two-level teaching quality monitoring system by the College and relevant departments, and a preliminary teaching quality assurance system composed of six subsystems, including a decision-making command system, a quality target system, a resource allocation system, a process management system, a monitoring and evaluation system, and a feedback improvement system. The Group set up a teaching quality monitoring team composed of teaching management personnel, teaching supervisors and student information officers, further revised and improved the teaching management system by formulating quality standards and evaluation methods for each teaching steps, and extensively carried out teaching supervision activities in which the classroom teaching, examination papers, and graduation thesis were inspected and supervised.

Adhering to the orientation of serving the high-quality transformation and development of Shanxi Province, the Group has proactively aligned with the development of Shanxi's modern service industry, focusing on three key service sectors: modern commerce and trade, cultural tourism, and health and people's livelihood. Leveraging the latest technological breakthroughs in artificial intelligence, big data, cloud computing, and other fields, the Group has continuously optimised and adjusted its professional structure and layout to adapt to the evolving market demands. During the Reporting Period, three new programmes were launched, namely "Art Education", "Film Production", and "Sports Economy and Management". To date, the Group offers 50 undergraduate programmes and programme directions, achieving a more comprehensive professional coverage.

Looking ahead, the Group will continue to pursue the goal of building a high-level private application-oriented university. It will closely connect with key areas of Shanxi's modern service industry, improve the dynamic adjustment mechanism for programmes, continuously optimise the professional layout, strengthen the connotative development of programmes, and enhance the quality of talent training, thereby providing strong intellectual support and talent guarantee for the local economic and social development.

The Group attaches great importance to the all-round development of students and actively encourages and supports them to participate in various competitions during their academic years. The 2024 China International College Students' Innovation Competition received strong support from the university leadership and enthusiastic participation from teachers and students. From the initial organisation and mobilisation to the subsequent guidance and participation, a total of 2,065 projects were registered, involving 9,747 students, with the participation rate of on-campus students reaching 50.37%. Among them, 116 projects advanced to the Shanxi Provincial Competition, achieving remarkable results of 4 gold medals, 19 silver medals, 39 bronze medals, and 17 excellence awards. All key indicators of the competition ranked first among newly established undergraduate universities in Shanxi Province.

College students' innovation competition

The group has performed well in entertainment, which is based on aesthetic education and cultural people. The group's original drama Huitong Tianxia has been well received by all walks of life. In the process of participating in the creation and performance of the drama, the aesthetic taste of teachers and students has been subtly improved. In addition, 125 teachers and students from the Music and Dance Academy of the Group were invited to participate in the recording of the evening programme of "The Year of China in Long song" 2025 Spring Festival Evening of Yellow River Folk Songs, and they all arranged and performed seven song and dance programmes, including "Long Song in Dahe", "Xiao", "Blue and White Flower", "Mountain and River Ballad", "Selling Tangyuan", "Ningxia Chuan" and "Porcelain Soul", showing new ideas.

Spring festival gala performance

"Huitong tianxia" drama performance

The Group understands that student employment rate is an important indicator for parents and students to monitor the quality of teaching and learning of a school, and emphasises on the efficient combination of theoretical learning and practical training in the curriculum. The Group has also formed extensive collaboration with business community to provide practical and effective opportunities and platforms for its students to pursue their careers through both on-campus and off-campus training. With the active initiative of the Group and the joint efforts of teachers and students, the graduation placement rate of 2024/25 academic year was 94.99%. This was a satisfactory result to its students and parents.

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The Group also organised and implemented on-campus self-assessments, and conducted special evaluations of teaching units, undergraduate majors and courses. At the same time, relevant management measures have been formulated to standardise data acquisition and reporting, so as to strengthen data analysis and the practical application of data. The management cadres sent instructions with the findings from data to guided relevant departments to improve their work, which also provided a basis for the Group's scientific decision-making, deployment and control. In addition, the Group organised annual student satisfaction surveys to systematically and routinely monitor teaching work. During the Reporting Period, the Group did not receive any complaints regarding its education services.

In accordance with the Group's teaching management system, the School Academic Affairs Office of the College has issued the corresponding accountability and handling system, including "Quality Standards for Major Teaching Links of Shanxi Technology and Business College", "Shanxi Technology and Business College Teachers' Teaching Log Filling Standards", "Shanxi Technology and Business College Test Paper Review Standards", "Measures for Evaluation and Management of Normal Performances", "Working Regulations for Teaching Management of Shanxi Technology and Business College" and other management systems, and issued corresponding responsibilities investigation systems, such as "Measures for the Identification and Handling of Teaching Accidents of Shanxi Technology and Business College", "Measures for Identification and Handling of Examination Violations of Shanxi Technology and Business College".

3.3. Intellectual Property Rights

The Group understands the importance of maintaining intellectual property rights. In order to promote the intellectual property culture awareness, the College only used teaching materials ordered from authorise publishers. In order to strengthen the protection of the Group's intellectual property rights and standardise the management of intellectual property rights, the Group has formulated "Management Measures for Intellectual Property Rights" in strict accordance with the "Copyright Law of the People's Republic of China". The Group also provided trainings on intellectual property rights to all employees to help them better understand the boundaries of patent rights and technical secrets, trademark rights, commercial secrets, copyright, and other intellectual property rights protected by national laws. In the course of business, the Group specified the ownership of intellectual property rights in contracts and protected the interests of both parties through contractual terms. In addition, the Group has established a monitoring and early warning mechanism and cooperates with Taiyuan Market Supervision and Administration Bureau to detect abnormal patent applications and to deal with potential infringements in a timely manner. During the Reporting Period, the Group did not have any violations of intellectual property rights and related complaints.

3.4. Privacy Protection

The Group is committed to protecting the privacy of students and parents, and strictly abides by the "Confidentiality Law of the People's Republic of China" and various confidentiality systems stipulated by the state. In accordance with the "Cybersecurity Law of the People's Republic of China" and the relevant requirements set out in the documents issued by the competent education authorities, the Group strictly complies with the relevant national laws and regulations on the protection of personal information in its daily teaching, enrolment and employment, as well as rewards and punishments and subsidies.

The Group also formulated the "Personal Information and Data Security Management System", and "Teacher and Student Data Security and Privacy Monitoring Methods" and issued "Notice on Strengthening Information Security and Privacy Protection" for the privacy of students and parents. The confidential security measures include but are not limited to: desensitisation of personal sensitive information; signing data confidentiality agreement whenever is necessary. In addition, the Group also organised staff who had access to students' personal information to study the laws and regulations on the protection of citizens' personal information in China regularly, so as to strengthen the awareness of the staff on the protection of students' personal information. The Group increased the investment in the School's network security technology, so as to improve the level of the security technology of the School's network system. During the Reporting Period, the Group did not have any breaches of data privacy.

3.5. Anti-corruption

The Group strictly complies with relevant laws and regulations, including the "Criminal Law of the People's Republic of China", "Anti-Unfair Competition Law", "Interim Provisions on Prohibition of Commercial Bribery", "Anti-Money Laundering Law of the People's Republic of China", "Civil Code of the People's Republic of China", "Anti-Unfair Competition Law of the People's Republic of China" and relevant national laws and regulations. The Group has also established internal whistle-blowing and anti-corruption policies to prevent the occurrence of any corrupt practices, including bribery, extortion, fraud and money laundering.

In order to regulate the professional conduct of all employees, the Group strictly abides by relevant laws, industry norms and standards, professional ethics, and the Company's rules and regulations. At the same time, the Group has also established the disciplinary inspection committee to prevent bribery, extortion, fraud and money laundering and other frauds.

During the Reporting Period, there were no significant changes to the monitoring measures formulated by the Group against corruption. Major measures are as follows:

(1) Set up a disciplinary inspection committee, whose main responsibilities are to assist the management in strengthening the construction and development of anti-corruption work; supervise and inspect the implementation of the anti-corruption system and the integrity and self-discipline of leading cadres;

(2) Set up a disciplinary inspection committee monitoring office, whose main responsibilities are to accept, investigate and deal with school administrative organisations and administrative staff's violations of bribery, extortion, fraud, money laundering and other fraudulent activities;

(3) Set up a disciplinary inspection committee inspection office, whose main responsibilities are to summarise and compile common, typical, and tendentious problems in school daily operations and give feedback to the management in a timely manner; supervise the implementation of school projects and prohibit fraud;

(4) Set up a complaints and proposals administration open up channels for teachers and students to put forward opinions and suggestions, so that teachers and students can raise their own questions according to the process of submitting initial letters, accepting letters and interviews, and handling cases (requesting a reply); in the case of a report, denunciation, or indictment, the relevant department will be required to analyse the details of the report mentioned in the letter and interview to make clear the nature of the problem and to implement corrective measures.

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In addition, the Group organised the College integrity education series activities to further strengthen the construction of teacher ethics and to create a clean and upright education atmosphere. The board of directors and management were required to participate in relevant anti-corruption education propaganda and training to cultivate anti-bribery, anti-extortion, anti-fraud and anti-money laundering awareness. The university's official WeChat public account has launched a "Micro Party Class" section, publishing anti-corruption-related articles such as "8 Key Points for Official Reception" and "9 Manifestations of Vehicle-Related Corruption". During the Reporting Period, the Group actively responded to the "Comprehensive Construction of Clean Shanxi" work deployment, and conducted the "Integrity Education Month" activities. During the activities, the Group organised its staff to sign a total of 385 self-discipline commitment and to watch integrity educational films, which further enhanced the awareness of integrity and self-discipline among its staff.

During the Reporting Period, the Group did not have any fraud cases such as bribery, extortion, fraud and money laundering.

4. COMMUNITY INVESTMENT

The Group actively fulfilled its corporate social responsibility, gave full play to its own advantages, devoted itself to public welfare undertakings and community construction and development, and organised teachers and students to carry out activities in support of community education, humanistic care, culture and art, and urban construction.

The Group fully reflects the care of employees internally, and provides diversified training and promotion opportunities while providing jobs and a good office environment. In addition, our school attaches great importance to students' ideological and moral education, strives to cultivate students with high moral character and strong sense of social responsibility, and at the same time communicates with parents regularly to exchange educational methods and create a harmonious family environment.

During the Reporting Period, the Group actively assumed social responsibilities through various channels and ways, and actively participated in voluntary services and public welfare activities. The Group also encourages employees and students to participate in social welfare activities, make contributions to improving people's livelihood and actively fulfill their social responsibilities.

4.1. Public Welfare Voluntary Activities

During the Reporting Period, the schools affiliated to the Group actively advocated teachers and students to participate in various social welfare services and assume social responsibilities; The social welfare services that teachers and students of the school participate in cover education, environment, culture, sports, medical care and so on. The school also gave full play to its own advantages and carried out many public welfare volunteer activities during the Reporting Period.

In May 2025, the Youth Volunteer Department of the school's Communist Youth League, in collaboration with the Student First Party Branch, jointly organized the "Children's Charm of Dragon Boat Festival, Innocent Hands Painting Blue" intangible cultural heritage activity at a local kindergarten. This event used innovative methods to introduce children to traditional culture, allowing the spirit of volunteering to continue in the protection of childhood innocence and brighten more pure smiles.

In June 2025, the school visited the Hexi Senior Citizen Home in Jinyuan District, Taiyuan City, to carry out a volunteer service activity themed "Filled with Love in June, Fatherly Love Together." Volunteers sat beside the grandparents, engaging in warm conversations, listening attentively, and expressing their heartfelt emotions through a choir performance, conveying gratitude and admiration for their fathers.

In the summer of 2025, relying on the group's social practice platform of "going to the countryside", many schools, such as School of Finance, School of Architecture and Engineering, and School of Foreign Languages, carried out "going to the countryside" activities, providing villagers with volunteer services such as agricultural support and caring trusteeship. During the participation, the students not only practiced their volunteer spirit, but also gained rich practical experience.

Group's "Three Rural Areas" Practice Activities in the Summer of 2025

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In 2025, the environmental and health publicity week, the school's national traditional sports case team walked into the activity center of veteran cadres in xiaodian district, and led everyone to learn classic health-keeping techniques such as Baduanjin and Wuqinxi. The activity deeply integrated traditional national sports and health knowledge propaganda, and brought a unique health feast for veteran cadres.

The national traditional sports case team entered the activity center of xiaodian district veteran cadres

4.2. Employee Care

Teachers and staff are important assets of an educational service organisation. The Group has always attached great importance to caring for employees. Under the condition of fully obtaining and understanding the actual needs of employees, it has given employees assistance in the form of funds, goods, manpower and spiritual condolences to help teachers and staff who encounter difficulties in life, work and spirit tide over the difficulties.

On holidays such as Women's Day, Mid-Autumn Festival and Spring Festival, the Group will provide benefits to faculty and staff, and also give humanistic care to employees' daily life. The Group will also carry out a variety of spiritual and cultural activities for faculty and staff every year, and fully meet the diverse interests and hobbies of faculty and staff through a variety of extracurricular activities. During the Reporting Period, the main employee care activities organised by the Group's schools were as follows:

Corporation	Part of employee care activities
shanxi technology and business college	a) In August, 2025, many places suffered from continuous heavy rainfall, and the school opened a temporary subsidy channel for students who had temporary difficulties in family economy due to this flood disaster.
	b) The school has distributed rich and practical Mid-Autumn Festival benefits to all teachers and students.
	c) the school trade union and the school women's Federation carry out the fellowship activities of single faculty members at the moment when the Dragon City is in love.

The school distributed rich and practical Mid-Autumn Festival benefits to all teachers and students

Social activities of single faculty members

4.3. Awards and Honors

In the past fiscal year, the subordinate schools and all teachers and students of the Group actively devoted themselves to community building and played a good leading role in their communities. During the Reporting Period, the subordinate schools of the Group were awarded the title of "Excellent Organisation Award in Shanxi Division of the 6th Chinese Classic Reciting and Speaking Competition" by the Shanxi Provincial Department of Education, and the title of "Excellent Organisation Award in the Five Small Innovation Competition of Shanxi Education, Culture, Health and Sports Trade Union Committee" and other certificates. The above awards and honors highlight the positive contribution of the schools and all the teachers and students of the Group to the community and the recognition of the schools, teachers and students from all walks of life. During the Reporting Period, the Group won the following awards:

Awards and honors	Awarding organisation
Outstanding Organisation Award of Shanxi Division in the 6th China Classic Recitation, Writing and Speech Competition	Education Department of Shanxi Province
Award-Winning Organisation of the 1st Shanxi Provincial Venue-Based Education Interpretation Competition	Education Department of Shanxi Province
Outstanding Organisation Award of Shanxi Education, Culture, Health and Sports Trade Union "Five Small" Innovation Competition	Shanxi Provincial Federation of Trade Unions for Education, Science, Culture, Health and Sports
Winners of the first venue education and explanation competition in Shanxi Province	Education Department of Shanxi Province

Appendix I. Key Performance Indicators

CHART 1: AIR POLLUTANT EMISSIONS

Air Pollutant Emissions	Unit	Emission Volume
Nitrogen oxides (NO$_x$)	Kg	620.43
Sulphur oxides (SO$_x$)	Kg	0.68
Particulate matter (PM)	Kg	30.07

CHART 2: GREENHOUSE GAS EMISSIONS

Greenhouse Gas Emissions	Unit	Emission Volume
Direct greenhouse gas emissions (Scope 1)	Tonnes of CO_2 equivalent	125.86
Greenhouse gas abatement (Scope 1)	Tonnes of CO_2 equivalent	44.23
Indirect greenhouse gas emissions (Scope 2)	Tonnes of CO_2 equivalent	9,373.90
Total greenhouse gas emissions (Scope 1 and 2)	Tonnes of CO_2 equivalent	9,455.53
Greenhouse gas emission intensity (Scope 1 and 2)	Tonnes of CO_2 equivalent per person	0.45

CHART 3: ENERGY CONSUMPTION

Energy Consumption	Unit	Consumption Volume
Total electricity consumption	MWh	15,364.54
Total electricity consumption intensity (per m^2)	MWh/m^2	0.036
Total electricity consumption intensity (per employee and student)	MWh/number of employee and student	0.73
Total water consumption	tonnes	358,069
Total water consumption intensity (per m^2)	tonnes/m^2	0.85
Total water consumption intensity (per employee and student)	tonnes/number of employee and student	17.02
Total natural gas consumption	m^3	2,410,957
Total natural gas consumption intensity (per m^2)	m^3/m^2	5.71
Total natural gas consumption intensity (per employee and student)	m^3/number of employee and student	114.63
Total gasoline consumption	liters	9,048
Total gasoline consumption intensity (per employee and student)	liters/number of employee and student	0.43
Total diesel consumption	liters	38,598
Total diesel consumption intensity (per employee and student)	liters/number of employee and student	1.84

CHART 4: WASTE

Waste	Unit	Waste Volume
Hazardous waste	tonnes	0.1
Hazardous waste intensity (per employee and student)	kg/number of employee and student	0.057
Non-hazardous waste	barrels	56,000
Non-hazardous waste intensity (per employee and student)	m^3/number of employee and student	7.65

CHART 5: PAPER CONSUMPTION

Paper Consumption	Unit	Consumption Volume
Total paper consumption	kg	4,542.8
A3	kg	4,521.0
A4	kg	21.8
8K	kg	0

CHART 6: ALL EMPLOYEES

Employees	Unit	2025
Total number of employees	person	1,756
Total number of employees (by gender)		
Female employees	person	1,255
Male employees	person	501
Total number of employees (by age group)		
Below 30	person	308
31-40	person	712
41-50	person	384
51-60	person	218
Above 60	person	134

Appendix I. Key Performance Indicators

Employees	Unit	2025
Total number of employees (by type of employment)		
Teachers	person	1,273
Tutors	person	164
Administrative Staff	person	273
Logistics Staff	person	23
Accounting & Finance Staff	person	9
Management Team	person	14
Total number of employees (by region)		
Shanxi Province	person	1,756
Turnover rate (by gender)		
Female employees	%	3.25
Male employees	%	1.65
Turnover rate (by age group)		
Below 30	%	2.33
31-40	%	1.99
41-50	%	0.23
51-60	%	0.23
Above 60	%	0.11
Turnover rate (by region)		
Shanxi Province	%	4.9

CHART 7: OCCUPATIONAL HEALTH AND SAFETY

Occupational Health and Safety	Unit	2025
Number of work-related fatalities in 2025	person	0
Number of work-related fatalities in 2024	person	0
Number of work-related fatalities in 2023	person	0
Lost days due to work injury in 2025	day	0

CHART 8: DEVELOPMENT AND TRAINING

Occupational Training	Unit	2025
Cumulative number of trainees	participant	32,162
Cumulative number of training sessions	number	3,026
Percentage of Trained Staff (by gender)		
Female employees	%	71.47
Male employees	%	28.56
Percentage of Trained Staff (by type of employment)		
Teachers	%	72.5
Tutors	%	9.3
Administrative Staff	%	15.5
Logistics Staff	%	1.3
Accounting & Finance Staff	%	0.5
Management Team	%	0.8
Average Training Hours per Staff (by gender)		
Female employees	Hour	100
Male employees	Hour	100
Average Training Hours per Staff (by type of employment)		
Teachers	Hour	100
Tutors	Hour	100
Administrative Staff	Hour	100
Logistics Staff	Hour	100
Accounting & Finance Staff	Hour	100
Management Team	Hour	100

Appendix I. Key Performance Indicators

CHART 9: LABOUR STANDARDS

Labour Standards	Unit	2025
Number of child labour	person	0
Number of forced labour	person	0

CHART 10: ANTI-CORRUPTION

Anti-corruption	Unit	2025
Number of concluded corruption-related litigation cases against the Group or employees	Case	0

Appendix II. Environmental, Social and Governance Reporting Guide Index

Contents of Indicators			Relevant Section
A. Environmental Category			
A1: Emissions	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. Note: Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations. Hazardous wastes are those defined by national regulations.	1. Environment
	A1.1	The types of emissions and respective emissions data.	1.2. Emissions
	A1.2	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	1.2. Emissions
	A1.3	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	1.2. Emissions
	A1.4	Description of emissions target(s) set and steps taken to achieve them.	1.2. Emissions
	A1.5	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	1.2. Emissions

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Contents of Indicators			Relevant Section
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials. Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.	1. Environment
	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).	1.3. Use of Resources
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	1.3. Use of Resources
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	1.3. Use of Resources
	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.	1.3. Use of Resources
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	1.3. Use of Resources
A3: The Environment and Natural Resources	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	1.4. Environment and Natural Resources

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Contents of Indicators			Relevant Section
B. Social			
B1: Employment and Labour Practices	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	2. Employment and Labour Standards
	B1.1	Total workforce by gender, employment type (for example, full– or part-time), age group and geographical region.	2.1. Employment
	B1.2	Employee turnover rate by gender, age group and geographical region.	2.1. Employment
B2: Health and Safety	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer. relating to providing a safe working environment and protecting employees from occupational hazards	2. Employment and Labour Standards
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	2.2. Health and Safety
	B2.2	Lost days due to work injury.	2.2. Health and Safety
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	2.2. Health and Safety

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Contents of Indicators			Relevant Section
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. Note: Training refers to vocational training. It may include internal and external courses paid by the employer.	2. Employment and Labour Standards
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	2.3. Development and Training
	B3.2	The average training hours completed per employee by gender and employee category.	2.3. Development and Training
B4: Labour Standards	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer. relating to preventing child and forced labour.	2. Employment and Labour Standards
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	2.4. Labour Standards
	B4.2	Description of steps taken to eliminate such practices when discovered.	2.4. Labour Standards
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	3. Operating Practices
	B5.1	Number of suppliers by geographical region.	3.1. Supply Chain Management
	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.	3.1. Supply Chain Management

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Contents of Indicators			Relevant Section
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	3.1. Supply Chain Management
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	3.1. Supply Chain Management
B6: Product Responsibility	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer. relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	3. Operating Practices
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	This Group is not applicable temporarily.
	B6.2	Number of products and service related complaints received and how they are dealt with.	3.2. Service Responsibility
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	3.3. Intellectual Property Rights
	B6.4	Description of quality assurance process and recall procedures.	This Group is not applicable temporarily.
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	3.4. Privacy Protection

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Contents of Indicators			Relevant Section
B7: Anti-corruption	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	3. Operating Practices
	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.	3.5. Anti-corruption
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	3.5. Anti-corruption
	B7.3	Description of anti-corruption training provided to directors and staff.	3.5. Anti-corruption
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.	4. Community investment
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	4.1. Public welfare voluntary activities
	B8.2	Resources contributed (e.g. money or time) to the focus area.	4.1. Public welfare voluntary activities
D: Governance	/	the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities.	1.1. Climate related disclosure

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Contents of Indicators			Relevant Section
D: Strategy	Climate-related risks and opportunities	An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term.	1.1. Climate related disclosure
	Business model and value chain	An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain.	1.1. Climate related disclosure
	Strategy and decision-making	An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making.	1.1. Climate related disclosure
	Financial position, financial performance and cash flows	Current financial effect and anticipated financial effect	1.1. Climate related disclosure
	Climate resilience	An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances.	1.1. Climate related disclosure
D: Risk Management	climate-related risks and opportunities	the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks.	1.1. Climate related disclosure

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Contents of Indicators			Relevant Section
D: Metrics and Targets	Greenhouse gas emissions	An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO_2 equivalent, classified as: (a) Scope 1 greenhouse gas emissions; (b) Scope 2 greenhouse gas emissions; and (c) Scope 3 greenhouse gas emissions.	1.2. Emissions
	Climate-related transition risks	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	1.1. Climate related disclosure
	Climate-related physical risks	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	1.1. Climate related disclosure
	Climate-related opportunities	An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	1.1. Climate related disclosure
	Capital deployment	An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	The Group does not currently possess the relevant resources and is therefore unable to disclose the content of this section. Meanwhile, the Group has initiated the development of the relevant system.
	Internal carbon prices	An issuer shall disclose: (a) an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and (b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions; or an appropriate negative statement that the issuer does not apply a carbon price in decision-making	This Group is not applicable temporarily.

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Contents of Indicators			Relevant Section
	Remuneration	An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement	This Group is not applicable temporarily.
	Industry-based metrics	An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry.	1.1. Climate related disclosure
	Climate-related targets	An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets.	1.1. Climate related disclosure
	Applicability of cross-industry metrics and industry-based metrics	/	1.1. Climate related disclosure