立德教育股份有限公司
Leader Education Limited

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 1449







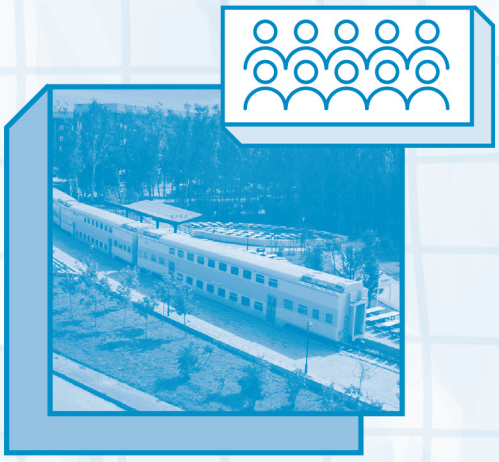
2025
Environmental, Social & Governance Report





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ABOUT THE REPORT

Leader Education Limited (the "Company"), together with its subsidiaries[1] (hereafter the "Group", "we" or "us") are a leading private formal higher education service provider in Heilongjiang Province, the People's Republic of China ("PRC"). We are pleased to present our Environmental, Social and Governance ("ESG") Report (the "Report"). The Report summarises the Group's ESG management approaches, initiatives and performance in fulfilling the corporate social responsibilities and the pursuit of sustainable development. For information regarding the Group's corporate governance, please refer to the section of corporate governance report from page 51 of our 2025 annual report.

REPORTING PERIOD

The Report covers the Group's ESG-related activities for the financial year ended 31 August 2025 (the "Reporting Period" or "2024/25"), with some retrospection of previous years.

REPORTING SCOPE

The scope of the Report covers the environmental and social performance of Songbei Campus and Hanan Campus in Heilongjiang College of Business and Technology ("our school"), Hai'an Junhua Vocational Skills Training School Co., Ltd.*(海安市峻華職業技能培訓學校有限公司), Nantong Junhua Secondary Vocational School Co., Ltd.*(南通峻華中等職業學校有限公司)and Tianjin Quanren Vocational Secondary Vocational School Co., Ltd.*(天津全人職業中等專業學校有限公司). Unless otherwise stated, the Report covers the Group's ESG policies and strategies as well as its environmental and social performance during the Reporting Period.

REPORTING STANDARD AND REPORTING PRINCIPLES

The ESG Report has been prepared in accordance with the "Environmental, Social and Governance Reporting Guide" (the "ESG Reporting Guide") as set out in Appendix C2 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the "Stock Exchange"). The Report strictly complies with all the "comply or explain" provisions set out in the ESG Reporting Guide, except for provisions that the Group considers are inapplicable to our operations, for which explanations are illustrated in the corresponding section. The Report has been reviewed and approved by the board of directors of the Group (the "Board"). The application of the reporting principles is elaborated as follows:

Materiality

- The Group adopted a materiality assessment to identify material ESG issues and compiled the Report based on these material issues.

Quantitative

- The Group disclosed the information of the standards, methodologies and source of conversion factors used for the reporting of emissions and energy consumption.

Balance

- The Report presented the Group's environmental and social performance in an impartial basis to provide an objective reporting disclosure for readers.

[1] The subsidiaries of the Company include our PRC consolidated affiliated entities.

Consistency

- The methodology adopted for disclosing key environmental and social performance indicators is consistent with that of the previous years.

CONTACT AND FEEDBACK

We welcome your feedback on the Report and other matters related to the Group's ESG practices. Please contact us at info@hibu.edu.cn should you have any feedback or suggestions.

ABOUT LEADER EDUCATION

We currently operate one private higher education institution, namely Heilongjiang College of Business and Technology, in Harbin City, Heilongjiang Province, namely Songbei Campus and Hanan Campus with gross floor area (GFA) of 339,940 sq.m., two vocational schools located in Jiangsu and one vocational school located in Tianjian respectively.

We recruited students from over 22 provinces, municipalities and autonomous regions in the PRC. Our school offered 26 majors of different disciplines, including 11 in engineering, 5 in management, 3 in economics, 2 in literature, and 5 in art, with comprehensive coverage of specialized fields of study to introduce professional talents in different areas, and over 1,300 courses, including mandatory general education courses（通識課）, major-mandatory courses and elective courses. Our school is one of the two private higher education institutions and the only private higher education institution with the bachelor's programme in Heilongjiang Province offering specialised majors and curriculums in railway transportation.

Adhere to the school-running orientation of application-oriented universities, we actively promote academic education and vocational education through internal generation and external extension in expanding the scale of schooling. After listing, we have built a new "Nantong-Hai'an-Lifa Industry-Education Integration Campus" in Yangtze Delta, one of the regions with the highest population growth and economic vitality in China, in order to expand its vocational educational services offerings at tertiary level and implement the teaching model that combines learning, internship and practical training. With the formation of school-running pattern – "one school, two places, and three campuses", this allows college students to complete university studies, life and internships on different campuses and enrich the students' life experience. The "Integrated Campus" also serves as the talent training and exchange platform for economic and social development in the Yangtze River Delta Region, and also greatly expands the channels and scope of students' scientific research, internship and employment.

AWARDS AND RECOGNITIONS

With our extensive experience in operating higher education institutions and fostering collaboration with external corporations and institutions for our application-oriented higher education programmes, we have been honoured by provincial education departments and different education associations over the years, achieving recognition in the private higher education industry.

The following table listed the major awards and honours obtained by our school and students.

KEY HIGHLIGHT OF THE AWARDS RECEIVED BY OUR SCHOOL AND OUR STUDENTS IN 2024/25

Year	Awards/Accreditations	Awarding Organization
2025	Artificial Intelligence Future Design Competition · New Engineering Innovation Digital Skills Competition – Digital Skills Application – National Finals 人工智能未來設計大賽·新工科創新數字技能競賽 – 數字技能應用 – 全國總決賽	Chinese Academy of Management 中國管理現代化研究會
2025	The 11th Cross-Strait and Hong Kong and Macao College Students Vocational Skills (Abilities) Competition – Smart Finance and Taxation Competition – Management Accounting and Business Financial Data Analysis Skills Competition 第十一屆海峽兩岸暨港澳大學生職業技能（能力）大賽 – 智能財稅賽項 – 管理會計及業財數據分析技能賽項	The Central Committee of the Communist Youth League of China 共青團中央
2025	ICBC FinTech Innovation Competition for National College Students 工行杯全國大學生金融科技創新大賽	School Department of the Heilongjiang Provincial Committee of the Communist Youth League, Organizing Committee of the "ICBC FinTech Innovation Competition for National College Students" 共青團黑龍江省委員會學校部、"工行杯"全國大學生金融科技創新大賽組委會

Year	Awards/Accreditations	Awarding Organization
2025	2025 Heilongjiang Province College Students' Engineering Practical and Innovation Ability Competition & 2025 China College Students' Engineering Practical and Innovation Ability Competition – Trials 2025年黑龍江省大學生工程實踐與創新能力大賽暨2025年中國大學生工程實踐與創新能力大賽 – 選拔賽	China Business Accounting Institute 中國商業會計學會
2025	2025 Keyun Cup Enterprise Taxation and Business Management Skills Competition 2025科雲杯企業税務及經營管理技能大賽	China Business Accounting Institute 中國商業會計學會
2025	2025 China International College Students' Innovation Competition 2025年中國國際大學生創新大賽	China Business Accounting Institute 中國商業會計學會
2025	The 16th National College Students Siweier Cup Digital City Innovation Technology and Application Competition – Individual Competition (Phase 2) 第十六屆全國高等院校學生斯維爾杯數字城市創新技術與應用大賽 – 個人賽(二期)	Gymnastics Administrative Center of the General Administration of Sport of China 國家體育總局體操運動管理中心
2025	The 9th Huawei ICT Competition – Provincial Championships 第九屆華為ICT大賽 – 省賽	China Business Accounting Institute 中國商業會計學會
2025	2025 the 18th Chinese Collegiate Computing Competition – Heilongjiang Provincial Competition 2025年(第18屆)中國大學生計算機設計大賽 – 黑龍江省賽	China Business Accounting Institute 中國商業會計學會

AWARDS AND RECOGNITIONS

Year	Awards/Accreditations	Awarding Organization
2025	The 16th Heilongjiang Province College Students Advanced Graphics Technology and Product Information Modeling Innovation Competition and the 18th National College Students Advanced Graphics Technology and Product Information Modeling Innovation Competition Preliminary 黑龍江省第十六屆大學生先進成圖技術與產品信息建模創新大賽暨第十八屆全國大學生先進成圖技術與產品信息建模創新大賽預選賽	The Central Committee of the Communist Youth League of China 共青團中央
2025	The 11th Solve for Tomorrow: National Youth Science Innovation Experiment and Competition – Heilongjiang Preliminary Round 第十一屆全國青年科普創新實驗暨作品大賽 – 黑龍江賽區初賽	The Central Committee of the Communist Youth League of China 共青團中央
2025	The 16th Lanqiao Cup National Software and Information Technology Professional Talent Competition (Heilongjiang Provincial Contest) – Microcontroller Design and Development (University Group) – C/C++ Programming (University Group B) – Java Software Development (University Group B) – Web Application Development (University Group B) – Python Software Development (University Group B) 第十六屆藍橋杯全國軟件和信息技術專業人才大賽黑龍江賽區 – 單片機設計與開發（大學組） – C/C++程序設計（大學B組） – Java軟件開發（大學B組） – Web應用開發（大學B組） – Python軟件開發（大學B組）	China Business Accounting Institute 中國商業會計學會

Year	Awards/Accreditations	Awarding Organization
2025	Second Prize in The 16th Lanqiao Cup National Software and Information Technology Professional Talent Competition (Heilongjiang Provincial Contest) Microcontroller Design and Development (University Group) 第十六屆藍橋杯全國軟件和信息技術專業人才大賽黑龍江賽區單片機設計與開發（大學組）二等獎	China Business Accounting Institute 中國商業會計學會
2025	2025 National Line Dance Tournament – Street Dance (Freestyle) – Collective Folk Dance (Freestyle) – Group Dance – Dance Medley 2025全國排舞錦標賽 – 街舞類自選項目 – 集體民族風采項目 – 集體規定項目 – 初級串燒項目	China Business Accounting Institute 中國商業會計學會
2025	2025 National Enterprise Competition Simulation Competition – Enterprise Decision-Making – Business Operations – Digitalised Model Business Competition 2025年全國企業競爭模擬大賽 – 企業決策賽道 – 企業運營賽道 – 數智沙盤賽道	China Business Accounting Institute 中國商業會計學會
2025	The 12th Xuechuang Cup Heilongjiang Provincial Selection of National College Students Entrepreneurial Simulation Competition – Comprehensive Entrepreneurship Simulation – Digital Marketing Simulation – Financial Decision Simulation 第十二屆學創杯全國大學生創業綜合模擬大賽黑龍江省選拔賽 – 創業綜合模擬賽項 – 數字營銷模擬賽項 – 財務決策模擬賽項	China Business Accounting Institute 中國商業會計學會

AWARDS AND RECOGNITIONS

Year	Awards/Accreditations	Awarding Organization
2025	The 10th National College Students' Human Resources Management Comprehensive Ability Competition 第十屆全國大學生人力資源管理綜合能力競賽	China Business Accounting Institute 中國商業會計學會
2025	2025 China University Business Elite Challenge Innovation and Entrepreneurship Competition – Entrepreneurship Simulation 2025年全國高校商業精英挑戰賽創新創業競賽創業模擬賽道	China Business Accounting Institute 中國商業會計學會
2025	The 19th Challenge Cup Heilongjiang Province College Students Extracurricular Academic and Technological Works Competition 第十九屆挑戰杯黑龍江省大學生課外學術科技作品競賽	China Business Accounting Institute 中國商業會計學會
2024	Approved as the first batch of "Ideological and Political Practical Educational Base" in Helongjiang Province 獲批為黑龍江省首批「大思政課」實踐教學基地	Education Department of Heilongjiang Province 黑龍江省教育廳
2024	2024 China University Business Elite Challenge Cup Cultural Tourism and Convention Innovation and Entrepreneurship Competition – Heilongjiang Regional Competition – Provincial Competition – National Finals 2024年全國高校商業精英挑戰賽文旅與會展創新創業實踐競賽 – 黑龍江賽區賽 – 省賽 – 全國總決賽	China Business Accounting Institute 中國商業會計學會
2024	2024 China University Business Elite Challenge Innovation and Entrepreneurship Competition – Entrepreneurship Plan – National Finals 2024年全國高校商業精英挑戰賽創新創業競賽創業計劃賽道 – 全國總決賽	Chinese National Committee of the BRICS Business Council, International Alliance of Skills Development for Belt & Road and BRICS, Training Center of Skills Development and Technology Innovation for Belt & Road and BRICS 金磚國家工商理事會中方理事會、一帶一路暨金磚國家技能發展國際聯盟、一帶一路暨金磚國家技能發展與技術創新培訓中心

Year	Awards/Accreditations	Awarding Organization
2024	2024 The National Digital Media Technology and Creative Works Competition for College Students 2024年全國大學生數字媒體科技作品及創意競賽	Chinese National Committee of the BRICS Business Council, International Alliance of Skills Development for Belt & Road and BRICS, Training Center of Skills Development and Technology Innovation for Belt & Road and BRICS 金磚國家工商理事會中方理事會、一帶一路暨金磚國家技能發展國際聯盟、一帶一路暨金磚國家技能發展與技術創新培訓中心
2024	China International College Students' Innovation Competition 2024 – Industry – Heilongjiang Regional Competition 2024年中國國際大學生創新大賽 – 產業賽道 – 黑龍江賽區	Chinese Academy of Management 中國管理現代化研究會
2024	The 3rd National University Digital Business Decision Innovation Competition – National Competition 全國第三屆高校數智化商業決策創新大賽 – 國賽	Chinese Academy of Management 中國管理現代化研究會
2024	Far East Cup China College Students Convention and Innovation Competition – National Competition 遠華杯中國大學生會展及創意大賽 – 國賽	Chinese Academy of Management 中國管理現代化研究會
2024	2024 The 8th Belt & Road and BRICS Skills Development and Technological Innovation Competition – Enterprise Digital Management – Regional Competition – National Finals 2024年第八屆一帶一路暨金磚國家技能發展與技術創新大賽企業數字化管理賽項 – 區域賽 – 全國總決賽	Commerce Statistical Society of China, National College Student Market Research and Analysis Competition Organizing Committee 中國商業統計學會、全國大學生市場調查與分析大賽組委會

AWARDS AND RECOGNITIONS

Year	Awards/Accreditations	Awarding Organization
2024	2024 The 18th National College Students Innovation and Invention Competition (Formerly known as iCAN Innovation Competition for University Students) – Regional Competition – Finals 2024年第十八屆全國大學生創新發明大賽（原iCAN大學生創新創業大賽） – 區域賽 – 總決賽	Chinese National Committee of the BRICS Business Council, International Alliance of Skills Development for Belt & Road and BRICS, Training Center of Skills Development and Technology Innovation for Belt & Road and BRICS 金磚國家工商理事會中方理事會、一帶一路暨金磚國家技能發展國際聯盟、一帶一路暨金磚國家技能發展與技術創新培訓中心
2024	2024 The 2nd Zhihan Cup China College Students' Modern Enterprise Digital Operation Practice and Innovation Challenge – National Finals 2024年第二屆知翰杯全國大學生現代企業數字化運營實踐與創新挑戰賽 – 全國總決賽	Chinese National Committee of the BRICS Business Council, International Alliance of Skills Development for Belt & Road and BRICS, Training Center of Skills Development and Technology Innovation for Belt & Road and BRICS 金磚國家工商理事會中方理事會、一帶一路暨金磚國家技能發展國際聯盟、一帶一路暨金磚國家技能發展與技術創新培訓中心
2024	China University Business Elite Challenge Yunze Cup Marketing Simulation Decision – National Competition 全國高校商業精英挑戰賽雲澤杯營銷模擬決策賽道 – 國賽	Chinese Academy of Management 中國管理現代化研究會
2024	China University Business Elite Challenge Jingchuangjiaoyu Cup Distribution Industry Operation Simulation – National Competition 全國高校商業精英挑戰賽精創教育杯流通業經營模擬賽道 – 國賽	Chinese Academy of Management 中國管理現代化研究會
2024	2024 China University Business Elite Challenge Innovation and Entrepreneurship Competition Jingchuangjiaoyu Cup Distribution Industry Operation Simulation – National Competition 2024全國高校商業精英挑戰賽創新創業競賽精創教育杯流通業精英模擬賽道 – 國賽	China Business Accounting Institute 中國商業會計學會

Year	Awards/Accreditations	Awarding Organization
2024	2024 Heilongjiang Provincial Collegiate Bodybuilding and Fitness Championship 2024年黑龍江省大學生健身健美錦標賽	Chinese National Committee of the BRICS Business Council, International Alliance of Skills Development for Belt & Road and BRICS, Training Center of Skills Development and Technology Innovation for Belt & Road and BRICS 金磚國家工商理事會中方理事會、一帶一路暨金磚國家技能發展國際聯盟、一帶一路暨金磚國家技能發展與技術創新培訓中心
2024	2024 Heilongjiang Provincial Student Gymnastics, Aerobics, Cheerleading, Rhythmic Gymnastics, Street Dance, Sports Dance, Yoga Championships and the 11th Student Health and Vitality Competition 2024年黑龍江省學生體操、健美操、啦啦操、藝術體操、街舞、體育舞蹈、瑜伽錦標賽暨第十一屆學生健康活力大賽	Chinese National Committee of the BRICS Business Council, International Alliance of Skills Development for Belt & Road and BRICS, Training Center of Skills Development and Technology Innovation for Belt & Road and BRICS 金磚國家工商理事會中方理事會、一帶一路暨金磚國家技能發展國際聯盟、一帶一路暨金磚國家技能發展與技術創新培訓中心
2024	The 12th Heilongjiang Provincial Collegiate Fencing Championships 黑龍江省第十二屆大學生擊劍錦標賽	The Central Committee of the Communist Youth League of China 共青團中央
2024	2024 National Line Dance Championship 2024年全國排舞冠軍賽	China Business Accounting Institute 中國商業會計學會
2024	2024 National Line Dance Community Sports Day Online Competition (Beijing) 2024年全國排舞社區運動會網絡比賽（北京站）	China Business Accounting Institute 中國商業會計學會
2024	2024 National Cheerleading Community Sports Day 2024年全國啦啦操社區運動會	China Business Accounting Institute 中國商業會計學會
2024	"Bisheng Cup" National Student Computer System Capability Challenge – Electronic Design New Technology Innovation and Application Competition – Heilongjiang Regional Finals – National Finals 畢昇杯全國大學生電子設計新技術創新應用競賽 – 黑龍江賽區決賽 – 國賽	Bisheng Cup National Student Electronic Design Innovation Competition Heilongjiang Division Organizing Committee 畢昇杯全國大學生電子設計創新大賽黑龍江賽區組委會

AWARDS AND RECOGNITIONS

Year	Awards/Accreditations	Awarding Organization
2024	2024 iCAN University Student Innovation and Entrepreneurship Competition Yixue Cup Cross-border Digital Marketing Challenge Regional Competition 2024年iCAN大學生創新創業大賽億學杯跨境數字營銷挑戰賽區域賽	Commerce Statistical Society of China, National College Student Market Research and Analysis Competition Organizing Committee 中國商業統計學會、全國大學生市場調查與分析大賽組委會
2024	The 9th Cross-Strait Emerging Design Competition · Huacan Award – Heilongjiang Provincial Competition 第九屆兩岸新銳設計競賽·華燦獎 – 黑龍江省省賽	China Business Accounting Institute 中國商業會計學會
2024	2024 The 11th Xuechuang Cup National College Students Entrepreneurship Comprehensive Simulation Competition National Finals – Financial Decision-Making Competition – Comprehensive Entrepreneurship Simulation Competition – Digital Marketing Competition 2024年第十一屆學創杯全國大學生創業綜合模擬大賽演訓活動全國總決賽 – 財務決策賽項 – 創業綜合模擬賽項 – 數字營銷賽項	Chinese National Committee of the BRICS Business Council, International Alliance of Skills Development for Belt & Road and BRICS, Training Center of Skills Development and Technology Innovation for Belt & Road and BRICS 金磚國家工商理事會中方理事會、一帶一路暨金磚國家技能發展國際聯盟、一帶一路暨金磚國家技能發展與技術創新培訓中心
2024	The 9th National College Students Human Resource Management Competition Fourth Division League – Regional Competition – National Finals 第九屆全國大學生人力資源管理綜合能力競賽第四賽區 – 區域賽 – 全國總決賽	China Business Accounting Institute 中國商業會計學會
2024	The 10th Baidie Cup National University Student Logistics Simulation Design Competition – Heilongjiang Provincial Competition – National Finals 第十屆百蝶杯全國大學生物流仿真設計大賽 – 黑龍江省賽 – 全國總決賽	China Logistics Productivity Center, Heilongjiang Provincial Higher Education Innovation and Entrepreneurship Education Steering Committee 中國物流生產力促進中心、黑龍江省普通高等學校創新創業教育指導委員會

Year	Awards/Accreditations	Awarding Organization
2024	2024 The 8th Belt & Road and BRICS Skills Development and Technological Innovation Competition – Big Data Analysis Application and Decision-Making – Heilongjiang Provincial Competition 2024年第八屆一帶一路暨金磚國家技能發展與技術創新大賽大數據分析應用與決策賽項 – 黑龍江省賽	Commerce Statistical Society of China, National College Student Market Research and Analysis Competition Organizing Committee 中國商業統計學會、全國大學生市場調查與分析大賽組委會
2024	2024 The 8th Belt & Road and BRICS Skills Development and Technological Innovation Competition – Digital Human Resources Management Skills – Regional Competition – National Finals 2024年第八屆一帶一路暨金磚國家技能發展與技術創新大賽數字人力資源管理技能賽項 – 區域賽 – 全國總決賽	Chinese National Committee of the BRICS Business Council, International Alliance of Skills Development for Belt & Road and BRICS, Training Center of Skills Development and Technology Innovation for Belt & Road and BRICS 金磚國家工商理事會中方理事會、一帶一路暨金磚國家技能發展國際聯盟、一帶一路暨金磚國家技能發展與技術創新培訓中心
2024	The 6th Heilongjiang University Student Enterprise Competition Simulation Contest 第六屆黑龍江高校大學生企業競爭模擬大賽	China Business Accounting Institute 中國商業會計學會
2024	The 11th Cross-Strait and Hong Kong and Macao College Students Vocational Skills Competition – Business Management and Marketing Decision-making – Enterprise Experience and Supply Chain Decision 第十一屆海峽兩岸暨港澳大學生職業技能大賽 – 企業經營與營銷決策賽項 – 企業經驗與供應鏈決策賽項	The Central Committee of the Communist Youth League of China 共青團中央
2024	iCAN University Student Innovation and Entrepreneurship Competition Jingchuang Cup Digital Economy Decision-making Innovation Challenge – Division 1 League – National Finals iCAN 大學生創新創業大賽精創杯數字經濟決策創新挑戰賽 – 第一賽區區域賽 – 全國總決賽	China Business Accounting Institute 中國商業會計學會

AWARDS AND RECOGNITIONS

Year	Awards/Accreditations	Awarding Organization
2024	The 10th East Money Cup National College Student Financial Challenge – National Competition 第十屆東方財富杯全國大學生金融挑戰賽 – 國賽	China Business Accounting Institute 中國商業會計學會
2024	2024 The 7th Heilongjiang Fusite Cup University Students Big Data Accounting Decision Analysis Competition 2024年第七屆黑龍江省福思特杯大學生大數據會計決策分析競賽	Chinese National Committee of the BRICS Business Council, International Alliance of Skills Development for Belt & Road and BRICS, Training Center of Skills Development and Technology Innovation for Belt & Road and BRICS 金磚國家工商理事會中方理事會、一帶一路暨金磚國家技能發展國際聯盟、一帶一路暨金磚國家技能發展與技術創新培訓中心
2024	2024 The Belt & Road and BRICS Skills Development and Technological Innovation Competition – The 1st AIGC Internet Marketing Competition National Competition 2024一帶一路暨金磚國家技能發展與技術創新大賽首屆 AIGC 互聯網營銷賽項國內賽	Commerce Statistical Society of China, National College Student Market Research and Analysis Competition Organizing Committee 中國商業統計學會、全國大學生市場調查與分析大賽組委會
2024	2024 The Belt & Road and BRICS Skills Development and Technological Innovation Competition – Big Data Financial Application and Management Accounting Decision-Making – Trials – Finals 2024 一帶一路暨金磚國家技能發展與技術創新大賽 – 大數據財務應用與管理會計決策賽項 – 選拔賽 – 決賽	Commerce Statistical Society of China, National College Student Market Research and Analysis Competition Organizing Committee 中國商業統計學會、全國大學生市場調查與分析大賽組委會
2024	2024 China University Business Elite Challenge Innovation and Entrepreneurship Competition Marketing Simulation – National Competition 2024年全國高校商業精英挑戰賽創新創業競賽營銷模擬賽道 – 國賽	China Council for the Promotion of International Trade, China Chamber of International Commerce, The Commerce Economy Association of China 中國國際貿易促進委員會、中國國際商會、中國商業經濟學會

Year	Awards/Accreditations	Awarding Organization
2024	2024 National College Students Wisdom Finance Competition – Financial Audit and Big Data Application – National Final 2024 全國大學生智慧財經大賽財務審計與大數據應用賽項 – 全國總決賽	Commerce Statistical Society of China, National College Student Market Research and Analysis Competition Organizing Committee 中國商業統計學會、全國大學生市場調查與分析大賽組委會
2024	2024 National College Students Wisdom Finance Competition – Smart Finance, Taxation and Big Data Application – Finals 2024全國大學生智慧財經大賽智能財稅與大數據應用賽項 – 總決賽	China Business Accounting Institute 中國商業會計學會
2024	The 7th Fusite Cup National College Student Audit Elite Challenge – National Finals 第七屆福思特杯全國大學生審計精英挑戰賽 – 國賽	China Business Accounting Institute 中國商業會計學會
2024	2024 The 10th Heilongjiang Hengxin Cup College Student Smart Tax Competition – Finals 2024年第十屆黑龍江省衡信杯大學生智慧税務競賽 – 總決賽	Commerce Statistical Society of China, National College Student Market Research and Analysis Competition Organizing Committee, Chinese National Committee of the BRICS Business Council, International Alliance of Skills Development for Belt & Road and BRICS, Training Center of Skills Development and Technology Innovation for Belt & Road and BRICS 中國商業統計學會、全國大學生市場調查與分析大賽組委會、金磚國家工商理事會中方理事會、一帶一路暨金磚國家技能發展國際聯盟、一帶一路暨金磚國家技能發展與技術創新培訓中心
2024	2024 The 9th Keyun Cup National University Students' Accounting Professional Ability Competition 2024年第九屆科雲杯全國大學生財會職業能力大賽	Commerce Statistical Society of China, National College Student Market Research and Analysis Competition Organizing Committee 中國商業統計學會、全國大學生市場調查與分析大賽組委會

AWARDS AND RECOGNITIONS

Year	Awards/Accreditations	Awarding Organization
2024	The 5th Heilongjiang Esutongjizhi Cup College Students' Cross-border E-commerce Innovation and Entrepreneurship Competition 第五屆黑龍江省俄速通集智杯大學生跨境電商創新創業大賽	The Central Committee of the Communist Youth League of China 共青團中央
2024	2024 Liaoning Province General Colleges and Universities Rural Ecological Livable Environment Design Competition 2024年遼寧省普通高等學校鄉村生態宜居環境設計大賽	Chinese National Committee of the BRICS Business Council, International Alliance of Skills Development for Belt & Road and BRICS, Training Center of Skills Development and Technology Innovation for Belt & Road and BRICS 金磚國家工商理事會中方理事會、一帶一路暨金磚國家技能發展國際聯盟、一帶一路暨金磚國家技能發展與技術創新培訓中心
2024	The 17th Gouli Cup National Undergraduate Structural Design Competition – National Competition 第十七屆構力杯全國大學生結構設計競賽 – 國賽	National Undergraduate Structural Design Competition Committee 全國大學生結構設計競賽委員會
2024	The 16th National College Students Siweier Cup Innovation Technology and Application Competition 第十六屆全國高等院校學生斯維爾杯數字城市創新技術與應用大賽	National Gymnastics Administrative Center of the General Administration of Sport of China 國家體育總局體操運動管理中心
2024	The 14th ICBC Challenge Cup Entrepreneurial Competition of College Students in Heilongjiang Province 第十四屆工銀融e行挑戰杯黑龍江省大學生創業計劃競賽	The Central Committee of the Communist Youth League of China 共青團中央
2024	The 16th China Mathematical Contest in Modeling (Non-Math A Category) 第十六屆全國大學生數學競賽（非數學A類）	Chinese Mathematical Society 中國數學會
2024	China Undergraduate Mathematical Contest in Modeling (Heilongjiang Division) 全國大學生數學建模競賽（黑龍江賽區）	Chinese Academy of Management 中國管理現代化研究會

Year	Awards/Accreditations	Awarding Organization
2024	2024 Sino-Russian International Student Cheerleading Invitation Competition and Heilongjiang Provincial Student Cheerleading Invitation Competition 2024年中俄國際學生啦啦操邀請賽暨黑龍江省學生啦啦操邀請賽	China Business Accounting Institute 中國商業會計學會
2024	The 3rd China Cup International Standard Dance Open Championship 第三屆中國杯國際排舞公開賽	China Business Accounting Institute 中國商業會計學會
2024	Heilongjiang Province's First New Liberal Arts Practice Innovation Competition for College Students – National Championships 黑龍江省首屆大學生新文科實踐創新大賽 – 國賽	Education Department of Heilongjiang Province 黑龍江省教育廳

OTHER AWARDS RECEIVED SINCE THE ESTABLISHMENT OF OUR SCHOOL

Year	Awards/Accreditations	Awarding Organisation
2024	National General University Innovation and Entrepreneurship Competition Index – Top Ranking 全國普通高校創新創業類競賽指數TOP榜	National Virtual Teaching and Research Office for University Teacher Development Studies and College of Education, Zhejiang University 高校教師教學發展研究國家級虛擬教研室和浙江大學教育學院
2024	Outstanding Maker Space in Chinese Universities 中國高校優秀眾創空間	The Maker Space Alliance of China University 中國高校眾創聯盟
2023	Gold Medal in the 9th China International' "Internet+" University Student Innovation and Entrepreneurship Competition – Heilongjiang Province 第九屆中國國際「互聯網+」大學生創新創業大賽(黑龍江賽區)金獎	Education Department of Heilongjiang Province 黑龍江省教育廳
2023	First Prize in 2022 Heilongjiang Province 1st Tian Jia Bing Cup Showcase of Art Education 2022年黑龍江省首屆「田家炳」杯大學生美育成果展演活動一等獎	Education Department of Heilongjiang Province 黑龍江省教育廳

AWARDS AND RECOGNITIONS

Year	Awards/Accreditations	Awarding Organisation
2023	2022 Heilongjiang Province 'Youth University Study' Online Themed Lessons 2022年度黑龍江省「青年大學習」線上主題團課	Central Committee of Communist Youth League of Heilongjiang Province, China 共青團黑龍江省委員會
2023	First Prize in The 10th National University Student New Generation Information and Communication Technology Competition – Provincial Division 第十屆「大唐杯」全國大學生新一代信息通信技術大賽(省賽)一等獎	Ministry of Industry and Information Technology 工業和信息化部
2023	First Prize in The 13th "Zhengda Cup" Market Research and Analysis Competition 第十三屆「正大杯」市場調查與分析大賽一等獎	Commerce Statistical Society of China 中國商業統計學會
2023	2023 National University Student 'Back to Hometown', 'Activity on Three Rural Areas', Social Practice and Safety Education Livestream Talk 2023年大學生「返家鄉」「三下鄉」社會實踐安全教育直播講座	China Youth & Children Research Association, Association For Student Employment 中國青少年研究會、高校畢業生就業協會
2023	First Prize in The 14th National College Student Mathematics Competition 第十四屆全國大學生數學競賽一等獎	Chinese Mathematical Society 中國數學會
2022	First Prize in the National Big Data Analytics Skills Competition 全國大學生大數據分析技術技能大賽一等獎	Beijing Big Data Association 北京大數據協會
2022	First Prize in 16th iCAN Innovation Competition for University Students – Provincial Division 第十六屆iCAN 大學生創新創業大賽(省賽)一等獎	China Information Association 中國信息協會
2022	20th Provincial Civilized Campus 第二十屆省級文明校園	Heilongjiang Committee of Spiritual Civilization 黑龍江精神文明建設委員會
2022	"Notable Contribution Award" of Kunshan "20+20" Human Resources Cooperation Program 崑山市「20+20」人力資源合作計劃顯著貢獻獎	Kunshan Human Resources and Social Security Bureau 崑山市人力資源和社會保障局

Year	Awards/Accreditations	Awarding Organisation
2022	First Prize in the 2nd Transportation Tech Competition for University Students 第二屆省大學生交通運輸科技大賽一等獎	Heilongjiang Institute of Higher Education 黑龍江省高等教育學會
2022	Heilongjiang Education Teaching Achievement Prize in 2022 2022年黑龍江省高等教育教學成果獎	Education Department of Heilongjiang Province 黑龍江省教育廳
2021	Higher Education Enrolment Service Innovation Award in 2021 2021年度高招服務創新獎	China Online Education 中國教育在線
2021	The Eighth Xuechuang Cup National College Student Simulated Entrepreneur Competition (final) (online) 第八屆「學創杯」全國大學生創業綜合模擬演訓活動總決賽（線上）	Economics and Management Group of National Experimental Teaching Demonstration Center Association on Higher Education 高等教育國家級教學示範中心聯席會經濟與管理組
2021	Provincial Project Approval of Study and Innovation on Humanities 獲批立項首批省級新文科研究與改革實踐項目	Education Department of Heilongjiang Province 黑龍江省教育廳
2021	National University Graduate Employability Training Base 全國高校畢業生就業能力培訓基地	The Ministry of Education 教育部
2021	First Prize in Heilongjiang the 1st Ideology and Politics Education Competition 黑龍江省首屆高等學校課程思政教學競賽一等獎	Education Department of Heilongjiang Province 黑龍江省教育廳
2021	Heilongjiang Province College Student Employment Demonstration School 黑龍江省大學生就業工作示範性高校	Education Department of Heilongjiang Province 黑龍江省教育廳

STAKEHOLDER ENGAGEMENT

The Group recognizes the importance of regular communication with stakeholders and values their feedback for continuous improvement. We engage with a diverse range of stakeholders, including employees (teachers and other staff), students and their parents, alumni, government and regulators, shareholders and investors, suppliers, business partners, industry associations, the community, and the public. Collaborating with them helps us drive our business towards future success.

The communication methods we used to address their expectations and concerns are summarised in the table below.

Stakeholders	Expectations and concerns	Communication channels
Employees (Teachers and other staff)	• Benefits and compensation package • Employee rights • Safe workplace • Prospects and opportunities for career development • Teaching quality and performance	• Emails and suggestion box • Regular meetings • Staff performance evaluation • Employee training • Employee activities
Students & Parents	• School reputation • Teaching quality • Qualifications of teaching teams • Teacher ethics and morality • Safe campus • Abundant teaching resources • Employment rate of graduates • Information privacy	• Feedback in class • Satisfaction survey • Forums • Mailbox • Emails • Meetings • Online platforms (e.g. Official WeChat) • Corporate and school website
Alumni	• School ranking and reputation • Teaching quality	• Alumni surveys and meetings • Corporate and school website
Government and regulators	• Laws and regulations compliance • Robust operation control	• Document submission • Meetings with regulatory authorities • Site inspections • Compliance assessment reports • Forum, seminar and conference
Shareholders and investors	• Investment return • Business growth and development • Corporate governance • Risk management and mitigation	• Corporate website • Annual general meeting • Corporate announcements • Annual and interim reports

Stakeholders	Expectations and concerns	Communication channels
Suppliers	• Long-term business cooperation • Fair competition	• Supplier selection and performance assessment • Procurement and tendering • Site visits
Business partners	• Long-term business growth and development • Business ethics and integrity • Teaching philosophy and quality	• On-going direct engagement • Cooperative programmes and agreement
Industry associations	• Quality of teaching • Qualifications of teaching teams	• Industry activities • School visits • Emails • Phone calls • Seminars and conferences • Circulars, press and publications
Community	• Social development and public welfare • Environmental conservation	• Corporate and school website • Community activities • Emails • Phone calls • Charitable activities and voluntary services
The Public	• School ranking and reputation • Teaching quality • Qualifications of teaching teams • Information transparency	• Corporate and school website • Emails • Phone calls • School brochures and marketing materials

STAKEHOLDER ENGAGEMENT

MATERIALITY ASSESSMENT

The Group regularly review ESG issues that are material to our business and stakeholders. A materiality assessment was performed to direct the formulation of our ESG strategies.

Process of material assessment

Identifying potential ESG issues

- Based on the Group's existing business, ESG reporting guidelines, and industry, ESG management priorities, potential ESG issues were identified.

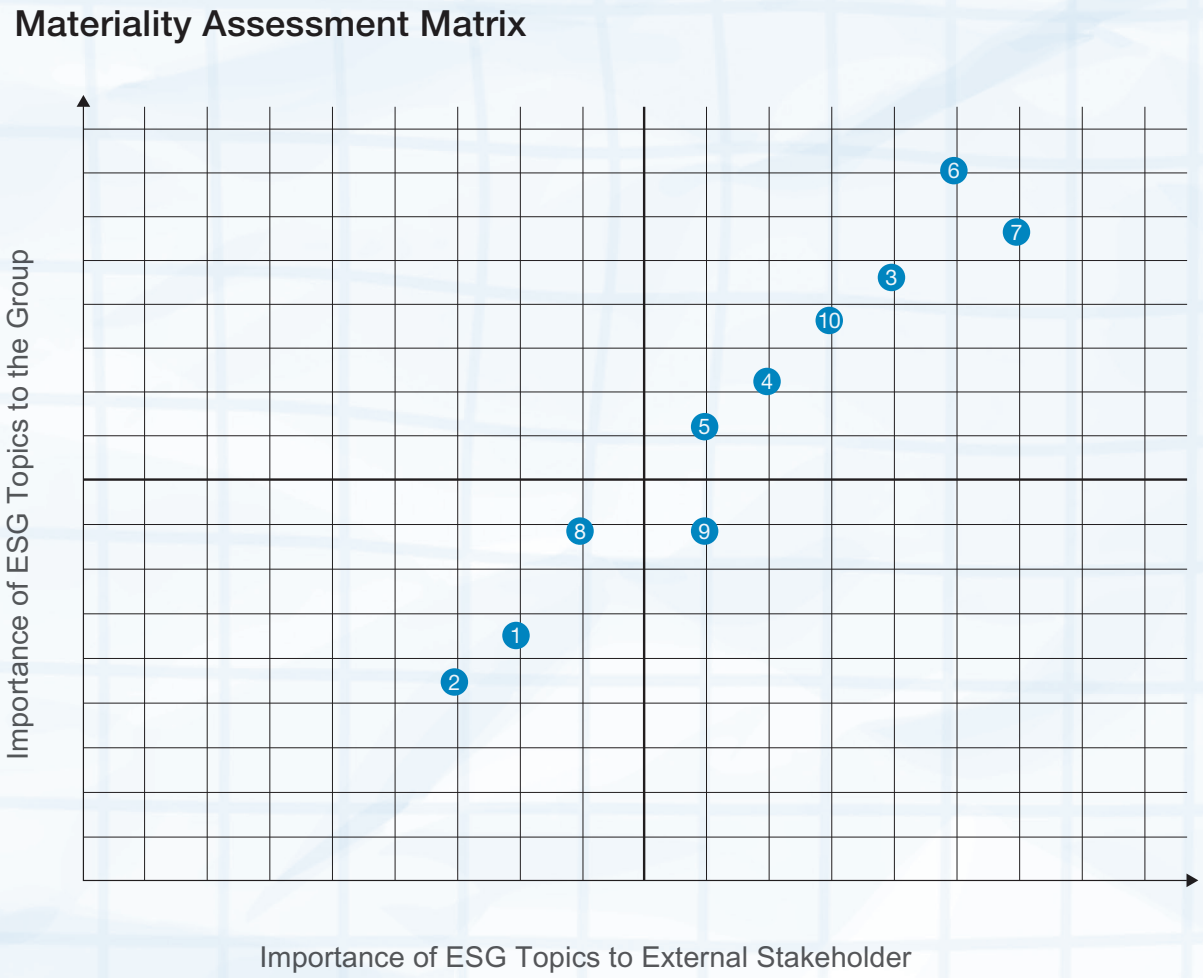
Reviewing material ESG issues

- Considering our business operations, industry development trends, ESG-related standards and guidelines, along with the material ESG issues identified last year, we reviewed and confirmed the materiality of these ESG issues to the Group.

Validating and responding to material ESG issues

- The management team of the Group confirmed the list of significant ESG issues and established the focus areas for ESG management and the approach for reporting disclosure.

Materiality Matrix



Material ESG issues for the Group

1. Environmental awareness for employees and students
2. Materials consumption and management
3. Health and safety
4. Employee attraction and retention
5. Employee training and career development
6. Teaching services and quality
7. Student satisfaction and employment rate
8. Governance
9. School-enterprise collaboration
10. Privacy and data security

STAKEHOLDER ENGAGEMENT

Leader Education is committed to promoting sustainable development across the entire value chain. This approach not only optimises business growth but also creates positive impacts on both the environment and society.

The Board is responsible for the oversight of the Group's ESG strategy, risk management, initiatives and the materiality of ESG issues. The Board ensures that a sound risk control mechanism is in place to identify the overall risks (including ESG and climate-related risks) of the Group, evaluate the potential influences towards the business operations and stakeholders' interests and take appropriate actions for risk mitigation and resilience.

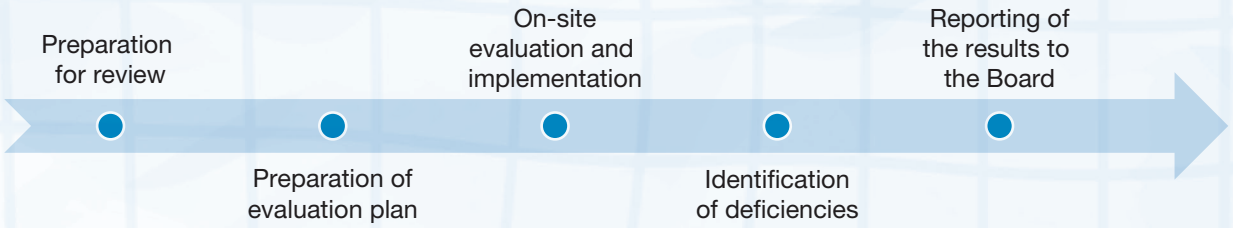
Led by one of our executive directors, our ESG working group is responsible for developing ESG initiatives, keeping track of ESG performance data and compiling the ESG report. Our ESG working group comprises of the representatives of different departments, including Academic Affairs Office, Human Resource Department, Finance Department, Logistic Department, to ensure the diverse backgrounds and expertise in ESG management.

The roles and responsibilities of the ESG working group are illustrated as below:

- Facilitating the Board to identify, review and assess ESG-related risks and opportunities and the key ESG matters of and the principal business operations of the Group;
- Identifying key stakeholder groups towards the Group's business operation, monitoring the stakeholder engagement activities conducted by the ESG working Group;
- Discussing and reviewing the result of materiality assessment and reporting to the Board;
- Monitoring ESG implementation and the performance progress and regularly reporting to the Board; and
- Reviewing the annual ESG report and reporting to the Board for final endorsement.

The Group conducts regular reviews on its internal control system. The review is led by our school's audit and supervision office and facilitated by an external consultant. Our risk control mechanism is shown in the chart below:

RISK CONTROL MECHANISM



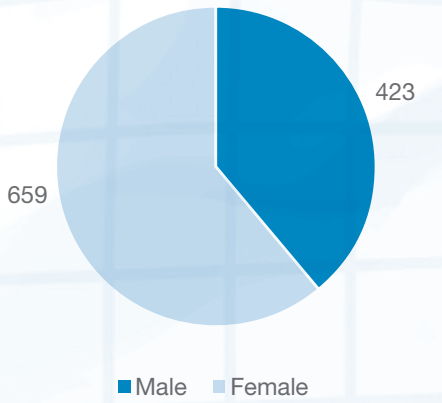
OUR PROFESSIONAL AND EXCELLENT TEACHING TEAM

Employees are among the Company's most valuable assets, whether they are in management, teaching on the front lines, or working behind the scenes in logistics. The Group is dedicated to providing a safe, equal, respectful, and inclusive work environment, along with opportunities for career growth and skill development. These practices aim to enhance employees' sense of belonging and collaboration, helping everyone grow together and uphold the Group's core values.

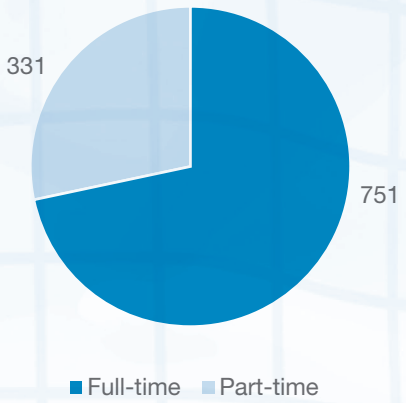
EMPLOYEE PROFILE

As of 31 August 2025, the Group had 751 full-time and 331 part-time employees. The breakdown of the total workforce divided by gender, employment type, age group and employee category are shown as follows.

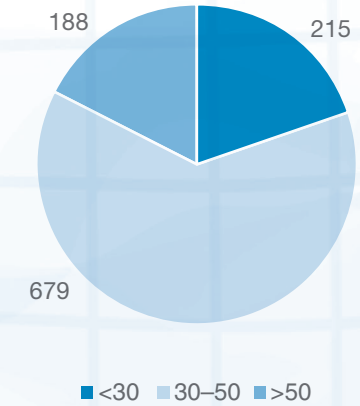
Total workforce by gender



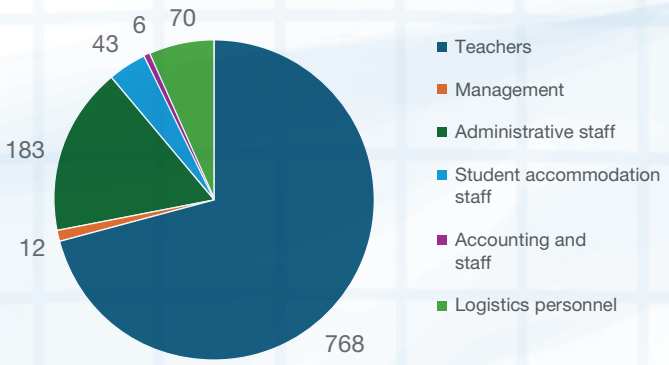
Total workforce by employment type



Total workforce by age group



Total workforce by employee category



EMPLOYMENT PRACTICES AND LABOUR STANDARD

The Group insists on maintaining its sound employee management systems in accordance with the relevant employment-related system documents, which include the Employee Handbook (《教職工手冊》), the Code of Conduct for Employees (《員工行為守則》), the Management System for Recruitment of Teachers and Staff (《教職工招聘管理制度》), the Administrative Measures for Annual Assessment of Teachers and Staff (《教職工年度考核管理辦法》), and Communication System for Attendance of Teachers and Staff (《教職工溝通管理辦法》). These guidelines and codes regulate the management processes of employee welfare and benefits, recruitment, dismissal, promotion, working hours, holidays, and professional ethics and conduct. All employees and new hires are required to provide an education degree certificate, professional and technical title certificate(s), a teacher qualification certificate, a job reference record(s), and a copy of their identification card as supporting documents to ensure their work eligibility for related job positions and that no child labour or forced labour is employed. We will sign the employment contract with the successful candidates to ensure they fully understand the labour rights, obligations, and interests in their employment. In case of any child or forced labour is found, labour contract will be terminated immediately, and the case will be reported to the local legal entity. The Group will also conduct an investigation to prevent the reoccurrence of similar issues.

We strictly comply with the Labour Law of the PRC (《中華人民共和國勞動法》), the Labour Contract Law of the PRC (《中華人民共和國勞動合同法》), the Law of the PRC on Protection of Minors, Regulations on Prohibiting Use of Child Labour, the Law on Social Insurance of the PRC (《中華人民共和國社會保險法》), the Special Provisions on the Labour Protection of Female Workers (《女職工勞動保護特別規定》), the Law of the People's Republic of China on the Protection of Women's Right and Interests (《中華人民共和國婦女權益保障法》) and relevant laws and regulations in PRC that have significant impact to the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, diversity, antidiscrimination, child labour and forced labour.

Employee Remuneration and Benefits

To attract and retain our talented employees, the Group offers a competitive and performance-oriented remuneration package and benefits to our teachers and other staff members, including a monthly base salary, a bonus for extra work（超工作量獎金）, a performance-based bonus, and various allowances and subsidies depending on positions, such as post allowance（崗位津貼）, lunch meals, transportation, and mobile services subsidies. We participate in social insurance funds (i.e., pension insurance, medical insurance, unemployment insurance, maternity insurance, work-related injury insurance, and housing funds) for our employees that are administered by the local governments. Our employees are entitled to maternity leave, paternity leave (including paternity leave for miscarriage), sick leave, marriage leave, bereavement leave, and spring and winter breaks, apart from the standard leave and annual leave. Also, we provide flexible working arrangements, free annual medical check-ups and commuter transport services to our teachers free of charge.

OUR PROFESSIONAL AND EXCELLENT TEACHING TEAM

Equal Opportunities

We have formulated the Staff Recruitment Management System and Administrative Measures (《教職員工招聘管理制度》) and adopted rigorous standards for teacher recruitment to maintain quality education service. At the beginning of each school year, we determine the annual recruitment plan based on the size of the current student enrollment and the number of newly admitted students to hire new teachers after the approval of the school principal.

Adhering to the principle of "fairness, openness, justice and merit-based selection" in the teacher recruitment, our human resources office will select potential qualified applicants who can fulfil the admission requirements of the relevant positions as set in the Employment Requirement for Professional and Administrative Positions (《各級專業技術和行政管理崗位聘任條件》) for interview. The candidates are required to undergo a written test, a simulated lecture and interviews with our management during the recruitment process to examine their academic competence, communication and interpersonal skills, and etiquettes in delivering lectures. The Group prohibits any discrimination against gender, age, race, marital status and religious belief and only select suitable candidates by taking into account the objective factors such as interview performance and attitude, credentials, work experience and other abilities appropriate with the positions.

The Group has established a code of conduct detailing the required behaviors and standards for all employees. Our school conducts regular training on professional ethics in education. Employees who repeatedly violate school rules and regulations will face disciplinary actions, including possible dismissal, upon verification by the faculty department head and human resources.

Employee Performance Review

As stipulated in the Staff Annual Appraisal Management Procedure (《教師年度業績考核辦法》), we conducted regular staff performance reviews to evaluate their work performance in a fair and impartial manner, as well as improving the teaching quality and management level of our teaching staff.

Each semester, we evaluate teachers on their ethics, teaching quality, and performance. We also consider their involvement in research, community service, and other professional duties. Performance appraisals influence salary increases, bonuses, and promotions, serving as motivation for our staff and recognizing their contributions and achievements. In addition, the Group acknowledges that education research and development strengthen our competitive advantages in the education industry and enhance our teaching quality. We have formulated the Measures of Scientific Research Management (《科研工作管理辦法》) and the Reward Scheme for Research and Development Achievement (《科研成果獎勵辦法》) to incentivise our teaching team to actively take part in education research and integrate the research accomplishment with improving the research quality and ability for courses development.

Staff Relationship

The Group provides various communication channels, such as suggestion boxes, hotlines, emails, interviews, luncheons, and meetings, to ensure open and transparent with employees. This helps us understand their needs and expectations about management policies, working conditions, welfare, career development, school operations, and teaching matters. The gathered information allows school managers to evaluate and promptly address any issues.

EMPLOYEE TRAINING AND DEVELOPMENT

Our school places its greatest emphasis on building a talented teaching team. It is not only conducive to elevate the academic and professional levels of our teachers, but also to promote the sustainable development of our school and improve the professional level and teaching quality. Adhering to the Fourteenth Five-Year Development Plan for Teacher（教師十四五發展規劃）and the Outline of School Transformation and Development Plan（學校轉型及發展規劃綱要）, the Group has established a comprehensive training management system and has provided a wide range of training programs for our employees, with a particular emphasis on increasing our teachers' industrial expertise and practical knowledge to facilitate teaching work.

Guided by the Teacher Professional Training and In-service Improvement Management Procedure (《教師業務培訓及在職提高管理辦法（試行）》) and the Administrative Measures for Academic Activities (《學術活動管理辦法》), each of the faculty identifies the employee training needs through the staff performance appraisal, daily teaching operation, the integration of the integration of industry and education needs and latest vocational education development trend. We also formulate the annual training plan, with an aim to meet the changing needs in education services and strengthen their professional capabilities. We also periodically organise and/or co-organise with other eminent institutions academic related activities (e.g., forum and exchange programmes) for the purpose of enriching the academic atmosphere and culture construction.

We provide mandatory induction training for new staff, including off-campus sessions organized by education administrative departments. This training covers education laws and regulations, teaching skills and techniques, management policies, professional standards, and the code of conduct, aiming to cultivate high professional ethics and teaching proficiency in our new teachers.

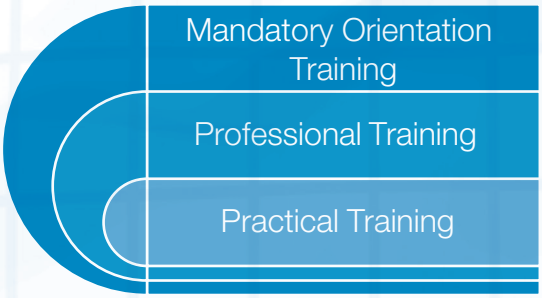
To enhance our teachers' professional skills, we offer ongoing training opportunities, such as postgraduate studies at domestic and international institutions (abroad while retaining their current positions at our school), participation in academic conferences, and engagement in academic visits and lectures. These initiatives help our teachers stay updated with the latest teaching concepts, theories, methodologies, education policies, and market trends. All our full-time teachers hold at least a bachelor's degree, with about 76.3% having a master's degree or higher.

OUR PROFESSIONAL AND EXCELLENT TEACHING TEAM

As a private higher education institution, we place great emphasis on our teachers' ability to apply theoretical knowledge in practical settings. To support this, we have established a Teaching Development Centre dedicated to fostering professional growth among our educators. The centre focuses on helping teachers master advanced teaching skills and methods, enhance their research and development capabilities, and integrate modern information technology into education and teaching. Additionally, we provide opportunities for teachers to work with school-enterprise partners on secondments or attend intensive training programs at these enterprises. These efforts aim to improve education quality, build excellent teaching teams, and develop first-class undergraduate courses, addressing educational reforms and enhancing our competitiveness.

Training programmes were also provided to cultivate our teachers as dual-qualified teachers（雙師型）who possess both adequate academic background and teaching skills along with the relevant industry experience and practicable knowledge, to build the professional talented team in delivering excellent teaching services.

Type of training offered to our teachers



Total training hours offered to employees:

12,888

Average hours for employee training:

11.9

In alignment with the national strategy for educational transformation and development, our school has created special positions for experienced industry experts to serve as full-time or visiting teachers. We also recruit well-recognized technical experts, seasoned business administrators, and other highly skilled professionals to teach on a full-time or part-time basis. This initiative aims to expand our teaching team and provide our teachers with practical industry knowledge and experience. Additionally, we have established cooperation and exchange agreements with the University of Applied Sciences and Arts Northwestern Switzerland, Concordia University Chicago (River Forest), and other international institutions to promote interdisciplinary and cross-regional academic and resource exchanges.

Case Study: Exploration and Integration of Ideological and Political Elements in Teaching

On 18 September 2024, our Teacher Development Center hosted a salon discussion titled "Exploring Ideological and Political Education in Courses and Integrating Them into Teaching." The salon discussion aimed to guide teachers in focusing on the classroom, fully leveraging the classroom as the primary channel for educating students, and helping our teachers to effectively prepare for obtaining recognition in a series of ideological and political education contests. The discussion emphasised the importance of a coherent and integrated approach to ideological and political education throughout the curriculum, ensuring that these principles are seamlessly woven into the professional field.



Case Study: Training on Psychological Crisis Prevention when Educating our Students

On 27 November 2024, the school invited Professor Li Jinying to provide training to our teachers on the importance of prioritising psychological crisis intervention when educating our students. Professor Li discussed the topic in 3 key areas: new challenges in psychological nurturing for university students, strengthening attention to key students for early prevention of psychological crises, and scientific identification of key students and the corresponding appropriate response to different student's psychological crises. She provided our counselors with practical and effective psychological crisis intervention measures, offering highly practical guidance for handling student psychological crises in the future.



OUR PROFESSIONAL AND EXCELLENT TEACHING TEAM

Case Study: Smart Education Empowers Classroom Innovation – Rain Classroom Special Training on Information-based Teaching and Classroom Development

On 5 March 2025, we are committed to the deep integration of information technology with classroom instruction and the establishment of a teaching evaluation system grounded in process data in order to advance educational and teaching reform. In this context, the Academic Affairs Office of Heilongjiang College of Business and Technology organised the "Smart Education Empowers Classroom Innovation – Special Training on Information-Based Teaching and Curriculum Development" at the Songbei Campus. This training aims to significantly enhance teachers' capabilities in smart teaching, foster innovation and practical application in the classroom, and contribute to the university's high-quality development.



Case Study: Incorporating Artificial Intelligence in Teaching and Office Practices

In April 2025, Our Teacher Development Center held two training events at the Songbei Campus to enhance the integration of artificial intelligence (AI) in both teaching and administrative practices. These sessions focused on utilising intelligent tools for "zero-stress lesson preparation, interactive classrooms, and precise prompts," combining online classes with on-site workshops. Furthermore, the trainings also targeted school administrators, equipping them with the skills to effectively use advanced AI office tools to improve work efficiency and promote intelligent office practices. A total of thirty administrators participated, underscoring the commitment to fostering innovative educational and administrative environments.



OFFERING WELL-ROUNDED EDUCATION TO OUR STUDENTS

The Group strives to provide comprehensive and skill-oriented education programmes with the focus of nurturing professional-oriented talents in supporting the national development and economic market growth. With the educational motto of "cultivating people with virtue, fostering high-quality application-oriented talents, serving the society, and running a school satisfactory to the people" as its educational purpose, our school have established a series of management approaches to attract more qualified students, monitor our quality of teaching services and curriculum formulation, as well as strictly in compliance with the Education Law of the PRC (《中華人民共和國教育法》), the Higher Education Law of the PRC (《中華人民共和國高等教育法》), the Law for Promoting Private Education of the PRC (《中華人民共和國民辦教育促進法》), the Implementation Regulations for the Law for Promoting Private Education of the PRC (《中華人民共和國民辦教育促進法實施條例》).

EDUCATION MISSION AND DIVERSIFIED CURRICULUMS

Following the operating philosophy of "education-oriented, quality-based, school-enterprise integration, and development with innovation", we have evolved into an application-oriented university. We offer a wide range of disciplines and majors and have built a high-quality teaching team. Our focus is on cultivating practical, talented students with a spirit of innovation and an awareness of entrepreneurship.

Considering regional economic and social development, our school spares no effort to optimize the construction of new engineering and business disciplines and layout adjustment of disciplines and majors, in order to enrich curriculum resources and improve teaching and curriculum assessment methods for meeting the social needs and educational reform. Our school has established the Yangtze River Delta (Shanghu New District) Industry-Education Integration Campus of Heilongjiang College of Business and Technology in Hai'an City, Jiangsu Province to serve as exchange platform for the employment and entrepreneurship of the College in Heilongjiang Province as well as the economic and social development of the Yangtze River Delta region. This can further promote the integration of industry, education and research development. In addition, our school strives to cultivate the cultural education brand with the creation of "reading, writing, speaking, and use" – the four-dimensional integrated cultural education work project ("讀、寫、講、用"四維一體文化育人工作項目), with the objective to promote cultural inheritance and innovation, in-depth study of cultural education, and further improve the level of cultural education. This project was ranked as 2020 National University Ideological and Political Excellent Construction Project by the Ministry of Education.

The Group invests in creating comprehensive and varied curriculums that offer a broad spectrum of practical and employment-focused majors in response to evolving industry trends and demands. Utilizing a market-oriented approach to course design, the Group prioritizes profession-oriented courses, particularly in applied sciences, and consistently refines course offerings by combining practical training programs with classroom learning. This strategy is intended to align with market trends and boost the professional competitiveness of students and graduates. We also perform extensive market research and track graduates' initial employment to inform the selection, design, and updating of our majors and curriculum offerings.

The implementation of "One Belt One Road" Initiative promoted by the PRC government and the promotion of digital economy teaching by the Ministry of Education could potentially increase the demand for professional talents in the transportation, information intelligence, modern agriculture, equipment manufacturing and modern service industries. Our school has applied for and been approved to build one of the few "New Finance Smart Learning Factories" in China. This will provide students with an advanced experimental environment and will greatly improve the effect of students' training.

OFFERING WELL-ROUNDED EDUCATION TO OUR STUDENTS

To provide our students with foreign exchange opportunities and broaden their global perspectives, we have established cooperative agreements with several overseas educational institutions. We are implementing various programs under these agreements, such as academic events and student exchange programs. We believe these initiatives will foster cultural exchange and enrich our students' learning experiences.

STRINGENT CONTROL ON TEACHING QUALITY

Teaching quality is fundamental to our talent development and maintaining our competitiveness and growth in the education industry. We have established robust management systems for teaching quality assurance, such as the Teaching Management Regulations (《教學管理規程》) and the Teaching Curriculum Research and Development Management Procedure (《教學課程研究和開發管理及控制流程》), to guarantee consistent teaching quality.

The Group's management system for teaching quality assurance:

- Guidance of Construction on Teaching Quality Assurance System
- Teaching Quality Assurance System
- Administrative Measures for Teaching Quality Assessment
- Regulations on Instructional Supervision
- Administrative Measures for Scientific Research

To align with the "evaluation-feedback-improvement" principle, we have created a closed-loop monitoring system and place significant emphasis on self-assessment of teaching quality in each college, supported by the school management team. This involves in-class and online observations, evaluations of teachers' pre-class preparations, reviews of teaching plans, special inspections of test papers, experimental and internship teaching, and assessments of classroom instruction effectiveness. We periodically review and supervise teaching quality each semester to ensure we maintain our standards.

During the Reporting Period, our Academic Affairs Office organized teacher forums to better understand the challenges our teachers face. We gathered their feedback, opinions, and suggestions on current teaching methods, curriculum design, and research to identify areas for improvement and provide the necessary support and guidance to our teaching team.

ONLINE EDUCATION SYSTEM AND DIGITALISATION

Online education is a new trend in the education sector with technological advancement in recent years. To transform and upgrade education, our school is dedicated to integrating information technology throughout the teaching process.

Our school has demonstrated strong capability in online teaching and has well adopted various online education platforms and intelligent teaching tools, including the Massive Open Online Course ("MOOC")-CN Education, an online education strategic platform under Tsinghua University, and Yu Ke Tang（雨課堂）. By establishing a strategic partnership with MOOC-CN Education, the teaching platform offers opportunities to encourage interaction and communication among teachers and students, facilitate academic resource exchange and updates, and conduct application research to enhance our teaching efficiency and performance.

Informatisation Application

- Massive Open Online Course ("MOOC") system
- Yu Ke Tang
- Private cloud computing platform
- Security and teaching integrated monitoring system

The new "Intelligent Internship and Training Centre for New Business Discipline and New Finance" invested and built in 2022 made the school the only private undergraduate college in Heilongjiang Province approved by the Ministry of Education. It is one of the most advanced modern student training centres for business majors, and a comprehensive virtual simulation training platform for the intelligent learning of new business discipline and new finance, which integrates informatisation, intelligence and specialisation.

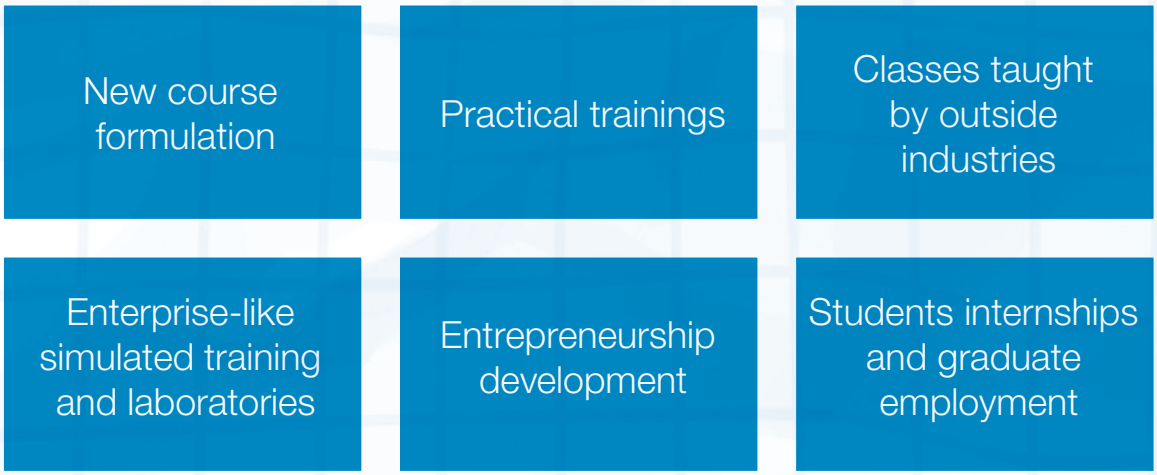
The school's new metalworking lab, railway museum and other projects were generally completed, providing a new modern application platform of cultural significance for engineering students' practice and training, further enhancing students' practical skills, and thus improving their employment competitiveness.

OFFERING WELL-ROUNDED EDUCATION TO OUR STUDENTS

SCHOOL-LOCAL AND SCHOOL-ENTERPRISE COLLABORATION

Alongside theoretical classroom instruction, our school prioritizes innovation and entrepreneurship education integrated with practical training. This approach helps us continuously enhance our enterprise partnerships and training programs, unlock our students' potential in innovation and entrepreneurship, support educational reform, and increase their competitiveness in the job market after graduation.

Form of school-enterprise collaboration



The school has actively promoted collaborations with local communities and enterprises, joining organizations such as the Kunshan Industry-Education Integration Collaboration Alliance, the Digital Economy Community of Harbin New District, and the E-Commerce Community of Harbin New District. We engaged with 157 enterprises through various online and offline methods, including 80 within the province and 77 outside it, discussing cooperation with many renowned companies. During the Reporting Period, the Company signed 50 school-enterprise cooperation agreements. We aimed to achieve complementary advantages, mutual benefits, and joint growth.

STUDENT FEEDBACK MANAGEMENT AND STUDENT ASSISTANCE

To strengthen our current management approaches and ensure effective school operations, we have created multiple communication channels, including student forums, email, hotlines, and official WeChat messenger. We also organize regular student meetings with the school management team to effectively gather their opinions, suggestions, and feedback on teaching and school management matters. We promptly address reported issues and safeguard the legitimate rights and interests of our students. During the Reporting Period, we received 2 complaints, all of which were promptly addressed.

In terms of student employment, the school always prioritised employment, and all the faculty and staff focused on employment to promote the adequate and high-quality employment of graduates. The Industry Education Integration Base set up by the school in the Yangtze River Delta region has greatly boosted and promoted the employment of students in the past three years. The school was awarded the title of "Talent Introduction Workstation for Universities and Colleges in Kunshan", and won employment honors in Kunshan for five consecutive years. The school was granted the "Set Sail Program" fund by the Ministry of Education, provided training for 38 private undergraduate colleges and certain higher vocational colleges in Heilongjiang Province.

SAFE SCHOOL OPERATION

We value safety as the cornerstone of the Group's sustainable development; therefore, we always put safety as our top priority in our daily operations. A systematic safety management system has been set up to monitor the daily practice of the school's operation, protecting the safety of students, staff, and the school environment. The Group strictly complies with the relevant health and safety laws and regulations (e.g., the Fire Protection Law of the PRC (《中華人民共和國消防法》), the Regulation on Sanitary Work of Schools (《學校衛生工作條例》), the Food Safety Law of the PRC (《中華人民共和國食品安全法》). During the Reporting Period and for the past three years, the Group was not aware of any work-related fatalities or lost days due to work injuries.

FIRE AND SECURITY SAFETY

The Group pays great attention to fire and security safety in our school. Followed with the Fire Protection Law of the PRC (《中華人民共和國消防法》) and the Regulations on Fire Safety Management of Authorities, Groups, Enterprises, Institutions and Units (《機關、團體、企業、事業、單位消防安全管理規定》), we have formed a Safety and Fire Protection Committee to oversee an overall implementation of our internal fire safety management system to prevent the fire hazards and developed emergency evacuation plan to respond to potential firefighting. Necessary fire facilities are equipped in the areas/locations classified as the key areas of fire safety in our school and regular inspection checks such fire facilities are carried out to ensure they function properly.

Our security office performs regular patrols, checking incoming and outgoing vehicles and monitoring gate entrances and public areas with an advanced electronic security system and 24-hour surveillance to deter crime and suspicious activity. Furthermore, our security staff are well-trained and prepared to manage emergencies, ensuring the school's security.

FOOD SAFETY

The Group is also concerned about food safety during the school operation. To comply with the relevant laws and regulations such as the Food Safety Law of the PRC (《中華人民共和國食品安全法》), the Regulation on the Implementation of the Food Safety Law of the PRC (《中華人民共和國食品安全法實施條例》) and Regulations of Food Safety in Heilongjiang Province (《黑龍江省食品安全條例》), the Group has developed the Food Hygiene and Safety Management Procedure (《食品衛生及安全管理程序》) to manage the food hygiene and safety in our school canteens to safeguard the health of our students and staff.

We have self-operated canteens at Songbei Campus and Hanan Campus, both holding valid food operation and sanitation licenses. Our food hygiene and safety team oversee the entire food operation process, from procuring and storing ingredients to processing and maintaining hygiene, based on the principles of "prevention first, risk control, quality food-process management, and governance". Regular inspections ensure that food handlers strictly follow stringent hygiene and food handling standards.

The Group also strives to ensure our school canteen serves meals with less oil, salt, and sugar to promote a healthy and nutritious diet and culture. We have outsourced certain specialty cuisines and drink services to third-party catering providers. These providers are required to obtain all necessary licenses and permits as mandated by law and ensure food quality and safety.

OFFERING WELL-ROUNDED EDUCATION TO OUR STUDENTS

MEDICAL CARE AND HEALTH PROMOTION

Our school operates one health promotion centre at Songbei Campus to offer basic medical support service and engages with the Harbin Meiyi Hospital（哈爾濱美頤醫院）to offer comprehensive medical care services to our students such as health checks for newly admitted students, providing guidance to our medical staff and health education lectures to our students at Songbei Campus.

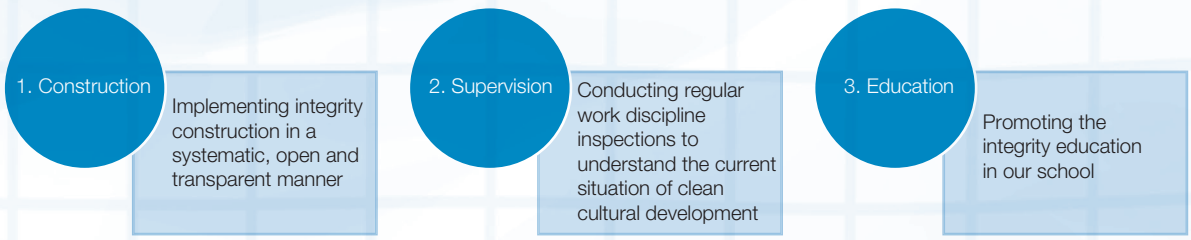
Besides providing medical services to our students and staff, we also regularly host various health promotion activities and seminars or webinars on infectious disease prevention. These efforts are designed to help everyone make healthier choices and maintain their health and quality of life.

ANTI-CORRUPTION

As a leading educational institution, the Group is committed to upholding the highest level of business integrity and ethics. The Group has zero tolerance on any forms of corruption, bribery, extortion, fraud and money laundering practices and strictly forbids any improprieties that might undermine the corporate reputation and interests of our stakeholders and the Group. The Group strictly complies with the applicable laws and regulations that significantly impact our business operations, including the Criminal Law of the PRC (《中華人民共和國刑法》), the Company Law of the PRC (《中華人民共和國公司法》), the Anti-unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》) and the Anti-Money Laundering Law of the PRC (《中華人民共和國反洗錢法》). The Group has formulated the internal risk control system and anticorruption mechanism together with various administrative measures such as the Disciplinary Measures for Teacher Violation of Faculty Discipline (《教職工違規違紀處分辦法》), with an objective to construct a fair, clean and health education environment and corporate culture in combating corruption. During the Reporting Period, the Group was not aware of any breaches of relevant laws and regulations relating to bribery, extortion, fraud and money laundering where we operate, as well as any litigation cases regarding corruption practices brought against the Group or our employees.

Guided by the Work Regulations of the Disciplinary Inspection Committee, we have established a discipline commission committee led by the management of the Group. The committee has an overall responsibility in anti-corruption risk control management in the construction, supervision, and education. We pay great attention to the letters of petition and visits and has formulated the Work Regulations on Letters Visits (《信訪工作規定》), enabling the parties to report any suspected unlawful misconducts in good faith through our established reporting channels such as emails, letters, telephone call, interviews and visits. We keep the identity of the whistle-blowers and the reported information in secret to protect the whistle-blowers against any reprisal and victimisation. In the event of a case received and problem identified, we will investigate the reported case(s), verify the situation and take prompt actions for rectification if appropriate. The Group will, depending on the severity of the reported case, consider if the Group should report to relevant authorities for further handling.

The key responsibilities of Disciplinary Inspection Committee:



BUSINESS INTEGRITY

The employee code of conduct in our handbook specifies the standards for employee behavior required to maintain responsibility and professionalism in school activities, preventing conflicts of interest, bribery, money laundering, and other misconducts. Employees are prohibited from accepting or soliciting any benefits (e.g., gifts, entertainment, and commissions) from students and parents, or misusing their positions for personal advantage. To strengthen our culture of integrity, the Group organises regular integrity education sessions to raise employee awareness about the importance of integrity in our services, improve their moral and ethical standards, and provide the latest information on anti-corruption laws and regulations. Key personnel of the school management team must sign an integrity declaration to enhance their sense of responsibility in promoting a clean culture and supervising daily operations to combat corruption, bribery, fraud, and money laundering.

To promote a culture of integrity, our school management team regularly holds conferences on integrity risk prevention and clean culture construction. These conferences are streamed live online to deputy leading cadres, directly affiliated Party secretaries, discipline inspection committee members, and staff from various school departments and faculties. The aim is to share new initiatives for integrity building, cultivate an honest and open school culture, and ensure the execution of integrity practices across different divisions to prevent corruption.

During the Reporting Period, we organised several comprehensive anti-corruption training sessions for both the Board and employees. By ensuring that all members of our team are well-informed and vigilant, we aim to uphold the highest standards of ethical conduct and compliance.

DATA PRIVACY

To safeguard the corporate interest and reputation, we have formulated the Confidentiality Management Regulation (《保密工作管理規定》) and the Measure on File Management (《檔案管理辦法》) to standardise the working process in information archiving, collection, use and storage of the sensitive and confidential information, including but not limited, to personal data, patents and technology secrets, financial budgets, business and administrative plans, with an objective to prevent the information loss, theft and information leakage to unauthorised parties as well as comply with the relevant laws and regulations.

Employees are strictly prohibited from sharing or taking any confidential information out of our school to unauthorised parties. Documents are categorised into various confidentiality levels according to their content, labeled appropriately, and securely stored in filing rooms or electronic devices. Access to these rooms is limited to authorized personnel who are permitted to access, search, or utilize the filed information. Computers and equipment used for transmitting or storing confidential data must be encrypted, for example, by setting user passwords. Key personnel dealing with sensitive information must sign a confidentiality declaration to ensure they understand their data protection responsibilities. Additionally, we offer training to enhance their awareness of information privacy and the risks associated with data leakage.

To safeguard the school information and network security and to strictly abide by the Regulations on Safety Protection of Computer Information Systems of the PRC (《中華人民共和國計算機信息系統安全保護條例》), we have formulated the Campus Network Information Security Management Measures (《校園網絡信息安全管理辦法》) to strengthen campus network security management and information systems protection. Regular server data backup and inspection by our Information Service Centre is maintained with the installation of appropriate anti-virus software and firewalls in order to prevent our school information systems and network from virus and hackers' attack.

During the Reporting Period, the Group was not aware of any breaches of relevant laws and regulations relating to data privacy matters relating to services provided.

PROTECTION OF INTELLECTUAL PROPERTY RIGHTS

The Group is committed to safeguarding the intellectual property rights and supporting the dissertations, textbooks, creations and the achievement in teaching and research study by our students and our staff. The Group strictly complies with the Patent Law of the People's Republic of China (《中華人民共和國專利法》) and the Copyright Law of the People's Republic of China (《中華人民共和國著作權法》), and assists our students and teachers in obtaining patent rights and copyrights with the China National Intellectual Property Administration in order to protect the value of the intangible assets and acknowledge their contribution to the area of education development. On the other hand, each school department is required to take precautionary measures to prevent the possible infringement of intellectual property rights. As of 31 August 2025, we had registered patents of 228 utility models and designs, which were innovated and developed by our staff and students in class or in the laboratories during their learning, teaching and/or experimenting processes. We have registered two domain name(s) for our school's official websites in accordance with the Administrative Measures for Internet Domain Names (《互聯網功能變數名稱管理辦法》), which are leader-education.cn and hibu.edu.cn. The Group was not aware of any litigation related to intellectual property infringement during the Reporting Period.

RESPONSIBLE MARKETING AND ADVERTISEMENT

Followed by the Law for Promoting Private Education of the PRC (《中華人民共和國民辦教育促進法》) and the Advertising Law of the PRC (《中華人民共和國廣告法》), the Group has established a stringent management system to regulate the Group's external information disclosure, news reporting and publicity. Following the guidance in the Administrative Measures for Press Release and the Administrative Measures for News Promotion on School Website, we require the responsible editors and departments to carefully review the information contents and properly identify the information source and cite authors when forwarding information, to ensure the timeliness, accuracy and truthfulness of all information published, either on school website and online media (e.g., QQ, WeChat and Weibo, etc.). For the disclosure related to our school branding and reputation and sensitive information, the content must be reviewed and approved by the Party Committee publicity department and the management of our school before publication or announcement. The Group was not aware of any litigation related to marketing and advertisement during the Reporting Period.

BUSINESS INTEGRITY

SUPPLY CHAIN MANAGEMENT

The Group strives to achieve responsible supplier management. We have formulated a supplier management system based on the Qualified Supplier Performance Evaluation and Management Procedure (《合格供應商評審及管理辦法》) to assess the business capability of the suppliers for material supply and service provision and ensure school procurement in an orderly manner.

As outlined in the Qualified Supplier Performance Evaluation and Management Procedure, our supplier selection process considers factors such as business competency, qualifications, product quality and performance, pricing, supply and distribution capabilities, contract coverage, and after-sale service. Only suppliers that meet our criteria can be approved. Our suppliers primarily consist of construction project contractors, building services providers, teaching equipment suppliers, and booksellers. During the reporting period, the Group collaborated with 9 tier one suppliers, all based in Mainland China.

Our procurement department establishes an investigation team to conduct regular inspections and performance reviews of our current suppliers. The team assesses their cooperation, adherence to laws, regulations, and school standards, contingency plans, and contract performance timeliness to ensure their products and services meet our standards. Suppliers who repeatedly fail to meet our requirements will be disqualified and removed from the approved suppliers list. The Group has created a supplier code of conduct, detailing our expectations regarding business ethics, operational control, quality, health and environmental management systems, and legal compliance, which suppliers must follow to enhance sustainability performance.

We acknowledge the connection between environmental sustainability and long-term enterprise development. The Group strictly complies with the relevant environmental laws and regulations such as the Environmental Protection Law of the PRC (《中華人民共和國環境保護法》), the Energy Conservation Law of the PRC (《中華人民共和國節約能源法》), the Prevention and Control of Water Pollution of the PRC (《中華人民共和國水污染防治法》), and the Prevention and Control of Environmental Pollution by Solid Waste (《中華人民共和國固體廢物防治法》). The Group has formulated a sound management system in energy and water consumption, emissions and waste disposal, as well as other materials use, in order to minimise the environmental footprints, optimise the resource efficiency and pursue a green campus. Our school strives to advocate the environmental protection concepts and practices to our students via freshmen orientation programmes, curriculum design and daily cultural activities in order to instil the students' environmental awareness and create a green campus.

During the Reporting Period, the Group was not aware of any breaches of relevant laws and regulations relating to air and greenhouse gas ("GHG") emissions, discharge into water and land, and generation of hazardous and non-hazardous waste.

RESOURCE CONSERVATION

Water Consumption

Our water consumption mainly comes from our school complex, student and staff dormitory and irrigation. In respect of water conservation, the Group has formulated a comprehensive management system, such as the Energy Saving and Emission Management Procedure (《節能減排工作管理制度》), the Green Office Management Procedure (《綠色辦公室管理制度》), Water and Electricity Saving Management Procedure in Dormitory (《宿舍節水節電管理制度》) and implemented various measures to seek every opportunity on water saving. For instance, the Group has upgraded the urinal with sensor, updated the faucet with intelligent controller for water saving. We perform regular inspection and maintenance of the utility facilities, pipelines and drainage in our school complex to avoid dripping and water leak. We also keep tracking of the water consumption record and monitor whether there is any abnormal situation in water use in order to address the problem in a timely manner. Besides, we engage the third party to carry out water testing and sterilize the water tank to ensure the water safety and quality. During the Reporting Period, the Group did not face any problem in sourcing water as the water consumed in our school complex is directly purchased from and supplied by the municipal water supplies department.

Based on the materiality assessment results, water efficiency is not deemed highly material for the Group. Therefore, no water efficiency targets were set or disclosed during the reporting period. We will continue to monitor and evaluate its significance and materiality to the Group and will disclose any targets set in the future if deemed appropriate.

BUILDING A GREEN CAMPUS

Energy Use and Greenhouse Gas Emissions

The Group strives to optimise the energy use and reduce the GHG emissions to build an energy-saving campus. In our operations, the main types of energy consumption of the Group are fuel oil, purchased electricity and heat. Guided by the Measures for Energy Saving (《節能管理制度辦法》), the Energy Saving and Emission Management Procedure (《節能減排工作管理制度》), the Green Office Management Procedure (《綠色辦公室管理制度》) and the Water and Electricity Saving Management Procedure in Dormitory (《宿舍節水節電管理制度》), the Group has implemented different initiatives to energy saving through equipment upgrade, administrative control and increasing the environmental awareness of our student and employees. The key energy saving measures adopted in our school are highlighted as follows:

- Ensure air conditioning is only used in summer when the ambient temperature is 29°C or above.
- Set indoor temperatures to an energy-efficient range of 24–26°C for comfort when air conditioning is on.
- Utilize natural light as much as possible and install automatic lighting controls in public areas.
- Require our employees to switch off the lighting, air-conditioning, machines and devices, such as computers and monitors when they leave or are not in use.
- Procure and adopt energy efficient electrical appliances (such as those with China Energy-saving Product Certificate).
- Display "Energy Saving" signs near office equipment and throughout campuses to remind students and staff about conserving energy.
- Install LED lights in our campus.
- Replace old or malfunctioning electrical equipment with more energy-efficient models to reduce electricity consumption.

Create a statistical dashboard to monitor energy consumption in line with the Statistical Survey System of Energy Resource Consumption in Public Institutions (《公共機構能源資源消費統計調查制度》), analyze, and publicize energy usage on our campuses. We routinely gather energy consumption records, oversee the current energy usage, and investigate the root causes of any irregular consumption for rectification. Furthermore, in the new construction and renovation of our school campus, we choose energy-efficient devices and equipment and incorporate renewable energy to further decrease energy consumption and greenhouse gas emissions. Solar panels have been installed to supply energy to the streetlights and the water heater in the staff dormitory at our new Hanan Campus. The Group will continue to explore opportunities to increase the use of renewable energy within our school.

Following the result of the materiality assessment, the issue of energy efficiency is not considered as highly material for the Group. Thus, no energy efficiency target(s) is set and disclosed during the Reporting Period. We will continue to monitor and assess its significance and materiality to the Group and will reveal the determined target setting in the prospect where appropriate.

Paperless Teaching and Green Operation

To encourage paperless office operations, the Group utilizes an electronic office platform (OA Automated Office System), digital teaching, and offers e-copies of learning materials via online learning platforms to students, replacing traditional paper lecture notes. These strategies reduce the need for printing paper documents and faxes, effectively optimizing paper usage and improving both teaching and working efficiency.

EMISSION MANAGEMENT

Waste Management

Our school operations generate non-hazardous waste such as paper, plastics, domestic waste, kitchen waste, waste cooking oil and grease, and construction waste, while hazardous waste includes cartridges, fluorescent tubes, and electrical appliances. Given the limited amount of hazardous waste produced during the reporting year and the management of construction waste by our hired supplier, the Group did not quantify these waste types. All non-hazardous waste produced by our school is appropriately collected, sorted, and handed over to our qualified waste collectors for further processing.

The Group has taken various initiatives to reduce waste generation at source. The key measures adopted in our school are highlighted as follows:

- Implement double-sided printing and place recycling boxes near photocopiers to collect single-sided printed paper for reuse.
- Use an electronic office platform for information dissemination to reduce paper consumption.
- Minimize the use of single-use disposable items (e.g., stationery, paper cups, and paper towels).
- Repair electrical appliances to extend their service life.
- Promote the recycling of old computers, printers, photocopiers, batteries, and other office equipment to decrease waste generation and disposal. Promote a “Food Wise” culture in our school, encouraging students and staff to choose appropriate portions to minimize food waste.
- To reduce oil and grease in wastewater from our school canteens, we have installed oil separators and grease traps to treat the water before it is discharged into municipal sewage pipelines, meeting the discharge standards required by the local government.

Air Emissions

Air emissions primarily originate from the fuel combustion of our vehicles and cooking fumes from our school canteens. The Group has implemented the Vehicle Use Management Procedure to regulate vehicle use. Employees must apply in advance for official vehicle use, allowing us to plan transportation routes efficiently based on passenger numbers and trip distances, reducing unnecessary travel. We also promote the use of shuttle buses and public transportation among staff to lower air emissions and fuel consumption from corporate vehicles. Regular maintenance is performed on vehicles to ensure their safety and efficiency. To manage cooking fumes from our canteen kitchens, we have installed electrostatic precipitators and conducted regular third-party assessments to ensure emissions comply with national industry standards.

BUILDING A GREEN CAMPUS

Following the result of materiality assessment, the issues of air emission and GHG emissions are not considered as highly material for the Group. Hence, no emission target is set and disclosed during the Reporting Period. We will continue to monitor and evaluate its relevance and materiality to the Group and will disclose the determined target setting in future where appropriate.

THE ENVIRONMENT AND NATURAL RESOURCES

Greening in Campus

The Group's education-related business operations in the office area do not significantly impact the environment; however, we strive to create a greener campus whenever possible. To provide a comfortable and attractive learning and living environment, the Group integrates greening into overall school enhancement and planning. Our school's greening coverage is up to 48%. The Group has established the "Rules of Campus Greening Implementation" to regulate greening efforts for new infrastructure projects and large-scale reconstruction and expansion projects on campus. Since 2019, our school has been recognised as a National Greening Model Unit by the Office of the National Greening Committee, showcasing our commitment to building a green campus.

Green Procurement

To achieve the goal of a low-carbon and green campus, the Group strictly followed the Design Standard for Energy Efficiency of Public Buildings《公共建築節能設計標準》(GB 50189–2015) to select energy efficient building materials, appliances and products for our new construction and/or renovation of our campus buildings and monitor the building design, testing and diagnosis for energy efficiency. The Group also strengthened the replacement of high energy consuming facilities and adopted new energy efficient products and technologies such as energy-saving lamps, energy-saving doors and windows. The procurement practices are under the supervision of the Procurement Department, Logistics Department and the taskforce of Energy Conservation and Carbon Reduction of our school.

CLIMATE CHANGE

The pressing concern of combating climate change is circulated globally, such as Fourteen Five-Year Plan with an objective to reach the peak of carbon emissions by 2030 and carbon neutrality by 2060 and the Paris Agreement to prevent the further rising of global temperature. With the recent natural hazard occurrences getting more severe and intense, the Group recognises the emergency of addressing climate risks that may impact our stakeholders in our operation. The Group has identified the following possible climate risks:

Physical risks

- Acute risk: The increased severity of extreme weather events (e.g., frost, snowstorm and hail) may cause damage to our school building and further interrupt our school operation.

- Chronic risk: The increased severity and frequency of extreme weather events (e.g., flooding caused by rising seawater level, extreme cold wave, heatwave) may cause the school building to submerge and further interrupt our school operation and increase the energy consumption at our school which in turn increase operating cost.

Transition risks

- Policy risk: Increasing the price of GHG emissions by the latest implementation of carbon-pricing mechanisms, increase operating cost and pose a potential risk of financial instability.
- Market risk: Higher demand for environmental-friendly and low-carbon goods and design services may be resulted due to the shift in customer preferences. Moreover, limited natural resources and higher transportation cost due to increasing climate-related weather events that may increase the cost of raw material when new buildings are going to be built.

Opportunities

- Promote sustainability by integrating climate education into the student's curriculum and educational activities.
- Operational costs will be reduced by adopting green school practices such as electricity and water consumption reduction programs.
- There will be more choices in green financing projects for enhancing reputation and attracting eco-conscious investors which promoting long-term financial stability.

Green Deposit at Chong Hing Bank

In September 2025, the Company deposited 1 million HKD in Chong Hong Bank for a tenor of one month.

The green deposit allows the Company to participate in supporting low-carbon transition, environmental protection and sustainable development projects that contribute to the global environment, such as green building development and renewable energy installation, while fulfilling our ESG obligations.

In order to minimise the risks that pose negative impacts to our operation, we will continue to monitor the update of PRC policies and regulations and strictly complied with all applicable laws while encouraging our suppliers to do the same, we will integrate climate risk into our interior risk assessment in the future for effective monitoring and management of the risks identified above.

CARING FOR OUR COMMUNITY

The Group is dedicated to fostering a culture of care and service within our schools, offering students opportunities to build social connections, develop new skills, and gain work experience through volunteerism. We organised a variety of volunteer activities focused on caring for the elderly, impoverished groups, and children, encouraging young people to make a positive impact on society and the country. During the Reporting Period, the Group recorded approximately 9,653 hours of volunteer service with 793 participants, involving activities such as educational and development services, clean-up services, joint-community volunteering, and elderly services. The dedication and commitment of our volunteers to providing valuable community services is truly remarkable. Their involvement in elderly services, clean-up campaigns, and community development projects has significantly impacted the community, demonstrating our Group's commitment to giving back.

Case Study: Ding Xiang Talent Week Activity

Student volunteered at the Ding Xiang Talent Week enhanced their understanding of community care by contributing to Harbin's dynamic talent ecosystem and promoting sustainable local development. During the event, school participants managed volunteer tasks, such as work stamp collection check-ins, VIP sign-in operations, and area guidance, which collectively ensure seamless event flow and an enriching experience for all attendees.



Case Study: Health Education Campaign about AIDS

Through the "Red Ribbon" project, our student volunteered deepened their grasp of community care through the systematic spread of AIDS knowledge, the debunking of misconceptions and prejudices, and the elevation of societal awareness for effective prevention.



Case Study: Tourism Promotion Activity

In this volunteer service, our students served as interpreters, delivering professional explanations to help Taiwanese compatriots better understand the unique features and enchanting appeal of the "Ice and Snow World".



CARING FOR OUR COMMUNITY

Case Study: Elderly Care Activity

Our students conducted activity called “Warmth in the Community, Passing the Torch of Red Spirit” to visit and comfort the elderly while promoting the “red spirit”. Through these efforts, they provided warmth and spiritual nourishment to the community’s seniors, fostering intergenerational bonds and ideological inspiration.



Case Study: Marathon Assistance Activity

Under the project “Youthful Support, Adding Vibrancy to the Marathon” and “Assisting Harbin Marathon, Youth Shining”, our students provided essential support at the marathon event, infusing it with youthful energy and efficiency. Volunteers assisted in the equipment area by helping exhibitors swiftly retrieve materials and answering runners’ questions; in the bag pickup zone, they meticulously verified details and distributed race packets; and in the luggage storage section, they guided storage while maintaining order. Additionally, they handed out drinking water and energy supplements to runners, carefully preparing supplies such as beverages, salt pills, energy gels, and cooling sponges. These efforts ensured a seamless, vibrant, and supportive experience for all participants.









ENVIRONMENTAL PERFORMANCE

	Unit	2023/24	2024/25
Emissions			
Nitrogen oxides (NO_x)	kg	12.8	212.2
Sulphur oxides (SO_x)	kg	0.9	20.8
Particulate matter (PM)	kg	0.9	1.1
GHG Emissions			
Direct emissions (Scope 1)	tCO_2e	834.9	286.5
Energy indirect emissions (Scope 2)	tCO_2e	3,744.5	3,780.1
Scope 3 – Category 6 business travel	tCO_2e	N/A	95.0
Scope 3 – Category 5 waste generated in operations	tCO_2e	N/A	175.5
Total scope 3 emissions[2]	tCO_2	N/A	270.4
Total GHG emissions	tCO_2e	4,579.4	4,337.0
Intensity	tCO_2e/m^2	0.01	0.01
Waste Management			
Non-hazardous waste	Tonne	2,963.3	2,805.6
Intensity	$Tonne/m^2$	0.01	0.008
Resources Use			
Energy			
– Gasoline	MWh	121.1	184.6
– Diesel	MWh	27.8	178.1
– Natural gas	MWh	284.5	785.6
– Purchased electricity	MWh	6,968.5	6,793.8
Total energy consumption	MWh	7,401.9[3]	7,942.1
Intensity	MWh/m^2	0.02[4]	0.02
Water	m^3	260,630.0	266,986.0
Intensity	m^3/m^2	0.8	0.8

2 Scope 3 emission data collection begins in FY2025; therefore, such data is not available for FY2024.
3 The amount of total energy consumption of FY2024 has been restated for enhancing accuracy.
4 The intensity of energy consumption of FY2024 has been restated for enhancing accuracy.

SUMMARY OF KEY PERFORMANCE DATA

SOCIAL PERFORMANCE

	Unit	2023/24	2024/25
Employee Profile			
Total workforce	Number	1,052	1,082
Total Workforce by Gender			
Male	Number	392	423
Female	Number	660	659
Total Workforce by Employment Category			
Full-time	Number	755	751
Part-time	Number	297	331
Total Workforce by Age			
Under 30	Number	246	215
Age 30–50	Number	633	679
Over age 50	Number	173	188
Total Workforce by Employee Category			
Teachers	Number	723	768
Management	Number	11	12
Administrative staff	Number	226	183
Student accommodation staff	Number	26	43
Accounting and finance staff	Number	8	6
Logistics personnel	Number	58	70
Total Workforce by Geographical Region			
Mainland China	Number	1,051	1,081
Hong Kong	Number	1	1
Employee Turnover			
Total employee turnover	Number	166	90
Turnover rate	%	15.8	8.3
Employee Turnover by Gender			
Male	%	16.8	8.7
Female	%	15.2	8.0

	Unit	2023/24	2024/25
Employee Turnover by Age Group			
Under 30	%	5.7	7.0
Age 30–50	%	18.2	7.4
Over age 50	%	21.4	13.3
Employee Turnover by Geographical Region			
China	%	15.8	8.3
Number of work-related fatalities	Number	0.0	0.0
Rate of work-related fatalities	%	0.0	0.0
Lost days due to work injuries	Day	0.0	0.0
Employee Training			
Percentage of employees trained	%	51.9	42.6
Total hours of employee training	Hour	31,280.0	12,888.0
Average hours of employee training	Hour	29.7	11.9
Percentage of Employees Trained by Gender[5]			
Male	%	32.8	29.5
Female	%	67.2	70.5
Average Training Hours per Employee by Gender			
Male	Hour	23.7	8.7
Female	Hour	33.3	14.0
Percentage of Employees Trained by Employment Category[5]			
Teachers	%	76.9	86.3
Management	%	0.2	0.0
Administrative staff	%	20.7	13.2
Student accommodation staff	%	0.0	0.0
Accounting and finance staff	%	1.1	0.4
Logistics personnel	%	1.1	0.0

[5] The percentage of employees trained by gender of FY2024 has been restated for enhancing accuracy.

SUMMARY OF KEY PERFORMANCE DATA

	Unit	2023/24	2024/25
Average Training Hours per Employee by Employment Category			
Teachers	Hour	37.8	15.5
Management	Hour	2.2	0.0
Administrative staff	Hour	16.4	5.3
Student accommodation staff	Hour	0.0	0.0
Accounting and finance staff	Hour	12.5	0.7
Logistics personnel	Hour	2.5	0.0
Supply Chain Management			
Number of Main Suppliers by Geographical Region			
Mainland China	Number	7	9
Anti-corruption			
Number of concluded corruption-related legal cases against the Group or employees	Number	0	0

THE STOCK EXCHANGE ESG REPORTING GUIDE INDEX

ESG Reporting Guide		Section/Explanation
Mandatory Disclosure Requirements		
Governance Structure	A statement from the board containing the following elements: (a) a disclosure of the board's oversight of ESG issues; (b) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (c) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.	ESG Governance
Reporting Principles	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement. Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed. Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.	About the Report – Reporting Standard and Reporting Principles
Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	About the Report

THE STOCK EXCHANGE ESG REPORTING GUIDE INDEX

ESG Reporting Guide		Section/Explanation
A. Environment		
A1 Emission		
A1	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 and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Building a Green Campus – Resource Conservation and Emission Management
KPI A1.1	The types of emissions and respective emissions data.	Summary of Key Performance Data
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Summary of Key Performance Data
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	Summary of Key Performance Data
KPI A1.4	Total non-hazardous waste produced (in tonnes and, where appropriate, intensity (e.g., per unit of production volume, per facility).	Summary of Key Performance Data
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	Building a Green Campus – Resource Conservation and Emission Management
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Building a Green Campus – Emission Management

THE STOCK EXCHANGE ESG REPORTING GUIDE INDEX

ESG Reporting Guide		Section/Explanation
A2 Use of Resources		
A2	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials.	Building a Green Campus – Resource Conservation
KPI A2.1	Direct and/or indirect energy consumption by type (e.g., electricity, gas or oil) in total (kWh in '000s) and intensity (e.g., per unit of production volume, per facility).	Summary of Key Performance Data
KPI A2.2	Water consumption in total and intensity (e.g., per unit of production volume, per facility).	Summary of Key Performance Data
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Building a Green Campus – Resource Conservation
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Building a Green Campus – Resource Conservation
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	This KPI is not applicable to the Group as the Group provides private formal higher education services and is not engaged in manufacturing industry.
A3 The Environment and Natural Resources		
A3	General Disclosure Policies on minimising the issuer's significant impact on the environment and natural resources.	Building a Green Campus – The Environment and Natural Resources
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Building a Green Campus – The Environment and Natural Resources
A4 Climate Change		
A4	General Disclosure Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Building a Green Campus – Climate Change
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Building a Green Campus – Climate Change

THE STOCK EXCHANGE ESG REPORTING GUIDE INDEX

ESG Reporting Guide		Section/Explanation
B1 Employment		
B1	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.	Our Professional and Excellent Teaching Team – Employment Practices and Labour Standard
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Our Professional and Excellent Teaching Team – Employee Profile Summary of Key Performance Data
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Summary of Key Performance Data
B2 Health and Safety		
B2	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.	Safe School Operation
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Safe School Operation Summary of Key Performance Data
KPI B2.2	Lost days due to work injury.	Safe School Operation Summary of Key Performance Data
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Safe School Operation

THE STOCK EXCHANGE ESG REPORTING GUIDE INDEX

ESG Reporting Guide		Section/Explanation
B3 Development and Training		
B3	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Our Professional and Excellent Teaching Team – Employee Training and Development
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Summary of Key Performance Data
KPI B3.2	The average training hours completed per employee by gender and employee category.	Summary of Key Performance Data
B4 Labour Standard		
B4	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.	Our Professional and Excellent Teaching Team – Employment Practices and Labour Standard
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Our Professional and Excellent Teaching Team – Employment Practices and Labour Standard
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Our Professional and Excellent Teaching Team – Employment Practices and Labour Standard
B5 Supply Chain Management		
B5	General Disclosure Policies on managing environmental and social risks of the supply chain.	Business Integrity – Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	Business Integrity – Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Business Integrity – Supply Chain Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Building a Green Campus – Green Procurement

THE STOCK EXCHANGE ESG REPORTING GUIDE INDEX

ESG Reporting Guide		Section/Explanation
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Building a Green Campus – Green Procurement
B6 Product Responsibility		
B6	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.	Offering Well-rounded Education to Our Students – Safe School Operation
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	As the Group provides private formal higher education services, this KPI is not applicable to the Group.
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Offering Well-rounded Education to Our Students – Student Feedback Management and Student Assistance No service-related complaints received during the Reporting Period.
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Business Integrity – Protection of Intellectual Property Rights
KPI B6.4	Description of quality assurance process and recall procedures.	Offering Well-rounded Education to Our Students – Stringent Control on Teaching Quality
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Business Integrity – Data Privacy

ESG Reporting Guide		Section/Explanation
B7 Anti-corruption		
B7	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.	Business Integrity – Anti-corruption
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Summary of Key Performance Data
KPI B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	Business Integrity – Anti-corruption
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Business Integrity – Anti-corruption
B8 Community Investment		
B8	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.	Caring for our Community
KPI B8.1	Focus areas of contribution (e.g., education, environmental concerns, labour needs, health, culture, sport).	Caring for our Community
KPI B8.2	Resources contributed (e.g., money or time) to the focus area.	Caring for our Community