中汇集团
Edvantage Group

Edvantage Group Holdings Limited

中滙集團控股有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock code : 0382

2025

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



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About this Report

Edvantage Group Holdings Limited (the "**Company**"), together with its subsidiaries (collectively referred to as the "**Edvantage Group**", "**Group**", "**we**" or "**us**") hereby presents its environmental, social and governance ("**ESG**") report (the "**Report**") for 2024/2025. The Report summarises the strategy, practices and vision of Edvantage Group in respect of issues related to ESG in 2024/2025, which illustrates the Group's commitment to the principles of sustainable development and its dedication to fulfilling its corporate social responsibility.

Reporting Period

The Report covers the Group's overall environmental and social performance during the period from 1 September 2024 to 31 August 2025 ("**Reporting Period**"), same as that covered by the 2024/2025 Annual Report of the Group.

Reporting Scope and Boundary

Unless otherwise specified, the scope of the Report covers the Group's seven major consolidated entities, namely Guangzhou Huashang College ("**Huashang College**"), Guangzhou Huashang Vocational College ("**Huashang Vocational College**"), Guangdong Huashang Technical School ("**Huashang Technical School**"), Greater Bay Area Business School ("**GBA Business School**"), Urban Vocational College of Sichuan("**Urban Vocational College**") and Urban Technician College of Sichuan ("**Urban Technician College**"), they are collectively referred to as the "**Colleges**", "**Schools**" or "**Institutions**", and Greater Bay Area Business School Foundation, but the scope of this Report excludes overseas colleges. This report shall disclose the overall environmental and social performance of the aforementioned institutions.

Reporting Standards and Principles

The Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the "**Guide**") as set out in Appendix C2 to the Rules Governing the Listing of Securities (hereinafter referred to as the "**Main Board Listing Rules**") on The Stock Exchange of Hong Kong Limited (hereinafter referred to as the "**Hong Kong Stock Exchange**") and is based on the four reporting principles as set out in the Guide, namely materiality, quantitative, balance and consistency, which serves as a basis of this Report.

Materiality	Quantitative	Balance	Consistency
Materiality was assessed based on the results of stakeholder engagement and the thresholds of ESG material topics were reviewed and confirmed by senior management to ensure their importance.	We provide and disclose quantitative data that includes relevant standards, calculation methods, assumptions and conversion factors to assess the effectiveness of our sustainability policies and management.	We presented our ESG performance data objectively, providing a complete picture of the Group's accomplishments during the Reporting Period and our potential improvement areas going forward.	The data are computed using consistent procedures and methodologies for accurate year-on-year comparisons. Where applicable, we also disclose changes in the methodology or KPIs used.

Source of Data and Reliability Statement

The information of the Report is collected from official documents and data of the Group (as well as relevant public materials) and is consolidated and compiled by the Colleges in accordance with the Group's monitoring, management, and operational data policies. The Group undertakes that the Report does not contain any false information, misleading statement, or material omission, and takes responsibilities as to the authenticity, accuracy and completeness of the content herein.

Confirmation and Approval

The board of directors of the Company ("**Board**") approved the Report upon confirmation by the management. The Report is prepared in both Chinese and English. In case of any discrepancy or inconsistency between the Chinese and the English versions of the Report, the Chinese version shall prevail. The electronic version of the Report is available on websites of the Hong Kong Stock Exchange (www.hkexnews.hk) and the Group.

Feedback

We greatly value stakeholders' views and suggestions. Should you have any questions or suggestions about the Report, please contact us via:

E-mail: cs@edvantagegroup.com.hk
Mail: Room 701, 7/F, Wing On Plaza, 62 Mody Road, Tsim Sha Tsui, Kowloon, Hong Kong

The Board's Statement

Dear stakeholders,

The Group is pleased to present this year's ESG report. The sustainable development of education constitutes a vital cornerstone for the future of human society. As an educational institution, we embrace the vision of "Building a century-renowned institution and fostering the finest minds of the Chinese Nation" (「創百年名校，育華夏英才」). We have positioned the sustainable development of our operations as a core objective for long-term growth, integrating climate-related issues and ESG-related elements in our long-term business strategic plan. The Board plays a significant leadership role in the Group and is fully responsible for managing and supervising the Group's ESG issues.

Throughout our teaching and operational processes, we steadfastly integrate sustainable development principles into our daily governance and educational practices, striving to be a responsible enterprise that cultivates students possessing both practical skills and social responsibility. In response to the nation's "dual carbon" goals for 2030 and 2060, we have established short-term, mid-term, and long-term emission reduction targets, steadily advancing our green transition. The Board continuously monitors and assesses the effectiveness of our management systems, refining our action plans based on the Group's ESG performance to ensure all initiatives deliver tangible outcomes. Efficient ESG policy implementation relies on cooperation among various departments. In this regard, we have established a cross-departmental ESG working group that coordinates departments and strives to achieve consistent work performance that meets expectations and jointly contributes to achieving emission reduction and energy-saving goals. The Group also attaches high importance to communication with our stakeholders; we regularly review our communication channels and platforms to ensure an information flow that allows us to understand the concerns of our key stakeholders and areas with significant impact on our business.

Edvantage Group has been actively carrying out ESG-related activities. We actively promote in-depth cooperation with the community and execute the requirements of the Implementation Plan on National Vocational Education Reform (《國家職業教育改革實施方案》) on the integration of industry and education. The Group has collaborated with numerous enterprises and institutions within the community to establish multiple internships and training bases for our students. These training bases provide valuable and practical opportunities, allowing students to hone their skills and gain experience in a real working environment. In addition, the Group has joined hands with students to participate in various public welfare activities, such as the "Billion Projects" (「百千萬工程」) and "Bringing Three Concepts to the Rural Areas" (「三下鄉社會實踐」), contributing to rural revitalisation and shared prosperity.

This year, at the Gelonghui "Golden Award" (格隆匯「金格獎」) Annual Outstanding Company Awards Ceremony, the Group was awarded the title of "Outstanding Enterprise in ESG Social Responsibility" (「ESG社會責任卓越企業」) and received the "Best ESG Innovation Award" (「最佳ESG創新獎」) from Zhitong Finance, fully demonstrating the industry and investors' high recognition of our Group's achievements in environmental protection, social responsibility, and governance innovation. These honours not only affirm our long-term commitment to sustainable development but also greatly encourage our continuous exploration of educational innovation, promotion of green campus construction, and public welfare programs. We will continue to fulfil our mission, actively promote ESG strategies, deepen digital management, strengthen educational equity, and dedicate ourselves to contributing more to sustainable social development and high-quality vocational education. The Board firmly believes that, with the joint efforts of all members, the Group will achieve even greater success, set industry benchmarks, and repay the trust of society and investors.

Looking ahead, as the Group embraces the industrial upgrading of the Greater Bay Area and the opportunities presented by national strategic emerging industries, the Group will seize the "Golden 15-year window period" for high-quality development in higher vocational education. The Group will actively align with the Greater Bay Area's demand for advanced manufacturing, the healthcare industry, dynamically optimising our academic programme offerings with a focus on cutting-edge fields such as "AI", "New Energy Vehicles" and "Smart Healthcare". To deepen industry-education integration, the Group will collaborate with leading enterprises to establish industry-specific colleges, creating an "industry-academia-research-application innovation" talent development ecosystem.

Yours Faithfully
Liu Yung Chau
The Chairman of the Board

Edvantage Group is the largest private higher and vocational education group in Guangdong — Hong Kong — Macao Greater Bay Area ("**the Greater Bay Area**"), and an early pioneer in the education sector to pursue international expansion. All of the Group's businesses in the People's Republic of China ("**PRC**", "**China**" or "**the Country**") are vocational education strongly supported by the country, covering two major areas, namely formal vocational education and non-formal vocational education. Since its establishment, the Group has always been adhering to high-quality and high-compliant development strategy; focusing on connotation development and guided by the goal of ensuring high quality employment for our students, continuously optimising its professional structure and talent cultivation models, as well as strengthening the building of faculty teams, and establishing more new majors and programmes that align with market demands. With excellent educational qualities, the Group's brand influence keeps rising, and the Group has gained wide recognition from students, parents, and society at large.

As of 31 August 2025, the Group enrolled approximately 100,000 students and operated 9 private educational institutions in the PRC and overseas. The Group has been closely following national policies and the path of high-quality development, continuously deepening the integration of industry and education, and comprehensively improving the quality of education and teaching as well as the cultivation of talents, attaining high-quality and sustainable development of our business operations and striving to contribute to the high-quality development of the national economy and society.

Our Sustainability Development Highlights

Female and male staff ratio:
1.61:1

Total training hours reached:
274,147 hours

Volunteer service reached over:
25,000 hours

Trees planted over:
2,000

Subsidised more than:
310,000
number of underprivileged students

Subsidy for underprivileged students exceeding:
80 million (RMB)

Major Awards and Recognitions



Figure 1 — ESG Corporate Social Responsibility Excellence



Figure 2 — Best ESG Innovation Award

Sustainability Governance

ESG Working Group

Edvantage Group remains steadfast in its commitment to integrating sustainable development principles into daily operations, thereby creating sustainable value for all stakeholders while fulfilling its responsibilities as a corporate citizen. As the Group's supreme governing body, the Board is responsible for ensuring effective governance and oversight of sustainable development management policies and strategies, thereby generating enduring long-term value for stakeholders. To enhance the supervision, management and execution of these initiatives, the Group has established an ESG Working Group (the "**ESG Working Group**"). The ESG Working Group comprises core members of various departments of the Group. It handles and coordinates the Group's ESG-related matters under authorisation by the Board, including but not limited to communicating with external consultants and collecting ESG data and information. The ESG Working Group will report to the management every year on the implementation of ESG initiatives of the business units, their performance, review the progress of environmental-related goals, and identify areas for improvement.

Risk Management and Internal Controls

The Board's responsibilities encompass the ongoing of the risk management framework and internal control systems, ensuring their sound design and effective implementation, whilst periodically evaluating the performance of these systems. A robust risk management mechanism constitutes a vital foundation for an enterprise to achieve sustainable business development. The Board delegates its authority to the Audit Committee to oversee the Group's risk management and internal control framework, which aims to identify, assess, and manage risks (including ESG-related risks) that may affect the Group's operating efficiency and effectiveness to ensure that the Group has proper and effective risk management and internal control systems in place. The management is primarily responsible for designing, implementing, and monitoring the risk management and internal control systems. The Board is responsible for assessing and determining the nature and extent of the risks it is willing to take in achieving the Group's strategic objectives and overseeing the risk management and internal control systems. Such responsibilities have been implemented and fulfilled with the assistance of the management and the Audit Committee. For more details on the Group's risk management and internal controls, please refer to the 2024/2025 Annual Report of the Group.

Sustainability and Governance Policies

Effective sustainable development practices require robust and comprehensive policy support. We will regularly review and update the Group's relevant policies to reflect changes in our operating practices and community needs. Our Board and the management review and approve all of the Group's key policies as part of good corporate governance practices. The following are the Group's and the Colleges' key policies related to sustainability and governance:

Group Level

Corporate Governance Code	Employee Ethics and Code of Conduct	Anti-Corruption Policy
Whistleblowing Policy	Shareholders' Communication Policy	Procedures for Shareholders to nominate a person for election as a Director of the Company
Climate Change Policy	Stakeholder Grievance Policy	Sexual Harassment Policy

School Level

Procurement Management Policy	Personnel Recruitment and Management Policy	Healthcare and Hygiene Policy	Food Safety and Inspection Policy
Campus Greening, Sanitation and Maintenance Management Policy	Campus Greening and Maintenance Work Plan	Energy and Water Conservation Management Policy	Campus Pollution Prevention and Management Policy
Information Disclosure Management Policy	Emergency Response to Contingencies Guidelines		

To oversee and coordinate the implementation of the Group's sustainable development and governance-related policies and management systems at the College level more effectively, we plan to nominate Environmental and Social Coordinators within the Colleges. These coordinators will assist the Group in collecting and integrating relevant environmental and safety data, and enhancing employees ' health and safety awareness as well as other important tasks.

United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals ("**SDGs**"), also known as the Global Goals, are the 17 global development goals established by the United Nations in 2015, which aim to end poverty, reduce inequality, addressing climate change, etc. and build a more peaceful and prosperous society by 2030 in a holistic manner.

The Group is a supporter of the SDGs and is committed to addressing climate change and various needs of society. Our stakeholders were invited to participate in a survey to examine the 17 SDGs and select the four SDGs most relevant to the Group's strategy and business:



Stakeholder Engagement

The Group is committed to establishing a multi-tiered, high efficient communication system to maintain connections with all stakeholders such as the government/regulatory authorities at all levels, shareholders, investors, suppliers, partners, teaching staff, students, parents and the public communities, in an effort to fully understand their expectations and advice. Based on such understanding, the Group continues to enhance its sustainable development strategy and planning, striving to build mutual trust and cooperation, and achieving the sustainable development plan, so as to create a future with sustainable economic growth, environmental friendliness and social development.

Stakeholders Communication Channels

Stakeholder	Concern	Means of Communication
Shareholders/ Investors	• Business strategy; • Return on investment; • Corporate image; and • Operational compliance.	• Disclosure of announcements on the Hong Kong Stock Exchange website; • Result announcement and investor exchange conference; • Annual general meeting; • Emails; and • The Group's official website.
Governments and regulators	• Operational compliance; • Tax payment made lawfully; and • Disclosure of information and submission of materials.	• Annual inspection; • Audit; • Visits; • The Group's official website; and • Information disclosure of the listed companies.
Associations of the industry	• Operational compliance; • Experience sharing; and • Industry exchange and cooperation.	• Visits; • Meetings, conferences and seminars; and • Industry exchange activities.
Staff and teachers	• Remuneration and benefits; • Working environment; • Employees' occupational safety and health; and • Training and career development.	• Staff training; • Group activities; • Employee representatives' assembly; • Suggestion boxes on schools' websites; and • Online Campus Integrated Services Platform.
Students and parents	• Teaching quality; • Teaching philosophy; • Teaching management; • Service quality; • Campus environment; and • Health and safety of students.	• Online assessment of teaching; • Teaching feedback from the Student Teaching Information Centre; • Seminars for teachers and students; • Parents' meetings; • Schools' official websites; and • Online Campus Integrated Services Platform.
Communities	• Community development; • Social welfare; • Employment opportunities; and • Ecological environment.	• Community service and volunteering activities; • Community communication meetings; • Announcements on the Hong Kong Stock Exchange and press release; and • The Group's official website and social media official account.

Materiality Assessment

The management conducted a questionnaire survey among stakeholders with significant influence and relevance to the Group, gathering their views and suggestions on relevant ESG issues arising during the Group's operations. This Report covers various important ESG topics and illustrates our key achievements in these aspects. The Group will pay heed to these criteria of issues during its long-term operation by developing corresponding strategic guidelines, enhancing policies, and setting long-term goals.

Process

Stage1: Identification

Through various sources, including compliance requirements, industry trends, and internal policies, we have identified 23 ESG topics that the Group and its stakeholders consider to be significant ESG topics.

Stage 2: Prioritisation

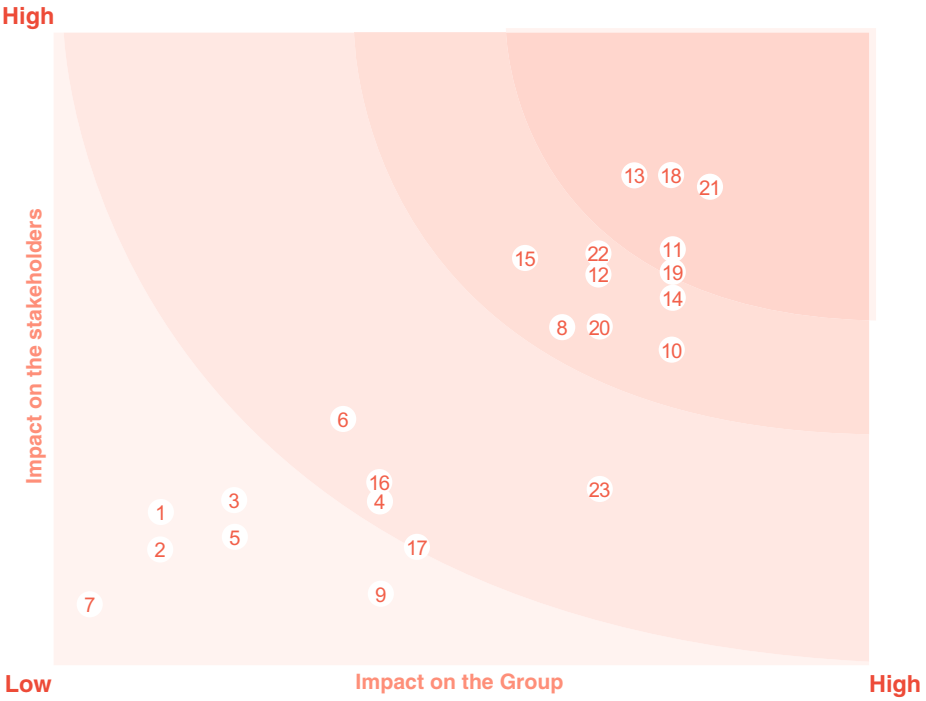
An online survey was conducted to assess the importance of each issue from the perspectives of stakeholders and the Group. Based on the survey results a materiality matrix was established, setting a threshold for significance, and the ESG issues were prioritised accordingly.

Stage 3: Validation

The management reviews the materiality matrix and the significance threshold. From the perspective of stakeholders and the Group, ESG issues that scored average or above as a high overall rating were ranked as material topics for the Group to address and report on.

Materiality Matrix

Based on the results of the materiality assessment, the Board has identified the following ESG issues as the most relevant for the Group and its stakeholders in 2024/2025:



Material topics	
8	Environmental Regulation Compliance
10	Employment Practices
11	Diversity and Equal Opportunities
12	Anti-Discrimination
13	Occupational Health and Safety
14	Development and Training
15	Prohibition of Child Labour and Forced Labour
18	Data and Privacy Protection
19	Customer Satisfaction
20	Intellectual Property
21	Teaching Quality
22	Anti-Corruption
Moderate topics	
23	Community Investment
Monitored topics	
1	Air Emissions
2	Greenhouse Gas Emissions
3	Effluent Management
4	Waste Management
5	Energy Efficiency
6	Water Efficiency
7	Use of Raw and Packaging Materials
9	Climate Change
16	Responsible Supply Chain Management
17	Advertisement and Labelling

To further enhance communication between external stakeholders and the Group, we have established the Stakeholder Grievance Policy. We are committed to addressing perceived or actual incidents of unfair treatment in a timely manner through a transparent and fair process, ensuring timely responses and resolutions. This approach aims to strengthen stakeholders' trust and engagement. The Group will continue to identify areas for improvement and focus, maintaining close communication with relevant stakeholders to exchange and share various advice, thereby enhancing our management in sustainable development.

Business Ethics

Anti-Corruption

The Group conducts its business operations in compliance with relevant PRC's laws and regulations including the Anti-Money Laundering Law (《反洗錢法》), Anti-Unfair Competition Law (《反不正當競爭法》), Criminal Law (《刑法》), adhering to the fundamental standards of integrity and self-discipline. The Group has formulated a Procurement Management Policy to regulate the business conduct and professional ethics of employees, and prohibits any illegal act such as bribery, fraud, blackmail and money laundering. If employees are aware of any violations, they can report to the person in charge of the Administration Department, which is responsible for investigating and collecting evidence and submitting it to the Human Resources Department. The Human Resources Department will determine the corresponding punishment pursuant to the provisions. If the national laws are violated by any employee or staff of the Group, the case will be reported and transferred to the judicial authority for further investigation and handling in accordance with the applicable laws.

In order to abide by the instructions given by the Chairman to strengthen the integrity and with a view to continuously strengthening employees' awareness of integrity and self-discipline, the Group specifically required the heads of various departments to take the lead in signing the Integrity and Self-discipline Commitment ("**Letter of Commitment**"), and each department was responsible for the arrangement of employees to sign the Letter of Commitment. The Group expects that the employees will follow their supervisors as role models and all employees will be honest and self-disciplined. The Group expects that such initiative can guide employees to understand the importance of integrity and self-discipline. The Group has zero tolerance towards any violation of integrity and self-discipline. Once verified, any such violations will be considered as serious disciplinary violations. In order to formalise the behaviour of all employees and strengthen our governance, the Group has established an anti-corruption policy to provide clear guidelines on ethical behaviours and the penalties imposed on any violation of the requirements set out in this policy. Penalties include verbal warnings, demerits, demotions, and termination of labour contracts based on the severity of employees' violations of laws and regulations. To further strengthen the business ethics and integrity of personnel at all levels within the Group, we regularly conduct various training programmes. During the Reporting Period, the Board actively participated in multiple continuing professional development training programmes concerning regulatory compliance. These courses, delivered by professional parties covered core subjects such as compliance with listing rules, directors' duties, best practices in corporate governance, and business ethics. The anti-corruption and conflict of interest prevention guidelines incorporated within these programmes effectively strengthened the Board's functions in risk management and ethical oversight.

In the areas of anti-corruption and integrity building, Huashang Vocational College has consistently promoted an integrity culture on campus, actively aligning with national policy directives on integrity and compliance for private enterprises. The institution convened integrity talks and educational activities for prospective appointees, strengthening cadre development and self-discipline awareness while reinforcing ideological and moral defenses against corruption. At the same time, the School of Digital Commerce (數字商務學院) has organised faculty and students to visit the Dongjiang Integrity Cultural Education Base (東江廉潔文化教育基地) for on-site learning. Through exhibitions and interactive experiences, participants deepened their understanding of the historical and contemporary significance of integrity culture, further enhancing their ethical standards and social responsibility. Furthermore, the Group implements specialised training programmes for employees and pre-service training for faculty, including professional ethics training to cultivate sound values. These initiatives promote deeper understanding of higher education among new faculty, encouraging effective application of knowledge in teaching practice to inject fresh momentum into educational endeavours.



Figure 3 — Huashang Vocational College's School of Digital Commerce Conducts Learning and Education at the Dongjiang Integrity Cultural Education Base



Figure 4 — Expanded Meeting of the Party Theoretical Learning Center Group of the Huashang College Committee

In addition, Huashang College has held an expanded meeting of its Party Committee Theoretical Learning Center Group (黨委員會理論學習中心組(擴大)會議), to thoroughly study and implement the spirit of the Central Committee's "Eight-Point Regulation" and promote a culture of integrity. The meeting invited experts from the Guangdong Provincial Commission for Discipline Inspection and Supervision (廣東省紀委監委) stationed in the education system as training lecturers to give specialised lectures on Party conduct and integrity building, anti-corruption and integrity advocacy, and university governance norms.

The main highlights of the meeting included:

The Eight-Point Regulation requires: resolutely opposing formalism and bureaucracy, strictly controlling meetings, business trips, and official receptions, and standardising work style.

Integrity risk prevention and control: focusing on key aspects such as enrolment, finance, and procurement, emphasising the prevention of violations and ensuring the effective implementation of regulations.

Based on the disciplinary regulations, the "Disciplinary Regulations of the Communist Party of China" (《中國共產黨紀律處分條例》) and the "Interim Provisions on Disciplinary Actions for Staff Members of Public Institutions" (《事業單位工作人員處分暫行規定》), clarifying the procedures for handling violations and disciplinary measures.

This training was attended by the college's mid-level cadres, Party affairs staff, and key personnel, further strengthening their awareness of integrity and ensuring the effective implementation of regulations. By establishing a mechanism for reporting violations, those who violate regulations are publicly criticised throughout the organisation and have their annual performance points deducted as a warning, sending a clear message of "strict adherence to discipline and self-discipline." These measures not only reflect the Group's standardised governance structure but also demonstrate our firm commitment to integrity building, risk control, and social responsibility.

The Group is committed to upholding high standards of business ethics and prohibiting bribery and corruption, during the Reporting Period, the Group did not have any concluded legal cases regarding corrupt practices.

Whistleblowing

Edvantage Group upholds business ethics as its foremost priority, safeguarding shareholder interests while conducting all operations with integrity, transparency, and accountability as its guiding principles. The Group has established a comprehensive whistleblowing mechanism to encourage all internal and external stakeholders to report any actual or suspected misconduct to relevant person in charge in a confidential manner. The Audit Committee has authorised and delegated the supervisor of the Group's Internal Control Director to receive any such reports on its behalf, oversee subsequent investigations, and provide information, including recommendations arising from any inquiry, for the consideration by the Audit Committee. Unless the legal or regulatory requirements require disclosure, the Group will make every effort to keep all information received and the identities of the whistleblowers confidential.

In addition, the Group is further enhancing the Staff Grievance Policy to establish a more equitable, efficient, and impartial mechanism for addressing and resolving issues that arise in the workplace. This includes providing a variety of channels to listen to and address employee concerns.

The Group recognises that high standard of corporate governance are fundamental to creating a secure learning environment, maintaining educational quality and upholding public trust. Consequently, it remains steadfastly committed to enhancing governance standards. Concurrently, the Group incorporates sustainable business development and community synergy into its core objectives, steadily achieving its operational goals through prudent and focused decision-making and execution. People-oriented culture is one of the core values of Edvantage Group. We firmly believe that employees are the most important and valuable asset of an enterprise, and their contributions are essential to the Group's success. We also provide good career development opportunities and continue to invest resources in employee development to create a diverse, inclusive, and leading team.



Attracting Talents and Recruitments

We are committed to attracting and nurturing outstanding talents whose values align closely with the Group's corporate philosophy and vision. Concurrently, we have established comprehensive personnel management systems covering recruitment, induction training, probationary assessments, promotion, and departure procedures, thereby achieving standardised processes and enhanced efficiency. We steadfastly foster a diverse, inclusive environment free from discrimination, ensuring equal opportunities in recruitment and advancement. These opportunities remain unaffected by factors such as gender, racial background, religious beliefs, skin colour, sexual orientation, age, marital status, or family circumstances. In addition, we have developed the Personnel Recruitment Management Policy to provide detailed specifications for the recruitment of faculty staff. With approval from the office of academic affairs, personnel division, and the leading group for school personnel, we will develop a recruitment plan in accordance with teaching plans and needs and publish recruitment information in accordance with such plan. We will then select suitable and excellent candidates through the resume-screening process as well as the consideration of the hiring department and notify the respective candidates to attend interviews. Only after written tests, a preliminary interview by the Human Resources Department, an interview by the hiring department, background checks, and approval by the Group or School Management Team can the selected candidate commence work on his/her position. Some senior faculty and staff will be hired only upon the Chairman's approval.

Evaluation and Promotion

The Group has established a probationary period assessment and annual appraisal mechanism for staff, encompassing performance evaluations for teaching personnel. The outcomes of these assessments serve as the primary basis for determining rewards and penalties, salary adjustments, promotions, and year-end performance evaluations. Salaries and performance-related bonuses are dynamically adjusted according to the rating achieved in the annual appraisal, thereby acknowledging employees' contributions while effectively stimulating their motivation. For employees qualified for promotion, the head of the relevant department will inform the employees and submit a written promotion opinion to the Human Resources Department and the management in charge for approval. Besides, the Colleges has developed a series of measures including the Interim Provisions on the Evaluation of Professional Titles (《職稱評審暫行規定》), Interim Provisions on the Selection and Appointment of Cadres (《幹部選拔任用暫行規定》), Interim Provisions on the Management of Continuing Education Faculty and Staff (《教職工繼續教學管理暫行規定》) and Interim Measures for the Management of Professional and Technical Post Appointment (《專業技術職務聘任管理暫行辦法》), to create more job and promotion opportunities for qualified employees.

Remuneration and Dismissal

To further optimise the remuneration system, the Human Resources Department will conduct annual performance appraisals and evaluations for employees. Compensation will be adjusted based on appraisal outcomes to incentivise staff to enhance work performance. Should the Group terminate an employment contract with an employee, or should an employee voluntarily resign, all relevant procedures shall be executed in accordance with current employment laws and regulations in PRC and Hong Kong. Employees who intend to resign voluntarily shall inform the head of the respective department and the Human Resources Department in writing 30 days in advance (3 days in advance during the probationary period). The Human Resources Department will arrange an exit interview to understand the reasons for the employee's resignation and issue a resignation confirmation letter to the employee after the handover between the employee, the Human Resources Department and the relevant department is done and when all resignation procedures are completed.

Working Hours and Leaves

A safe and healthy working environment forms the foundation for building close, trusting relationships between the Group and its employees. We provide each employee with fair and satisfactory remuneration and benefits. Beyond basic salary and five statutory social insurance as well as one provident fund, we also offer generous benefit policies aimed at fostering a supportive and employee-friendly workplace. Faculty and staff are entitled to basic statutory festivals and holidays. Basic salaries are paid to them during their sick leave, marriage leave, bereavement leave, maternity leave and paternity leave in accordance with the applicable labour laws and regulations. The Group has also developed the Interim Provisions on Teachers' Workload Standards (《教師工作量標準暫行規定》) to regulate the working hours of faculty and staff of different ranks to ensure that they can maintain work-life balance. Under the working hours system, the working hours are generally 8 hours per day and 40 hours per week on average with at least 1 to 2 days off per week or otherwise determined according to relevant laws and the specific positions of employees. We have also defined approval for overtime and arrangements for compensatory leave in lieu of overtime in the Interim Provisions on the Attendance Management of Faculty and Staff (《教職工考勤管理暫行規定》) to ensure that employees eligible for overtime receive the compensation they are entitled to.



Paid Leaves

- Marriage leave
- Maternity and Paternity leave
- Bereavement leave and others



Benefits and Subsidies

- Monthly benefits in kind, material benefits and meal subsidies
- Festive gifts
- Childbirth, wedding, birthday, condolences/hospital allowance and special hardship relief grants



Medical Benefits

- Healthcare protection
- Regular health check-up

Group Activities & Condolences

The Group upholds a people-oriented philosophy, continuously strengthening team cohesion and fostering a harmonious working environment through the regular organisation of diverse group activities and the provision of thoughtful festive benefits. This further enhances the sense of belonging among all teaching and administrative staff. We firmly believe that the dedicated efforts and selfless contributions of our staff are the driving force behind the Institutions' steady development and continuous progress. Through a wide range of engaging activities, such as leadership luncheon with faculty representatives, academic exchange seminars, cultural arts and sports events, we provided a platform for faculty and staff to relax, enhance communication, and showcase their talents. During the Reporting Period, the Group thoughtfully arranged festival benefits for events such as the Spring Festival, International Women's Day, and the Winter Solstice, creating a lively and harmonious festive atmosphere, while also caring and appreciating the hard work of employees throughout the year, promoting their physical and mental health.



Figure 5 — School "Winter Solstice" Warmth Campaign



Figure 6 — Sports activities held by Colleges for their teaching and administrative staff



Figure 7 — "Warmth for the New Year: Union Blessings" Event (「情暖新春工會送福」)



Figure 8 — Pays visits to faculty members who are hospitalised due to illness

Employee Workforce

For the year ended 31 August 2025, the Group had a total of 7,270 faculty members and staff, which is detailed as follows:

Employee Data[1]	2025	2024
Total number of employees	7,270	7,008
By employment type (Headcount)		
• Full-time	5,264	5,072
• Part-time	2,006	1,936
Distribution by male and female (Headcount)		
• Female	4,489	4,287
• Male	2,781	2,721
Distribution by age group (Headcount)		
• <30	1,953	1,910
• 30–50	4,466	4,150
• >50	851	948
Distribution by different levels (Headcount)		
• Senior management	43	47
• Middle management	296	291
• General Staff	6,931	6,670
Distribution by regions (Headcount)		
• Hong Kong	16	15
• Chinese mainland	7,222	6,988
• Others	32	5

[1] The total number of employees employed by Edvantage Group at the end of the Reporting Period only includes the seven Colleges covered by the scope of this report.

Employee Turnover

For the year ended 31 August 2025, the detailed data of employee turnover rate[2] is as follows:

Employee Turnover	2025	2024
Total number of employee turnover (Turnover rate)	995 (12%)	1,158 (14%)
Turnover by male and female headcount (Turnover rate)		
• Number of female employees	628 (12%)	719 (14%)
• Number of male employees	367 (12%)	439 (14%)
Turnover by age group headcount (Turnover rate)		
• <30	408 (17%)	448 (19%)
• 30–50	432 (9%)	375 (8%)
• >50	155 (15%)	335 (26%)
Turnover by geographical regions headcount (Turnover rate)		
• Hong Kong	1 (6%)	3 (17%)
• Chinese mainland	992 (12%)	1,155 (14%)
• Others	2 (6%)	0 (0%)



Promote Gender Equality

The Group upholds the principle of gender equality and complies with the requirements of relevant laws and regulations in the PRC, including the Constitution (《憲法》) and the Labour Law (《勞動法》), ensuring no employee is treated differently on the basis of gender. For female employees during pregnancy, childbirth, and the postnatal period, full rights protection is provided in accordance with national and institutional regulations, including but not limited to maternity leave, childcare leave, wedding and bereavement leave, thereby effectively safeguarding the lawful rights and interests of female employees. In addition, the Group has established a Sexual Harassment Policy whereby anyone found to be in breach of the policy will face disciplinary actions including dismissal. We adopt a zero-tolerance policy towards any form of sexual harassment.

[2] Turnover rate = total number of employees resigned during the Reporting Period/(total number of employees resigned during the Reporting Period + total number of employees at the end of the Reporting Period). As of 31 August 2025, the total number of employee turnover of the Group was 995.

The school conducts regular lectures on women's physical and mental health, health check-ups, dancing and singing, and flower arrangements to show care for our female employees' physical and mental well-being. Every year on Women's Day, female employees can take a day off, subsidies are given to female employees during childbirth, illness, and hospitalisation. In addition, the trade union organises a series of activities for female employees, such as arranging health check-ups, organising photography exhibitions by female employees to showcase the excellence of female employees and promoting care for female employees, holding symposiums, organising flower arrangement classes, outings, and exciting sports events. Some female teachers who are young mothers can apply for centralised class scheduling or flexible class scheduling to balance their family commitments and work duties if their responsible and teaching units permit.



Occupational Health and Safety

Safeguarding the health and safety of staff and students is a core responsibility of the Group. We strive to foster a secure and healthy campus environment by implementing stringent regulations covering fire safety, hygiene management, facility and equipment maintenance, and smoking restrictions, while strictly adhering to all applicable health and safety laws and regulations, including but not limited to PRC's Law on the Prevention and Control of Infectious Diseases (《傳染病防治法》), Food Safety Law (《食品安全法》), Regulations on the Sanitary Management of Student Canteens and Group Meals (《學校食堂與學生集體用餐衛生管理規定》), Fire Protection Law (《消防法》) and other relevant laws and regulations.

The health and safety inspection programme established by the Group primarily comprises management of food safety in canteens, management of drinking water and electricity safety on campus, campus security management, road safety on campus, medical hygiene management, dormitory management, supervision and inspection of fire prevention. According to the arrangements for all health and safety matters, each unit is regularly required to conduct supervision work and keep relevant records to ensure the safety measures are well in place.

In order to ensure hygiene and food quality in canteens on campuses, the Group actively implements institutionalised measures to ensure the entire process of food procurement for the canteen remains safe and under control. During the Reporting Period, the Schools strictly implemented the "Food Procurement Inspection Record Management System" (《食品進貨查驗記錄管理制度》), requiring all food raw materials to be inspected and fully recorded at each stage of procurement. This system explicitly stipulates that the scope of inspection covers all purchased goods categories, including ingredients, seasonings, and packaged foods. Inspection items include supplier credentials, food compliance certificates, production dates, shelf lives, and transport conditions, ensuring lawful sourcing and reliable quality. Concurrently, the system mandates detailed recording of the procurement timings, product names, quantities, origins, and inspection outcomes, achieving full traceability and implementing signature confirmation responsibilities for procurement and management personnel to enhance enforcement.

In accordance with the food safety management system's requirements for "daily oversight, weekly inspections, and monthly coordination", the Group shall disseminate the directives outlined in the document issued by the Office of the Guangdong Provincial Food and Drug Safety and High-Quality Development Committee (廣東省食品藥品安全與高品質發展委員會辦公室). All canteens are required to conduct self-inspections in accordance with established criteria and strengthen food safety management. The food safety directors of each canteen and their staff must conscientiously fulfill their food safety management responsibilities to ensure the dietary safety of teachers and students. In addition, during the Reporting Period, Huashang Vocational College has formulated and fully implemented a series of relevant policies concerning food safety management in accordance with national and Guangdong provincial laws and regulations. These include, but are not limited to, the Guangzhou Huashang Vocational College Campus Food Safety Management Measures (《廣州華商職業學院校園食品安全管理辦法》), the Guangzhou Huashang Vocational College Food Safety Responsibility System (《廣州華商職業學院食品安全責任制度》), and the Guangzhou Huashang Vocational College Food Safety Self-Inspection System (《廣州華商職業學院食品安全自查制度》) to regulate canteen management and safeguard the dietary safety of staff and students. To ensure the rigorous implementation of these internal policies, the College has established a Food Safety Leadership Group, personally overseen and led by the Principal. A dedicated Food Safety Director has been appointed to implement food safety management tasks. Regular food safety meetings are convened, and the College participates in campus food safety hazard inspections.



Figure 9 — Huashang College directs staff regarding the Management System for Food Procurement Inspection Record

To safeguard the quality and safety of drinking water within the campus, the Group has established the Campus Drinking Water Safety Management System (《校區生活飲用水安全管理制度》) to oversee the hygiene of drinking water. The Group conducts regular sampling for water quality testing and maintains relevant water quality inspection records. In the critical area of facilities and equipment management, the Group upholds a high sense of responsibility and professionalism, meticulously deploying experienced and technically proficient specialists to carry out comprehensive and meticulous periodic inspections and maintenance of the diverse range of facilities and equipment across the campus.

Fire safety measures have been integrated into routine safety management. In accordance with the Fire Protection Law, the Group has established a Fire Safety Management System (《消防安全管理制度》) while actively disseminating and thoroughly studying the Guangdong Province Fire Safety Hazard Elimination Campaign Action Plan (《廣東省消防安全集中除患攻堅大整治行動方案》). The Group places paramount importance on ensuring all units accord the utmost attention to campus fire safety. We firmly establish a safety-first mindset, resolutely eliminating potential hazards at their inception, and spare no effort in safeguarding the lives of all students, staff, and faculty members. To this end, the Group has meticulously developed rigorous and detailed fire management protocols. Comprehensive inspections and maintenance of firefighting facilities are conducted regularly, alongside the active organisation of fire drills. These measures tangibly enhance the fire safety awareness and emergency response capabilities of both students and staff.

In response to the call from the University Party Committee, and to effectively safeguard the normal order of the campus, cut off the transmission routes of mosquito-borne diseases, and ensure a smooth start to the academic year, the Logistics and Security Department, in collaboration with the Discipline Inspection Office, swiftly established a Mosquito and Disease Control Task Force. This team conducts daily routine disinfection operations in key areas such as teaching buildings, dormitory zones, office areas, and public spaces. Particular emphasis is placed on spraying insecticide in mosquito breeding hotspots such as drains, green belts, and containers holding stagnant water, ensuring comprehensive coverage with no blind spots. To tangibly safeguard staff health, our department proactively procured and distributed mosquito repellent items such as insect repellent sprays and mosquito coils to all units. On-site usage guidance was provided to enhance staff awareness of self-protection, thereby mitigating potential virus transmission at the individual level.

Furthermore, to enhance the Colleges' capacity to respond to sudden security incidents, the Group has formulated the Campus Security Emergency Response Plan (《校園安全應急預案》). This document stipulates that all Colleges must conduct regular security drills, ensure comprehensive emergency preparedness, and cooperate with rescue personnel in handling safety incidents while prioritising their own safety. The plan also advocates that Colleges establish and activate rapid emergency response mechanisms to minimise safety incidents, thereby safeguarding campus safety and stability.



Figure 10 — Campus Fire Drill



Figure 11 — Campus mosquito eradication programme

The Group also places great emphasis on the physical and mental wellbeing of students and staff. Medical clinics and psychological counselling centres are established within the campuses to provide medical consultation services and psychological counselling for students and staff. In accordance with the Group's Staff Health Examination Benefits Regulations (《員工健康體檢福利規定》), regular health check-up activities are organised for employees to enable them to monitor their health status in a timely manner. For further details, please refer to the section on "Quality Education Compliance in School Operations."

The Group will continue to rigorously enforce these safety management regulations and guidelines, continuously refining the campus safety management system to safeguard the health and safety of faculty, staff, and students. During the Reporting Period, the Group recorded no work-related fatalities, with 11 working days lost due to work-related injuries.

Employee Data	2025	2024	2023
Number of work-related fatalities			
• Number of work-related fatalities	0	0	0
• Ratio of work-related fatalities[3]	0%	0%	0%
Number of working days lost due to work-related injuries			
• Number of working days lost due to work-related injuries[4]	11	281	0

3 Ratio of work-related fatalities = Number of work-related fatalities/total number of employees in the category.
4 Calculation starts from the day of the accident and is based on the established working days/calendar days.

Development and Training

The teaching competence of teachers and the managerial capabilities of administrative staff form the cornerstone of a school's educational quality and management standards. The Group consistently prioritises staff development and training as its core focus, placing significant emphasis on professional growth and training initiatives. Through the formulation of comprehensive training programmes and guidelines, including but not limited to the Interim Provisions on the Continuing Education Management for Teaching Staff (《教職工繼續教學管理暫行規定》), Implementing Measures for Doctoral Projects (《博士工程實施辦法》), Detailed Rules for the Performance Evaluation of Teachers (《老師業績考核實施細則》), Measures for the Identification and Handling of Incidents Occurred During Teaching Process (《教學事故認定與處理辦法》), and Mechanism of Random Check on Classes (《聽課制度》), we continuously empower both teaching and administrative personnel. These training are primarily divided into internal cultural and technical training within the organisation, and professional knowledge training delivered by external institutions. During the Reporting Period, approximately 69% of the Group's faculty and staff received training, among which the senior management completed approximately 37.56 hours of training on average, the middle management completed approximately 72.13 hours of training on average, and general staff completed approximately 36.24 hours of training on average. The proportion of employees receiving training, as well as the average training hours for the senior management, middle management and general staff, have increased compared to the previous financial year.



Figure 12 — Urban Vocational College held group teaching and research activities.

For the year ended 31 August 2025, the detailed data of employee training is as follows:

Employee Training[5]	2025	2024
Total trained employees headcount (%)	4,994 (69%)	3,918 (56%)
Distribution by gender headcount (%)		
• Female	3,351 (75%)	2,639 (62%)
• Male	1,643 (59%)	1,279 (47%)
Distribution by employee level headcount (%)		
• Senior management	23 (53%)	13 (28%)
• Middle management	278 (94%)	242 (83%)
• General Staff	4,693 (68%)	3,663 (55%)

Training Hours	2025	2024
Total training hours	274,147	154,947
Average training hours[6]	37.71	22.11
Distribution by gender (Average training hours)		
• Female	41.38	25.02
• Male	31.79	17.53
Distribution by employee level (Average training hours)		
• Senior management	37.56	5.49
• Middle management	72.13	17.20
• General Staff	36.24	21.72

5 Ratio of trained employee = Number of trained employees in certain category/Total number of employees in certain category x 100%.

6 Average training hour for each category of employees = Number of hours of training for employees in certain category/Total number of employees in certain category.

In the 2024–2025 academic year, the school has prioritised advancing its overseas professional development programme to comprehensively enhance the international calibre of its teaching staff. 98 backbone teachers are organised in batches to participate in the "Specialised Training Programme for Enhancing Teaching Innovation Capabilities of Outstanding Core Teachers" (「優秀骨幹教師教學創新能力提升專項培訓」) in the Hong Kong Special Administrative Region, focusing on in-depth study of innovative teaching methodologies and curriculum design optimisation. Concurrently, 15 backbone teachers were selected to attend the "Advanced Training Programme on International Educational Innovation and Integration" in Australia, learning about cutting-edge international educational philosophies, interdisciplinary teaching methodologies, and practical experience in educational reform. In addition, 20 backbone teachers were dispatched to Singapore to participate in the "Educational Management Capacity Enhancement Training" (「教育教學管理能力提升培訓」).

Furthermore, over ten secondary colleges independently organised overseas thematic training programmes this academic year. Tailored to their respective disciplinary strengths, these institutions conducted specialised study tours to Singapore, Macau, China, the United Kingdom and other countries and regions, collectively empowering over 300 teaching staff members. All training initiatives were followed by in-house experience-sharing sessions upon the participants' return to campus.



Figure 13–2025 Specialised Training Programme for Enhancing Teaching Innovation Capabilities of Outstanding Backbone Teachers (Hong Kong)

The Group is committed to building a high-calibre, professional, and dual-qualified faculty team through comprehensive, multi-tiered employee development programmes. These initiatives focus on enhancing professional skills, innovating teaching methodologies, fostering ethical standards among educators, and advancing industry-education integration training.

During the Reporting Period, the major training activities in the Colleges organised by the Group included but were not limited to:

- Professional development courses and seminars in specialist fields
- Training in educational methodologies
- Organising thematic lectures and sharing sessions on exemplary teacher conduct
- Organising staff participation in industry-collaborative training to understand sector developments and corporate needs, thereby deepening industry-education integration
- Specialised workshops for core teaching staff on pedagogical innovation and professional development
- Encouraging faculty and staff to pursue diverse professional qualifications
- Overseas Teaching Management Enhancement Programmes
- Specialised training on enhancing skills in psychological crisis identification and intervention
- Seminar on enhancing curriculum implementation capabilities for relevant professional teachers in the new situation context

Labour Standards

The Group adheres strictly to legal requirements, rigorously complying with all employment-related laws and regulations to safeguard the lawful rights and interests of its employees, including but not limited to China's Labour Contract Law (《勞動合同法》), Labour Law (《勞動法》), Regulations on Paid Annual Leave for Employees (《職工帶薪年休假條例》), Law on the Protection of Women's Rights and Interests (《婦女權益保障法》), Law on the Protection of Persons with Disabilities (《殘疾人保障法》), Regulations on the Administration of Housing Provident Fund (《住房公積金管理條例》), and Social Insurance Law (《社會保險法》).

Furthermore, the Group resolutely opposes and rejects any form of child and forced labour practices. We strictly adhere to China's Labour Law, the Law on the Protection of Minors (《未成年人保護法》), the Regulations on the Prohibition of the Use of Child Labour (《禁止使用童工規定》), and the Teachers Law (《教師法》) when recruiting and employing teaching staff and other personnel, thereby safeguarding their lawful rights and interests.

The Group's Human Resources Department has specifically established the Personnel Recruitment Management System (《人事聘用管理制度》) to standardise matters requiring attention and compliance during the recruitment of teaching and administrative staff. Strict monitoring will be conducted during recruitment, and background checks will be performed on candidates. Before the commencement of employment, candidates approved for appointment will be required to provide the original identification documents, degree certificates, bankbook, or other supporting documents for the inspection of the Personnel Office, and copies will be retained. Any irregularities discovered shall result in rejection of the appointment. The use of any false documentation shall be deemed fraudulent conduct, and any labour contract that has been entered into will also be deemed invalid with immediate termination of employment.

During the Reporting Period, the Group has not engaged in any form of child labour or received any complaints relating to forced labour.

Quality Education, Compliance in Operation

Teaching Quality

The Group strictly adheres to the Implementing Regulations on the Private Education Promotion Law of the People's Republic of China (《中華人民共和國民辦教育促進法實施條例》). To standardise teaching activities, safeguard teaching order, foster a rigorous working style and enhance teaching quality, the Group has formulated the Teaching Supervision Regulations (《教學督導工作條例》), Working Procedures for Supervision over Teaching (《教學督導工作規程》) and Classroom Observation System. The Faculty Teaching Supervision Group will monitor and oversee the daily teaching quality across the entire faculty and its teaching units, inspecting, supervising, and evaluating the teaching standards, classroom discipline, and instructional quality of teaching staff. Supervisory activities include but are not limited to initial, mid-term, and end-of-term teaching inspections; annual appraisals; unscheduled classroom observations and drop-in visits to lessons; and the convening of teacher-student forums. Any accident or fault will be considered as an incident occurred during teaching process and will be reported and announced by the Academic and Research Department to the entire College.

To achieve the objective of delivering high-quality teaching, in addition to superior teaching materials, excellent teaching staff are also an indispensable component. We encourage teachers at our Colleges to obtain professional qualifications relevant to their roles, hoping to build confidence among students and parents in the educational services we provide.

Student Enrolment

Leveraging a well-structured learning environment and pedagogical approach, the Group actively expands its student and parent base, prioritising high-credibility platforms, such as WeChat, publications from the Education Bureau, and education exhibitions as core recruitment channels to enhance appeal and credibility. At the same time, emphasis is placed on promoting and publicising enrolment initiatives through diverse channels and formats, including disseminating promotional content via central-level media and major mainstream social media platforms, organising campus open weeks, and conducting information sessions to communicate our educational philosophy and strengths to students and parents, thereby enhancing our visibility and reputation. During the Reporting Period, all student enrolment activities conducted by the Group complied with the requirements of China's Advertising Law (《廣告法》) and other relevant regulations.

Besides, Huashang Technical School strictly enforces the enrolment brochure filing system. All enrolment brochures undergo formal filing procedures with the competent education authority — the Technical Education Management Division of the Guangdong Provincial Department of Human Resources and Social Security (教育行政主管部門 — 廣東省人力資源與社會保障廳技管處), prior to publication, ensuring full compliance with policy requirements. Simultaneously, the School has established robust internal mechanisms for reviewing and publishing advertisements, clarifying the procedures and responsibilities for producing, approving, and disseminating promotional materials. All externally released admissions information undergoes rigorous compliance checks to eliminate false or misleading claims, thereby safeguarding the right to information and choice for students and parents. These measures not only reflect the institution's commitment to regulatory compliance but also underscore the Group's proactive stance on educational equity, transparency of information, and social responsibility.



Figure 14 — Huashang College Freshmen Recruitment Campaign

To enhance students' overall educational attainment, the Group and its constituent Colleges have established a seven-pronged financial support mechanism encompassing awards, grants, scholarships, loans, reductions, supplements and exemptions. Relevant procedures have been published, including the Process for Identifying Students from Economically Disadvantaged Families (《家庭經濟困難學生認定流程》) and the Assessment Process for Student Awards, Grants, Subsidies and Exemptions (《學生獎助補免評審流程》).

The Health and Safety of Students

Safeguarding students' health and safety is the cornerstone of the Group's work. We implement a series of effective measures to create a secure and healthy campus environment for students' learning and daily life. During the Reporting Period, the Group has comprehensively strengthened efforts across multiple fronts — from institutional development and resource allocation to risk prevention and control — to ensure students thrive in a nurturing environment. To achieve these objectives, Urban Vocational College and Urban Technician College have prioritised refining relevant systems and safeguards this year:

Enhanced the Insurance Framework: Introducing new non-fault school liability insurance and public liability insurance to further strengthen campus risk prevention and control, ensuring students' safety during school hours.

Optimised Health Screening Programme: Based on routine medical examinations, additional screening for tuberculosis and HIV testing were introduced. The requirement of "mandatory blood testing" shall be strictly enforced, comprehensively strengthening health screening measures and safeguarding students' physical well-being.

Strengthening Security Personnel: Security officers are deployed according to Ministry of Public Security standards, with security officers allocated at a ratio of 0.3% and security guards at 0.7% of the student body, ensuring a more robust campus security framework.

These measures not only demonstrate the Group's ongoing commitment to health management, risk prevention, and safety assurance but also underscore our steadfast dedication to actively fulfilling social responsibilities and building a secure campus environment.

Additionally, during the Reporting Period, Huashang Vocational College organised a seminar on meteorological disaster risks and response measures, coupled with an earthquake emergency evacuation drill. This initiative served as an opportunity to comprehensively enhance staff and students' awareness of disaster prevention and mitigation, hone their emergency response skills, and collectively safeguard campus safety. This initiative not only heightened awareness among the entire campus community regarding preparedness for increasingly frequent meteorological hazards and earthquake emergency evacuations but also laid a solid foundation for establishing a safer campus environment.



Figure 15 — Lecture on Meteorological Disaster Risks and Response Measures and Earthquake Emergency Evacuation Drill

The Group consistently prioritises student health and safety, continuously enhancing its health protection system to ensure students develop in a secure and wholesome environment. During the Reporting Period, Huashang College actively promoted multiple initiatives:

Health Insurance Coverage: Mobilised students to participate in the Urban and Rural Residents' Health Insurance scheme, with over 600 students completing enrolment, thereby further enhancing medical coverage rates.

Health Checkups: Organised incoming students to undergo admission medical examinations, completing assessments for 1,958 individuals. Tuberculosis screening and HIV testing protocols were newly incorporated, rigorously implementing the "mandatory blood testing" requirements to strengthen health monitoring.

Health Education: Regularly conducted themed class meetings on valuing life, AIDS prevention, and infectious disease prevention to enhance students' health awareness and self-protection capabilities.

Physical Fitness Monitoring: Huashang College successfully conducted the 2024 student physical fitness sampling assessment across multiple grades. Strictly adhering to national student physical fitness standards, the assessment included height, weight, lung capacity, endurance running, and other metrics. Health records were established to promote scientific exercise and health monitoring.

Similar to staff support, at the start of the new semester, our Schools organised students to participate in fire emergency drills and regularly conducts fire safety-themed activities. These measures not only reflect the Schools' proactive approach to public health management and safeguarding student wellbeing, but also demonstrate the Group's continuous efforts in enhancing educational quality and fulfilling social responsibilities.

Privacy Protection Policies

To effectively safeguard the Group's information security, the Group strictly adheres to the relevant provisions of the Cybersecurity Law (《網絡安全法》) and has formulated the File Management Measures (《檔案管理辦法》) to standardise matters concerning file organisation, custody, confidentiality and usage, thereby effectively preventing data leakage risks and fortifying the information security defence. The confidentiality and security measures implemented include but are not limited to: defining the confidentiality levels of files; any changes or declassification must be processed in accordance with relevant regulations; confidential files must be securely stored in designated cabinets and irrelevant staff and unauthorised personnel not involved in archival work are strictly prohibited from accessing those filing cabinets to retrieve files; individuals utilising files may only consult them in the Group's archive room or designated locations after completing the prescribed procedures according to the regulations and the confidential files shall not be lent without the approval from the relevant management. The Group's Administration Office oversees records management. Employees found breaching the confidentiality provisions will face penalties commensurate with the severity of the offence. During the Reporting Period, there were no incidents involving breaches of data privacy within the Group.

Intellectual Property Rights

The Group places great emphasis on intellectual property rights protection and actively promotes a culture of intellectual property rights awareness characterised by respect for knowledge, adherence to the law and integrity. All software utilised by the Group's Colleges is licensed and authenticated, while teaching materials used are procured exclusively from reputable publishers, thereby ensuring full compliance with intellectual property rights legislation. As a responsible educational institution and educator, we place paramount importance on academic integrity and strictly adhere to the Copyright Law of the People's Republic of China (《中華人民共和國著作權法》), while maintaining a zero-tolerance attitude towards plagiarism. While upholding the ethical values expected within the education sector, we ensure all Group's staff understand the seriousness of infringing copyright. This approach also serves to set a commendable example for our students.

Service-Related Complaints and Solutions

The Group consistently upholds a student-centred approach, actively soliciting feedback from parents and students, whilst safeguarding students' legitimate rights and interests to ensure an open and transparent management system. During the Reporting Period, the school received a small number of inquiries and opinions from parents regarding student affairs, primarily concerning the process for joining the Communist Youth League, graduation certificates collection procedures, and the nomenclature of academic programmes. In response to the aforementioned circumstances, the school promptly addressed and responded to each inquiry, clarifying the relevant policy basis. The Youth League admission process strictly adheres to the Constitution of the Communist Youth League of China (《中國共產主義青年團章程》) and related regulations, fully implementing the principle of voluntary application to eliminate any coercive practices and ensure procedural legality and compliance. The Schools have enhanced information transparency through public announcements, its official website, and consultation channels, providing convenient measures to safeguard smooth communication between parents and school.

Social Responsibility Excellence Enterprise

The Group has achieved remarkable results in ESG practices, receiving multiple prestigious awards that further highlight its leading position in environmental protection, social responsibility, and corporate governance. During the Reporting Period, the Group was honoured with the title of "ESG Social Responsibility Excellence Enterprise," (「ESG社會責任卓越企業」) fully reflecting our sustained efforts in green campus development, public welfare programme advancement, and safeguarding educational equity, thereby setting a new benchmark for sustainable development within the private higher education sector. Simultaneously, the Group was once again honoured with the "Best ESG Innovation Award" (「最佳ESG創新獎」) by Zhitong Finance, acknowledging our outstanding performance in ESG conceptual innovation, digital management, and the exploration of sustainable development pathways. These accolades represent not only high recognition of the Group's long-standing commitment to social responsibility and educational innovation but also underscore our steadfast dedication to advancing industry ESG standards and achieving long-term value creation.



Figure 16 — "ESG Social Responsibility Excellence Enterprise"

Supply Chain Management and Monitoring

The Group has implemented the Procurement Management System to standardise material supply processes and strengthen end-to-end monitoring and management over suppliers that we work with. This system will implement systematic management of suppliers that we work with across dimensions including supplier classification, screening, information-based management and assessment.

In the hope of creating a safe, sanitary and comfortable teaching and living environment for teachers and students, the environmental and social risk factors of suppliers will be fully considered in addition to quality, reputation, price and other factors when selecting suppliers. For example, when purchasing daily necessities, drinking water equipment and teaching equipment, we will check the qualification certificates provided by the supplier, including certificates regarding its environment, occupational safety and health such as whether its product is made of green and environmentally-friendly materials. In the procurement for construction projects, suppliers will be required to provide business qualifications and a list of raw materials. After the supplier information is collected, new suppliers will be assessed by the Procurement Department, relevant departments and financial personnel, and only after the supplier has passed the assessment will they become the Group's qualified suppliers. Information of such qualified suppliers will be entered into the enterprise resource planning ("**ERP**") system.

In addition, the Group has formulated rules and regulations for the responsibilities of the functional departments of the procurement centre, aiming to standardise the Group's bidding, procurement, and warehousing management, clarify the division of responsibilities of each department, ensure quality, enhance efficiency, reduce costs, and achieve comprehensive benefits. The policy also includes the procedure for bidding and qualification review to ensure that the bidding applicant unit operates legally, is of sound financial condition and has good reputation, and avoids the Group from being exposed to related legal litigation risks.

Currently, the Group has a total of 376 qualified suppliers (2024: 285 suppliers) of books and teaching materials, renovation and decoration as well as printing from Chinese mainland, who are subject to annual assessment and rating every year. For suppliers who have failed the assessment, their cooperation relationship with the Group will be terminated.

Caring and Giving back to our Community

Community Investment

As an educational enterprise, the Group has consistently demonstrated proactive engagement in fulfilling its social responsibilities through community service and philanthropic initiatives. We organise and participate in volunteer initiatives, charitable donations and community outreach activities each year. While advancing educational development, we consistently give back to society and uphold our corporate citizenship responsibility. During the Reporting Period, the Group's teaching staff collectively contributed over 25,000 hours of volunteer service and donated funds and materials valued more than RMB330,000.

Voluntary activities organised by the Group both on and off campus include, but are not limited to:

- Charitable donations;
- Blood donation drives;
- Public welfare teaching initiatives; and
- Community service programmes, etc.

Caring for the Community

The Group has consistently upheld the spirit of volunteer service embodied in the principles of "dedication, friendship, mutual assistance and progress", actively guiding students to fulfil their responsibilities to the times through social practice. During the Reporting Period, the Group's Colleges achieved remarkable accomplishments and performance in social practice initiatives such as the "Billions Project" (「百千萬工程」), "Return to Hometown" (「返家鄉」), and "Three Rural Areas Outreach" (「三下鄉」). During the summer break, the Huashang Vocational College's Xiye Township Task Force conducted "Billions Project" social practice activities in Zhangxi She Autonomous Township. Team members visited villages, researched local conditions, assisted village committees with environmental improvements, cultural promotion, and volunteer services, while also participating in rural revitalisation lectures and grassroots governance observations. The initiative emphasised "hands-on practice and understanding responsibility", cultivating students' social responsibility and service awareness, demonstrating higher education institutions' proactive role in rural development, youth cultivation, and societal engagement. Additionally, faculty and students from Huashang Vocational College responded promptly to a blood donation appeal during an emergency medical incident. They swiftly organised volunteers to donate blood at hospitals, securing vital treatment time for patients. This coordinated effort, initiated jointly by the university's Youth League, student organisations, and medical units, demonstrated the community's profound sense of social responsibility and spirit of solidarity. These activities not only reflect the positive role universities play in public health emergency response but also highlight the spirit of compassion and youth responsibility embedded in campus culture. We remain true to our founding mission in education, actively engaging in charitable work to alleviate poverty and hardship, courageously shouldering social responsibilities and continuously contributing strength and resources to the society, to advance the high-quality development of education.



Figure 17 — The "Billions Project" Task Force undertakes social practice activities



Figure 18 — Huashang Vocational College responded to the blood donation call

Innovation and Entrepreneurship Empowering Rural Development, Pursuing Dreams in Youth

During the summer social practice programme, a faculty and student team from Huashang Vocational College travelled to Zhaoqing City to conduct grassroots research, participate in village environmental improvement, cultural promotion, and volunteer services, all centred on the theme of rural revitalisation. Students applied their professional knowledge to assist village committees with public space design, village history compilation, and community governance observation, demonstrating the positive impact of youth engagement in rural development. Students from Urban Vocational College travelled to Taihe Town in Dongpo District, Meishan City, to conduct a "Citrus Culture" (「柑橘文化」) themed social practice activity. They gained in-depth insights into the current development of the local citrus industry and the achievements in rural revitalisation. Activities included field research, orchard visits, learning about the industrial chain, and cultural exchanges. Through hands-on experiences, students gained a tangible sense of agricultural modernisation and the vitality of the rural economy.



Figure 19 — Faculty and students from Huashang Vocational College engaged in a cultural field trip in Zhaoqing villages.



Figure 20 — Social Practice Activity on "Citrus Culture" by students of Urban Vocational College

Collaborative Care to the Elderly, Inherit the Virtues

Respecting and cherishing the elderly is the foundation of virtue. To further promote traditional virtues and foster a societal ethos of reverence for the elderly, we aim to guide young students to become inheritors and practitioners of Chinese traditional virtues and exemplary social norms. During the Reporting Period, students from the Health Services and Management programme at Huashang Vocational College formed the "Health Guardians" task force (「健康守護者」突擊隊) to conduct elderly care service practice in Muzhou Town, Xinhui District, Jiangmen City. Centred on the theme "Bridging the Last Mile in Elderly Care" (「打通養老最後一公里」), the team delivered tailored services to solitary seniors and the elderly through home visits, health assessments, rehabilitation guidance, psychological support, and daily care. Integrating professional knowledge, students participated in community-based elderly care system development, advancing integrated medical-care services and grassroots health management. Such initiative demonstrated the college's proactive role in talent cultivation, social responsibility, and caring for the aging population. Concurrently, the Urban Technician College organised student volunteers to conduct the "Warmth Through the Years Visits" (「歲月溫情巡訪」) initiative at Sichuan Yageju Elderly Care Service Co., Ltd. Through practical actions, they upheld the traditional virtues of respecting and cherishing the elderly. Activities included performing classic songs and dances, engaging in interactive activities with seniors, and celebrating birthday for the elderly, thereby conveying warmth and care.



Figure 21 — "Health Guardians" task force of Huashang Vocational College



Figure 22 — Urban Technician College Volunteer Initiative for Respecting and Caring for the Elderly

Community Education Empowering Growth

Moreover, the Group actively responds to the national initiatives and fully commits in promoting the flourishing development of community education. The Group's Institutions fully leveraged their extensive educational resources to deliver a diverse range of exciting and enriching educational programmes and training activities for local residents.

Among these, the "Youth Evening School" in Zengcheng, Guangzhou, has become a vital platform for young people to enhance their self-worth. Offering practical vocational skills training courses in computer operation, financial management, and other skills, they align with the provisions of the Education Law of the People's Republic of China (《中華人民共和國教育法》), which encourages schools to engage in social services. Such initiatives tangibly enhance residents' employability and demonstrate the school's commitment to social responsibility and talent cultivation.

Meanwhile, Huashang Skills Training closely aligns with three key initiatives — "Cantonese Cuisine Masters" (「粵菜師傅」), "Southern Guangdong Domestic Services"(「南粵家政」), and "Guangdong Skilled Workers" (「廣東技工」) — alongside Guangdong's ten emerging industrial clusters. It persistently delivers diverse vocational training, skills assessment, skill competitions, and employment/entrepreneurship support. Here, year-round courses in Cantonese Cuisine Mastery and Southern Guangdong Home Services are offered, contributing to the preservation of Cantonese culinary culture and the elevation of domestic service standards. Additionally, specialised training programmes for electricians, welders, and high-altitude operations are provided to ensure practitioners in these sectors possess professional competencies and safety awareness. Furthermore, innovative training models are actively explored for emerging occupations and trades, helping to enhance residents' skill levels, promote community employment and industrial development, and contribute to meeting the talent demands of emerging industries.



Figure 23 — "Cantonese Cuisine Chef" Skills Level Training Course

To promote the development of rural and impoverished areas, during the Reporting Period, the Group also contributed over RMB100,000 equivalent donations and supplies to various initiatives including the 2025 Guangdong Poverty Alleviation Day campaign (廣東扶貧濟困日活動), the District General Chamber of Commerce Charity Fund and rural revitalisation support activities. Beneficiary organizations included the Zengcheng District Charity Association of Guangzhou, the Guangzhou Charity Association, and the Guangdong Provincial Education Foundation.

School-Enterprise Collaboration, Industry-Education Integration

The Group actively responded to the call of the National Vocational Education Reform Implementation Plan, continuously deepening the integration of industry and education while strengthening collaborative partnerships with communities and enterprises. During the Report Period, several of the Group's Institutions leveraged modern training resources including the cross-disciplinary comprehensive simulation internship platform for business and management studies, the Fintech Experimental Platform, the Big Data and Artificial Intelligence Interactive Experience Centre, and the Digital Intelligence Accounting and Business Services Industry Academy to establish multiple student internship and training bases in collaboration with numerous enterprises and institutions. These training bases effectively expanded students' practical scenarios, enabling them to enhance professional skills and accumulate hands-on experience within authentic occupational environments.



Figure 24 — Digital-Intelligent Accounting Training Centre

In accordance with the requirements for promoting industry-education integration outlined in the National Vocational Education Reform Implementation Plan (《國家職業教育改革實施方案》), the School of Digital Finance at Huashang Vocational College leverages its "Digital Engine" (「數位引擎」) to deepen the industry-education integration model for talent development, driving innovation in professional clusters development and human resource cultivation. The School focuses on Big Data and Smart Finance, Fintech, and related fields, collaborating with enterprises to establish practical training platforms and curriculum systems, that enhance students' digital literacy and professional competencies. Through a "school-enterprise collaboration, dual-track education" (「校企協同、雙元育人」) mechanism, it constructs multi-dimensional teaching scenarios and practical pathways, empowering students to develop into versatile finance and economics professionals. This reflects the institution's proactive commitment to educational digitisation, talent development, and social service.



Figure 25 — Classroom Scene of "Digital Engine"

Cultivate Talent, Youth Development

The Group provides talent development programmes for youth in response to the needs of various sectors of society. The School of Foreign Languages at the Huashang College initiated the "Evening Breeze Academy" (「晚風學堂」) English public welfare project, offering after-school English tutoring and interest development activities for youth in Zengcheng District. Adopting a "1+1" model (1 hour of homework assistance + 1 hour of engaging interactive activities), the programme has held 11 sessions to date, serving over 400 participants and involving more than 100 volunteers. This demonstrates the college's commitment to fulfilling its social responsibilities in community education and youth development.



Figure 26 — "Evening Breeze Academy": English Evening Tutoring Program

Huashang Vocational College hosted a delegation from Hong Kong's education sector, conducting exchange activities on the collaboration development of Guangdong-Hong Kong education under the theme "Smart Bay Area · Inclusive Education" (「智匯灣區 · 教育共融」). Both parties engaged in in-depth discussions on talent cultivation, curriculum development, faculty collaboration, and student development, advancing the sharing and integrated development of educational resources within the Greater Bay Area. This exchange strengthened communication and cooperation between universities in Guangdong and Hong Kong, reflecting the Institution's proactive role in regional educational collaboration, talent development, and social responsibility.



Figure 27 — Hong Kong Educational Sector Delegates Conduct In-Depth Visit to Huashang College

During the Reporting Period, the GBA Business School organised multiple practical study tours and exchange activities across the Greater Bay Area, visiting to Macao, Zhuhai, Dongguan, Guangzhou Nansha, and Shunde. Visited enterprises included: Galaxy Entertainment Group Macao, University of Macau, Fuhong Society of Macau, Qianhai Innovation and Entrepreneur Hub, Gree Group, Tung Wah Hospital, Speedy Global, and Guangdong Rongwen Technology Group Co., Ltd. These visits aimed to enable participants to apply their learning, enriching their perspectives and horizons through innovation and multi-dimensional perspectives.

Moreover, Huashang Vocational College actively responds to the national strategy for intelligent manufacturing and digital economic development by launching the "Intelligent Manufacturing Industry Talent Base" (「智慧製造產業人才基地」). This initiative establishes an integrated platform encompassing education, skills training, technological research and development, technical services, and entrepreneurial incubation. The base involves the participation of the Talent Exchange Centre of the Ministry of Industry and Information Technology alongside multiple enterprises, strengthening industry-academia collaboration and integration to drive the curriculum optimisation and practical skill enhancement. Leveraging the base's resources, the College of Intelligent Manufacturing and Automotive Engineering has innovatively established a talent cultivation model centred on "digital-physical convergence and intelligent endowment" (「數自融通、智能禀賦」). This initiative is dedicated to nurturing high-calibre, highly skilled, application-oriented, and multi-disciplinary talent for intelligent manufacturing. Such efforts not only enhance young students' professional competitiveness but also demonstrates the institution's proactive role in youth development and sustainable development strategies.



Figure 28 — The Inauguration of the "Intelligent Manufacturing Industry Talent Base"

In addition, we have also established various scholarships, grants and awards in different fields to encourage students to study diligently, foster proactiveness and all-round development among students. Over the past seven years, nearly 1.76 million students have benefited from such schemes, with the subsidy amount exceeding RMB335 million. During the Reporting Period, we subsidised more than 310,000 underprivileged students, with the amount of subsidy exceeding RMB80 million.

No. of students benefited during the Reporting Period (approximately)	Subsidy Amount (approximately RMB)
318,000	80,000,000

Students are highly motivated and their overall quality has significantly improved; outstanding individuals have been honoured with National Scholarships. The Group spares no effort in nurturing talent, cultivating successive cohorts of socially responsible professionals who serve across diverse sectors of the country and communities.

In terms of the cultivation of ESG talents, the Group places high importance on this initiative. In June 2025, the School of Accounting at Huashang College organised a study tour for students to the Sustainable Development Park in Guangxi Yida. Titled "Focusing on Sustainable Development, Expanding Future Horizons"-an ESG green finance study tour activity. Through immersive visits, in-depth corporate dialogues, and field observations, students gained profound insights into ESG principles applied across finance and manufacturing, exploring topics including green finance, low-carbon industrial parks, and clean energy transition. During the study tour, corporate executives shared sustainability strategies and financial practice case studies, including Robotic Process Automation (RPA) technology applications in financial processes, reinforcing students' understanding of green finance and corporate responsibility. Students also visited smart nursing equipment enterprises to examine social responsibility innovations within the ESG framework. This programme fostered the integration of theory and practice, broadening students' ESG industry perspectives and career planning while demonstrating how enterprises embed ESG principles into daily operations. The experience allowed students to appreciate the appeal of ESG concepts in corporate implementation.

Furthermore, the School of Accounting at Huashang College has launched an "ESG Reporting Module" workshop in 2025, designed to enhance students' comprehension and practical skills across the three pillars of Environmental, Social, and Governance. The curriculum covers ESG reporting frameworks, preparation requirements, data processing, and presentation techniques, while emphasising the strategic significance of ESG for long-term corporate value creation. The workshop incorporates corporate study visits to broaden students' perspectives and collaborates with various accounting firms and consultancy companies to provide internship and career development opportunities. Students completing the programme receive graduation certification and may apply for credit substitution, further enhancing learning outcomes. This initiative fully demonstrates the College's proactive role in talent cultivation, youth development, and advancing sustainable development education.

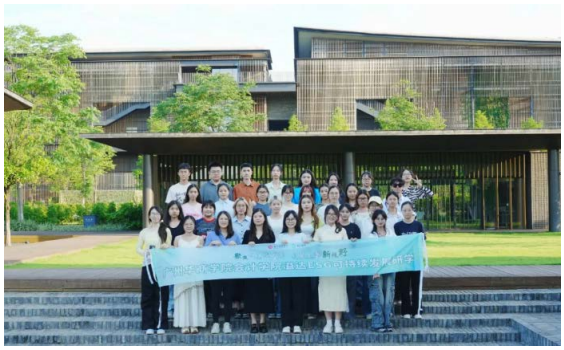


Figure 29 — ESG Corporate Study Tour



Figure 30 — ESG Reporting Workshop

The Group actively promotes ESG-related activities, deeply integrating ESG principles into its talent development framework. Building upon regular workshops, lectures and study tours, it has launched the flagship "ESG Masterclass Workshop". Driven by real cases, this workshop enables students to engage in hands-on practice, experiencing the complete operational workflow of ESG initiatives. This initiative aims to systematically cultivate students' sustainable development literacy while forging their social responsibility and innovative practical capabilities. The Group is committed to nurturing future responsible leaders imbued with a sense of duty and innovative spirit, collectively building a new chapter in environmental stewardship.

Protecting the Environment with a Greener Campus

Environmental Protection Philosophy and Operations

Whilst delivering core educational services, the Group places significant emphasis on environmental protection. In daily operations, we have integrated sustainable development principles into our management systems. Guided by environmental consciousness, we conduct all activities in an environmentally responsible manner, continuously enhancing the environmental awareness of both staff and students while actively fostering a green campus environment. Concurrently, the Group strictly adheres to relevant national environmental laws and regulations, including but not limited to the PRC's Environmental Protection Law (《環境保護法》), Law on the Prevention and Control of Atmospheric Pollution (《大氣污染防治法》), Law on the Prevention and Control of Water Pollution (《水污染防治法》), Law on the Prevention and Control of Solid Waste Pollution (《固體廢物污染環境防治法》) and the Environment and Law on Energy Conservation (《節約能源法》). To systematically advance environmental protection efforts, the Group has established comprehensive environmental management systems and policies, including the Green Office Management Regulations of our Group Headquarters (《集團總部綠色辦公管理規定》), the Waste Management Regulations of our Group Headquarters (《集團總部廢棄物管理規定》), and the Allocation Management Regulations for Public Resources and Supplies at our Group Headquarters (《集團總部公共資源及用品配置管理規定》).

Environmental-related Targets

The Group advocates energy conservation and carbon reduction, and is committed to achieving sustainable operations. To this end, we have established clear short-term, medium-term and long-term emissions reduction targets, and to work towards the following objectives with 2021/22 financial year as the baseline:

	Short-term emission reduction targets	Medium-term emission reduction targets	Long-term emission reduction targets
Air emissions intensity	Reduce 3% of air emission intensity by financial year 2024/25	Reduce 5% of air emission intensity by financial year 2026/27	Reduce 8% of air emission intensity by financial year 2029/30
Energy consumption intensity	Reduce 3% of energy consumption intensity by financial year 2024/25	Reduce 5% of energy consumption intensity by financial year 2026/27	Reduce 8% of energy consumption intensity by financial year 2029/30
Water consumption intensity	Reduce 3% of water consumption intensity by financial year 2024/25	Reduce 5% of water consumption intensity by financial year 2026/27	Reduce 8% of water consumption intensity by financial year 2029/30
Waste disposal intensity	Reduce 3% of waste disposal intensity by financial year 2024/25	Reduce 5% of waste disposal intensity by financial year 2026/27	Reduce 8% of waste disposal intensity by financial year 2029/30

Compared to the baseline for the 2021/22 financial year, the Group has achieved the short-term targets for all environmental performance indicators concerning emissions and resource consumption management for the 2024/25 financial year. This sufficiently reflects the Group's phased achievements in managing emissions and resource consumption. Looking ahead, the Group will continue to increase investment in resource recycling, renewable energy utilisation and green building materials, promoting the development of a circular economy system. For instance, in renewable energy utilisation, we will increase the proportion of photovoltaic power generation within the Group's energy mix to promote clean energy and a greener campus. Concurrently, we shall persist in educating staff and students across our institutions on conserving energy and resources. This initiative seeks to foster a unified commitment to environmental stewardship within each institution, enabling collective implementation of relevant measures and ensuring the effective execution of the Group's environmental protection policies. During the Reporting Period, the Group had no significant non-compliance issues encountered in this regard. Subsequent sections of this report will detail the Group's specific measures for emission management and control.

Emissions

Air Emissions

Given the nature of the educational services industry in which the Group operates, its day-to-day activities do not involve industrial or commercial operations. The campus canteen has been fully outsourced to a professional catering management company for operation; consequently, the Group does not generate direct air emissions from gas-fuelled cooking. Currently, the Group's principal air emissions stem from the use of fossil fuels in its fuel-powered vehicles. The types and quantities of relevant emissions during the Reporting Period are as follows:

Major Emissions[7]	Unit	2025	2024	2023
Nitrogen oxides (NO_x)	kg	1,218.06	971.28	1,147.02
Sulphur dioxide (SO_x)	kg	27.15	22.53	24.70
Particulates	kg	36.77	29.25	34.62

The total volume of exhaust emissions during the Reporting Period increased compared to the previous financial year, primarily attributable to an uptick in business travel and academic exchange activities. Concurrently, the Group is actively exploring various emission reduction initiatives, specifically encompassing procuring passenger vehicles compliant with the stringent National V and National VI emission standards, enhancing the proportion of clean fuels such as natural gas; and encouraging the adoption of electric vehicles.

7 The calculation of air pollutant emissions was conducted based on the "Technical Guide for the Compilation of Air Pollutant Emissions Inventory for Road Motor Vehicles (Trial)" published by the Ministry of Ecology and Environment.

Greenhouse Gases Emissions

The Group's greenhouse gas emissions primarily originate from the following sources: direct emissions (Scope 1) stem from fuel combustion within the Group's vehicle fleet; indirect emissions (Scope 2 and Scope 3) arise from purchased electricity, waste paper disposal and air travel undertaken by staff on business.

Major Emissions	Unit	2025	2024	2023
Scope 1[8, 9, 10]				
Combustion of fuel in vehicles:				
Carbon dioxide	Metric tonnes of CO_2 equivalent	299.67	276.58	268.21
Methane	Metric tonnes of CO_2 equivalent	1.20	1.11	1.07
Nitrous oxide	Metric tonnes of CO_2 equivalent	0.71	0.65	0.63
Greenhouse gas removal[11]	Metric tonnes of CO_2 equivalent	(57.09)	(23.02)	(51.68)
(Scope 1) Total amount of emission	Metric tonnes of CO_2 equivalent	244.49	255.32	218.23
(Scope 1) Emission Intensity	Metric tonnes of CO_2 equivalent/ employee[12]	0.034	0.036	0.032

8 Figures of certain items may differ slightly from the total due to rounding.

9 Scope I: Direct emissions from operations that are owned or controlled by the company.

10 The calculation of greenhouse gas emissions was conducted based on the Tools and Guidance on Calculating Greenhouse Gas Emissions from Energy Consumption (version 2.1) released by the World Resources Institute.

11 Scope 1 GHG reductions due to tree planting. According to Part D in the A1.2 Direct (Scope 1) greenhouse gas emissions and intensity in How to Prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs under HKEx's Environmental, Social and Governance Reporting Guide and EPD's Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong, this Removal Factor is applicable to trees commonly found in Hong Kong that are able to reach at least five metres in height.

12 As of August 31, 2025, since only Huashang College, Huashang Vocational College, Huashang Technical School, Urban Vocational College and Urban Technician College have generated hazardous wastes, the number of employees only includes the total number of employees in those Colleges, with a total of 7,267.

Major Emissions	Unit	2025	2024	2023
Scope 2[13, 14]				
• Electricity	Metric tonnes of CO_2 equivalent	35,568.66	33,047.75	28,165.69
• Natural gas	Metric tonnes of CO_2 equivalent	2,368.91	1,753.52	1,414.26
(Scope 2) Total amount of emission	Metric tonnes of CO_2 equivalent	37,937.57	34,801.27	29,579.95
(Scope 2) Emission Intensity	Metric tonnes of CO_2 equivalent/ employee[15]	5.22	4.97	4.37
Scope 3[16, 17]				
• Waste paper treatment[18]	Metric tonnes of CO_2 equivalent	606.83	568.43	121.22
• Employees' business travel	Metric tonnes of CO_2 equivalent	571.71	171.97	138.65
(Scope 3) Total amount of emission	Metric tonnes of CO_2 equivalent	1,178.54	740.40	259.87
(Scope 3) Emission Intensity	Metric tonnes of CO_2 equivalent/ employee[12]	0.162	0.106	0.038
Total emissions				
Total emissions	Metric tonnes of CO_2 equivalent	39,360.60	35,796.99	30,058.05
Total emissions intensity	Metric tonnes of CO_2 equivalent/ employee[15]	5.41	5.11	4.44

13 The calculation of greenhouse gas emissions are based on the 2022 Electricity Carbon Dioxide Emission Factors published by the MEE's Department and Environment and the National Bureau of Statistics of the PRC.

14 Scope II: Energy indirect emissions resulting from the generation of purchased or acquired electricity, heating, cooling and steam consumed within the company.

15 The number of employees used to calculate the intensity is the total number of employees at the end of the reporting period.

16 Scope III: All other indirect greenhouse gas emissions that occur outside the company, including both upstream and downstream emissions.

17 The calculation of greenhouse gas emissions referenced the emission factors outlined in Part A in the Section A1.2 Scope 3 — Other indirect emissions in How to Prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental Confidential

18 To enhance the disclosure in our ESG report, we have reviewed and updated the calculation of greenhouse gas emissions arising from waste paper treatment. We have also included the greenhouse gas emissions associated with paper printing to provide a more comprehensive reflection of the environmental impact of our operations.

Measures to Reduce Emissions

To systematically reduce emissions generated by operational activities, the Group has formulated the Fleet Management Measures (《車隊管理辦法》) and implemented multiple specific measures:

- Ensuring vehicle usage, prohibiting private use of company vehicles and stringently reviewing and long-distance dispatching to minimise unnecessary travel;
- Conducting weekly vehicle inspections and maintenance to enhance fuel efficiency; and
- Providing shuttle services to faculty and staff to reduce fuel consumption.

During the Reporting Period, over 2,000 new trees were planted across the campuses, reducing carbon dioxide emissions by approximately 57 metric tonnes. We will continue to implement greening initiatives to mitigate emissions arising from our operations.

During the Reporting Period, the Group's total greenhouse gas emissions and emission intensity increased by approximately 6% compared to the previous year, influenced by increased business travel, academic exchanges and teaching activities. In response to this challenge, Colleges of the Group are committed to relentless efforts, undertaking all feasible measures to reduce overall emissions.

Hazardous and Non-Hazardous Wastes

The solid waste generated by the Group primarily originates from the daily operations of the Colleges, encompassing both recyclable and non-recyclable domestic refuse. Specific examples include paper, office supplies, plastics, canteen food waste, construction wastes, green waste, etc. Amongst them, non-hazardous waste is entrusted by the property management company to third-party environmental sanitation service providers for standardised processing in accordance with relevant regulations such as the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes (《中華人民共和國固體廢物污染環境防治法》).

Hazardous wastes primarily consists of clinical waste, which is collected monthly by specialist contractors for innocent treatment. To enhance management, the Colleges have established a suite of regulations including the Clinical Waste Management System (《醫療廢物管理制度》), Laboratory Hazardous Materials Management Plan (《實驗室危險品管理計劃》), and Domestic Waste Sorting and Processing System (《生活垃圾分類處理流程體系》), providing clear protocols for the entire waste management process from sorting and collection to transportation. At the operational level, clinical waste is collected daily by the infirmary and uniformly recycled and disposed by a specialist company designated by the municipal health department.

The Group's detailed emissions data during the Reporting Period is as follows:

Types of wastes	Unit	2025	2024	2023
Hazardous wastes	Metric tonnes	1.6086	2.0794	1.3675
Hazardous wastes intensity	Metric tonnes/ employee[19]	0.00022	0.00030	0.00020
Non-hazardous wastes	Metric tonnes	3,573.00	3,721.70	3,755.20
Non-hazardous wastes intensity	Metric tonnes/ employee[20]	1.1368	1.2107	1.2803

Measures to Reduce Wastes Generation

To actively foster a green campus environment, the Group comprehensively adheres to the 4Rs principles of environmental conservation (reduce, reuse, recycle and replace) in daily operations, the core objective is to minimise waste generation while maximising resource utilisation. Building upon this foundation, the Group has formally implemented a rationing system for office supplies, which aims to effectively eliminate wasteful consumption of office resources while simultaneously achieving the dual goals of enhancing staff environmental awareness and promoting conservation practices.

Regarding paper consumption management, the Group vigorously promotes paperless operations, requiring staff to fully utilise online platforms for document processing to minimise printed materials. Simultaneously, strict enforcement of double-sided photocopying is implemented, alongside encouraging reuse of single-sided scrap paper for draft printing. Should instances of paper wastage be identified, relevant departments shall incur deductions from their budgets at a rate of RMB1 per sheet. Furthermore, unauthorised printing of non-work-related materials will incur a penalty tenfold the value of the paper consumed, serving as a deterrent. Regarding waste management, each College has installed segregated waste bins for sorting recyclable materials from solid waste which are then uniformly collected and processed by contracted cleaning service providers.

Regarding hazardous waste reduction, the Group has implemented a dedicated recycling and treatment mechanism. Clinical waste primarily arises from accidental injuries sustained by staff or students on campus, where the Institution can only provide limited emergency first aid. In cases of severe injury, individuals are promptly advised to seek treatment at specialist medical facilities, thereby effectively preventing unnecessary waste generated by excessive use of medical supplies. During the Reporting Period, the total amount of hazardous waste decreased, with its intensity falling by approximately 25% from the previous financial year. The total amount of non-hazardous waste also declined and its intensity also fell slightly by approximately 6% due to changes in business scale. Looking ahead, we will continue to closely monitor waste data, rigorously implement all reduction measures and strive to achieve our green operations objectives.

[19] During the Reporting Period, since only Huashang College, Huashang Vocational College, Huashang Technical School, Urban Vocational College and Urban Technician College have generated hazardous wastes, the number of employees only includes the total number of employees in those Colleges, with a total of 7,267.

[20] During the Reporting Period, since only Urban Vocational College and Urban Technician College have generated non-hazardous wastes, the number of employees only includes the total number of employees in those Colleges, with a total of 3,143.

The Environment and Use of Natural Resources

In the daily operations of the Group's Colleges, they consistently adhere to the principle of protecting the environment and natural resources, ensuring their activities cause no direct damage or significant impact upon the environment. Through systematic implementation of various energy-saving and carbon-reduction measures, we continuously reduce energy consumption and operational emissions, striving to minimise environmental impact.

Energy and Resource Use Efficiency

Energy	Unit	2025	2024	2023
Direct Energy Consumption[21]	kWh	1,195,577	1,106,483	1,069,549
Direct Energy Consumption Intensity	kWh/employee[22]	165	158	158
Diesel	Litre	43,857	36,062	39,954
Unleaded Gasoline	Litre	85,471	84,205	75,650
Indirect Energy Consumption[21]	kWh	114,485,572	96,586,484	83,837,343
Indirect Energy Consumption Intensity	kWh/employee[23]	15,748	13,782	12,393
Purchased Electricity	kWh	102,652,983	87,827,700	76,773,158
Purchased Natural Gas	Cubic metre	1,197,092	886,118	714,677
Total Energy Consumption	kWh	115,681,149	97,692,968	84,906,891
Total Energy Consumption Intensity	kWh/employee[23]	15,912	13,940	12,551

Water source	Unit	2025	2024	2023
Total water consumption	Cubic metre	4,315,910	3,991,555	3,639,696
Water consumption intensity	Cubic metre/ employee[22]	594	570	539

21 Figures of certain items may differ slightly from the total due to rounding.

22 As of August 31, 2025, since only Huashang College, Huashang Vocational College, Huashang Technical School, Urban Vocational College and Urban Technician College have relevant data, the number of employees only includes the total number of employees in those colleges, with a total of 7,267.

23 The number of employees used to calculate the intensity is the total number of employees at the end of the Reporting Confidential

Energy Consumption and Intensity

We have comprehensively implemented electricity conservation measures: in terms of hardware, all lighting across the Institutions have been replaced with low-energy, recyclable energy-saving bulbs to effectively reduce lighting electricity consumption and carbon emissions; in terms of management, we strictly enforce air conditioning temperature control standards and have established the Campus Electrical Safety Management System (《校區用電安全管理制度》). This regulation explicitly requires faculty and staff to switch off power sources when leaving, prohibits unauthorised connections to electrical outlets, and prohibits the use of high-power electrical appliances on campus. This approach achieves the dual benefits of ensuring safety while conserving energy.

Water Conservation

We have comprehensively implemented water conservation measures: in terms of management, our Colleges will continue to strengthen daily oversight to eliminate all instances of running, overflowing, dripping, leakage, and continuous water flow; from technological perspective, Huashang College has pioneered the introduction of an energy monitoring system to statistically track, audit, and publicly disclose energy consumption. This is integrated with systematic water-saving solutions including intelligent hot water control, water-efficient fixtures, and pipeline network monitoring, significantly reducing water resource consumption. Huashang Vocational College successfully passed the re-inspection and acceptance for the 'Sixth Batch of Water-Conserving Universities in Guangdong Province' (「廣東省第六批節水型大學」) in December 2024, signifying the College's interim results in green campus development and resource conservation management. Through measures such as enhancing water-saving facilities, optimising water usage management, and strengthening awareness campaigns, the College continues to advance its water-conserving campus initiative.



Figure 31 — Re-examination and Acceptance Meeting by Huashang Vocational College in December 2024

During the Reporting Period, the Group's total water consumption increased compared to the previous year attributed to more teaching activities taken place, with the total water consumption intensity rising by approximately 4%. We will constantly review the effectiveness of the above water conservation measures. The Group will persist in implementing the aforementioned water-saving initiatives to achieve its water consumption intensity targets.

Water Source

The Group encounters no issues in sourcing water that is fit for purpose, with supply primarily managed by local water companies where the Colleges operate. All affiliated Colleges possess stable water supplies sufficient to meet daily operational needs.

Climate Change

The Group fully recognises that climate change represents a shared challenge for all humanity. To actively respond to the National "3060" Carbon Peaking and Carbon Neutrality Objectives, and in alignment with the Group's evolving educational endeavours, we shall further deepen our energy conservation and emissions reduction initiatives, practising sustainable development. To this end, the Group has established clear short-term, medium-term, and long-term emissions reduction targets, committing to ensuring that greenhouse gas emissions fully comply with increasingly stringent regulatory requirements across all jurisdictions by 2030 or earlier.

Concurrently, we have proactively identified a range of climate-related issues pertinent to our assets and services, where such climate risks and opportunities hold significant implications for the Group. The following sections will elaborate specifically on physical and transition risks respectively:

Type of Climate Risk	Impacts of Climate Risk	Responses to Climate Risk
Acute physical risk Risks arising from extreme weather events such as typhoons, torrential rain and earthquakes.	The frequency and intensification of extreme weather events may lead to disruptions in school operations and related support services.	The Group's Colleges maintain internal guidelines detailing emergency response protocols to safeguard the lives and property of staff and students. Regular comprehensive safety inspections and assessments are conducted across campuses to identify potential hazards, enhance prevention and control measures against secondary disasters triggered by heavy rainfall or typhoons, and promptly implement corrective actions to eliminate hidden dangers, and prepare rescue supplies in advance to mitigate climate-related risks and losses. Furthermore, regarding potential supply chain risks, the Group's established "Procurement Management System" (《採購管理制度》) includes defined criteria for qualifying backup suppliers. Such addresses situations where current suppliers experience supply network disruptions due to extreme weather, thereby minimising disruption to educational operations.

Type of Climate Risk	Impacts of Climate Risk	Responses to Climate Risk
Chronic physical risk Shifting risks arising from long-term climate change, such as persistent high temperatures and altered rainfall patterns.	Prolonged heatwaves and sustained high temperatures may lead to increased electricity consumption and pose potential impacts on school infrastructure and equipment.	Most of our newly constructed buildings have been installed with double-glazed insulating glass, which serves both thermal insulation and energy conservation. Furthermore, the Group has introduced iPaint Architectural Cooling Coating Technology to reduce indoor temperatures in certain campus buildings. Please refer to the 'Green Building Materials' section for details.
Transition risk (Regulatory Compliance) Regulatory bodies implement policies to curb climate change and require acceleration of the transition to a low-carbon economy.	The increasingly stringent environmental regulations, coupled with the growing adoption of low-carbon technologies, necessitate additional investment by the Group to ensure compliance, which will inevitably lead to higher operating costs.	We will closely monitor the latest developments in climate policy to ensure compliance with environmental laws and regulations in the jurisdictions where we operate, and actively explore the feasibility of utilising renewable energy.
Transition risk (Reputation risk) The risk arising from changes in public perception regarding our contribution to a low-carbon economy.	Should the Group fail to meet public expectations, the Group's reputation may suffer adverse consequences.	The Group has consistently engaged proactively with stakeholders to understand their expectations and endeavours to enhance our environmental, social and governance performance and disclosure.

The Group has issued its inaugural Climate Change Policy, designed to optimise climate risk management processes, mitigate operational impact, and enhance overall business resilience. Looking ahead, the Group will establish a regular assessment mechanism to continuously evaluate the business implications of climate change. We will proactively integrate climate risks and transition opportunities (such as evolving environmental regulations) into strategic considerations, thereby enhancing the business's adaptability and competitiveness in the low-carbon economy era.

Green Building Materials

To continuously enhance the teaching environment for faculty members and students, Huashang College has applied iPaint Architectural Cooling Coating in certain heavily populated areas, such as the teaching buildings and the libraries. In January 2025, Huashang College implemented such technology on the top floor of Weixiu Building. Data indicate that the maximum indoor temperature on this floor was over 5°C lower than the control area, with a stable average daytime temperature difference exceeding 3°C. The coating effectively reduced indoor thermal load, significantly improving thermal comfort in top-floor rooms. Based on actual temperature differentials, this project is expected to reduce air conditioning energy consumption by approximately 15%–20% during summer months. The significant energy-saving and economic benefits demonstrate its potential for wider implementation. This initiative not only creates a more comfortable teaching environment for staff and students but also serves as a model for building energy efficiency and green campus development, making tangible contribution to environmental protection efforts.



Figure 32 — After the thermal insulation coating maintenance of Weixiu Building at Huashang College campus

Green Energy Development and Campus Sustainability

During the Reporting period, Huashang College scientifically planned its campus land use, maximised idle space utilisation, and launched a distributed photovoltaic project. Such initiative actively aligns with the national "dual carbon" strategy and Guangdong Province's action plan for advancing high-quality distributed photovoltaic development. Such initiative utilises 4,949 square metres of unused campus space, adopting a "90% self-generation and consumption + 10% grid feed-in" model to achieve efficient energy utilisation and green transformation.

Based on comparable data projections, the first phase of the project is anticipated to reduce carbon dioxide emissions by approximately 840 tonnes annually. This will effectively decrease emissions of carbon dioxide, nitrogen oxides and particulate matter, while conserving approximately 5 million litres of water. These measures contribute to regional ecological improvement and the achievement of carbon neutrality and carbon peaking objectives. The scheme not only optimises the campus energy structure but also provides a green teaching demonstration environment for staff and students, promoting the integration of environmental concepts into educational practice.

Collaborating with the International Finance Corporation ("IFC") to Advance Sustainable Development

The Group has established a collaborative relationship with the International Finance Corporation (IFC), leveraging its global resources and professional influence to support the sustainable development of the education sector. During the Reporting Period, we continued to collect and monitor environmental and social governance data, regularly reviewing relevant policies to ensure daily operations comply with IFC performance standards and adhere to environmental, social, labour, health, and safety regulations and guidelines in the countries and regions where we operate. Looking ahead, the Group will actively explore green finance instruments, integrate sustainability concepts into financing strategies, and drive the green transformation of the education sector.

HKEX ESG Reporting Guide Content Index

Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs)		Section/ Statement
A. Environmental		
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Protecting the Environment with a Greener Campus
KPI A1.1	The types of emissions and respective emissions data.	Air Emissions
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).	Greenhouse Gases Emissions
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Hazardous and Non-Hazardous Wastes
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Hazardous and Non-Hazardous Wastes
KPI A1.5	Description of emissions target(s) set, and steps taken to achieve them.	Environmental-related Targets Measures to Reduce Wastes Generation
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.	Hazardous and Non-Hazardous Wastes Measures to Reduce Wastes Generation

Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs)		Section/ Statement
Aspect A2: Uses of Resources		
General Disclosure	Policies on efficient use of resources, including energy, water and other raw materials.	The Environment and Use of Natural Resources
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).	Energy and Resource Use Efficiency
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Energy and Resource Use Efficiency
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental-related Targets The Environment and Use of Natural Resources
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.	Environmental-related Targets Water Source
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	The Group's business does not involve the use of packaging materials
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	The Environment and Use of 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.	The Environment and Use of Natural Resources

Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs)		Section/ Statement
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	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.	Climate Change
B. Social		
Employment and Labour Practices		
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Cultivate Talents, Care for Staff
KPI B1.1	Total workforce by gender, employment type (e.g. fulltime or part-time), age group and geographical region.	Employee Workforce
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Employee Turnover

Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs)		Section/ Statement
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to providing a safe working environment and protecting employees from occupational hazards.	Occupational Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Occupational Health and Safety
KPI B2.2	Lost days due to work injury.	Occupational Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Occupational Health and Safety
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category.	Development and Training
KPI B3.2	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and Training
Aspect B4: Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to preventing child and forced labour.	Labour Standards
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standards
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards

Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs)		Section/ Statement
Operating Practices		
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of supply chain.	Supply Chain Management and Monitoring
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management and Monitoring
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management and Monitoring
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management and Monitoring
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management and Monitoring

Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs)		Section/ Statement
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Teaching Quality Intellectual Property Rights Privacy Protection Policies
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The Group's business does not involve products that are recalled for safety and health reasons.
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	Service-Related Complaints and Solutions
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual Property Rights
KPI B6.4	Description of quality assurance process and recall procedures.	The Group is not involved in any product recall procedures
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Privacy Protection Policies

Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs)		Section/ Statement
Aspect B7: Anti-corruption		
General Disclosure	Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to bribery, extortion, fraud and money laundering.	Business Ethics
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.	During the Reporting Period, the Group has no concluded legal cases regarding corrupt practices.
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Business Ethics — Whistleblowing
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Business Ethics — Anti-corruption
Community		
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Caring and Giving back to our Community
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment Cultivate Talent, Youth Development