中國科培教育集團有限公司
China Kepei Education Group Limited

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立的有限公司)

Stock Code 股份代號：1890



2025 ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT
環境、社會及管治報告

Table of Contents

3 **About this Report**
5 **Message from Management**
7 **About Us**
7 Group Overview
8 Development Strategy
9 **Three Decades of Shared Responsibility, Excellence in Governance Ushering A New Chapter**
9 Corporate Governance
9 Risk Management and Control
10 ESG Management
11 Stakeholder Engagement
13 Materiality Assessment
15 **Unity of Knowledge and Action Shaping Quality, Connotative Development Establishing Benchmarks**
15 Quality Education and Teaching
20 Innovative Teaching Models
22 Building a Modern Campus
25 Co-creating A Safe Campus
32 Enhancing On-Campus Satisfaction
35 **Cultivating Teachers with Excellence in Virtue and Talent, Collaborating to Create the Future**
35 Protecting Employee Rights and Interests
37 Occupational Health and Safety
38 Talent Development and Cultivation
41 Colorful Employee Activities



43 **Benevolent Education with Shared Commitment, Co-creating A Harmonious Society**
43 School-Enterprise Cooperation for Talent Cultivation
46 Sustainable Supply Chain
47 Community Charity and Public Welfare
49 **Taking Integrity as the Foundation, Adhering to Principles for Sustainable Progress**
49 Anti-Corruption and Integrity Construction
51 Integrity and Compliance Operations
51 Protecting Intellectual Property Rights
52 **Prioritizing Environmental Protection in Practice, Revitalizing Campuses with Green Initiatives**
52 Environmental Protection Management
55 Green Campus Construction
59 Green and Environmental Protection Guidance
61 Addressing Climate Change
67 **ESG Key Performance**
73 **Content Index of the ESG Reporting Guide of the Stock Exchange**



About this Report

China Kepei Education Group Limited (the **"Company"**) and its subsidiaries (the **"Group"** or **"we"** or **"us"**) (stock code: 1890) are pleased to publish the eighth Environment, Social and Governance (**"ESG"**) report (the **"Report"**). The Report systematically presents the Group's policies, measures, and performance in the areas of environmental, social, and governance, and responds to the ESG issues of concern to stakeholders, thereby enhancing their understanding and confidence in the Group's sustainable development efforts. The Report should be read in conjunction with the "Corporate Governance Report" section in the 2025 Annual Report of China Kepei Education Group Limited (the **"2025 Annual Report"**) for a more comprehensive understanding of the Group's ESG performance.

REPORTING PERIOD

The reporting period of the Report covers the period from September 1, 2024 to August 31, 2025 (the **"Reporting Period"** or **"FY2025"**), with some content moderately extended before and after.

ORGANIZATIONAL SCOPE OF THE REPORT

The scope of the Report covers the schools under the Group, including Guangdong Polytechnic College (**"Guangdong School"**), Zhaoqing Science and Technology Secondary Vocational School (**"Zhaoqing School"**), Harbin Institute of Petroleum (**"Heilongjiang School"**), Huaibei Polytechnic College (**"Huaibei School"**) and Maanshan College ("**Anhui School**"). Apart from this, the scope and boundaries of disclosure are consistent with the 2025 Annual Report.

BASIS OF PREPARATION

The Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the **"ESG Reporting Guide"**) under Appendix C2 of the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited (the **"Stock Exchange"**), and is also prepared based on the reporting principles of materiality, quantification, balance, and consistency and with reference to international guidelines including the International Financial Reporting Standards (the "**IFRS**") Sustainability Disclosure Standards No.1—General Requirements for Disclosure of Sustainability-related Financial Information and IFRS Sustainability Disclosure Standards No.2—Climate-related Disclosures. The Report complies with the "mandatory disclosure requirements" and "comply or explain" provisions set out in the Stock Exchange's ESG Reporting Guide. In the process of preparing the Report, the Group applied the reporting principles in the ESG Reporting Guide as follows:

About this Report

Reporting Principles	Application
Materiality	Adopting a materiality assessment. We identified material topics for the Group during the Reporting Period, reviewed and examined these material topics. Then we focused on these identified material topics in the preparation of the Report. For more details, please refer to the section on "Materiality Assessment".
Quantification	Disclosing standards and methods used in the Report to calculate relevant data, and disclosing applicable assumptions.
Balance	The Report impartially reported the Group's performance during the Reporting Period, avoiding selections, omissions, or reporting formats that may inappropriately affect the decision-making or judgment of report readers.
Consistency	The preparation method of the Report is essentially consistent with previous years. Explanations are provided for data with changes in statistical methods and calculation methods.

DATA SOURCE

The data and case studies used in the Report are all derived from internal documents, statistical reports, and relevant public materials of the Group.

RELEASE FORM

The Report is prepared in Traditional Chinese and English. In case of any discrepancy, the Traditional Chinese version shall prevail. The electronic version of the Report can be accessed and downloaded on the Stock Exchange's website (www.hkexnews.hk) and the Group's official website (www.chinakepei.com).

CONFIRMATION AND APPROVAL

The Report has been reviewed by the management of the Group and was approved by the board of directors of the Company (the **"Board"**) on November 28, 2025.

FEEDBACK

If you have any feedback or suggestions regarding the Report or the Group's ESG efforts, please feel free to contact us through the following ways:

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Message from Management

Thirty years of fruitful achievements and thirty years of blossoming talents. In 2025, the Group celebrated the milestone of its 30th anniversary since its establishment. Since its founding in 1995, we have consistently upheld the mission of "Empowering Industries, Cultivating Talents", steadfastly advancing on the path of vocational education, and committed to building an educational ecosystem that resonates in harmony with the regional economic pulse. We have not only continued to deepen our expertise in education and teaching, having cultivated over 300,000 high-quality technical and skilled talents, but have also made comprehensive efforts across multiple dimensions of environmental, social and governance—from enhancing governance systems to deepening industry-education integration, from fulfilling social responsibilities to constructing green campuses—demonstrating through concrete actions the spirit of "Thirty Years of Shared Responsibility".

Three Decades of Shared Responsibility, Excellence in Governance Ushering A New Chapter. Outstanding governance is the cornerstone of enduring success. We have always regarded sound corporate governance as the "ballast" of stable operations, continuously enhancing our risk management and control system, deeply integrating ESG concepts into the Group's strategy and daily operations, and persistently optimizing the ESG management framework. At the same time, we have maintained open communication with stakeholders to achieve higher-quality and more responsible long-term development.

Unity of Knowledge and Action Shaping Quality, Connotative Development Establishing Benchmarks. As an educational institution, teaching quality is our lifeline. We adhered to the educational philosophy of unity of knowledge and action, continuously optimizing the teaching quality management and monitoring system, introducing advanced teaching technologies, and collaborating with renowned domestic and international institutions. Through these efforts, we cultivated and delivered application-oriented talents that meet the demands of the times. Simultaneously, we created a safe and comfortable campus environment and continuously improved the student experience, achieving a 95% satisfaction rate among students and parents.

Cultivating Teachers with Excellence in Virtue and Talent, Collaborating to Create the Future. An outstanding faculty team is the soul of the education enterprise. We consistently placed teacher development at the core, continuously optimized the human resources management system, organized a variety of enriching employee activities, and earnestly safeguarded the rights, interests, and physical and mental health of our faculty and staff. Through a comprehensive training and development mechanism, we provided our faculty and staff with ongoing professional development and capacity enhancement support, while also emphasizing the strengthening of teachers' professional ethics and conduct. We are committed to building a faculty team that is both mission-driven and innovative.

Message from Management

Benevolent Education with Shared Commitment, Co-creating A Harmonious Society. Education is a cause rooted in "Benevolence and Love for Others". We actively implemented industry-education integration and expanded diversified cooperation with leading enterprises in the industry. During the Reporting Period, the graduation rate of students from the Group's affiliated schools exceeded 94%. At the same time, we extended our responsibilities to broader social domains by actively giving back to society through public welfare projects and volunteer activities, collaboratively building a harmonious and mutually prosperous sustainable development ecosystem with our stakeholders.

Taking Integrity as the Foundation, Adhering to Principles for Sustainable Progress. "Integrity" is the cornerstone of the Group. We steadfastly upheld compliant operations in accordance with established principles, strengthened anti-corruption and integrity initiatives, effectively enhanced awareness and responsibility for preventing integrity risks in the workplace, deepened integrity and compliant operations, and continuously reinforced intellectual property protection to build an innovative moat combining "Education + Technology".

Prioritizing Environmental Protection in Practice, Revitalizing Campuses with Green Initiatives. We translated the concept of green environmental protection into action by actively implementing various energy-saving, emission-reduction, and environmental protection measures. We are committed to integrating green principles into campus planning and construction to create environmentally friendly green campuses. Through these eco-friendly campus environments, we subtly cultivated environmental awareness among faculty and students, contributing the educational sector's share to addressing climate change.

Looking ahead, the Group stands at a new historical starting point, driven by boundless passion for education and a steadfast commitment to responsibility. We will continue to build the future on the foundation of integrity and compliance, safeguard development through lean governance, achieve student excellence through outstanding teaching, give back to society with benevolence, and protect the environment through green initiatives. We look forward to continuing to work hand in hand with all stakeholders to jointly compose a new chapter of high-quality and sustainable development for China Kepei!

GROUP OVERVIEW

The Group is a leading vocational education group in the Pearl River Delta and the Yangtze River Delta (the two most important economic regions in China). Our education business services cover the entire modern vocational education system, including secondary vocational courses, higher vocational courses, and undergraduate vocational courses. Currently, the Group owns five prestigious institutions: Guangdong School, Heilongjiang School, Huaibei School, Anhui School, and Zhaoqing School, establishing a dual-track structure that integrates higher education with secondary vocational education.

The Group is committed to providing students with high-quality, professional vocational education and assisting them in responding to the growing and rapidly changing market demands. The Group primarily focuses on engineering disciplines to better meet local employment needs, while maintaining a balanced offering in economics, management, education, and arts to deliver comprehensive educational services. Meanwhile, we are dedicated to collaborating with research institutions and enterprises to provide students with various professional training and internship opportunities, thereby enhancing their practical skills and market competitiveness. In the 2024/25 academic year, the Group had approximately 77,000 full-time students, including about 69,000 undergraduates, representing a year-on-year increase of 5.4%. Benefiting from favorable policies for vocational education and strong student demand, the total new undergraduate enrollment for the 2025/26 academic year reached 21,000, a year-on-year growth of 5.0%

Mission	Vision
To build a future-oriented education system centered on scientific standards and driven by continuous innovation, providing support and assurance for the lifelong growth of every student and educator	To become a benchmark in the private education sector, cultivating more outstanding talents with an innovative spirit and a strong sense of responsibility for society

DEVELOPMENT STRATEGY

The Group actively practices the concept of sustainable development and implements the "One Internal, Two External" development strategy. It systematically drives the high-quality and sustainable development of the Company and its affiliated schools, providing high-quality educational resources and services to students both domestically and internationally. The Group is committed to cultivating more highly skilled technical talents who can contribute effectively to the comprehensive construction of a modern socialist country.

"One Internal": Connotative Development

- Led by undergraduate program evaluations, comprehensively advance the teaching quality enhancement project;
- Using cultural development as a bond, the focus is on consolidating consensus among teachers and students, shaping value orientation, and optimizing the educational environment;
- Supported by informatization construction, continuously enhance management efficiency, ensure education quality, and innovate the educational ecosystem.

"Two External": Dual-Engine Drive

- Overseas Expansion: Expand the openness of education to the outside world, deepen international exchanges and cooperation, and enhance the Group's international influence;
- External Expansion: Enrich the connotations and forms of education and focus on cutting-edge industries such as e-commerce and elderly care, to promote the deep integration and coordinated development of educational resources and industrial resources.

Three Decades of Shared Responsibility, Excellence in Governance Ushering A New Chapter

Responsibility forges the foundation over three decades. The Group has deeply embedded high-standard corporate governance into its developmental DNA, establishing a clear and accountable ESG management framework. Leveraging smooth bidirectional communication channels with stakeholders, the Group has continuously engaged in dialogue and, based on the materiality assessment of issues, precisely identified ESG priority areas. This responsible momentum drove sustainable development forward.

CORPORATE GOVERNANCE

The Group is committed to maintaining a high standard of corporate governance to safeguard the interests of the Company's shareholders and enhance the Company's value and accountability. The Company has adopted the provisions of the Corporate Governance Code (the "**CG Code**") set out in Appendix C1 to the Listing Rules of the Stock Exchange and has complied with all applicable code provisions during the Reporting Period.

The Company has established a reasonably well-developed legal governance structure and corresponding organizational systems, and clearly defined the responsibilities and rights of the shareholders' meeting, the Board, and the supervisory board. The Board is responsible for the overall leadership of the Group, supervising the Group's strategic decision-making, and monitoring corporate governance routines. At the same time, the Board has established three committees, namely the Audit Committee, the Remuneration Committee, and the Nomination Committee, to oversee specific areas of the Company's affairs. As of the end of the Reporting period, the Board comprised nine directors, including three independent directors, with female directors representing 22.2%.

The Group has implemented a well-established compensation and incentive system. For directors and other employees of the Group, the Company has established a Restricted Share Award Scheme as a long-term incentive plan, aimed at motivating participants who contribute to the success of the Group's business.

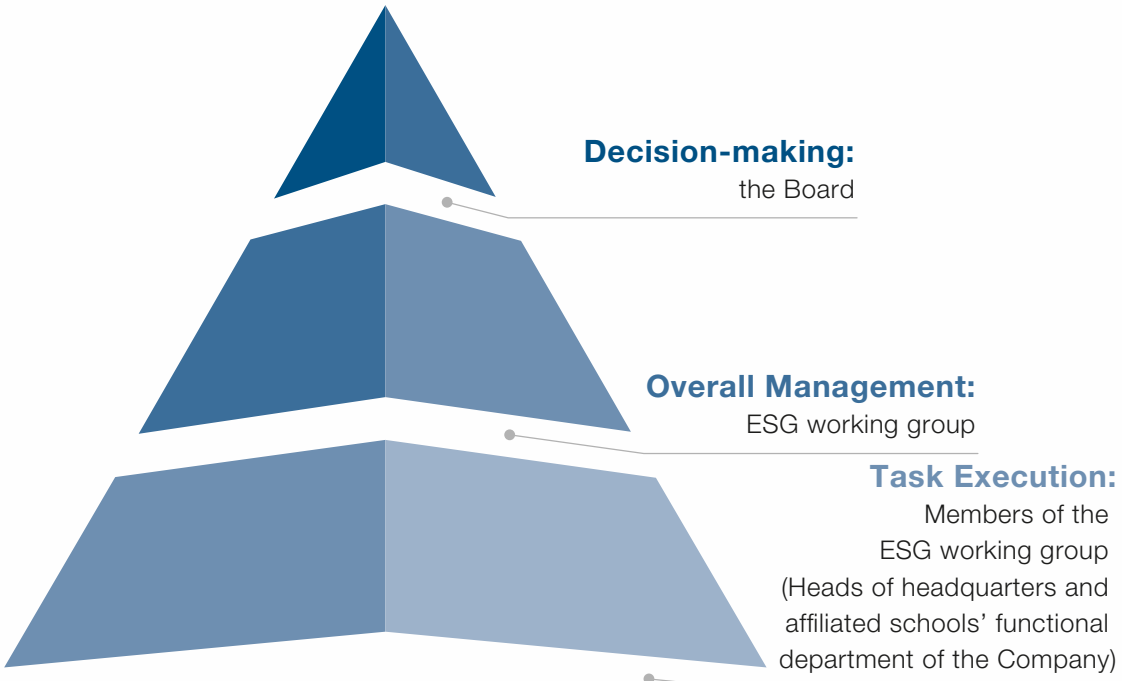
RISK MANAGEMENT AND CONTROL

The Group has established appropriate risk management and internal control systems, whose effectiveness will be reviewed by the Board annually. The management of the Group is responsible for designing, implementing, and maintaining risk management and internal control systems. Heads of major operating units or departments manage the identified risks (including ESG and climate-related risks) by confirming and mitigating them according to the internal guidelines approved by the Board and the Audit Committee. In addition, the management conducts ongoing follow-up and review of the implementation of measures, monitoring and response plans related to identified significant risks, ensuring that all such risks receive appropriate attention, oversight, and mitigation. The Group has also actively responded to and managed ESG risks by integrating ESG-related matters into its own risk management and control. For more information about risk management and internal control of the Group, please refer to the 2025 Annual Report.

ESG MANAGEMENT

The Group has established a clear and well-defined ESG governance structure at the organizational level, with the Board being the highest decision-making body for the Company's ESG work. The ESG working group is a sub-group under the Board, chaired by senior management to assist the Board in coordinating and supervising the Group in formulating and implementing ESG targets, strategies, and performance-related work. Members of the ESG working group are composed of functional department heads from the Company's headquarters and its affiliated schools to implement ESG work.

Among them, the Board is responsible for overseeing the Group's ESG-related matters and supervising and approving the Group's ESG management policies and strategies. It is also responsible for identifying and assessing ESG-related risks and other significant issues, managing risks, and ensuring that ESG-related risks are included in the Group's risk management and internal control systems. The Board is also responsible for reviewing and examining the progress of ESG targets, as well as approving significant ESG issues. The Group's ESG working group will regularly report to the Board on the progress and performance related to ESG issues.



The Group's ESG governance structure

STAKEHOLDER ENGAGEMENT

We place high importance on the expectations and concerns of our stakeholders. By establishing diversified communication channels, we not only effectively address the issues raised by both internal and external stakeholders but also translate their feedback into concrete actions to enhance our ESG performance, committed to creating lasting and shared value.

Stakeholder Groups	Expectations and Demands	Communication Methods	Communication Frequency	The Group's Action
Government and regulatory authorities	• Compliant operations • Campus safety • Payment of taxes according to the law • Promotion of local education	• Information reporting • Regulatory authority meetings	• Regular • Regular	• Strict compliance with laws and regulations • Payment of taxes according to the law
Shareholders/ investors	• Investment returns • Business development • Compliant operations • ESG governance • Corporate image	• Announcements • Shareholders' meetings • On-site inspections • Regular reports • Communication meetings	• Irregular • Regular • Irregular • Regular • Irregular	• Disclosure of the Group's information as required • Establishing effective communication channels
Students and parents	• Teaching quality • Student information protection • Student life care • Health and safety guarantees	• Parent meetings • Lectures • Student satisfaction surveys	• Regular • Irregular • Irregular	• Holding parent meetings, lectures, etc. • Organizing student safety training • Conducting student surveys

Stakeholder Groups	Expectations and Demands	Communication Methods	Communication Frequency	The Group's Action
Faculty and staff	• Compensation and benefits of faculty and staff • Health and safety of faculty and staff • Legal and compliant employment • Training and education of faculty and staff • Good working environment	• Staff representative meetings • Faculty and staff activities • Letters and visits • Suggestion boxes	• Regular • Irregular • Irregular • Irregular	• Provision of comprehensive labor rights protection and benefits • Provision of a healthy and safe working environment • Provision of vocational training and fair promotion mechanisms
Suppliers/partners	• Legal and compliant operations • Fair and reasonable treatment • Win-win cooperation	• Supplier meetings • Online opinion surveys • Audits and assessments • Bidding activities	• Regular • Irregular • Irregular • Irregular	• Strict compliance with bidding regulations • Establishment of equal and mutually beneficial partnerships • Holding meetings, interviews, etc.
Community	• Community environment • Charity and public welfare • Community contribution	• Social welfare activities • Community communication meetings • Visits and surveys • Press releases/ announcements	• Irregular • Irregular • Irregular • Irregular	• Support of rural revitalization • Organizing charity and public welfare activities • Carrying out education with local features • Organizing community activities

MATERIALITY ASSESSMENT

We conducted the materiality assessment in accordance with the principle of "materiality", first identifying the primary stakeholder groups. Subsequently, we further evaluated the ESG topics of concern to each stakeholder from the perspective of "impact materiality". Finally, we determined the material topics for the Reporting Period, which serve as a key basis for the Group's ongoing optimization of sustainability efforts.

The materiality assessment process of the Group during the Reporting Period was as follows:

Step one

Identifying ESG topics

Reviewing previous material topics, updating ESG topics database based on the ESG Reporting Guidelines of the Stock Exchange, and in conjunction with the Group's business development and common concerns in the education industry

Step two

Compiling stakeholders' opinions

Collecting, compiling, and assessing stakeholder expectations to understand their opinions and expectations regarding the Group's ESG performance

Step three

Assessing ESG material topics

Combining stakeholders' opinions and fully considering the nature of the Group's business and development strategy, focusing on two dimensions, "importance to the Group" and "importance to stakeholders", to assess and filter the material ESG topics of the Reporting Period

Step four

Verifying and reviewing materiality

The Board and management reviewed and verified the material topics to determine the disclosure themes and content of the Report

Three Decades of Shared Responsibility, Excellence in Governance Ushering A New Chapter

The following topics are the material ESG topics of the Reporting Period. The Report will focus on the following material topics and present the Group's sustainable development performance during the Reporting Period in accordance with the requirements of relevant disclosure guidelines:

	Environmental Topics	Social Topics	Governance Topics
ESG material topics	• Energy use and efficiency • Water resource use and efficiency • Ecological environment and natural resource protection	• Teaching quality • Innovative teaching • Information and data security and privacy protection • Student satisfaction • Talent hiring and diversity • Occupational health and safety • Career development and training • Labor standards	• Financial performance and investor interests • Compliance with laws and regulations • Anti-corruption and upholding integrity
Other topics	• Exhaust gas and wastewater management • Waste management • Greenhouse gas ("**GHG**") management • Addressing climate change	• Supply chain management and procurement practices • Marketing and enrollment • Community investment and participation	• Corporate information disclosure

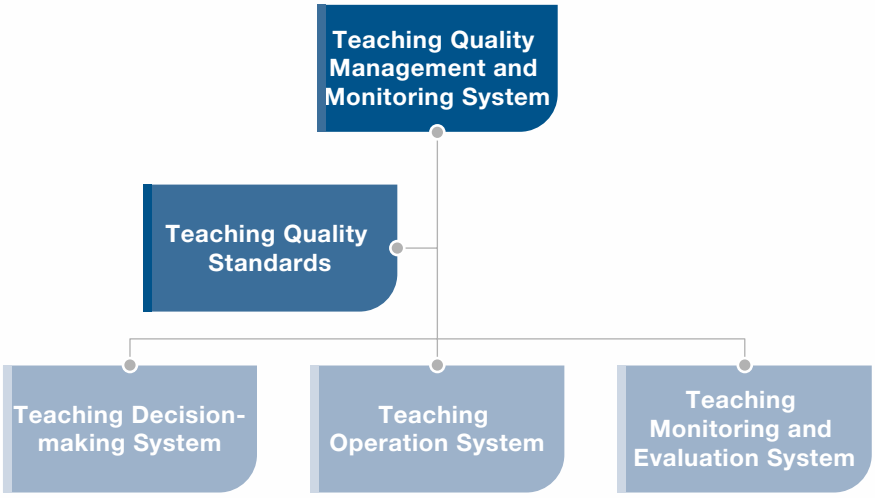
Unity of Knowledge and Action Shaping Quality, Connotative Development Establishing Benchmarks

The Group upholds the philosophy of integrating knowledge with action, deepens connotative development, and systematically focuses on building a high-quality education and teaching system, exploring innovative teaching models, upgrading the modern campus ecosystem, collaboratively developing a secure campus environment, and precisely enhancing student satisfaction. Through practice, we have empowered educational quality, established a benchmark for high-quality development, and cultivated more outstanding talents with an innovative spirit and a strong sense of responsibility.

QUALITY EDUCATION AND TEACHING

The Group strictly complies with the Education Law of the People's Republic of China (the "**PRC**"), the Private Education Promotion Law of the PRC, the Implementation Regulations of the Private Education Promotion Law of the PRC, and other relevant education laws and regulations. Furthermore, the Group has established a comprehensive teaching quality management and monitoring system to promote the development of sound teaching and academic atmospheres through high-quality teaching management.

The Group is committed to continuously enhancing the teaching quality management and monitoring system to ensure that our teaching standards consistently remain at the highest level. Our teaching quality management and monitoring system comprises the teaching decision-making system, teaching operation system, teaching monitoring and evaluation system, and the teaching quality standards framework. Based on the "Basic Requirements for Talent Cultivation" within the teaching decision-making system, we have formulated teaching quality standards, establishing them as the core of the entire teaching quality management and monitoring system. Building upon these teaching quality standards, we have further developed the operational objectives of the teaching operation system and the evaluation criteria of the teaching monitoring system. Within this framework, each component is closely interconnected, thereby achieving comprehensive and dynamic management of teaching quality.



The teaching quality management and monitoring system framework of the Group

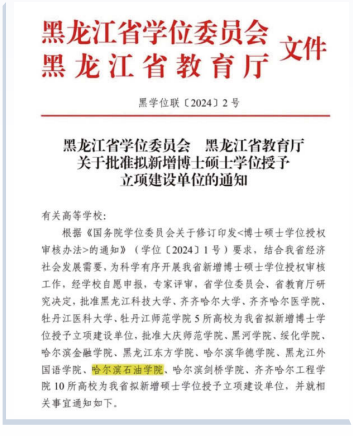
Unity of Knowledge and Action Shaping Quality, Connotative Development Establishing Benchmarks

We have continuously enhanced our teaching management team, striving to build a high-level faculty that is structurally optimized, highly qualified, dynamic, innovative, and adaptable to the development of the schools. This enables us to consistently improve teaching standards. Additionally, we have formulated the Code of Professional Ethics Supervision and Disciplinary Measures for Faculty and Staff to strengthen the construction of teachers' ethics and professional conduct. Simultaneously, we have actively participated in teaching skills competitions and regularly organized teaching contests for our educators. We have also arranged for multiple groups of key teachers to undertake advanced studies and academic exchanges at renowned domestic and overseas institutions to broaden their international perspectives and elevate their academic standards. As a result of these efforts to promote teaching and research development, the quality of our teaching programs has been recognized. For example, the "Software Engineering and Applications" course at Guangdong School has been designated as a provincial first-class course. At Heilongjiang School, four courses—"Introduction to Mao Zedong Thought and the Theoretical System of Socialism with Chinese Characteristics", "Computer Networks", "Drilling Engineering (Rotary Directional Drilling Virtual Simulation Experiment)", and "Computer Programming (Python)"—have all been recognized as provincial first-class undergraduate courses.

Case

On December 27, 2024, the Heilongjiang Provincial Academic Degrees Committee and the Heilongjiang Provincial Department of Education jointly issued the Notice on the Approval of Proposed New Doctoral and Master's Degree Conferring Units, whereby Heilongjiang School was successfully approved as a master's degree conferring unit.

This approval not only affirms Heilongjiang School's comprehensive strengths in discipline development, faculty team, teaching quality, and scientific research innovation, but also provides strong support for the school to further enhance its educational level and accelerate the construction of a high-level application-oriented university.



黑龙江省学位委员会
黑龙江省教育厅 文件

黑学位联〔2024〕2号

黑龙江省学位委员会　黑龙江省教育厅
关于批准拟新增博士硕士学位授予
立项建设单位的通知

有关高等学校：

根据《国务院学位委员会关于修订印发<博士硕士学位授权审核办法>的通知》（学位〔2024〕1号）要求，结合我省经济社会发展需要，为科学有序开展我省新增博士硕士学位授权审核工作，经学校自愿申报，专家评审，省学位委员会、省教育厅研究决定，批准黑龙江科技大学、齐齐哈尔大学、齐齐哈尔医学院、牡丹江医科大学、牡丹江师范学院5所高校为我省拟新增博士学位授予立项建设单位，批准大庆师范学院、黑河学院、绥化学院、哈尔滨金融学院、黑龙江东方学院、哈尔滨华德学院、黑龙江外国语学院、哈尔滨石油学院、哈尔滨剑桥学院、齐齐哈尔工程学院10所高校为我省拟新增硕士学位授予立项建设单位，并就相关事宜通知如下。

Heilongjiang School was approved as a master's degree conferring unit

Case

In 2025, Guangdong School actively participated in the Guangdong division of the 5th National University Teachers' Teaching Innovation Competition, known as the "Olympics" of teaching, and achieved excellent results. Guangdong School provided comprehensive support to the participating teams through organizing specialized training, inviting experts for one-on-one guidance, and conducting multiple rounds of simulation exercises. Ultimately, the team led by Teacher Xiang Zhihua stood out with solid teaching skills, innovative course design, and excellent teamwork, winning the Third Prize in the Intermediate Level Basic Courses category.

This award represents a milestone achievement in Guangdong School's ongoing educational and teaching reforms. Guangdong School will continue to leverage such competitions as opportunities to further promote the deep integration of digital intelligence technologies with education and teaching, improve the school-enterprise collaborative education mechanism, focus on student growth needs, and continuously stimulate teaching innovation vitality.



Guangdong School won the Third Prize in Intermediate Level Basic Courses at the University Teachers' Teaching Innovation Competition

Unity of Knowledge and Action Shaping Quality, Connotative Development Establishing Benchmarks

Our faculty development achievements have been remarkable. During the Reporting Period, the Group's teachers received approximately 170 national-level awards and 410 provincial-level awards. Guangdong School ranked 35th among the top 300 private universities in the GDI University Rankings (2025), placing 3rd within Guangdong Province, and was honored with the title of "Top 100 China Industry-Education Integration Universities". The Vice President of Guangdong School was awarded the title of "Outstanding Principal" in Guangdong Private Education for 2024. Heilongjiang School ranked 28th in the 2024 Alumni Association China Private University Rankings, improving by 10 places compared to last year, ranking 2nd among private colleges in the province, and 1st among private universities specializing in geology, mining, and petroleum in China. It was recognized as one of the first batch of master's degree program construction units in Heilongjiang Province and was rated by China National Radio Network as a benchmark private university in China. Moreover, it is the only private engineering college in the province selected as a "Provincial University Graduate Employment and Entrepreneurship Work Demonstration Unit". Anhui School ranked 36th on the main private university list in the 2024 ABC China University Rankings, placing 3rd in Anhui Province. Huaibei School has been consecutively rated as excellent in the annual inspections conducted by the Provincial Department of Education for three years.

The Group adheres to the research objectives of "Promoting Teaching through Research and Enhancing Learning through Teaching", actively engaging in scientific research and motivating a wide range of teachers to participate in research activities. During the Reporting Period, the Group's teachers received numerous teaching honors and research awards:

Paper Awards	Competition Awards
760 academic papers	**95** national awards
50 core journals	**191** provincial awards
More than 100 provincial scientific research projects	**12** invention patents
	25 utility model patents.

Unity of Knowledge and Action Shaping Quality, Connotative Development Establishing Benchmarks

Case

In August 2025, at the Guangdong Province division of the China International College Students Innovation Competition (2025), the interdisciplinary guidance team from Zhaoqing School was awarded the provincial silver prize for their project titled Vocational College Helper — An Intelligent APP Safeguarding the Vocational College Entrance Examination. This project closely integrated the actual learning needs of secondary vocational students, empowered education through technology, and precisely addressed students' learning demands, exemplifying a virtuous cycle of competition-driven teaching and research feedback.



Zhaoqing School was awarded the Provincial Silver Prize
at the China International College Students Innovation Competition (2025)

Unity of Knowledge and Action Shaping Quality, Connotative Development Establishing Benchmarks

The Group adheres to the principle of "Promoting Construction through Evaluation, Driving Improvement through Evaluation, Enhancing Management through Evaluation, Combining Evaluation with Construction, and Focusing on Development" to continuously optimize the management of teaching quality. A series of measures has been implemented to standardize and supervise teaching quality. At the beginning, middle, and end of each semester, we have conducted specialized teaching inspections, ensuring teaching quality through the review of examination papers, lesson plans, and other materials. Furthermore, we have established and implemented a student teaching information officer system and a student evaluation system to strengthen the interaction and communication of teaching information among schools, teachers, and students. On one hand, students are required to use the "Evaluation System" each semester to rate their instructors online on teaching attitude, content, methods, and effectiveness, thereby promoting the enhancement of teaching quality. On the other hand, to understand students' opinions on teaching courses, we have regularly organized student forums and conducted questionnaire surveys. Additionally, we have opened real-time communication platforms such as suggestion boxes and telephone lines to receive and address feedback from students at any time. This comprehensive approach enables us to fully grasp students' views and suggestions on teaching and to continuously improve teaching quality based on their feedback, thereby fostering the learning and development of every student.

INNOVATIVE TEACHING MODELS

The Group continuously improves our teaching models and curricula while actively seeking breakthroughs. We persistently implement integrated theoretical and practical teaching reforms to enhance the connectivity between theory and practice as well as the applicability of knowledge. Through the integration of industry and education and the optimization of professional program offerings, we strive to deliver high-quality education that keeps pace with the development of the local economy and society. We have flexibly customized and introduced new specialized courses targeting key strategic emerging industries and traditional advantageous industries within the region, such as "Big Data Management and Application", to adapt to the ever-changing market demands. To enhance employment competitiveness, we have provided innovation and entrepreneurship practice bases staffed with multiple teachers to support and incubate university students' innovation and entrepreneurship projects. Furthermore, the Group has implemented school-enterprise collaborative talent cultivation. For more details, please refer to the "School-Enterprise Cooperation for Talent Cultivation" section of the Report.

We place great emphasis on the holistic development of our students, encouraging and supporting their participation in various competitions and extracurricular activities during their studies. During the Reporting Period, approximately 1,600 national-level awards and around 4,600 provincial-level honors were received, including accolades from the "Challenge Cup" China University Students' Extracurricular Academic Science and Technology Works Competition, the China International College Students' Innovation Competition, the Lanqiao Cup National Software and Information Technology Professional Talent Competition, the National Robot Developers Competition, and the National College Business Elite Challenge, etc.

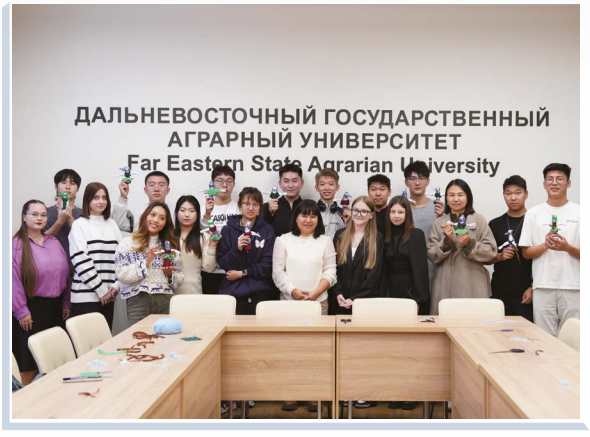
Unity of Knowledge and Action Shaping Quality, Connotative Development Establishing Benchmarks

The Group has actively strengthened cooperation with prestigious academic institutions, organizing 30 study tours involving approximately 1,100 teachers and students to participate in exchanges with top universities in Hong Kong, Macau, and the Chinese Mainland, including the University of Hong Kong, University of Macau, Peking University, and Tsinghua University. Furthermore, the Group has expanded educational openness, deepened international exchanges and cooperation, and established various collaborative projects with multiple universities such as Saint Petersburg State University in Russia, Flinders University in Australia, the University of the West of England, and the University of Huddersfield in the United Kingdom. The Group has also initiated joint training and postgraduate programs with the National University of Malaysia, the Education University of Hong Kong, Lingnan University in Hong Kong, and the Singapore University of Science and Technology, thereby creating a diversified and mutually prosperous educational ecosystem.

Case

Heilongjiang School is committed to enhancing students' overall quality and international competitiveness, cultivating more high-caliber talents with global vision and innovative capabilities. It has entered into cooperation agreements with 12 international universities, including the Ural Federal University in Russia, to collaborate in areas such as student exchange, joint training, academic research, and faculty visits.

During the Reporting Period, Heilongjiang School sent 90 students to partner universities to participate in exchange programs and short-term study tours. Based on the student exchange agreement signed with the Russian National University of Trans-Baikal, the school has cumulatively received 22 students from that university to study in China.



A study tour group visited Far Eastern State Agrarian University in Russia for exchange and learning



A study tour group visited Russia for an academic exchange

Unity of Knowledge and Action Shaping Quality, Connotative Development Establishing Benchmarks

Case

Anhui School organized summer overseas study tours, visiting Krirk University in Thailand and the University of Sarawak in Malaysia for academic exchange. During the study tour to Krirk University, students attended special lectures such as Management Innovation under the Background of ASEAN Economic Integration. These courses not only expanded students' professional knowledge but also promoted interdisciplinary thinking. Additionally, the discussion sessions enhanced students' language expression skills and fostered the collision of ideas across different cultural backgrounds.



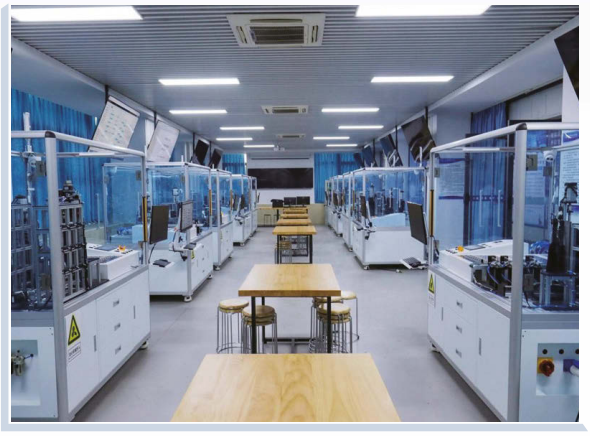
A study tour group visited
Krirk University in Thailand



A study tour group visited
the University of Sarawak in Malaysia

BUILDING A MODERN CAMPUS

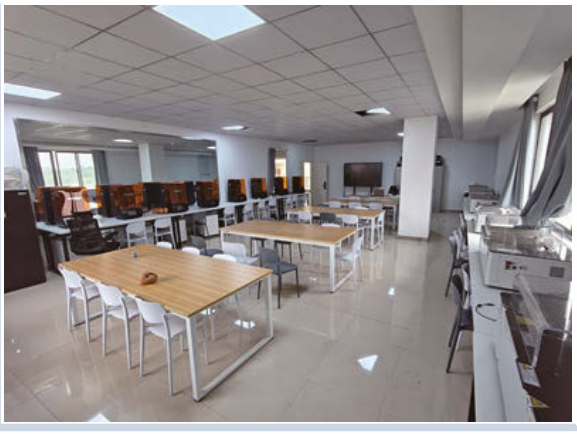
The Group continuously enhances the infrastructure of each school, constructing high-standard modern campuses and laboratories for practical training. We have newly invested in the establishment of multiple laboratories and training rooms, including the Intelligent Machinery Workshop, Industrial Robotics Application Technology Laboratory, Composite Materials Engineering Application Research Laboratory, and the Foreign Language + Digital Media Modern Industry College Studio, to meet the demands of contemporary vocational education.



Programmable Logic Controller Industrial Control Technology Laboratory



Industrial Training Center



3D Digital Creative Design Experimental Training Laboratory

The Group actively responds to the national education digitalization strategy by establishing an IT Division to support the digital transformation of its affiliated schools and jointly build smart campuses. Since September 2023, we have formulated a digital transformation strategy to develop an open, proactive, multi-dimensional perception, fully collaborative, precise decision-making, and sustainable smart campus operation system. Customized digital projects have been implemented across our five schools. Through the systematic deployment of next-generation information technologies such as 5G, big data, and cloud computing, we have significantly enhanced campus operational efficiency and optimized resource allocation. This deeply empowers core scenarios, including teaching, research, and management, benefiting over 100,000 students and more than 5,000 teachers annually, thereby effectively advancing the construction of smart campuses.

Unity of Knowledge and Action Shaping Quality, Connotative Development Establishing Benchmarks

Case

Leveraging its digital transformation experience, the Group and its Guangdong School were invited to join the Green All-Optical Network Professional Committee (the "**ONA**") under the China Electronics Energy-saving Technology Association, becoming expert council members. They participated in the formulation of industry standards for green all-optical campus application scenarios led by ONA and contributed to the compilation of the F5G-A Green 10G All-Optical Campus White Paper.

Guangdong School successfully established a nationally leading F5G all-optical network application system, setting a new benchmark for digital transformation in the industry. It was recognized as an Outstanding Case in the F5G All-Optical Network Education Industry for 2025. The application of the F5G all-optical network has not only significantly enhanced the stability and transmission speed of the campus network but also brought unprecedented convenience to teaching, research, and daily life for faculty and students.



The Group co-authored the F5G-A Green 10G All-Optical Campus White Paper



Guangdong School was recognized as an Outstanding Case in the F5G All-Optical Network Education Industry for 2025

CO-CREATING A SAFE CAMPUS

The Group prioritizes the creation of a high-quality and safe campus environment, strictly complying with safety-related laws and regulations such as the Fire Control Law of the PRC and the Food Safety Law of the PRC. It has systematically established a safety management system encompassing dimensions including fire safety, campus security, food safety, mental health, and disease prevention. The Group has established a School Health and Safety Leadership Team and implemented a safety accountability system to comprehensively safeguard the physical and mental health and campus safety of all students, faculty and staff within the Group.

Fire Safety

The Group has formulated and implemented the Fire Safety Emergency Evacuation Plan. Each school under the Group has developed a series of fire safety-related management systems based on its actual circumstances, including fire safety management measures, fire inspection systems, fire hazard rectification systems, and fire safety publicity, education, and training systems. The Group aims to achieve "No Blind Spots, No Overlooked Areas, and Daily Inspections of Key Locations" to enhance fire safety measures on campus. We have assigned two full-time fire safety management personnel to stand guard on campus, conduct daily patrols, sign in at each key fire safety location, and carry out joint inspections with fire departments regularly

Case

On November 20, 2024, Huaibei School, in accordance with the "Fire Safety Awareness Month" campaign, organized an emergency evacuation and fire extinguishing drill for faculty and students. Through this drill, the fire safety awareness of all faculty and students was further enhanced, and their emergency evacuation and fire extinguishing capabilities in response to sudden fire incidents were improved.



Emergency Evacuation and Fire Extinguishing Drill

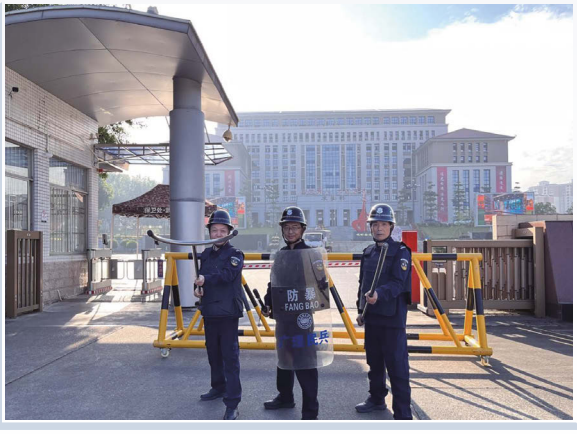
Unity of Knowledge and Action Shaping Quality, Connotative Development Establishing Benchmarks

Campus Security

In order to maintain the safety and stability of the schools, the Group has formulated the Emergency Response Plan for Handling Campus Emergencies. Each school under the Group has developed security management measures, emergency response plans for public health incidents, and anti-terrorism and anti-violence emergency response plans in accordance with the requirements of the anti-terrorism and anti-violence emergency response protocols. Regular anti-terrorism and anti-violence training and drills are conducted to effectively prevent, promptly control, and properly handle campus emergencies, thereby substantially reducing and controlling the severity of safety incidents.

Case

Guangdong School organized at least one anti-terrorism and anti-violence skills training session each month for all security personnel in accordance with the requirements of the Anti-Terrorism and Anti-Violence Emergency Response Plan. Every three personnel formed an anti-terrorism and anti-violence team, familiarizing themselves with the wearing and use of anti-terrorism and anti-violence equipment. They conducted simulated violent attacker drills on campus, effectively enhancing the school security team's anti-terrorism and anti-violence capabilities to maintain campus safety and stability.



Guangdong School conducted anti-terrorism and anti-violence skills training

Food Safety

The Group strictly complies with food safety-related laws and regulations, including the Food Safety Law of the PRC, the Regulations on School Food Safety and Nutrition Health Management, and the Supervision and Management Regulations on the Implementation of Food Safety Responsibilities by Enterprises. The Group has also formulated a series of management systems and work requirements, such as the Comprehensive Food Safety Inspection System and the Management System for Food-Use Equipment and Facilities. Each school under the Group has established specific management measures, including the Food Safety Accountability System, Food Procurement Inspection System, and the Food Safety and Supervision Management Responsibility System for Contractors, to ensure the effective implementation of food safety management.

We have clarified the personal hygiene requirements for canteen staff through guidelines such as the Personal Hygiene Management System for Practitioners, mandating that all canteen employees must undergo health checks and food safety knowledge training before commencing their duties, and pass relevant assessments to further ensure the safety and hygiene of the canteen. We have also established a Food Safety Management Team and appointed full-time food safety managers to conduct more comprehensive management of food safety within the schools.

We have formulated and implemented a canteen hygiene inspection plan, conducting comprehensive inspections, spot checks, and self-examinations to identify any potential food safety hazards. In addition, the Group's canteens have all completed the construction of the "Sunshine Kitchen", with surveillance equipment installed in various areas, including warehouses, processing rooms, cooking rooms, meal preparation rooms, and dining areas, and the monitoring footage is displayed to teachers and students. We have also established a public complaint hotline to gain more comprehensive feedback from teachers and students regarding the quality of the canteen.

Case

On August 19, 2025, Heilongjiang School organized the annual food safety and fire safety training conference, covering over 400 participants, including the school logistics management team, all canteen staff, and representatives of merchants. The training systematically explained the national laws and regulations on campus food safety as well as related knowledge, comprehensively enhancing the school's food safety management level.



Annual food safety and fire safety training conference

Unity of Knowledge and Action Shaping Quality, Connotative Development Establishing Benchmarks

Case

Zhaoqing School has established a normalized and standardized food safety monitoring and assurance system, with the principal personally leading special meetings and conducting in-depth inspections of the canteen. During the Reporting Period, Zhaoqing School further optimized the supplier management mechanism, strengthened the system combining routine inspections with surprise checks, and regularly organized training for practitioners to ensure full-process safety from source to endpoint.



Campus canteen safety inspection of Zhaoqing School

Mental Health

All schools under the Group have established Mental Health Education and Counseling Centers (the "**Counseling Centers**") as well as Psychological Crisis Early Warning and Assessment Committees. The Counseling Centers provide free psychological counseling services to all faculty and students in both individual and group formats. To further promote students' mental health, the Counseling Centers are also responsible for guiding and assisting on-campus psychological counselors in carrying out counseling work, conducting mental health screenings, establishing psychological profiles for students, identifying those with potential mental health issues, and providing timely assistance.

The schools under the Group also organized a series of mental health education activities, including mental health awareness campaigns, psychological lectures, mental health carnivals, and mental health promotion and training. These initiatives effectively guided students to pay attention to mental health, release emotional stress, and enhance their psychological well-being.

Case

In October 2024, to enhance university students' awareness of mental health, Huaibei School conducted a series of mental health-themed educational activities, including multiple mental health lectures, knowledge sharing sessions, and group psychological counseling activities, enabling students to gain a more comprehensive understanding of mental health.



Mental health lecture conducted by school psychological center staff



Mental health-themed knowledge sharing

Unity of Knowledge and Action Shaping Quality, Connotative Development Establishing Benchmarks

Case

From March to May 2025, Heilongjiang School successfully organized a series of activities for the University Students' Mental Health Education Promotion Month. This event featured a campus psychological drama competition, specialized mental health lectures, training for psychological committee members, combined with the "Warm Heart Initiative" outreach to high schools and school-enterprise exchange seminars, establishing a comprehensive psychological education system that laid a solid foundation for cultivating students' rational, calm, and optimistic healthy mindset.



Opening ceremony of the Mental Health Education Promotion Month



The 6th Campus Psychological Drama Competition

Disease Prevention

To effectively safeguard the health of all faculty, staff, and students, the Group has formulated and implemented policies and guidelines such as the Infectious Disease Prevention and Control System, the Infectious Disease Epidemic and Public Health Emergency Reporting System, and the Student Health Management System. Each school under the Group has also developed management measures tailored to their specific circumstances, including health management systems, infectious disease prevention and control work plans, and infectious disease epidemic reporting systems. In addition, we have adopted a series of preventive and control measures against infectious diseases. For example, during routine disease prevention efforts, we promptly adjusted teaching operations and implemented categorized health management and monitoring measures based on real-time conditions to ensure the health of all teachers and students and to maintain the normal progression of educational activities.

Case

On April 8, 2025, Heilongjiang School, in collaboration with the Songbei District Center for Disease Control and Prevention of Harbin City, invited experts in infectious disease prevention and emergency response from the Centers for Disease Control (the "**CDC**") to conduct the "Disease Prevention Knowledge into Campus — Spring Campus Infectious Disease Prevention Seminar". During the seminar, CDC experts focused on common spring infectious diseases such as tuberculosis, AIDS, influenza, norovirus, and chickenpox, providing over 500 participating teachers and students with detailed explanations on the symptoms, modes of transmission, and scientific prevention and control measures for various infectious diseases. This event effectively disseminated knowledge on infectious disease prevention, enhanced the health protection awareness among teachers and students, and laid a solid foundation for infectious disease prevention and control work on campus.



Spring Campus Infectious Disease Prevention Seminar

ENHANCING ON-CAMPUS SATISFACTION

The Group places great emphasis on the on-campus experience of students, continuously enhancing their experience in both academic and residential areas. We have provided diversified dining services to faculty and students, and equipped the campus with shared facilities such as printers and laundry rooms to offer convenient services for students. In addition, Guangdong School offered optimized one-stop services by upgrading its online service platform to integrate various administrative procedures, simplifying application steps and improving processing efficiency. Heilongjiang School demonstrated care for female students by installing five sanitary napkin vending machines in the restrooms of teaching and laboratory buildings, providing safe and convenient emergency support for women.

Meanwhile, we organized activities such as the Campus Culture and Arts Festival, Host Competition, Singing Contest, Convenience Service Day, and Graduation Season Flea Market, continuously enriching the students' campus experience.

Case

To enhance the convenience of daily life and on-campus satisfaction for teachers and students, Guangdong School launched a variety of distinctive activities centered around daily needs and cultural experiences. These initiatives not only addressed students' practical issues but also created a vibrant and lively campus atmosphere:

- Established a "Convenience Service Day" offering thoughtful services such as bicycle repair, ID photo shooting, and equipment maintenance;
- Introduced personalized services across campuses, including "Errand Running" and ID retrieval;
- Organized cultural and sports activities, such as the "Star Moves Guandong School" basketball game.



Convenience Service Activity — ID Photo Shooting



Celebrity Basketball Game

Case

To showcase student talents and enhance students' teamwork abilities, Zhaoqing School meticulously organized the "Sing for Technology, Shine with Youth" choral competition. Each class performed on stage through choral singing and dance accompaniment, enriching students' campus life.





"Sing for Technology, Shine with Youth" Choral Competition

To attentively listen to the voices of students, parents, and faculty and staff, the Group has established a comprehensive opinion feedback management system featuring a "convenient feedback – closed-loop processing – continuous improvement" process. We have actively built diversified feedback channels combining both online and offline methods. Through online communication platforms such as the official website, suggestion mailboxes, and telephone, we receive and handle feedback from students at any time. Concurrently, we have organized student forums, conducted Meet the Principal sessions, arranged "Lunch with School Leaders" events, and held Student Service Days to comprehensively understand students' opinions and suggestions. We have incorporated the feedback and resolution timeliness of the logistics service team regarding faculty and students' requests submitted through various systems as key performance indicators (the "**KPI**") for assessment. This initiative has driven the response time for logistics issues to be significantly reduced from 24 hours to 4 hours, greatly enhancing logistics support capabilities and processing efficiency. During the Reporting Period, the Group conducted student and parent satisfaction surveys, achieving a satisfaction rate of 95%.

Unity of Knowledge and Action Shaping Quality, Connotative Development Establishing Benchmarks

The Group has established a multi-level collaborative mechanism for handling complaints, with dedicated departments and personnel responsible for monitoring the feedback platform. Upon receiving feedback, the principal's office of the relevant school promptly forwards it to the corresponding functional departments. These departments conduct investigations and provide responses within the stipulated time frame, ensuring that all feedback and complaints are addressed. After resolution, we confirm satisfaction through questionnaires or telephone follow-ups, thereby achieving a closed-loop process. Additionally, by analyzing complaint hotspots, we dynamically adjust the focus of logistical services (such as cafeteria menus, dormitory maintenance, and commercial services), promoting a shift from "passive resolution" to "proactive prevention." During the Reporting Period, the schools under the Group received a total of 269 complaints and inquiries through channels such as the Mayor's Hotline and the Principal's Mailbox, all of which have been addressed.

In addition, the Group has lawfully established a labor union and developed a sound mechanism for democratic management and expression of demands by faculty and staff. The Group has regularly convened faculty and staff representative meetings to comprehensively collect their opinions and suggestions regarding work, life, and campus development, thereby effectively safeguarding the legitimate rights and interests as well as the participation rights of faculty and staff.

Cultivating Teachers with Excellence in Virtue and Talent, Collaborating to Create the Future

Faculty and staff are the core driving force behind the development of schools. We are committed to attracting and nurturing outstanding talent by offering competitive remuneration and benefits, optimizing the human resources management system, and establishing a comprehensive training and development mechanism. At the same time, we organized a variety of enriching employee activities to help them fully utilize their expertise and achieve mutual growth with the Group.

PROTECTING EMPLOYEE RIGHTS AND INTERESTS

The Group strictly complies with relevant laws and regulations concerning compensation and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination, and other treatment and benefits, including the Labor Law of the PRC, the Labor Contract Law of the PRC, the Law on the Protection of Women's Rights and Interests of the PRC, and the Teachers Law of the PRC. The Group has formulated the Compilation of Personnel Management Rules and Regulations and the Personnel Management System. At the school level, internal regulations such as the Compilation of Teacher Team Building Systems and the Measures for the Introduction and Employment Management of Faculty and Staff have been established to effectively safeguard the rights and interests of faculty and staff.

During the Reporting Period, the Group did not receive any complaints or lawsuits related to employment laws concerning recruitment, compensation, dismissal, promotion, performance assessment, working hours, holidays, equal opportunities, diversity, anti-discrimination, nor did it violate any laws and regulations related to child labor and forced labor.

Recruitment and Dismissal

The Group has established a comprehensive recruitment system, attracting talent through multiple channels such as online recruitment and internal referrals. It has also formulated management measures for the introduction and employment of faculty and staff, as well as for the employment of external teachers, which specify the selection criteria and procedures regarding the academic qualifications, professional titles, and overall competencies required for full-time faculty and staff. The Group's Human Resources Department adheres to the principles of fairness and impartiality in recruitment, conducting rigorous qualification reviews of applicants and inviting qualified candidates to undergo competency assessments. Each employing unit arranges assessments such as written tests, interviews, trial lectures, and practical skills evaluations for laboratory technicians based on actual needs, and provides feedback on the assessment results to the Human Resources Department. The Human Resources Department, combining the assessment results and the employing units' opinions, selects suitable candidates based on merit and submits them for review at the Principal's Office Meeting to finalize the recruitment decisions.

In terms of dismissal management, if an employee intends to resign, they must submit a resignation application to their department head at least one month in advance in accordance with the prescribed procedures. The resignation application will first be verified by the employee's department, then approved by the supervising department leader, and subsequently forwarded to the head of the Human Resources Department for authorization. Ultimately, the resignation must be approved by the school management. Once the resignation application is approved, the employee is required to complete a work handover to ensure that their responsibilities are not interrupted.

Promotion

To stimulate the enthusiasm and creativity of faculty and staff, the Group has established promotion management regulations, faculty and staff assessment management measures, and other related management policies, providing employees with a clear promotion pathway that includes both managerial and professional technical tracks. All faculty and staff are required to undergo an annual assessment, with promotion evaluations comprehensively considering multiple factors such as individual performance, work conduct, professional competence, and tenure. Through comprehensive performance assessments and multidimensional evaluations, the Group ensures that every qualified faculty and staff member has an equal opportunity for promotion.

Remuneration and Benefits

The Group adheres to the principles of remuneration based on labor and equal pay for equal work. It provides fair and competitive compensation packages based on factors such as industry market rates, the cost of living in the school's location, employee qualifications, and annual operational performance. The Group's faculty and staff remuneration structure comprises basic salary, performance-based pay, allowances and subsidies, as well as year-end bonuses, balancing both security and incentives. In addition, we have established a welfare system that provides social insurance contributions for faculty and staff, including housing, pension, medical insurance, work injury insurance, maternity insurance, and unemployment insurance. We also offer additional benefits such as holiday allowances and regular health check-ups for employees, along with continuing education opportunities, including teacher professional development and training.

In terms of life care, the Group has regularly organized care and condolence activities to express concern and encouragement to the faculty and staff of each school. We have also established staff canteens and provided meal subsidies at each school, equipped with recreational facilities such as gyms and reading rooms.

Working Hours and Leave

The Group has established staff attendance management measures, adhering to the national statutory holidays, marriage leave, maternity leave, bereavement leave, sick leave, and other relevant regulations. Paid winter and summer vacations are also provided. In cases where extended working hours and overtime on rest days are required due to work needs, the provisions of the Labor Contract Law of the PRC and the Group's internal regulations shall be followed.

Equal Opportunity, Diversity, and Anti-Discrimination

The Group advocates for equal and diverse employment policies and does not discriminate against employees based on race, nationality, skin color, gender, or other factors.

Prevention of Child Labor and Forced Labor

The Group strictly prohibits the employment of child labor or forced labor and rigorously complies with relevant laws and regulations, including the Law of the PRC on the Protection of Minors, the Provisions on the Prohibition of Child Labor, and the State Council's Regulations on Working Hours for Employees. To safeguard the rights and interests of both labor and management, the Group explicitly stipulates in labor contracts that the Group and its faculty and staff possess equal legal status, ensuring that neither party imposes its own will upon the other.

Our recruitment system filters out applicants under the age of 16, and during interviews, identity documents are rigorously verified to ensure that teaching staff meet the statutory employment age and possess the relevant professional qualifications. If an applicant is found to have used forged documents, the Group will immediately terminate their employment and reserves the right to rescind the labor contract. To thoroughly eliminate the use of illegal labor, all product and service suppliers of the Group are required to strictly comply with the above regulations.

OCCUPATIONAL HEALTH AND SAFETY

The Group places great importance on the safety and health of its faculty and staff in the workplace. It strictly complies with occupational health and safety-related laws and regulations, including the Law of the PRC on the Prevention and Control of Occupational Diseases, the Provisions on the Supervision and Administration of Occupational Health at Work Sites, and the Regulation on Work-Related Injury Insurance. Additionally, the Group has established relevant management measures to safeguard the health and safety of all faculty and staff. To enhance their safety awareness and ability to respond to emergencies, the Group has provided various categories of safety training. For more details, please refer to the "Co-creating A Safe Campus" section of the Report.

TALENT DEVELOPMENT AND CULTIVATION

The Group has provided comprehensive career development plans and training programs for its faculty and staff, organizing various training initiatives, including pre-job orientation for new teachers, teaching competency competitions, and exchange seminars. To comply with educational regulations and requirements, the Group has annually formulated training plans based on guidelines and directives from relevant authorities. During the Reporting Period, approximately RMB50 million was invested in training expenses to enhance the professional capabilities of teachers, resulting in a significant increase in the average training hours per teacher.

To further strengthen the teaching workforce and effectively improve the quality of applied talent cultivation, the Group actively promotes the construction of a "dual-qualified" teaching team. Each school under the Group collaborates to formulate the construction and management measures for dual-qualified teachers. These teachers possess solid foundational knowledge and a high level of professional theoretical teaching capability, as well as standardized professional skills and practical expertise. Additionally, they demonstrate strong abilities in scientific and technological development and in serving regional economic and social practices as full-time faculty members. Meanwhile, we have established implementation measures to encourage teachers to pursue doctoral degrees while in service, as well as management measures for the continuing education of professional and technical personnel. We actively encourage teachers to engage in continuous professional development. Furthermore, we have organized study and research exchanges for school teachers at world-renowned universities and facilitated their participation in practical training exchange activities with leading enterprises, thereby enhancing their professional capabilities as dual-qualified teachers.

In addition to training related to teaching, we also place great emphasis on the development of college leadership and management personnel. We have organized training programs focused on team management, decision-making abilities, and communication and coordination skills to enhance their comprehensive management capabilities, thereby better promoting the overall development of the schools.

Cultivating Teachers with Excellence in Virtue and Talent, Collaborating to Create the Future

Case

Heilongjiang School has established a comprehensive teacher development system, adopting a "three-stage progressive" training model tailored to the teaching ability development at different career stages. This model includes the Foundation Plan, Growth Plan, and Excellence Plan, enabling teachers to become key figures or leaders in disciplines and professional development, thereby fully leveraging their guiding role.

Training Model	Target Group	Training Content
Foundation Plan	Teachers with less than 3 years of service	Through pre-job training, initial lesson trial, mentorship, teaching quality tracking, and teaching consultation, cultivate teachers' good professional ethics, enabling them to master basic teaching concepts, skills, methods, and possess fundamental teaching and research capabilities
Growth Plan	Teachers with 3 to over 8 years of service	Through teaching competitions, lesson observations, teaching salons, and secondments to enterprises and institutions, further enhance teaching proficiency, innovate teaching methods, and promote significant achievements in teaching and research
Excellence Plan	Teachers with over 8 years of service	Through specialized training, academic exchange, high-level seminars, domestic and international study visits and further education, enable them to become key figures or leaders in disciplines and professional development, fully leveraging their guiding role



New teacher pre-job training

Cultivating Teachers with Excellence in Virtue and Talent, Collaborating to Create the Future

Case

The Group adheres to an open and cooperative educational philosophy. Various schools under the Group dispatch multiple teams composed of key teachers to conduct study and exchange programs at world-renowned universities in Russia, Singapore, Dubai, Thailand, Malaysia, and other countries. Through these study activities, teachers absorbed advanced international educational experiences, broadened their international educational perspectives, and promoted cooperation between the schools and international higher education institutions. This enhanced the quality of undergraduate education and better cultivates high-caliber talents with international vision and innovative ability.



A study and training program in Russia



A study and training program in Malaysia



A study and training program in Singapore

COLORFUL EMPLOYEE ACTIVITIES

The Group has actively organized a variety of activities, including regular New Year cultural and artistic gatherings, celebrations for Teachers' Day, International Women's Day on March 8, Dragon Boat Festival festivities, sports meets, etc. These events enrich the spiritual and cultural life of the faculty and staff while simultaneously enhancing the cohesion of the teaching team.

Case

On December 28, 2024, Heilongjiang School held the "Fortune Snake Brings Auspiciousness, Glory Together" 2025 New Year's Teacher and Staff Gala. Teachers and students from the entire school gathered to celebrate this grand event.





2025 New Year's Teacher and Staff Gala

Cultivating Teachers with Excellence in Virtue and Talent, Collaborating to Create the Future

Case

On December 25, 2024, to further enrich the spiritual and cultural life of all teachers and staff and promote their physical and mental health, Huaibei School organized the “United in Strength, Joyfully Welcoming the New Year” 4th Staff Fun Sports Meeting, with over 300 teachers and staff members participating in the event.



4th Staff Fun Sports Meeting

Case

On March 7, 2025, to celebrate the 115th International Women’s Day, Anhui School invited over a hundred female staff members and female student representatives from various departments and faculties to participate in the themed film viewing event “Light and Shadow Reflecting Elegance, Saluting Her Strength”.



International Women’s Day Film Viewing Event

Benevolent Education with Shared Commitment, Co-creating A Harmonious Society

We cultivate our original mission of nurturing talent internally by deepening the integration of industry and education and expanding school-enterprise cooperation, thereby paving the way for students' future development. Externally, we embrace our national and social responsibilities by extending benevolence to the supply chain and communities, collaborating with partners to build a sustainable and harmonious ecosystem, and actively engaging in social welfare and volunteer activities to demonstrate our commitment to corporate social responsibility.

SCHOOL-ENTERPRISE COOPERATION FOR TALENT CULTIVATION

We have actively implemented the integration of industry and education, not only expanding diverse collaborations with leading enterprises in the industry but also building a solid bridge for students from theory to practice. We provided abundant employment and internship opportunities to comprehensively enhance their employability and achieve holistic development.

The Group has collaborated with enterprises to jointly establish off-campus practical teaching bases, achieving school-enterprise coordinated talent cultivation. During the Reporting Period, focusing on the national key industry development strategy, we established in-depth cooperative relationships with leading enterprises such as Huawei, JD.com, BYD, CATL, XPeng Motors, Midea Group, iFLYTEK, Yonyou, UBTECH, and EVE Energy. Together, we have co-founded industry academies including the Huawei ICT Industry Academy, JD.com Industry Academy, iFLYTEK Artificial Intelligence Academy, BYD New Energy Industry Academy, and UBTECH Intelligent Robotics Academy.

In addition, through large-scale campus dual-selection fairs, offline thematic lectures, online recruitment events, and other channels, we connected graduates with over 4,000 enterprises, offering more than 150,000 job opportunities. During the Reporting Period, the employment rate of the Group's graduates exceeded 94%. Heilongjiang School has established in-depth cooperation with China's top five petrochemical enterprises. Among every five graduates in relevant majors, one has secured employment in central state-owned enterprises or Fortune Global 500 companies. Notably, our models such as "School within Enterprise", "Enterprise within School" and "Order-based Classes" have covered nearly 40 majors and approximately 5,000 students, effectively realizing a growth and talent development pathway of "Employment upon Enrollment." Furthermore, the total number of graduates pursuing entrepreneurship, postgraduate studies, overseas education, or joining the national civil service has steadily increased.

Benevolent Education with Shared Commitment, Co-creating A Harmonious Society

Case

On December 20, 2024, Huaibei School entered into a school-enterprise cooperation agreement with Huawei. Both parties will carry out continuous and in-depth cooperation in the construction of modern industrial colleges, scientific research, and project collaboration, jointly promoting the cultivation of innovative and application-oriented talents in the field of information and communication technology, enhancing the quality of education and teaching, improving student employment quality, and establishing a regional hub for information and communication talent cultivation.



Entering into strategic cooperation with Huawei

Case

On July 15, 2025, the Group and ZTE successfully held a strategic cooperation symposium and signing ceremony at Anhui School, jointly entering into a cooperation agreement. This marks the official launch of a new chapter of mutual benefit and shared development between the Group and ZTE in collaborative education between schools and enterprises, promoting deep integration of the education chain, talent chain, and industry chain.



Entering into strategic cooperation with ZTE

Case

On August 28, 2025, to better promote a new platform for deep, mutually beneficial, and symbiotic integration of industry and education between schools and high-tech and manufacturing enterprises, the Group held the Guangdong-Jiangxi School-Enterprise Cooperation Symposium. Mr. Ye Nianqiao, Chairman of the Group, invited representatives from over 50 high-tech enterprises to engage in in-depth exchanges with the Group's affiliated schools, covering multiple fields including information technology, intelligent manufacturing, economic management, artificial intelligence, and cultural creativity, jointly exploring new paths for industry-education integration. The Group hopes to take this symposium as an opportunity to establish long-term and stable cooperative relationships, working together to cultivate high-quality talents that meet societal needs.



The Group held the Guangdong-Jiangxi School-Enterprise Cooperation Symposium

SUSTAINABLE SUPPLY CHAIN

To ensure the effective operation of procurement, the Group has formulated and continuously improved the Procurement Management System, reducing environmental and social risks that may be involved in the procurement process, while controlling procurement costs and enhancing procurement performance. The Group has clearly defined the responsibilities of the procurement department and the college procurement centers through management methods such as the Procurement Management System, including procurement applications, bidding requirements and other related matters, thereby ensuring the normalization and standardization of procurement work, and providing strong support for the stable development of the enterprise. To ensure that the procured products or services comply with the Group's requirements and relevant environmental and social laws and regulations, the Group has also established the Procurement Center Supplier Audit Management System. During the procurement process, all suppliers are continuously evaluated to identify and assess the environmental and social risks that may be involved.

During the Reporting Period, the Group had a total of 694 suppliers, including distributors, contractors, franchisees, engineering service providers and other product and service organizations. All suppliers have complied with the above management methods and processes to provide products or services.

Types of Review	Contents of Review
Admission review	Establishing supplier admission requirements and supplier files. Reviewing supplier's operating status, production capacity, quality control system, product quality, delivery period, etc., based on procurement information such as procurement item categories, acceptance standards, specifications and models
Process review	Regularly understanding the usage of purchased items by user departments. Reviewing and recording the feedback from user departments, and providing relevant feedback to suppliers in a timely manner to ensure that purchased items continuously meet requirements during the usage process
Assessment management	Establishing the Supplier Evaluation Form, conducting a comprehensive evaluation of suppliers, analyzing the quality of their supplied products, technical level, delivery capability, product qualification rate, etc. Unsatisfactory performance will be considered to be eliminated

The Procurement Center of the Group fills out the Supplier Evaluation Form based on the quality and environmental compliance of the products supplied by suppliers each semester, and evaluates the supplier's level and score according to the various standards of the form, which serves as the basis for considering their inclusion in the Qualified Supplier List, therefore, to manage the quality of suppliers' products in a more effectively way and encourage suppliers to provide environmentally friendly products and services,

COMMUNITY CHARITY AND PUBLIC WELFARE

The Group is deeply integrated into the national rural revitalization strategy and actively participates in public welfare undertakings. It has carried out multiple social welfare activities, such as volunteering for the Asian Winter Games, community legal education, teaching support, elderly care visits, volunteer activities, and intangible cultural heritage promotion, thereby giving back to society through concrete actions. The schools under the Group have also provided material assistance and educational resources to students from economically disadvantaged families to ensure their successful completion of studies, with over 40,000 students receiving relevant support.

In response to the national comprehensive implementation of the rural revitalization strategy and the promotion of agricultural and rural modernization, the Group has annually selected villages surrounding its schools based on the principle of proximity to carry out the "Bringing Culture, Science and Technology, Hygienic Health to the Countryside" activities. This initiative aims to deliver culture and technology to areas awaiting revitalization, thereby invigorating rural vitality. Furthermore, the Group has been actively advancing the implementation of the "Western Program", encouraging and organizing university students to participate in volunteer services such as teaching support and agricultural assistance in western and frontier rural areas. Over 150 students have participated as volunteers in the Western Program and Rural Program. During the Reporting Period, the "Companions" social practice team from Heilongjiang School was honored with the title of Provincial Key Team.

To encourage students to actively participate in community public welfare activities, we have formulated the School Community Public Welfare Activity Implementation Plan and the Student Volunteer Service Management Measures, among others, to proactively organize a variety of social public welfare activities. During the Reporting Period, the schools under the Group invested approximately RMB2,707,027.65 to support various public welfare volunteer service activities such as the "Bringing Culture, Science and Technology, Hygienic Health to the Countryside" social practice, public welfare teaching assistance, and voluntary blood donation. At the same time, we called upon and organized approximately 23,861 teachers and students to register as volunteer service participants, with the cumulative volunteer activity hours exceeding 109,801.98 hours.

Benevolent Education with Shared Commitment, Co-creating A Harmonious Society

Case

In June 2025, Huaibei School steadily advanced the promotion, mobilization, recruitment, and selection for the College Student Volunteer Service Program in Western China, ultimately selecting 13 outstanding graduates. They would be dispatched to grassroots townships in Xinjiang Uygur Autonomous Region, Qinghai Province, Anhui Province, and other locations to engage in various service fields, including rural development, rural education, grassroots youth work, and rural social governance.



College Student Volunteer Service Program in Western China

Case

Anhui School actively organized and carried out the “Bringing Culture, Science and Technology, Hygienic Health to the Countryside” Summer Social Practice activities, launching over 40 school and college-level social practice projects such as “Jinggang Spirit” themed activities, Mandarin promotion, social science surveys, safety and health knowledge lectures, regional culture exploration, and care for left-behind children. Among these, 7 projects received national-level approval.

From July 1 to August 30, 2025, Anhui School actively formed 51 college student social practice teams, with nearly 500 faculty members and students heading to Anhui, Guizhou, Jiangxi, and other provinces to participate in the “Bringing Culture, Science and Technology, Hygienic Health to the Countryside” Summer Social Practice activities.



“Bringing Culture, Science and Technology, Hygienic Health to the Countryside” Summer Social Practice activities

Taking Integrity as the Foundation, Adhering to Principles for Sustainable Progress

Integrity and compliance are the cornerstones of a company's stable development. The Group systematically advances anti-corruption and integrity initiatives to strengthen the defenses against corruption and misconduct; deepens integrity and compliance operations to solidify the foundation of rule-of-law governance; enhances intellectual property protection to build a "Education + Technology" innovation ecosystem moat, thereby safeguarding the Group's sustainable development through disciplined and principled governance.

ANTI-CORRUPTION AND INTEGRITY CONSTRUCTION

The Group strictly complies with anti-corruption laws and regulations such as the Criminal Law of the PRC and the Anti-Money Laundering Law of the PRC. It has also formulated internal management measures, including the Measures for Supervision of Professional Ethics and Handling of Disciplinary Violations of Faculty and Staff, and the Measures for Handling Misconduct in Teachers' Professional Ethics. We explicitly prohibit all faculty and staff from engaging in any form of bribery, extortion, fraud, money laundering, or other illegal activities, and clearly stipulate relevant professional ethics and codes of conduct to prevent fraud. During the Reporting Period, the Group did not receive any fraud-related litigation cases involving the Group or its employees, including corruption, bribery, extortion, fraud, or money laundering.

To eradicate all forms of corruption and fraudulent activities, the Group has established an internal anti-corruption reporting procedure that clearly regulates the handling of reports, complaints, and appeals. The Group provides multiple channels for faculty, staff, and students to submit reports, including mail, in-person visits, telephone, email, and online platforms. Upon receiving a report, the Supervisory Office will initiate an investigation in accordance with the established procedures; if the allegations are substantiated, appropriate disciplinary actions will be taken in accordance with relevant guidelines. During the Reporting Period, the Group formulated and issued the Notice on Further Unblocking Supervisory Reporting Channels, thereby further strengthening supervision, discipline enforcement, and accountability. This initiative ensures smooth communication channels for faculty and staff supervision, timely acceptance and handling of various supervisory reports, effectively safeguarding the legitimate rights and interests of faculty and staff, and fostering a clean and upright educational environment.

To further standardize various disciplinary inspection and supervision tasks, we have outlined the principles and procedures for conducting case investigations in the Regulations on Supervision Work. Personnel in the Supervision Office are required to adhere to the principle of seeking truth from facts, base their work on factual evidence, and follow national laws and the school's rules and regulations as guidelines, with a strong emphasis on investigation and evidence. Meanwhile, the Group has established a whistleblower protection mechanism that strictly safeguards the identity and related information of whistleblowers, effectively ensuring their personal safety and legal rights.

Taking Integrity as the Foundation, Adhering to Principles for Sustainable Progress

To enhance the awareness of anti-corruption among directors and all faculty and staff, as well as their understanding of relevant policies. During the Reporting Period, the Group's schools conducted a total of 32 anti-corruption training sessions, totaling approximately 56 hours.

Case

To enhance the anti-corruption awareness among faculty and staff and strengthen integrity construction, Zhaoqing School conducted multiple integrity education training sessions:

- In April 2025, a special integrity meeting was held for all personnel of the Audit and Supervision Office and the primary responsible persons of each department (office). The meeting also organized the viewing of the integrity warning educational film Anti-Corruption for the People, which reinforced the foundation of integrity in performing duties through authoritative policy interpretation and vivid case warnings;
- In June 2025, a special warning education meeting was convened for all administrative management personnel. The meeting deeply analyzed typical disciplinary and legal violation cases, identified risk hazards, interpreted disciplinary requirements, and effectively enhanced awareness and responsibility for preventing integrity risks in their positions.



A special integrity meeting

INTEGRITY AND COMPLIANCE OPERATIONS

The Group strictly complies with relevant laws and regulations, such as the Advertising Law of the PRC, the Private Education Promotion Law of the PRC, the Higher Education Law of the PRC, and the Interim Measures for Handling Violations in General Higher Education Admissions when publishing advertisements, enrollment brochures, and other public information. At the school level, the Group has established internal regulations, including enrollment charters and measures for handling faculty misconduct and disciplinary violations, to standardize publicity and enrollment activities. All advertisements, enrollment brochures, and other public information issued by the Group are submitted to the relevant authorities for approval in advance, and the Group commits to not using false promotional information. Additionally, Guangdong School has established an Examination and Enrollment Supervision Team composed of school leaders and the Discipline Inspection and Supervision Department to oversee the entire enrollment process. During the admission period, a Petition Handling Team is formed, with designated personnel responsible for managing petitions, appeals, and complaints from candidates and the public.

The Group, in accordance with the Law of the PRC on the Protection of Minors, the Book Seven Tort Liability of the Civil Code of the PRC, and other relevant laws and regulations, has established clear regulations regarding the protection of student information and business confidentiality. These regulations include the scope and classification of confidentiality levels, as well as procedures and accountability mechanisms for handling incidents of information loss or leakage. To ensure the integrity and security of student information, the Group has formulated management measures at the school level, such as detailed rules for student enrollment management, to prevent the disclosure of student information. In the event of any privacy breach involving the Group or its students, the Group will promptly implement remedial actions in accordance with established procedures and impose disciplinary measures on the responsible parties based on the severity of the leakage.

PROTECTING INTELLECTUAL PROPERTY RIGHTS

The Group respects intellectual property rights. All teaching materials used by its schools are procured from legitimate publishers, and the Group provides teachers with licensed software and accounts for educational resource websites to ensure that the schools utilize copyrighted educational and software resources. To further enhance the intellectual property protection mechanism, the Group's schools have respectively established relevant management measures, such as the Patent Management Measures and the Teaching Achievement Evaluation and Reward Measures, to ensure effective protection of the intellectual property rights and patents of teachers and students. If any acts of plagiarism, theft, alteration, illegal possession, counterfeiting, or other forms of intellectual property infringement are detected during investigations, the Group will impose corresponding disciplinary actions on the involved parties in accordance with the relevant measures and, when necessary, take legal action to assist the authorities in handling the matter in accordance with the law.

Prioritizing Environmental Protection in Practice, Revitalizing Campuses with Green Initiatives

We have deeply ingrained the concept of environmental protection into our operational management, committed to creating green and ecological campuses. By improving the environmental management system, advancing energy-saving and emission-reduction facilities, conducting environmental education, and actively responding to climate change, we transform sustainable development from a commitment into a tangible new campus reality.

ENVIRONMENTAL PROTECTION MANAGEMENT

The Group strictly complies with the Environmental Protection Law of the PRC, the Atmospheric Pollution Prevention and Control Law of the PRC, the Soil Pollution Prevention and Control Law of the PRC, the Water Pollution Prevention and Control Law of the PRC, the Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Wastes, the Environmental Noise Pollution Prevention and Control Law of the PRC, and the Energy Conservation Law of the PRC, as well as other relevant laws and regulations concerning exhaust gas and GHG emissions, discharge into water and land, generation of hazardous and non-hazardous waste, and reducing significant impacts on the environment and natural resources. In daily operations, the Group strives to minimize significant negative impacts on the environment and natural resources, thereby reducing potential environmental impacts to the lowest possible level.

We have established a series of guidelines and management systems, including the Energy Conservation and Emission Reduction Management System, the Water and Electricity Usage Management Measures, and the Student Dormitory Electrical Safety Management Regulations. Additionally, we issued a notice to launch themed promotional and educational activities on water and electricity conservation, requiring all students and staff to comply. At the same time, an Energy Conservation and Consumption Reduction Leading Group was formed to supervise energy-saving and emission reduction efforts. The Group has set environmental targets covering four key areas: GHG emissions, waste generation, energy consumption, and the use of water resources. During the Reporting Period, we implemented various environmental protection measures according to plan, regularly assessed the progress of target achievement and environmental performance, and focused on improving the efficiency of energy and water resource utilization to achieve energy conservation and emission reduction.

Aspects	Targets	Planned Completion Timeline	Actions and Measures
GHG emission	• Reducing GHG emissions from boilers • Reducing GHG emissions from vehicles • Green campus	Long-term (5-10 years)	• Completely ceasing the operation of boiler facilities in favor of centralized power supply and heating • Strengthening management of official vehicles, conducting regular maintenance, and promoting public transportation • Replacing to and adopting vehicles with higher emission standards, such as national stage IV emission standards and above, and using electric or hybrid vehicles where appropriate • Launching tree planting activities. Encouraging teachers, students, and parents to participate together
Waste generation	• Improving waste utilization rate • Reducing non-hazardous waste • Reducing hazardous waste	Long-term (5-10 years)	• Providing waste sorting equipment and recycling bins in campuses or offices • Promoting waste recycling, regularly conducting publicity and education on waste sorting, and encouraging teachers and students to participate in waste sorting from sources • Promoting the Clear Your Plate campaign, posting reminders in student cafeterias to avoid food waste • Encouraging wastepaper recycling. Schools' stores or cafeterias do not take initiative to provide plastic bags and disposable tableware • Promoting paperless office practices, aiming to fully replace paper with electronic devices in the future • Replacing fluorescent lights with LED lights

Prioritizing Environmental Protection in Practice, Revitalizing Campuses with Green Initiatives

Aspects	Targets	Planned Completion Timeline	Actions and Measures
Energy consumption	• Optimizing energy management • Improving energy efficiency • Developing clean energy as an alternative to traditional energy	Long-term (5-10 years)	• The energy-saving and consumption-reduction working group formulated and improved energy-saving management plans and measures, and regularly reviewed effectiveness • Optimizing energy efficiency with regular maintenance and upgrades on energy-consuming equipment • Replacing and phasing out high-energy-consuming equipment • Gradually expanding the replacement scope of new energy vehicle
Use of water resources	• Improving water consumption efficiency	Long-term (5-10 years)	• Increasing water-saving equipment, including water-saving faucets. Developing maintenance plans and regularly conducting maintenance on water-consuming equipment • Reviewing and updating water and electricity management approach • Improving water consumption efficiency by increasing rainwater, sewage, and other water resource recovery facilities
All environmental aspects	• Promoting environmental conservation awareness • Actively responding to the higher education initiative for the national Dual Carbon	Long-term (5-10 years)	• Developing regular environmental conservation and science popularization activities on campus, and holding more incentive activities to promote green development • Setting up environmental protection signs and promotional slogans on campus • Regularly organizing teachers and students to participate in community environmental protection seminars • Supporting cross-college, interdisciplinary cooperation to build training projects for research teams and talents

GREEN CAMPUS CONSTRUCTION

The office area, teaching area, and student dormitory area are the primary zones of resource consumption and emissions within the schools. However, the environmental impact generated by campus activities is relatively minor. Nevertheless, the Group is committed to building green campuses, actively assessing and monitoring its own resource usage and emissions. It has formulated and implemented corresponding management measures focusing on three main aspects: energy conservation, waste disposal, and pollution reduction.

Through the implementation of multiple green and environmental protection measures, we aim to reduce the environmental impact of our campuses and build green campuses. For example, during the Reporting Period, the Group continued to intensify efforts in energy conservation and emission reduction by completely ceasing the use of boilers and fully adopting grid-connected heating systems. We actively promoted the utilization of renewable energy; both Huaibei School and Anhui School have completed the construction of photovoltaic power generation projects and have been successfully connected to the grid. As of the end of the Reporting Period, a cumulative power generation of 6,212.45 MWh was achieved, representing an increase of 82.37% compared to the previous reporting period, equivalent to a reduction of 3,588.93 tons of carbon dioxide. In addition, Zhaoqing School is also advancing the construction of its photovoltaic power generation project, which is scheduled to be officially put into operation in September 2025.



Anhui School photovoltaic power generation facilities

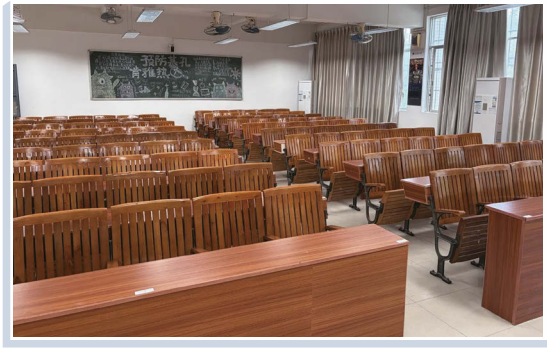
Prioritizing Environmental Protection in Practice, Revitalizing Campuses with Green Initiatives

Energy Conservation

- Ceasing the use of boiler equipment, reducing the consumption of fossil fuels such as natural gas, and fully adopting grid-connected heating systems;
- Utilization of photovoltaic solar power generation;
- The teaching buildings and dormitory buildings strictly comply with the mandatory provisions of national and local current building energy-saving regulations, including the "Energy Efficiency Design Standard for Public Buildings" (GB50189-2015);
- Smart sensor switch bulbs or solar-powered lighting are used in certain campus areas, which automatically turn off when no one is nearby;
- Installing electricity-saving management systems in student and faculty dormitories, with the hot water system utilizing energy-efficient, low-consumption air source heat pump water heaters, and providing hot water supply within limited unified time periods to further reduce energy consumption;
- Strictly setting air conditioning temperatures according to seasonal regulations, and mandating that power to all electrical equipment in unoccupied functional rooms, offices, and other areas be turned off to ensure the reduction of electricity waste;
- Formulating the Vehicle Use and Management System, and requiring all vehicle usage to obtain prior approval from the school authorities to reduce vehicle-related air pollutant emissions.



Upgrading energy-saving sensor lights in corridors of teaching and dormitory buildings



Upgrading LED tubes in multimedia classrooms to more energy-efficient eye-protection lights

Waste Management

- Adhering to the principles of reduction, reuse, and recycling to maximize resource utilization;
- Implementing waste sorting by placing categorized trash bins in public areas on campus, requiring cleaning staff to inspect the collected waste to ensure proper classification. Simultaneously, extensive publicity and educational activities on waste sorting were conducted to encourage students to participate in waste classification;
- Non-hazardous waste (such as domestic garbage, waste paper, etc.) has been centrally managed by the property management company, with recyclable waste being recovered and reused whenever possible;
- Hazardous waste (such as waste batteries, used ink cartridges, etc.) has been handed over to third parties with hazardous waste operation permits for compliant disposal.

Case

Anhui School extensively carried out publicity and educational activities on waste sorting, actively guiding and encouraging students to participate proactively in waste sorting practices. Multiple waste sorting facilities have been established, with scientifically arranged classified waste bins in public areas on campus. Cleaning staff were required to strictly inspect during the waste collection process to ensure accurate sorting and disposal of waste.



Campus waste sorting facilities

Prioritizing Environmental Protection in Practice, Revitalizing Campuses with Green Initiatives

Emission Reduction

- Establishing domestic sewage treatment facilities on campus, where canteen sewage is pretreated through an oil separation tank, and sewage from student dormitory bathrooms is pretreated through septic tanks before being discharged into a centralized treatment system;
- Cooperating with professional third-party organizations specializing in environmental pollution prevention and control to conduct testing and management of the schools' pollutant discharge, ensuring wastewater is discharged in accordance with regulations;
- Implementing rainwater and sewage separation on campus;
- Upgrading the water purification system and water tank room to reduce wastewater discharge.

Case

To strengthen environmental management, Heilongjiang School conducted separate treatment of special wastewater. Laboratory wastewater was pretreated according to organic, inorganic, and heavy metal categories using biological oxidation, neutralization, and precipitation methods, respectively. Medical wastewater underwent disinfection treatment before being discharged into the pipeline network. A classification and labeling system has been established, with clear labels placed at wastewater discharge outlets and pretreatment facilities to achieve "classified collection and quality-specific treatment". This enhances wastewater treatment efficiency, reduces treatment costs, prevents cross-contamination of different wastewater types, and simultaneously strengthens environmental awareness among faculty and students, thereby establishing a standardized pollution discharge management mechanism.

GREEN AND ENVIRONMENTAL PROTECTION GUIDANCE

The Group integrates the national energy conservation and emission reduction policies into educational practice by offering green courses and conducting regular promotional activities, systematically cultivating students' awareness of conservation and resource management skills. We make full use of diverse platforms such as class meetings, bulletin boards, and campus broadcasts to disseminate environmental protection knowledge, while fostering an immersive green and eco-friendly atmosphere on campus. Our aim is to transform environmental protection concepts into conscious actions among both teachers and students.

Case

On the occasion of the 47th Arbor Day, the schools under the Group organized teachers and students to carry out tree-planting activities, jointly engaging in tree planting and campus tree maintenance. This guided students to practice the concept of green development through concrete actions, contributing to the Dual Carbon goals, and sowing new greenery and vitality for the construction of beautiful campuses.



Guangdong School tree planting activity



Huaibei School voluntary tree planting activity



Zhaoqing School Arbor Day Activity

Prioritizing Environmental Protection in Practice, Revitalizing Campuses with Green Initiatives

Case

As the first implementing unit of volunteer services for school-land cooperation in Harbin New District, Heilongjiang School sent volunteers to carry out the New District Cultural Tour-ism Promotion Officer project activities in the wetlands surrounding Harbin Grand Theatre. They not only distributed environmentally friendly garbage bags and popularized ecological protection knowledge to tourists, but also delivered vivid explanations about the artistic charm of the Grand Theatre and the cultural heritage of the New District, allowing environmental awareness and cultural identity to take root through interactive communication.



Environmental awareness volunteer activity

ADDRESSING CLIMATE CHANGE

We prioritize green education and environmental protection initiatives, actively transforming our green commitments into concrete actions to reduce GHG emissions and address climate change. Through a series of measures—including adjusting campus operation models, optimizing resource utilization, and exploring low-carbon innovative technologies—we reduce our reliance on fossil fuels and enhance the sustainability of our campuses.

Governance

The Group's ESG governance framework has incorporated climate change matters into its overall management scope. The Board is responsible for integrating climate risks into the comprehensive risk management and internal control systems and for overseeing their implementation. The ESG working group is tasked with identifying and assessing climate risks and opportunities, while members of the group are responsible for specific response actions.

Strategy

In response to the changes and impacts brought about by climate change, the Group, with the assistance of external professional consultants, identified and assessed the climate risks and opportunities in the operations of each school. The Group closely monitored potential policy shifts and market changes, and annually conducted comprehensive statistics and calculations on resource usage and emissions. Through data comparison and analysis, the Group continuously optimized the environmental management of its affiliated schools.

In addition, to better analyze the impact of climate-related risks and opportunities on the Group across different scopes, we have combined scenario analysis methods, referencing the Green Scenario (aligned with the Paris Agreement scenario, with a global temperature rise of 1.5°C to 2°C by 2100) and the Brown Scenario (GHG scenario, with a global temperature rise of 4°C to 5°C by 2100). We identified and assessed the potential climate-related risks and opportunities faced by the Group's main business operations, deepened the analysis of climate risk impacts and response strategies, and continuously strengthened climate adaptation resilience.

Prioritizing Environmental Protection in Practice, Revitalizing Campuses with Green Initiatives

Climate-Related Risks

Risk Type	Climate-Related Risks	Potential Impact on Business Model and Value Chain	Potential Impact on Financials	Time Horizon[1]	Key Mitigation Measures
Physical Risks					
Acute Risks	Extreme weather events (typhoons, heatwaves, floods, etc.) severity increasing	• May cause damage to school facilities and equipment; • Extreme weather events such as typhoons and heatwaves may endanger staff health and safety	• Increase in operational costs	Short to medium term	• Regular inspection and upgrading of facilities to enhance the capacity to respond to and protect against natural disasters; • Develop disaster emergency plans, conduct drills to improve emergency response capabilities of faculty and students
Chronic Risks	Rising average temperatures, sea level rise	• Heatwaves may affect health and safety of faculty and students; • Increased demand for cooling equipment; • Sea level rise may damage coastal school assets	• Increase in operational costs; • Increase in equipment replacement costs; • Depreciation of coastal properties	Long term	• Enhance climate resilience of school facilities; • Gradually replace air conditioning and other cooling equipment with high-efficiency models;

[1] Definition of impact time horizons for climate risks and opportunities: short term refers to within 1 year; medium term refers to 1 to 5 years; and long term refers to beyond 5 years.

Risk Type	Climate-Related Risks	Potential Impact on Business Model and Value Chain	Potential Impact on Financials	Time Horizon[1]	Key Mitigation Measures
Transition Risks					
Policy and Legal Risks	National energy saving and emission reduction policy requirements are increasingly stringent, and schools face higher energy saving and carbon emission regulatory requirements	• May require increased efforts and capital investment in emission reduction	• Increase in operational costs; • Increase in compliance costs	Short term	• Monitor national energy saving and emission reduction policies, timely implementation of policy requirements, and strengthen green campus development
Technology Risks	Facing increasingly stringent energy saving and emission regulations, requiring the use of higher energy efficiency and environmental protection technologies		• Increase in equipment replacement expenditure	Short term	• Focus on latest energy saving and environmental protection technologies and actively respond to energy saving and environmental protection requirements; • Support faculty and students in research and development of green and low-carbon projects; • Strengthen environmental performance management of suppliers

Risk Type	Climate-Related Risks	Potential Impact on Business Model and Value Chain	Potential Impact on Financials	Time Horizon[1]	Key Mitigation Measures
Market Risks	Increasingly stringent energy saving and emission policies require schools to cultivate talent to meet green market demands	• If unable to timely update academic programs and equipment to match market demands, may weaken market competitiveness	• Decline in revenue	Medium to long term	• Increase investment in green and energy-saving courses, majors, and supporting facilities; and strengthen faculty team

Climate-Related Opportunities

Opportunity Type	Climate-Related Opportunity	Potential Business Impact	Potential Financial Impact	Time Horizon	Key Response Measures
Resource Efficiency	Improvement in energy and water conservation levels, which can also bring cost reductions	• Enhanced management of energy, carbon emissions, waste recycling and utilization levels can promote energy conservation and carbon reduction, while also achieving cost savings and efficiency improvements	• Reduction in operation costs	Short term	• Adoption of more efficient energy-saving equipment and measures; • Active promotion of green campuses and green offices, strengthening energy-saving and emission reduction across all aspects

Opportunity Type	Climate-Related Opportunity	Potential Business Impact	Potential Financial Impact	Time Horizon	Key Response Measures
Energy Source	Effective utilization of renewable energy can reduce future dependence on fossil fuels	• Reduction of future risks associated with fossil fuel price increases; • Reduction of GHG-related policy risks	• Reduction in operation costs; • Increase in revenue (e.g., through green electricity)	Medium to long term	• Expansion of renewable energy utilization (e.g., photovoltaic power generation), and optimization of energy structure

The schools under the Group have established emergency response plans and related procedures for natural disaster incidents, dynamically adjusting the emergency response mechanisms through real-time monitoring of meteorological warning information. Upon detecting extreme weather warnings, the schools promptly convene work meetings to deploy response measures, simultaneously activating emergency plans and issuing warnings and precautionary information to address extreme weather conditions such as high temperatures, droughts, and heavy rainfall caused by climate change. At the same time, we are committed to supporting and aligning with the national Dual Carbon vision and initiatives, and based on our own development status, actively exploring the contributions that the education sector can make towards achieving net-zero emissions.

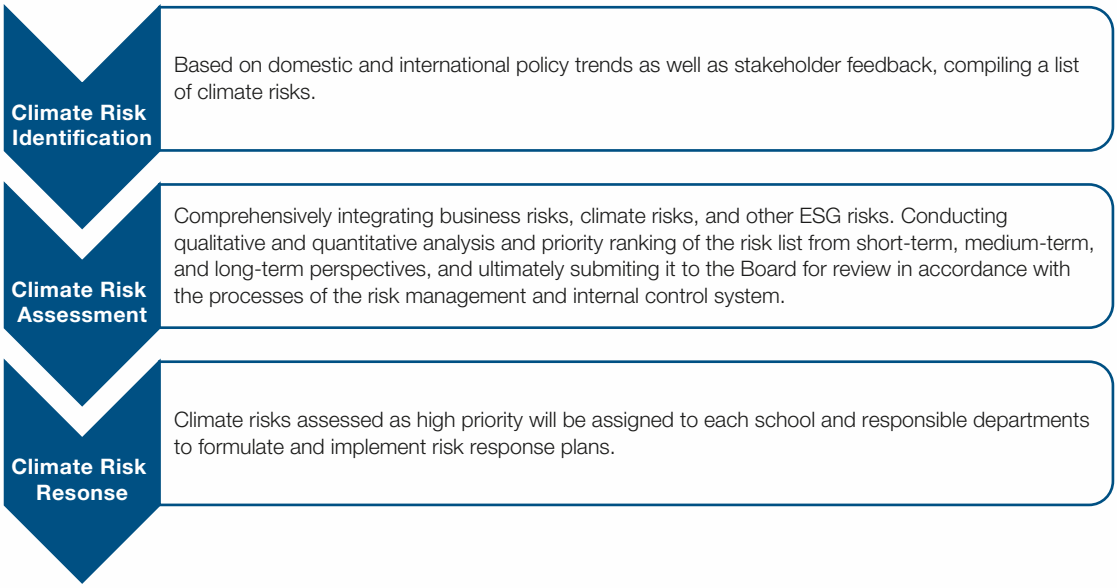


The school issued typhoon safety warning information

Prioritizing Environmental Protection in Practice, Revitalizing Campuses with Green Initiatives

Risk Management

The Group integrates the identification, assessment, and management of climate-related risks and opportunities into the Group's risk management and internal control systems, thereby conducting systematic control over climate risks.



Indicators and Targets

The Group actively responds to the national policies on low-carbon, environmental protection and green campus construction, continuously advancing efforts to reduce GHG emissions and improve energy use efficiency. Specific targets and energy-saving and emission reduction measures have been established for environmental aspects such as GHG and energy consumption. For further details, please refer to the "Environmental Protection Management" section of the Report.

We have established a carbon data statistical system to continuously monitor GHG emissions and compile annual GHG emission data. Meanwhile, we are advancing the Scope 3 emissions accounting in phases to progressively enhance the management level of carbon data across the value chain. For GHG emission data (Scope 1, 2, and 3) during the Reporting Period, please refer to the "ESG Key Performance" – "GHG" section of the Report.

ESG Key Performance[2]

EMISSIONS

Indicators	Unit	FY2025	FY2024	FY2023
Air Pollutants[3]				
Nitrogen oxide emissions	tonne	1.10	1.46	6.64
Sulphur oxide emissions	tonne	0.0013	0.0014	2.80
Suspended particulate matters PM10 emissions	tonne	0.042	0.056	7.07
Non-hazardous Waste				
Domestic waste generation	tonne	14,237.00	10,086.88	12,518.00
Wastepaper	tonne	116.15	119.01	331.48
Total generation of non-hazardous waste	tonne	14,353.15	10,205.89	12,849.48
Non-hazardous waste generation intensity	tonne/annual revenue of RMB million	7.67	6.03	8.47
Hazardous Waste				
Waste ink cartridge generation	tonne	0.52	0.45	0.29
Waste fluorescent lamp generation	tonne	0.18	0.82	3.69
Waste battery generation	tonne	0.30	0.23	0.13
Total generation of hazardous waste	tonne	1.00	1.50	4.11
Hazardous waste generation intensity	tonne/annual revenue of RMB million	0.0005	0.0009	0.0027

[2] The statistical scope for the FY2025 data covered five schools under the Group, which was broader than the previous reporting period due to the inclusion of the newly added Anhui School. As a result, the data showed more noticeable changes. In terms of environmental key performance indicators, the Group discontinued the use of boiler equipment and adopted renewable energy for electricity generation in 2025. Consequently, air pollutant emissions, Scope 1 GHG emissions, and direct energy consumption have all decreased.

[3] The Group's pollution emissions mainly consisted of exhaust gas generated during the use vehicles and mechanical equipment. The calculation methods for the relevant emission data refer to the Technical Guidelines for the Preparation of Road Mobile Vehicle Emission Inventories (Trial) and Technical Guidelines for the Preparation of Non-Road Mobile Pollution Source Emission Inventories (Trial) issued by the Ministry of Ecology and Environment of the PRC.

USE OF RESOURCES

Indicators	Unit	FY2025	FY2024	FY2023
Water Consumption				
Municipal water consumption	tonne	3,278,959.88	2,574,387.28	2,122,384.00
Total water consumption[4]	tonne	3,278,959.88	2,574,387.28	2,122,384.00
Water consumption intensity	tonne/annual revenue of RMB million	1,751.41	1,520.75	1,398.62
Direct Energy[5]				
Diesel	MWh	329.79	438.08	610.98
Gasoline	MWh	496.23	397.99	729.67
Bituminous coal	MWh	0	0	45,106.03
Natural gas[6]	MWh	0	1,367.44	1,044.49
Total direct energy consumption	MWh	826.02	2,203.51	47,491.17
Indirect Energy[7]				
Purchased electricity consumption	MWh	68,853.62	56,305.33	45,863.73
Renewable energy electricity consumption	MWh	6,212.45	3,406.51	/
Total electricity consumption	MWh	75,066.07	59,711.84	45,863.73
Total indirect energy consumption	MWh	75,066.07	59,711.84	45,863.73
Total Energy Consumption				
Total energy consumption	MWh	75,892.10	61,915.35	93,354.90
Energy consumption intensity	MWh/annual revenue of RMB million	40.54	36.57	61.52
Other Resources				
Total paper consumption[8]	kg	34,324.71	19,985.84	9,678.13
Paper consumption intensity	kg/annual revenue of RMB million	18.33	7.99	6.38

4 The affiliated schools of the Group are located in Zhaoqing City, Guangdong Province, Huaibei City and Maanshan City, Anhui Province, and Harbin City, Heilongjiang Province (according to the World Resources Institute data, as of the end of the Reporting Period, the above-mentioned areas belong to the lowest baseline water stress level), and the Group's water usage were sourced from municipal water. Therefore, the Group has not encountered difficulties in obtaining applicable water sources.

5 The unit conversion calculation for direct energy consumption was set out based on the energy data manual issued by the International Energy Agency, the "Appendix II: Environmental Key Performance Indicator Reporting Guidelines" of the Stock Exchange, and the Corporate GHG Emission Accounting Methods and Reporting Guidelines for Industrial and Other Industries (Trial) issued by the National Development and Reform Commission of the PRC.

6 In FY2025, the Group phased out natural gas-fired boiler equipment, resulting in zero natural gas consumption.

7 Since the heating facilities at Heilongjiang School were operated by a third party, and the school did not have operational control over them, hot water consumption was not included in the statistics.

8 The FY2024 paper consumption has been recalculated and restated based on the latest methodology and this restated data shall prevail.

GHG

Indicators	Unit	FY2025	FY2024	FY2023
Scope 1 GHG emissions	tonne of CO_2 equivalent	211.14	485.18	15,045.75
Scope 2 GHG emissions[9]	tonne of CO_2	39,776.74	32,110.93	26,156.09
Scope 3 GHG emissions[10]	tonne of CO_2 equivalent	90.95	5.71	1.59
Total GHG emissions	tonne of CO_2 equivalent	40,078.83	32,601.82	41,203.43
Total GHG emission intensity	tonne of CO_2 equivalent/annual revenue of RMB million	21.41	19.26	27.15

EMPLOYMENT

During the Reporting Period, the Group had a total of 5,090 faculty and staff (including 4,875 full-time employees and 215 part-time employees), with detailed information as follows:

Indicators	FY2025		FY2024		FY2023	
	Employment					
Gender	**Person**	**Percentage**	**Person**	**Percentage**	**Person**	**Percentage**
Male	2,115	41.55%	1,714	41.75%	1,512	43.73%
Female	2,975	58.45%	2,391	58.25%	1,945	56.27%
Work Area	**Person**	**Percentage**	**Person**	**Percentage**	**Person**	**Percentage**
Chinese Mainland	5,082	99.84%	4,097	99.81%	3,457	100%
Overseas	8	0.16%	8	0.19%	0	0%
Age	**Person**	**Percentage**	**Person**	**Percentage**	**Person**	**Percentage**
Below 30	2,178	42.79%	1,766	43.02%	1,303	37.69%
30 to 50	2,503	49.17%	2,040	49.70%	1,814	52.47%
Above 50	409	8.04%	299	7.28%	340	9.84%

[9] Scope 2 GHG emissions mainly consisted of emissions from purchased electricity. Its calculation was set out based on the 2024 National Carbon Footprint Factors and the Corporate GHG Emission Accounting Methods and Reporting Guidelines for Power Generation Facilities with the national grid average emission factors for the corresponding year issued by the Ministry of Ecology and Environment of the PRC.

[10] Scope 3 GHG emissions included those generated during the process of discarding wastepaper to landfills and, newly incorporated for FY2025, emissions from business air travel. The expansion of the scope has resulted in an increase in the reported data. The calculation of Scope 3 GHG emissions was set out based on the "Appendix II: Environmental Key Performance Indicator Reporting Guidelines" of the Stock Exchange and the Guidelines for Accounting and Reporting of GHG Emissions and Reductions in Hong Kong Buildings (Commercial, Residential, or Public Use).

Indicators	FY2025		FY2024		FY2023	
			Employment			
Position	**Person**	**Percentage**	**Person**	**Percentage**	**Person**	**Percentage**
Senior management (vice principal and above)	30	0.59%	26	0.63%	28	0.82%
Middle management (deputy director and above)	227	4.46%	174	4.24%	184	5.32%
General employees	4,833	94.95%	3,905	95.13%	3,245	93.86%
			Employee Turnover			
Gender	**Person**	**Percentage**	**Person**	**Percentage**	**Person**	**Percentage**
Male	211	9.98%	179	10.44%	162	10.71%
Female	237	7.97%	252	10.54%	190	9.76%
Work Area	**Person**	**Percentage**	**Person**	**Percentage**	**Person**	**Percentage**
Chinese Mainland	446	8.78%	431	10.52%	351	10.15%
Overseas	2	25.00%	0	0%	1	100%
Age	**Person**	**Percentage**	**Person**	**Percentage**	**Person**	**Percentage**
Below 30	218	10.01%	185	10.48%	156	11.97%
30 to 50	178	7.11%	189	7.90%	152	8.38%
Above 50	52	12.71%	57	19.06%	44	9.77%

OCCUPATIONAL HEALTH AND SAFETY

Indicators	Unit	FY2025	FY2024	FY2023
Number of work-related fatalities	People	0	0	0
Number of lost days due to work injury	Day	12	15	84
Percentage of employees participating in safety training	%	92.21	75.93	96.26
Total hours of safety training	Hours	13,753	9,132	5,997

TRAINING AND DEVELOPMENT

Indicators	FY2025		FY2024		FY2023	
	Number and Percentage of Employees Trained					
Gender	**Person**	**Percentage**	**Person**	**Percentage**	**Person**	**Percentage**
Male	1,847	39.96%	1,254	39.40%	1,176	39.64%
Female	2,775	60.04%	1,929	60.60%	1,790	60.36%
Position	**Person**	**Percentage**	**Person**	**Percentage**	**Person**	**Percentage**
Senior management (vice principal and above)	29	0.63%	26	0.82%	26	0.87%
Middle management (deputy director and above)	229	4.95%	126	3.96%	176	5.86%
General employees	4,364	94.42%	3,031	95.22%	2,800	93.27%

Indicators	Unit	FY2025	FY2024	FY2023
		Average Training Hours[11]		
Gender				
Male	Hours	100.97	42.95	59.24
Female	Hours	110.09	38.64	59.35
Position				
Senior management (vice principal and above)	Hours	117.64	60.23	52.05
Middle management (deputy director and above)	Hours	153.01	50.18	69.44
General employees	Hours	103.72	39.83	55.61

SUPPLY CHAIN MANAGEMENT

Indicators	Unit	FY2025	FY2024	FY2023
		Number of Suppliers		
Chinese Mainland	Suppliers	694	450	362
Hong Kong, China	Suppliers	0	0	0
Other regions and countries	Suppliers	0	0	0

[11] During the Reporting Period, the Group increased its investment in training by offering teachers a variety of online and offline training programs as well as continuing education opportunities, including training during winter and summer vacations, resulting in an increase in the data.

PRODUCTS AND SERVICES

Indicators	Unit	FY2025	FY2024	FY2023
Number of teaching and schools operation-related complaints received	Complaints	269	138	93
Complaint Resolution Rate	%	100	100	100
Satisfaction rate of students and their parents	%	95.46	93.65	99.50

ANTI-CORRUPTION

Indicators	Unit	FY2025	FY2024	FY2023
Cases of corruption, bribery, extortion, fraud, money laundering, and other fraudulent litigation involving the Group or its employees	Cases	0	0	0

COMMUNITY INVESTMENT

Indicators	Unit	FY2025	FY2024	FY2023
Investment in charity and public service	RMB	2,707,072.65	1,532,481.70	213,400
Student, faculty, and staff engagement in volunteer activities	Person-time	23,861	12,547	22,354
Total volunteer hours by student, faculty, and staff	Hours	109,801.98	135,739.50	682,129

Content Index of the ESG Reporting Guide of the Stock Exchange

Subject Areas, Aspects, Mandatory Disclosure, General Disclosure and Key Performance Indicator		Related Section(s)/ Remark
Mandatory Disclosure		
Governance Structure	A statement from the board containing the following elements: (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, priorities and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they related to the issuer's businesses.	Three Decades of Shared Responsibility, Excellence in Governance Ushering A New Chapter; ESG Management
Reporting Principle	A description of, or an explanation on, the application of the reporting principles in the preparation of the ESG report.	About this Report; Stakeholder Engagement; Materiality Assessment
Reporting Boundary	An explanation of the reporting boundary of the ESG report and a description of the process used to identify which entities or operations are included in the ESG report. For any change in the reporting boundary, the issuer should identify and give reasons for the change.	About this Report

Content Index of the ESG Reporting Guide of the Stock Exchange

Subject Areas, Aspects, Mandatory Disclosure, General Disclosure and Key Performance Indicator		Related Section(s)/ Remark
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 GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Environmental Protection Management
KPI A1.1	The types of emissions and respective emissions data.	ESG Key Performance
KPI A1.2	Direct (scope 1) and indirect energy (scope 2) GHG emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	ESG Key Performance
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	ESG Key Performance
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	ESG Key Performance
KPI A1.5	Description of the emissions target(s) set and steps taken to achieve them.	Environmental Protection Management; Green Campus Construction
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and description of reduction target(s) set and steps taken to achieve them.	Environmental Protection Management; Green Campus Construction

Content Index of the ESG Reporting Guide of the Stock Exchange

Subject Areas, Aspects, Mandatory Disclosure, General Disclosure and Key Performance Indicator		Related Section(s)/ Remark
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Environmental Protection Management
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).	ESG Key Performance
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	ESG Key Performance
KPI A2.3	Description of the energy use efficiency target(s) set, and steps taken to achieve them.	Environmental Protection Management; Green Campus Construction
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 Protection Management; Green Campus Construction; ESG Key Performance
KPI A2.5	Total packaging materials used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	The education services provided by the Group do not produce finished products and involve the use of packaging materials, therefore, this indicator does not apply to the Group's businesses

Content Index of the ESG Reporting Guide of the Stock Exchange

Subject Areas, Aspects, Mandatory Disclosure, General Disclosure and Key Performance Indicator		Related Section(s)/ Remark
Aspect A3: Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	Environmental Protection Management; Green Campus Construction; Green and Environmental Guidance
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Protection Management; Green Campus Construction; Green and Environmental Guidance
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.	Green Campus Construction; Addressing 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.	Green Campus Construction; Addressing Climate Change

Content Index of the ESG Reporting Guide of the Stock Exchange

Subject Areas, Aspects, Mandatory Disclosure, General Disclosure and Key Performance Indicator		Related Section(s)/ Remark
B. Social		
Employment and Labor 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, antidiscrimination, and other benefits and welfare.	Protecting Employee Rights and Interests
KPI B1.1	Total workforce by gender, employment type (for example, fulltime or part-time), age group and geographical region.	ESG Key Performance
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	ESG Key Performance
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.	Building A Safe Campus; Protecting Employee Rights and Interests; Occupational Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years (including reporting years).	ESG Key Performance
KPI B2.2	Lost days due to work injury.	ESG Key Performance
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Building A Safe Campus

Content Index of the ESG Reporting Guide of the Stock Exchange

Subject Areas, Aspects, Mandatory Disclosure, General Disclosure and Key Performance Indicator		Related Section(s)/ Remark
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Talent Cultivation and Development
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	ESG Key Performance
KPI B3.2	The average training hours completed per employee by gender and employee category.	ESG Key Performance
Aspect B4: Labor 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 labor.	Protecting Employee Rights and Interests
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	Protecting Employee Rights and Interests
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Protecting Employee Rights and Interests
Operating Practices		
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Sustainable Supply Chain
KPI B5.1	Number of suppliers by geographical region.	ESG Key Performance
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Sustainable Supply Chain
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Sustainable Supply Chain
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Sustainable Supply Chain

Subject Areas, Aspects, Mandatory Disclosure, General Disclosure and Key Performance Indicator		Related Section(s)/ Remark
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, labeling and privacy matters relating to products and services provided and methods of redress.	Quality Education and Teaching; Innovative Teaching Models; Building A Safe Campus; Integrity and Compliance Operations; Protecting Intellectual Property Rights
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The education services provided by the Group do not involve product recall. Therefore, this indicator does not apply to the Group's businesses
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	Quality Education and Teaching; Enhancing On-Campus Satisfaction; ESG Key Performance
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Protecting Intellectual Property Rights
KPI B6.4	Description of quality assurance process and recall procedures.	The education services provided by the Group do not involve product recall. Therefore, this indicator does not apply to the Group's businesses
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Integrity and Compliance Operations

Content Index of the ESG Reporting Guide of the Stock Exchange

Subject Areas, Aspects, Mandatory Disclosure, General Disclosure and Key Performance Indicator		Related Section(s)/ Remark
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.	Anti-corruption and Integrity Construction
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.	Anti-corruption and Integrity Construction; ESG Key Performance
KPI B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	Anti-corruption and Integrity Construction
KPI B7.3	Description of anticorruption training provided to directors and staff.	Anti-corruption and Integrity Construction
Communities		
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.	Community Charity and Public Welfare
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Community Charity and Public Welfare; ESG Key Performance
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Charity and Public Welfare; ESG Key Performance



中國科培教育集團有限公司

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