# Chen Lin Education Group Holdings Limited
# 辰林教育集團控股有限公司

(Incorporated in the Cayman Islands with limited liability)
Stock Code : 1593

## Environmental, Social and Governance Report
## 2025



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# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## ABOUT THE REPORT

Chen Lin Education Group Holdings Limited (the "**Company**") and its Consolidated Affiliated Entities (collectively "**the Group**", "**we**", "**us**", "**our**") are pleased to share this year's Environmental, Social and Governance ("**ESG**") Report. The Report outlines the Group's ESG policies, practices, and performance during the financial year from September 1, 2024 to August 31, 2025 ("**the reporting period**", "**this year**"). The ESG Report is available in both Chinese and English versions and can be accessed on the website of Hong Kong Exchanges and Clearing Limited ("**HKEX**") and the Company's website.

### Reporting Scope

Unless otherwise stated, the scope of content covered in this ESG Report aligns with that of the Group's Annual Report for the reporting period. The data scope for environmental key performance indicators primarily covers Company and its Consolidated Affiliated Entities (namely Jiangxi Institute of Applied Science and Technology ("**JXIAS**"), Jiangxi College of Arts and Sciences Technicians ("**Jishi College**"), Guizhou Vocational College of Industry and Trade ("**Guizhou College**") and Zhengzhou Airport Economy Zone Chen Lin High School ("**Chen Lin High School**"), all four of which were owned by the Group as of August 31, 2025) in providing comprehensive education services.

### Reporting Standards and Principles

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

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

### Data Sources and Approval

Data disclosed in this Report are derived from internal statistical records, administrative documents, and reports of the Group. This Report has been reviewed and approved by the Board of Directors and senior management, who confirm that it contains no false information, misleading statements, or material omissions.

### Opinion and Feedback

The opinions and views of stakeholders are vital to the Group's continuous improvement of ESG performance and business. For inquiries or feedback regarding this ESG Report, please contact us at:

Email: chenlinedu_ir@163.com
Official website: www.chenlin-edu.com

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## STATEMENT OF THE BOARD OF DIRECTORS

We firmly believe that ESG factors play a critical role in promoting long-term sustainable development and enhancing corporate value. The Group is committed to integrating ESG principles into strategic decision-making and daily operations, addressing social and environmental challenges while achieving business objectives. The Board exercises overall oversight of ESG matters, including the formulation and approval of major decisions, strategies, policies, targets, and the annual ESG Report.

Under the leadership of the Board of directors, the Group continues to adopt a three-tiered ESG work system comprising the decision-making level, administrative level, and implementation level. We are continuously improving and optimizing the management mechanisms for ESG work and integrating climate-related risks and opportunities into this unified management system. The ESG group under the Board of directors, specially established by the Group, is responsible for managing stakeholder responses, conducting assessment of the relevant issues and determining their significance and priority, formulating and implementing specific policies and measures, monitoring the implementation of tasks at the operational level, reviewing the achievement status of ESG targets, and reporting on the effectiveness of ESG initiatives, ensuring that the Board makes informed decisions. Additionally, the management team maintains close communication with the ESG group to ensure that ESG issues receive adequate attention and are properly incorporated into the Group's overall strategy.

To fulfill our sustainability commitments, we have established clear ESG strategies and targets and embedded them into business decision-making processes. We encourage our partners to adopt responsible behaviors in environmental protection, social responsibility, and corporate governance. By effectively managing resources, reducing carbon emissions, and promoting diversity and inclusivity, we aim to enhance stakeholder trust and satisfaction.

We will regularly monitor and disclose progress toward ESG goals, provide transparent information to stakeholders, and adjust targets and actions in response to industry developments and evolving societal expectations. Meanwhile, we will actively and continuously engage with stakeholders, listen to their opinions, and take robust actions to improve our ESG performance whenever necessary.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Going forward, the Group will further strengthen the review and evaluation of ESG performance, refine strategies and policies, and align targets with stakeholder expectations, regulatory requirements, and the Group's development needs, ensuring sustainability is embedded in both decision-making and daily operations.



## STAKEHOLDER ENGAGEMENT

Stakeholder engagement is essential for identifying, assessing, managing, and improving the Group's ESG-related issues. Therefore, the Group regularly communicates with stakeholders through various channels to understand their needs and priorities and to identify areas for improvement.

| Key stakeholder groups | Focus areas | Communication channels |
|---|---|---|
| Investors/shareholders | • Stable investment returns<br>• Compliance operation and management<br>• Sustainable development and risk control | • General meeting<br>• Announcements, news release and periodic reports<br>• Investor relations roadshow, enquiry hotline and email<br>• Corporate website |
| Teachers/Employees | • Strengthen teachers' professional skills<br>• Improve employee benefits<br>• Safeguard occupational health and safety<br>• Promotion and development<br>• Improve the teaching/working environment | • Regular meetings<br>• Training and staff activities<br>• Evaluation<br>• Internal exchange forum<br>• WeChat and email direct communication channel |
| Students/parents | • Teaching quality<br>• Campus life and social practice<br>• School safety and physical and mental health guarantee<br>• Career path after graduation | • Regular class meetings<br>• Satisfaction surveys<br>• WeChat and email direct communication channel<br>• Enquiry hotline |
| Government and regulatory institutes | • Observe laws and regulations<br>• Legal and compliance operation and management<br>• Legitimately tax | • Government communication<br>• Periodic reports<br>• Irregular inspections |
| Suppliers/partners | • Fair competition and dealing<br>• Dealing with integrity<br>• Mutual benefit and long-term cooperation<br>• Product quality assurance | • Regular reviews and assessments<br>• Site visits<br>• Exchange meetings<br>• Continuous direct communication |
| Community public | • Community fusion<br>• Public welfare projects<br>• Community return | • Community and public welfare activities, sponsorship and donation<br>• Corporate website<br>• Enquiry hotline |

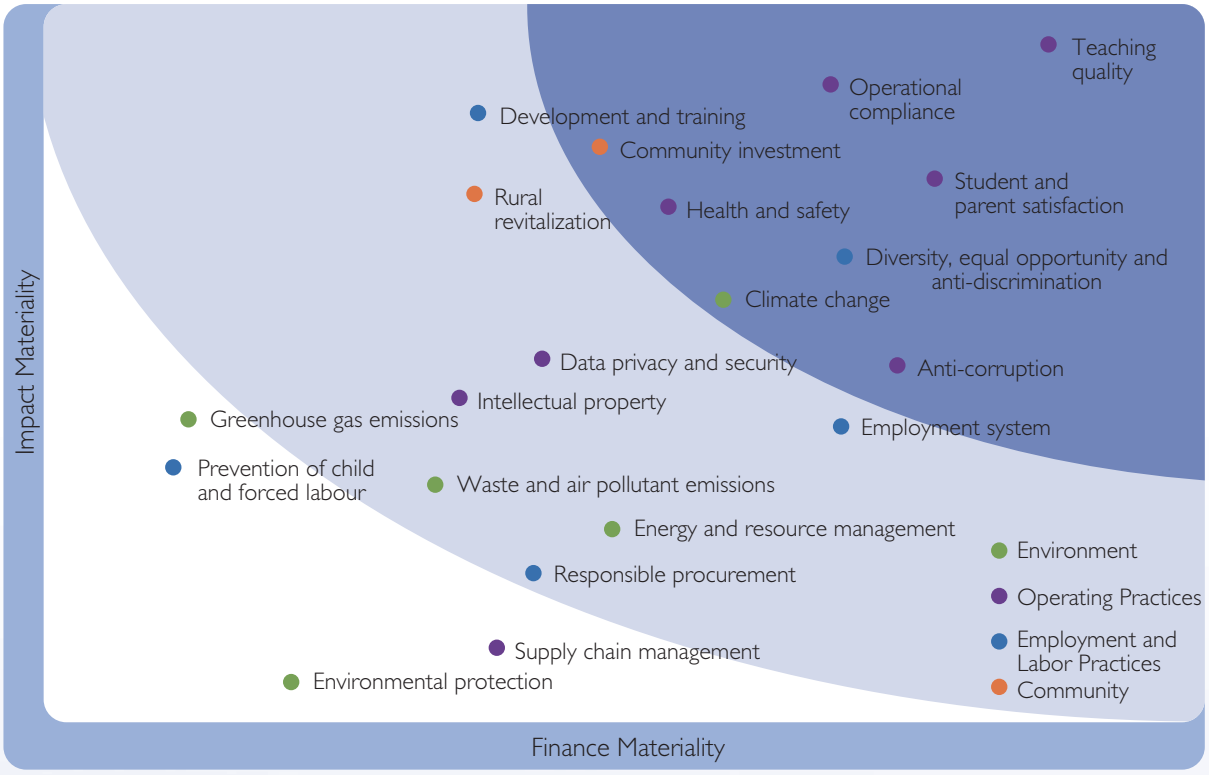
## MATERIALITY ASSESSMENT

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

| | | |
|---|---|---|
| 1 | Identify relevant ESG issues | 20 relevant ESG issues, covering "Environment", "Employment and Labor Practices", "Operating Practices" and "Community", were identified by reviewing the ESG Reporting Guide, past engagement results and market trends. |
| 2 | Collect feedback from stakeholders | Feedback from various stakeholders on the relevant ESG issues was collected and a comprehensive analysis was conducted by combining it with policies, market conditions, and other factors for further analysis. |
| 3 | Determine material ESG issues | A materiality matrix was developed based on survey results. 8 out of 20 issues were identified as the most material issues. |
| 4 | Validation | The results of the materiality assessment were presented to the Board and senior management for review and confirmation. 8 issues were validated as material ESG issues for the Group to address and report on. |

Based on the results of the materiality assessment, the Group has outlined 20 ESG issues in the following matrix in accordance with the dual materiality principle, including a total of 8 material issues. Going forward, the Group's Board and management will further refine and enhance the relevant sustainability strategies based on the materiality assessment results. Additionally, there are plans to expand the scope of stakeholders covered in the surveys to gain a more comprehensive understanding of and better address their needs.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



## EFFICIENT PRACTICES IN COMPLIANCE AND GOVERNANCE

### ESG Risk Management

The Group has established a comprehensive risk management framework under which the Board of Directors assumes overall responsibility for identifying, reviewing, supervising, and monitoring the effectiveness of the Group's risk management and internal control systems, as well as managing the Group's overall risk exposure (including ESG- and climate-related risks).

Under the authorization of the Board, the Audit Committee is responsible for overseeing the Company's compliance with ESG-related laws, industry standards, and regulatory requirements. The Committee regularly identifies and reports to the Board potential risks across financial, operational, compliance, and governance dimensions, with particular focus on risks that may have a material impact on the Company's financial position, reputation, or long-term sustainability, ensuring that appropriate preventive and control measures are implemented.

The Group will continue to identify ESG risks associated with its operations and enhance or adjust its risk management systems accordingly. Further details on the Group's internal control and risk management systems are set out on pages 36 to 37 of the Group's 2025 Annual Report.

### Compliance Management

The Group adheres strictly to principles of ethics and integrity and is committed to ensuring that its operations comply with all applicable laws and regulatory requirements, thereby preventing risks arising from non-compliance such as administrative penalties, financial losses, and reputational damage. During the reporting period, there were no violations of laws or regulations with a significant impact on the Group, nor were there any corruption-related legal cases involving the Group or its employees.

| Aspects | Laws and regulations that have a Material impact on the Group |
|---|---|
| Industry | • Education Law of the PRC (《中華人民共和國教育法》)<br>• Law of the PRC on the Promotion of Privately-run Schools (《中華人民共和國民辦教育促進法》)<br>• Higher Education Law of the PRC (《中華人民共和國高等教育法》) |
| Environment | • Environmental Protection Law of the PRC (《中華人民共和國環境保護法》)<br>• Environmental Impact Assessment Law of the PRC (《中華人民共和國環境影響評價法》)<br>• Energy Conservation Law of the PRC (《中華人民共和國節約能源法》) |

| Aspects | Laws and regulations that have a Material impact on the Group |
|---|---|
| Employment | • Labor Law of the PRC (《中華人民共和國勞動法》)<br>• Labor Contract Law of the PRC (《中華人民共和國勞動合同法》)<br>• Teachers Law of the PRC (《中華人民共和國教師法》)<br>• Regulation on Training Work for Teachers of Higher Education Institutions (《高等學院教師培訓工作規程》) |
| Health and safety | • Regulation on Work Injury Insurance (《工傷保險條例》) |
| Labour standards | • Provisions on the Prohibition of Using Child Labor (《禁止使用童工規定》)<br>• Special Provisions on Labor Protection of Female Employees (《女職工勞動保護特別規定》) |
| Product responsibility | • Consumer Protection Act of the PRC (《中華人民共和國消費者權益保護法》)<br>• Fire Protection Law of the PRC (《中華人民共和國消防法》)<br>• Food Safety Law of the PRC (《中華人民共和國食品安全法》)<br>• Guidelines for Canteen Safety of Higher Education Institutions (《普通高等學院食堂安全工作指南》)<br>• Regulation on Hygiene Administration of School Canteens and Collective Dining of Students (《學院食堂及學生集體用餐衛生管理規定》)<br>• Copyright Law of the PRC (《中華人民共和國著作權法》)<br>• Trademark Law of the PRC (《中華人民共和國商標法》)<br>• Advertisement Law of the PRC (《中華人民共和國廣告法》) |

| Aspects | Laws and regulations that have a Material impact on the Group |
|---|---|
| Anti-corruption | • Company Law of the PRC (《中華人民共和國公司法》)<br>• Anti-laundering Law of the PRC (《中華人民共和國反洗錢法》)<br>• Anti-unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》) |

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

## Anti-Corruption and Anti-Bribery

The Group adheres to the principle of integrity and honesty, adopting a zero-tolerance policy towards any form of bribery and corruption, and is committed to conducting business in an honest and ethical manner. The Group outlines its ethical standards and integrity requirements in the Employee Handbook (《員工手冊》), requiring all directors and employees to comply. For newly appointed junior staff, the Group organizes collective integrity sessions led by relevant leaders and responsible persons to conduct related briefings and requires the individuals to sign a personal integrity commitment.



Collective integrity sessions held by Guizhou Vocational College of Industry and Trade

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

To promote business integrity, employees are encouraged to report any suspected misconduct or malpractice to the Group's Human Resources Department, and has made multiple channels publicly available for reporting violations, corruption, and other supervisory concerns. All reports are handled by designated personnel under strict confidentiality procedures regarding both the personal information of the whistleblowers and the content of the report to protect whistleblowers. Reported cases will be assessed and verified by designated personnel, and those found responsible will be penalized in accordance with company regulations to determine the necessary corrective measures.

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

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

## Intellectual Property Management

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

## Diversity

The Group is committed to fostering a diverse, inclusive, and equitable workplace that promotes innovation and sustainable development. We actively advocate for diversity in gender, age, ethnicity, cultural background, and perspectives, and oppose any form of discrimination. Through various channels, such as work seminars, we facilitate communication to ensure that every employee can realize their value in a fair and just environment. The Group also pays attention to matters related to board diversity and plans to further consider factors such as gender, age, industry background, and professional experience in the evaluation of new board members in the future. Moving forward, we will continue to strengthen the promotion of diversity and equal opportunities, fostering a corporate culture that respects differences and encourages diversity.




Guizhou College's Ethnic Affairs Roundtable Discussion

## BUILDING A DIVERSE AND POSITIVE WORKPLACE

The Group is committed to a people-centered workplace. Through fair recruitment practices, professional training, employee development, and comprehensive benefits, we foster a positive, equitable, and diverse working environment to realize the creation of personal value. As an education provider, the Group believes that cultivating moral character and talent is fundamentally important, and therefore focuses on building a high-quality teaching workforce to provide students with a comfortable and high-quality learning experience and strengthen institutional competitiveness.

### Employment Management

The Group has developed and implemented the Labor Contract and Social Insurance Management Measures (《勞動合同和社會保險管理辦法》) to clarify legal and equal employment policies, and continuously reviews and improves them to protect employees' legal rights and interests. The Group explicitly prohibits any form of employment discrimination based on age, gender, ethnicity, household registration, or other factors to create an inclusive and equitable employment environment. We implement a rigorous recruitment process to ensure fair competition and transparent hiring. Additionally, we provide comprehensive training and career development support to employees, encouraging them to enhance their skills and achieve personal growth and professional advancement.

The Group specifies policies and measures regarding compensation and dismissal, recruitment and promotion, working hours, leave, anti-discrimination, and other benefits and welfare in the Employee Handbook. Relevant documents such as the Job Evaluation Management Measures ("《職級評價管理辦法》") and the Compensation System Reform Plan ("《薪酬體系改革方案》") are released and explained at employee meetings, along with specific information on compensation management systems, attendance management regulations, and monthly assessment plans. The Group's performance management system strengthens the application of process assessments and results, while also refining attendance processes through digital means, aiming to create a fair, transparent, and efficient incentive mechanism that ensures employee management is conducted in accordance with established procedures and is verifiable.

The Group ensures that all employees sign labor contracts with the company on the basis of legality, fairness, equality, voluntariness, and mutual agreement, clearly defining the employment terms. In the event of any employment-related issues such as labor contracts, performance, or promotions, employees can file complaints or reports by contacting the relevant human resources department or management. The Group will appoint designated personnel to communicate, resolve, and follow up on the issues based on the circumstances.

| | |
|---|---|
| Remuneration and benefits | • Implement the Detailed Rules for the Implementation of the Compensation Management Program, Standard for Performance Evaluation, and the Interim Measures for the Calculation of Salary Related to Classroom Assessments (《薪酬管理方案實施細則》《績效考核標準》《課堂考核有關薪酬計算的暫行辦法》), to establish a reasonable remuneration system that aligns with the development of the Group<br>• Provide competitive welfare and benefits, such as payment of pension, medical, maternity and unemployment insurances and housing funds, birthday allowance, consolation money benefiting closed family members, physical check for significant abnormalities and reimbursement<br>• Provide employees with nearby rental housing or teacher apartments and meal subsidies |

| | |
|---|---|
| Working Hours and Leave Arrangement | • Issue the Regulations on Attendance, Assessment, and Leave Management for Faculty and Staff (《教職工考勤、考核、請銷假管理辦法》)<br>• Stipulate the working days and time arrangement of employees<br>• Apart from statutory holidays, employees are entitled to various paid leaves, such as annual leave, maternity leave and paternity leave |
| Recruitment and Separation | • Formulate talent recruitment mechanism for setting out recruitment principles and selecting suitable high-quality talents, issue and implement the Interim Management Measures for the Introduction of High-Level Talent (《關於引進高層次人才的暫行管理辦法》)<br>• Verify candidates' files and documentation during interviews, and directly disqualify those who provide false information or possess fraudulent qualifications or certificates<br>• Safeguard employees' rights to terminate their labor contracts through established procedures and relevant policy provisions |
| Equal Opportunity | • Ensure that every employee receives fair and equal promotion opportunities through management measures such as performance evaluations, school operations, and employee incentives<br>• Implement an annual performance evaluation mechanism and issue the Notice on Annual Staff Performance Appraisal (《年度教職員工考核工作的通知》) prior to the assessment |
| Anti-Discrimination and Complaint System | • Implement Administrative Measures on Labor Contracts and Social Insurance to protect employees from discrimination<br>• Complaints may be submitted to the Human Resources Department, where they will be handled confidentially and evaluated by relevant officers to determine corresponding actions |
| Labor Standards | • Prohibit the hiring of child labor and forced labor through establishing a human resources management system<br>• Verify the identity of applicants during the recruitment process<br>• Regularly investigate the recruitment process and verify the age of employees<br>• Conduct investigation if any child labor or forced labor is found and undertake corrective actions |

## Building an Open Communication Mechanisms

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

JXIAS implemented a "School Leadership Reception Day" system, where school leaders take turns participating in scheduled reception days. The names of the duty leaders and the reception venues are displayed on the large screen in the school lobby. The reception day accepts inquiries, opinions, and suggestions on various matters, including school policies, leadership conduct, regulations, teaching and research, integrity and self-discipline, and faculty rights.

During the reporting period, JXIAS convened the Fourth Session of the Fourth Staff and Union Representative Congress. The meeting included reports such as the Supervisory Work Report (《監事會工作報告》), Financial Work Report (《財務工作報告》), and Union Committee Work Report (《工會工作報告》), along with group discussions. The President's Work Report (《校長工作報告》) and Union Work Report (《工會工作報告》) were reviewed and approved. Meanwhile, the Longnan Campus of Jishi College held an inaugural meeting of the Union Committee and the first General Assembly of Union Members. The meeting elected committee members via anonymous voting and established a Women Workers Committee, reviewing and approving the Preparatory Work Report of the Union Committee of Jiangxi College of Arts and Sciences Technicians, Longnan Campus (《江西文理技師學院龍南校區工會委員會籌備工作報告》), Method for Replacing and Supplementing Members of the Union Committee, Union Funds Review Committee, and Women's Committee of the Union Committee of Jiangxi College of Arts and Sciences Technicians, Longnan Campus (draft) (《江西文理技師學院龍南校區工會委員、工會經費審查委員會委員、工會女職工委員會委員增替補辦法》(草案)).






In 2025, Guizhou College, Jishi College (Anyi Campus and Longnan Campus) each established a Women's Federation and held their first Women's Representative Conference. During these conferences, school leadership provided detailed explanations of the process for selecting candidates for the Executive Committee of the Women's Federation, including the selection criteria and procedures. Strict adherence to the electoral process and the full promotion of democracy were emphasized, resulting in the election of the first Executive Committee members of the Women's Representative Conference at each institution.






Two schools held the inaugural meetings of the Women's Federation and the first Women's Representative Conference

In September 2024, Jishi College held a Teachers' Day symposium, attended by both school leaders and faculty members. During the event, teacher representatives shared their work insights, exchanged ideas on teaching methods and quality, and engaged in discussions on topics such as the essence and value of the teaching profession.






## Comprehensive Training to Strengthen Teaching Capabilities

The Group values the development of teachers' professional abilities and has established a set of guidelines and measures to encourage employees to actively participate in title evaluations, professional technical qualification recognition, on-the-job academic advancement, and continuing education, with the aim of improving the overall quality and teaching standards of faculty members. We closely follow the reform of the professional technical title evaluation system for higher education institutions and, based on annual title and qualification recognition arrangements, promptly issue notifications such as the Notice on Teacher Title Evaluation Work (《教師職稱評審工作通知》), Notice on Title Recognition Work (《職稱認定工作通知》), Notice on Teacher Professional Technical Qualification Evaluation (《教師專業技術資格評審工作通知》), and Notice on Teacher Qualification Recognition in Higher Education Institutions (《高等學校教師資格認定工作通知》) to ensure that employees are well-informed about the relevant information and arrangements.

Regarding employee training, the Group offers a variety of programs and implements diverse training methods that combine pre-job training with school-based training, online with offline learning, self-study with centralized guidance, and research-based insights with practical application. The Group also encourages employees to pursue further education while in service and has implemented the In-Service Teacher Degree Advancement Plan (Trial) (《在職教師學歷（位）提升方案（試行）》) to clarify the continuing education system. Competitions, professional analyses, and exchange activities are organized among institutions to promote experience sharing.

In the field of higher education, the Group has organized multiple training sessions and work meetings. Additionally, during student holidays, the Group conducts training for all faculty and staff, covering various topics such as enhancing educational and teaching abilities, promoting teacher ethics and professionalism, discussing professional development, and digital transformation.







During this year, Chen Lin High School hosted the 2025 Provincial Advanced Training Program for Principals of Private Primary and Secondary Schools. The program aimed to enhance the school management and governance capabilities of private school principals through various formats, including thematic reports and experience sharing, thereby promoting the standardized, high-quality, and distinctive development of private education. Additionally, Chen Lin High School provided training on the use of AI tools for all faculty and staff, aiming to improve efficiency in lesson preparation, teaching, and management.













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

### Work-Life Balance

To enhance the cohesion and sense of belonging among faculty members, the Group regularly organizes various sports and recreational activities, such as concerts, sports meetings, and social gatherings, to enrich employees' leisure time.



Youth Teacher Social Activities



Ethnic Music Concert




"Chen Lin Cup" Campus Basketball Tournament

## SAFEGUARDING A HIGH-QUALITY AND POSITIVE CAMPUS LIFE

The Group consistently places educational quality at the core of its mission, with a focus on cultivating applied talents and providing high-quality private higher education. In its operations, the Group adheres to ethical standards, actively explores innovative educational models, continuously enriches educational resources, and enhances the learning experience. Through regular evaluation of curriculum design and teaching methods, the Group ensures that its education aligns with the latest educational standards and industry needs.

## Continuous Improvement of Teaching Quality

To ensure teaching quality and establish a comprehensive management system, the Group has issued and implemented management regulations such as the Regulations on Teaching Supervision (Trial) (《教學督導工作條例（試行）》) and Interim Management Measures for Teaching Quality Monitoring and Assurance (《教學品質監控與保障體系暫行管理辦法》). We have established a teaching management committee composed of educational experts, aiming to achieve high-quality education by enhancing teacher capabilities and professional development, as well as innovating training models. Teaching supervision and evaluation are regarded as vital components of the closed-loop management system for improving teaching quality. The Group has also set up a supervisory office for the Group's institutions to monitor and evaluate teaching operations and provide practical suggestions.

The Group actively collaborates with various stakeholders to expand teaching service resources and enhance educational quality. Through government partnerships, school-enterprise collaborations, specialized recruitment fairs, and the establishment of off-campus internship and training bases, the Group fosters joint talent development, resource sharing, and complementary strengths. By broadening employment channels and providing practical resources, the Group offers students more comprehensive teaching services.



Guizhou Vocational College of Industry and Trade signs a tripartite cooperation agreement among the government, schools, and enterprises




Jishi College conducts "Enterprise Visits and Career Expansion" activities for teachers and students

Since its completion and implementation in 2024, Jishi College has utilized the "Employment Home" platform. This year, the college conducted employment intention surveys for nearly 1,300 graduates of the Class of 2021 and updated job information in real-time through the Employment Home system, providing students with more employment options. The college organized multiple school-enterprise matchmaking events, such as the "Smart Manufacturing Industry Special Session" and the "Digital Economy Talent Exchange Fair", and invited enterprises to conduct on-campus recruitment. Flexible and diverse employment placement strategies were adopted, leveraging the advantages of school-enterprise cooperative positions. Additionally, the college established specialized information files for 148 economically disadvantaged graduates, providing targeted employment assistance and job placements, along with special employment subsidies in accordance with relevant policies. Through effective promotion, the college achieved a direct employment rate of over 95% and an enterprise satisfaction rate of over 90%.







During the reporting period, Jiangxi Institute of Applied Science and Technology successfully applied for and received approval to offer three undergraduate programs: Integrated Circuit Design and Integrated Systems, Artificial Intelligence, and Tourism Geoscience and Planning Engineering. The institute also collaborated with NetEase Youdao and established the NetEase Artificial Intelligence Industry College. As part of this collaboration, NetEase engineers are responsible for teaching and mentoring core professional courses, elective courses, intensive practical sessions, graduation projects, and corporate internships. Enterprise engineering projects and validation projects are integrated into student teaching and practical processes, exposing students to the latest industry trends and technological advancements. By combining academic and career planning systems, the institute aims to build a domestically first-class modern industry institute integrating "production, learning, research, training, innovation, and application" into a cohesive model of independent innovation.







The Group actively supports the development of student clubs and artistic teams. Guizhou College currently has 39 student clubs covering various categories. This year, the college hosted its first Student Club Carnival, dedicated to enriching students' extracurricular lives and cultivating their comprehensive qualities and creativity.




First Student Club Carnival of Guizhou College

In the field of high school education, Chen Lin High School carries out moral education practices by expanding historical knowledge through activities such as researching materials, visiting exhibitions, and watching films. Students are encouraged to document changes in their hometowns through painting, photography, and other forms during family visits and ancestral worship activities, thereby enriching their cultural awareness in their spare time.



## Ensuring Quality In-School Experience

We pay close attention to the feedback from students, parents, and teachers, aiming to enhance the satisfaction level of teaching service quality. Schools such as JXIAS conduct online evaluations of teaching and learning each semester, along with surveys on student and teacher satisfaction, resulting in detailed survey reports. We also actively gather information to assess and improve school management. The Group continuously refines the mechanisms and guidelines for collecting, processing, and following up on feedback and opinions. This includes establishing direct communication channels such as Weibo, WeChat, and Feedback Channel for students, parents, and teachers. For the issues collected, we appoint relevant personnel to categorize them, identify responsible departments and individuals, and then distribute them to the appropriate entities for resolution, while setting deadlines for rectification.

During the reporting period, the Group did not receive any significant complaints regarding teaching services, and the majority of teachers and students expressed satisfaction with the school's teaching work and student learning conditions.

## "Learning Through Competitions" Comprehensive Education Model

To stimulate students' individuality and skill development, we encourage students to participate in innovation and entrepreneurship projects and various competitions under teachers' guidance. Schools consistently host or organize provincial and national knowledge and skill competitions, as well as patent cultivation and application activities, to broaden talent development channels through competitions. During the reporting period, students from JXIAS won one national gold award in volunteer service project competitions, five national grand prizes in the 15th National College Students E-Commerce "Innovation, Creativity, and Entrepreneurship" Challenge, 36 national first prizes in various skill and knowledge competitions, and over 200 other national and provincial awards. Guizhou College won five second prizes and one third prize in the 2025 Guizhou Provincial Vocational College Skills Competition and the World Vocational College Skills Competition Selection. Schools also actively host and participate in academic and vocational skill competitions to comprehensively enhance our students' capacity.


获奖证书

江西应用科技学院：

《铸盾童创：留守儿童校园安全协同守护模式研究基于科学教育的追踪实验与霸凌防控路径》在第十九届"挑战杯"江西省大学生课外学术科技作品竞赛中荣获

特等奖

团队成员：郭子钰、邹梦瑶、蔡雯、肖百川、张元彬、苏明锐、曾佳凤、郭雪琼
指导老师：王飞、苏秋月、汤凯茗
证书编号：2025TZBZS016


三创赛

获奖证书

AWARD CERTIFICATE

大地宝藏队：

贵团队的作品荣获第十五届全国大学生电子商务"创新、创意及创业"挑战赛全国总决赛

特等奖

特发此证，以资鼓励。

National Grand Prize Certificates from JXIAS student team



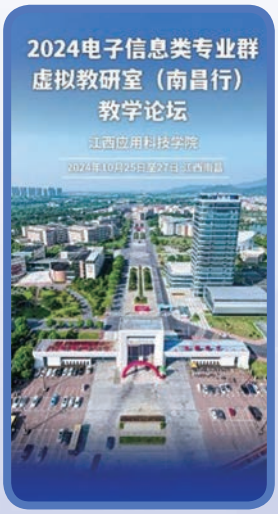

The national finals of the 15th National College Students E-Commerce "Innovation, Creativity, and Entrepreneurship" Challenge Business to University to Consumer (BUC) Practical Competition were held at JXIAS




The national finals of the 15th National College Students E-Commerce "Innovation, Creativity, and Entrepreneurship" Challenge E-Commerce Live Streaming Practical Competition were held at Guizhou College




Teams from Guizhou College won national grand prizes and second prizes in the rural revitalization track of the 15th National College Students E-Commerce "Innovation, Creativity, and Entrepreneurship" Challenge




JXIAS hosted the Electronic Information Professional Group Virtual Teaching and Research Section (Nanchang Session)

## Digitalization Empowers Smart Campus Development

The Group actively promotes educational innovation and digital transformation, fostering the integration of intelligent technology with education and teaching.

Chen Lin High School enhances teaching quality through exchanges and discussions with other schools, focusing on instructional design, classroom interaction, and technology application. Smart classrooms combine information-based, personalized, and highly interactive teaching methods to effectively promote students' independent learning. Additionally, smart platforms support various learning activities such as pre-class previews, post-class assignments, and remedial learning. Teachers can monitor students' learning progress in real-time through tablet devices, thereby improving their efficiency and effectiveness in learning.






This year, JXIAS hosted the "Intelligence Empowers the Future: AI-Driven New Ecosystem for Higher Education" forum and the founding conference of the Jiangxi Computer Society Digital Intelligence Vocational Education Committee. The university continues to deepen school-enterprise collaborative education and innovation in industry-education integration, partnering with leading companies such as Huawei, Yonyou, and iFlytek to jointly develop industry colleges. Efforts are ongoing to improve the digital education resource system and expand smart teaching application scenarios.




Jiangxi Computer Society Digital Intelligence Vocational Education Professional Committee inauguration ceremony




JXIAS awarded Advanced Unit in Information Technology Work among Jiangxi Higher Education Institutions

During the reporting period, Guizhou College fully implemented the Feishu platform for office and campus management, improving various operational scenarios such as approval processes, information collection, and meeting notifications. Currently, the platform has achieved an average processing of over 50 approval records daily, achieves 100% reach for meeting notifications, and collects information from over 5,000 students through a single form with real-time summarization. This initiative has significantly enhanced student satisfaction, management efficiency, and informatization levels. This year, the college also held a thematic promotion meeting for the construction of a school knowledge base and data platform, focusing on comprehensively advancing school informatization, improving teaching quality, and optimizing data management efficiency. The meeting identified three core directions for knowledge base construction: student personal growth files, teaching reflection and supervision, and a shared teaching resource database. The college will fully leverage the knowledge base and data platform to promote the widespread sharing of internal teaching resources and foster a healthy teaching resource ecosystem.

## Ensuring Network Security and Data Privacy

The Group places great importance on information security and data privacy protection. To safeguard the data security of its large student population, the Group is committed to managing and protecting data privacy effectively in its operations. The Group has established guidelines for confidentiality, internet and computer security management, as well as the School Roll and Academic Credentials Administrative Measures (《學籍學歷管理辦法》) and Legal Responsibility Notifications (《法律責任告知》). All employees must comply with relevant laws and regulations. Without prior approval from academic affairs supervisors, no employee may disclose academic information unless required for specific job responsibilities.

Regarding online information, the Group clearly identifies official websites and account information on public channels and periodically releases cybersecurity promotion materials and anti-fraud reminders. Antivirus and internet protection software is installed on servers and computers. Additionally, regular reminders about suspicious emails and updates for antivirus software are sent to employees to maintain information security.

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







## Occupational Health and Campus Safety

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

During the reporting period, the Group recorded no workplace accidents. Over the past three reporting years, there have been no work-related fatalities.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

The Group closely monitors the health and safety of students and teachers, continuously assessing risk factors that may adversely impact their physical and mental well-being. To prevent and minimize the risk of safety incidents, the Group has established a series of safety management systems, guidelines, and measures in the following areas. Prior to holidays, special safety work deployments are carried out, and regular safety inspections are conducted on campus.



Pre-holiday safety work meeting held by Guizhou College



Joint actions of Jishi College with the police

| | |
|---|---|
| Food Safety | • Establish a food safety system and the Food Safety Management Standards and Procedures (《食品安全管理準則與辦法》)<br>• Supervise canteen operations, including raw material procurement and storage, employee management, food sample retention, and utensil disinfection, to ensure food hygiene |
| Fire Safety | • Establish the College Fire Safety Management System (《學院消防管理制度》) and the Fire Control Room Management System (《消防控制室管理制度》)<br>• Establish a school fire safety responsibility team<br>• Arrange for security personnel to conduct daily campus patrols<br>• Conduct specialized fire safety and equipment inspections in key areas such as dormitories, teaching buildings, and training facilities<br>• Provide fire safety training for students and faculty<br>• Require toxic and flammable chemicals to be properly stored and handled by designated personnel |
| Security | • Develop safety management guidelines and establishes safety leadership teams at each institution<br>• Strengthen emergency prevention and intervention measures to prevent and reduce various safety incidents |
| Healthcare | • Partner with qualified local hospitals to provide routine medical services for students and faculty on campus<br>• Regularly organize seminars and workshops to promote healthy lifestyle habits, personal hygiene, and disease prevention, enhancing health awareness and self-care capabilities among students and faculty |

In December 2024, JXIAS organized a campus mini-marathon for all teachers and students, aiming to raise awareness of physical fitness. Fixed medical stations were set up at the starting point, finish line, and 2-kilometer turnaround point, with mobile medical personnel deployed along the route to ensure the health of participants.





During the reporting period, campuses under the Group conducted multiple fire drills and emergency evacuation exercises, with relevant departments required to participate. Each campus also reinforced fire safety initiatives through activities such as Fire Safety Promotion Month and joint fire evacuation drills organized in collaboration with local fire brigades. Regarding campus safety, pre-semester laboratory inspections were implemented, covering safety management systems, facility environments, daily management, safety equipment, water and electricity safety, chemical safety, fire safety, and equipment safety, ensuring comprehensive campus safety and health.






The Group implements safety education through both online and offline channels, covering areas such as traffic safety, home safety, heating safety, fire safety, travel safety, cybersecurity, mental health, and infectious disease prevention. This year, Chen Lin High School invited officers from the Yinhe Police Station of the Zhengzhou Airport Port Public Security Bureau to conduct themed education sessions for students, aimed at reminding students and parents to implement safety measures effectively, safeguard students' physical and mental health, and ensure safety and well-being during holidays.






## Supply Chain Management

To ensure that supplier performance meets the Group's requirements, a comprehensive management system has been established, taking into account factors such as credit, capital, and financial risk to select, evaluate, and supervise suppliers. The Group employs an open bidding process for major procurement matters to ensure fairness and impartiality. For some routine material purchases, long-term cooperative mechanisms are established with reputable suppliers based on regular assessments. In the procurement selection process, the Group incorporates ESG factors into the evaluation criteria, prioritizing products with superior environmental and health attributes. For suppliers providing engineering services, in addition to reviewing their qualifications and project experience, we have also set requirements regarding environmental protection, construction safety, compliance with labor regulations, and labor protection systems. For data related to suppliers, please refer to the section headed "Performance Data — Social Performance".

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

During the reporting period, campuses under the Group conducted multiple food safety inspections, covering processes such as canteen goods acceptance, food preparation, and food sample retention, as well as the entire smart management system of school canteens. Inspections of student supermarkets included verifying supply channels, ledger management, packaging labels, product testing certificates, production dates, and expiration dates to prevent expired or counterfeit products from entering the campus, ensuring the food safety for our teachers and students, and safeguarding consumer rights.





## INVESTMENT IN VOLUNTEER SERVICES AND COMMUNITY CONTRIBUTIONS

While pursuing its own growth, the Group has always remained mindful of the support and trust it receives from society at large. As a responsible education services enterprise, the Group has consistently upheld its mission of fostering virtue and nurturing talent, striving to continuously enhance the sense of social responsibility among both employees and students, and leveraging its strengths and educational resources to support public welfare initiatives.

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

### Active Charitable Activities and Donations

Jishi College actively participated in the "2024 Jiujiu Charity Festival — Benevolent An Yi Walk" campaign, an initiative launched by the Anyi County Red Cross Society focusing on disadvantaged groups across the county. The college invited faculty and students to donate via an online platform, with matching donations provided randomly through the Tencent Foundation for Public Welfare, thereby supporting charitable giving efforts.



## Volunteer Services Catalyzing Rural Revitalization

Volunteer teams across the Group's campuses continue to organize educational support activities in local communities, implementing scheduled rosters to regularly deliver education-focused volunteer services. These efforts aim to promote the spirit of volunteering, help children overcome learning difficulties, foster a harmonious learning environment, and cultivate students' interests and hobbies.

JXIAS consistently advances its volunteer service initiatives, encouraging students to engage directly in grassroots social governance. During the reporting period, nearly 2,000 students were deployed to government agencies, mass organizations, townships, and subdistricts, where they undertook concrete tasks such as mediating community concerns, organizing archival records, disseminating policy information, and coordinating specific projects. The university has also extended its outreach to border regions, sending student teams to Xinjiang for four consecutive years. In counties such as Wuqia and Akto, students have carried out activities including promoting Mandarin as the national common language, providing technology-enabled agricultural support, advancing ethnic unity campaigns, and delivering red-themed (revolutionary) education. During the reporting period, the university dispatched a total of 67 volunteers under the China Western Volunteer Service Program. Furthermore, JXIAS has partnered with the Yao Foundation to establish a collaborative model for rural school basketball development — "University Expertise + Public Welfare Resources + Local Support." Since 2022, 161 young volunteers have participated in the Yao Foundation's Hope School Basketball Teaching Program.






# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

During the reporting period, faculty and students of JXIAS accumulated a total of 189,976 hours of volunteer service. The school organized 53 summer social practice teams. Among them, 13 teams focused on Jiangxi's ten major cultural themes — "Red Culture, Academy Culture, Ceramics Culture, Medicine Culture, Agricultural Culture, Opera Culture, Mining and Metallurgy Culture, Hakka Culture, Tea Culture, and Gan Merchant Culture", and traveled to locations such as Jinggangshan, Jingdezhen, Zhangshu, Wannian, and Longnan to carry out special practice activities including research visits, immersive study, and cultural promotion; another 16 teams went to various districts and counties within Jiangxi Province to participate in the "Ten Thousand College Students Entering a Thousand Stations" civilized practice volunteer service initiative; and the rest 24 "Going to the Countryside" practice teams traveled to Xinjiang, Liaoning, Guangxi, Hebei, and Jiangxi, among other places, to conduct in-depth service practices centered on themes such as theoretical advocacy, rural revitalization, and teaching support.







The Group has established an online public welfare teaching platform through the "Big Sisters for Left-behind Children" volunteer service project, which supports children's growth through both online and offline initiatives. This program organizes young volunteers to utilize their winter and summer vacations, as well as their spare time, to conduct offline teaching and participate in online meetings through "cloud classrooms". They focus on caring for left-behind children and serving rural revitalization efforts, featuring public welfare classes based on the "2+3+X" model. The initiative aims to address the educational issues faced by left-behind children by emphasizing "companionship, education, and growth". This project has been running for 6 years, with a cumulative total of 3,176 "Big Sisters" (university student volunteer teachers) involved. The services have covered more than ten provinces, including Jiangxi, Zhejiang, Anhui, Hunan, Henan, and Fujian, reaching 5,294 rural left-behind children, accumulating over 90,000 hours of volunteer service. Based on comprehensive research into the educational status and growth needs of left-behind children, the program offers a variety of courses including ideal belief education, scientific literacy promotion, and mental health care. It breaks through geographical limitations, allowing knowledge to "fly" further and bringing warmth and care closer to those in need.

As the only higher education institution in Weining County, Guizhou College has signed an agreement with Guanfenghai Town to facilitate the online marketing of agricultural products. This collaboration aims to explore new e-commerce live streaming models, strengthen cooperation in agricultural technology and talent development, and leverage the school's media and internet advantages to enhance the promotion of agricultural products, increase brand influence, and establish a comprehensive sales network and service system for agricultural products. This initiative seeks to utilize the vocational education, talent cultivation, and technological innovation strengths of Guizhou College, alongside the agricultural resources of Guanfenghai Town, to create a new channel for online sales of agricultural products.



## "Zhixing Guizhou" Silk Road Youth Exchange Program

During the reporting period, Guizhou College and Guizhou University of Engineering Science jointly organized the 2025 "Zhixing Guizhou" Silk Road Youth Exchange Program. The event focused on cross-cultural experiences, understanding, and communication. Over the course of six days, 21 representatives of teachers and students from 11 countries engaged in eight specialized courses, deeply immersing themselves in Guizhou's intangible cultural heritage. Through cultural connections, the exchange enhanced their understanding of Guizhou and improved their multicultural communication skills.





Youth Exchange Program Activities

In April 2025, under the guidance of the Jiangxi Provincial Department of Education and the Hungarian Principals' Committee, East China University of Technology hosted the inauguration ceremony of the China (Jiangxi) — Hungary Alliance for Global Education in Naning. JXIAS became one of the first member institutions of the alliance. The alliance aims to deepen talent development cooperation, strengthen collaborative innovation in scientific research, conduct joint research initiatives, promote industry-academia integration, and facilitate technology transfer and the commercialization of research outcomes.







### Popular Science Education Base — Natural Heritage Museum

In 2020, JXIAS introduced Professor Liu Guanghua, a Chinese geologist and mineral gemstone collector from the University of Tübingen in Germany, to establish the Liu Guanghua Natural Heritage Museum in collaboration with an international team. Since its inception, the museum has maintained the mission of "popularizing scientific knowledge and promoting the spirit of science", aligning with the school's philosophy of "three-dimensional education", and dedicated to transforming rich natural heritage resources into engaging and informative educational content. The exhibition hall covers an area of 3,800 $m^2$, with a total investment of RMB4 million for decoration and exhibition setup and a total investment in specimens of nearly RMB380 million. The entire exhibition showcases a total of 2,560 items, including various gemstones, minerals, and paleontological fossil specimens, among which nearly 20 are precious specimens of world-class standards. Currently, the Liu Guanghua Natural Heritage Museum serves as a national popular science education base, a national natural resource popular science base, a Nanchang city popular science education base, and a Jiangxi provincial popular science education base, as well as a training base for the National Center for Inspection in Nanchang. It is an important venue for popular science education and research practice in Jiangxi Province.

## PROMOTING SUSTAINABLE ENVIRONMENTAL MANAGEMENT

The Group deeply recognizes the significance of the sustainable development vision and actively adheres to this principle in its operational practices. As a higher education service provider, we have identified that the environmental and resource impacts of our business operations primarily stem from electricity consumption, natural gas consumption in the cafeteria, domestic water usage, as well as the consumption of office supplies and waste emissions from household garbage.

In response to the above situation, in addition to complying with the specified laws and regulations, the Group has established and implemented guidelines such as the Energy and Water Conservation Management Guidelines (《節約水電管理制度》) to direct employees to adhere to relevant codes of conduct. The Group has also developed fixed asset management guidelines, which outline the full cycle regulations for applying materials, transferring new assets, continuously managing assets, inventory auditing, maintaining assets, and disposing of obsolete assets. With the implementation of supervision and inspection systems, all departments are required to take appropriate measures to conserve resources and minimize waste. The Group will continue to review and strengthen its data disclosure to track and compare environmental performance.

## Climate Change Management

Climate change undeniably impacts the economy and society in various ways. The Group is gradually establishing a climate risk management framework, integrating it into the Group's ESG governance structure, and plans to discuss related issues at the board level every three years. Following a system of identification, assessment, response, and monitoring, the Group aims to address this global challenge by managing the operational impact on the environment and resource utilization.

Although the Group's operations do not significantly impact the environment or natural resources, it is committed to ensuring compliance with relevant environmental laws and regulations as a foundational principle. The Group has set short-, medium-, and long-term goals with reference years of 2028, 2035, and 2050, respectively, to identify and analyze significant climate-related risks and opportunities along with corresponding action plans to enhance business resilience. The Group is also carefully considering incorporating climate-related factors into board compensation considerations in the future.

As of this reporting period, the Group has not experienced any significant financial impact related to climate change matters, nor is it expected to experience significant financial impacts in the short term. In addition to improving resource efficiency where possible, the Group actively promotes this information internally to raise awareness and behaviors around sustainable development among employees and students, strengthening collective practice.

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

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

## Greenhouse Gas Emissions and Air Emissions

During the reporting period, the Group conducted a comprehensive assessment of greenhouse gas emissions to quantify the emissions generated by its operations ("**greenhouse gas emissions**" or "**carbon emissions**"). The total carbon emissions for Scope 1 and Scope 2 amounted to 19,262.60 tonne $CO_2$-e, with a per capita carbon emission of 7.75 tonne $CO_2$-e per employee and 0.01 tonne $CO_2$-e per square meter. The Group's carbon emissions are primarily derived from Scope 2 indirect emissions, mainly caused by municipal electricity usage, which accounts for approximately 98% of total emissions. The second largest contributor is Scope 1 direct emissions, primarily from natural gas used in the canteen and vehicle emissions, which account for around 2% of total emissions. Due to the increase in energy consumption resulted from the operation of facilities such as underfloor heating in some accommodation areas to improve living conditions, the Group's total annual carbon emissions have risen.

According to the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011), the Group has calculated its Scope 3 greenhouse gas emissions based on the characteristics of its business model, amounting to 7.41 tonne $CO_2$-e. Currently, this only includes the business travel category, and the emission factors are selected based on the "UK Government GHG Conversion Factors for Company Reporting" and other publicly available data.

Additionally, during the reporting period, the Group's waste gas emissions included 575.16 kg of nitrogen oxides, 0.69 kg of sulfur oxides, and 55.11 kg of particulate matter. The air pollutants primarily stem from the diesel, gasoline, and natural gas used in combustion machinery and stoves, as well as gasoline from vehicles.

To reduce carbon and air emissions, the Group requires electric vehicles to be prioritized for newly purchased official vehicles and campus buses. Regular inspections and maintenance are conducted on vehicles still in use to ensure operational efficiency, with close monitoring and management of vehicle usage. The Group also focuses on employee business travel and commuting to further lower carbon emissions. To this end, employees are encouraged to replace business trips with video or phone conferences, prioritize the use of public transportation, and turn off idle car engines. By 2030, the Group aims to reduce per capita carbon emissions by 10%.

## Waste Management

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

During the reporting period, the Group generated a total of 0.12 tonnes of hazardous waste and 5,717.31 tonnes of non-hazardous waste. As the food waste generated from student takeaway meals are progressively included in the statistics, there is an increase in total non-hazardous waste. The Group plans to achieve a 100% recycling rate for overall kitchen waste by 2030, and a 70% recycling rate for office waste paper and empty bottles.

## Energy and Natural Resources Management

Effective management of energy and natural resources is a crucial component of the Group's sustainable development strategy. Responsibly managing these resources is essential for the Group to reduce environmental impacts and ensure long-term operational efficiency. Therefore, we continuously monitor energy consumption and strive to implement energy-saving measures and responsible procurement practices in campus facilities and equipment. We conduct regular assessments to identify opportunities for reducing resource consumption and enhancing recycling efforts.

The Group encourages its employees and the institution to use energy, water, and other natural resources judiciously, actively promoting savings advocacy among staff and contributing to the well-being of the communities where we operate. In our office and procurement processes, we prioritize low-energy appliances such as energy-efficient air conditioning, fully implement "paperless office + on-demand procurement", and favor high-quality, durable equipment and facilities to reduce paper usage and the procurement of disposable items. For obsolete appliances and equipment, such as old air conditioners, we ensure their disposal and recycling through "old-for-new" programs or third-party organizations to avoid idle waste. The Group has set management goals for energy and resource consumption, planning to reduce per capita electricity and water consumption by 10% and per capita paper usage by 10% by 2030. To achieve this, the Group will track progress through monthly analyses of energy and resource consumption and strengthen management practices.

During the reporting period, the Group's total energy consumption amounted to 36,410.52 MWh, with an energy density of 0.02 MWh per square meter. The total electricity consumption was 33,920.01 MWh, while other energy consumption included diesel, gasoline, and natural gas. Since there is no product manufacturing involved in the Group's operations, there was no use of packaging materials, nor were there any product recall incidents.

The Group's water consumption primarily involves domestic water for students and staff as well as water used in the school canteens. The domestic wastewater generated from operations is discharged through the municipal sewage network to the local sewage treatment plant for processing, with no harmful wastewater being produced. During the reporting period, the Group's institutions and operational locations mainly sourced water from local government supplies, encountering no issues in securing suitable water sources. The total water consumption was 1,044,422 tonnes, with a water consumption density of 0.56 tonnes per square meter.

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

| | |
|---|---|
| Energy | • Employ an energy registration system to track daily consumption level and identify any abnormal situations for immediate corrective actions<br>• Switch to electric vehicles for official vehicles and school buses, conduct regular inspections and maintenance to ensure vehicle efficiency, and monitor and manage the usage of vehicles<br>• Switch off decorative lights and garden lamps on campuses, except for special needs<br>• Adjust the operating hours of street lights according to daily weather forecast to utilize natural light to the maximum extent, and turn off half of the street lights after 11:00 p.m.<br>• Install sound-control switches for lightings in public areas<br>• Carry out energy-saving transformation of cooking utensils and purging systems in canteens<br>• Perform regular inspection and maintenance of energy-consuming equipment to maintain efficiency<br>• Actively promote online repair system among schools to enable more timely and efficient maintenance |
| Water | • Install water saving faucets<br>• Perform regular inspection and maintenance to ensure proper functioning of water pipes and equipment<br>• Actively enhance maintenance efficiency and timeliness by promoting an online repair request system<br>• In future school renovations or new building constructions, priority will be given to the installation of greywater systems and rainwater collection systems. |

During the reporting period, Jishi College conducted planting activities and initiated the "River Little Green" wetland action volunteer service at Fenghuang Mountain Wetland Park. Through voluntary garbage collection, efforts were made to improve environmental hygiene along the riverbanks of the wetland park.






"River Little Green" Wetland Action

## Actively Respond to Green Initiatives

The Group actively responds to green environmental protection concepts by carrying out various promotional and awareness activities to promote the idea of sustainable development. Through organizing a series of events such as environmental protection-themed promotions, advocacy for green living, and ecological civilization education, we aim to enhance the environmental awareness of faculty and students, fostering the development of a green and low-carbon lifestyle.

During the reporting period, JXIAS organized a green plant adoption event, distributing over 1,000 plants to faculty and students through various approaches, including game challenges and team adoption. This effectively promoted the concept of ecological civilization and raised awareness of environmental sustainability. Meanwhile, Jishi College conducted a potted plant adoption campaign with an environmental theme, helping faculty and students develop awareness of plant care and environmental protection while continuously advocating for green initiatives.






Green Plant Adoption Event Hosted by JXIAS




Potted Plant Adoption Campaign with an Environmental Theme Hosted by Jishi College

## APPENDIX

### Performance Data

**Environmental performance**

| Category | Total | Unit |
|---|---|---|
| ***Air emissions*** | | |
| Nitrogen oxides (NOx) | 575.16 | kg |
| Sulphur oxides (SOx) | 0.69 | kg |
| Particulate matter (PM) | 55.11 | kg |
| ***GHG emissions*** | | |
| Scope 1 | 375.94 | t $CO_2$-e |
| Scope 2 | 18,886.66 | t $CO_2$-e |
| Scope 3 | 7.41 | t $CO_2$-e |
| Total (Scope 1 and Scope 2) | 19,262.60 | t $CO_2$-e |
| Intensity (per $m^2$ area) | 0.01 | t $CO_2$-e/$m^2$ |
| ***Waste*** | | |
| *Hazardous waste* | | |
| Total | 0.12 | t |
| Intensity (per $m^2$ area) | $0.6 \times 10^{-7}$ | t/$m^2$ |
| *Non-hazardous waste* | | |
| Total | 5,717.31 | t |
| Intensity (per $m^2$ area) | 0.003 | t/$m^2$ |

| Category | Total | Unit |
|---|---|---|
| ***Energy consumption*** | | |
| *Direct energy* | | |
| Diesel | 126.40 | MWh |
| Petrol | 1,199.41 | MWh |
| Natural gas | 1,164.69 | MWh |
| *Indirect energy* | | |
| Purchased electricity | 33,920.01 | MWh |
| Total | 36,410.52 | MWh |
| Intensity (per $m^2$ area) | 0.02 | $MWh/m^2$ |
| ***Water consumption*** | | |
| Total | 1,044,422 | t |
| Intensity (per $m^2$ area) | 0.56 | $t/m^2$ |
| ***Paper consumption*** | | |
| Total | 60.10 | t |
| Intensity (per employee) | 0.02 | t/person |
| ***Packaging material*** | | |
| Not applicable | | |

## Social performance

| Employment<br>Employee Profile | Person | % |
|---|---|---|
| ***By gender*** | | |
| Male | 1,069 | 43.00% |
| Female | 1,417 | 57.00% |
| ***By employment type*** | | |
| Full-time | 2,253 | 90.63% |
| Part-time | 233 | 9.37% |
| ***By employee rank*** | | |
| General | 2,292 | 92.20% |
| Middle | 157 | 6.32% |
| Senior | 37 | 1.49% |
| ***By age group*** | | |
| 30 years old or below | 1,226 | 49.32% |
| 31–50 years old | 1,015 | 40.83% |
| 51 years old or above | 245 | 9.86% |
| ***By geographical region*** | | |
| Jiangxi Province | 1,686 | 67.82% |
| Outside Jiangxi Province | 800 | 32.18% |
| Total | 2,486 | |

| Employee Turnover[1] | Person | % |
|---|---|---|
| ***By gender*** | | |
| Male | 131 | 12.25% |
| Female | 112 | 7.90% |
| ***By age group*** | | |
| 30 years old or below | 118 | 9.62% |
| 31–50 years old | 74 | 7.27% |
| 51 years old or above | 51 | 20.82% |
| ***By geographical region*** | | |
| Jiangxi Province | 160 | 9.49% |
| Outside Jiangxi Province | 83 | 10.38% |
| Total | 243 | 9.77% |

Note:

1 Employee turnover rate = number of employees resigned/total workforce at the end of the reporting period x 100%

| Training and Development<br>Employees Trained[2] | Person | % |
|---|---|---|
| ***By gender*** | | |
| Male | 964 | 90.18% |
| Female | 1,200 | 84.69% |
| ***By employee rank*** | | |
| General | 2,007 | 87.57% |
| Middle | 124 | 78.98% |
| Senior | 33 | 89.19% |
| Total | 2,164 | 87.05% |

| Average Training Hours[3] | Hours |
|---|---|
| ***By gender*** | |
| Male | 57.32 |
| Female | 57.29 |
| ***By employee rank*** | |
| General | 59.96 |
| Middle | 23.97 |
| Senior | 34.43 |
| Total | 57.30 |

| Health and Safety | |
|---|---|
| Work-related fatalities in the past three years (person) | 0 |
| Lost days due to work injury (day) | 0 |

[2] Percentage of employees trained = number of employees trained in the category during the reporting period/total workforce of the category at the end of the reporting period x 100%

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

| Suppliers | Number |
|---|---|
| ***By geographical region*** | |
| Anhui | 3 |
| Beijing | 30 |
| Chongqing | 4 |
| Fujian | 5 |
| Guangdong | 11 |
| Guizhou | 21 |
| Hainan | 1 |
| Hebei | 2 |
| Henan | 17 |
| Heilongjiang | 1 |
| Hubei | 3 |
| Hunan | 3 |
| Jiangsu | 6 |
| Jiangxi | 249 |
| Shandong | 1 |
| Shaanxi | 3 |
| Shanghai | 4 |
| Sichuan | 3 |
| Tianjin | 2 |
| Yunnan | 2 |
| Zhejiang | 21 |
| Total | 392 |

## ESG REPORTING GUIDE CONTENT INDEX

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| *A1.3* | Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). | 39 |
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| *A1.5* | Description of emission target(s) set and steps taken to achieve them. | 39 |
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| *B8: Community Investment* | General Disclosure | 32–36 |
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