

# Environmental, Social and Governance Report

## CONTENTS

<b>1.</b>	<b>ABOUT THIS REPORT</b>	<b>62</b>
<b>2.</b>	<b>ABOUT CHUNLAI EDUCATION</b>	<b>63</b>
2.1	OVERVIEW OF THE GROUP	64
2.2	OVERVIEW OF OUR COLLEGES	64
2.3	AWARDS AND HONOURS	67
<b>3.</b>	<b>SUSTAINABILITY GOVERNANCE</b>	<b>70</b>
3.1	STATEMENT OF THE BOARD	70
3.2	SUSTAINABILITY GOVERNANCE STRUCTURE	70
3.3	CORPORATE SUSTAINABILITY POLICIES	72
3.4	COMMUNICATION WITH STAKEHOLDERS	72
3.5	MATERIALITY ASSESSMENT	75
<b>4.</b>	<b>SUPERIOR EDUCATION SERVICE</b>	<b>76</b>
4.1	SAFE AND HEALTHY CAMPUS	77
4.2	TEACHING QUALITY GUARANTEE	82
4.3	FOLLOWING EDUCATIONAL GUIDANCE	85
4.4	GUIDING STUDENTS' CAREER	86
<b>5.</b>	<b>MAINTAINING SOLID COMPLIANCE MANAGEMENT</b>	<b>87</b>
5.1	COMPREHENSIVE RISK MANAGEMENT AND CONTROL	87
5.2	COMBATING CORRUPTION AND PROMOTING INTEGRITY	88
5.3	DATA PRIVACY PROTECTION	90
5.4	SUPPLY CHAIN STRATEGIES	91
5.5	PROTECTING INTELLECTUAL PROPERTY	93
<b>6.</b>	<b>PROMOTING STAFF GROWTH</b>	<b>94</b>
6.1	IMPROVING EMPLOYMENT MANAGEMENT	94
6.2	SINCERE CARE FOR EMPLOYEES	96
6.3	VALUING TALENT CULTIVATION	97
<b>7.</b>	<b>BUILDING A GREEN CAMPUS</b>	<b>101</b>
7.1	CLIMATE CHANGE MANAGEMENT	102
7.2	REASONABLE USE OF RESOURCES	105
7.3	WASTE MANAGEMENT	108
7.4	EMISSION MANAGEMENT	109
7.5	ADVOCATING THE GREEN LIFESTYLE	112
<b>8.</b>	<b>FULFILLING SOCIAL RESPONSIBILITIES</b>	<b>113</b>
	<b>APPENDIX I: SUMMARY OF SUSTAINABLE DEVELOPMENT DATA</b>	<b>116</b>
	<b>APPENDIX II: INDEX TO THE ESG REPORTING GUIDE OF THE STOCK EXCHANGE</b>	<b>119</b>

# Environmental, Social and Governance Report

## 1. ABOUT THIS REPORT

China Chunlai Education Group Co., Ltd. ("Chunlai Education") and its subsidiaries ("Group", "our Group", "the Group", "we", "us" or "our") are pleased to present our sixth Environmental, Social and Governance Report ("ESG Report" or "this Report"), which summarises our strategies, objectives and initiatives relating to environmental, social and governance ("ESG") issues to disclose our ESG principles and practices, demonstrating the future and prospects of the Company's sustainable development.

### Reporting Standard

This Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the "Guide") set out in Appendix 27 to the Listing Rules issued by the Stock Exchange. The contents covered herein are in compliance with mandatory disclosure requirements, including governance structure, four reporting principles (materiality, quantitative, balance and consistency) and reporting boundary, and "comply or explain" provisions required in the Guide. An index of the Guide prepared in accordance with the contents of this Report is inserted in the last chapter of this Report for readers' easy reference. You should read this Report together with the section headed "Corporate Governance Report" in this annual report to have a comprehensive understanding of the Group's ESG performance.

Reporting principles:

Materiality	In accordance with the requirements of the principle of materiality of the Stock Exchange, this Report has identified and disclosed the process of significant environmental, social and governance factors and the criteria for their selection, the process of identifying material issues and the matrix of material issues, as well as the description of significant stakeholders and the process and results of stakeholder engagement.
Quantitative	The statistical criteria, methods, assumptions and/or calculation tools used in this Report for reporting emissions/energy consumption (where applicable), and the sources of conversion factors are defined in this Report.
Balance	This Report presents the Group's performance for the Reporting Period in an unbiased manner, avoiding selections, omissions or formats of presentation that might improperly influence reader's decisions or judgments.
Consistency	The statistical methods used to disclose data in this Report are consistent with those used in the report of the previous year. If there is any change, it will be clearly stated in the Report.

### Reporting Scope

This Report describes the sustainable development related to core businesses and the overall performance of performing corporate social responsibility from 1 September 2022 to 31 August 2023 (the "Year" or "Reporting Period"). Unless otherwise specified, this Report covers the businesses directly controlled by Chunlai Education, and the data collection of the KPIs under the Environmental Subject Area covering Shangqiu University, Anyang University, Anyang University Yuanyang Campus, Shangqiu University Kaifeng Campus, Jingzhou College and Hubei Health Vocational College.

# Environmental, Social and Governance Report

## Reporting Language

This report is published in both Traditional Chinese and English. If there is any discrepancy, the Traditional Chinese version shall prevail.

## Approval of this Report

This Report was approved by the Board on 28 November 2023 after being confirmed by the management.

## Feedback on this Report

We highly value your feedback on this Report. Should you have any questions or suggestions, please do not hesitate to contact us through the following channels:

Address: No. 66, Beihai East Road, Shangqiu City, Henan Province

E-mail: IR@chunlaiedu.com

## Source of Data and Reliability Statement

All data and cases disclosed in this Report are derived from the Group's internal documents, statistics reports and relevant public information. The Group warrants that this Report contains no false statements, misleading statements or material omissions and is responsible for the truthfulness, accuracy and completeness of the contents of this Report.

## 2. ABOUT CHUNLAI EDUCATION

Chunlai Education has been adhering to its education mission of "taking the fostering of integrity as the fundamental task, and relying on scientific development, reform, innovation, and law-based governance of education to bring out the full potential of higher education with innovation and characteristics so that we could cultivate in higher-quality professionals, thus improving our capability to serve the society". Established in 2004, the Group includes Shangqiu University, Anyang University, Shangqiu University Kaifeng Campus, Jingzhou College, Hubei Health Vocational College and Tianping College of Suzhou University of Science and Technology (a cooperating school). We unswervingly implement the education policies of the Communist Party of China (CPC), consistently adhere to the direction socialist in running universities and colleges, faithfully practice the original intention of running education and strive to cultivate talents.

# Environmental, Social and Governance Report

## 2.1 Overview of the Group

Chunlai Education Group is a leading provider of private regular higher education in China, and the focus of our curriculum is to cultivate students' practical skills that align with the needs of China's economic development. Over the years, the colleges and universities under the Group have produced tens of thousands of graduates and talents for socialist construction for the country and society.

The Group and its colleges and universities have repeatedly won various accolades such as Education Group with Influential Brand, China's Most Influential Private School, China's Top 30 Private Education Providers, Advanced Institution Among Private Education Providers, Advanced Collective in Higher Education Teaching, Civilised School, Independent College with the Most Valuable Brand in China and the Most Beautiful University Campus, which makes us harvest the joy of educating talents and further strengthens our confidence in fostering integrity and promoting rounded development of people.

Chunlai Education adheres to the education philosophy of "putting students into first place, focusing on moral education, prioritising capacity enhancement and taking quality as foundation, carrying on good existing practices while implementing innovative practices, serving the society and striving for excellence". While devoting itself to education, Chunlai Education actively participates in social welfare undertakings. Over the years, Chunlai Education voluntarily assumes social responsibilities, unswervingly aiding disadvantaged groups, caring for society and people's livelihood, and shouldering the social responsibility of "aiming for educational development, undertaking the responsibility of serving society".

## 2.2 Overview of our Colleges

### *Shangqiu University*

Adhering to the school motto of "upholding morality, fortifying our dreams and behaving in conformity with truth" and guided by the school idea of "putting students into first place, focusing on moral education, prioritising capacity enhancement and taking quality as foundation", Shangqiu University implements the development strategy of "establishing the school with quality, developing the school with talents, prospering the school with unique characteristics, and managing the school according to law". Committed to maintaining its position as an application-oriented regular higher education institution offering degree programs, Shangqiu University has established the development goal of becoming a "high-level application-oriented private university with distinctive disciplines and possessing the title of a first-class university in the province and a renowned university in the nation". Shangqiu University has 49 bachelor's degree majors and 39 junior college diploma majors, shaping a pattern in which engineering, agriculture, management, art, literature, education, science, economics and other disciplines develop in a coordinated manner, with engineering as the mainstay. It adheres to the mode of cultivating practical talents, and focuses on cultivating students' capacities of innovation and practice. It has developed 236 practice and training bases inside and outside the campus to strengthen practical teaching, therefore, laying a solid foundation for improving the education and teaching quality.

## Environmental, Social and Governance Report

In its long-standing commitment to education, Shangqiu University has ensured the quality of talent training through its meticulous scholarship, stable teaching order and sound educational environment. Extensive praise has been won from all walks of life, thanks to its strength and level of education. In recent years, Shangqiu University has won the titles of "China's Most Influential Private University", "Henan's Civilised School", "Safe Campus in Henan Province", "Advanced Education Institution among Private Schools in Henan Province", etc.

### ***Anyang University***

In adherence with the education philosophy of "fostering virtue through education, behaving in conformity with truth, establishing with unique features and strengthening through connotation" and the school motto of "daily renovation and abundance of virtue, striving for self-improvement", Anyang University's distinctive features achieve initial results, contributing to the growing influence of the university. Anyang University consists of 13 secondary colleges, 2 teaching departments, and offers 42 bachelor's degree majors, covering eight disciplines including management, economics, engineering, literature, art, law, education and science, forming a pattern of majors in which normal and non-normal disciplines coexist and multiple disciplines develop in a coordinated manner.

With more than 30,000 on-campus students, Anyang University has established one provincial-level key discipline, two provincial-level first-class bachelor's degree major construction sites, and 14 funded projects for constructing provincial-level comprehensive reform pilot majors, provincial-level private university brand majors and provincial-level disciplines and majors. Anyang University has successively won the honorary titles of "Excellent Private University in Henan Province", "Advanced Education Institution in Henan Province", "Advanced Research Institution Among Private Education Providers in Henan Province", "Safe Campus in Henan Province", "First Golden Candle Award for High-Quality Employment Demonstration University in Henan Province", etc.

### ***Anyang University Yuanyang Campus***

Anyang University Yuanyang Campus takes comprehensive improvement of talent cultivating ability as its core. It attaches great importance to teaching reform, implementing "modularisation" of curriculum system, "systematisation" of practical teaching and "diversification" of learning evaluation based on the characteristics of applied talents to be cultivated, and establishing a "4 Platforms + 8 Modules" and "hierarchical and classified" curriculum construction system. In addition, it has thoroughly revised curriculum syllabus to make contents of curriculum, teaching methods and appraisal mode better align with the actual needs of cultivating applied talents. Currently, Anyang University Yuanyang Campus offers 7 provincial-level first-class bachelor's degree courses, 8 provincial-level quality online courses, 3 provincial-level excellent teaching courses, and 4 provincial ideological and political education model courses. It strengthens intrinsic development, and creates distinctive features in educating students, thereby the quality of talent cultivating and social reputation have continuously enhanced.

## Environmental, Social and Governance Report

### ***Shangqiu University Kaifeng Campus***

Adhering to the school motto of “upholding morality, fortifying our dreams and behaving in conformity with truth” and following the school idea of “putting students first place, focusing on moral education, prioritising capacity enhancement and taking quality as foundation”, Shangqiu University Kaifeng Campus implements the development strategy of “establishing the school with quality, developing the school with talents, prospering the school with unique characteristics, and managing the school according to law”. Shangqiu University Kaifeng Campus firmly adheres to its position as a local, applied, and non-profit private higher education institution offering degree programs, establishing the goal of cultivating applied talents with high moral character, solid professional knowledge, innovative ability, high comprehensive quality, and strong practical skills, and strives to build the university into a distinctive and high-level applied private higher education institution. Shangqiu University Kaifeng Campus offers 31 bachelor’s degree majors and 22 junior college diploma majors, shaping a pattern in which economics, education, literature, engineering, medicine, management, art and other disciplines develop in a coordinated manner, with engineering and management as the mainstay.

### ***Hubei Health Vocational College***

Hubei Health Vocational College is the first health vocational college in Hubei Province, established in the new era of implementing the “Healthy China” initiative. Persisting in the school motto of “diligent and eager to learn and striving for self-improvement”, Hubei Health Vocational College earnestly implements the “National Vocational Education Reform Implementation Plan” (《國家職業教育改革實施方案》). Guided by the “Double-High Construction” strategy, Hubei Health Vocational College cultivates innovative high-quality technical talents required by the times, with its goal of becoming a high-level vocational major group of nursing plus health intelligence with distinctive health features. The College has established Nursing Department, Health Department, Medical Technology Department, Basic Medicine Department, Public Education Department, Training Department, and Experimental Training Centre. Hubei Health Vocational College insists on employment-oriented, serves the market demand, and constantly optimizes the pattern of majors. The College adheres to the characteristic educational model of industry-education integration and work-integrated learning, fostering in-depth cooperation between the school, enterprises, and local government. It implements the educational models featuring “1+X” certificate system and “order-based training”. It has signed cooperation agreements in relation to off-campus internship and training bases with more than 60 institutions such as The First People’s Hospital of Xianning and Zhongnan Hospital of Wuhan University, and jointly established a teaching hospital with Union Jiangbei Hospital of Huazhong University of Science and Technology.

### ***Jingzhou College***

Closely following the state’s “Healthy China 2030” and “Undertakings for the Aged and Aging Industries” strategic development needs, Jingzhou College serves economic and social development and health undertakings in the locality. It has always adhered to the socialist direction when running the college, fully implements the education policies of the Communist Party of China (CPC) and follows the motto of “diligent and eager to learn, striving to self-improvement”. Taking “fostering virtue through education” as the fundamental task and “cultivating talents in health care, training skillful craftsmen in nursing” as its mission and in line with the standards of “talents of both moral and skillful stature and with ingenuity”, Jingzhou College aims to cultivate innovative and high-quality talents with techniques and skills that meet the needs of the times.

## Environmental, Social and Governance Report

Guided by the needs of economic and social development, Jingzhou College consistently perfects its pattern of majors, setting up 18 majors (directions). Focusing on the cultivation of high-quality talents for the massive health industry and sticking to the orientation of “flourishing nursing related majors based on health”, Jingzhou College consistently deepens its educational reform, flexibly adjusts its courses based on corporate needs, and practises a new model of “tailor-made” education.

### 2.3 Awards and Honours

The Group is full of enthusiasm about the educational undertaking, and with the support of the Party and the national policies as well as the caring of Party committees and governments at all levels, the Group’s school-running capability, school-running level, school-running features and school-running effectiveness are widely recognized and accepted by all walks of life. The following are the honours we won this year:

<b>Chunlai Education Awards and Honours</b>	<b>Hosting/Issuing Agency</b>
Henan’s Top 100 Enterprises of Service Industry in 2022	Henan Province Enterprise Confederation, Henan Province Enterprise Directors Association
<b>Shangqiu University Awards and Honours</b>	<b>Hosting/Issuing Agency</b>
May 4th Red Flag Youth League Committee of Henan Province	Communist Youth League Henan Provincial Committee
Excellent Organization Award in the Series of Themed Activities of the 6th Henan “Zhiwang Cup” College Knowledge Discovery Contest	Henan Academic Library and Information Work Committee
Advanced Research Institute	Henan Private Education Association
Third Prize in the Singing Competition Themed by “following the Party wholeheartedly with the dream of youth” in the Celebration of the 102nd Anniversary of the Founding of the CPC by the Organizations Directly under the CPC Shangqiu Municipal Committee	Work Committee of Organizations Directly under the CPC Shangqiu Municipal Committee
Excellent Organization Award of the 3rd ZX Cup Henan College Information Literacy Challenges in Organizing Training and Participating in Competition	Henan Academic Library and Information Work Committee
Excellent Organization Award in the Fourth Session of Recitation Contest Themed by “Striving for a New Journey and Building a New Era” for Colleges and Universities in Henan	Henan Academic Library and Information Work Committee
Excellent Organization Award in the Green Plant Adoption Activities for National Adolescents themed by “Youth Action for a Beautiful China” in 2023	Kuaishou Charity

## Environmental, Social and Governance Report

### Anyang University Awards and Honours

### Hosting/Issuing Agency

Excellent Organization Award in the "Story of Magnificent Rivers and Mountains" themed educational practice activities  
Excellent Undergraduate College of 2022 in the Education Industry in Central Plains  
Advanced Unit of Publicity Among Colleges and Universities in Henan for 2022-2023

Education Working Committee of the CPC Henan Provincial Committee and Henan Provincial Department of Education  
Yujiaowang.com.cn  
Henan Education Press Agency, Henan Education (higher education), Henan Education Publicity Website

### Shangqiu University Kaifeng Campus Awards and Honours

### Hosting/Issuing Agency

Advanced Unit of Conscription in 2022  
  
Advanced Research Institute  
First Prize in the Third Session of National Campus Line Dance Competition in 2023  
Excellent Promotion Award in the Third Session of National Campus Line Dance Competition in 2023  
Top 10 Design Educational Institutions in the 26th Henan Star Design Art Competition

CPC Kaifeng Urban Rural Integration Demonstration Zone Party Working Committee, Kaifeng Urban Rural Integration Demonstration Zone Management Committee and Kaifeng Longting District People's Armed Forces Department  
Henan Private Education Association  
Gymnastics Management Center of General Administration of Sport of China  
Gymnastics Management Center of General Administration of Sport of China  
Henan Packaging Technology Association



# Environmental, Social and Governance Report

## Jingzhou College

### Awards and Honours

### Hosting/Issuing Agency

First Place in the National Cheerleading Competition League (Wuhan Division) for 2022-2023	National Cheerleading Competition Organization Committee, Gymnastics Management Center of General Administration of Sport of China
Excellent Organization Award of the 12th "Challenge Cup · Bank of China" Undergraduate Entrepreneurship Plan Competition of Hubei Province	Provincial Youth League Committee, Provincial Department of Education, Provincial Resources and Social Security Bureau, Provincial Science and Technology Association, Provincial Students' Federation
Comprehensive Reform Demonstration School for the Integration of Ideological and Political Courses in Colleges and Universities, Primary and Secondary Schools in Hubei	Education Working Committee of the CPC Provincial Committee and Provincial Department of Education
Excellence Star of University Enrolment Publicity in 2022	hbee.edu.cn
Third Place Team Prize of the 16th "Higher Education Cup" National College Students Advanced Mapping Technology and Product Information Modelling Innovation Competition	Organizing Committee of the National Innovation Competition in Advanced Mapping Technology and Product Information Modeling for College Students
First prize of the 2022 "CHL Rob-Sanfeng Intelligent Cup" Hubei College Students' Mechanical Innovation Design Competition and the 10th National Undergraduate Mechanical Design Innovation Design (Hubei Division)	Hubei Competition Organization Committee of the Mechanical Innovative Design Competition for National College Students
First, second and third prizes of the 15th National College Students Advanced Mapping Technology and Product Information Modelling Innovation Competition (Hubei Division)	Former Engineering Graphics Teaching Steering Committee of Colleges and Universities of the Ministry of Education
Silver Prize of the 12th "Challenge Cup · Bank of China" Undergraduate Entrepreneurship Plan Competition of Hubei Province in 2022	Hubei Provincial Department of Education, Hubei Provincial Human Resources and Social Security Bureau, Hubei Provincial Science and Technology Association
Voluntary Blood Donation Promotion Award	Jingzhou Municipal People's Government Office
Second Prize in the 7th "Flying Dream Cup" Hubei University Students' Physics Experiment Innovation Design Competition	The Organization Committee of Hubei University Students' Physics Experiment Innovation Design Competition

# Environmental, Social and Governance Report

## 3. SUSTAINABILITY GOVERNANCE

### 3.1 Statement of the Board

ESG is a belief firmly upheld by Chunlai Education and is an integral part of the Group's success and the enhancement of stakeholders' value. The Board firmly believes that a good ESG governance is essential to the success and future development of the Group. The Board has overall responsibility for the Group's ESG matters, and is responsible for determining the Group's overall ESG strategy and understanding relevant risks, and has established an effective sustainable development governance structure to review the Group's ESG performance. In 2021, the Board approved the establishment of an ESG Committee and authorised it to supervise and promote the implementation of various ESG issues, discuss and determine the Group's ESG risks and opportunities. The ESG Committee regularly organises the updates of ESG-related policies and systems to track the performance of ESG practises. The Board reviews and confirms the results of the materiality assessment, takes the key issues as part of the Group's overall strategy formulation, to understand the concerns and requirements of various stakeholders, thus formulating the Group's ESG management policies, strategies, priorities and goals. Meanwhile, the Board supervises the management and performance of these issues, so as to determine the Group's sustainability focus and priorities. During the Year, the Group has set environmental-related targets. The Board will continue to review the ESG-related performance and conduct regular assessments based on the ESG-related targets, so as to monitor and improve sustainability efforts. The Board is committed to integrating ESG principles into our corporate operations and business management practises, creating sustainable education and facilitating the growth of talents.

### 3.2 Sustainability Governance Structure

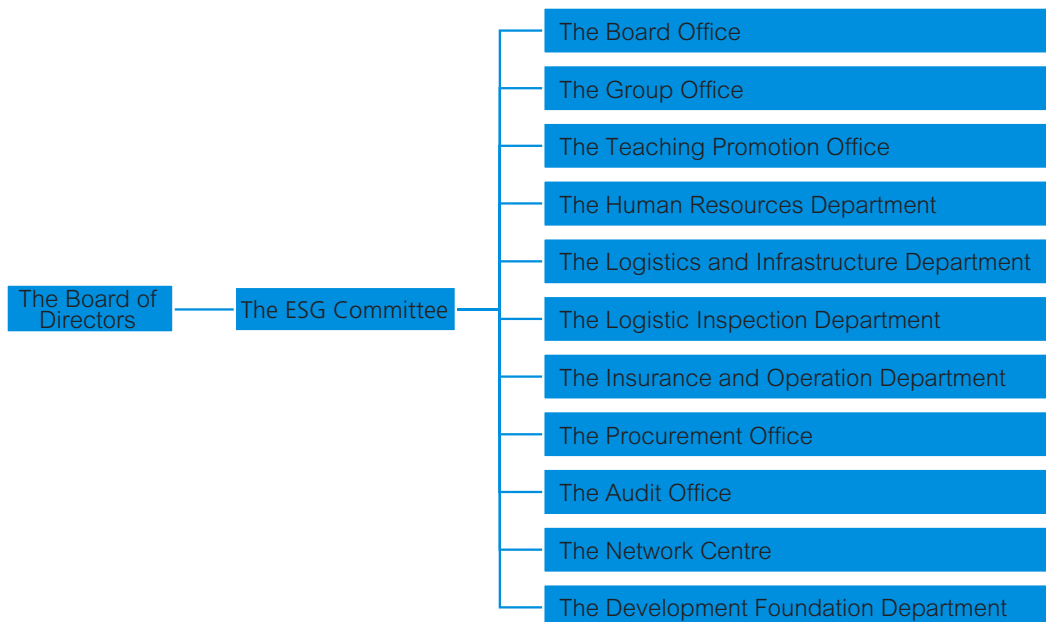
Chunlai Education attaches great importance to sustainable development, and adheres to the concept of "contributing to the society and making the society better", continuously improves the ESG management system. The Group has established an ESG governance structure, which covers all levels of the Group, including the decision-making level, organisational level and executive level.

Chunlai Education focuses on important issues closely related to the Group, and actively promotes and monitors the implementation of ESG-related policies and work in all relevant departments, so that ESG strategies, objectives and work can be implemented during the daily business operations of the Group. Currently, the Group has formed a working system where the Board resolves and oversees the Group's ESG management approach, strategy, objectives and overall work, and the ESG Committee formulates ESG management approach, strategy, objectives and work. The ESG Committee is led by the Chief Executive Officer and consists of the Board Office and the leaders of various departments of the Group, as shown in the chart below.

## Environmental, Social and Governance Report

ESG Governance Structure	Primary Duties
Decision-making level: The Board of Directors	<ul style="list-style-type: none"> <li>to delegate authority to the ESG Committee</li> <li>to resolve and approve the Group's ESG management approach, strategy, objectives and annual work, including the assessment, priorities and management of significant ESG issues, risks and opportunities</li> <li>to regularly review and monitor ESG performance and progress towards goals</li> </ul>
Organisational level: The ESG Committee	<ul style="list-style-type: none"> <li>to report regularly to the Board</li> <li>to identify, assess, review and manage significant ESG issues, risks and opportunities</li> <li>to formulate ESG management approach, strategy, annual work and objectives for approval by the Board, and drive the implementation of such efforts</li> <li>Coordinate and promote the implementation of various ESG policies in departments, monitor the ESG-related work of each functional department</li> </ul>
Executive level: Relevant departments of the Group	<ul style="list-style-type: none"> <li>to organise and execute ESG-related works in accordance with the Group's ESG management approach, strategy and annual work</li> <li>to collect and report internal ESG policies, systems and ESG-related performance indicators</li> <li>to comply with all ESG-related policies and systems</li> <li>to report regularly to the ESG Committee</li> </ul>

### ESG Governance Structure



## Environmental, Social and Governance Report

### 3.3 Corporate Sustainability Policies

The Group has adopted a series of policies related to sustainable development to regulate and manage corporate behavior, and to serve as the basis and guideline of practice. The Group's corporate sustainability-related policies are set out below:



### 3.4 Communication with Stakeholders

Chunlai Education is committed to working with all parties to drive sustainability efforts. Amidst our active ESG efforts, we have established an effective communication mechanism to communicate with all the stakeholders. During the Reporting Period, the Group communicated and contacted with stakeholders through appropriate channels to enhance stakeholders' understanding of the strategies and initiatives we promoted, listened to their expectations and needs, and actively responded to their concerns on ESG-related issues, collected and collated feedback from all parties, and took responsive measures in the hope of promoting mutual growth with the stakeholders.

#### ***Key Stakeholders and Communication and Response Channels***

Stakeholders	Main concerns	Main methods for communication and response
Investors/shareholders	<ul style="list-style-type: none"> <li>Information transparency</li> <li>Business growth</li> <li>Investment return</li> <li>Sound operation</li> <li>Information transparency</li> <li>Corporate governance</li> </ul>	<ul style="list-style-type: none"> <li>Result announcements</li> <li>Senior management meetings</li> <li>Meetings of investors</li> <li>Annual general meeting and other general meetings</li> <li>Interim report and annual report</li> <li>Corporate communications, such as letters/circulars to shareholders and meeting notices</li> </ul>

## Environmental, Social and Governance Report

Stakeholders	Main concerns	Main methods for communication and response
Teachers/other employees	<ul style="list-style-type: none"> <li>• Sense of belonging of employees</li> <li>• Salary and benefits of employees</li> <li>• Health and safety of employees</li> <li>• Channels for employees to express their opinions</li> <li>• Education service quality</li> </ul>	<ul style="list-style-type: none"> <li>• Employee opinion surveys</li> <li>• Channels for employees to express their opinions (forms, suggestion boxes, etc.)</li> <li>• Work performance assessments</li> <li>• Meetings and interviews</li> <li>• Training courses</li> <li>• Business briefing</li> <li>• Volunteer activities</li> <li>• Panels</li> <li>• Publications (such as employees communications)</li> <li>• Employee communication meetings</li> <li>• Employee intranet</li> <li>• Conference/workshops/seminars</li> </ul>
Students/parents	<ul style="list-style-type: none"> <li>• Education service quality</li> <li>• Education resources</li> <li>• Qualification of teachers</li> <li>• Healthy and safe learning environment</li> </ul>	<ul style="list-style-type: none"> <li>• Feedback in the class</li> <li>• Satisfaction survey</li> <li>• Regular visits</li> <li>• Online platforms</li> </ul>
Graduated students	<ul style="list-style-type: none"> <li>• The development of the school</li> <li>• The platform that the school can provide</li> </ul>	<ul style="list-style-type: none"> <li>• Media information</li> <li>• School website</li> <li>• Graduated student reunions</li> <li>• Graduated students activities organised by the school</li> </ul>
Government/regulatory authorities	<ul style="list-style-type: none"> <li>• Compliant operation</li> <li>• Teaching quality control</li> <li>• Enrich education resources</li> </ul>	<ul style="list-style-type: none"> <li>• Consultation</li> <li>• Seminars</li> <li>• Rating of the schools</li> <li>• Visiting the schools</li> <li>• Meetings</li> <li>• Compliance report</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>• Fair and unbiased procurement</li> <li>• Business growth</li> <li>• Investment return</li> </ul>	<ul style="list-style-type: none"> <li>• Supplier management procedures</li> <li>• Supplier/contractor evaluation system</li> <li>• On-site visits</li> </ul>



## Environmental, Social and Governance Report

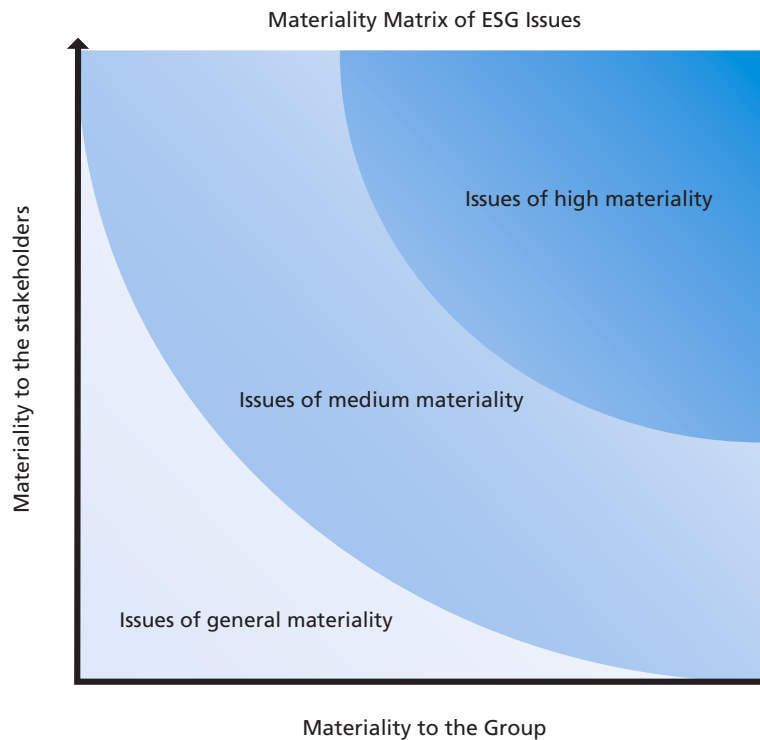
Stakeholders	Main concerns	Main methods for communication and response
Business partners	<ul style="list-style-type: none"><li>• Corporate governance</li><li>• Investment return</li><li>• Business growth</li></ul>	<ul style="list-style-type: none"><li>• Strategic partnership projects</li><li>• Meetings</li></ul>
Community/Non-governmental organisations	<ul style="list-style-type: none"><li>• Community investment and participation</li><li>• Participation in social benefit activities</li></ul>	<ul style="list-style-type: none"><li>• Meetings</li><li>• Donations</li><li>• Volunteer activities</li></ul>
Public	<ul style="list-style-type: none"><li>• Information transparency</li><li>• Education service quality</li><li>• Sound operation</li></ul>	<ul style="list-style-type: none"><li>• Media information</li><li>• School website</li><li>• Activities organised by the school</li></ul>
Media	<ul style="list-style-type: none"><li>• Enterprise performance</li><li>• Corporate image</li><li>• Education quality assurance</li><li>• Compliance operation</li></ul>	<ul style="list-style-type: none"><li>• Press release</li><li>• Result announcements</li></ul>

## Environmental, Social and Governance Report

### 3.5 Materiality Assessment

During the Reporting Period, we conducted the materiality assessment according to the following process: we updated and selected material issues closely related to the Group's business this year with reference to the disclosure responsibilities covered by the Guide issued by the Stock Exchange, the important issues database of the Education Industry of the Sustainability Accounting Standards Board (SASB) and MSCI ESG and the ESG issues concerned by peer companies. During the year, since there were no significant change in the Group's principal business and operating environment, or the mutual influence between stakeholders and the Group, the Group will continue to use the materiality assessment results of last year, which have been approved and accepted by the Board of Directors.

We summarised 25 ESG material issues, in which 11 issues of high materiality, 13 issues of medium materiality and 1 issue of general materiality were ranked by order of importance. The results of the materiality assessment are presented in the materiality matrix below.



## Environmental, Social and Governance Report

Based on the results of the importance matrix, we have identified the direction of important ESG issues of this year, including “Excellent Education Services”, “Robust Compliance Management”, “Promoting Staff Growth”, “Building a Green Campus” and “Fulfilling Social Responsibility”. This Report will focus on these five areas to reflect the focus and contribution of our ESG efforts.

Issues of high materiality	Corresponding chapter
1. Health and safety of students	Excellent Education Services
2. Teaching quality control	Excellent Education Services
3. Student employment rate	Excellent Education Services
4. Qualifications and professional ethics of teachers	Excellent Education Services
5. Responsible procurement	Robust Compliance Management
6. Information privacy protection	Robust Compliance Management
7. Compliance operations	Robust Compliance Management
8. Anti-corruption	Robust Compliance Management
9. Employment system with equal opportunities	Promoting Staff Growth
10. Employment rights and benefits protection	Promoting Staff Growth
11. Responding to climate change	Building a Green Campus
Issues of medium materiality	Corresponding chapter
12. Student satisfaction	Excellent Education Services
13. Handling opinions on teaching	Excellent Education Services
14. Enrich education resources	Excellent Education Services
15. Market competitiveness	Excellent Education Services
16. Intellectual property protection	Robust Compliance Management
17. Employees’ training and development	Promoting Staff Growth
18. Occupational health and safety	Promoting Staff Growth
19. Waste management	Building a Green Campus
20. Pollution reduction and emissions reduction	Building a Green Campus
21. Usage of materials/resources	Building a Green Campus
22. Energy consumption and efficiency	Building a Green Campus
23. Water consumption and efficiency	Building a Green Campus
24. Greenhouse gas emissions	Building a Green Campus
Issues of general materiality	Corresponding chapter
25. Community investment and participation	Fulfilling Social Responsibility

### 4. SUPERIOR EDUCATION SERVICE

Superior professional ethics and teaching quality of the teachers are the foundation for our established schools. Therefore, we have attached importance to the development of professional ethics and teaching quality of our colleges, and put the physical and mental health and safety of all teachers and students at our top priority.



## Environmental, Social and Governance Report

Consistently adhering to the educational philosophy of “putting students into first place, focusing on moral education, prioritising capacity enhancement, taking quality as foundation, carrying on good existing practices while implementing innovative practices, serving the society and striving for excellence”, Chunlai Education implements the development strategy of “Relying on teaching quality, excellent talents, characteristics and rule of law for survival, development, rejuvenation and governance of our colleges and universities” in an all-round way. Based on the above, we have been attracting outstanding teachers to pursue the essence of education as we are committed to developing Chunlai Education into a renowned private education brand at home and abroad. We attach great importance to the improvement of the education and teaching quality, and pay attention to the development of students’ hands-on and practical abilities, in particular, the development of their sound habits and personality. The superior professional ethics of the teaching team, the overall teaching quality of our schools, the growth and learning of students are the core of our education, and even the primary topic that we need to constantly improve and enhance.

### 4.1 Safe and Healthy Campus

To further enhance campus safety, create a sound and harmonious working and learning atmosphere for teachers and students, and help them address their concerns in daily life, we have been in strict compliance with relevant regulations in relation to health and safety, such as the Food Safety Law of the People’s Republic of China 《中華人民共和國食品安全法》, the Law of the People’s Republic of China on the Prevention and Treatment of Infectious Diseases 《中華人民共和國傳染病防治法》, the Fire Protection Law of the People’s Republic of China 《中華人民共和國消防法》, the Guidelines for the Prevention and Control of Infectious Diseases in Colleges and Universities 《普通高等學校傳染病預防控制指南》, and the School Health Work Regulations 《學校衛生工作條例》. We have also actively strengthened the oversight on campus food safety and fire protection, prioritized the psychological and physical health of teachers and students, and established proper processes for emergencies, aiming to guarantee a safe and healthy campus in all aspects.

During the Reporting Period, the Group did not receive any complaints or litigations regarding violation of laws relating to health and safety, nor had it experienced any work-related fatality cases over the past three years. During the year, the number of lost days due to work injury was zero.

#### ***Food safety on campus***

To strengthen the food safety on campus, we have developed and strictly implemented the Food Safety Management System 《食品安全管理制度》, the Food Safety Rapid Detection Management System 《食品安全快速檢測管理制度》, the Food Safety Self-inspection and Reporting System 《食品安全自檢自查與報告制度》 and the Principal Accountability System on Food Safety 《食品安全校長責任制》. We arranged food safety inspections and provided feedback, based on which we required rectification within a time limit and then conduct a follow-up inspection. Meanwhile, we organized food safety related trainings to improve food safety awareness and knowledge of employees, and standardized food handling operations to provide better food service for teachers and students.

## Environmental, Social and Governance Report

During the Reporting Period, the Third Canteen of Shangqiu University obtained the HACCP (Hazard Analysis Critical Control Point) system certification and the ISO22000 food safety management system certification. The HACCP system represents the critical control points of hazard analysis, which is used for the prevention of hazards, and is an internationally recognized food safety assurance system. ISO22000 system, an international standard for food safety management, defines the overall management process and comprehensively recognizes and assesses the principles of food management.

This has made the food safety in our canteen more systematic, more refined and more standardized, laying a solid foundation for building a safe campus. In the future, the schools will thoroughly implement HACCP standards, strictly maintain the bottom line of food safety, and continue to improve the food safety management of the canteens. The school canteens will bear in mind the catering philosophy of "nutrition, health, environment and safety" and ensure meals that meet hygiene and safety standards for teachers and students through specific management services.

Implementation of the ISO22000 food safety management system in our canteens demonstrates our attention to critical food safety and strong commitment to meeting the needs of our teachers and students in catering services and improving our services relentlessly.



The Third Canteen of Shangqiu University obtained the HACCP system certification and the ISO22000 food safety management system certification

## Environmental, Social and Governance Report

### ***Fire safety on campus***

To enhance the fire safety management and to better ensure a safe campus, we have conscientiously implemented a strategy of “prevention as priorities with a combination of prevention and fighting” to build a harmonious and safe campus, create a more agreeable study environment. Furthermore, we need to improve the rapid response and emergency handling capabilities of school staff in dining halls, supermarkets, stores, etc.

Many electric and gas equipment are used in college dining halls, and that makes fire prevention an important part of the dining hall’s safety work. We need to strengthen the daily supervision and inspection, concentrate on precaution, identify, and rectify various potential safety issues timely to stamp out safety accidents. Meanwhile, we must enhance the fire safety knowledge and skills of employees, continuously heighten their fire safety awareness, and improve their ability to deal with emergencies to ensure the safe and stable operation of the dining halls.

#### **Case: Fire safety knowledge training in Shangqiu University Kaifeng Campus**

A fire safety knowledge training was held in Shangqiu University Kaifeng Campus on the afternoon of 17 April 2023. The training analyzed and elaborated the major fire accidents in recent years through illustrated descriptions and accident cases in news reports. The training, centered on real life situations, introduced in detail the usage of electricity and fire situations that are prone to causing fires, and analyzed the causes and hidden dangers of fires with real cases. This training focused on personal protection measures in the event of a fire, emphasizing that we should ensure unobstructed evacuation routes, proper management of fire hydrants, regular fire safety inspections, accurate identification of different types of fires, and appropriate prevention strategies. Furthermore, the staff demonstrated how to properly use the fire extinguishing equipment. The training underscored that in the event of a fire emergency, people concerned should remain calm and decisive, and should save themselves and rescue others in correct methods instead of acting recklessly.

### ***Mental health education***

We understand the importance of mental health education. Through a variety of activities and publicity, we are committed to improving the mental health of teachers and students, aiming to guide all staff and students to form a positive mental health cognition, develop a stable and rational mindset, thereby leading their career, academy and daily life with dedication.

#### **Case: Anyang University held a series of mental health trainings**

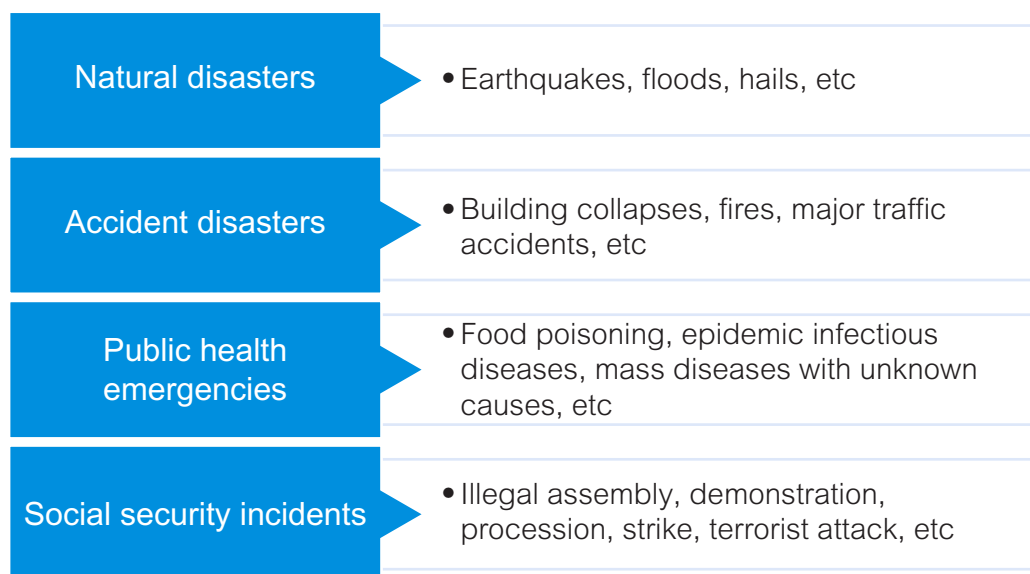
Since 2023, the official account of Anyang University Yuanyang Campus has begun to publish a series of popular science articles on mental health, and actively promoted the psychological counseling services provided by the school’s mental health and counseling center. The articles encourage students to learn to recognize emotions correctly, introduces the skills to manage emotions effectively and the methods to cultivate optimistic attitude, thereby enhancing students’ understanding of mental health and improving their abilities to relieve stress and regulate emotions.

## Environmental, Social and Governance Report

### *Responding to emergencies*

We proactively took preventive measures and dealt with emergencies properly, standardized the responding processes for public emergencies in schools, and improve the ability to deal with emergencies so as to minimize the impact of such incidents on schools' teaching, scientific research activities and daily operation, reduce personal injuries and property losses to teachers, students and employees, ensure the safety and stability of the campus, promote the all-round development of the school and achieve coordinated and sustainable development.

Public safety emergencies are classified as below:



#### **Case: Shangqiu University Kaifeng Campus carried out the 2023 anti-terrorism and anti-riot emergency drills**

On 11 May 2023, the security office of Shangqiu University Kaifeng Campus carried out the 2023 anti-terrorism and anti-riot emergency drill. We invited police officers to provide anti-terrorism and anti-riot training, teach risk-aversion skills in emergencies, demonstrate in detail the operation methods, essentials and precautions of anti-riot shields and anti-riot forks and other tools, and conducted on-site simulation drills according to drill plan and set scenarios. This activity not only disseminated the important knowledge of anti-terrorism and anti-riot and emergency response procedures, but also enhanced the awareness of teachers and students to deal with terrorist attacks and the ability to respond in emergencies, which has laid a foundation for anti-terrorism and anti-riot work in campus.

## Environmental, Social and Governance Report

### ***Occupational health of employees***

Considering the characteristics of the education industry and the working environment, the majority of the Group's employees are teaching staff engaging lecturing and administrative works, who are subject to lower risk of occupational hazards. A small number of maintenance technicians and outdoor workers may have certain but still relatively lower risk of occupational hazards. We have established the Safety Management System 《安全管理制度》 and implemented a safety responsibility system to rigorously guarantee the physical and mental health and safety of our employees at work. In case of any issues involved in potential occupational health and safety, we will take immediate steps to rectify and resolve such issues, thereby preventing any and all occupational hazard risks. We also organize regular physical examination for our employees to ensure their sound physical conditions and provide comprehensive safeguard.

#### **Case: "Family Doctor Service" at Shangqiu University Kaifeng Campus**

This service is designed to help staff over age 50 better understand their health conditions and provide professional advice to those in need. According to teachers' description of their physical conditions, the doctors taught the knowledge of related diseases and prevention methods through sufficient questions and answers. Faculty and staff can examine their chronic diseases and understand how to prevent and treat them more thoroughly through blood pressure, blood glucose measurements, electrocardiogram, and physician auscultation. Meanwhile, the school provides a variety of services, including establishing health records for each individual and maintaining complete records of their underlying health conditions, chronic diseases, daily medication and other information, tracking and serving key groups and regularly revisiting them through phone, consultation and other services, providing prevention and treatment suggestions and related precautions. This service has also run a health hotline to provide consultation at any time to guarantee its service.

## Environmental, Social and Governance Report

### 4.2 Teaching Quality Guarantee

Chunlai Education deeply recognizes that teaching is the priority of school and teaching quality is the lifeline of school. Chunlai Education has introduced a series of corresponding teaching management systems, such as the Teaching Quality Monitoring and Guarantee System of Shangqiu University 《商丘學院教學質量監控與保障體系》, the Quality Evaluation Standards and Methods for Major Links of Undergraduate Teaching of Shangqiu University 《商丘學院本科教學主要環節質量評價標準與評價辦法》, the Regulations on the Monitoring and Guarantee of Undergraduate Teaching Quality of Anyang University 《安陽學院本科教學質量監控與保障工作規定》, the Measures for Assessment of Classroom Teaching Quality of Jingzhou College (Trial) 《荊州學院教師課堂教學質量考核辦法(試行)》 and other relevant systems, to improve teaching quality, create a sound education environment and form a basic system guaranteeing the enhancement of self-discipline and self-development ability.

We have also established a teaching quality monitoring and guarantee system to ensure the classroom quality by ways of optimizing the curriculum, teaching quality evaluation, leaders' attendance and so on. We have set up all-round high-quality requirements in respect of campus construction, teachers' qualifications, needs of training rooms and university-business cooperation to meet the expectations of all parties and stick to the goal and belief of fostering virtue through education for the real benefit of students.

#### *Teaching quality guarantee*

Teaching quality is a significant indicator to measure the school running level and the foundation of our schools' development. Teaching quality monitoring and guarantee system is a standardized, scientific and effective organization operation system established based on the core of teaching quality control. Through monitoring, controlling, coordinating and evaluating major factors affecting the teaching quality, the Group has set up a smooth information feedback network and provide strong guarantee, to create and maintain a sound education environment and achieve the best teaching results.

Chunlai Education has formulated the Teaching Quality Monitoring and Guarantee System and its implementation plans in accordance with the Guiding Opinions of the Ministry of Education on Strengthening the Development of Classroom Teaching in Universities and Improving Teaching Quality (Jiao Dang [2017] No. 51) 《教育部關於加強高校課堂教學建設提高教學質量的指導意見》(教黨〔2017〕51號)) and the Opinions of the Ministry of Education on Deepening the Reform of Undergraduate Education and Teaching and Comprehensively Improving the Quality of Talent Cultivation (Jiao Gao [2019] No. 6) 《教育部關於深化本科教育教學改革全面提高人才培養質量的意見》(教高〔2019〕6號)). The Group conducts inspection, monitoring and evaluation on teaching process, studying process and teaching management process as well as education and teaching quality. The teaching quality monitoring and guarantee system developed by us consists of a teaching decision-making and command system, a teaching quality standard system, a teaching operation management system, a condition guarantee system, and a teaching quality monitoring and feedback system. We have formulated the Quality Standards for Major Links of Undergraduate Teaching 《本科教學主要環節質量標準》 to standardize lesson preparation, classroom teaching, assignment and exercise, tutoring and question answering, curriculum assessment, curriculum design, experimental teaching, probation, graduation practice, graduation thesis (design), the second classroom and other major educational and teaching links.

## Environmental, Social and Governance Report

### *Students' and their parents' evaluation*

To protect students' legitimate rights and interests, Chunlai Education has built smooth channels for teaching feedback to keep teaching operation updates informed timely and listen to students' comments and suggestions on teaching. Chunlai Education has also established a platform for teacher-student information exchange to mobilize the enthusiasm and initiative of teaching and learning in pursuit of a fine discipline.

Anyang University has established the Measures on Working Management of Student Teaching Information Officers (Revised) 《學生教學信息員工作管理辦法(修訂)》 to elect student teaching information officers in the class. The Feedback Form for Student Teaching Information Officers of Anyang University 《安陽學院學生教學信息員意見反饋表》 is filled regularly and then submitted to a group of student teaching information officers, which will be compiled as a report by team leaders and deputy team leaders once a month to promptly and directly report any issues or important information to the teaching quality monitoring and evaluation center (Education Promotion Office). Shangqiu University Kaifeng Campus has implemented the Teaching Information Feedback and Handling System 《教學信息反饋與處理制度》 to form a teaching information collection and feedback process. The Teaching Promotion Office has set up various information collection channels based on the existing teaching situation and conditions, including real-time feedback of full-time supervisors from class attendance and evaluation, information collected from teacher-student symposiums, feedback from inspection on major teaching links, feedback from class evaluation of students, satisfaction survey feedback, information collected by a dedicated QQ email for teaching, feedback from mid-term and final online evaluation of students on teaching, network information (including QQ group information and WeChat group information), etc. With the emphasis on online communication and network engagement channels, Chunlai Education, in order to achieve effective communication, ensures the authenticity and effectiveness of information dissemination, avoids exaggeration and false information, and thus establishes a sound online communication environment.

To strengthen the connections between families, students and the school, we have developed the Complaint Responding System and Implementation Measures for Parents and Students 《家長及學生投訴處理制度及實施辦法》 to further improve the work style and unblock the complaint channels, effectively rectify the critical and tricky issues reported by them, strengthen the investigation and punishment, and actively advance the school work.

During the reporting period, the Group received zero complaint, with an average teaching positive rate of 97.72%.

Schools under Chunlai Education	Annual Teaching Positive Rate
Shangqiu University	96.23%
Anyang University	98.22%
Anyang University Yuanyang Campus	96.63%
Shangqiu University Kaifeng Campus	97.11%
Jingzhou College	100.00%
Hubei Health Vocational College	98.14%



## Environmental, Social and Governance Report

### ***Potential in education and teaching***

To help students develop in an all-round way, Chunlai Education aims to give full play to advantages in education and teaching through laying emphasis on campus environment and practical assistance on students' growth. By adhering to the principle of integration of classroom theory and practical teaching, Chunlai Education vigorously enhances college-enterprise and college-region cooperation, continuously promotes the construction of on-campus laboratories and off-campus internship bases as well as actively boosts the coordination of the first class (teaching practice), the second class (on-campus internships and club activities) and the third class (off-campus practice activities).

The Off-Campus Practice Education Base for University Students in Henan Province (河南省大學生校外實踐教育基地) jointly declared by Shangqiu University Kaifeng Campus and Kaifeng Radio and TV Station (開封廣播電視台) has passed the acceptance inspection. The unveiling ceremony of the Off-Campus Practice Education Base for University Students in Henan Province was held at Kaifeng Radio and TV Station in May 2023 to provide strong support for enhancement of practical teaching and cultivation of high-quality applied talents.

Anyang University has undertaken 45 university-industry collaborative education projects of the Ministry of Education, such as the BIM 3D Map Recognition Training System (BIM三維識圖實訓系統), the Drone – Air Mule (無人機-空中驢子) and the Training of Ideological and Political Ability for Chinese Modern and Contemporary Literature Teachers in the Context of New Liberal Arts (新文科背景下中國現當代文學教師課程思政能力培訓) to cater to the development of local industries and enterprises by taking advantage of wisdom of talents.

With exchange and collaboration relationships with universities and colleges in the United States, Germany, South Korea, Malaysia, Kyrgyzstan and other countries, Jingzhou College has facilitated further studying abroad for students and encouraged students to participate in the "Challenge Cup" and other extracurricular academic and scientific works competitions for university students, as well as the "Internet+" and other university students' innovation and entrepreneurship competition, receiving 40 awards at ministerial and provincial-level or above by 172 students with the quality of graduates winning the recognition of employers.

At the same time, we have also established various training rooms according to the needs of different majors to meet the needs of teaching and profound research exploration, such as the Data Science and Big Data Lab, the New Energy Electrical Training Room and the Intelligent Logistics Integrated Training Room, etc., which fully satisfied the needs of students who could complete the practical learning required by various majors without having to leave the school.



## Environmental, Social and Governance Report

### 4.3 Following Educational Guidance

To establish fine school discipline, Chunlai Education is committed to educational guidance. For the development of teachers, a sound system of teachers' ethics assessment and evaluation to exert more efforts in supervision of teachers' ethics and promotion of the level of teachers' own ethics to avoid misconducts of teachers, Chunlai Education has set up a working group for teachers' ethics assessment and established the Assessment Method for Teachers' Ethics 《教師師德考核辦法》 in accordance with principles of the Professional Ethic Standards for College Teachers 《高校教師職業道德規範》, the Opinions on Establishing and Improving a Long term Mechanism for the Development of Teachers' Morality in Colleges and Universities issued by the Ministry of Education 《教育部關於建立健全高校師德建設長效機制的意見》, the Ten Guidelines for Professional Behaviors of Teachers of Colleges and Universities in the New Era 《新時代高校教師職業行為十項準則》 and other documents, after taking into account actual situations of schools. The Group assesses our teachers in terms of ideological quality, dedication to their jobs, teaching and educating or management services, and being a model for others, so as to urge them to follow the law of education and promote quality education. Chunlai Education conducts an assessment on teachers' ethics once a term, which is organized by the working group for teachers' ethics assessment of each unit, and makes comprehensive evaluation conclusions and rankings.

According to the principles of the Opinions on Comprehensively Deepening the Reform of the Development of Teachers in the New Era 《關於全面深化新時代教師隊伍建設改革的意見》 issued by the Central Committee of the CPC and the State Council, the Opinions on Accelerating the Development of High level Undergraduate Education and Comprehensively Improving the Ability to Develop Talents 《關於加速建設高水平本科教育全面提升人才培養能力的意見》, Certain Opinions on Strengthening Academic Moral Development 《關於加強學術道德建設的若干意見》, the Guiding Opinions on Handling the Irregular Behaviors of Teachers in Colleges and Universities 《關於高校教師師德失範行為處理的指導意見》, the Ten Guidelines for Professional Behaviors of Teachers of Colleges and Universities in the New Era 《新時代高校教師職業行為十項準則》 and the Opinions on Establishing and Improving a Long term Mechanism for the Development of Teachers' Morality in Colleges and Universities 《關於建立健全高校師德建設長效機制的意見》 issued by the Ministry of Education, our Group has established the Detailed Rules for the Implementation of a Long term Mechanism for the Development of Teachers' Morality in Shangqiu University 《商丘學院師德師風建設長效機制實施細則》, the Implementation Rules for the Long-term Mechanism of Building the Ethics and Work Style of Teachers in Anyang University 《安陽學院師德師風建設長效機制實施細則》, the Compilation of Rules and Regulations of the Teacher Development Centre 《教師發展中心規章制度匯編》 in Shangqiu University 《商丘學院用科技學院師德師風建設方案》, the Scheme for the Development of Teachers' Morality of Shangqiu University Kaifeng Campus and the Implementation Plan for the Development of Teachers' Ideology, Politics and Ethics in Hubei Health Vocational College (Draft for Comments) 《湖北健康職業學院教師思想政治和師德師風建設實施方案(徵求意見稿)》 and required our teachers to follow relevant regulations rigorously. The Group has put into place the fundamental task of "character building and talent fostering" and improved the development of the ethics and teaching styles of teachers to reinforce the sense of responsibility, mission and honor. In addition, we have also earnestly performed professional code of ethics for teachers and built a sound long-term mechanism of building the ethics and work style of teachers to enable them to be a teacher of having ideal and faith, moral sentiment, solid knowledge, and a benevolent heart, thus creating a high-quality group of teachers and a teaching idea of Chunlai Education.

## Environmental, Social and Governance Report

### 4.4 Guiding Students' Career

Devoted to the fostering of advanced applied talents, Chunlai Education cares about the needs of students and the market to improve the employment of graduates. The employment of graduates is an important part of our work. We have complied with the Administration of Students of General Institutions of Higher Education 《普通高等學校學生管理規定》, the Interim Provisions on Graduation and Employment of Colleges and Universities 《普通高等學校畢業就業工作暫行規定》 promulgated by the Ministry of Education and the relevant requirements of Henan Provincial Department of Education.

Schools under the Group have developed various policies and system documents related to employment, such as the Implementation Opinions of Shangqiu University on Assuring the Employment of 2023 Graduates 《商丘學院關於做好2023屆畢業生就業工作的實施意見》, the Relevant System of Anyang University on Promoting the Employment of Graduates 《安陽學院促進畢業生就業相關制度》, and the Notice of Shangqiu University Kaifeng Campus on Further Assuring the Employment and Entrepreneurship of 2023 Graduates 《商丘學院應用科技學院關於進一步做好2023就業創業工作的通知》, to guide the employment and entrepreneurship work of new graduates. Schools under the Group spared no efforts to achieve an adequate and higher-quality employment for graduates through releasing employment information on information websites, holding offline recruitment fairs and conducting follow-ups and surveys on the graduates' employment information on the information websites.

In the academic year of 2022/2023, the employment rate of graduates of Shangqiu University reached 81.58%; the employment rate of graduates of Anyang University amounted to 80.28%; the employment rate of graduates of Shangqiu University Kaifeng Campus was 78.17%; the employment rate of graduates of Hubei Health Vocational College was 79.55% and the employment rate of graduates of Jingzhou University recorded 86.54%.

## Environmental, Social and Governance Report

### 5. MAINTAINING SOLID COMPLIANCE MANAGEMENT

The Group is fully aware that compliance operation and risk management are fundamental to enterprise operation. The Group always strictly complies with relevant laws and regulations and industrial requirements (e.g. the Listing Rules and other relevant laws and regulations issued by Hong Kong Securities and Futures Commission and Hong Kong Stock Exchange) for the sake of complying with national and industrial regulatory requirements. We have formulated the Constitutions of the Risk Assessment Committee 《風險評估委員會章程》, the Internal Audit Regulations 《內部審計工作規定》 and the Constitutions of the Audit Committee 《審計委員會章程》, aiming to improve campus risk prevention and control by establishing a risk management system.

#### 5.1 Comprehensive Risk Management and Control

The Group focuses on internal control and risk management. We have integrated many risk management theories into our risk management system and carried out effective management in seven stages, namely risk analysis, risk assessment, risk control, risk communication, risk comments, risk examination and risk review and re-determination.

##### Risk Management System



The Group pays close attention to campus security risks, teaching quality risks, health risks and other emergencies closely related to students and teaching. We have established a number of contingency plans to deal with potential risks, e.g. Plan for Fire Prevention and Emergency Evacuation 《滅火和應急疏散預案》, Contingency Plan for Flood Prevention 《防汛工作應急預案》 and Contingency Plan for Public Health Emergencies 《突發公共衛生事件應急預案》, aiming at deal with fire, medical emergencies, campus emergencies, infectious diseases, floods and other accidents in a rapid and efficient manner. We have developed a rapid response mechanism on emergencies to ensure the close connection of identification, reporting, commanding, handling and other processes as well as rapid action, right response and decisive handling.

We identify the significant physical risks of climate change to our operations, such as the hazards caused by natural disaster events such as typhoons, rainstorms and floods. We have formulated contingency plans for all branch campuses to improve the Group's overall ability to prevent floods and typhoons and resist natural disaster risks, so as to ensure that the Group can properly deal with emergencies of natural disasters in a timely and efficient manner. Some of the contingency plans that we have formulated are as follows: the Contingency Plan for Flood Prevention of Anyang University 《安陽學院防汛工作應急預案》, the Contingency Plan for Flood Prevention and Emergency Rescue of Anyang University 《安陽學院防汛搶險應急預案》 and the Contingency Plan for Major Natural Disasters of Jingzhou College 《荊州學院重大自然災害突發事件應急預案》.

## Environmental, Social and Governance Report

### 5.2 Combating Corruption and Promoting Integrity

The Group adheres to clean work styles. All of us have strictly implemented the Code of Integrity and Self-discipline of the Communist Party of China (《中國共產黨廉潔自律準則》), the “Ten Don’ts” on the Integrity and Self-discipline of Leading Cadres as Members of the Communist Party of China in Colleges and Universities (《高校黨員領導幹部廉潔自律「十不准」》), the Regulation of the Communist Party of China on Disciplinary Actions (《中國共產黨紀律處分條例》) and other relevant provisions on combating corruption and promoting integrity. We have also thoroughly implemented the spirit of the eight-point decision of the Central Committee, incorporated the establishment of Party conduct and integrity into the overall work arrangement of the year, and required all units to sign the Letter of Responsibility for the Establishment of Party Conduct and Integrity (《黨風廉政建設責任書》).

The Group strengthens the establishment of Party conduct and integrity according to the Implementation Plan of the CPC Discipline Inspection Commission of Anyang University on the Establishment of Party Conduct and Integrity (Revised) (《中共安陽學院紀律檢查委員會黨風廉政建設責任制實施辦法(修訂)》), specifies the responsibilities of leaders and cadres at all levels of our schools in the establishment of Party conduct and integrity, earnestly promotes the establishment of Party conduct and integrity and anti-corruption at our schools, and resolutely puts an end to corruption and bribery. The Group advocates all teaching staff to uphold principles and the truth and fight against unhealthy practices. Party members and cadres shall take the lead in combating corruption and promoting integrity, abide by disciplines and laws and adhere to the Party’s basic line. The Group has established systems for establishing Party conduct and integrity and specified the scope, contents and requirements of responsibilities in the establishment of Party conduct and integrity.

The Board of Directors of the Group and the cadres of our schools have performed their obligation of integrity and self-discipline of the Party. During the Reporting Period, we provided anti-corruption training to directors and employees according to the Plan for Monthly Publicity and Education of the Establishment of Party Conduct and Integrity of Jingzhou College in 2023 (《荊州學院2023年黨風廉政建設宣傳教育月活動方案》), the Discipline Inspection Working Meeting and Special Training Meeting for Discipline Inspection Cadres in 2023 (《2023年紀檢工作會議暨紀檢幹部專題培訓會》), the Working Meeting on Overall Strict Governance of the Party in 2023 (《2023年全面從嚴治黨工作會議》) and other relevant documents, taking their anti-corruption awareness to a higher level. We will provide more anti-corruption training to all board members and employees in the future.

## Environmental, Social and Governance Report

### Case Study: Collective Anti-Corruption Training of the Group

Chunlai Education deeply advanced the “Year of Capacity and Style Improvement” of the Group. On 28 September and 8 October, the Party branch of the Group organized two study sessions of warning education on the establishment of Party conduct and integrity for all staff in Zhengzhou. Through watching and analyzing the typical cases in warning education films such as the “Achievements of Central Inspections” 《巡視利劍》, the “Changes in Life” 《蛻變的人生》 and the Freeman out of Control 《「失控」的自由人》, it carefully reviewed weaknesses in thought and styles by comparing with corruption cases in Party and government conduct in the education system in recent years. The Group wishes to enhance the disciplinary awareness of employees and adhere to integrity through case study and strive to create a clean and upright education ecosystem and an outstanding educational environment.

The directly affiliated branch committee of the Group issued the Notice of Chunlai Education Group on the Strict and Honest Discipline during the Spring Festival Holiday in 2023 《春來教育集團關於2023年春節假期嚴肅廉潔紀律的通知》, the Notice of Chunlai Education Group on Integrity during the Tomb Sweeping Day Holiday in 2023 《春來教育集團關於2023年清明廉潔過節的通知》 and the Notice of the Chunlai Education Group on the Implementation of the Spiritual Discipline Requirements of the Eight-Point Decision during the “Teachers’ Day”, the “Mid-Autumn Festival” and the “National Day” 《春來教育集團關於「教師節」、「中秋節」、「國慶節」節日期間落實中央八項規定精神紀律要求的通知》. We clearly put an end to all “holiday corruption” activities and malpractices, e.g. the use of public funds to purchase cigarettes, alcohol, sweets, tea and other gifts; it is strictly prohibited to accept gifts, cash, shopping cards, etc. in violation of regulations; it is strictly prohibited to take part in recreational activities using public funds or arrange banquets unrelated to official duties; it is strictly prohibited to attend banquets that violate work discipline. We strive to build a clean culture, convey the new arrangement of clean government establishment, create a clean holiday atmosphere, and eliminate holiday corruption.

In accordance with the Constitution of the Communist Party of China 《中國共產黨章程》, the Regulations on Supervision within the Communist Party of China 《中國共產黨黨內監督條例》, the Regulations on the Work of Grassroots Organizations of the Communist Party of China in Ordinary Colleges and Universities 《中國共產黨普通高等學校基層組織工作條例》, the Regulations on the Supervision and Implementation of the Discipline Inspection Organs of the Communist Party of China 《中國共產黨紀律檢查機關監督執紀工作規則》 and relevant Party disciplines and regulations and in combination with the actual conditions of our schools, the Group formulated the Working System of the CPC Discipline Inspection Commission of Anyang University 《中共安陽學院紀律檢查委員會紀律檢查委員會工作制度》 and set up the school discipline inspection committee to assist the Party Committee in enhancing the establishment of Party conduct and integrity and organizing and coordinating anti-corruption work. The school discipline inspection committee accepts the whistle-blowing, accusations and complaints against Party organizations and members at all levels in our schools through letters, visits, telephone calls, networks and other channels and handles and solves the issues raised based on relevant procedures of discipline inspection.

During the Reporting Period, the Group was not involved in any litigation cases related to corruption, nor did it violate the relevant laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering.

## Environmental, Social and Governance Report

### 5.3 Data Privacy Protection

The Group is committed to providing an advanced, reliable and safe computer network environment for all teachers, students and employees. The Group strictly abides by information security related laws and regulations, e.g. the Regulations of the People's Republic of China for Safety Protection of Computer Information Systems 《中華人民共和國計算機信息系統安全保護條例》, the Measures for Security Protection Administration of the International Networking of Computer Information Networks 《計算機信息網絡國際聯網安全保護管理辦法》 and the Standards of Electronic Records Filing and Management 《電子文件歸檔與管理規範》. The Group constantly improves the student privacy protection system to ensure the privacy and personal information security of students and their parents.

The Group has formulated the Regulations on the Management of the Security and Secrecy of Campus Network 《校園網安全保密管理規定》 to protect the safe operation of campus network. The Group has established a Network Centre, which is fully responsible for the network security and confidentiality of the college. All departments, divisions and offices have designated network and information security administrators to be responsible for network security and information secrecy of their departments and regularly carry out education on information secrecy and network security for network users. The network security and secrecy administrators of the Network Centre and all departments have the right to conduct regular and irregular inspections and monitoring on network security and information secrecy of their corresponding departments and are responsible for reporting relevant conditions to department leaders.

We have formulated the Information Security Management System 《信息安全管理制度》 and specified overall security strategies on information systems, covering physical and environmental safety, personnel information safety, operating system safety as well as computer and network operation management. We have set up a Leading Group for Network Security and Informationisation (網絡安全與信息化領導小組) to further strengthen our information management, improve the management service and our support and protection. The group is responsible for network management. Maintenance and development personnel shall ensure the security of data information. Data and software must be kept by a designated person. It is not allowed to copy, download and lend data and software without permission. It is strictly forbidden for anyone to use media (e.g. floppy disks, CDs and USB flash disks) without permission. At the same time, we have established an external information security expert advisory group to keep in touch with external security experts, and to keep up with industrial trends, monitoring standards and evaluation methods in order to standardise information system licence management, maintain the security of our information system, orderly guarantee the information security of users using the information system, and ensure the normal and stable operation of the information system.

During the Reporting Period, the Group recorded no violation of relevant laws and regulations on privacy matters relating to services provided.

## Environmental, Social and Governance Report

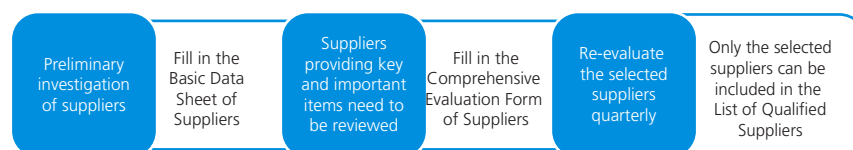
### 5.4 Supply Chain Strategies

The Group attaches great importance to supply chain management. We review the qualification documents, performance data, samples and other documents and articles provided by suppliers in accordance with the Supplier Management System 《供應商管理制度》, the Bidding Process Management 《招標流程管理》 and the Supplier Rating Standards 《供應商評級標準》. With the qualification, service quality, prices and compliance of suppliers as the measurement standards, we carry out the development, supervision, evaluation and management of suppliers and establish the supplier management system. We manage and evaluate all suppliers who have provided all products and services to the Group for a long time, covering the purchasing of external goods, supplier qualification evaluation and credit rating evaluation, in accordance with the Supplier Management System and the Evaluation Standard for Qualified Suppliers 《合格供應商評價標準》.

The Group strictly controls the purchasing process and suppliers according to the Purchasing Management System 《採購管理制度》 to ensure that the purchased products and services meet the specified requirements. We will divide the purchased items into three levels according to their impact on the demand: Critical, Important and General. Different control levels will be implemented. The Group carries out unified management of purchasing, clearly regulates the work ethics of purchasing related personnel and strictly selects qualified suppliers. Meanwhile, we attach importance to procurement integrity and strengthen regulation on all processes of procurement through the Letter of Integrity Responsibility of the Procurement Department 《採購部廉潔責任書》 to ensure rules for the management of purchased materials and procurement processes, build a procurement team with integrity, provide suppliers with a fair and impartial competition environment and guarantee the legitimate rights and interests of suppliers.

In accordance with the Supplier Management System, we stipulate that all suppliers must have the production and business premises required by relevant national laws and regulations, comply with industrial laws and regulations, have the corresponding production and enterprise business capabilities and qualifications, environmental protection, production technology level, financial status, credit status and management level to ensure that the purchased products and services meet the specified requirements.

The supplier management and supervision procedures are as follows:





## Environmental, Social and Governance Report

We evaluate our suppliers in terms of quality, qualification, price of materials and sample qualification through the Evaluation Form for Suppliers. We consider the environmental and social risk factors of suppliers, take environmental protection principles into consideration, and focus on whether the production of suppliers has environmental impacts to jointly improve the performance of sustainable development. In the process of selecting suppliers, we will give priority to enterprises with emerging energy or renewable energy and suppliers that meet the national sustainable development strategy, aiming to implement green supply chain management. The focuses in our supplier evaluation are as follows:



If the suppliers meet the specified requirements, they will be listed in the “List of Qualified Suppliers”. We will regularly check and review the performance of the existing suppliers, conduct monthly assessment and re-evaluate the qualified suppliers quarterly to ensure orderly purchasing.

During the Reporting Period, the Group had 3,055 major suppliers, and the regional distribution is as follows: 2,573 suppliers were in Henan, China, and 482 suppliers were in Hubei, China. The purchasing categories were mainly sports equipment and stationery, animals and plants, clothing and fabrics, building materials and furniture, books and services.



## Environmental, Social and Governance Report

### 5.5 Protecting Intellectual Property

The Group understands the importance of intellectual property rights and is committed to protecting its intellectual property rights, academic achievements, patents and other intellectual property. We strictly abide by the Law of the People's Republic of China on the Protection of Intellectual Property Rights 《中華人民共和國知識產權法》, the Patent law of the People's Republic of China 《中華人民共和國專利法》, the Copyright Law of the People's Republic of China 《中華人民共和國著作權法》, the Copyright Ordinance 《版權條例》 of Hong Kong, the Genuine Software Management Guide 《正版軟件管理工作指南》 and other relevant laws. Meanwhile, Chunlai Education respects the intellectual property rights of any third party. Employees shall not infringe or violate the patents, trademarks, copyrights or intellectual property rights of any third party.

The Group has implemented the Administrative Measures for Intellectual Property Protection 《知識產權保護管理辦法》 to protect the legitimate rights and interests of the educational institutions, our faculty and students, boost the enthusiasm of our faculty and students for scientific research, invention and creation, and promote the scientific progress and innovation of our scientific research. We have set up an Intellectual Property Management Committee to be responsible for the management and protection of our intellectual property rights. Our Intellectual Property Management Committee Office is responsible for the management of our science and technology project initiation, achievement registration, appraisal and award submission, the management of our science and technology project target documents, and the management of our patent procurement, application, authorization and annual fees. Our subordinate units, teachers and students shall not damage our image, reputation or other legitimate rights and interests when using our logos, trademarks and other educational and service marks. If the intellectual property rights of others are infringed upon, the infringer shall bear corresponding civil liability, administrative liability and even criminal liability.

According to the Measures for the Implementation of Chunlai Education Group's Rewards for Scientific Research Achievements of Subordinate Educational Institutions 《春來教育集團關於下屬各學校科研成果獎勵的實施辦法》, if the scientific research achievements of our faculty and students are awarded, their academic papers or monographs (planned textbooks) are published, their patents are authorized, their scientific research projects are initiated and completed or their literary and artistic creation achievements are displayed or published, the Group will offer corresponding rewards, thus improving the scientific research in our schools and enhancing the core competitiveness and influence of our schools' teaching and research capabilities.

As of 31 August 2023, we had 216 registered patents, among which, 156 patents are newly added.

## Environmental, Social and Governance Report

### 6. PROMOTING STAFF GROWTH

#### 6.1 Improving Employment Management

Chunlai Education deepens its mission in education and recruits talents with the standards of both morality and ability according to the academic majors, team plans and the needs of education of each college. We adhere to the standard of reasonable and lawful recruitment, and strictly abides by laws and regulations such as the Labour Law of the People's Republic of China 《中華人民共和國勞動法》, the Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》, the Implementation Regulations of the Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法實施條例》, the Law on the Protection of Minors 《未成年人保護法》, as well as the Regulations on Prohibition of Child Labour 《禁止使用童工規定》 and the Regulation on Sanitary Work of Schools 《學校衛生工作條例》. The Group is devoted to creating a fair and transparent working atmosphere and strives to build a diversified and inclusive teaching staff team. We ensure that the recruitment and promotion procedures are fair and open to all employees, and are not affected by factors such as age, gender, physical health, marriage and family status, and are monitored in combination with effective management systems. We strictly review the background of employees and strictly prohibit the employment of child labour.

Through the implementation of the Standardised Administrative Measures on Recruitment 《招聘管理辦法》 and Handbook for Teachers and Staff 《教職工手冊》, the Group ensured the standard, open, transparent and reliable recruitment process. We carry out recruitment activities by adhering to the principle of "fairness and impartiality, merit-based admission, professional and morality". To better complete recruitment, we have set up a recruitment leading team with a school leader of the human resources department as the team leader. Before the formal recruitment, we conduct qualification review on the identity and education background information of the candidates. We set up written examinations and trial lectures in the first test process to evaluate the professional knowledge and basic teaching capability of the candidates. Only those having passed the first test can participate in re-examinations. Job opportunities will be given based on the candidate's written test, interview performance and other relevant conditions. If any fraud is found, we will terminate the labour contract pursuant to the Labour Contract Law.

The Group implements standard management of the working hours of faculty and staff in accordance with the Attendance Management of Dedicated Teachers and Staff 《專任教職工考勤管理規定》 and the Interim Provisions on Overtime Work and Leave for Teachers and Staff on Duty 《教職工值班加班調休暫行規定》. At the same time, the Group implements a post responsibility system to advocate the completion of corresponding work tasks during working hours. We also regularly review the relevant employment system to ensure that there is no forced labour.

During the Reporting Period, the Group did not violate any relevant laws and regulations that have a significant impact on the Group relating to employment and the prevention of child and forced labour.

## Environmental, Social and Governance Report

Overview of the Group's employees during the Reporting Period is set out below:

Overview of Employees	Unit	2023
<b>Total number of employees</b>	person	4,750
<b>Total number of employees (by gender)</b>		
Female employees	person	2,766
Male employees	person	1,984
<b>Total number of employees (by employee category)</b>		
Short-term contract/part-time employees	person	805
Full-time junior employees	person	1,827
Full-time middle management	person	537
Full-time senior management	person	414
Other employees <sup>1</sup>	person	1,167
<b>Total number of employees (by age group)</b>		
Employees under the age of 30	person	1,726
Employees aged 30-50	person	2,032
Employees over the age of 50	person	992
<b>Total number of employees (by geographical region)</b>		
Employees from Central China region <sup>2</sup>	person	4,750

### Teaching Staff Promotion System

The Group pays attention to the flow and allocation of talents within the Group, attaches importance to the growth needs and intentions of teaching staff and guarantees their right to choose. We launched policies such as the Staff Promotion Method 《員工晉升辦法》 and the Measures for the Quantitative Points of Qualifications for Professional and Technical Positions in Teaching Series 《教學系列專業技術職務任職資格量化積分辦法》 and provided on-campus competition for teaching staff. In the process of promotion, we follow the principle of "ability and integrity, virtue first" and ensure the openness, fairness and impartiality of the process. We make promotion based on personal work performance, result and other relevant factors, combined with written examination, interviews and qualification review.

<sup>1</sup> Other employees represent employees without professional titles.

<sup>2</sup> Employees by geographical region during the Reporting Period are classified by location of work.

## Environmental, Social and Governance Report

### ***Teaching Staff Resignation Management***

The resignation of teaching staff would be our significant loss in human capital. As a result, we launched the Administrative Measures for the Resignation of Teachers and Staff 《教職工離職管理辦法》 to retain outstanding talents. When a teaching staff tenders his/her resignation intention, the Human Resources Department will initiatively arrange an interview to understand the reasons for his/her resignation, and proposes corresponding resolutions to retain such employee in combination with specific conditions, helping them solve problems in work, study and life. For employees decided to resign, we will plan response measures in a timely manner and ensure that other teaching staff smoothly take over their work, aiming to affect no impact on course and other matters related to teaching.

## **6.2 Sincere Care for Employees**

### ***Benefits of Employees***

Chunlai Education deeply knows the value of each teaching staff to the Group. We will endeavour to ease the worries of the employees in order to ensure the high quality of teaching. We provide each employee with benefits such as “five insurances and the housing fund”, namely medical insurance, maternity insurance, work injury insurance, unemployment insurance, pension insurance and housing provident fund, which is contributed based on specific percentage of salaries in accordance with relevant national regulations, providing sufficient life assurance for employees.

In addition to the above benefits, we have also launched the Administration Measures for the Distribution of Housing Subsidies 《住房補貼發放管理辦法》 in accordance with the Housing Management Regulations 《住房管理規定》 and the Notice on the Implementation of Off-campus Housing Subsidies for Teachers and Staff 《關於啟動實施教職工校外住房補貼的通知》, to provide housing subsidies for on-the-job teachers and staff who are not local residents and do not have their own houses. The measure aims to show the care of the Group and the school to the life of employees, ease the housing worries of employees, enable them to devote themselves to scientific research and teaching and improve their sense of belonging, thereby achieving the purpose of attracting and retaining outstanding talents.

For holiday arrangements, in addition to national statutory holidays, the Group provides teaching staff with hours, maternity or paternity leave, sick leave, marriage leave, funeral leave and winter holidays. In addition, we provide breastfeeding female employees with extra breastfeeding leave.

## Environmental, Social and Governance Report

### *Diversified Activities for Teaching Staff*

In order to enrich the on-campus cultural life of teaching staff and strengthen the exchange and cooperation among departments, the Group carried out diversified activities.



### **Second Basketball Competition for Faculty Members at Anyang University (Yuan Yang Campus)**

### **6.3 Valuing Talent Cultivation**

In order to achieve the distinguished development of the teacher team and improve the teaching achievements, we launched a cutting-edge growth plan for young teachers in accordance with the standards under the Teacher Law of the People's Republic of China 《中華人民共和國教師法》 and the Regulation on Training Work for Teachers of Higher Education Institutions 《高等學院教師培訓工作規程》 and encouraged senior teachers to fully display their leading and guiding roles. We emphasize continuing education and systematic on-the-job training to build a stronger education team.

The Group carries out trainings at different levels with specific targets, attaches importance to personal development of teachers and emphasizes the fostering of integrity. It guarantees the strict requirements of training contents on business capability improvement and ideological and moral shaping, follows the guidance of correct values, enhances teaching innovation and the matching of teachers and positions, facilitates the professional plans of teachers and ensures the consistency of trainings results and the targets of the school. In addition, we provide teachers with consultancy and guidance on career growth and ensure the provision of outstanding talent training across the Group.



## Environmental, Social and Governance Report

### Pre-job training for new teachers:

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Types of Training	<ul style="list-style-type: none"><li>• Training Content</li></ul>
Comprehensive quality training	<ul style="list-style-type: none"><li>• History and current conditions of the school</li><li>• Higher education theories and career development</li></ul>
Teaching skills improvement	<ul style="list-style-type: none"><li>• Teaching skills and application of information technology</li><li>• Ideological and political theory and practice on courses</li></ul>
Providing teaching instruction	<ul style="list-style-type: none"><li>• Each college formulates the Plan on Providing Teaching Instructions to New Teachers based on its actual conditions and files with the Teacher Development Centre. The requirements on providing teaching instructions are as follows: We will provide an adviser teacher with ethics, extensive teaching experience and professional title of associate professor or above to each of the teacher participating in trainings and offer guidance on education thoughts and concepts as well as teaching methods and skills to improve its teaching practise capabilities.</li></ul>
Study and training on online courses (independent study)	<ul style="list-style-type: none"><li>• Higher education theory and career development module (How to grow into an outstanding college teacher and other courses)</li><li>• Teaching skills and application of information technology (Required teaching skills for college teachers and case study and other courses)</li><li>• Ideological and political theory and practice on courses ("Course Theory", "Teaching Theory" and other courses)</li><li>• Smart Education of China · Higher Education (to complete training courses for teachers and obtain the training certificate with 10 credits)</li></ul>

## Environmental, Social and Governance Report

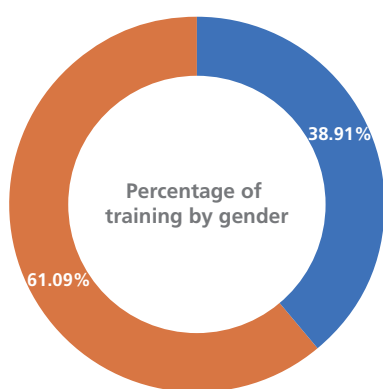
### Trainings for teaching staff by position and type in 2023:

Type	Certain Themes
Ideological and political trainings	Special training session on the "Spirit of the 20th National Congress of the CPC", learning the spirit of Jiao Yulu and practicing the mission in the new era, trainings for corresponding teachers of demonstration ideological and political courses for undergraduates, relevant trainings on the implementation of key points in ideological and political courses, etc.
Education and teaching trainings	National faculty training class on big data and improvement of financial and accounting teaching capabilities in 2023, discussions on the application of key computer technology under the background of new engineering courses, lecture on "Go to One City for One Museum", special lectures on civil engineering and construction, lecture on "Graphic Design with Plank New Year Pictures of Zhuxian Town as an Example", understand the connotation of quality evaluation, improvement of teaching methods in classes, special communications on fitness courses, practice of projects on AI machine vision and intelligent system in colleges across China, etc.
Education reform trainings	Senior training class on summarization and application of education reform projects in colleges, construction and practice of first-class majors under the background of "Four New" with new engineering courses as examples, etc.
Business trainings	Trainings on archives management, "Improving Information Services on Intellectual Property Rights and Facilitating the Conversion of Scientific and Technological Innovation Achievements", trainings on software, training sessions on knowledge discovery and associated study with books as carriers under knowledge network, "Discussions on Secretarial Work in Teaching", "Work Training on Laboratory Technicians", trainings on photography and news writing, etc.

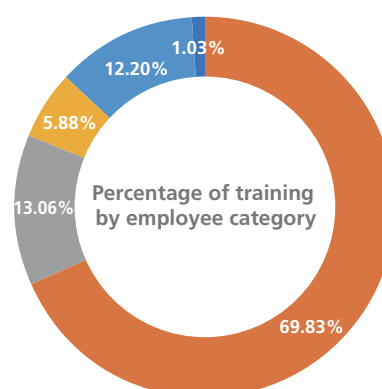
## Environmental, Social and Governance Report

### Training contents for backbone teachers:

General teaching ability training	<ul style="list-style-type: none"> <li>• Educational philosophy</li> <li>• Basic teaching norms</li> <li>• Teaching theory and technology</li> <li>• Modern education technology</li> <li>• Professional ethics</li> </ul>
Special training for the development of new educational theory and technology at home and abroad	<ul style="list-style-type: none"> <li>• We engage experts or famous teachers to attend the class or watch the video of the class, and make suggestions and consultation on teaching improvement</li> <li>• Build a platform for teachers to exchange teaching research and reforms through opening of teacher salons and new teacher workshops</li> </ul>
Dual-qualified teachers development plan	<ul style="list-style-type: none"> <li>• Engineering laboratory technicians shall be required to enter relevant enterprise for further studying and training for at least 3 months within five years</li> <li>• Encourage on-the-job study for master's and doctorate degrees; establish a regular training system for laboratory technicians, and each laboratory technician shall be required to participate in a further studying and training within five years</li> </ul>



■ Male employees ■ Female employees



■ Short-term contract/part-time employees  
 ■ Full-time junior employees  
 ■ Full-time middle management  
 ■ Full-time senior management  
 ■ Other employees



## Environmental, Social and Governance Report

Average training hours <sup>3</sup> (by gender)	Unit	2023
Female employees	hour	24.50
Male employees	hour	24.64
Average training hours <sup>3</sup> (by employee category)	Unit	2023
Short-term contract/part-time employees	hour	6.00
Full-time junior employees	hour	27.00
Full-time middle management	hour	23.17
Full-time senior management	hour	23.82
Other employees	hour	11.88

## 7. BUILDING A GREEN CAMPUS

As a higher education group devoted to sustainable development, Chunlai Education firmly believes that the sustainability of the environment is the cornerstone for our long-term development. We are committed to creating a low-carbon and environment-friendly green campus environment. We abide by the relevant environmental laws and regulations, such as the Environmental Protection Law of the People's Republic of China 《中華人民共和國環境保護法》, the Energy Conservation Law of the People's Republic of China 《中華人民共和國節約能源法》, the Water Pollution Prevention and Control Law of the People's Republic of China 《中華人民共和國水污染防治法》, and the Solid Waste Pollution Prevention Law of the People's Republic of China 《中華人民共和國固體廢物防治法》 and actively formulated various management measures, such as the Regulations on Saving Electricity in Canteens 《餐廳節約用電管理制度》, the College Programme on and Prevention of Food Wastage 《餐飲浪費行為的工作方案》, and the Regulations on Disposal of Food Waste 《餐廚廢棄物處置管理制度》 to ensure the consistency between our endeavors and actions and legal standards. We aim to minimize environmental burdens, achieve high-efficient utilization of resources and create a greener campus for students and the society.

As a member of the education industry, we have limited direct impact on the environment and natural resources. Our environmental responsibilities are mainly reflected in daily electricity consumption, water resources management, school and office supplies consumption, waste disposal and the use of vehicles of the Group. We have strived to minimise the negative impact on the environment and natural resources during our business operations, so as to make contributions to environmental protection. During the Reporting Period, we strictly complied with all laws and regulations related to environmental protection and there were no major irregularities related to exhaust gas, greenhouse gas, water and soil pollution and waste management.

<sup>3</sup> Calculation method: the total training hours of training employees of that category/the total number of training employees of that category

## Environmental, Social and Governance Report

### 7.1 Climate Change Management

In accordance with the Guidance on Climate Disclosures prepared by the Stock Exchange and in combination of its current conditions, the Group identified, analyzed and evaluated climate change risks and their potential consequences and potential financial impacts and implemented corresponding measures as shown in the following table:

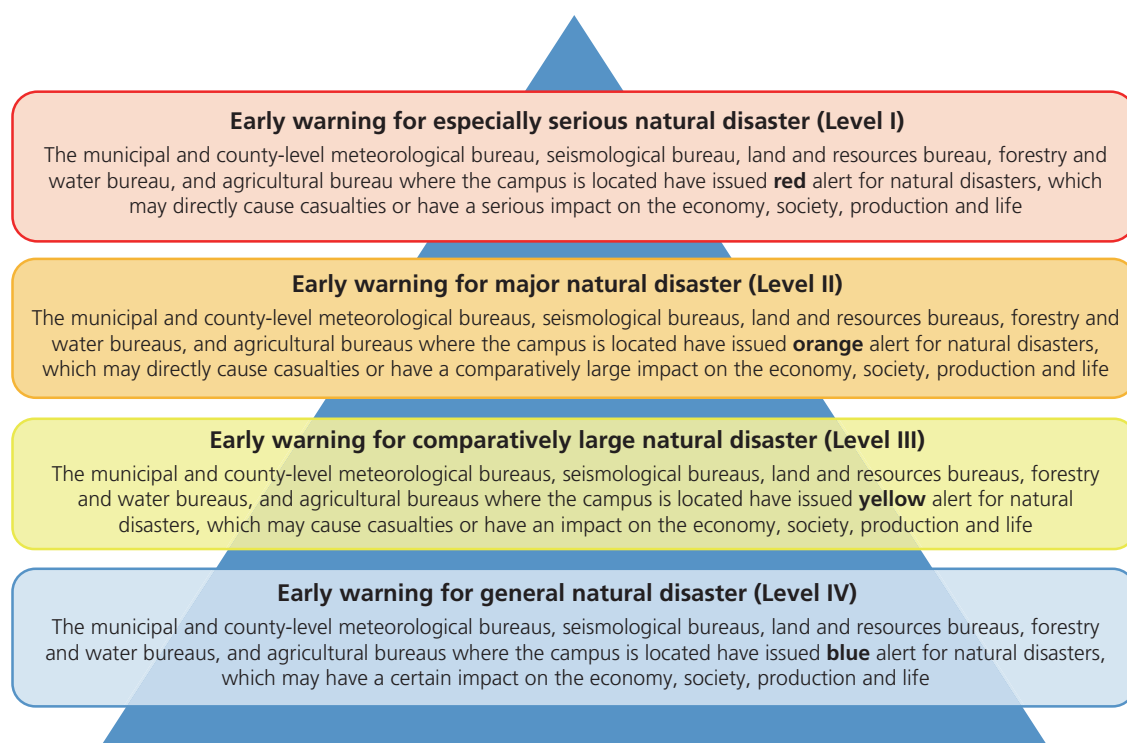
Type of climate risks	Potential risk	Potential financial impacts	Current response mitigation measures
Physical climate risks	Acute risks (such as disasters caused by urban flooding and other extreme weather)	<ul style="list-style-type: none"> <li>Damage of infrastructure and facilities and depreciation of fixed assets</li> </ul>	<ul style="list-style-type: none"> <li>Develop response measures to disasters</li> </ul>
	Chronic risks (such as persistent high temperature, lack of fresh water resources, etc.)	<ul style="list-style-type: none"> <li>Extreme weather increases risks on the health and safety of teachers and students, and results in decreases in operation capability and revenue</li> <li>Persistent high temperature weather increases electricity consumption, thereby affecting operating costs</li> <li>Decrease in the availability of fresh water resources results in higher costs</li> </ul>	<ul style="list-style-type: none"> <li>Provide disaster response trainings and escape drills to employees</li> <li>Explore the possible use of renewable energy (large campuses may consider the use of solar energy, wind and other clean energy to replace fossil energy)</li> <li>Reduce the risk on possible higher energy price in the future through the use of low-cost emission reduction measures</li> <li>Actively participate in environmental protection and public benefit activities (such as planting trees) to mitigate global warming</li> </ul>

## Environmental, Social and Governance Report

Type of climate risks	Potential risk	Potential financial impacts	Current response mitigation measures
Transformation risks	Policy and regulation risks	<ul style="list-style-type: none"> <li>• Possible punishment for irregularities</li> <li>• Restrictions on investment amount subject to stricter ESG standards</li> </ul>	<ul style="list-style-type: none"> <li>• Understand the latest laws and regulations on climate change and integrate them into management strategies</li> </ul>
	Market risks	<ul style="list-style-type: none"> <li>• Failure to make effective feedbacks to stakeholders may affect investors' decision-making, thereby affecting investment</li> <li>• Exploration of new teaching models may increase operating costs</li> <li>• Reduction in the number of students may result in decrease in revenue</li> </ul>	<ul style="list-style-type: none"> <li>• Reduce its own carbon footprint and actively respond to climate change</li> <li>• Maintain teaching quality and textbook R&amp;D to satisfy market demand</li> </ul>
	Reputational risks	<ul style="list-style-type: none"> <li>• Corporate reputation have indirect effects on the admission yield of schools and result in decrease in operating revenue</li> </ul>	<ul style="list-style-type: none"> <li>• Disclose the Company's efforts in ESG in the ESG report</li> <li>• Provide more relevant trainings on green campus to teachers and students</li> </ul>

## Environmental, Social and Governance Report

In order to ensure that the Group can rapidly and effectively respond to natural disasters, we formulated the Emergency Plan for Public Emergencies of Natural Disasters (《自然災害類突發公共事件應急預案》) to specify the responsibilities and tasks of all departments. We proposed emergency rescue measures after disasters with an aim to enhance our response and resilience to natural disasters. We have divided the natural disasters into four levels based on the intensity and the degree of damage that may or have been caused and ensured explicit and practical response strategies under each circumstance as shown in the following figure:



In order to reduce potential risks of natural disasters on our businesses, we have established the Emergency Plan for Major Natural Disasters (《重大自然災害突發事件應急預案》). The plan enables us to carry out emergency responses to all kinds of natural disasters in an efficient and orderly manner. Thus, the Group can minimise the loss caused by natural disasters and ensure the life and property safety of teachers and students. We will closely focus on the evolving of China's policies and regulations and strictly abide by all relevant laws and regulations. Meanwhile, we actively encourage our partners and suppliers to focus on the latest updates in policies and regulations so as to manage and reduce such risks together.

## Environmental, Social and Governance Report

### 7.2 Reasonable Use of Resources

#### *Energy Management*

The Group is committed to optimising the use of energy, reducing greenhouse gas emissions and building an energy-saving and high-efficient campus environment. We strictly comply with the Energy Conservation Law of the People's Republic of China 《中華人民共和國節約能源法》 and other relevant regulations and strive to minimise the impact on the environment and natural resources in our daily business operations. Energy consumption of the Group mainly includes the use of electricity in daily business operations, the use of natural gas in canteens, and the use of gasoline and diesel in transportation. During the Reporting Period, the leading group for energy conservation and emission reduction of the Group strictly implemented the Management Regulations on Water and Electricity Conservation 《節水節電管理規定》 to actively improve energy efficiency. In future, the Group will maintain or gradually reduce the intensity of electricity consumption under similar operation level.

During the Reporting Period, our electricity consumption data was as follows:

Electricity consumption	Unit	2023
Total electricity consumption	MWh	49,768.06
Total electricity consumption intensity	MWh/square meter	0.013
Total electricity consumption intensity	MWh/person <sup>4</sup>	0.46

During the Reporting Period, the operational electricity consumption intensity of the Group increased as compared with last year<sup>5</sup>. In future, we will implement diversified measures and strive to reduce such consumption.

<sup>4</sup> Calculated based on the number of employees and students as at 31 August 2023.

<sup>5</sup> Increase in electricity consumption intensity compared to the previous year was due to: 1. increase in on-campus time and offline activities after the lifting of control measures during the prevention of the COVID-19 pandemic; and 2. increase in construction.

## Environmental, Social and Governance Report

The main energy-saving measures we have taken to boost energy efficiency are as follows:

### Power saving system

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- Adjust the air-conditioning water system based on seasons and increase the temperature of water when the air-conditioning load is small to reduce the energy consumption.
- Transformers should be reasonably configured with reference to the electrical load, and the operating load shall be controlled at 70-90% of the rated capacity.
- The operation of the cooling system equipment is optimised based on weather and heat load to improve the safety and save energy.
- Air conditioners in dining areas shall be turned on 5 minutes before meals and the temperature shall be not lower than 26℃ in summer and not higher than 20℃ in winter.
- Reduce power consumption of electronic office equipment, reasonably use them and turn off the power after work to prevent standby energy consumption.

### Lighting system

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- Use energy-saving lighting.
- It is not allowed to turn on the lights all the time and during the daytime. Use natural lighting in the office. For larger office spaces, the lights should be reduced as much as possible, and the lights should be turned off when people leave. Reasonable use lights in public places and implement partition control.
- Check the lighting facilities in the canteen regularly to prevent electricity leakage and save electricity. Adjust lighting in public places based on needs to save energy.

## Environmental, Social and Governance Report

### **Water Resources Management**

We implement the overall water conservation and protection plan from the source management, the process optimisation of water use to the strict control of wastewater discharge. We initiatively adapt to and respond to the policy orientation of regulatory authorities in advance, strictly abide by the Water Pollution Prevention and Control Law of the People's Republic of China 《中華人民共和國水污染防治法》 and other relevant laws and regulations, as well as the relevant environmental laws and regulations where we operate, such as the Regulations on Water Pollution Prevention and Control of Henan Province 《河南省水污染防治條例》 to ensure our higher standards and efficiency in water resources management. In order to achieve up-to-standard discharge of water resources, we have carefully formulated water-saving plans, implemented water-saving measures, and fulfilled our corporate social responsibility to protect the environment. During the Reporting Period, we actively implemented and will maintain or gradually reduce water consumption intensity in the future with similar operation level. The Group does not have any issue in sourcing water that is fit for purpose in its operations, and the domestic sewage is discharged through the municipal drainage and sewage network to the urban sewage treatment plant for disposal.

During the Reporting Period, our domestic water consumption data are as follows:

Water Consumption	Unit	2023
Total water consumption	tonnes	991,986.00
Total water consumption intensity	tonnes/square meter	0.27
Total water consumption intensity	tonnes/person	9.18

During the Reporting Period, the total operational water consumption of the Group increased as compared with last year<sup>6</sup>. We will implement diversified measures in the future and strive to reduce such consumption.

We strengthened the daily maintenance and management of water equipment to ensure the safety of drinking water of teachers and students at each campus and achieve efficient use of water resources. For such purposes, we have formulated various rules, systems and plans, such as the Management Regulations on Water and Electricity Conservation 《節水節電管理規定》, the Appraisal System for Water-saving 《節約用水考核制度》 and the Construction Plan for Water-saving Facilities 《節水設施建設方案》 to reduce the water consumption of campus, mitigate the environmental pressure caused by sewage discharge. It can cultivate students' awareness of conservation and environmental protection, and promote the sustainable use of water resources. Our major water saving measures include but are not limited to the following:

- Repair rainwater collection system to reduce greening water.
- Install water meters for departments with large water consumption and charge fees.
- For the water used by students in the dormitory, any excess expenses shall be borne by the user.
- Rinse the mop in a container with water.

<sup>6</sup> Increase in water consumption intensity compared to the previous year was due to: 1. increase in on-campus time and offline activities after the lifting of control measures during the prevention of the COVID-19 pandemic; and 2. increase in construction.

## Environmental, Social and Governance Report

### 7.3 Waste Management

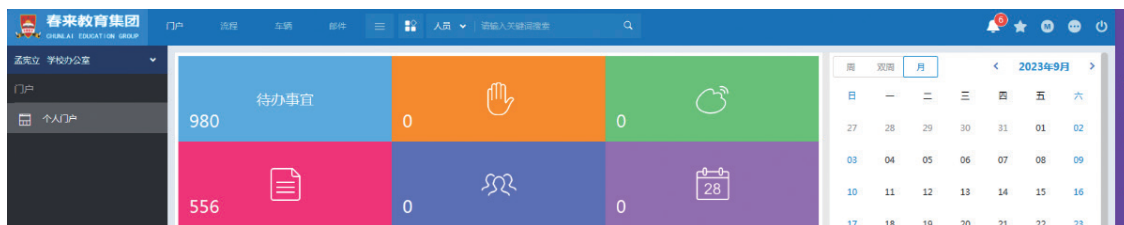
In order to create a low-carbon and environment-friendly campus environment, we adopted strict measures in terms of waste management. In accordance with the Solid Waste Pollution Prevention Law of the People's Republic of China 《中華人民共和國固體廢物污染環境防治法》 and the Measures for the Management of Municipal Solid Waste 《城市生活垃圾管理辦法》, we have formulated various efficient and coordinated internal management measures and earnestly implemented waste treatment and disposal.

All non-hazardous and hazardous wastes generated by our schools have been properly collected, classified and handed over to qualified third-party waste collectors selected by us for further treatment. To ensure transparent and standard waste management, we have established a Food Waste Disposal Ledger 《餐廚廢棄物處置台賬》 to record and supervise the type, quantity, direction and usage of food waste by designated personnel.

We organised various activities and implemented a series of measures to prevent food waste and guided teachers and students to develop a good habit of saving food and create an atmosphere of saving resources and protecting environment.

- Improve the management of consumables, which shall be centrally kept by the warehouse controller with specific use rules.
- Through the campus food safety bulletin board, we carried out food safety publicity activities and advocated reducing food waste.
- Advocate teachers and students to use recyclable tableware.
- Promote the use of degradable disposable tableware, and reduce the use of white plastic products.

The Group and its subordinate universities use the unified OA coordinated office platform to handle the application for the use of vehicles, seals and meeting rooms in routine work as well as leave application, purchase and distribution of documents, generally achieving paperless office.



OA Coordinated Office Platform



## Environmental, Social and Governance Report

We established partnership with professional sewage treatment enterprises to conduct professional extraction and disposal of canteen wastewater. We achieved the recycling and reuse of wastewater with advanced equipment. We installed a fully automatic oil-water separator for the catering industry at the canteen sewage discharge port. Through a number of new environmental protection technologies, the mixed grease in the oily wastewater can be automatically separated and centralised to the specialized oil gathering tank for subsequent treatment and recycling. It not only optimized the wastewater management process but also improved our commitments on environmental protection and sustainable development.

During the Reporting Period, we earnestly implemented material conservation plans and measures in respect of waste generation. In future, we will maintain or gradually reduce waste generation while operating at a similar level. Non-hazardous waste is mainly domestic waste generated in schools. During the Reporting Period, the total amount of non-hazardous waste produced was 10,690.00 tonnes<sup>7</sup>, and the intensity of non-hazardous waste produced was 0.10 tonnes/person. During the Reporting Period, hazardous waste is mainly batteries, waste ink cartridges and waste toner boxes, of which 26.21 kg of batteries and 925.80 kg of waste ink cartridges and waste toner boxes are produced<sup>8</sup>. In future, we will implement diversified measures and strive to reduce the generation of waste.

### 7.4 Emission Management

#### *Greenhouse Gas Emission Management*

The Group carried out greenhouse gas emission inspections in our six colleges, namely, Shangqiu University, Anyang University, Shangqiu University Applied Science and Technology College, Anyang University Yuanyang Campus, Jingzhou University and Hubei Health Vocational College, in compliance with The Greenhouse Gas Protocol-A Corporate Accounting and Reporting Standard (《溫室氣體盤查議定書-企業會計及報告標準》) developed by the World Business Council for Sustainable Development and the World Resources Institute and the ISO14064-1 set by the International Organisation for Standardisation. We provided colleges with accurate data on greenhouse gas emissions, which facilitated us to better achieve the target of sustainable development. We have maintained the emission-related targets formulated in 2022 during the Reporting Period, and will maintain or reduce greenhouse gas emissions in the future under similar operating levels.

<sup>7</sup> Increase in total amount of non-hazardous waste produced compared to the previous year was due to: 1. increase in on-campus time and offline activities after the lifting of control measures during the prevention of the COVID-19 pandemic; and 2. increase in the number of students.

<sup>8</sup> Increase in the amount of waste ink cartridges and waste toner cartridges compared with last year was due to: 1. After the epidemic lockdown was lifted, staff time in school increased and office workload increased; 2. The number of teachers and students increased.

## Environmental, Social and Governance Report

During the Reporting Period, the summary of greenhouse gas emissions is as follows:

Greenhouse gas emission performance	Unit	2023
Greenhouse gas emissions		
Direct greenhouse gas emissions (Scope 1)	tonnes of carbon dioxide equivalent	96,791.08
Greenhouse gas emission removals from newly planted trees (Scope 1)	tonnes of carbon dioxide equivalent	715.99
Indirect greenhouse gas emissions (Scope 2)	tonnes of carbon dioxide equivalent	28,382.72
Total greenhouse gas emissions (Scope 1 & 2)	tonnes of carbon dioxide equivalent	124,457.81
Greenhouse gas emission intensity Per square metre (Scope 1 & 2)	tonnes of carbon dioxide equivalent/square metre	0.033

Scope 1: Direct greenhouse gas emissions from sources owned and controlled by the Group.

Scope 2: Indirect greenhouse gas emissions from electricity generation, heating and cooling, or steam purchased by the Group.

Our greenhouse gas emission comes from the fuel consumption of the Group's fixed equipment and vehicles, the use of refrigerants (Scope 1) and the consumption of purchased electricity (Scope 2). During the Reporting Period, the total greenhouse gas emission (Scope 1 & 2) was 124,457.81 tonnes of carbon dioxide equivalent, which increased as compared with last year<sup>9</sup>. In future, we will continue to monitor the greenhouse gas emission, and adopt effective low-carbon measures to mitigate climate change.

<sup>9</sup> Increase in total greenhouse gas emission (Scope 1 & 2) was due to: 1. increases in on-campus time and offline activities after the lifting of control measures in respect of the COVID-19 pandemic; 2. increase in the number of students; and 3. increase in construction.

## Environmental, Social and Governance Report

### ***Air Emission Management***

The Group is devoted to improving the standards on environmental protection, adheres to the principle of sustainable development and strictly abides by the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution (《中華人民共和國大氣污染防治法》) and other relevant laws and regulations. In the course of daily operation, the sources of air emissions mainly come from mobile fuel combustion of self-owned vehicles of our schools, cooking fumes discharged from school canteens and garden machinery consumption.

For the combustion of gasoline and diesel in particular, it generates not only sulfur dioxide (SO<sub>2</sub>) and nitrogen oxides (NO<sub>x</sub>) but also particulate matter (PM) and other air pollutants. We know very well the impacts of such emissions on the atmospheric environment. As a result, we continuously seek approaches to reduce emissions and environmental burdens while carrying out daily operation to ensure the alignment with environmental protection and sustainable development. We will continue to strengthen management and improve efficiency and strive to achieve the greener and more environmental-friendly operation targets.

During the Reporting Period, the types and data of air emissions arising from our vehicles are as follows:

Type of emissions	Unit	2023
Nitrogen oxides (NO <sub>x</sub> )	kg	472.80
Sulfur dioxide (SO <sub>2</sub> )	kg	0.92
Particulate matter (PM)	kg	36.05

We have installed cooking fume purification devices for all the fume exhaust facilities in the canteen kitchen and to control the emission of cooking fumes. At the same time, we regularly clean the flue purifiers to ensure that the emissions meet the national industry standards.

## Environmental, Social and Governance Report

### 7.5 Advocating the Green Lifestyle

The Group is devoted to developing students' sense of responsibility on environmental protection and continuously carries forward the campus green education activity based on green culture to enhance students' literacy in environmental protection and green awareness. We have integrated green concepts with routine teaching to foster students' perceptions and habits of environmental protection.

#### Case: Learning the Spirit of Lei Feng and Protecting the Campus Environment

Hubei Health Vocational College planned the activity themed "Learning the Spirit of Lei Feng and Protecting the Campus Environment" to clean the campus and create a clean, beautiful, fresh and tidy campus environment and organized students to clean up the campus, maintain a sanitary campus and purify the campus environment, thereby guiding students to develop a green lifestyle.



#### Case: Strive to Be a Pioneer in Campus Environmental Protection and Adopt Green Plants



On 12 April 2023, Shangqiu University held green plants adoption event with the theme of "Strive to Be a Pioneer in Campus Environmental Protection and Adopt Green Plants". The related staff interpreted the event in details to students and publicized the concept of environmental protection. Students were attracted to make their contributions to develop the "green energy" on campus. The successful launch of the event further enhanced the students' awareness on ecological and environmental protection, and was conducive to guiding college students to create a green environment with practical action and displaying their healthy and upward spirit.

## Environmental, Social and Governance Report

### 8. FULFILLING SOCIAL RESPONSIBILITIES

Chunlai Education bears in mind the support given to us by all sectors of society. Therefore, we practise corporate social responsibility while vigorously participating in social welfare undertakings by utilising our resources and advantages. During the Reporting Period, the Group was committed to continuously improving and optimising the structure of volunteer services. All branch colleges established multiple volunteer teams who actively participated in volunteering activities many times to give broad and profound back to the society. Our action reflected our responsibilities and commitments to the society and showed our positive social influence and devotion as an education group.

In 2023, members of the employee volunteer team and student volunteer team reached 180 and 7,037 people respectively. Employee and student participants of the activity reached 280 and 102,062 people respectively within the year. The time of service of the employee volunteer team and student volunteer team reached 10,080 hours and 198,395 hours, respectively.

#### Case: Assistance in Village – Working Group of Jingzhou University in Village Continuously Provides Assistance

In September 2022, the working group in village publicized the beautiful countryside of Maliangping on online platforms to improve its reputation and strive to develop the agricultural healthcare complex featured “Green Tea County and Spend Summer in Maliangping”.





## Environmental, Social and Governance Report

### Case: Care for the Aged Themed “Volunteer Services for the Aged with True Love”

On 21 May 2023, over 20 volunteers from the youth volunteer team of Jingzhou University visited the Junan Healthcare Apartment for the Aged and carried out the volunteer activity themed “Volunteer Services for the Aged with True Love”.



## Environmental, Social and Governance Report

### Case: Jingzhou University Awarded "Prize for Promoting Voluntary Blood Donation"

On 26 June 2023, Jingzhou University was awarded the "Prize for Promoting Voluntary Blood Donation (for institutions)" for 2021-2022. They were awarded the most beautiful dormitories, classes and faculties with love and the most beautiful volunteers with love. Many teachers and students actively participated in voluntary blood donation and show their selfless devotion to voluntary blood donation with practical actions.



## Environmental, Social and Governance Report

### APPENDIX I: SUMMARY OF SUSTAINABLE DEVELOPMENT DATA

Environmental Area <sup>10</sup>	Unit	2022	2023
<b>Air pollutant<sup>11</sup></b>			
NO <sub>x</sub>	kg	409.01	472.80
SO <sub>x</sub>	kg	0.90	0.92
PM	kg	30.64	36.05
<b>Amount of greenhouse gas emissions<sup>11</sup></b>			
Direct greenhouse gas emissions (Scope 1)	tCO <sub>2</sub> e	19,503.72	96,791.08
Greenhouse gas emissions removals from newly planted trees (Scope 1)	tCO <sub>2</sub> e	693.98	715.99
Indirect greenhouse gas emissions (Scope 2)	tCO <sub>2</sub> e	22,967.13	28,382.72
Total amount of greenhouse gas emissions (Scope 1 & 2)	tCO <sub>2</sub> e	41,776.87	124,457.81
<b>Intensity of greenhouse gas emissions</b>			
Per square meter of floor area (Scope 1 & 2)	tCO <sub>2</sub> e/m <sup>2</sup>	0.012	0.033
<b>Electricity consumption</b>			
Total electricity consumption	MWh	39,530.34	49,768.06
Total electricity consumption intensity (per square meter)	MWh/m <sup>2</sup>	0.011	0.013
Total electricity consumption intensity (per person) <sup>4</sup>	MWh/person	0.39	0.46
<b>Fixed equipment fuel consumption</b>			
Natural gas consumption	m <sup>3</sup>	655,876.93	678,220.65
Liquefied natural gas consumption	m <sup>3</sup>	14,012.00	75,500.00 <sup>12</sup>
Gasoline consumption	tonne	12.18	11.88
Diesel consumption	tonne	2.76	16.37 <sup>13</sup>
Liquefied petroleum gas consumption	tonne	90.90	66.13
<b>Motor vehicle fuel consumption</b>			
Gasoline consumption	litres	42,827.25	44,024.52
Diesel consumption	litres	11,838.59	9,494.16
<b>Water consumption</b>			
Total water consumption	tonne	755,659.00	991,986.00
Total water consumption intensity (per square meter)	tonne/m <sup>2</sup>	0.21	0.27
Total water consumption intensity (per person) <sup>4</sup>	tonne/person	7.36	9.18

<sup>10</sup> The collection covers six schools under the Group: Shangqiu University, Anyang University, Shangqiu University Kaifeng Campus, Anyang University Yuanyang Campus, Jingzhou University and Hubei Health Vocational College.

<sup>11</sup> Air pollutant emissions and greenhouse gas emissions of the Group are calculated with reference to "How to prepare an ESG Report - Appendix II: Reporting Guidance on Environmental KPIs" of the Stock Exchange.

<sup>12</sup> Reasons for the increase in liquefied natural gas consumption: 1. the increase of offline activities as a result of the increase in the amount of time that staff and students spent staying in school after the release of epidemic risk control measures; 2. the increase in student enrolments.

<sup>13</sup> Reasons for the increase in diesel consumption: the increase in the use of grass trimmers as a result of the expansion of the campus area and green area, resulting in an increase in diesel consumption.



## Environmental, Social and Governance Report

Environmental Area <sup>10</sup>	Unit	2022	2023
<b>Hazardous waste<sup>14</sup></b>			
Batteries	kg	28.69	26.21
Used ink cartridges and used toner cartridges	kg	670.20	925.80
<b>Non-hazardous waste</b>			
Total non-hazardous waste production	tonne	8,055.12	10,690.00
Non-hazardous waste production intensity	tonne/person	0.08	0.10
<b>Paper consumption</b>			
Total paper consumption	kg	13,817.38	260,900.64
Paper consumption per capita	kg/employee	2.40	54.93 <sup>15</sup>
<b>Social Area<sup>16</sup></b>	<b>Unit</b>	<b>2022</b>	<b>2023</b>
Total number of employees	person	5,763	4,750
<b>Total number of employees (by gender)</b>			
Female employees	person	3,332	2,766
Male employees	person	2,341	1,984
<b>Total number of employees (by employee category)</b>			
Short-term contract/part-time employees	person	756	805
Full-time junior employees	person	1,782	1,827
Full-time middle management	person	407	537
Full-time senior management	person	532	414
Other employees <sup>1</sup>	person	2,286	1,167
<b>Total number of employees (by age group)</b>			
Under the age of 30	person	2,312	1,726
Aged 30-50	person	2,402	2,032
Over the age of 50	person	1,049	992
<b>Total number of employees (by geographical region)</b>			
Employees from Central China region <sup>2</sup>	person	5,763	4,750
<b>Turnover rate<sup>17</sup></b>			
Total employee turnover rate	%	7.43%	8.65%

<sup>14</sup> The unit of hazardous waste is updated from pieces to kilograms, and the hazardous waste in 2022 is also updated accordingly. Assume that the average weight of the battery is 18 grams, and the average weight of the waste ink cartridge and waste toner cartridge is 600 grams.

<sup>15</sup> Reasons for the increase in paper consumption: 1. the increase of offline activities as a result of the increase in the amount of time that staff and students spent staying in school after the release of epidemic risk control measures.

<sup>16</sup> Social area collection covers the whole Group.

<sup>17</sup> Calculation method: number of employees lost divided by the number of employees as at the end of the Reporting Period x 100%.

## Environmental, Social and Governance Report

Social Area <sup>16</sup>	Unit	2022	2023
<b>Employee turnover rate<sup>18</sup> (by gender)</b>			
Female employees	%	7.65%	9.58%
Male employees	%	7.12%	7.36%
<b>Employee turnover rate<sup>18</sup> (by age group)</b>			
Under the age of 30	%	7.40%	16.86%
Aged 30-50	%	5.66%	4.28%
Over the age of 50	%	11.53%	3.33%
<b>Employee turnover rate<sup>18</sup> (by geographical region)</b>			
Employees from Central China region	%	7.43%	8.65%
<b>Training employees percentage<sup>19</sup> (by gender)</b>			
Female employees	%	63.87%	61.09%
Male employees	%	36.13%	38.91%
<b>Training employees percentage<sup>19</sup> (by employees category)</b>			
Short-term contract/part-time employees	%	8.67%	1.03%
Full-time junior employees	%	68.22%	69.83%
Full-time middle management	%	7.96%	13.06%
Full-time senior management	%	3.64%	5.88%
Other employees <sup>1</sup>	%	11.51%	10.20%
<b>Average training hours<sup>3</sup> (by gender)</b>			
Female employees	hour	23.13	24.50
Male employees	hour	21.54	24.64
<b>Average training hours<sup>3</sup> (by employee category)</b>			
Short-term contract/part-time employees	hour	4.06	6.00
Full-time junior employees	hour	25.09	27.00
Full-time middle management	hour	32.51	23.17
Full-time senior management	hour	20.59	23.82
Other employees <sup>1</sup>	hour	15.16	11.88
<b>Occupational health and safety – work related fatalities of direct employees</b>			
Number of work-related fatalities in each of the past three years (including the Reporting Year)	person	0	0
Rate of work-related fatalities in each of the past three years (including the Reporting Year)	%	0	0
Lost days due to work injury	day	0	0

<sup>18</sup> Calculation method: number of training employees of that category divided by the total number of employees of that category as at the end of the Reporting Period x 100%.

<sup>19</sup> Calculation method: the number of training employees of that category divided by the total number of employees of that category x 100%.

## Environmental, Social and Governance Report

### APPENDIX II: INDEX TO THE ESG REPORTING GUIDE OF THE STOCK EXCHANGE

Indicators			Related Sections
<b>A. Environmental Area</b>			
A1: Emissions	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	7. Building a Green Campus
	A1.1	The types of emissions and respective emissions data.	7.4 Emission Management Appendix I: Summary of Sustainable Development Data
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	7.4 Emission Management Appendix I: Summary of Sustainable Development Data
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	7.3 Waste Management Appendix I: Summary of Sustainable Development Data
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	7.3 Waste Management Appendix I: Summary of Sustainable Development Data
	A1.5	Description of emissions target(s) set and steps taken to achieve them.	7. Building a Green Campus
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	7.3 Waste Management

## Environmental, Social and Governance Report

Indicators			Related Sections
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	7.2 Reasonable Use of Resources
	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).	7.2 Reasonable Use of Resources Appendix I: Summary of Sustainable Development Data
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	7.2 Reasonable Use of Resources Appendix I: Summary of Sustainable Development Data
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	7.2 Reasonable Use of Resources
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	7.2 Reasonable Use of Resources
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not applicable to the Group's business
A3: Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	7. Building a Green Campus
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	7. Building a Green Campus
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.	7.1 Climate Change Management
	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.	7.1 Climate Change Management

## Environmental, Social and Governance Report

Indicators			Related Sections
<b>B. Social Area</b>			
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.	6.1 Improving Employment Management 6.2 Sincere Care for Employees
	B1.1	Total workforce by gender, employment type (for example, full – or part – time), age group and geographical region.	6.1 Improving Employment Management Appendix I: Summary of Sustainable Development Data
	B1.2	Employee turnover rate by gender, age group and geographical region.	Appendix I: Summary of Sustainable Development Data
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.	4.1 Safe and Healthy Campus
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	4.1 Safe and Healthy Campus Appendix I: Summary of Sustainable Development Data
	B2.2	Lost days due to work injury.	Appendix I: Summary of Sustainable Development Data
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	4.1 Safe and Healthy Campus

## Environmental, Social and Governance Report

Indicators			Related Sections
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	6.3 Valuing Talent Cultivation Appendix I: Summary of Sustainable Development Data
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management and middle management).	6.3 Valuing Talent Cultivation Appendix I: Summary of Sustainable Development Data
	B3.2	The average training hours completed per employee by gender and employee category.	6.3 Valuing Talent Cultivation Appendix I: Summary of Sustainable Development Data
B4: Labour Standards	B4	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	6.1 Improving Employment Management
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	6.1 Improving Employment Management
	B4.2	Description of steps taken to eliminate such practices when discovered.	6.1 Improving Employment Management
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	5.4 Supply Chain Strategies
	B5.1	Number of suppliers by geographical region.	5.4 Supply Chain Strategies
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	5.4 Supply Chain Strategies
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	5.4 Supply Chain Strategies
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	5.4 Supply Chain Strategies

## Environmental, Social and Governance Report

Indicators			Related Sections
B6: Product Responsibility	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	4.1 Safe and Healthy Campus 4.2 Teaching Quality Guarantee 5.3 Data Privacy Protection
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not applicable to the Group's business
	B6.2	Number of products and service-related complaints received and how they are dealt with.	4.2 Teaching Quality Guarantee
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	5.5 Protecting Intellectual Property
	B6.4	Description of quality assurance process and recall procedures.	4.2 Teaching Quality Guarantee Product recycling program is not applicable to the Group's business
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	5.3 Data Privacy Protection
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.	5.2 Combating Corruption and Promoting Integrity
	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.	5.2 Combating Corruption and Promoting Integrity
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	5.2 Combating Corruption and Promoting Integrity
	B7.3	Description of anti-corruption training provided to directors and employees.	5.2 Combating Corruption and Promoting Integrity
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.	8. Fulfilling Social Responsibilities
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	8. Fulfilling Social Responsibilities
	B8.2	Resources (e.g. money or time) contributed to the focus areas.	8. Fulfilling Social Responsibilities