

Environmental, Social and Governance Report

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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 seventh Environmental, Social and Governance Report (“ESG Report” or “this Report”), which describes our strategies, policies, objective setting and initiatives in the environmental, social and governance (“ESG”) field to fully disclose our ESG principles and practices, demonstrating the blueprint 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 C2 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.

We recommend that this Report be read in conjunction with the section headed “Corporate Governance Report” of the Annual Report to get a full picture of the Group’s ESG performance and overall governance.

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 elaborates the sustainable development achievements related to core businesses and the performance of corporate social responsibility for the period from 1 September 2023 to 31 August 2024 (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 Jiankang Vocational College.

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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 29 November 2024 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 is true, accurate and complete, and it contains no false statements, misleading information or material omissions, for which the Group accepts responsibility.

2. ABOUT CHUNLAI EDUCATION

Established in 2004, the Group includes Shangqiu University, Anyang University, Shangqiu University Applied Science and Technology College (Shangqiu University Kaifeng Campus), Anyang University Yuanyang Campus, Jingzhou College, Tianping College of Suzhou University of Science and Technology (a cooperating school), and Hubei Jiankang Vocational College. In September 2018, the Group was listed on the Main Board of the Hong Kong Stock Exchange. Under 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", Chunlai Education have fully implemented 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". 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 well-known private education brand at home and abroad.

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2.1 Overview of the Group

For more than two decades since its establishment, 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, our strength and level of running schools have been continuously upgraded, and the characteristics and achievements of running schools have been further manifested. 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.

Chunlai Education has been adhering to its education philosophy of "taking the fostering of virtue through education 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", and has established six pillars, namely "law-based governance of education, integrity-oriented education, respect for talents, care for students, service for the society and pursuit of excellence" with our education vision of "equipping students with knowledge so that they improve their families and serve the society". We has been keeping "aiming for educational development, undertaking the responsibility of serving society". While devoting itself to education, Chunlai Education actively participates in social welfare undertakings. Over the years, Chunlai Education voluntarily assumes social responsibilities, unswervingly aids disadvantaged groups, and cares for society and people's livelihood. The Group is marching towards a more brilliant tomorrow of private education undertaking with high morale and firm steps.

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2.2 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. We won the following honours during the Year:

Chunlai Education Awards and Honours	Hosting/Issuing Agency
Best Small and Mid-Cap Company Award	Zhitong Caijing
Annual Growth Value Award	Gelonghui
Capital Markets Communication Innovation Team Award	Futu
"Golden Lion" Outstanding Social Responsibility Case of the Year	www.CFBOND.com
Shangqiu University Awards and Honours	Hosting/Issuing Agency
2023 Advanced Group for Private Education Work in the Province	Henan Private Education Research Association
Units with Excellent Performance in Conscription	Henan Provincial Conscription Leading Group
Outstanding Organisation in the 8th SME Innovation and Entrepreneurship Competition Shangqiu Branch Event of the Maker in China 2023	Shangqiu Industry and Information Technology Bureau
Excellent Organisation Award of the Second "Reading and Beauty" Clothing and Garment Creative Design Competition	National Textile and Garment Information Research Association
Brand Influence Model College in Central Plain	Dahe.cn of Henan Daily News Agency
Best Organisation Award of Business Startups and Innovation Star Selection Event	Shangqiu Innovation and Entrepreneurship Federation

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Shangqiu University Kaifeng Campus Awards and Honours

Hosting/Issuing Agency

Outstanding Organisation Award of the First Legal Literacy Competition for College Students of Henan Province	Henan Legal Daily, Dingduan News
Silver Prize of the Henan Province Finals of the First National College Student Career Planning Competition	Office of Henan Provincial Department of Education
First, Second and Third Prizes of the Provincial Competition for Individuals of Henan of the 15th Lanqiao Cup National Software and Information Technology Talent Competition	Organising Committee of Lanqiao Cup National Software and Information Technology Talent Competition
The Second and Third Prizes of Henan Provincial Competition of China College Students Computer Design Competition 2024 (the 17th)	Organising Committee of Henan Provincial Competition of China College Students Computer Design Competition, Computer Education Research Association of Higher Education Institutions of Henan Province
Special Prize and Second Prize of the Fifth National Microteaching Competition for Teaching Students	Ministry of Education, Basic Education Curriculum Research Centre of Shaanxi Normal University, Western Normal University Teacher Education Innovation and Development Alliance
Provincial First, Second and Third Prizes of the Henan Provincial Qualification Competition of the 26th China Robotics and Artificial Intelligence Competition	Henan Regional Organising Committee of China Robotics and Artificial Intelligence Competition, Organising Committee of China Robotics and Artificial Intelligence Competition (Alternate Seal)
2024 First Municipal Technology Innovation Platform Institution of Kaifeng City	Kaifeng Science and Technology Bureau
2023 Outstanding Unit for Safe Construction Work in Urban and Rural Integration Demonstration Zone	Kaifeng Urban and Rural Integration Demonstration Zone Safe Construction Work Leading Group
The Second and Third Prizes of the National Finals of the 26th China Robotics and Artificial Intelligence Competition	Organising Committee of China Robotics and Artificial Intelligence Competition

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Anyang University

Awards and Honours

Hosting/Issuing Agency

2023 Colleges of Best Service for High-quality Employment of Jiuyeqiao	Jiuyeqiao
Outstanding Organisation Award for Volunteering at the 19th World Comic Conference	Organising Committee of the 19th World Comic Conference, United Front Work Department of CPC Anyang Municipal Committee, Anyang Municipal Committee of Communist Youth League
2023 Advanced Group for Private Education Work of Henan Province	Henan Private Education Research Association

Jingzhou College

Awards and Honours

Hosting/Issuing Agency

The Third Prize of the Original Micro-video Competition on Password and Confidentiality Publicity and Education in Colleges and Universities	State Secrets Protection Bureau of Hubei Province
2023 Provincial First-class Undergraduate Programme	Hubei Provincial Department of Education
Three First Prizes and Five Third Prizes in the 10th National BIM Graduation Design Competition for Colleges and Universities	Construction Market and Bidding Research Sub-committee of China Civil Engineering Society, Glodon Company Limited
The First Prize of the 11th "Xuechuang Cup" National Entrepreneurship Comprehensive Simulation Competition for College Students	Organising Committee of "Xuechuang Cup" National Entrepreneurship Comprehensive Simulation Competition for College Students
One Third Prize of the National Finals of the 15th Lanqiao Cup National Software and Information Technology Talent Competition	Organising Committee of Lanqiao Cup Competition, Talent Exchange Centre of the Ministry of Industry and Information Technology

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3. SUSTAINABILITY GOVERNANCE

3.1 Statement of the Board

ESG has always been an important philosophy of Chunlai Education and a key factor in the Group's success. The Board firmly believes that an excellent ESG governance is essential to the long-term growth and success of the Group. As such, 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. We have established a robust sustainable development governance framework to assess the Group's ESG performance.

The Board has approved the establishment of an ESG Committee, which has been given responsibility for overseeing and driving ESG efforts. The committee is responsible for discussing and identifying the Group's ESG risks and opportunities, as well as regularly updating and summarising the updates of ESG-related policies and systems, and tracking the performance of the implementation of ESG practices. The Board considers and confirms the results of materiality assessment, incorporates key issues into the Group's strategic planning, and ensures that it fully understands and responds to the concerns and needs of various stakeholders, so as to formulate the Group's ESG management policies, strategies, priorities and objectives.

The Board is also responsible for overseeing the management and performance of materiality issues and clarifying the focus and priorities of the Group's sustainable development. The Group has set environment-related targets, and the Board will continuously monitor ESG performance and conduct regular evaluations based on those targets in order to oversee and improve sustainable development efforts. The Board is committed to deeply integrating ESG concepts into the Group's operations and management, and endeavours to create a sustainable education system for the growth and development of talents.

3.2 Sustainability Governance Structure

Chunlai Education is committed to sustainable development and continuous improvement of the ESG management structure. The Group has established a complete ESG governance structure covering all levels of the Group, including the decision-making level, organisational level and executive level.

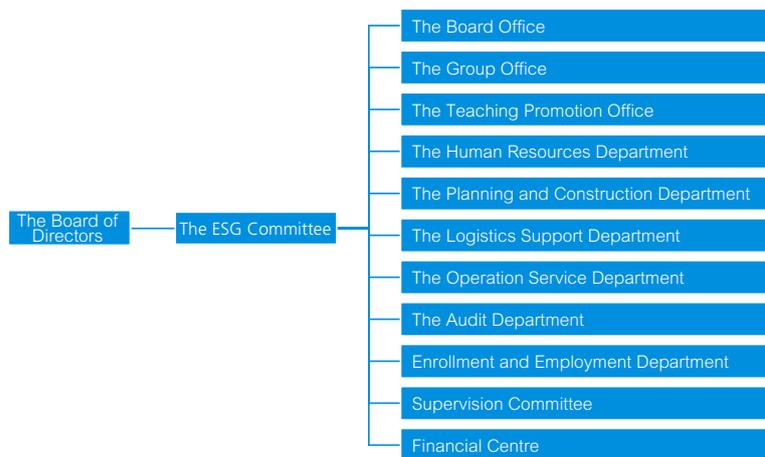
Chunlai Education attaches importance to the material issues related to the Group, and actively promotes and supervises the implementation of ESG-related policies and measures in all relevant departments to ensure ESG strategies, objectives and work can be integrated into the daily operations and business practices of the Group. Currently, the Group has established a management system under which the Board makes decisions and oversees ESG management policies, strategies, objectives and overall work. The ESG Committee is responsible for formulating specific ESG management policies, strategies, objectives and implementation plans. The Committee is led by the Chief Executive Officer and consists of key persons in charge of the Board Office and various departments of the Group, as shown in the chart below.

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ESG Governance Structure Primary Duties

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

ESG Governance Structure



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3.3 Corporate Sustainability Policies

The Group guides corporate behaviour by formulating a series of sustainable development policies and norms, ensures that the principles of sustainable development are embedded into all business practices, responds to materiality issues and provides a clear guiding direction for corporate strategic decision-making. The following are the materiality issues that correspond to the specific contents of our corporate sustainable development policy:

Sustainable development policy	Corresponding materiality issues
Policies on monitoring and guaranteeing teaching quality in colleges and universities Implementation plans on a long-term mechanism for the development of teachers' morality in colleges and universities Teaching evaluation program and complaint and feedback management measures Policies to promote employment of students in colleges and universities	Teaching quality control Student employment rate Teacher qualifications and professional conduct Student satisfaction Handling of teaching opinions Enrichment of educational resources Market competitiveness
Health and safety management rules Emergency plans and safety management measures in colleges and universities	Student health and safety Responding to climate change Occupational health and safety
Internal integrity management practices and policies	Anti-corruption Compliance operations
Plan for building a green campus in colleges and universities	Waste management Pollution reduction and emission reduction Material/resource use Energy consumption and efficiency Water consumption and benefits Greenhouse gas emissions
Staff management policies and staff handbook	Employment system with equal opportunities Employment rights and benefits Staff training and development
Procurement and supplier management policies	Responsible procurement
Information security protection policies	Information privacy protection
Intellectual property management measures	Protection of intellectual property rights

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3.4 Communication with Stakeholders

Chunlai Education is committed to working with all parties to drive sustainability efforts. Amidst our ESG implementation efforts, we have established an efficient communication mechanism to maintain close contact with all the stakeholders. During the Reporting Period, the Group interacted with stakeholders through various channels to enhance stakeholders' understanding of our strategies and measures. We duly 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 corresponding measures to promote mutual progress and 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"> Information transparency Business growth Investment return Sound operation Information transparency Corporate governance 	<ul style="list-style-type: none"> Result announcements Senior management meetings Meetings of investors Annual general meeting and other general meetings Interim report and annual report Corporate communications, such as letters/circulars to shareholders and meeting notices
Teachers/other employees	<ul style="list-style-type: none"> Sense of belonging of employees Salary and benefits of employees Health and safety of employees Channels for employees to express their opinions Education service quality Employee training and development Qualification and professional conduct of teachers Employment system with equal opportunities 	<ul style="list-style-type: none"> Employee opinion surveys Channels for employees to express their opinions (forms, suggestion boxes, etc.) Work performance assessments Meetings and interviews Training courses Business briefing Volunteer activities Panels Publications (such as employees communications) Employee communication meetings Employee intranet Conference/workshops/seminars
Students/parents	<ul style="list-style-type: none"> Health and safety of students Teaching quality control Student employment rate Qualifications and professional ethics of teachers Student satisfactions 	<ul style="list-style-type: none"> Feedback in the class Satisfaction survey Regular visits Online platforms

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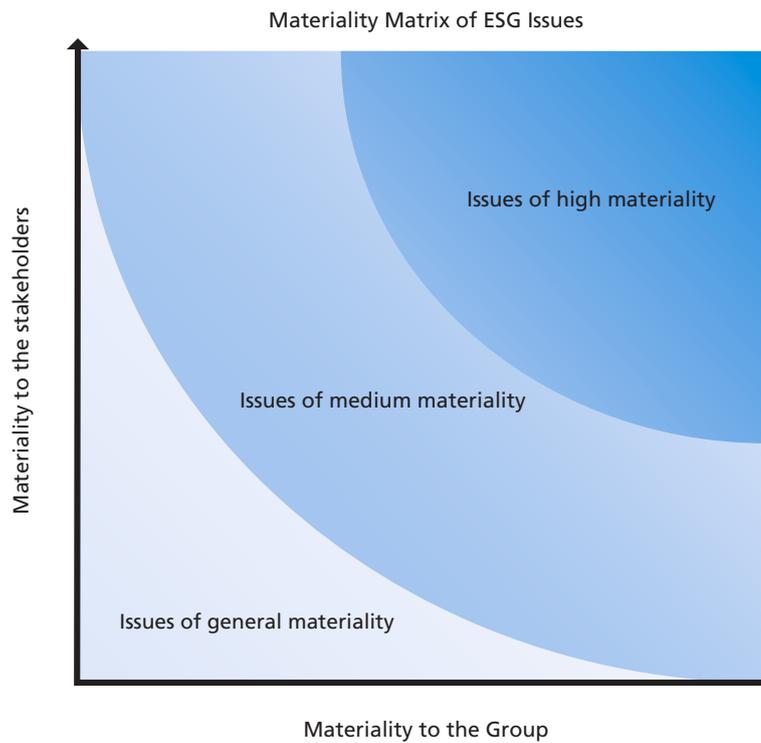
Stakeholders	Main concerns	Main methods for communication and response
Graduated students	<ul style="list-style-type: none"> The development of the school The platform that the school can provide 	<ul style="list-style-type: none"> Graduated student reunions Graduated students activities organised by the school Alumni achievements showcase event
Government/regulatory authorities	<ul style="list-style-type: none"> Compliant operation Teaching quality control Enrich education resources 	<ul style="list-style-type: none"> Consultation Seminars Rating of the schools Visiting the schools Meetings Compliance report
Suppliers	<ul style="list-style-type: none"> Fair and unbiased procurement Business growth Investment return 	<ul style="list-style-type: none"> Supplier management procedures Supplier/contractor evaluation system On-site visits
Business partners	<ul style="list-style-type: none"> Corporate governance Investment return Business growth 	<ul style="list-style-type: none"> Strategic partnership projects Meetings
Community/ Non-governmental organisations	<ul style="list-style-type: none"> Community investment and participation Participation in social benefit activities 	<ul style="list-style-type: none"> Meetings Donations Volunteer activities
Public	<ul style="list-style-type: none"> Information transparency Education quality assurance Sound operation 	<ul style="list-style-type: none"> Media information School website Activities organised by the school
Media	<ul style="list-style-type: none"> Enterprise performance Corporate image Education quality assurance Compliance operation Enrich education resources 	<ul style="list-style-type: none"> Press release Result announcements

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3.5 Materiality Assessment

During the Reporting Period, we conducted a materiality assessment based on the Guide of the Stock Exchange, material issues of the Sustainability Accounting Standards Board (SASB) and MSCI for the education sector, as well as the ESG concerns of other companies in the sector. As there has not been a significant change in the Group’s business, operating environment and the interactions between our stakeholders and us, we have continued to adopt the results of the materiality assessment of the previous year, which has been approved by the Board.

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.



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Based on the results of the materiality matrix, we have identified the direction of material ESG issues for this Year, including “Excellent Education Services”, “Robust Compliance Management”, “Promoting Staff Growth”, “Advocating for Environmental Protection” and “Positively Giving Back to the Community”. This Report will focus on these five areas to reflect the performance and highlights 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	Advocating for Environmental Protection
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	Advocating for Environmental Protection
20. Pollution reduction and emissions reduction	Advocating for Environmental Protection
21. Usage of materials/resources	Advocating for Environmental Protection
22. Energy consumption and efficiency	Advocating for Environmental Protection
23. Water consumption and efficiency	Advocating for Environmental Protection
24. Greenhouse gas emissions	Advocating for Environmental Protection
Issues of general materiality	Corresponding chapter
25. Community investment and participation	Positively Giving Back to the Community

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4. EXCELLENT EDUCATION SERVICES

Superior professional ethics and excellent teaching quality of the teachers are the foundation on which we are based. Therefore, we attach great 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. 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, with special emphasis on the development of students’ hands-on and practical abilities, and the development of their sound habits and personality. The superior professional ethics of the teaching team, the overall teaching quality of our schools, and the growth and learning of our students are always at the core of our educational endeavours, and an important direction for our continuous efforts to improve and develop.

4.1 Health and Safety Guarantee

In order to create a safe and healthy working and learning environment for all faculty and students, and to help them address their concerns in daily life, we have been in strict compliance with various 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 actively strengthened the safety managements in relation to campus food and fire protection, placed the mental and physical health of teachers and students at the core of our development, and have formulated a comprehensive emergency response plan to ensure that the safety and health of the campus is fully protected in the event of an emergency.

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.

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Food safety on campus

To ensure 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 on a regular basis and promptly provided feedback, based on which we required rectification within a time limit and then conduct a follow-up inspection to ensure that the problems are thoroughly resolved. In addition, we also organised food safety related trainings to improve food safety awareness and knowledge of employees, and standardise food handling operations, thus providing more excellent and safe food service for teachers and students.

We are determined to guard the bottom line of food safety, continuously optimise and improve the food safety management of canteens in our colleges and universities to ensure that all teachers and students are provided with meals that meet the highest standards of hygiene and safety, so that while enjoying the delicious food, they can also feel the importance we place on healthy eating and environmental protection. 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 an internationally recognized preventative food safety assurance system. ISO22000 system, a global standard for food safety management, defines the overall management process and is widely used to assess the principles of food management.

In addition, in order to ensure students' dietary health and safety, each school regularly carries out comprehensive safety inspections of the canteen. Through meticulous inspections, the schools aim to prevent food safety incidents and safeguard students' dietary safety on campus, thus providing a healthy environment for students to grow up. Such measures not only help safeguard the basic rights and interests of students, but are also an important part of schools' efforts to fulfil their social responsibility and build a harmonious campus culture.

Case: Always ensure food safety through strict regulation – Shangqiu University strengthens food safety control in canteens

On 14 May 2024, in order to improve the food safety on campus, the Dietary Service Centre of Shangqiu University engaged Henan Huace Testing Technology Co., Ltd. (河南華測檢測技術有限公司), a third-party agency, to conduct a food safety risk assessment of the canteen. The assessment covered daily management, documentation, workflow and critical control points, etc. It reviewed the qualification, information disclosure, staff health management, raw material acceptance, processing norms, meal supply safety, sample retention management and equipment cleaning and maintenance in the canteen.



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Fire safety on campus

In order to further improve and strengthen the fire safety management and to ensure the safety on the campus more effectively, we strictly implement the strategy of “prevention as priorities with a combination of prevention and fighting”, and we are committed to creating a harmonious and safe campus environment so as to provide a more comfortable learning space for students.

Many electric and gas equipment are used in the canteen of the university, which makes fire prevention a key part of safety work in the canteen. Based on this, we need to strengthen the daily supervision and inspection, always concentrate on precaution, identify, and rectify various potential safety issues promptly to prevent safety accidents. Meanwhile, we must enhance the fire safety knowledge and trainings 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 canteen.

Case: Logistics and Security Department of Anyang University organised a spring fire evacuation drill open class for all faculty and students

In March 2024, departments across the university participated in a spring fire evacuation drill open class. Through watching videos depicting fire scenarios, staff and students deepened their understanding of the dangers of fires and fire safety. They learned basic knowledge on extinguishing initial fires and evacuating, as well as mastered methods for self-rescue during evacuation. This event laid a solid foundation for the university’s fire safety efforts.



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Protection of mental health

We place a high emphasis on mental health education. Through a variety of activities and promotional methods, we are fully committed to enhancing the mental well-being of both staff and students. Our aim is to foster a positive attitude towards mental health among all faculty and students, encouraging a stable and rational mindset. This enables them to excel in various aspects of their professional, academic, and personal lives.

Case: Yuanyang Campus of Anyang University signs cooperation agreement with Henan Mental Health Service Station for Colleges and Universities

In May 2024, the Yuanyang Campus of Anyang University, in collaboration with the Second Affiliated Hospital of Xinxiang Medical University, established the Henan Mental Health Service Station for Colleges and Universities. Going forward, this partnership will focus on enhancing cooperation in areas such as the dissemination of mental health knowledge, teacher training, streamlined referral processes, and community psychological services to promote in-depth development of mental health initiatives. The station will provide an open and inclusive support platform for staff and students, assisting them in expressing emotions, sharing concerns, and seeking solutions under professional guidance, thereby offering robust support for the comprehensive growth of students.

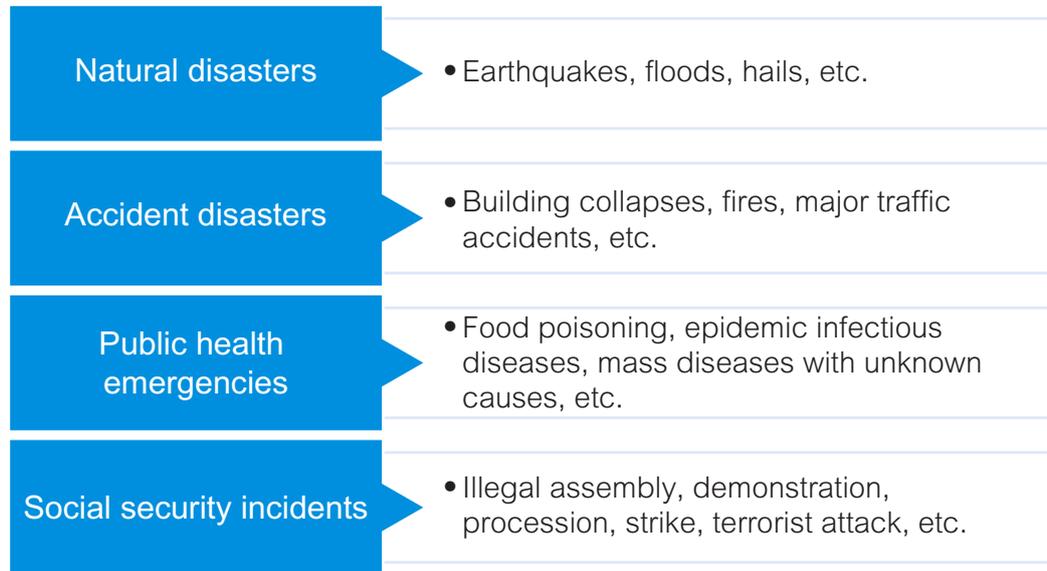


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Emergency plan

We actively take preventive measures and effectively respond to emergencies, regulate the behaviour of emergency response to public emergencies in our colleges and universities, and enhance the ability to respond to emergencies, aiming to minimise the impact of such incidents on teaching, research activities and daily life of our colleges and universities, to reduce physical and mental injuries as well as property losses to teachers, students and staff, to safeguard the safety and stability of the campus and to promote the harmonious development of our colleges and universities.

Our public safety emergencies are categorised as follows:



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Maintaining the health of teachers and students

Given the unique nature of the education industry and the demands of the working environment, the majority of the Group's employees are engaged in teaching and administrative duties, and therefore they are exposed to relatively limited occupational risks. However, for the small number of employees engaged in maintenance and outdoor work, while there are some risks of occupational hazards, the level of those risks remains low overall. In order to deal with these potential risks, we have formulated a Safety Management System (《安全管理制度》), which clearly defines safety responsibilities and closely protects the health of employees at work to ensure their safety and security. Once hidden dangers that may affect occupational health and safety are identified, we will take immediate action to correct and deal with them and prevent all possible occupational hazards. We arrange regular health checks for our employees to ensure that they are in good health and that they are provided with comprehensive safety and security. At the same time, we also attach great importance to the physical health of our students as an integral part of the education and training process.

Case: Shangqiu University conducts health examination for the graduating class of 2024

In May 2024, aiming to enhance the level of physical fitness monitoring and allow graduates to understand their health status, Shangqiu University organised health examination for the graduating class of 2024. The examination included basic items such as height, weight, blood pressure, and vision, along with specialised tests like chest X-rays and complete blood counts. Following the examination, the university established health records for the graduates, continuously monitor their health conditions, and reinforce health education to improve their health awareness and self-protection capabilities.



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4.2 Quality Teaching

Chunlai Education recognises that teaching is the core mission of a college or university and that the quality of teaching is the key to the development of a college or university. In order to ensure this, Chunlai Education has formulated a series of detailed teaching management systems, such as Teaching Quality Monitoring and Guarantee System of Shangqiu University 《商丘學院教學質量監控與保障體系》, Classroom Teaching Quality Standards and Evaluation Measures of Shangqiu University Applied Science and Technology College 《商丘學院應用科技學院課堂教學質量標準與評價辦法》, Comprehensive Teaching Evaluation Rules for Teachers of Anyang University 《安陽學院教師教學綜合評價工作細則》 and Undergraduate Major Evaluation Programme of Jingzhou College 《荊州學院本科專業評估方案》. The introduction of these systems aims to improve the quality of education in our colleges and universities, create a good learning environment, and provide the necessary institutional support for self-management and sustainable development of our colleges and universities.

We have also established a comprehensive teaching quality monitoring and assurance system to strictly control the quality of classroom teaching through measures such as adjusting the course structure, carrying out teaching quality assessment, as well as having leaders of colleges and universities attending classes. We set high standards in all aspects of campus construction, teaching staff, laboratory resources, and school-enterprise co-operation, and strive to meet the expectations of all parties and truly put students first.

Commitment to teaching quality

Teaching quality is a crucial measure of a school's educational level and the foundation upon which its development rests. To ensure this key metric, the Group has established a scientific, standardised, and efficient organisational operation mechanism centred on teaching quality control. This has led to the formation of a comprehensive teaching quality monitoring and guarantee system. We conduct thorough supervision, control, coordination, and evaluation of the critical factors impacting teaching quality. Moreover, we have developed a smooth information feedback network and strong support measures, thus fostering and maintaining an excellent environment for nurturing talents to achieve the best possible teaching outcomes.

We have formulated the Teaching Quality Monitoring and Guarantee System 《教學質量監控與保障體系》 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)). Through the above policies and plans, the Group conducts thorough inspection, monitoring and evaluation on teaching process, studying process and teaching management as well as education quality. We have established a complete teaching quality monitoring and guarantee system, which 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. Moreover, we have also formulated the Quality Standards for Major Links of Undergraduate Teaching 《本科教學關鍵環節質量標準》 to standardise 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 teaching links to ensure clear quality standards and execution requirements are in place for each link.

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Case: Hubei Jiankang Vocational College has initiated comprehensive curriculum development

This Year, Hubei Jiankang Vocational College has embarked on a comprehensive curriculum development initiative. Curriculum development is a crucial aspect of the college's teaching efforts, serving as the foundation for professional programme construction. It is an important measure for standardising teaching management and a key link in enhancing teaching quality. The content of the curriculum development is as follows:

Reforms	Measures
Teaching force development	<ul style="list-style-type: none"> Selecting suitable curriculum leaders Establishing a well-structured curriculum team Enhancing teacher training
Curriculum content reform	<ul style="list-style-type: none"> Developing and revising curriculum standards Preparing standard curriculum plans Selecting and independently developing teaching materials that suit the needs of the curriculum
Teaching methods and aids reform	<ul style="list-style-type: none"> Producing standard courseware Selecting and producing teaching aids appropriate to the teaching content Selecting and developing innovative teaching methods suitable for students' actual situation
Assessment criteria and methods reform	<ul style="list-style-type: none"> Developing reasonable assessment criteria Selecting scientific assessment methods Creating and improving the examination question bank

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Establishing smooth communication between families and our colleges and universities

Chunlai Education is committed to safeguarding the legitimate rights and interests of students, ensuring the smooth flow of teaching information feedback channels, monitoring the operation of teaching in real time, and collecting and responding to students' opinions and suggestions on teaching work in a timely manner. We have built a platform for teachers and students to interact and communicate with each other, which fully stimulates the enthusiasm and initiative of teachers and students, thus promoting the formation of a good teaching culture.

Based on the existing teaching conditions, the Teaching Promotion Office has established various information collection channels, 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, dedicated QQ email for teaching information, feedback from mid-term and final online evaluation of students on teaching, information collected from network platform (including QQ groups and WeChat groups), etc.

With the emphasis on online communication and engagement channels, Chunlai Education, in order to achieve effective communication, always ensures the authenticity and effectiveness of information dissemination, and resolutely puts an end to the dissemination of exaggerated and false information to establish a healthy and trustworthy 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》). This system aims to further improve working styles, ensure smooth complaint channels, and effectively respond to and resolve key issues and challenges raised by parents and students. By increasing the intensity of issue investigation, our colleges and universities actively promote improvements in their work, ensuring that the opinions of parents and students are responded to and implemented in a timely manner.

During the Reporting Period, the Group did not receive any complaint case. The rate of positive feedback regarding teaching has improved compared to that of last year. The specific data are as follows:

Names	Unit	2023	2024
Shangqiu University	%	96.23	97.11
Anyang University	%	98.22	98.33
Shangqiu University Kaifeng Campus	%	97.11	97.81
Hubei Jiankang Vocational College	%	98.14	98.97
Jingzhou College	%	100.00	100.00
Anyang University Yuanyang Campus	%	96.63	96.76
Average rate of positive feedback regarding teaching	%	97.72	98.16

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Education resources support

Chunlai Education focuses on creating an excellent campus environment and is committed to providing substantial support for the all-round development of students. We are committed to leveraging our educational strengths to promote the growth of our students in a holistic manner. We insist on the close integration of classroom learning and practical teaching, and constantly promote our cooperation with enterprises and local governments, and we are committed to strengthening the construction of on-campus laboratories and off-campus internship bases so as to realise the organic combination and interaction among the teaching in the first class, the on-campus practical and club activities in the second class, and the off-campus practical activities in the third class. Through this comprehensive education model, we aim to provide students with a diversified learning platform to develop their professional skills and practical abilities.

We place extreme importance on closely integrating industrial practice with education, believing that it is as a key pathway to nurturing practical and compound talents. We actively promote collaborations across various industries by such means as industry-university cooperative training programs and the establishment of internship and training bases. These initiatives allow students to learn and train in real-world work environments, thereby enhancing their vocational skills and practical capabilities. We believe that deepening the integration of industry and education can better meet the social and market demand for high-quality talents laying a solid foundation for students' employment and career development.

Case Study: Shangqiu University promotes the University-Industry Collaborative Education Program of the Ministry of Education

Shangqiu University is actively advancing the University-Industry Collaborative Education Program of the Ministry of Education, aiming to deepen the integration of industry and education and promote the organic connection among the education chain, talent chain, industry chain, and innovation chain. Projects initiated by the university under the program this year include reforms in information-based teaching for art design, the construction of big data course practice platforms, curriculum reform for "Probability Theory and Mathematical Statistics", joint construction of practice bases by the university and enterprises, embedded systems course faculty training, innovative models for practical teaching of faculty, exploration of intelligent art design talent cultivation paths, smart manufacturing trainings for faculty, capability enhancement for "dual-qualified" teachers under the background of converged media, track and field teaching data analysis, multimedia teaching applications, AI-oriented computer course system construction, and improvement of practical teaching abilities of foreign language teachers.

At our comprehensive institutions, we deeply understand the specific needs of different disciplines in terms of practical teaching and learning, and have therefore invested considerable resources and efforts in the development of a diverse range of practical training facilities tailored to each of these disciplines. Designed with full consideration of the needs of teaching content and depth of research, these venues are equipped with state-of-the-art equipments and simulation environments to ensure that students are able to gain practical experience on campus that matches a real-world work environment. These practical training venues include not only the training of basic operational skills, but also the development of innovative thinking and problem solving skills to meet the challenges of the future workplace.

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At our professional institutes, we strive to deeply explore and establish laboratories and practical training facilities that are closely linked to industries to meet the needs of our students for practical skills in their respective areas of specialisation. Our goal is to ensure that students graduate with not only solid theoretical knowledge, but also a high level of competence in practical exercises, making them competitive in their chosen career paths.

Case: Training Room of Hubei Jiankang Vocational College

The college cultivates innovative high-quality technical talents, with its goal of building a high-level vocational major group of nursing plus health intelligence and becoming a higher vocational college with distinctive health features. It offers 21 majors including nursing, midwifery, pharmacy, health management, hygiene inspection and quarantine technology, intelligent health elderly care services and management, health big data management and service, among others. A variety of training rooms have been established, including those for physical training, sports training, traditional Chinese medicine health preservation, skills competition, clinical nursing, health management, blood testing, biochemistry, immunology, exercise therapy, traditional rehabilitation, emergency nursing, sterile operation, medical aesthetics, etc..

4.3 Enhancing Quality and Professional Ethics of Teachers

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 and other documents, the 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, the Scheme for the Development of Teachers' Morality of Shangqiu University Kaifeng Campus 《商丘學院應用科技學院師德師風建設方案》 and the Implementation Plan for the Development of Teachers' Ideology, Politics and Ethics in Hubei Jiankang 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.

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Chunlai Education is resolutely committed to maintaining a positive educational atmosphere, focusing on establishing exemplary academic and teaching conduct. For the development of teachers, we have established and refined a system of teachers' ethics assessment, reinforcing ethical supervision to promote teachers' moral cultivation and effectively prevent unethical behaviour. In line with the 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, and considering actual circumstances of our colleges and universities, we have formed a working group for teachers' ethics assessment and established the Assessment Method for Teachers' Ethics (《教師師德考核辦法》).

The Group conducts comprehensive evaluations of faculty regarding their ideological qualities, dedication, teaching or management services, and role modelling. This aims to encourage them to adhere to educational principles and implement quality education. Chunlai Education organises a teachers' ethics assessment every semester, which is carried out by the working group for teachers' ethics assessment of each of our colleges and universities, ultimately resulting in a comprehensive review conclusion and evaluation grade. Fully embracing the core mission of "character building and talent fostering", we earnestly strengthen and improve the development of the ethics and teaching styles of teachers, continuously enhancing teachers' sense of responsibility, mission, and honour. We actively promote strict adherence to professional ethics among teachers by establishing and improving long-term mechanisms of building the ethics and work style of teachers. This guides teachers to become outstanding educators equipped with ideals and beliefs, moral integrity, profound knowledge, and a loving heart, thereby building a high-quality faculty team and advanced teaching philosophy at Chunlai Education.

4.4 Excellent Employment Counselling

Chunlai Education has always been dedicated to cultivating high-calibre application-oriented talents. We focus on needs of our student while closely monitoring market trends to continuously improve employment rate of graduates. Supporting the employment of graduates is one of key responsibilities of a college or university, and we strictly adhere to 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 set by the Henan Provincial Department of Education.

Schools under the Group have established a variety of policies, system documents, and implementation plans related to employment work, such as the Graduates Employment Management Measures of Shangqiu University (《商丘學院畢業生就業工作管理辦法》) and the Implementation Plan of Jingzhou College's Special Action to Visit Enterprises to Expand Jobs and Promote Employment in 2024 (《荊州學院2024年訪企拓崗促就業專項行動實施方案》), to guide the job-seeking and entrepreneurial activities of recent graduates. Schools under the Group strive to assist graduates in achieving more adequate and higher-quality employment through methods like posting job information on employment websites, organising offline recruitment fairs, and conducting follow-ups and surveys on the graduates' employment information on the information websites.

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We are committed to implementing comprehensive employment training programmes aimed at enhancing graduates' competitiveness in the job market and smoothing their transition into professional careers. In this process, we actively expand our network of collaborations by building close ties with numerous enterprises and government agencies to jointly explore diverse cooperation models. This includes providing valuable internship opportunities for graduates and securing support measures such as talent entrepreneurship funds to jointly promote employment rate improvements and the prosperity of the entrepreneurial ecosystem through resource sharing and complementary advantages, creating a win-win outcome.

Case: "Hongzhi Assistance Plan" employment skills training course for 2025 Graduates

To promote more adequate and higher-quality employment for its graduates, Jingzhou College actively participated in the "Hongzhi Assistance Plan" employment skills training course for 2025 Graduates. Through the training of students' job-seeking abilities in job search preparation preparation, resources and communication skills, graduates will have the advantage to stand out in the fierce job market, and recruitment fairs are provided to allow students to increase their practical experience.

Modules	Topics
Job search preparation	Job search analysis and strengths identification Explore job search directions and decisions
Job search resources	Employment information collection and management
Written communication skills	Resume writing
Direct communication skills	Job search image building and job search etiquette Individual interviewing and presentation improvement Group interviewing and leadership enhancement
Job search process management	Job search plan development and process management Job search mindset management and action facilitation
Practical session	HR face-to-face; field visit to enterprises; Job fairs under Hongzhi Assistance Plan

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Case: Human Resources and Social Security Bureau of Tongshan County collaborates with Hubei Jiankang Vocational College to share talent resources

To thoroughly implement the innovation-driven development strategy, deepen government-university collaboration, innovate cooperative mechanisms, broaden areas of cooperation, and improve support mechanisms, the Human Resources and Social Security Bureau of Tongshan County has partnered with Hubei Jiankang Vocational College. Adhering to the principles of “complementary advantages, shared resources, deepened cooperation, and mutual development”, both parties are engaging in in-depth, comprehensive, multi-faceted, and substantive cooperation. They have established a regular communication and consultation mechanism to enhance support for collaborative projects. The key areas of cooperation include:

On-campus recruitment	The Human Resources and Social Security Bureau of Tongshan County holds online and offline on-campus recruitment fairs or lectures in Hubei Jiankang Vocational College, encourages outstanding graduates to seek employment and start businesses in Tongshan County, actively introduces talents, and increases support for talent start-up funds, public services and platforms.
Practical training	By establishing internship training bases for college students, the Human Resources and Social Security Bureau of Tongshan County provides internship training and employment apprenticeship positions for students of the college, and gives policy support for internship training and employment apprenticeship.
Social practice	The college establishes a social practice base for students in the Human Resources and Social Security Bureau of Tongshan County, selects and sends its outstanding students to carry out social practice activities in the county, promotes the co-operation between the college and the county in the fields of talents, scientific research and teaching, sets up a good platform for the selection and introduction of outstanding high-level talents in the county, and assists the effective promotion of the work of recruiting talents and attracting talent to the county through the effect of talent clustering.

In the academic year of 2023/2024, the employment rate of graduates of Shangqiu University reached 80.60%; the employment rate of graduates of Anyang University amounted to 78.84%; the employment rate of graduates of Shangqiu University Kaifeng Campus was 75.55%; the employment rate of graduates of Hubei Jiankang Vocational College was 81.20% and the employment rate of graduates of Jingzhou College recorded 83.90%.

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5. ROBUST 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. The group 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 sound risk management system.

5.1 Comprehensive Risk Management

The Group is committed to continuously enhancing internal control and risk management, which further improves the effectiveness of our risk management system. We have integrated risk management theories into our risk management system and carried out effective management in seven stages, including risk analysis, risk assessment, risk control, risk communication, risk comments, risk examination and risk review and re-determination. The Board reviews the effectiveness of the Group's risk management and internal control systems annually.

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. At the same time, we have developed a sound rapid response mechanism on emergencies to ensure the close connection of identification, reporting, commanding, handling and other processes, so as to achieve rapid action, right response and decisive handling.

We identify the significant physical risks of climate change to our operations, including the potential threats to school facilities, as well as the health and safety of teachers and students posed by natural disasters events such as typhoons, rainstorms and floods. This Year, we have further optimised our emergency plans at each of our campuses, such as 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》, in order to enhance the Group's capability in flood control, typhoon prevention and resistance to natural disaster risks. Through these improvements, we ensure that we are able to respond to emergencies of natural disasters in a more timely and efficient manner to protect the safety and health of our teachers and students.

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5.2 Combating Corruption and Promoting Integrity

The Group has been combating corruption and promoting integrity. All of our staff have strictly complied with the Code of Integrity and Self-discipline of the Communist Party of China (《中國共產黨廉政自律準則》), 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 work plan for 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》) in order to enhance the sense of responsibility, and to promote the work of combating corruption and promoting integrity to achieve more significant results.

During the Reporting Period, the Group continuously advanced the establishment of Party conduct and integrity through the implementation of Key Points for Party Building and Full and Strict Governance over the Party of Anyang University in 2024 (《安陽學院2024年黨的建設和全面從嚴治黨工作要點》). We implemented the revised Regulation of the Communist Party of China on Disciplinary Actions (《中國共產黨紀律處分條例》) and conducted high-standard educational programmes on Party discipline to enhance the disciplinary awareness and anti-corruption capabilities of our Party members and officials, which ensures strict adherence to rules and regulations. 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.

Members of the Board and officers of colleges and universities of the Group have been actively fulfilling their responsibilities in anti-corruption and integrity promotion. During the Reporting Period, we provided a series of anti-corruption trainings to Directors and employees of the Group, including the Lecture on Party Discipline Learning and Education 2024 and Training Session for Party Cadres of Shangqiu University Kaifeng Campus (《商丘學院應用科技學院 2024 年黨紀學習教育專題講座暨黨員幹部培訓會》), the Theme and Practical Activity on Party Discipline Learning and Education 2024 of Anyang University (《安陽學院 2024 年黨紀學習教育主題實踐活動》), and the Working Meeting on Overall Strict Governance of the Party in 2024 (《2024 年全面從嚴治黨工作會議》). These initiatives have effectively raised the anti-corruption awareness of all employees. Looking ahead, we will continue to provide more trainings targeted at anti-corruption for our Directors and employees to further strengthen the education and practice of integrity and self-discipline.

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Case: Shangqiu University held the opening ceremony of Party discipline learning and education reading class

In order to guide all party members and cadres to study discipline in depth, enhance the awareness of discipline, and ensure the high-quality development of education and teaching in the school, Shangqiu University held the opening ceremony of the Party Discipline Learning and Education Reading Class on 29 April 2024 in the first conference room. All leaders of the university, members of the Party Committee and members of the Discipline Inspection Committee attended the meeting. The secretaries and deputy secretaries of all general Party branches and directly-affiliated Party branches, as well as the secretaries of grassroots Party branches and members of the Discipline Inspection Committee also participated in the event. The opening ceremony was presided over by Shi Wanqing, a member of the Board of the Group and deputy secretary of the Party Committee of the university.



At the meeting, the secretary of the Discipline Inspection Commission took lead in study of the Disciplinary Regulations of the Communist Party of China 《中國共產黨紀律處分條例》 (part). Subsequently, the participants focused on watching a special warning education film. The two-day reading class involved individual self-study and centralised discussion.



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The directly affiliated branch committee of the Group issued such documents as the Notice of Chunlai Education Group on the Strict and Honest Discipline during the Spring Festival Holiday in 2024 《春來教育集團關於 2024 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 2024 《春來教育集團關於 2024 年清明廉潔過節的通知》 and the Notice of the Chunlai Education Group on the Strict Implementation of the Integrity Requirements 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”節日期間嚴肅廉潔紀律的通知》. We clearly put an end to all “holiday corruption” conducts, e.g. the use of public funds to purchase cigarettes, alcohol, sweets, tea and other gifts; acceptance of gifts, cash, shopping cards, etc., in violation of regulations; engaging in recreational activities using public funds or arranging banquets unrelated to official duties; attending 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 prevent holiday corruption.

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, neither the Group nor its employees were involved in any litigation or legal cases related to corruption, nor did it violate the relevant laws and regulations that have a significant impact on operations of the Group.

5.3 Information Security and Privacy Protection

The Group remains 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 on Protecting the Safety 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 Administrative Measures for the Security Protection of Computer Information Networks Linked to the Internet 《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 optimises the student privacy protection mechanism and focuses on enhancing the protection of students’ and parents’ privacy and personal information security, with a view to better safeguarding the trust and security of teachers and students.

In order to ensure the safe operation of the campus network, 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》, which aims to strengthen the network security and information confidentiality, and to safeguard the information security of all students and teachers of our colleges and universities. The Group has established a Network Centre, which is fully responsible for the network security and confidentiality affairs 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. This series of measures will further enhance the security protection capability of the campus network and provide solid protection for the teaching and management of the college.

Environmental, Social and Governance Report

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 to ensure the security of data information. Data and software must be managed by a designated person. It is not allowed to copy, download or 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 authorisation. At the same time, we have established an external information security expert advisory group to keep in touch with external information system, and to keep up with industrial trends, monitoring standards and evaluation methods. We have standardised information system licence management to maintain the security of our information system, and guarantee the information security of users using the information system, thus ensuring 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.

5.4 Supply Chain Management

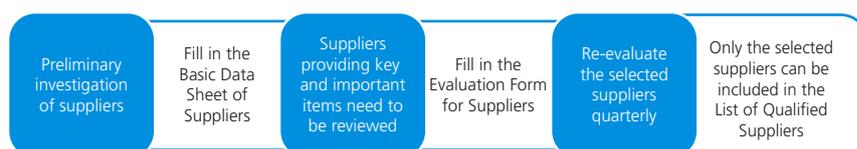
The Group attaches great importance to supply chain management. We strictly review the qualification documents, performance data, samples and other documents and articles submitted by suppliers in accordance with the Supplier Management System (《供應商管理制度》), the Bidding Process Management (《招標流程管理》) and the Supplier Rating Standards (《供應商評級標準》). In terms of the evaluation system, we have adopted more comprehensive criteria, taking into account factors such as suppliers' qualifications, service quality, price, compliance, etc., to enhance the management level of supplier development, supervision and evaluation. We have ensured the efficient operation of our supply chain by establishing a more open and transparent supplier management system with a more robust monitoring 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, credit rating evaluation and other aspects, 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.

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In accordance with the Supplier Management System, we have clearly stipulated that all suppliers must comply with the requirements of relevant national regulations on production and business premises, comply with industry norms, and possess appropriate production capacity and corporate qualifications. In addition, environmental awareness, production technology level, financial status, credit standing and management level are also included as evaluation criteria to ensure that the products and services procured meet the prescribed requirements. Only suppliers meeting all the stipulated requirements will be included in the “List of Qualified Suppliers”.

The supplier management and supervision procedures are as follows:



We comprehensively evaluate our suppliers in terms of quality, qualification, price of materials and sample qualification through the Evaluation Form for Suppliers 《供應商評審表》. We also 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 3,560 major suppliers, and the regional distribution is as follows: 2,941 suppliers were in Henan, China, and 619 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.

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5.5 Protecting Intellectual Property

The Group recognises 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 and regulations. Meanwhile, Chunlai Education always respects the intellectual property rights of any third party. The Group expressly states that any employee shall not infringe or violate the patents, trademarks, copyrights or intellectual property rights of any third party.

The Group has formulated the Administrative Measures for Intellectual Property Protection 《知識產權保護管理辦法》, which aims 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, innovation and invention, and promote the scientific progress and innovation of research of our colleges and universities. We have set up an Intellectual Property Management Committee to be responsible for the management and protection of our intellectual property rights. The Committee Office is responsible for the management of our science and technology project initiation, achievement registration, appraisal and award submission, and it also undertakes the management of our science and technology project target documents, and the management of our patent procuration, application, authorisation and annual fees. Faculties, teachers and students of our colleges and universities shall not damage our image, reputation or other legitimate rights and interests when using our logos, trademarks and other educational and service marks. For any infringement upon other people's intellectual property rights, 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 (including 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. These measures aim to motivate staff and students, promote the improvement of our scientific research level, and enhance our core competitiveness and influence in the fields of teaching and scientific research.

As of 31 August 2024, we had 372 registered patents, among which, 351 patents are newly added.

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6. SUPPORTING STAFF GROWTH

6.1 Improving Employment Management

To further highlight our educational mission, the Group selects highly qualified professionals based on the academic disciplines, team planning, and educational needs of each college. We consistently adhere to the standard of reasonable and lawful recruitment, and strictly abides by the relevant 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》. In order to foster a transparent and open working environment that promotes diverse integration among faculty and students, the Group ensures that recruitment and promotion procedures are equitable and unbiased for all employees, unaffected by factors such as age, gender, health, marital status, or family circumstances. These processes will be supervised under an effective management framework, with stringent background checks conducted to rigorously prevent the employment of child labour. Additionally, we strictly prohibit any form of forced labour or servitude, ensuring that all employees work voluntarily. Throughout the recruitment process, we uphold the principles of openness, fairness, equality, competition, and merit selection.

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 ensures the standard, open, transparent and reliable recruitment process. We carry out recruitment by adhering to the principle of "fairness and impartiality, merit-based admission, professional and morality". To enhance efficiency of recruitment, we have set up a recruitment leading team with a school leader in charge of personnel affairs as the team leader. Before the formal recruitment process, we conduct strict qualification review on the identity and education background information of the applicants. We set up written examinations and trial lectures in the first test process to evaluate the professional competence and basic teaching capability of the applicants. Only those who successfully pass the initial screening proceed to the second round of interviews. Final hiring decisions are made based on the applicant's overall performance in the written test, interview, and other relevant criteria. Should any false behaviour of applicants be detected, we will terminate the employment contract in accordance with the provisions of the Labour Contract Law.

The Group standardises 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》 to ensure that all work is carried out efficiently. We also enforce a position responsibility system, encouraging employees to complete their tasks to a high standard within the stipulated working hours. Additionally, we regularly review relevant employment practices to strictly prevent the use of child labour and forced labour, ensuring that the legal rights and interests of every faculty member are fully protected. This approach fosters a fair and safe working environment. Should any instances of child labour or forced labour be discovered, we will immediately halt such activities and establish a dedicated investigation team to conduct a comprehensive inquiry without delay.

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

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

Overview of Employees	Unit	2024
Total number of employees	person	5,180
Total number of employees (by gender)		
Female employees	person	2,952
Male employees	person	2,228
Total number of employees (by employee category)		
Short-term contracts/part-time employees	person	692
Full-time junior employees	person	921
Full-time middle management	person	571
Full-time senior management	person	648
Other employees	person	2,348
Total number of employees (by age group)		
Employees under the age of 30	person	1,900
Employees aged 30-50	person	2,187
Employees over the age of 50	person	1,093
Total number of employees (by geographical region)		
Employees in Central China region	person	5,180

Environmental, Social and Governance Report

Case: Chunlai breaks new ground in personnel area through its problem-oriented precise measures

To effectively evaluate the performance of the human resources departments of colleges and universities within the Group, promote learning and exchange among colleges and universities, and further enhance the standardisation of human resources practices, the Group's Human Resources Department organised the Joint Personnel Evaluation for the Second Semester for 2023-2024 Academic Year from 23 June to 27 June 2024.



Joint Evaluation Site of Shangqiu University

The joint evaluation was conducted in strict accordance with the Standards and Scoring Criteria for Joint Personnel Evaluation of Colleges and Universities of Chunlai Group 《春来教育集团下属高校人事联评考核标准及评分细则》, focusing on key areas such as rules and regulations construction, talent acquisition, faculty development and training, performance appraisal, and work style construction. Evaluations involved detailed reporting and quantitative assessments in these areas. To ensure the effectiveness of the joint evaluation results, the Human Resources Department of the Group carried out a comprehensive summary of the evaluation process. They reviewed all assessment data and outcomes to analyse both the strengths and areas for improvement in personnel management across each college and university. This thorough analysis ensures strict adherence to standards and the implementation of all required measures, driving further improvements in personnel management practices.

Environmental, Social and Governance Report

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》, Measures for the Management of Reserve Cadres 《後備幹部管理辦法》 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 standard of “virtue first, and equal emphasis on ability and integrity”, and ensure the openness, fairness and impartiality of the promotion process. We determine which employees can be promoted based on their personal work performance, achievements and other relevant factors, combined with results of their written examination, interviews and qualification review.

Case: Human Resources Department of the Group organises the open selection of reserve cadres for deputy leaders of our universities and colleges

To further broaden channels for selecting and employing personnel, and to cultivate a cadre of leaders with excellent qualities, a reasonable structure, the ability to shoulder heavy responsibilities, and significant potential for development, the Group’s Human Resources Department organised an open selection process for reserve cadres for deputy leaders of our universities and colleges from 8 July and 9 July 2024. On 8 July 2024, a written examination was conducted as part of this selection process. The exam covered a wide range of topics including major strategic thoughts and policies of the Party and the country, higher education principles, higher education regulations, legal knowledge, current political affairs, and official document handling, aiming at comprehensively assessing the candidates’ professional competence and knowledge background.



Written exam site



Interview site

This open selection process has significantly energised the enthusiasm among cadres, fostering a proactive and innovative spirit. It has established a clear cadre selection orientation that “merit and capability determine position, and those who perform well and demonstrate ability have opportunities for advancement”. The Group’s Human Resources Department will continue to uphold the principles of valuing achievements, integrity, grassroots experience, and innovation in its personnel practices. We aim to attract outstanding talent widely, continuously optimise talent allocation, and enhance the development of a robust talent pipeline. This ensures we provide a solid foundation of human resources to support the Group’s development and success.

Environmental, Social and Governance Report

Teaching Staff Resignation Management

The resignation of teaching staff would be significant loss in human capital for us. As a result, we formulated 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 propose corresponding resolutions to retain such employee in combination with specific conditions, helping them solve problems in work, study and life. For employees who already decide to resign, we will develop countermeasures in a timely manner to ensure that other teaching staff smoothly take over their work, ensuring that students' programmes and other teaching affairs are carried out normally.

6.2 Care and Support for Employees

Benefits of Employees

Chunlai Education recognises importance of each teaching staff to the Group. We will endeavour to ease the worries of the employees in order to ensure the high teaching quality. 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 strict accordance with relevant national regulations, providing full life assurance for employees.

In addition to the above benefits, we have also formulated 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》. This policy aims 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 difficulty 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. At the same time, we provide breastfeeding female employees with extra breastfeeding leave considering their special needs.

Diversified Activities for Teaching Staff

In order to further enrich the on-campus cultural life of teaching staff and strengthen the exchange and cooperation among departments, the Group carried out diversified activities. These initiatives aim to promote team collaboration, strengthen cohesion, and provide a platform for staff to showcase their talents and learn from one another. By hosting various cultural, sports, and arts events, we strive to create a harmonious and vibrant campus atmosphere. Participation in these activities not only allows staff to relax and rejuvenate but also fosters mutual understanding and trust among colleagues. This contributes positively to the overall development of the school.

Environmental, Social and Governance Report

Case: Faculty birthday parties and faculty games in colleges and universities of Chunlai Education



Faculty birthday party of Shangqiu University



Faculty game of Shangqiu University



Faculty birthday party of Shangqiu University Kaifeng Campus



Faculty game of Shangqiu University Kaifeng Campus

6.3 Valuing Talent Cultivation

In order to promote the distinguished development of the teacher team and improve the teaching achievements, we launched an innovative growth plan for young teachers in accordance with the requirements 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 has established a training system at different levels with specific targets, focuses on personal development of teachers and the fostering of integrity. We ensure the training content is offered strictly to improve our teachers' business capability and foster their ideological and ethical standards, so as to guarantee they have correct values, and enhance teaching innovation and the matching of teachers and positions. Additionally, we strengthen support for the professional plans of teachers to ensure the training results are aligned with the targets of the school. We provide teachers with consultancy and guidance on career development to ensure the provision of outstanding talent cultivation across the Group.

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Pre-job training for new teachers:

Types of Training	Training Content
Comprehensive quality training	<ul style="list-style-type: none"> • History and current conditions of the school • Higher education theories and career development
Teaching skills improvement	<ul style="list-style-type: none"> • Teaching skills and application of information technology • Ideological and political theory and practice on courses
Providing teaching instruction	<ul style="list-style-type: none"> • 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 good ethics, extensive teaching experience and professional title of associate professor or above to each of the teachers participating in trainings and offer guidance on education thoughts and concepts as well as teaching methods and skills to improve their teaching practise capabilities.
Study and training on online courses (independent study)	<ul style="list-style-type: none"> • Higher education theory and career development module (How to grow into an outstanding college teacher and other courses) • Teaching skills and application of information technology (Required teaching skills for college teachers and case study and other courses) • Ideological and political theory and practice on courses ("Course Theory", "Teaching Theory" and other courses) • Smart Education of China · Higher Education (to complete training courses for teachers and obtain the training certificate with 10 credits)

Environmental, Social and Governance Report

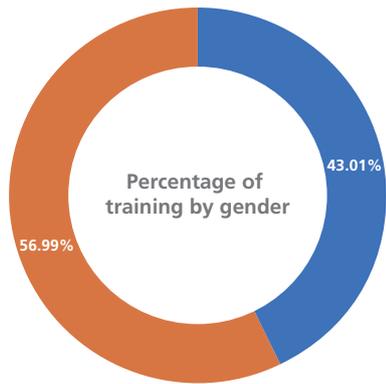
Trainings for teaching staff by position and type in 2024

Type	Certain Themes
Ideological and political trainings	Sharing of Learning and Implementing Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era and the Deeds of Zhou Xuetian, an Old Hero of the War to Resist US Aggression and Aid Korea, Special Seminar on Learning and Implementing Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era and Ideological Work
Cadre training	Party members and cadres visited the education base to learn and carry forward the spirit of Jiao Yulu
Education and teaching trainings	Summer workshop training, lecture on "How to Strike a Balance Between Research and Teaching", academic salon on "Intelligent Construction Technology and Talent Cultivation in the Context of New Engineering", academic salon on "Exploration of Practical Education Mode in the Context of New Liberal Arts", academic salon on the "Development of Ideological and Political Courses and Ideological and Political Building Related to Courses", lecture on "Enhancement of Teaching Capability of Teachers", lecture on "Enhancement of Scientific Research Capacity to Improve the Quality of Talent Cultivation in Schools"
External training for teaching staff	2023 "Digital Intelligence in the Central Plains" Teaching Ability Enhancement Training for Instructors of Electronic Design Competition for College Students in Henan Province, Training Workshop for Teachers of Teacher Education Courses in Higher Education Institutions, Training Course for Famous Teachers, Training Course for Young Backbone Teachers, Conference on Employment and Education in Chinese Colleges and Universities, The 11th High-level Forum of Quality Education in Universities, Training Course on Employment Guidance for Counsellors of Colleges and Universities of Henan Province (Phase II), "Digital Transformation of Education and Empowerment by New Technology" Training Programme
On-campus business training	Lecture on "Official Document Writing Training", Lecture on "Records Management Training", Training Session on Distribution of Employment Materials for the Graduates of 2024, Lecture on Innovation and Entrepreneurship

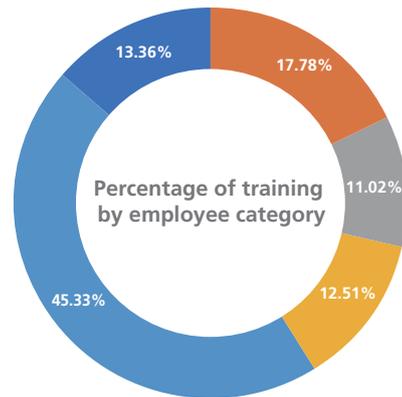
Environmental, Social and Governance Report

Training contents for backbone teachers:

<p>General teaching ability training</p>	<ul style="list-style-type: none"> • Educational philosophy • Basic teaching norms • Teaching theory and technology • Modern education technology • Professional ethics
<p>Special training for the development of new educational theory and technology at home and abroad</p>	<ul style="list-style-type: none"> • 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 • Build a platform for teachers to exchange teaching research and reforms through opening of teacher salons and new teacher workshops
<p>Dual-qualified teachers development plan</p>	<ul style="list-style-type: none"> • Engineering laboratory technicians shall be required to enter relevant enterprise for further studying and training for at least 3 months within five years • 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



■ Male employees ■ Female employees



■ Short-term contract/part-time employees
 ■ Full-time junior employees ■ Full-time middle management
 ■ Full-time senior management ■ Other employees (if any)

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Average training hours (by gender)	Unit	2024
Female employees	hour	17.09
Male employees	hour	11.22
Average training hours (by employee type)	Unit	2024
Short-term contract/part-time employees	hour	0.09
Full-time junior employees	hour	26.87
Full-time middle management	hour	16.10
Full-time senior management	hour	11.88
Other employees	hour	14.38

7. ADVOCATING FOR ENVIRONMENTAL PROTECTION

Chunlai Education understands the importance of environmental protection. We strictly abide by the Environmental Protection Law of the People's Republic of China 《中華人民共和國環境保護法》 and other relevant laws and regulations, continuously control emissions and resource use in the process, and actively take measures to reduce emissions, improve the efficiency of resource utilisation, and practice green operations.

To ensure that our environmental protection measures are in line with the legal requirements, we not only followed the relevant regulations, but also took the initiative to formulate a series of management systems, such as the Regulations on Saving Electricity in Canteens 《餐廳節約用電管理制度》, the College Programme on 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》, in order to minimise the burden on the environment, realise the efficient utilisation of resources, and create a greener, low-carbon campus environment for our teachers, students and the society at large.

In our daily operations, we endeavour to minimise the negative impact on the environment and do our part to protect the environment through measures such as power usage management, water resource management, supplies consumption control, waste disposal and greenhouse gas emissions management. During the Reporting Period, we strictly complied with relevant environmental regulations and did not experience any major environmental violations, demonstrating our firm commitment to green development.

Environmental, Social and Governance Report

7.1 Climate Change Mitigation

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

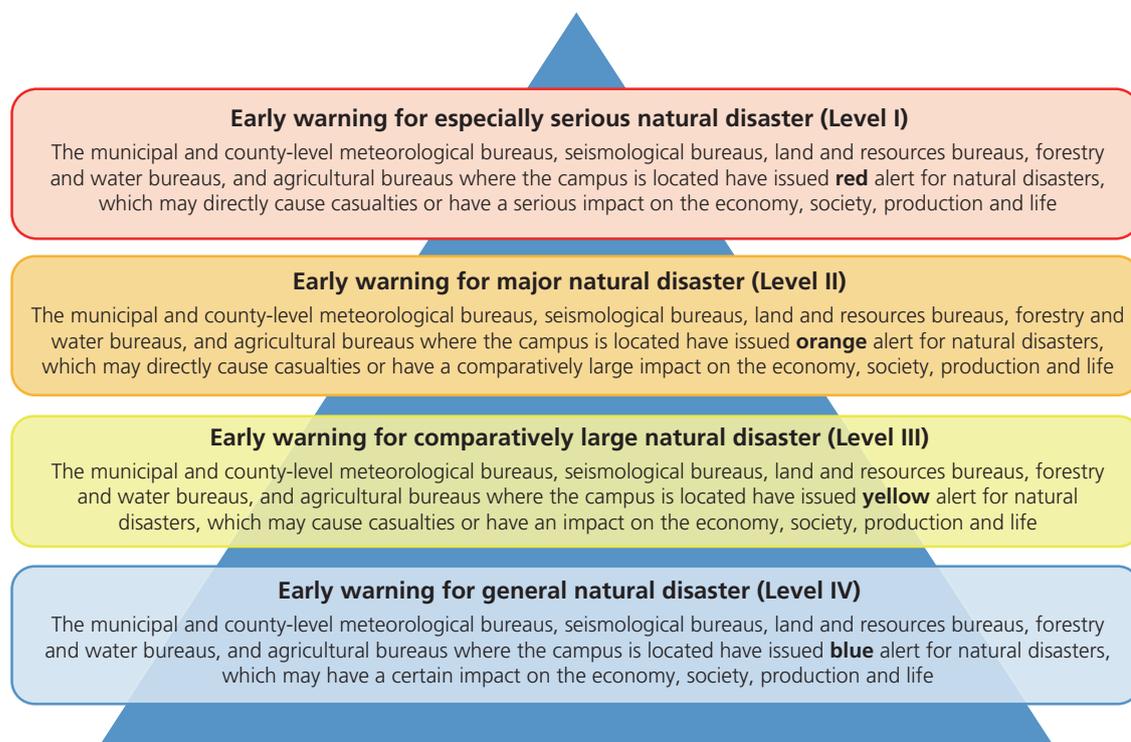
Type of climate risks	Potential risk	Potential financial impacts	Current response measures for risk mitigation
Physical climate risks	<p>Acute risks (such as disasters caused by urban flooding and other extreme weather)</p> <p>Chronic risks (such as persistent high temperature, lack of fresh water resources,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

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

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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 《自然災害公共事件應急預案》. The plan specifies 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:



We bear the responsibility of protecting the lives and property of our teachers and students, and therefore we have an Emergency Response Plan for Major Natural Disasters 《重大自然災害突發事件應急預案》. This plan enables us to respond effectively to natural disasters, reduce losses, and comply with Chinese policies and regulations and relevant laws. We will continue to monitor policy and regulation updates and encourage our suppliers to comply with relevant laws.

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7.2 Optimising the Use of Resources

Energy saving

The Group is committed to building a green and energy-saving campus environment. We have taken the following measures to optimise energy use and reduce energy consumption. We 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 incorporate environmental protection requirements into our daily operations. We implement the Water and Electricity Saving Management Regulations 《節水節電管理規定》, including the adoption of energy-saving equipment, optimisation of electricity consumption processes, etc., and strive to maintain a flat or gradual decrease in electricity consumption intensity while ensuring the level of operation. We continue to optimise the gas consumption process to enhance energy efficiency, for example, reducing the consumption of natural gas for cooking in restaurants and the consumption of petrol and diesel in transportation. We have set up the Energy Conservation and Emission Reduction Leading Group to fully coordinate our energy management work and ensure that all energy conservation measures are put in place. Our goal is to maintain or gradually reduce electricity intensity in the future, while operating at a similar level.

During the Reporting Period, the power consumption intensity of the Group's six colleges and universities in the course of their operations decreased as compared with the previous year, and we will endeavour to implement different measures to move towards low-carbon operations.

Electricity consumption	Unit	2024
Total electricity consumption	MWh	26,055.87
Total electricity consumption intensity	MWh/m ²	0.006
Total electricity consumption intensity	MWh/person ¹	0.24

¹ Calculated based on the number of employees and students as at 31 August 2024.

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The main energy saving measures we have implemented to reduce energy consumption are as follows:

Power saving system

- At time of seasonal changes, check the difference between the supply and return temperatures of air-conditioning water, and appropriately increase the supply temperature of chilled water to reduce the energy consumption of the refrigeration equipment when the raw conditioning load is small.
- Rationalise the capacity and number of units of transformers depending upon the size and performance of the electrical load, and control the operating load so that it is 70-90% of the rated capacity.
- Optimally adjust the number of cooling system equipment running according to the actual weather conditions to improve the safety of the operation of the cold air-conditioning system, and at the same time, put reasonable number of cooling water system equipment into operation based on the actual weather and the heat load of the restaurant to achieve the purpose of energy saving.
- The air conditioner in the dining area should be turned on 5 minutes before the meal, and the air conditioner should not be turned on too early. The temperature range of the air conditioner should be as follows: the air conditioner should not be turned on if the temperature is lower than 28°C in summer and higher than 10°C in winter, and the cooling temperature should not be lower than 26°C in summer and the heating temperature should not be higher than 20°C in winter.
- Reduce the power consumption of electronic office equipment and energy consumption of standby equipment. Reasonably switch on and use computers, printers, photocopiers, scanners and other power-using equipment, and switch off the power at the end of work to prevent such equipment from going into standby mode.

Lighting system

- Use energy-saving lighting fixtures: replace incandescent lamps with fluorescent lamps; replace high-pressure mercury lamps with high-pressure sodium lamps or metal halide lamps; replace ordinary inductive rectifiers with electronic rectifiers.
- Ensure that lights are not left on indefinitely or during daylight hours. Offices should maximise the use of natural light on sunny days. In larger office spaces, minimise the number of lights turned on when there are few people present, and always turn off lights when leaving the area. For stairwells, corridors, and other public spaces, maintain appropriate illumination levels while reducing the number of lights switched on, or implement zoned control systems to activate lighting only as needed.
- Regularly check the lighting facilities in the canteen to prevent electrical leakage and unnecessary power consumption. For stairwells, corridors, and other public spaces, maintain appropriate illumination levels while appropriately reduce the number of lights switched on, or implement zoned control systems to activate lighting only as needed.

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Water management

Water is an important resource in our operations, and we are committed to promoting water efficiency and conservation in our operations, as well as fully implementing water resource management. We comply with 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 of the place 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 that we meet our water resource management standards. We carry out comprehensive control in water source management, water use process optimisation and wastewater discharge control, and actively adopt water conservation measures, such as the use of water-saving equipment and optimisation of water use processes. We set up water conservation programmes and strictly implement them in our daily operations, striving to maintain or gradually reduce our water consumption intensity while ensuring the level of our operations.

The domestic wastewater generated by the Group is discharged through the municipal sewage network to urban wastewater treatment plants for centralised treatment, ensuring compliance with discharge standards. Through these systematic water resource management measures, we aim to continuously optimise water management in the future, further improving water usage efficiency and promoting the development of a green campus. The Group does not face any issues regarding access to suitable water sources in our operations.

We are committed to implementing a series of initiatives to improve water resources management and achieve water conservation.

- Repair and utilise rainwater collection systems. Collect and use rainwater for irrigation of green spaces to reduce the use of tap water.
- Install water meters for departments with high water consumption so that they use water within a set quota, and charged on the basis of tonnage used.
- Water for students in dormitory buildings is delivered in accordance with the rules of the college, and individuals are responsible for overspending.
- Use a container of water to rinse the mop, and minimise the use of direct tap water for rinsing.

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In order to achieve efficient use of water resources and to ensure the safety of drinking water for students and teachers at all campuses, we have put in place a series of management measures for each campus. Firstly, we have strengthened the daily maintenance and management of water fixtures on campus to ensure that they are in good working order and utilise water efficiently. At the same time, the Group has also formulated a series of regulations 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 ensure that water consumption and conservation work is carried out in an orderly manner. Our water consumption data for the Reporting Period is set out below:

Water consumption	Unit	2024
Total water consumption	tonnes	787,530.91
Total water consumption intensity	tonnes/m ²	0.18
Total water consumption intensity	tonnes/person ¹	7.26

During the Reporting Period, the water consumption intensity of the Group in the course of operations decreased compared to the previous year. We will implement diversified measures to reduce water consumption in the future.

7.3 Waste Management and Resource Conservation

The Group has adopted comprehensive measures in waste management. We strictly implement 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》 to carry out the disposal of waste.

Hazardous and non-hazardous wastes generated by us are properly collected, segregated and further treated by qualified third party waste collectors appointed by us. For example, we have set up a Food Waste Disposal Ledger 《餐廚廢棄物處置台賬》 to record and monitor the types, quantities, destinations and uses of kitchen waste. We have organised various activities and adopted a series of measures to curb food and beverage waste.

- Strengthen the management of low-value consumable items. Consumable items of the canteen are uniformly kept by the warehouse keeper, and other personnel are not allowed to collect them without the consent of the canteen manager. The consumable items should be stipulated in terms of the time of use, the person who uses them and the number of items used, and individuals should bear the relevant costs if they fail to carry out the stipulations in accordance with the regulations and exceed the budget.
- Food safety campaigns are conducted through the campus food safety bulletin board to advocate for food waste reduction.
- A series of campus cultural activities have been organised to actively create a good campus atmosphere of thrift and frugality, raise students' awareness of food safety, reduce catering waste and promote positive and healthy eating concepts.

¹ Calculated based on the number of employees and students as at 31 August 2024.

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- Put effective sterilisation equipment in place, provide recyclable tableware and advocate for teachers, students and staff to eat in the dining halls; reduce catering waste and promote positive and healthy eating concepts.
- Increase the number of communal chopsticks supplied in canteen, and promote the use of biodegradable disposable tableware to reduce the use of white plastic products.

In order to ensure that the canteen wastewater is effectively treated, we have cooperated with a professional wastewater treatment company to carry out professional sewage pumping and treatment of wastewater generated by the canteen, and installed fully automatic oil-water separator equipment for catering wastewater at the canteen wastewater discharge outlet.

During the Reporting Period, we have actively implemented a number of measures to reduce waste generation, and will maintain or gradually reduce waste generation in the future with a similar level of operation. Non-hazardous waste is mainly domestic waste generated from school life. The total non-hazardous waste generated is 10,554 tonnes and the intensity of non-hazardous waste generated is 0.10 tonnes. The intensity of non-hazardous waste generated in the course of the Group's operations is similar compared to the previous year, and in the future we will implement diversified measures in an effort to reduce the amount of waste generated.

To boost efficiency and streamline processes, the Group has implemented a paperless office policy and introduced an OA (Office Automation) system. All approval processes, including financial reimbursements, asset management, and personnel-related matters, are now conducted online and via mobile devices, significantly reducing the use of paper documents. Furthermore, both the Group and its affiliated universities uniformly utilise the OA coordinated office platform for daily tasks such as leave applications and meeting room bookings. This not only enhances work efficiency but also effectively conserves resources, promoting a more environmentally friendly and efficient office model.



OA Coordinated Office Platform

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7.4 Emissions Management

Greenhouse Gas Emission Management

We have implemented greenhouse gas emissions inventory work across six colleges under the Group: Shangqiu University, Anyang University, Shangqiu College Kaifeng Campus, Anyang University Yuanyang Campus, Jingzhou College, and Hubei Jiankang Vocational College. Our GHG emissions inventory adheres to 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》), which is established by the World Business Council for Sustainable Development and the World Resources Institute, as well as the ISO 14064-1 standard issued by the International Organization for Standardization. This ensures the accuracy of our greenhouse gas emissions data.

During the Reporting Period, we maintained the greenhouse gas emissions targets set in 2022. Assuming comparable operational conditions, we are committed to maintaining or reducing our overall carbon emissions.

Greenhouse gas emission performance	Unit	2024
Greenhouse gas emissions		
Direct greenhouse gas emissions (Scope 1)	tonnes of carbon dioxide equivalent	49,806.89
Greenhouse gas emission removals from newly planted trees (Scope 1)	tonnes of carbon dioxide equivalent	748.37
Indirect greenhouse gas emissions (Scope 2)	tonnes of carbon dioxide equivalent	14,859.66
Total greenhouse gas emissions (Scope 1 & 2)	tonnes of carbon dioxide equivalent	63,918.18
Greenhouse gas emission intensity		
Per square metre (Scope 1 & 2)	tonnes of carbon dioxide equivalent/m ²	0.015

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 63,918.18 tonnes of carbon dioxide equivalent, which decreased as compared with last year. In future, we will continue to monitor the greenhouse gas emission, and adopt effective low-carbon measures to reduce greenhouse gas emissions.

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Exhaust Emission

The Group is committed to improving air quality and reducing air pollution, and we strictly comply with 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 laws and regulations. Our main sources of emissions are mobile fuel combustion in school-owned vehicles, cooking fumes emitted from school canteens and consumption of garden machinery, including petrol and diesel which produce air emissions such as sulphur oxides (SO_x), nitrogen oxides (NO_x) and particulate matter (PM). To effectively control the emission of oily fumes, we have installed oily fume filters for all restaurant exhaust facilities to control oily fume emission from canteen kitchens. We have implemented various initiatives to reduce energy consumption and carried out regular cleaning of the flue cleaners to ensure that the emission levels meet national industry standards.

Type of emission	Unit	2024
Nitrogen oxides (NO _x)	kg	613.75
Sulphur oxides (SO _x)	kg	1.12
Particulate Matter (PM)	kg	46.68

7.5 Promoting Environmental Protection

We are dedicated to cultivating students' sense of environmental responsibility by promoting campus environmental education centred on green culture. This initiative aims to enhance students' environmental literacy and understanding of sustainable living. We integrate green principles into daily education to foster environmental awareness and sustainable behaviour habits among students.

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Faculty and students of Jingzhou College of the Group joined forces with the General Affairs Department to carry out a voluntary tree planting activity on campus. Working together, they planted trees and contributed to greener surroundings. This initiative not only beautified the campus environment but also enhanced environmental awareness among both faculty and students, demonstrating a strong commitment to environmental responsibility.



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Shangqiu College of the Group organised an energy-saving promotion campaign to educate students about environmental measures. The campaign encouraged students to make smart choices when selecting eco-friendly products and to develop good living habits. It also promoted the concept of low-carbon living, and advocated for green travel, energy conservation, and emission reduction as key environmental practices to foster sustainable development.



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8. ACTIVELY GIVING BACK TO THE COMMUNITY

Chunlai Education remembers the care and support received from all quarters and remains steadfast in fulfilling our corporate social obligations. We leverage our resources and advantages to actively participate in various charitable projects. This year, the Group has focused on improving and enhancing volunteer services, with each of our colleges forming multiple volunteer teams that engage in diverse public welfare activities. These efforts allow us to widely give back to society, embodying our commitment to social responsibility and spirit of dedication.

In 2024, the Group had 1,798 employee volunteers and 12,969 student volunteers. The number of employees and students participating in activities reached 366 and 17,242 instances, respectively. Employee volunteer teams contributed a total of 14,348 service hours, while student volunteer teams contributed 22,599 service hours. Our total donation amounted to RMB139,000.

Case: Volunteer Service, Running Together – 2024 Jingzhou Marathon

On 1 April 2024, Jingzhou College supported the 2024 Jingzhou Marathon by providing trained volunteers to ensure the smooth operation of the event services. The volunteers exemplified the spirit of “dedication, friendship, mutual assistance, and progress”. They were stationed at various supply points along the latter half of the race course, ensuring that participants could replenish their energy in a timely manner.



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Case: “Month of Lei Feng” Volunteer Service Series – Caring for the elderly

In March 2024, Anyang University organised a diverse range of volunteer service activities as part of the “Month of Lei Feng” Volunteer Service Series, putting the Lei Feng spirit for the new era into practice through concrete actions. Among these activities, several colleges arranged for faculty and students to visit nursing homes to conduct volunteer services.



Case: “Youth Effort and Dedication – A Hopeful Home” – Summer School Loving Care Programme Providing students with a Colorful Summer Holiday

During the summer of 2024, under the joint initiative of Jingzhou College and the Jingzhou High-Tech Zone, the Mi Shi Qiao Community in the Jingzhou High-Tech Zone launched a “Summer School” loving care programme. This initiative aimed to help parents address the challenge of childcare during the holidays and provided homework counselling by fully considering the age characteristics and interests of the students. The programme offered a diverse range of courses including red culture studies, safety education, traditional culture, legal awareness, singing, drawing, sports, and more to enrich the holiday life of children in the community. These guided and helped young people spend a safe, happy and meaningful holiday.



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APPENDIX I: SUMMARY OF SUSTAINABLE DEVELOPMENT DATA

Environmental Area ²	Unit	2023	2024
Air pollutant			
Nitrogen oxides (NO _x)	kg	472.80	613.75
Sulphur oxides (SO _x)	kg	0.92	1.12
Particulate matters (PM)	kg	36.05	46.68
Amount of greenhouse gas emissions³			
Direct greenhouse gas emissions (Scope 1)	tCO ₂ e	96,791.08	49,806.89
Greenhouse gas emissions removals from newly planted trees (Scope 1)	tCO ₂ e	715.99	748.37
Indirect greenhouse gas emissions (Scope 2)	tCO ₂ e	28,382.72	14,859.66
Total amount of greenhouse gas emissions (Scope 1 & 2)	tCO ₂ e	124,457.81	63,918.18
Intensity of greenhouse gas emissions			
Per square meter of floor area (Scope 1 & 2)	tCO ₂ e/m ²	0.033	0.015
Electricity consumption			
Total electricity consumption	MWh	49,768.06	26,055.87
Total electricity consumption intensity (per square meter)	MWh/m ²	0.013	0.006
Total electricity consumption intensity (per person) ¹	MWh/person	0.46	0.24
Fixed equipment fuel consumption			
Natural gas consumption	m ³	678,220.65	614,916.12
Liquefied natural gas consumption	m ³	75,500.00	38,051.00
Gasoline consumption	tonne	11.88	5.83
Diesel consumption	tonne	16.37	1.50
Liquefied petroleum gas consumption	tonne	66.13	50.60
Motor vehicle fuel consumption			
Gasoline consumption	litres	44,024.52	56,251.59
Diesel consumption	litres	9,494.16	15,374.75
Water consumption			
Total water consumption	tonne	991,986.00	787,530.91
Total water consumption intensity (per square meter)	tonne/m ²	0.27	0.18
Total water consumption intensity (per person) ¹	tonne/person	9.18	7.26

² The collection covers six schools under the Group: Shangqiu University, Anyang University, Shangqiu University Kaifeng Campus, Anyang University Yuanyang Campus, Jingzhou University and Hubei Jiankang Vocational College.

³ We refer to "How to Prepare an Environmental, Social and Governance Report—Appendix II: Environmental Key Performance Indicators Reporting Guide" of the Stock Exchange to calculate the Group's air pollutant emissions and greenhouse gas emissions.

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Environmental Area ²	Unit	2023	2024
Hazardous waste			
Batteries	kg	26.21	16.81
Used ink cartridges and used toner cartridges	kg	925.80	382.50
Non-hazardous waste			
Total non-hazardous waste production	tonne	10,690.00	10,554.00
Non-hazardous waste production intensity	tonne/person	0.10	0.10
Paper consumption			
Total paper consumption ⁴	kg	260,900.64	667,649.06
Paper consumption per capita	kg/employee	54.93	130.35
Social Area ⁵	Unit	2023	2024
Total number of employees	person	4,750	5,180
Total number of employees (by gender)			
Female employees	person	2,766	2,952
Male employees	person	1,984	2,228
Total number of employees (by employee category)			
Short-term contract/part-time employees	person	805	692
Full-time junior employees	person	1,827	921
Full-time middle management	person	537	571
Full-time senior management	person	414	648
Other employees ⁶	person	1,167	2,348
Total number of employees (by age group)			
Under the age of 30	person	1,726	1,900
Aged 30-50	person	2,032	2,187
Over the age of 50	person	992	1,093
Total number of employees (by geographical region)			
Employees from Central China region ⁷	person	4,750	5,180
Turnover rate⁸			
Total employee turnover rate	%	8.65	10.04

⁴ The increase in total paper consumption is due to the more standardised requirements for graduation materials and new student materials in the year, resulting in greater paper consumption

⁵ Social area collection covers the whole Group

⁶ Other employees refer to employees without titles

⁷ Employees classified by region during the reporting period are categorised based on their work location

⁸ Calculation method = number of employees lost ÷ number of employees at the end of the year × 100%

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Social Area ⁵	Unit	2023	2024
Employee turnover rate⁹ (by gender)			
Female employees	%	9.58	11.65
Male employees	%	7.36	7.90
Employee turnover rate⁹ (by age group)			
Under the age of 30	%	16.86	15.37
Aged 30-50	%	4.28	8.37
Over the age of 50	%	3.33	4.12
Employee turnover rate⁹ (by geographical region)			
Employees from Central China region	%	8.65	10.04
Trained employees percentage¹⁰ (by gender)			
Female employees	%	61.09	56.99
Male employees	%	38.91	43.01
Trained employees percentage¹⁰ (by employees category)			
Short-term contract/part-time employees	%	1.03	13.36
Full-time junior employees	%	69.83	17.78
Full-time middle management	%	13.06	11.02
Full-time senior management	%	5.88	12.51
Other employees	%	10.20	45.33
Average training hours¹⁰ (by gender)			
Female employees	hour	24.50	17.09
Male employees	hour	24.64	11.22
Average training hours¹⁰ (by employee category)			
Short-term contract/part-time employees	hour	6.00	0.09
Full-time junior employees	hour	27.00	26.87
Full-time middle management	hour	23.17	16.10
Full-time senior management	hour	23.82	11.88
Other employees	hour	11.88	14.38
Occupational health and safety – work related fatalities of direct employees			
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

⁹ Calculation method = number of employees lost in the category ÷ number of employees at the end of the year in the category × 100%

¹⁰ Calculation method = number of employees trained in this category/total number of employees trained in this category

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

Indicators			Related Sections
A. Environmental Area			
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. Advocating for Environmental Protection
	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 and Resources Protection 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 and Resources Protection Appendix I: Summary of Sustainable Development Data
	A1.5	Description of emissions target(s) set and steps taken to achieve them.	7. Advocating for Environmental Protection
	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 and Resources Protection

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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 Optimising the 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 Optimising the 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 Optimising the 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 Optimising the 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 Optimising the 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. Advocating for Environmental Protection
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	7. Advocating for Environmental Protection
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 Mitigating Climate Change
	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 Mitigating Climate Change

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Indicators			Related Sections
B. Social Area			
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 Care and Support 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 Health and Safety Guarantee
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	4.1 Health and Safety Guarantee 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 Health and Safety Guarantee

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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: Supplier Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	5.4 Supplier Chain Management
	B5.1	Number of suppliers by geographical region.	5.4 Supplier Chain Management
	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 Supplier Chain Management
	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 Supplier Chain Management
	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 Supplier Chain Management

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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 Health and Safety Guarantee 4.2 Quality Teaching 5.3 Information Security and 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.	4.1 Health and Safety Guarantee 4.2 Quality Teaching
	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 Quality Teaching 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 Information Security and Privacy Protection

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Indicators			Related Sections
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. Actively Giving Back to the Community
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	8. Actively Giving Back to the Community
	B8.2	Resources (e.g. money or time) contributed to the focus areas.	8. Actively Giving Back to the Community