



中國科培教育集團有限公司

China Kepei Education Group Limited

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號 : 1890

2023

Environmental, Social &
Governance Report
環境、社會及管治報告



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01 About this Report

INTRODUCTION TO THIS REPORT

China Kepei Education Group Limited (stock code: 1890) (the “**Company**”), together with its subsidiaries (the “**Group**” or “**we**”), is pleased to present the sixth Environmental, Social and Governance (“**ESG**”) report (“**this Report**”). This Report covers the Group’s ESG policies, measures and performance to enhance the understanding and confidence of all stakeholders in the sustainable development of the Group, and effectively responds to the expectations and demands of all parties.

BASIS FOR PREPARATION

This Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) set out in Appendix 27 to the Main Board Listing Rules on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”). The Group has followed the four reporting principles set out in the ESG Reporting Guide, being materiality, quantification, balance and consistency, and has strictly complied with mandatory disclosure requirements and the “comply or explain” provisions in order to fully disclose the Group’s policies, strategies, relevant materiality, objectives and action plan in ESG areas.

In the process of preparing this Report, the reporting principles of the ESG Reporting Guide applied by the Group are as follows:

Materiality: Adopting a materiality assessment to identify the Group’s material issues during the Reporting Period and conduct stakeholder surveys, and compiling this Report based on these material issues. For details, please refer to the section headed “Materiality Assessment”;

Quantification: Disclosing the standards and methods used in this Report to calculate relevant data, and disclosing applicable assumptions;

Balance: The application of this principle is reflected in each chapter of this Report;

Consistency: The method adopted for the preparation of this Report is basically the same as last year, and the data involving changes in the statistical methods and calculation methods are explained.

SCOPE OF THIS REPORT

The reporting period for this Report is from 1 September 2022 to 31 August 2023 (the “**Reporting Period**” or “**2023**”), with appropriate forward and backward extensions for certain contents. The contents of this Report (including the relevant policy documents, statements and data, etc.) mainly cover¹ Guangdong Polytechnic College, Zhaoqing Science and Technology School (“**Zhaoqing School**”), Harbin Institute of Petroleum and Huaibei Polytechnic College under the Group. For details of the business of the Group, please refer to the 2023 Annual Report of the Group.

Unless otherwise defined herein, all capitalized terms used in this Report shall have the same meanings as those defined in the 2023 Annual Report published by the Group.

¹ As Maanshan College is operated by the Group in accordance with an entrusted management agreement, it is temporarily excluded from the scope of this Report.

01 About this Report

SOURCE AND RELIABILITY STATEMENT

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

CONFIRMATION AND APPROVAL

This Report had been confirmed by management of the Group and was approved by the board of directors (the "Board") of the Company on 30 November 2023.

PUBLICATION METHOD OF THIS REPORT

This Report is prepared in traditional Chinese and English. If there is any discrepancy between the English and Chinese versions of this Report, the traditional Chinese version shall prevail. The electronic version of this Report may be accessed and downloaded from the HKEXnews website of the Stock Exchange (www.hkexnews.hk) and the official website of the Group (www.chinakepeiedu.com).

CHANNELS FOR RESPONSE TO THIS REPORT

The valuable opinions of stakeholders are critical to our continued progress in ESG areas and the realization of sustainable development. Should you have any comments or suggestions on the ESG Report or the relevant work of the Group, please feel free to contact the Group via the following means:

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02 About Us

GROUP OVERVIEW

The Group is a leading provider of private vocational education services in China focusing on profession-oriented vocational education. As of the end of the Reporting Period, the number of students enrolled in the schools operated by the Group totaled at 120,800, representing an increase of 0.8% as compared with that as of 31 August 2022.

We are committed to providing students with high-quality profession-oriented vocational education and helping them to meet the growing and changing market demands. We are primarily focused on engineering majors to better capture local employment demands, balanced with economics, management, education and art majors to offer well-rounded education services. We endeavor to provide students with various profession-oriented and application-oriented training and internship opportunities in collaboration with research institutions and enterprises, through which we foster practical skills and market competitiveness of our students.

Through over 23 years of operating private vocational education in China, we believe that we have established a strong reputation, which helps us attract high-quality students and teachers and pave the way for our success. We intend to maintain and strengthen our market position in the private vocational education industry in China.

OPERATION MODEL

The Group is the largest vocational education group in the Pearl River Delta and Yangtze River Delta, the two most important economic regions in China. Our education services cover the entire modern vocational education system, including the secondary-level vocational program, high-level vocational program, and undergraduate-level vocational program (including application-oriented undergraduate program and college level program). The Group has been adhering to the mission of building a skills-based society, cultivating more high-quality technological talents, and providing skilled talents who can technically contribute to the comprehensive construction of a modern socialist country.

We strive to build a high-quality teaching team and are committed to cultivating “dual-qualification (雙師雙能型)” talents with rich practical experience and capability as well as innovative capability to promote the development of teaching and research science. During the Reporting Period, the Group continued to introduce more than 600 high-quality teachers, and the number of teachers with intermediate job titles and above has increased significantly. Our teacher qualification training has achieved remarkable results. During the Reporting Period, we received 70 national awards and 106 provincial awards. Adhering to the scientific research goal of “Promoting Teaching through Research and Promoting Learning through Teaching”, our schools actively carry out scientific research. During the Reporting Period, the Group’s schools undertook 139 provincial scientific research projects, and teachers published 745 academic papers, including 94 core journal papers. The number of teachers’ recognitions and scientific research awards increased by more than 50% compared to last year.

The Group attaches great importance to the employment of students. We cooperate with leading enterprises through multiple channels to continuously develop and deepen cooperation and provide students with abundant employment and internship opportunities. Through large-scale campus recruitment, offline seminars, online job fairs and other models, we have contacted over 5,000 enterprises including CATL, XPeng Motors, BYD, Midea, TCL and other well-known enterprises for our graduates, offering more than 200,000 job opportunities. We also attach great importance to the all-round development of students and encourage and support students to participate in various competitions during their studies. Our students have won 544 national awards and 2,336 provincial honors, including the awards such as national first prizes in the “Challenge Cup” China University Students’ Entrepreneurship Project Competition (“挑戰杯”中國大學生創業計劃競賽), the China Robotics and Artificial Intelligence Competition (中國機器人及人工智能大賽), the National University Business Elite Challenge (全國高校商業精英挑戰賽) and the National College Student Intelligent Car Competition (全國大學生智能汽車競賽).

02 About Us

ANNUAL REVENUE

During the Reporting Period, the Group experienced revenue growth due to the expansion of the Group's business and the increase in the number of student enrollments. The revenue increased from RMB1,439.7 million for the year ended 31 August 2022 to RMB1,517.5 million for the year ended 31 August 2023. For the financial performance of the Group, please refer to the 2023 Annual Report of the Group.

03 ESG Governance

ESG GOVERNANCE STRUCTURE

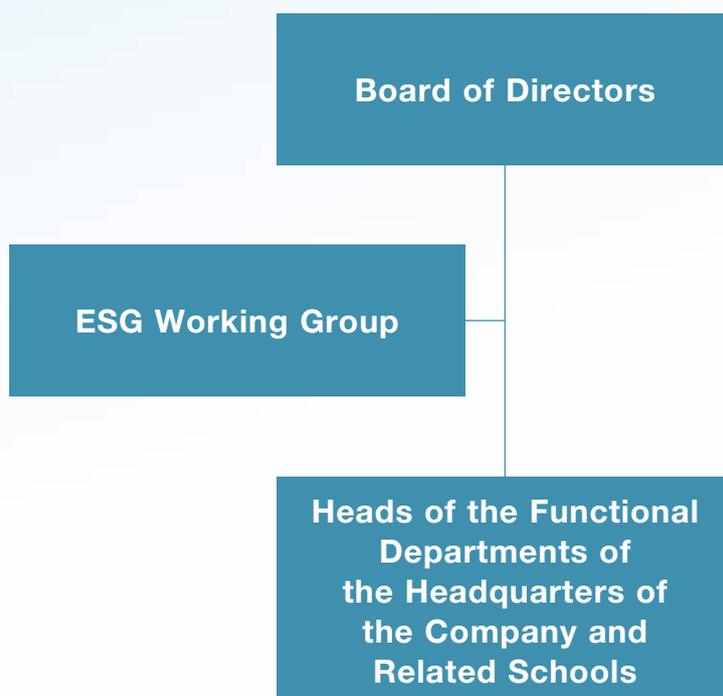
The Group strives to maintain corporate governance with high standard to protect the interests of the Company's shareholders and enhance the Company's value and accountability. The Company has adopted the provisions of the Corporate Governance Code (the "CG Code") set out in Appendix 14 of the Listing Rules of the Stock Exchange as well as complied with all the applicable code provisions of the CG Code during the Reporting Period. The Board is responsible for the overall leadership of the Group, oversees the Group's strategic decisions and monitors corporate governance practices. Meanwhile, the Board has established three committees, namely, the Audit Committee, the Remuneration Committee and the Nomination Committee to oversee specified aspects of the Company's affairs.

Effective risk management and internal control systems are essential in maintaining high-level corporate governance. The Group has established appropriate risk management and internal control systems². The Board reviews the effectiveness of the systems every year. The management is responsible for designing, operating and maintaining the risk management and internal control systems. The heads of the main operating units or departments confirm and mitigate identified risks in accordance with internal guidelines approved by the Board and the Audit Committee and thus manage such risks. The Group also actively responds to and manages ESG risks, integrates ESG related issues into its own development strategies, and the Board is responsible for the Group's ESG reporting strategies and reports. The Board is also responsible for determining the Group's ESG management policies, strategies and objectives, and supervising and managing the targeted progress, ESG risks and ESG performance to ensure that the Board's governance measures comply with relevant requirements of the Stock Exchange.

² For details about the risk management and internal control systems of the Group, please refer to the section of Corporate Governance Report in the 2023 Annual Report.

03 ESG Governance

A sound ESG governance structure is the basis for improving ESG management. The Group has established an ESG governance structure with clear organizational hierarchies, whereby the Board is the highest decision-making body for the ESG work of the Company and the ESG working group is a working group under the Board, with senior management serving as the group leader, to assist the Board in coordinating and overseeing the formulation and implementation of the ESG objectives, strategies, practical performance and other related works of the Group. The ESG working group is composed of the heads of the functional departments of the headquarters of the Company and related schools and is responsible for carrying out ESG work.



ESG Governance Structure of the Group

ESG RISK ASSESSMENT AND MANAGEMENT

In respect of risk management, the Board is responsible for assessing and determining the Group's relevant ESG risks and ensuring that the Group has established appropriate and effective ESG risk management and internal control systems. During the Reporting Period, the Group has carried out ESG risk identification and assessment. Based on the potential risks and opportunities of important ESG issues on our business strategies and the relevant impacts, we identified teaching quality and student safety as the ESG risks of high importance to the Group, and identified several ESG risks of medium importance including cyber, privacy and data security, labor management, epidemics and infectious diseases, climate change and extreme weather-transition risks. We review internal risk management gaps for these ESG risks and gradually integrate ESG risks into the enterprise risk management process.

STAKEHOLDER ENGAGEMENT

The expectations and demands of stakeholders provide continuous impetus for the sustainable development of the Group. We strive to create lasting value for stakeholders by setting up diversified and smooth communication channels to better understand and respond to the expectations and demands of internal and external stakeholders and continuously improving the performance of the Group in respect of sustainable development.

Stakeholder group	Expectations and demands	Communication methods	Communication frequency	The Group's actions
Government and Regulatory Bodies	<ul style="list-style-type: none"> Compliant operation Campus safety Payment of taxes according to the law Promotion of local education 	<ul style="list-style-type: none"> Information submission Dialogue with regulatory bodies 	<ul style="list-style-type: none"> Regular Regular 	<ul style="list-style-type: none"> Strict compliance with laws and regulations Payment of taxes according to the law
Shareholders/Investors	<ul style="list-style-type: none"> Investment returns Business development Compliant operation ESG governance Corporate image 	<ul style="list-style-type: none"> Announcements Shareholders' meetings Site visits Regular reporting Communication meetings 	<ul style="list-style-type: none"> From time to time Regular From time to time Regular From time to time 	<ul style="list-style-type: none"> Disclosure of information on the Group as required Provision of effective communication channels
Suppliers/Partners	<ul style="list-style-type: none"> Lawful operation and quality standards of suppliers Fair and reasonable treatment to business partners Operation in compliance with laws and regulations Service quality 	<ul style="list-style-type: none"> Suppliers' meetings Online surveys Review and assessment Bidding activities 	<ul style="list-style-type: none"> Regular From time to time From time to time From time to time 	<ul style="list-style-type: none"> Strict compliance with bidding requirements Establishment of equal partnership with mutual benefits

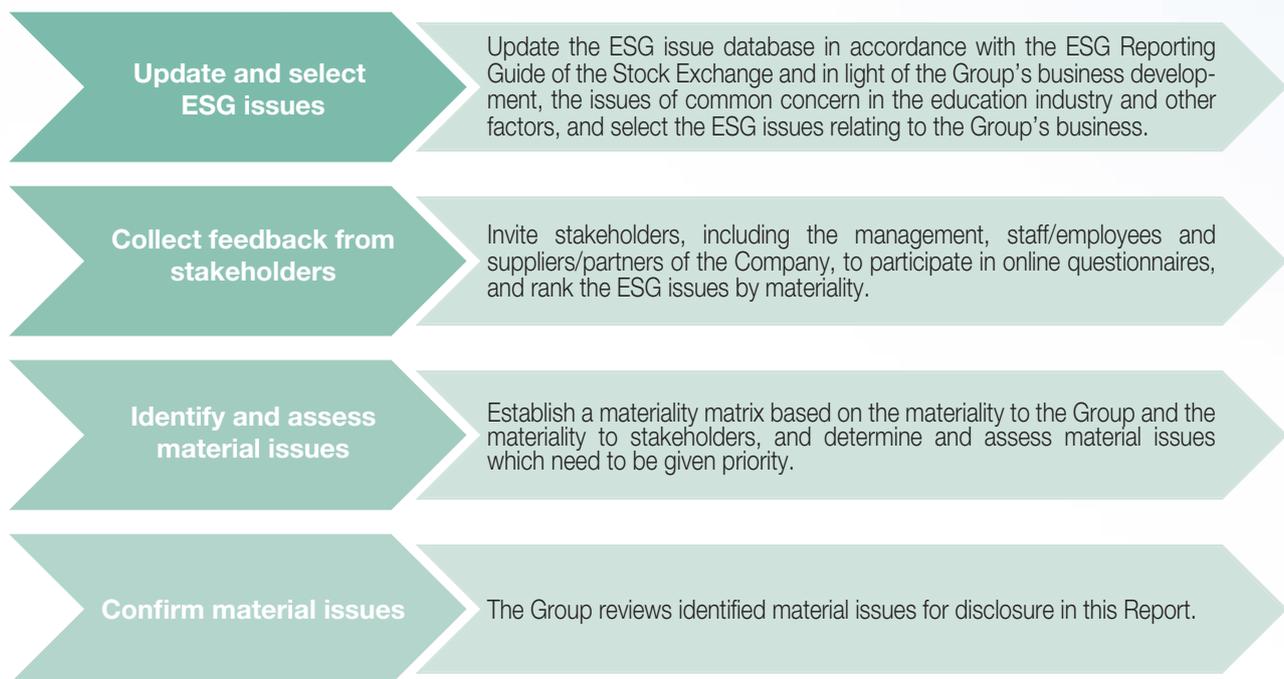
03 ESG Governance

Stakeholder group	Expectations and demands	Communication methods	Communication frequency	The Group's actions
Employees	<ul style="list-style-type: none"> • Remuneration and benefits of employees • Health and safety of employees • Employment in compliance with laws and regulations • Training and education of employees • Working environment 	<ul style="list-style-type: none"> • Staff representative assembly • Group activities • Petitions • Suggestion box 	<ul style="list-style-type: none"> • Regular • From time to time • From time to time • From time to time 	<ul style="list-style-type: none"> • Provision of a healthy and safe working environment • Provision of career training and a fair promotion mechanism
Students and Parents	<ul style="list-style-type: none"> • Teaching quality • Protection of student's information • Caring for student's life • Health and safety protection 	<ul style="list-style-type: none"> • Parent meetings • Lectures and drills • Student satisfaction surveys 	<ul style="list-style-type: none"> • Regular • From time to time • From time to time 	<ul style="list-style-type: none"> • Establishment of parent committee • Organization of student safety training • Carrying out student surveys
Community	<ul style="list-style-type: none"> • Community environment • Charity and public welfare • Community contribution • Compliant operation 	<ul style="list-style-type: none"> • Community communication meetings • Visits and surveys • Press releases/ announcements 	<ul style="list-style-type: none"> • From time to time • From time to time • From time to time 	<ul style="list-style-type: none"> • Giving priority to local employment • Providing education with local characteristics • Organizing community activities

MATERIALITY ASSESSMENT

To constantly optimize the performance of the Group in respect of sustainable development, we continued conducting a materiality assessment during the Reporting Period and determined the material issues during the Reporting Period by identifying major stakeholders and ESG issues of concern to major internal and external stakeholders. We commissioned a professional consulting company to collect feedback on effective questionnaires from 7,256 people from the Company's management, shareholders/investors, suppliers/partners, employees, students and parents, communities and other internal and external stakeholders, in order to understand the concerns and changing demands of various stakeholders more accurately and objectively.

The process for the Company to identify material issues during the Reporting Period is as follows:



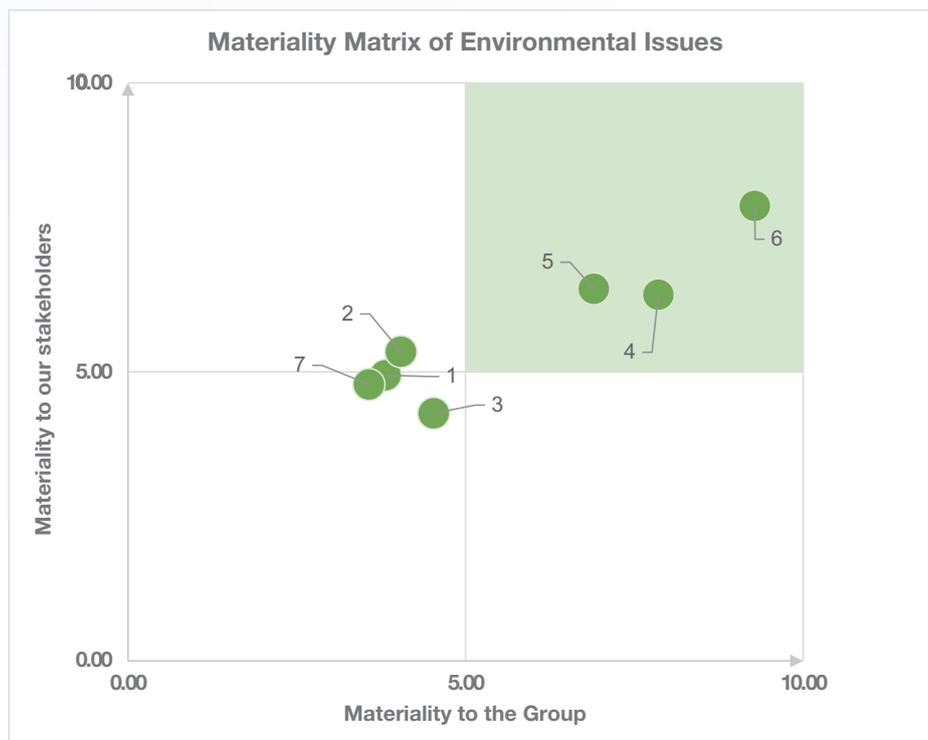
The Company analyzed 21 ESG issues from two aspects, namely the materiality to the Group and the materiality to stakeholders, and confirmed a total of 13 material issues (including 3 environmental issues, 7 social issues and 3 governance issues). The Company also made final confirmation on the material issues based on the compatibility and consistency of these issues with the actual situation of the Group. In effective response to the concerns of stakeholders, in this Report, the Company has elaborated on the policies, measures and performance relating to material issues during the Reporting Period. Meanwhile, the Company will also review the Group's sustainable development governance policy in the future, and make adjustments for material issues whenever necessary to meet the expectations of stakeholders.

03 ESG Governance

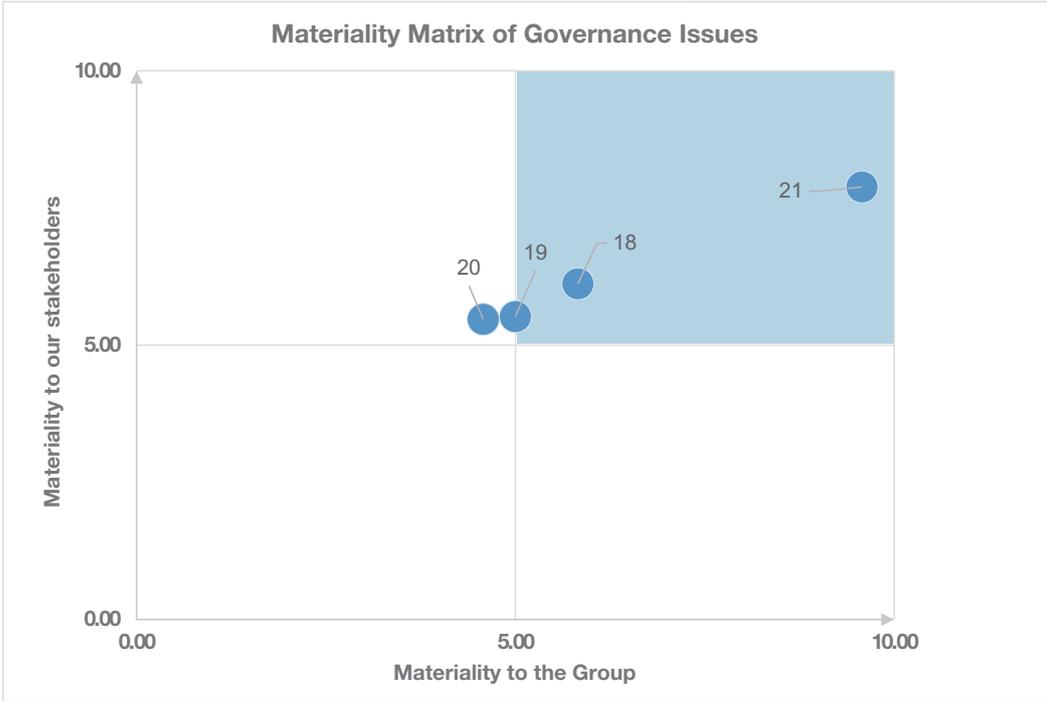
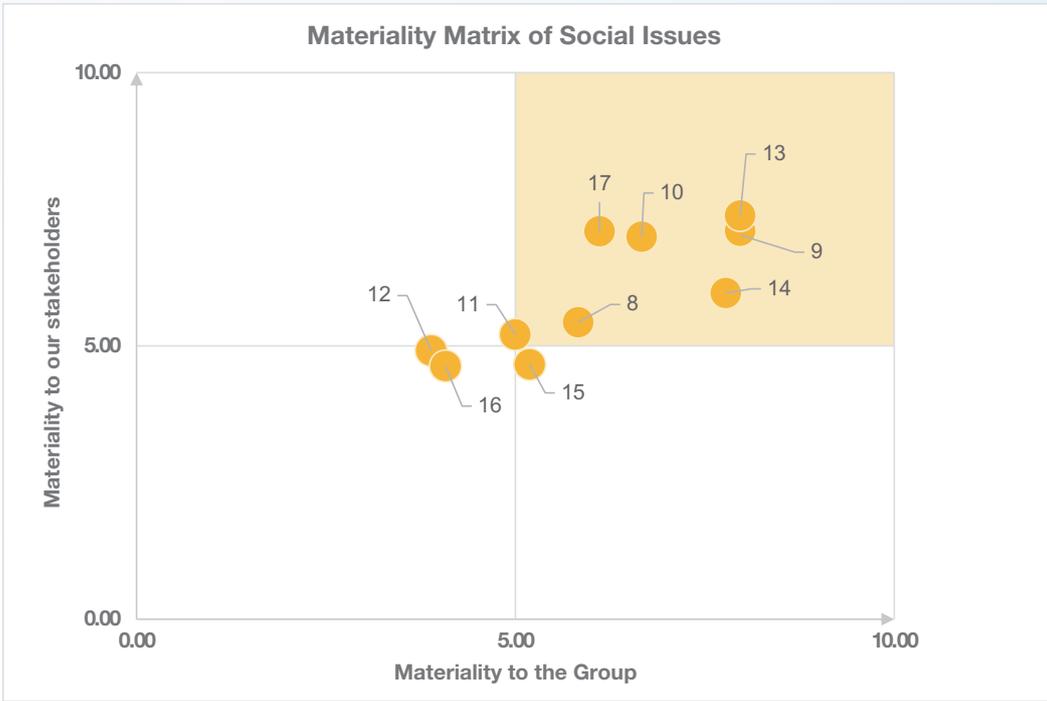
Materiality Matrix

The following are the Materiality Issues of 2023³ and a materiality matrix established by the Group based on materiality assessment:

Environmental issues	Social issues	Governance issues
1 Air emissions and management	8 Talent employment and diversification	18 Anti-corruption
2 Wastewater discharge and management	9 Occupational health and safety	19 Financial performance and investors' interests
3 Solid waste discharge and management	10 Career development and training	20 Corporate information disclosure
4 Energy usage and efficiency	11 Labor standards	21 Compliance with laws and regulations
5 Water usage and efficiency	12 Supply chain management and procurement practices	
6 Ecological environment and natural resource protection	13 Guarantee of teaching quality	
7 Responding to climate change	14 Privacy and information security of students and parents	
	15 Marketing and enrollment	
	16 Community investment and participation	
	17 Innovation in teaching model	



³ The materiality issues of the Reporting Period are shown in bold. The issues of the Group in three aspects (namely environmental, social and governance) are of high materiality to the Group and the Group intends to fully reflect the contents of each aspect in this Report. Therefore, the method of ranking in three aspects (environmental, social and governance) is adopted in this Report period for presentation.



04 Steady Operation

As a responsible educational institution, the Group has always adhered to the principles of honesty, morality and integrity in operating its businesses. We firmly believe that education is an important means of shaping the future, disseminating values and improving social quality. Therefore, we are committed to providing high-quality education services to help students grow and contribute to the progress of society. In addition, we also actively practice the principle of sustainable development and create value for society in close collaboration with our partners.

COMPLIANT OPERATION

In publishing public information such as advertisements and enrollment brochures, the Group strictly complies with the relevant laws and regulations including the Advertising Law of the PRC and the Law for Promoting Private Education of the PRC, and stipulates internal regulations for our schools such as the Regulations on Handling Teacher Misconduct of Teaching Staff of Guangdong Polytechnic College, which sets out the punishment to those who uses false publicity information during promotion and student enrollment. The Group shall take legal measures as and when necessary. The public information such as advertisements and enrollment brochures issued by the Group is submitted to the relevant authorities for prior approval and the Group undertakes not to use any false publicity information.

The Group respects intellectual property rights. All of the teaching materials used by our schools are ordered from authorized publishers, and we purchase licensed software and the website accounts for teaching resources for our teachers to ensure that our schools legally use copyrighted educational and software resources. In order to further improve our intellectual property right protection mechanism, the Group has also formulated the Scientific Research Award Plan of Zhaoqing S&T School, the Measures for Evaluation and Awarding of Teaching Achievement Prize of Huaibei Polytechnic College (Trial) and other relevant management measures for our schools to ensure that the intellectual property rights and patents granted to teachers and students of our schools are protected effectively. If any investigation reveals any plagiarism, theft, tampering, illegal possession, counterfeiting or other forms of infringement of intellectual property rights, the Group will punish the persons involved in accordance with the relevant measures, take legal actions when necessary, and assist the relevant authorities in handling the incidents according to the law.

In accordance with the relevant laws and regulations including the Law of the PRC on the Protection of Minors and the Tort Liability Law of the PRC, the Group has developed the rules for the protection of confidential information such as student information and business secrets, including the scope and confidentiality level of confidential information as well as the handling procedures and accountability mechanism in case of reveal or leak of secrets. To ensure the integrity and security of student information, the Group has formulated internal policy documents such as the Management Rules for Academic Status of Full-time Ordinary Undergraduate Students of Huaibei Polytechnic College at the school level, to impose restrictions on employees' access to and prevent the leak of student information. In case of any leak of the privacy of the Group or our students, the Group will immediately take remedial measures in accordance with the established procedures and punish the leaker according to the severity of the leak.

During the Reporting Period, the Group had not received any complaints or litigations regarding violation of laws relating to advertising, labeling and privacy.

RESPONSIBLE SUPPLY CHAIN

To ensure the effective operation of procurement works, the Group continues to improve the Procurement Management System to reduce the environmental and social risks possibly involved in the procurement process while striving to control procurement costs and strengthen procurement performance. We are fully aware of the importance of procurement management to our business operation and have formulated the Procurement Management System and clearly stipulated the duties and responsibilities of our procurement department and the procurement center of our schools, including procurement application, bidding requirements and other related issues. These will help us to ensure the normalization and standardization of our procurement works and provide strong support for the stable development of the Group.

In order to ensure that the products or services procured meet the requirements of the Group and the laws and regulations relating to environment and society, the Group has also developed the System of the Procurement Center for Review and Management of Suppliers, carries out continuous evaluation for all suppliers in the procurement process, and identifies the environmental and social risks involved in such processes:

Types of Review	Contents of Review
Admission review	Set the requirements for admission of suppliers, establish a list of approved suppliers, and review suppliers in terms of operation conditions, production capacity, quality management system, product quality and delivery period based on procurement information such as the types, acceptance criteria, specifications and models of purchased goods.
Process review	Obtain information on the use of purchased goods by the relevant departments on a regular basis, review and record the information reported by them, and provide timely feedback to suppliers to ensure that the purchased goods continuously meet the requirements for use.
Evaluation management	Develop a supplier evaluation form, conduct a comprehensive evaluation of suppliers by analyzing their product quality, technical capability, delivery ability and product pass rate, and consider removing suppliers with inferior performance.

In order to manage the product quality of suppliers in a more effective manner and encourage them to provide green products and services, the procurement center of the Group completes a Supplier Evaluation Form each semester based on the quality of the products delivered by suppliers and their environmental compliance, and determines the levels and scores assigned to each supplier with reference to the standards set out in the form, which will serve as the basis for inclusion in the List of Approved Suppliers.

04 Steady Operation

During the Reporting Period, the Group has 362 suppliers in total, including distributors, contractors, franchisees and suppliers of products and services (such as engineering service). And all our suppliers provided their products and services in accordance with the systems and processes mentioned above:

Regions	Number of Suppliers
Mainland China	362
Hong Kong, China	0
Other regions and countries	0

HONEST AND CLEAN OPERATION

The Group operates on the principles of honesty, ethics and integrity and firmly opposes illegal acts such as bribery, extortion, fraud and money laundering. The Group has been in strict compliance with national and local laws and regulations relating to anti-corruption, such as the Criminal Law of the PRC, the Anti-Money Laundering Law of the PRC, the Criminal Procedure Law of the PRC, the Supervision Law of the PRC and has formulated the internal management policies and documents such as the Certain Provisions on Supervision Work, the Regulations on Monitoring Professional Ethics of Teaching Staff, the Regulations on Handling Teacher Misconduct of Teaching Staff and the Special Rectification Work Plan for the Construction of Teachers' Ethics and Work Style. We have explicitly prohibited all employees from any bribery, extortion, fraud, money laundering and other illegal acts and stipulated the relevant professional ethics and code of conduct to prevent fraud.

To put an end to all illegal acts such as corruption and fraud, the Group has adopted internal corruption reporting procedures, which stipulate in detail how to deal with reports, complaints and appeals. The supervision department of the Group has set up a mailbox and an e-mailbox for complaints in order to receive reporting letters from employees and students. Upon receiving reports, the supervision department will conduct an investigation according to the procedures. If the allegation is proven to be true, it will impose corresponding punishment pursuant to the relevant guidelines.

04 Steady Operation

In addition, the articles of the Certain Provisions on Supervision Work set out the main responsibilities, powers and authorities of the supervision department and how to deal with violations of different degrees to further regulate various tasks of discipline inspection and supervision. The Certain Provisions on Supervision Work stipulate the principles and procedures to conduct investigations and require the staff at the supervision department to adhere to the principle of seeking truth from facts, to act based on facts and in accordance with national laws and school rules, and to take investigations and evidence seriously. Furthermore, in order to protect the whistleblowers from retaliation, in the relevant rules, we also require the staff at the supervision department to strictly protect the information on petitioners, visitors and whistleblowers and not to forward any letters or reports information to the persons being reported. In order to increase the awareness of the Directors and employees to prevent corruption as well as their understanding of relevant policies, during the Reporting Period, the Group conducted an anti-corruption training for the Board and its employees respectively.

During the Reporting Period, the Group had not received any malpractice-related litigation cases including corruption, bribery, extortion, fraud and money laundering involving the Group or its employees.

05 Pragmatic Teaching

As a leader of the private higher education service provider, the Group has been sticking to our educational philosophy of “benevolence, truth-seeking, perseverance and innovation”, and will continuously strive to provide students with high-quality and diversified profession-oriented education, so as to strengthen their competitiveness in the job market and lay a solid foundation for their future career development.

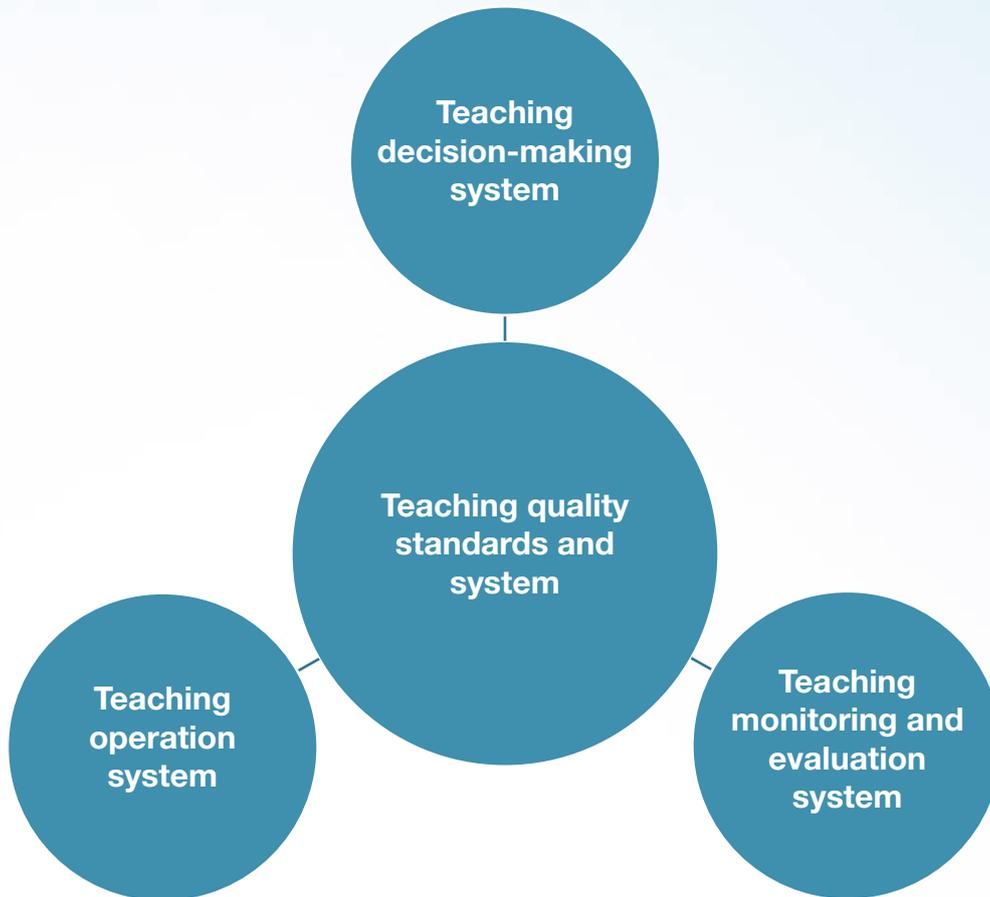
DEEPENING THE CURRICULUM

The Group mainly focuses on engineering majors to better meet the local employment needs and maintains a balance with other majors such as economics, management, education and art, so as to provide comprehensive teaching services. We will also customize and add new majors in respect of major strategic emerging industries and other traditional advantageous industries in a region based on the status quo of local economic and social development, such as the majors of new energy vehicles, digital media art and cross-border e-commerce, and we were approved to add new energy and engineering majors during the Reporting Period, to follow the trend of industrial transformation and keep pace with the times to cultivate technical talents. Harbin Institute of Petroleum also deepened school-enterprise cooperation and expanded the field and level of cooperation between enterprises and colleges. During the Reporting Period, it established Harbin Institute of Petroleum-GCL Technology Photovoltaic Industry College (哈爾濱石油學院—協鑫科技光伏產業學院) with GCL Technology Holdings Limited, and established “Belt and Road” Petroleum Information Modern Industry College (“一帶一路”石油信息化現代產業學院) with Drilling Company No. 2 of Sinopec Zhongyuan Oil Engineering Company Limited (中石化中原石油工程有限公司鑽井二公司), aiming to provide students with higher employment quality and better educational services.

STRICT CONTROL OVER TEACHING QUALITY

With over 20 years of experience in operating higher education institutions in China, the Group has become a leading private higher education service provider in China. The Group is providing students with high-quality education through comprehensive and effective teaching quality management. While strictly abiding by the Education Law of the PRC, the Law for Promoting Private Education of the PRC and other relevant national laws and regulations applicable to all schools, the Group has also established a sound teaching quality assurance system to promote the development of good teaching and learning atmosphere through high-quality teaching management.

The Group has been committed to establishing a refined teaching quality management and monitoring system to ensure that our teaching quality always remains at the highest level. Our monitoring system includes teaching decision-making system, teaching operation system, teaching monitoring and evaluation system and teaching quality standard system. As the core of the teaching quality management and monitoring system, we have formulated quality standards according to the “Basic Requirements for Talent Training” set out in the teaching decision-making system, which serve as the purpose of the teaching operation system and the basis for the teaching monitoring system and connect each link in the system for more comprehensive teaching quality management.



In order to further improve our teaching standards, we have been continuously improving our teaching management team and establishing the two-level teaching supervision system at the school-level and department-level. At the same time, we have also implemented a student informant system for teaching and a teaching evaluation system for students, in order to strengthen the interaction and communication among schools, teachers and students about teaching information.

In order to understand students' opinions on the teaching courses, we have adopted various channels to collect feedback, including regular teaching evaluation, listening to feedback from student informants, organizing student forums and conducting questionnaire surveys. Through these channels, we are able to fully understand students' views and suggestions on teaching and continuously improve the teaching quality according to their feedback. We attach great importance to students' opinions and suggestions, and hope that through these efforts, we can provide a better teaching environment and teaching quality to promote the learning and development of each student.

05 Pragmatic Teaching

In order to continuously optimize teaching quality management, the Group adheres to the policies of “promoting development, reform and management with assessment, combination of assessment and development, focusing on development” and has adopted a series of measures to regulate and supervise the teaching quality. We conduct special teaching inspections at the beginning, middle and end of each semester to ensure teaching quality through reviewing exam papers and teaching plans. In addition, we require students to give scores online to their teachers each semester in terms of teaching attitudes, teaching contents, teaching methods and teaching results through the “System for Students’ Assessment of Teachers”, in order to improve teaching quality. We also organize regular student forums to learn about their opinions and suggestions, and have set up QQ groups, suggestion box, telephone and other instant communication platforms to receive and process feedback from students at any time.

The Group formulated policies such as the Regulations on Handling Teacher Misconduct of Teaching Staff of Huaibei Polytechnic College and the Regulations on Monitoring Professional Ethics of Teaching Staff of Guangdong Polytechnic College in its schools to regulate the process of filing complaint against teaching staff. Upon receiving complaint, the supervision department will conduct investigation in accordance with such procedures. If the allegation is proven to be true, it will impose corresponding punishment pursuant to the relevant guidelines. During the Reporting Period, the schools under the Group received a total of 93 complaints and consultation messages covering various aspects through channels such as the mayor’s hotline and principal’s mailbox. For all the complaints and consultation messages, the relevant school principal’s office will send such messages to the relevant functional departments, and the relevant departments will give a reply after investigation and respond to all the complaints and consultation messages within the prescribed time limit. In a satisfaction survey on students and their parents conducted during the Reporting Period, the satisfaction rate was as high as 99.50%.

INNOVATION IN TEACHING MODEL

Over the years, the Group has kept pace with the times and continue to improve the teaching model and courses of the Group. The Group actively sought breakthroughs, and continuously carried out a teaching reform of theory and practice integration to strengthen the connectivity between theory and practice as well as the application of knowledge, so as to improve students’ learning efficiency. Moreover, we continue to improve the infrastructure of each school in order to improve teaching results with efficient teaching tools. Furthermore, we also introduced a “Credit Teaching Management Model” for certain courses, in the hope of promoting students’ active learning and active participation in community activities, volunteer activities and competitions in the learning process, as well as improving their quality in an all-round way.

During the Reporting Period, Harbin Institute of Petroleum took the initiative to cultivate talents in strategically competitive fields in the future, developed emerging engineering majors, and was approved to establish new energy and engineering majors. In addition, Harbin Institute of Petroleum has conducted extensive research on the market demand, source of students, enrollment and employment of various professional talents, monitored the pre-warning data of majors in terms of student enrollment, classification of major categories, employment, teachers, and sampling inspection of graduation thesis, took the monitoring and evaluation results as an important basis for major pre-warning and major adjustments, and optimized and adjusted relevant majors to cater for the demand for talents in the job market by making the major setting in the most timely manner.

BUILDING A SAFE CAMPUS

Creating a good and safe campus environment is crucial to both our students and employees. As such, the Group has established key safety management systems for fire safety, campus safety, food safety, mental health and disease prevention, such as the “Guangdong Polytechnic College Food Safety Management System” to protect the physical and mental health and the safety of life and property of all its students and employees. During the Reporting Period, the Group had not received any complaints or litigations regarding violation of laws relating to fire safety and food safety, nor had it experienced any work-related fatality cases.

OCCUPATIONAL HEALTH AND SAFETY

Indicator	Unit	Data for 2023
Number of work-related fatalities ⁴	person	0
Lost days due to work injury	day	84
Percentage of employees participating in safety training	%	96.26
Total hours for safety training	hour	5,997.26

Fire safety

The fire safety management has long been a key area for the Group’s comprehensive management on each campus. The Group has established the Fire Safety Emergency Evacuation Proposal in accordance with the relevant laws and regulations such as the Fire Prevention and Control Law of the PRC and, based on actual situation, set up safety management systems relating to fire safety in our schools, including the Fire Safety Management Measures of Huaibei Polytechnic College and the Fire Extinguishing and Emergency Evacuation Plan of Huaibei Polytechnic College. The Group aims at “leaving no area or corner uninspected, daily inspection of key locations” and dedicates to refining fire safety measures on campus. We have assigned two dedicated fire safety management employees on campus, who patrol the campus on a daily basis, sign in at every key location for fire prevention and carry out regular double checking together with fire safety departments.

⁴ The number of work-related fatalities of the Group in 2021 and 2022 was also zero.

05 Pragmatic Teaching

We also put more emphasis on fire safety at the school management level. Meanwhile, we carried out diversified fire safety education activities on each campus from time to time. In addition, we also conduct at least one fire evacuation drill each school year to further strengthen all our teachers' and students' awareness of fire safety and self-rescue ability through the use of firefighting appliance, emergency evacuation, self-rescue, escape and other skills.



Special Working Conference on Fire Safety



Fire Drill – Training on the Use of Fire Extinguishers

Campus security

We fully understand the importance of campus safety as the basic prerequisite for carrying out teaching work. In order to create a safe learning and working environment for our teachers and students, we have formulated the Plan for Schools to Handle Emergencies on Campus. The purpose of this plan is to effectively prevent, timely control and properly handle campus terrorist incidents, and improve rapid response and emergency handling capabilities of schools, which effectively reduce and control the hazards of safety accidents. We are committed to enhancing our ability to prevent and respond to campus emergencies, and strive to provide a safe learning environment for all teachers and students. In addition, based on the actual situation of each school, we regularly hold meetings and organize relevant prevention drills to strengthen campus security. These activities aim to enhance our staff's practical knowledge and experience to better safeguard campus safety.

Food safety

We deeply understand that food safety on campus is critical to the healthy growth of students and the concerns of parents. To assure that the food safety at schools of the Group complies with national standards, the schools under the Group have been in strict compliance with the School Food Safety and Nutritional Health Management Rules jointly issued by the Ministry of Education of the PRC, the State Administration for Market Regulation and the National Health Commission of the PRC, and have formulated a series of management rules and work requirements such as the Rules for Comprehensive Food Safety Inspection and the Rules for Food Equipment and Facilities Management. We have prepared a canteen hygiene inspection plan in accordance with the relevant rules and conducted comprehensive inspections, spot checks and self-examinations to identify all food safety hazards. In addition, the "Sunny Kitchen" construction for all canteens of the Group has been completed. Video surveillance equipment has been installed in all areas including warehouses, processing rooms, cooking rooms, food preparation rooms and dining rooms, with live surveillance video shown to teachers and students. We have also set up an open complaint hotline to have a more comprehensive understanding of the feedback from teachers and students on the food quality of canteens.

To further ensure the hygiene of the canteens, we have set out the requirements for personal hygiene of canteen employees in guidelines such as the Health Management System for Employees. All canteen employees are required to undergo health checkups, attend training on food safety knowledge and pass the relevant examinations before taking up the positions. We have also established a food safety management team and appointed full-time food safety management employees to manage food safety in schools in a more comprehensive way.

Mental health

Guangdong Polytechnic College, Zhaoqing School, Harbin Institute of Petroleum and Huaibei Polytechnic College under the Group each has set up a mental health education and counseling center (the “**Counseling Center**”) and a precautionary assessment committee for mental crisis. The Counseling Center provides free psychological counseling services on an individual or group basis for all teachers and students in the school. Individual counseling aims to promote students’ personal development, covering areas of self-awareness, academic problems, emotion management, interpersonal communication, sexual psychology and love psychology, employment and career choice psychology, and personal adaptation and development. For group counseling, the service mainly targets groups of different needs and leverages the groups’ power to solve common issues encountered by students in their adaptation and development and promote students’ self-growth and self-esteem. In addition, the Counseling Center also holds mental health education activities in the form of salon, lecture and psychological movie show on a regular basis. To further promote students’ mental health, the Counseling Center is also responsible for guiding and assisting psychological counseling teachers in the school in carrying out psychological counseling, conducting mental health surveys, creating psychological archives for students, identifying students with potential mental health issues and providing them with assistance as soon as practicable.



The Lecture on Life Safety Education



The Work Conference on Students’ Mental Health

05 Pragmatic Teaching

Disease prevention

The Group has adopted a series of measures to prevent and control infectious diseases in its schools to protect the health of all faculty members and students. We have formulated systems and guidelines in our schools, including the Infectious Disease Prevention and Control System, the Reporting System for Infectious Diseases, Epidemic and Public Health Emergency and the Student Health Management System. In the course of our daily disease prevention work, we will promptly adjust teaching work and classified health management and monitoring measures based on the real-time situation, so as to ensure the health of all our teachers and students and the normal progress of teaching work.

06 Care for Employees

Employees are the most valuable resources of the schools and the key force to promote the smooth implementation of teaching work. We pay great attention to the development and welfare of our employees and have adopted a series of measures to attract and cultivate talents. First, we motivate employees with competitive salaries and benefits. Second, we are committed to optimizing our human resource management system, and providing employees with comprehensive support. We have established a sound training mechanism and provided rich and in-depth training activities to help our employees constantly improve their professional abilities and teaching level. In addition, we encourage our employees to participate in academic exchanges and teaching research, and provide development opportunities for them to tap into their potential and exert their expertise.

RIGHTS AND INTERESTS OF EMPLOYEES

The Group strives to recruit talents with a scientific, fair and open talent selection system. We have been in strict compliance with the Labor Law of the PRC, the Labor Contract Law of the PRC, the Implementing Regulations of the Labor Contract Law of the PRC, the Employment Promotion Law of the PRC, the Social Insurance Law of the PRC, the Law of the PRC on the Protection of Rights and Interests of Women, the Law of the PRC on the Protection of Disabled Persons, the Regulation on the Employment of the Disabled Persons, the Education Law of the PRC, the Teacher Law of the PRC, the Labor Dispute Mediation and Arbitration Law of the PRC, the Regulation on Public Holidays for National Annual Festivals and Memorial Days, and the Regulation on Paid Annual Leave for Employees and other laws and regulations related to salary and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination, and other welfare and benefit, and we are committed to promoting the establishment and development of the faculty team of schools through a comprehensive recruitment management system. In the process of recruitment and dismissal, we treat every job applicant equally regardless of gender, nationality and age. In order to further regulate the recruitment, we have also formulated the Rules and Regulations on Personnel Management (《人事管理規章制度匯編》), the Personnel Management System (《人事管理制度》) and the Faculty and Staff Attendance Management Measures (《教職員考勤管理辦法》), and formulated internal regulations at the school level such as the School Calendar (《學校校曆》) and the Implementation Rules for Talent Introduction of Harbin Institute of Petroleum (Trial) (《哈爾濱石油學院人才引進實施細則(試行)》), setting out the requirements for recruitment, compensation, dismissal, promotion, performance assessment, working hours, holidays, equal opportunities, diversity and anti-discrimination.

Meanwhile, the Rules and Regulations on Personnel Management and the Personnel Management System of the Group also set out the requirements of the selection criteria and process for teachers, administration staff, teaching support staff, instructors and logistics staff, such as educational background, professional title and comprehensive quality. In accordance with the foregoing provisions and by adhering to the principle of fair and impartial recruitment, the human resource department of the Group conducts strict qualification review of job applicants and invites qualified applicants to undergo ability assessment organized by the employing unit. Each employing unit arranges written tests, interviews and trial lectures for job applicants, as well as an assessment on practical operation capability of those who apply for the position of laboratory technicians, depending on its practical needs, and advises the human resource department based on the assessment results. By considering the assessment results and the recommendations from the employing unit, the human resource department selects suitable candidates based on merits, which will be considered at the dean's office meeting to determine successful candidates.

06 Care for Employees

The Group strictly prohibits the use of child labor or forced labor. We have been in strict compliance with the relevant laws and regulations including the Law of the PRC on the Protection of Minors, the Provisions on the Prohibition against the Use of Child Labor, the Implementing Regulations of the Labor Contract Law of the PRC, and the Rules of the State Council on Working Hours of Employees. To protect the rights and interests of both employers and employees, the Group expressly provides in the labor contract that the Group and our employees have equal legal status to ensure that neither party will impose its will on the other party by force. Our recruitment system will screen out job applicants under the age of 16, and we will conduct strict examination of their identification documents during the interview to ensure that all employees have reached the legal age of employment and are qualified for employment. If any job applicant is found to have used false documents, the Group will immediately terminate his/her employment and reserve the right to rescind his/her labor contract. In order to completely eliminate the use of illegal workers, all product and service suppliers of the Group are required to strictly abide by the aforesaid provisions.

During the Reporting Period, the Group had not received any complaints or litigations regarding the violation of the laws relating to recruitment, compensation, dismissal, promotion, performance appraisal, working hours, holidays, equal opportunity, diversity, anti-discrimination and other areas of recruitment, nor had we violated any laws and regulations relating to child labor and forced labor.

EMPLOYEES' WELL-BEING

The Group actively retains capable talents through reasonable and competitive remuneration and benefits to promote our sustainable development jointly with our employees. We protect the legitimate rights and interests of employees and improve their happiness index in the workplace by providing highly transparent policies for remuneration and benefit payment.

To ensure our employees can achieve balance between work and life, the Group strictly abides by the Labor Law of the PRC and the Law of the PRC on the Prevention and Control of Occupational Diseases and other relevant laws and regulations, and encourages employees to combine work and rest, maintain a healthy mindset, and cultivate our students with a positive and sunny attitude. In order to improve life quality of our employees, we organize various welfare activities on a regular basis, including evening parties, sports games, dinners, travels, recuperation and outdoor activities, which not only facilitate interaction and communication among employees and increase team cohesion, but also allow them to relax and entertain in spare time and improve life satisfaction. During the Reporting Period, we organized a series of rich and heart-warming recreational activities for our employees, including March 8th Women's Day activity, Fun Sports Games and Faculty Singer Competition, aiming to care for the physical and mental health of our employees.



Faculty Singer Competition



Our employees played drums together at the Sports Games

06 Care for Employees

CAPABILITY IMPROVEMENT AND GROWTH

The Group fully recognizes the academic quality and innovation capability of employees are crucial to teaching quality and school management, and are also the driving force for the continuous development of its schools. The Group actively provides employees with career development plans and training plans, and organizes various training programs, including new teacher training, teaching competency competitions, exchange seminars, etc. In addition to teaching training, we also attach great importance to the development of the college leaders and management personnel, and organize training on team management, decision-making capability and communication and coordination skills to enhance their comprehensive management capability, so as to better promote the overall development of its schools.

For new teacher training, in order to meet the requirements and needs for education every year, the Group formulates training plans every year according to the guidelines and requirements of the relevant authorities. The training includes various areas such as basic professional standards for teachers, teachers' professional experience sharing and basic professional skills for teachers. It aims to enable new teachers in the relevant school year to develop correct professional ethics, learn about the position and culture of our schools, initially master teaching standards and skills, and adapt to the teaching requirements of our schools as soon as practicable.

The Group has always been committed to cultivating a high quality teaching team, and formulated the Measures for Recognition of Dual-Qualification Teachers 《雙師雙能型教師認定辦法》 in the process. In order to improve teachers' professional skills and teaching levels, we actively encourage teachers to participate in professional skills training and support them to participate in practical training exchanges with famous enterprises. These training and exchange opportunities provide teachers with opportunities to interact with and learn from industry professionals and help enhance their dual-qualification capability of our teachers.



The pre-job training being offered at Zhaoqing School for new teachers in the autumn of 2023



Teachers from Harbin Institute of Petroleum participated in the series seminar themed “Accelerating the Construction of First-class Courses and Teaching Materials through Integration and Innovation”

During the Reporting Period, a total of 2,966 employees of the Group participated in training programs organized by the Group.

Training indicators by gender and type of employee

Gender	Number	Percentage	Average hours of training
Male	1,176	39.64%	59.24
Female	1,790	60.36%	59.35

Job Title	Number	Percentage	Average hours of training
Senior management (vice president and above)	26	0.87%	52.05
Mid-level management (deputy head and above)	176	5.86%	69.44
General employees	2,800	93.27%	55.61

06 Care for Employees

EMPLOYEE DISTRIBUTION OVERVIEW

During the Reporting Period, the Group had a total of 3,457 employees⁵, with details as follows:

Indicator	Existing Employees					
	Data for 2023		Data for 2022		Data for 2021	
Gender	Number	Percentage	Number	Percentage	Number	Percentage
Male	1,512	43.73%	1,643	44.04%	1,461	42.8%
Female	1,945	56.27%	2,088	55.96%	1,952	57.2%
Work Area	Number	Percentage	Number	Percentage	Number	Percentage
Mainland China	3,457	100%	3,730	99.97%	3,409	99.9%
Overseas	0	0.00%	1	0.03%	4	0.1%
Age	Number	Percentage	Number	Percentage	Number	Percentage
Under 30	1,303	37.69%	1,525	40.87%	1,182	34.6%
30-50	1,814	52.47%	1,831	49.08%	1,476	43.3%
Over 50	340	9.84%	375	10.05%	755	22.1%
Job Title	Number	Percentage	Number	Percentage	Number	Percentage
Senior management (vice president and above)	28	0.82%	26	0.70%	26	0.8%
Mid-level management (deputy head and above)	184	5.32%	161	4.32%	179	5.2%
General employees	3,245	93.86%	3,544	94.99%	3,208	94.0%

⁵ All are full-time employees.

06 Care for Employees

Indicator	Data for 2023		Existing Turnover Data for 2022		Data for 2021	
	Number	Percentage	Number	Percentage	Number	Percentage
Gender						
Male	162	10.71%	102	6.21%	54	3.7%
Female	190	9.76%	156	7.47%	96	4.9%
Work Area						
Mainland China	351	10.15%	258	6.92%	150	4.4%
Overseas	1	100.00%	0	0.00%	0	0.0%
Age						
Under 30	156	11.97%	131	8.59%	83	7.0%
30-50	152	8.38%	93	5.08%	45	3.1%
Over 50	44	9.77%	34	9.07%	22	2.9%

07 Protecting the Ecological Campus

We have integrated green concepts into campus construction and management, education programs and after-school activities, aiming to extend the concept of sustainable development to the daily learning and work of our students and employees to create a sustainable campus atmosphere. In order to achieve this goal, we have adopted a series of green activities and measures to create a positive sustainable development environment for our students and employees, and cultivate their environmental awareness and sustainable behavior habits.

The schools under the Group have not had any significant negative impacts on the environment and natural resources in their daily operation. We have been in strict compliance with the laws and regulations related to exhaust gas and greenhouse gas emissions, pollution discharged to water and land, generation of hazardous and non-hazardous waste, and reduction of significant impacts on the environment and natural resources, including the Environmental Protection Law of the PRC, the Air Pollution Prevention and Control Law of the PRC, the Soil Pollution Prevention and Control Law of the PRC, the Water Pollution Prevention and Control Law of the PRC, the Law of the PRC on Prevention and Control of Environmental Pollution Caused by Solid Wastes, the Environmental Noise Pollution Prevention and Control Law of the PRC and the Energy Conservation Law of the PRC, and strive to minimize any potential impacts on the environment.

During the Reporting Period, the Group had not received any complaints and litigations regarding violation of laws relating to environmental protection.

07 Protecting the Ecological Campus

GREEN COMMITMENT

In order to respond to the national strategy of “carbon peaking” and “carbon neutrality”, contribute to the carbon emission reduction in the education industry, and minimize the negative impact on the ecological environment, the Group has set environmental targets, action plans and completion timeframes in respect of the four environmental aspects, namely, greenhouse gas emissions, waste generation, energy use and water use, to regularly assess the progress towards achieving the targets and environmental performance during the Reporting Period.

Aspect	Target	Action Plan	Planned Completion Timeframe
Greenhouse gas emissions	Reduce greenhouse gas emissions from boilers	<ul style="list-style-type: none"> Pay close attention to boiler upgrading and renovation technology, install heat recovery devices or other energy-saving and emission-reduction measures related to boilers, etc. 	Long term (5-10 years)
	Reduce greenhouse gas emissions from automobiles	<ul style="list-style-type: none"> Strengthen the management of official vehicles, regularly inspect and repair official vehicles, reduce the use of official vehicles, and promote public transportation Replace old vehicles and adopt vehicles with higher emission standards, such as National stage IV emission standards and above, and encourage the use of electric or hybrid vehicles in the future, etc. 	
	Green campus	<ul style="list-style-type: none"> Carry out tree planting activities and encourage teachers, students and parents to participate 	

07 Protecting the Ecological Campus

Aspect	Target	Action Plan	Planned Completion Timeframe
Waste generation	Improve the utilization rate of waste resources	<ul style="list-style-type: none"> • Install waste sorting equipment and recycling bins on campus or office • Promote waste recycling, carry out regular publicity and education on waste classification, and encourage teachers and students to participate in waste classification at source 	Long term (5-10 years)
	Increase food waste recycling volume	<ul style="list-style-type: none"> • Set up additional food waste disintegrators in schools as a pilot project and record the results • Promote “Clear your plate” campaign and put promotional materials in student canteens to remind students not to waste food • Organize food waste composting activities in schools on a regular basis 	
	Reduce non-hazardous waste	<ul style="list-style-type: none"> • Encourage wastepaper recycling, and school shops/canteens do not provide plastic bags and disposable tableware voluntarily • Promote paperless office, and fully promote the use of electronic equipment instead of paper in the future 	
	Reduce hazardous waste	<ul style="list-style-type: none"> • Replace fluorescent lamps with LED lamps and gradually eliminate fluorescent tubes in schools 	

07 Protecting the Ecological Campus

Aspect	Target	Action Plan	Planned Completion Timeframe
Energy consumption	Optimize energy management	<ul style="list-style-type: none"> The leading group for energy saving and consumption reduction formulates and improves the energy-saving management plan and measures, and regularly reviews the results 	Long term (5-10 years)
	Improve energy efficiency	<ul style="list-style-type: none"> Make a maintenance plan, inspect and repair energy-consuming equipment on a regular basis, and regularly maintain and upgrade electronic equipment in schools to optimize energy efficiency Replace and eliminate energy-intensive equipment Obtain the latest information on energy-saving products, and pay attention to relevant campus energy-saving measures and technologies Use electric vehicles gradually 	
Water consumption	Develop to replace traditional energy with clean energy	<ul style="list-style-type: none"> Use electric vehicles gradually 	Long term (5-10 years)
	Improve water use efficiency	<ul style="list-style-type: none"> Increase water-saving equipment, including water-saving taps, formulate maintenance plans, regularly overhaul water-consuming equipment, review and update water and electricity management methods Increase rainwater, sewage and other water recycling equipment, and recycled water can be used for vehicle washing or tree watering, etc. 	

07 Protecting the Ecological Campus

Aspect	Target	Action Plan	Planned Completion Timeframe
All environmental aspects	<p>Advocate awareness of environmental protection and energy saving</p> <p>Actively cooperate with the national higher education initiatives for carbon peaking and carbon neutrality</p>	<ul style="list-style-type: none"> Formulate routine environmental conservation and science popularization activities, and organize more rewarding activities on campus to promote green development Set up environmental protection signs and promotional slogans on campus; regularly organize teachers and students to participate in environmental protection publicity lectures in the community Support cross-college and cross-disciplinary establishment of scientific research and talent cultivation Establish teaching resources such as carbon finance and carbon trading, and assist in establishing a domestic knowledge sharing teaching resource library Consider the development and strengthening of professional courses related to green and low-carbon fields in colleges, aims at the needs for the development of carbon peaking and carbon neutrality, and supports the teaching reform and talent cultivation pilot projects in the field that initiates carbon peaking and carbon neutrality 	Long term (5-10 years)

GREEN CAMPUS

Resource consumption and emissions in schools mainly occur in the office area, teaching area and student dormitories, so the promotion of green office and green dormitory is very necessary. In order to guide the behaviors of our students and employees, we have formulated a series of guidelines and management systems including the Energy Conservation and Emission Reduction Management System, the Management Measures for Use of Water and Electricity, the Management Rules for Use of Air Conditioners, the Management Measures for Campus Lamps and Fountains, the Management Rules for Safe Use of Electricity in Student Dormitories, and the Circular on Carrying out Publicity and Education for Water and Electricity Saving, which are required to be strictly complied with by all students and employees, and at the same time, we actively achieve the goals of reducing air pollutants, greenhouse gases emissions and waste discharge, and saving resources, improving the efficiency of energy and water use, and reducing resource consumption. Although the environmental impact of the campus is relatively small, the Group still actively identifies its own resource use and emissions, and formulates corresponding management measures. Through these measures, we hope to reduce the environmental impact of our schools and promote the practice of green office and green dormitory.



Huaibei Polytechnic College won the honorary title of "Huaibei Civilized Campus"

Energy saving and emission reduction

- All teaching and dormitory buildings have strictly met the requirements of existing national and provincial mandatory provisions for energy saving of buildings, such as the Design Standard for Energy Efficiency of Public Buildings (GB 50189-2015);
- For certain areas in the campus, induction lamps or solar energy lamps are installed, which will be automatically turned off when no one is in close proximity;
- An electricity consumption and energy saving management system has been installed in student dormitories and teacher dormitories. Energy-saving and low-consumption air energy water heaters have been adopted for the water heating system, and the supply of hot water is limited to be available only in specified hours to further reduce energy consumption;
- We adopt energy-saving and low-consumption equipment in canteens and use natural gas which is more energy-saving and environment-friendly;
- We strictly regulate air conditioner temperature setting by seasons, and require power source for power consuming equipment to be turned off when utility rooms and offices are not in use, ensuring reduction in energy waste; and
- We have formulated the Vehicle Use and Management System, which requires that all uses of vehicles must be approved by the schools in advance in order to reduce emissions associated with excessive use of vehicles.

07 Protecting the Ecological Campus

Waste Disposal

- We extensively carry out publicity and education on waste sorting and encourage students to carry out waste sorting;
- We place the garbage bins for different types of wastes in public areas of campus and require the cleaning staff to check the implementation of waste sorting when collecting wastes so as to ensure that wastes are correctly separated; and
- Hazardous wastes, such as the batteries and ink cartridges discarded, and other electronic wastes are delivered to the property management center for centralized disposal, with detailed records kept.

Reduction of Sewage Discharge

- We set up domestic sewage treatment facilities on our campuses and cooperate with third-party agencies in respect of professional environmental pollution prevention and control to monitor and manage sewage discharge in schools and discharge sewage as required; and
- We implement separate treatment of rainwater and sewage on our campuses.

GREEN EDUCATION

We have been actively responding to the national dual-carbon education strategy and are committed to promoting green education courses and environmental protection activities, aiming to cultivate students' low-carbon awareness and concept. In order to achieve this goal, we fully mobilized existing teaching resources such as teachers and equipment and, in the future, will consider launching professional courses related to green and low-carbon fields. We will also consider the construction of teaching resources such as carbon finance and carbon trading in the future, so as to provide the talents in the dual-carbon field to the job market. In addition, each of our schools organized a series of publicity and education activities on energy saving and emission reduction, and passed on the awareness of saving of energy and efficient utilization of resources among students through channels including class meetings, bulletin boards, campus radio, official school WeChat accounts and official school websites. We also put slogans and notices regarding energy saving at various locations on our campuses, which remind students of doing small things to cherish the precious resources on earth and respect the homeland we depend on for survival.

07 Protecting the Ecological Campus



The “Lecture on Water Saving” offered at Huaibei Polytechnic College

RESPONDING TO CLIMATE CHANGE

We attached great importance to the implementation of green education and environmental protection, and actively put green commitments into practice to reduce greenhouse gas emissions as much as possible to combat climate change. We reduced our reliance on fossil fuels by adjusting our campus operation model, optimizing the use of resources and exploring low-carbon innovative technologies, so as to further alleviate the environmental impact of our school operations.

In response to the transformational risks of climate change, with the assistance of external professional consultants, we identified and sorted out the risks and opportunities related to climate change from the operation of schools, closely observed potential policy changes and market changes, recorded and calculated the usage and emissions of various resource every year, and conducted data comparison and analysis, so as to continuously optimize the environmental management of the schools under the Group. In response to the physical risks of climate change, the schools under the Group have formulated relevant emergency response procedures to deal with extreme weather due to climate change, such as high temperature, drought and heavy rains. The Group will fully support and comply with the national dual-carbon vision and initiatives, and will, according to its own development status, actively explore the contributions that the education industry can make in terms of net zero emissions.

07 Protecting the Ecological Campus

ENVIRONMENTAL PERFORMANCE^{6,7}

Indicator	Unit	Emissions ⁸		
		Data for 2023	Data for 2022	Data for 2021
Nitrogen oxide (NO _x) emissions	kg	6,641.37	14,522.87	1,757.04
Sulphur oxide (SO _x) emissions	kg	2,801.38	9,387.45	193.33
Suspended Particulate matters PM ₁₀ emissions	kg	7,071.67	5,069.50	190.77

Indicator	Unit	Greenhouse Gas		
		Data for 2023	Data for 2022	Data for 2021
Scope 1 Greenhouse Gas emissions ⁹	tonne of CO ₂ equivalent	15,045.75	12,890.89	1,255.64
Scope 2 Greenhouse Gas emissions ¹⁰	tonne of CO ₂	26,156.09	25,785.89	16,431.07
Scope 3 Greenhouse Gas emissions ¹¹	tonne of CO ₂ equivalent	1.59	18.24	0.00
Total greenhouse gas emissions	tonne of CO ₂ equivalent	41,203.43	38,695.02	17,686.71
Total greenhouse gas emission intensity	tonne of CO ₂ equivalent/annual revenue of RMB million	27.15	26.88	15.80

⁶ As Harbin Institute of Petroleum was consolidated into the Group in April 2021, the environmental performance statistical duration for the institute is five months from April 2021 to August 2021. Therefore, the relevant data of emissions, greenhouse gas emissions and energy consumption in 2021 are lower than those in 2022 and 2023.

⁷ As the Company announced on 31 August 2021 that the financial year end date was changed from 31 December to 31 August. In order to make the environmental density data such as the total greenhouse gas emission intensity, waste generation intensity and water consumption intensity more comparable in the past three years, the denominators of the relevant environmental density calculations are based on the revenue of RMB1,517.50 million for 2023 and RMB1,439.71 million for 2022 as set out in the annual results announcement for the year ended 31 August 2023, as well as the revenue of RMB1,119.63 million for 2021 as set out in the annual results announcement for the year ended 31 August 2022.

⁸ The pollution emissions of the Group are mainly air pollutants generated during the use of boilers, vehicles and mechanical equipment. The related emission data are calculated with reference to the Technical Guidelines for the Compilation of Road Motor Vehicle Emission Inventories (Trial) (道路機動車排放清單編製技術指南(試行)) and the Non-road Mobile Air Pollutant Source Emission Inventory Preparation Technical Guide (Trial) (非道路移動污染源排放清單編製技術指南(試行)) issued by the Ministry of Ecology and Environment of the PRC. Among them, the calculation method and relevant factors of air pollutant emissions from domestic pollution sources in 2023 refer to the Manual of Life Sources and Pollution Emission Factors (《生活污染源產排污系數手冊》) in the Manual of Accounting Methods and Coefficients of Statistical Surveys on Pollution Sources in the Statistics and Inspection of Pollutant Emission Sources (《排放源統計調查產排污核算方法和系數手冊》) issued by the Ministry of Ecology and Environment of the PRC.

⁹ Scope 1 greenhouse gas emissions are mainly greenhouse gas generated during the use of boilers, vehicles and mechanical equipment. The calculation of Scope 1 greenhouse gas emissions is made with reference to the Guidelines for Accounting Methods and Reporting of Greenhouse Gas Emissions by Land Transport Enterprises (Trial) (陸上交通運輸企業溫室氣體排放核算方法與報告指南(試行)) issued by the Ministry of Ecology and Environment of the PRC.

¹⁰ Scope 2 greenhouse gas emissions are mainly external electricity. The calculation is made with reference to the average emission factor of the national grid for the corresponding year in the Notice on the Management of Greenhouse Gas Emission Reports of Enterprises in the Power Generation Industry from 2023 to 2025 (關於做好2023-2025年發電行業企業溫室氣體排放報告管理有關工作的通知) and the Accounting Methods and Reporting Guidelines for Enterprise Greenhouse Gas Emissions Based on Power Generation Facilities issued by the Ministry of Ecology and Environment of the PRC.

¹¹ Scope 3 greenhouse gas emissions include greenhouse gas emissions from the disposal of waste paper into landfills. The calculation of Scope 3 greenhouse gas emissions is made with reference to the Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong.

07 Protecting the Ecological Campus

Indicator	Unit	Non-hazardous waste		
		Data for 2023	Data for 2022	Data for 2021
Domestic garbage generation	tonne	12,518.00	12,462.00	3,802.00
Waste paper	tonne	331.48	335.25	140.60
Total generation of non-hazardous waste	tonne	12,849.48	12,797.25	3,942.60
Non-hazardous waste generation intensity	tonne/annual revenue of RMB million	8.47	8.89	3.52

Indicator	Unit	Hazardous waste		
		Data for 2023	Data for 2022	Data for 2021
Waste ink cartridge generation	tonne	0.29	0.21	0.06
Waste fluorescent lamp generation	tonne	3.69	3.63	0.72
Waste battery generation	tonne	0.13	0.16	0.09
Total generation of hazardous waste	tonne	4.11	4.00	0.87
Hazardous waste generation intensity	tonne/annual revenue of RMB million	0.0027	0.0028	0.0008

07 Protecting the Ecological Campus

Indicator	Unit	Resource Consumption		
		Data for 2023	Data for 2022	Data for 2021
Water consumption				
Municipal water consumption	tonne	2,122,384.00	2,379,986.00	1,358,372.00
Total water consumption				
Total water consumption ¹²	tonne	2,122,384.00	2,379,986.00	1,358,372.00
Water consumption intensity	tonne/annual revenue of RMB million	1,398.62	1,653.11	1,213.24
Indirect energy				
External electricity consumption	mWh	45,863.73	44,381.91	26,931.77
Total electricity consumption	mWh	45,863.73	44,381.91	26,931.77
Total indirect energy consumption	mWh	45,863.73	44,381.91	26,931.77
Direct energy¹³				
Diesel	mWh	610.98	256.05	233.33
Gasoline	mWh	729.67	485.06	271.35
Bituminous coal	mWh	45,106.03	38,095.20	889.49
Natural gas ¹⁴	mWh	1,044.49	2,292.61	4,217.53
Total direct energy consumption ¹⁵	mWh	47,491.17	41,128.91	5,611.69
Total energy consumption				
Total energy consumption	mWh	93,354.90	85,510.82	32,543.46
Energy consumption intensity	mWh/annual revenue of RMB million	61.52	59.39	29.07
Total other resources consumption				
Total paper consumption	kg	9,678.13	17,571.56	7,363.75
Paper consumption intensity	kg/annual revenue of RMB million	6.38	12.21	6.58

¹² The schools under the Group are located in Zhaoqing City, Guangdong Province, Huaibei City, Anhui Province and Harbin City, Heilongjiang Province, which are the regions with the lowest level of baseline water stress as of the end of the Reporting Period according to the World Resources Institute, and all the water used by the Group are municipal water. In summary, the Group has not encountered difficulties in obtaining suitable water sources.

¹³ The unit conversion and calculation of direct energy consumption is made with reference to the Energy Statistics Manual issued by the International Energy Agency, Appendix 2: Reporting Guidance on Environmental KPIs of the Stock Exchange and the Guide to Calculating and Reporting Greenhouse Gas Emission in Industry and Other Sectors (Trial) 《工業其他行業企業溫室氣體排放核算方法與報告指南(試行)》 issued by the National Development and Reform Commission of the People's Republic of China.

¹⁴ Natural gas was mainly used by Harbin Institute of Petroleum. Due to Harbin suffering severe pandemic in the second half of 2022, the supply of hot water was not available on a timely basis. As such, Harbin Institute of Petroleum used more natural gas boilers to supply hot water. Since there was no such case in 2023, the consumption of natural gas was less than that in 2022.

¹⁵ The direct energy consumption of the Group is mainly from the use of vehicles and boilers.

08 Rewarding Communities

We attach great importance to our integration into local communities and actively participate in public welfare undertakings while focusing on our own development. We have devoted our resources to public welfare undertakings including caring for children and the elderly, volunteer activities and blood donation, fully supporting the development of social welfare in the regions where we operate.

In response to the country's comprehensive implementation of the rural revitalization strategy and the promotion of agricultural and rural modernization, we also selected the adjacent villages surrounding its member schools to carry out the "Visiting Countryside" activity under the principle of proximity. These activities are designed to transfuse culture and technologies to the areas which need to be revitalized and activate the vitality of the villages. In addition, in order to encourage our students to actively participate in community charitable activities, we have formulated the Implementation Plan for School and Community Public Welfare Activities. We hope to make the life of students more substantial and meaningful and promote the growth and all-round development of students through participating in community public welfare. At the same time, we grow together with the communities and provide assistance and support to the communities.

During the Reporting Period, each school under the Group actively carried out corporate social responsibility and civic obligations and made significant contributions to the public welfare in its respective community. We organized multiple social practice activities, including the "Visiting Countryside" summer social practice activities for college students, free blood donation and community public welfare activities. During the Reporting Period, schools under the Group invested approximately RMB213,400 in total to fully support the "Visiting Countryside" social practice, education support, blood donation and other various voluntary services. At the same time, more than 22,354 teachers and students were called for and registered as volunteers, and the cumulative time of volunteer activities exceeded 682,129 hours. Below are the highlights of some of our public welfare activities:

YOUNG TALENTS "VISITING COUNTRYSIDE": SUPPORTING RURAL REJUVENATION AT THE RIGHT TIME, AND WORKING TOGETHER TO REALIZE THE DREAM OF RURAL DEVELOPMENT

In response to the call of the "rural revitalization" strategy and support rural economic development, a practice team consisting of young college students from Guangdong Polytechnic College went to Dongshan Village, Dubu Town in July 2023 to carry out the "Visiting Countryside" summer practice activities under the guidance of rural revitalization talent station in Yangshan County. The practice activities of the team were focused on four aspects including local population outflow, education for left-behind children, development of special agricultural products and development of ecological parks, and it understood the situation through visits, on-site investigations and other means, and gave countermeasures and suggestions to help rural revitalization of Dongshan Village, Dubu Town. The practice team promoted and sold local special agricultural products by a combination of offline and online methods, including offline booths, and livestreaming on a public account and video promotion. The practice team also donated books to primary school students, designed new packaging of special agricultural products for the local ecological parks and carried out wall painting activities, to promote the rural revitalization comprehensively.

08 Rewarding Communities



College students promoted and sold local special agricultural products through livestreaming on a public account



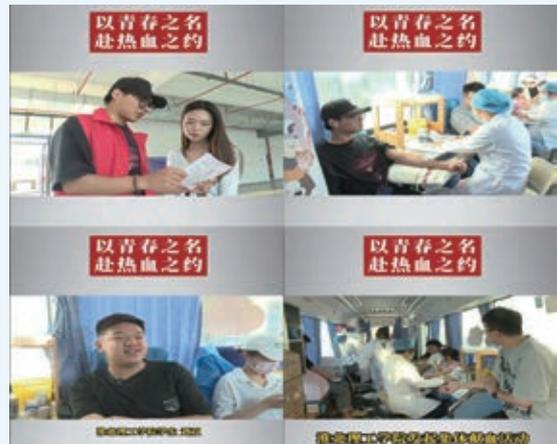
College students donated books to children

GATHERING THE STRENGTH OF YOUTH AND DONATING BLOOD TO SPREAD LOVE

In order to satisfy the demand for clinical blood, discharge our school's social responsibility with practical actions and fulfill its original mission, Huaibei Polytechnic College launched a blood donation activity themed "Gathering the Strength of Youth and Donating Blood to Spread Love" in June 2023 to celebrate the World Blood Donation Day. More than 200 teachers and students from Huaibei Polytechnic College participated in blood donation, with a total blood donation amount of over 50,000 milliliters. The teachers and students conveyed their true feelings with enthusiasm and demonstrated their care for life and their responsibility to the society with practical actions.



The charity party celebrating the "June 14 World Blood Donation Day"



Huaibei Polytechnic College launched a collective blood donation activity

09 Content Index of the ESG Reporting Guide of The Stock Exchange

Major Scopes, Aspects, Mandatory Disclosure, General Disclosure and Critical Performance Indicator		Related Section(s)/ Remark
Mandatory Disclosure		
Governance Structure	A statement from the Board containing the following elements: (i) a disclosure of the Board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they related to the issuer's businesses.	ESG Governance ESG Governance Structure
Reporting Principle	A description of, or an explanation on, the application of the Reporting Principles in the preparation of the ESG report.	About this Report Basis for Preparation Stakeholder Engagement Materiality Assessment
Reporting Boundary	An explanation of the reporting boundary of the ESG report and a description of the process used to identify which entities or operations are included in the ESG report. For any change in the reporting boundary, the issuer should identify and give reasons for the change.	About this Report Scope of this Report
A. Environmental		
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Protecting the Ecological Campus Green Campus
Indicator A1.1	The types of emissions and respective emissions data.	Environmental Performance
Indicator A1.2	Direct (scope 1) and indirect energy (scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Performance
Indicator A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Performance
Indicator A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Performance
Indicator A1.5	Description of the emissions target(s) set and steps taken to achieve them.	Green Commitment Green Campus
Indicator A1.6	Description of how hazardous and non-hazardous wastes are handled, and description of reduction target(s) set and steps taken to achieve them.	Green Commitment Green Campus

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Major Scopes, Aspects, Mandatory Disclosure, General Disclosure and Critical Performance Indicator		Related Section(s)/ Remark
A. Environmental		
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Green Campus Green Education
Indicator 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).	Environmental Performance
Indicator A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Environmental Performance
Indicator A2.3	Description of the energy use efficiency target(s) set, and steps taken to achieve them.	Green Commitment Green Campus
Indicator 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.	Green Commitment Green Campus Environmental Performance
Indicator A2.5	Total packaging materials used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	The education services provided by the Group do not produce finished products and involve the use of packaging materials; therefore, this indicator does not apply to the Group's businesses
Aspect A3: Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	Protecting the Ecological Campus
Indicator A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Protecting the Ecological Campus
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Responding to Climate Change
Indicator 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.	Responding to Climate Change

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Major Scopes, Aspects, Mandatory Disclosure, General Disclosure and Critical Performance Indicator		Related Section(s)/ Remark
B. Social		
Employment and Labor Practices		
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare.	Rights and Interests of Employees Employees' Well-being
Indicator B1.1	Total workforce by gender, employment type (for example, fulltime or part-time), age group and geographical region.	Employee Distribution Overview
Indicator B1.2	Employee turnover rate by gender, age group and geographical region.	Employee Distribution Overview
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Building a Safe Campus
Indicator B2.1	Number and rate of work-related fatalities occurred in each of the past three years (including reporting years).	Building a Safe Campus
Indicator B2.2	Lost days due to work injury.	Building a Safe Campus
Indicator B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Building a Safe Campus
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Capability Improvement and Growth
Indicator B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Capability Improvement and Growth
Indicator B3.2	The average training hours completed per employee by gender and employee category.	Capability Improvement and Growth

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Major Scopes, Aspects, Mandatory Disclosure, General Disclosure and Critical Performance Indicator		Related Section(s)/ Remark
B. Social		
Employment and Labor Practices		
Aspect B4: Labor Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	Rights and Interests of Employees
Indicator B4.1	Description of measures to review employment practices to avoid child and forced labor.	Rights and Interests of Employees
Indicator B4.2	Description of steps taken to eliminate such practices when discovered.	Rights and Interests of Employees
Operating Practices		
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Responsible Supply Chain
Indicator B5.1	Number of suppliers by geographical region.	Responsible Supply Chain
Indicator B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Responsible Supply Chain
Indicator B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Responsible Supply Chain
Indicator B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Responsible Supply Chain
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress.	Compliant Operation Building a Safe Campus
Indicator B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The education services provided by the Group do not involve product recycles; therefore, this indicator does not apply to the Group's businesses
Indicator B6.2	Number of products and service-related complaints received and how they are dealt with.	Strict Control over Teaching Quality Compliant Operation
Indicator B6.3	Description of practices relating to observing and protecting intellectual property rights.	Compliant Operation

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Major Scopes, Aspects, Mandatory Disclosure, General Disclosure and Critical Performance Indicator		Related Section(s)/ Remark
B. Social		
Operating Practices		
Indicator B6.4	Description of quality assurance process and recall procedures.	The education services provided by the Group do not involve quality inspection and product recycles; therefore, this indicator does not apply to the Group's businesses
Indicator B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Compliant Operation
Aspect B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Honest and Clean Operation
Indicator 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.	Honest and Clean Operation
Indicator B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	Honest and Clean Operation
Indicator B7.3	Description of anticorruption training provided to directors and staff.	Honest and Clean Operation
Communities		
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Rewarding Communities
Indicator B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Rewarding Communities
Indicator B8.2	Resources contributed (e.g. money or time) to the focus area.	Rewarding Communities



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