

民生教育集团有限公司

Minsheng Education Group Company 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: 1569

環境、社會
及管治報告

Environmental, Social and
Governance Report

2023



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SCOPE AND REPORTING PERIOD

Minsheng Education Group Company Limited (the “**Company**”) together with its subsidiaries (the “**Group**” or “**we**”) are pleased to present the Environmental, Social and Governance (ESG) Report (the “**Report**”) for the financial year ended 31 December 2023 (the “**Year**” or the “**Reporting Period**”). The Report elaborates our commitments and strategies on corporate social responsibility, and also summaries its ESG initiatives, plans and performance in sustainability, with disclosure reference made to the ESG Reporting Guide (“**Reporting Guide**”) as set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”).

The Group is a leading “Internet +” vocational education group in the People’s Republic of China (the “**PRC**”). The scope of this ESG report is determined based on the significance of ESG impacts of the Group, covering the Group’s overall performance in two subject areas, namely, the environmental and social performance of the key business operations of six campuses and an online education entity (the “**Key Operating Entities**”) in the PRC, which were all in full operation during the Year, unless otherwise stated. The business operations to be reported include:

- Chongqing College of Humanities, Science and Technology (“**CQ-CHST**”);
- Pass College of Chongqing Technology and Business University (“**CQ-PASS**”);
- Chongqing Vocational College of Applied Technology (“**CQ-VCAT**”);
- Inner Mongolia Fengzhou Vocational College, Qingcheng Branch (“**IM-FZVC**”);
- Chongqing Electronic Information College (“**CQ-EIC**”);
- Dianchi College of Yunnan University (“**YN-DCYU**”) and
- Beijing Open Distance Education Centre Company Limited (“**Open Distance Education**”).

範圍及報告期間

民生教育集團有限公司(「**本公司**」)，連同其附屬公司(統稱「**本集團**」或「**我們**」)欣然提呈截至2023年12月31日止財政年度(「**本年度**」或「**報告期間**」)的環境、社會及管治(「**本報告**」)。本報告闡述我們在企業社會責任上的承諾及策略，亦總結其在可持續發展中的環境、社會及管治的措施、計劃及表現，而當中之披露事項乃經參考香港聯合交易所有限公司(「**聯交所**」)證券上市規則附錄C2所載的《環境、社會及管治報告指引》(「**報告指引**」)而編製。

本集團為中華人民共和國(「**中國**」)領先的「互聯網+」職業教育集團。本環境、社會及管治報告報告範圍乃根據本集團對環境、社會及管治的影響程度釐定。涵蓋本集團在本年度於中國全面營運的六所院校及一家在線教育實體(「**主要經營實體**」)的主要業務營運在環境及社會表現兩個方面的整體表現，另有說明除外。報告將予呈報的業務營運包括：

- 重慶人文科技學院(「**重慶人文科技學院**」);
- 重慶工商大學派斯學院(「**重慶派斯學院**」);
- 重慶應用技術職業學院(「**重慶應用技術職業學院**」);
- 內蒙古豐州職業學院(青城分院)(「**內蒙古豐州職業學院**」);
- 重慶電信職業學院(「**重慶電信職業學院**」);
- 雲南大學滇池學院(「**雲南大學滇池學院**」)及
- 北京奧鵬遠程教育中心有限公司(「**奧鵬教育**」)。

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The scope of the Group had no major changes as most operations and locations remained the same as the previous reporting period. No other major changes in the business model and operational locations have been made.

The board (the “**Board**”) of directors (the “**Director(s)**”) of the Company acknowledges that it has overall responsibility for the Group’s ESG strategy, reporting, evaluating and for determining the Group’s ESG-related risks. During the Reporting Period, the Report has complied with all the mandatory disclosure requirements and the “comply or explain” provisions, as well as the principles of “materiality, quantitative, balance and consistency”. The Group adopted the emission factors and relevant international standards as set out in the reporting guidance documents issued by the Stock Exchange in preparing this Report in the same manner as in the previous year. For details on the application of materiality reporting principle, please refer to the section headed “Stakeholder Engagement and Materiality” in this Report.

REPORTING PRINCIPLES

The preparation of this Report applied the following principles:

Materiality – materiality assessments have been carried out to identify material environmental and social issues that have major impacts on investors and other significant stakeholders, the processes involved have been verified by the Board and the results of the engagement process are presented in the “Stakeholder Engagement and Materiality” section in this Report.

Quantitative – key performance indicators (“**KPI(s)**”) have been established, and are measurable and applicable to make valid comparisons under appropriate conditions; information on the standards, methodologies, assumptions, and/or calculation tools used, and sources of conversion factors used, have been disclosed where applicable.

Balance – performance of the Group was presented impartially, avoiding choices, omissions or presentation formats that may unduly influence readers’ decisions or judgements.

Consistency – consistent statistical methodologies and the presentation of KPIs have been used to allow meaningful comparisons related to data over time.

由於大部分業務營運及地點與上一報告期間保持不變，本集團報告範圍並無重大變動。業務模式及營運地點概無其他重大變動。

本公司董事(「**董事**」)或(「**董事會**」)確認其就本集團的環境、社會及管治策略、呈報、評估以及釐定本集團的環境、社會及管治相關風險負有整體責任。於報告期間，本報告已遵守所有強制披露規定及「不遵守就解釋」條文，以及重要性、量化、平衡及一致性原則。本集團於編製本報告時採納了聯交所發佈的報告指引文件中所列明的排放系數及相關國際標準，其編製方式與上年度無異。就應用重要性匯報原則的詳情，請參閱本報告「權益人參與及重要性」一節。

報告原則

本報告的編製遵循以下原則：

重要性 – 進行重要性評估，以識別對投資者及其他重要權益人構成重大影響的重要環境及社會議題，相關流程已由董事會核證及參與過程結果於本報告「權益人參與及重要性」一節陳述。

量化 – 設定關鍵績效指標(「**關鍵績效指標**」)，可予計量並適用於在適當條件下進行有效比較。有關標準、方法、假設及／或所使用計算工具和所使用轉換系數來源等資料，已於適用情況下作出披露。

平衡 – 公正地呈報本集團的表現，避免可能會不恰當地影響讀者決策或判斷的選擇、遺漏或呈報格式。

一致性 – 就關鍵績效指標使用一致的統計方法及呈報方式，以便日後可就相關數據作有意義的比較。

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THE GROUP'S COMMITMENT ON ESG

The Group is committed to achieving the best academic outcomes for students and endeavours to improve the quality of education offered at all schools under its operation. The Group continuously invests in upgrading facilities and allocating new resources to accommodate the needs of all employees and students, as well as providing them with the best study, work, and living environment. The Group actively seeks opportunities to maximize the benefits of investors and stakeholders, while striking and maintaining a balance between the economic, social and environmental performances for the goal of sustainable development.

The Group understands that it is responsible for the environmental impacts arising from its business operations. The Group's business model belongs primarily to the service industry. Therefore, during the Reporting Period, no significant pollutants were generated. The adverse impact on the surrounding environment was also minimal. Meanwhile, the Group is deeply aware of the importance to promote environmental protection, energy conservation, and green campus construction to its stakeholders. The Group continues to take measures to save energy, reduce direct and indirect emissions, as well as practice the reduce, reuse and recycle methodology in treating waste. The Group encourages students and staff to adopt energy-saving behaviour, achieve a low-carbon lifestyle, and take initiatives in environmental protection.

本集團就環境、社會及管治作出的承諾

本集團致力為學生提供最佳教學服務，並努力提升旗下所有學校提供的教育質量。本集團不斷斥資升級學校設施，並投入新資源滿足全體僱員及學生的需求，及為他們提供最佳的學習、工作及生活環境。本集團積極尋求機會以最大化投資者及權益人利益，同時達致及維持經濟、社會及環境的均衡表現，以實現可持續發展。

本集團了解，應對其業務營運造成的環境影響負責。本集團的業務模式主要屬於服務行業。因此，於報告期間並無產生重大污染物，對周邊環境的不利影響亦甚輕微。此外，本集團深知促進環保、節能及綠色校園建設對其權益人的重要性，並繼續採取措施實現節能、減少直接和間接排放及於處理廢棄物時踐行減少、再用及循環利用方法。本集團鼓勵學生及員工注重節能、踐行低碳生活方式以及採取措施保護環境。

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THE BOARD STATEMENT

The Group is dedicated to aligning its ESG governance with strategic development and embedding ESG considerations in its business decision-making and daily operation. To that end, the Group has established a governance framework to manage ESG operational matters. The Board is responsible for leading the governance and developing the Group's ESG management approach, strategies, priorities, and targets. The Board delegates the Group's senior management (the “**Management**”) with the authorities and responsibilities of developing, implementing and monitoring sustainable development policies and initiatives across business operations.

The Board holds annual meetings to study ESG-related performance, and has also set up specialised bodies to be responsible for the ESG performance of each school. For example, the Group has set up a logistics service centre to make unified arrangements and control logistics projects and material purchases of its schools to meet ESG-related requirements, and has achieved certain results. In December 2022, CQ-CHST was named as a “National Ecological Civilization Education Featured School”. The Board also assesses the ESG performance of each school through an external organisation, and the school is required to undergo an annual ESG assessment by the International Finance Corporation and rectify potential risks based on their advice. The Board evaluates ESG-related measures and reviews environmental targets regularly, and improves the effectiveness of the measures according to the findings from the evaluations and reviews.

The Board is aware of the business risks associated with ESG-related factors. It also recognizes its responsibility to ensure that appropriate internal control systems are taken place. For detailed information on climate-related risks and opportunities identified by the Board, please refer to the “A4. Climate Change” section.

董事會聲明

本集團致力於確保其環境、社會及管治與戰略發展相一致，並將環境、社會及管治考量納入其業務決策及日常運營中。為此，本集團設立管治框架以管理環境、社會及管治運營事宜。董事會負責領導本集團環境、社會及管治方面管理方法、策略、優先次序及目標的管治及制定。董事會轉授本集團高級管理層（「**管理層**」）權力及職責以於業務營運過程中制定、實施及監查可持續發展的政策及舉措。

董事會每年舉行會議研究環境、社會及管治相關表現，並已設置專門機構負責各學校的環境、社會及管治表現。例如，本集團設立後勤服務中心，對下屬學校進行統一安排及監控其後勤項目和重大採購事宜以符合環境、社會及管治相關規定，就此已取得一定成績。2022年12月，重慶人文科技學院被評為「全國生態文明教育特色學校」。此外，董事會亦透過外部組織對各學校的環境、社會及管治表現進行評估，學校須每年接受國際金融公司在環境、社會及管治方面的評估並根據意見建議糾正潛在風險。董事會定期對環境、社會及管治相關措施進行評估及對環境目標進行檢討，並根據評估及檢討的結果提升相關措施的效用。

董事會注意到環境、社會及管治相關因素的有關業務風險，亦認識到其有責任確保實行適當的內部監控系統。有關董事會識別的氣候相關風險及機遇詳情，請參閱「A4. 氣候變化」一節。

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AWARDS AND RECOGNITION

The Group stays committed to providing high-quality education, and its educational services have been highly recognized and trusted by various stakeholders. It has also won awards and honours at the provincial and national levels. During the Reporting Period, the awards and honours received by the Group were as follows:

獎項及表彰

本集團一直致力於提供優質教育，其教育服務一直深受各權益人的認可及信賴，更獲得省級及國家級的獎項和殊榮，於報告期間本集團獲得的獎項和殊榮如下：

Awarding Institution(s)/Authority(ies) 頒發組織	Awards 獎項	Recipient(s) 獲獎單位
Chinese BRICS Business Council, International Alliance of BRI and BRICS Skills Development, BRI and BRICS Skills Development and Technological Innovation Training Centre of China Association for Science and Technology 金磚國家工商理事會中方理事會一帶一路暨金磚國家技能發展國際聯盟中國科協一帶一路暨金磚國家技能發展與技術創新培訓中心	Outstanding Organization Award for Undergraduate Group in National Finals in the Digital HR Management Skills Competition of 2023 BRI and BRICS Skills Development and Technological Innovation Competition 2023年一帶一路暨金磚國家技能發展與技術創新大賽之數字人力資源管理技能賽項全國總決賽本科組優秀組織獎	YN-DCYU 雲南大學滇池學院
National Demonstration Centre for Experimental Education in Higher Education Institutions, Chinese Society for Taoxingzhi Studies 高等學校國家級實驗教學示範中心聯席會中國陶行知研究會	Schools with Outstanding Contributions to the 10th Anniversary of the "Xuechuang Cup" National College Student Entrepreneurship Comprehensive Simulation Competition 「學創杯」全國大學生創業綜合模擬大賽十周年突出貢獻院校	YN-DCYU 雲南大學滇池學院

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China Business Accounting Institute, Lixin Accounting Publishing House Co., Ltd. 中國商業會計學會立信會計出版社有限公司	Excellent Organization Award and National First Prize in the 3rd "Lixin Cup" Accounting Skills Competition (Manual Account Processing) 第三屆「立信杯」會計技能大賽 (手工賬務處理) 優秀組織獎及全國一等獎	YN-DCYU 雲南大學滇池學院
China Business Accounting Institute, Kingdee Software (China) Co., Ltd., Kingdee Jingyi Information Technology Service Co., Ltd. 中國商業會計學會金蝶軟體(中國)有限公司 金蝶精一資訊科技服務有限公司	Second Prize in the National Finals of the 7th Kingdee Cloud Management Innovation Cup in 2022 2022第七屆金蝶雲管理創新杯全國總決賽二等獎	YN-DCYU 雲南大學滇池學院
China Enterprise Financial Management Association, Zhejiang Hengxin Education Technology Co., Ltd. 中國企業財務管理協會浙江衡信教育科技有限公司	The first prize (team) for undergraduate college students in the 4th "Hengxin Cup" National Individual Tax Accountant Elite Challenge 第四屆「衡信杯」全國本科組個稅師精英挑戰賽團體一等獎	YN-DCYU 雲南大學滇池學院

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China Business Accounting Institute	First Prize and Third Prize for undergraduate college students in the 8th "Keyun Cup" National Finance and Accounting Professional Competence Competition	YN-DCYU
中國商業會計學會	第八屆「科雲杯」全國大學生本科組財會職業能力大賽 一等獎及三等獎	雲南大學滇池學院
Yunnan Provincial Committee of the Communist Youth League of China 共青團雲南省委	2022-2023 Youth Model Unit Award of Yunnan Province 2022-2023年度雲南省「青年文明號」單位	YN-DCYU - Innovation and Entrepreneurship College 雲南大學滇池學院－創新創業學院

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Department of Education of Yunnan Province 雲南省教育廳	2022-2023 Demonstration Unit for Employment and Entrepreneurship of College Graduates in Yunnan Province 2022-2023年度雲南省高校畢業生就業創業工作示範單位	YN-DCYU 雲南大學滇池學院
Department of Education of Yunnan Province 雲南省教育廳	Typical Case for Employment and Entrepreneurship of College Graduates in Yunnan Province 雲南高校畢業生就業創業工作典型案例	YN-DCYU 雲南大學滇池學院

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China Biodiversity Conservation and Green Development Foundation, Sichuan Ecological Civilization Promotion Association, Organizing Committee of the 7th College Student Environmental Protection Knowledge Competition	Excellent Co-organizer of the 7th College Student Environmental Protection Knowledge Competition in 2023	CQ-EIC
中國綠發會、四川省生態文明促進會、第七屆大學生環保知識競賽組委會	2023年第七屆大學生環保知識競賽優秀協辦單位	重慶電信職業學院
Lei Feng Magazine	Excellent organizer of the 2023 public welfare lecture activities themed "Carrying forward the spirit of Lei Feng in the new era and engaging in volunteer services on the new journey"	CQ-EIC
雷鋒雜誌社	2023年「弘揚新時代雷鋒精神，投身新征程志願服務」公益講座活動優秀組織單位	重慶電信職業學院
Chongqing Municipal Education Commission	Excellent Organization Award in the Chongqing Municipal Competition of the 2023 (16th) China College Student Computer Design Competition	CQ-CHST
重慶市教委	2023年（第16屆）中國大學生計算機設計大賽重慶市級賽優秀組織獎	重慶人文科技學院

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China Guanghua Science and Technology Foundation	University Cooperation Base of "Returning Hometown" Social Practice Special Activities for College Students of Online Tutoring Together	CQ-CHST
中國光華科技基金會	一起雲支教全國大學生「返家鄉」社會實踐專項活動 高校合作基地	重慶人文科技學院
China Youth Daily	2022 "Excellent News Station" of China Youth Network Campus News Agency	CQ-CHST
中國青年報社	中國青年網校園通訊社2022年度 「優秀通訊站」	重慶人文科技學院
Communist Youth League Central Committee	Outstanding Team of 2023 Social Practice for College Students Going to the Countryside	College Student Volunteer Child Teaching Practice Group of CQ-CHST themed "Building children's dreams with dedication"
共青團中央	2023年「三下乡」社會實踐優秀團隊	重慶人文科技學院「童心港灣·丹心築夢」大學生萌芽義教實踐團

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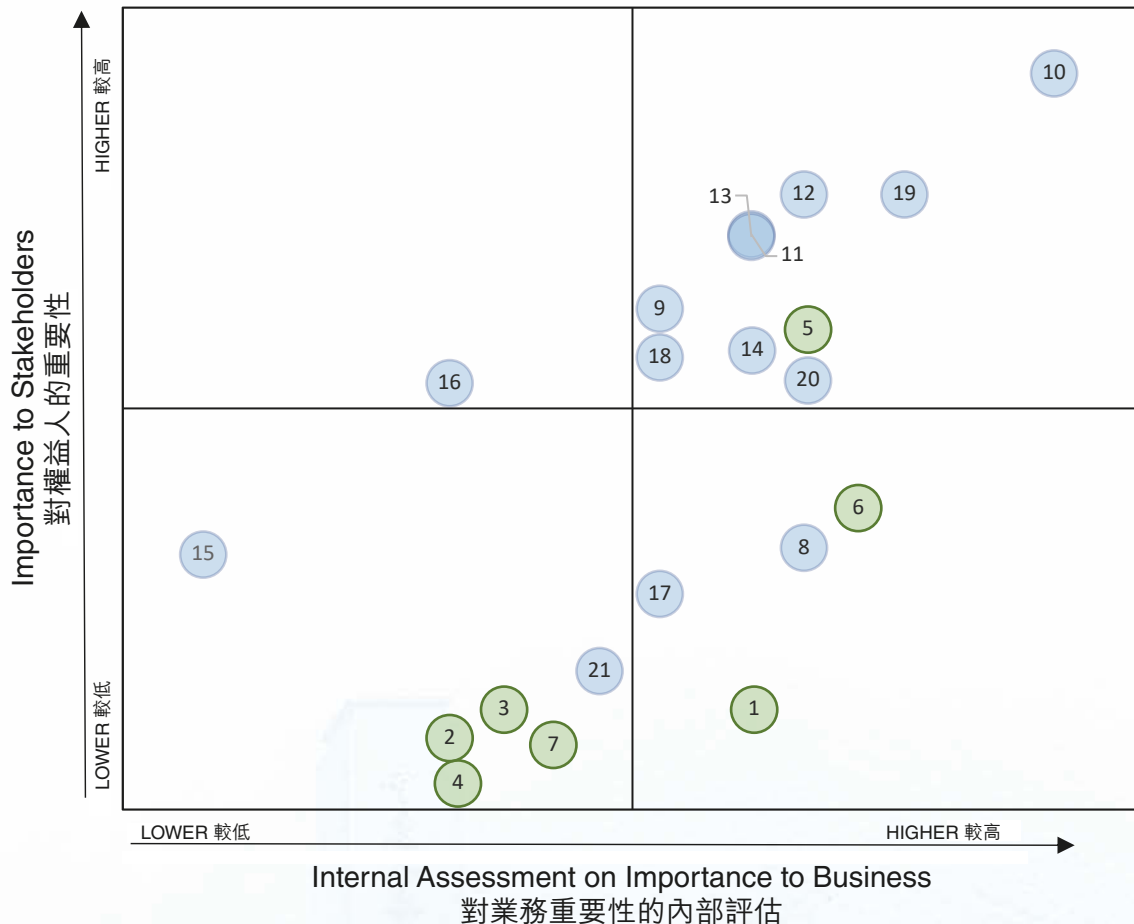
STAKEHOLDER ENGAGEMENT AND MATERIALITY

The Group values the input and feedback of its stakeholders as they bring potential impacts to the Group's business. To identify the most significant ESG aspects, the Group distributed quantitative surveys to stakeholders such as management, teachers and different department staff, and students to gain further insights on ESG material aspects and challenges in the Reporting Period. The Materiality Matrix below shows the result of the materiality assessment process:

權益人參與及重要性

本集團十分重視權益人的意見及反饋，因其會對本集團業務帶來潛在影響。為識別最為重要的環境、社會及管治範疇，本集團對管理層、教師及不同部門員工及學生等權益人進行定量調查，以期獲得對報告期間環境、社會及管治的重大範疇及挑戰的深入洞見。以下重要性矩陣展示重要性評估流程的結果：

Materiality of Different Topics from Stakeholder Engagement
從權益人參與角度分析不同議題的重要性



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Environmental 環境	Social 社會
1. Air pollutants 空氣污染物	9. Employee wellbeing 僱員福祉
2. Greenhouse gas emission 溫室氣體排放	10. Recruitment and retention 招募及挽留
3. Wastes 廢棄物	11. Diversity and equal opportunity 多元化及平等機會
4. Energy consumption 能源使用	12. Occupational health and safety 職業健康安全
5. Water consumption 水源使用	13. Employee training and career development 員工培訓及事業發展
6. Packaging materials consumption 包裝材料使用	14. Prohibition of child labour and forced labour 避免僱用童工及強制勞工
7. Environment and natural resources 環境與天然資源	15. Supply chain management 供應鏈管理
8. Climate change 氣候變化	16. Customer satisfaction 客戶滿意度
	17. Product and service quality management 產品及服務品質管理
	18. Protection of intellectual property rights 保障知識產權
	19. Protection of customer privacy 保障客戶私隱
	20. Anti-corruption 反貪污
	21. Community investment 社區投資

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Among the environmental and social aspects, the following were identified as the top material issues during the Reporting Period:

- Recruitment and retention
- Protection of customer privacy
- Occupational health and safety
- Employee training and career development
- Diversity and equal opportunity
- Water consumption

The Group complies with all relevant laws and regulations and has established policies and initiatives to manage the concerned aspects, which can be found in the corresponding parts of this report.

The Group will continue to identify areas of improvement and aspects of concern, as well as keeping up its close communication with its stakeholders to share and exchange ideas for advancing the Group's ESG management.

STAKEHOLDERS' FEEDBACK

The Group welcomes stakeholders' feedback on its environmental, social and governance approach and performance. Please give your suggestions or share your views with the Group via email at msedu@minsheng.edu.com.

在眾多環境及社會範疇中，於報告期間內以下議題被視為至關重要：

- 招募及挽留
- 保障客戶私隱
- 職業健康安全
- 員工培訓及事業發展
- 多元化及平等機會
- 水源使用

本集團遵守所有相關法律法規，並已制定政策及舉措以管理關注範疇，詳情載於本報告內相關部分。

本集團將繼續識別有待改善之處及關注範疇，並與權益人維持密切溝通，交流分享各種建議意見，提升本集團在環境、社會及管治方面的管理。

權益人的反饋

本集團歡迎權益人就我們在環境、社會及管治的方針及表現提供反饋。請發送電郵 msedu@minsheng.edu.com 提供建議或分享閣下的意見。

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A. ENVIRONMENTAL

A1. Emissions

The Group strictly complies with national and local laws and regulations that concerns environmental protection and pollution control, including but not limited to the following:

- Environmental Protection Law of the PRC;
- Law of the PRC on the Prevention and Control of Environment Pollution Caused by Solid Wastes;
- Law of the PRC on the Prevention and Control of Atmospheric Pollution;
- Water Pollution Prevention and Control Law of the PRC; and
- Energy Conservation Law of the PRC.

Internally, the Group has implemented policies of environmental protection and pollution control in all campuses, including but not limited to:

- Implementation Plan for Energy Conservation and Emission Reduction in YN-DCYU;
- “Double Control” work measures for energy consumption in YN-DCYU;
- Campus Domestic Waste Classification Management Plan in IM-FZVC;
- Campus Building Management System;
- Water and Energy Management Measures (Trial);

A. 環境

A1. 排放物

本集團嚴格遵守有關環保及污染防治的國家及地方法律法規，包括但不限於以下各項：

- 《中華人民共和國環境保護法》;
- 《中華人民共和國固體廢物污染環境防治法》;
- 《中華人民共和國大氣污染防治法》;
- 《中華人民共和國水污染防治法》; 及
- 《中華人民共和國節約能源法》。

內部而言，本集團在所有校區實施環保及污染防治政策，包括但不限於：

- 雲南大學滇池學院節能減排實施方案；
- 雲南大學滇池學院能耗「雙控」工作措施；
- 內蒙古豐州職業學校校園生活垃圾分類管理實施方案；
- 教學樓宇管理制度；
- 水電管理辦法(試行)；

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- Contingency Plan for Water and Electricity Emergencies;
 - Maintenance and Engineering Management Measures of CQ-PASS;
 - Contingency Plan for Water, Electricity and Gas Emergencies of CQ-PASS;
 - Management Measures Regarding Use of Air conditioners in Classrooms and Laboratories (Training Rooms) of CQ-PASS;
 - Notice on Electricity Conservation during the Peak Season in Summer in 2023 of CQ-EIC;
 - Proposal for Electricity Conservation of CQ-EIC; and
 - Notice on Implementation Plan of Actions Focused on Fire Hazard Control and Prevention during Winter and Spring of YN-DCYU.
- 水電突發事件應急預案；
 - 《重慶工商大學派斯學院維修工程管理辦法》；
 - 《重慶工商大學派斯學院水電氣突發事件緊急應變計劃》；
 - 《重慶工商大學派斯學院教室、實驗(實訓)室空調使用管理辦法》；
 - 《重慶電信職業學院關於2023年迎峰度夏節約用電的通知》；
 - 《重慶電信職業學院節約用電倡議書》；及
 - 《雲南大學滇池學院關於印發冬春火災防控集中攻堅行動計劃的通知》。

See Sections A1.5, A1.6, A2.3 and A2.4 of this report for detailed information on policies implemented and actions taken in relation to mitigation of air and greenhouse gas emissions, waste production, water and energy consumptions.

All emission data presented in this report was calculated with up-to-date emission factors available at the time of report preparation. No significant non-compliance with relevant laws and regulations that have a material impact on the Group in relation to air and greenhouse gas (“GHG”) emissions, discharges into water and land, and generation of hazardous and non-hazardous waste had been identified during the Reporting Period.

有關就減少廢氣及溫室氣體排放、廢棄物產生、水及能源消耗所實行政策及所採取行動的詳細資料，請參閱本報告A1.5、A1.6、A2.3及A2.4節。

本報告呈列的所有排放數據乃根據編製報告時可取得的最新排放系數計算。於報告期間，並無發現嚴重違反有關廢氣及溫室氣體排放、向水及土地排污以及有害及無害廢棄物產生方面且對本集團造成重大影響的相關法律法規的情況。

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A1.1 Air Emissions

The air emissions of the Group were mainly generated from the use of gasoline and diesel-fueled vehicles in its daily operations, as well as the consumption of natural gas in canteens and dormitories for staff and students. The combustion of gasoline, diesel and natural gas generated several air emissions including nitrogen oxides (“**NO_x**”), sulphur oxides (“**SO_x**”) and respiratory suspended particles (“**PM**”). The table below gives a summary of the air emissions of the Group during the Year:

Main types of air emissions ¹ 主要廢氣排放物種類 ¹	Unit 單位	Emissions in 2023 2023排放量	Emissions in 2022 2022排放量
Nitrogen oxides (NO _x) 氮氧化物(NO _x)	kg 千克	2,176.85	1,529.60
Sulphur oxides (SO _x) 硫氧化物(SO _x)	kg 千克	6.06	6.60
Particle matters (PM) 顆粒排放(PM)	kg 千克	164.05	104.85

A1.1 廢氣排放

本集團的主要廢氣排放來源是由本集團在日常運營中使用的汽油和柴油車輛，以及在員工和學生食堂及宿舍中使用的天然氣。汽油、柴油和天然氣的燃燒會產生多種廢氣排放物，包括氮氧化物、硫氧化物和可吸入懸浮顆粒。在本年度，本集團的廢氣排放情況概述如下：

¹ The air emissions are calculated with reference to How to Prepare an ESG Report? – Appendix II: Reporting Guidance on Environmental KPIs issued by the Stock Exchange

¹ 廢氣排放的計算方法乃參照聯交所刊發的《如何準備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引》

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A1.2 GHG Emissions

During the Reporting Period, there were 24,546.00 tonnes of carbon dioxide equivalent (CO₂eq.) GHG (mainly carbon dioxide, methane and nitrous oxide) emitted from the Group's operations, with a total GHG emission intensity of 0.27tCO₂eq./person. The Group strives to mitigate climate change by reducing its GHG emissions in the future. The Group aims to achieve a 5% reduction in overall GHG emissions intensity in 5 years, or by 2026, versus a 2021 baseline. Compared with 2021, the overall GHG emissions intensity decreased by 16% during the Reporting Period.

The GHG emissions reported included the following activities and scopes:

- Direct (scope 1) GHG emissions: stationary combustion of natural gas, and mobile combustion associated with road transportation;
- Energy indirect (scope 2) GHG emissions: purchased electricity; and
- Other indirect (scope 3) GHG emissions: municipal freshwater and sewage processing, and business air travel.

A1.2 溫室氣體排放

於報告期間，本集團業務營運排放為24,546.00噸二氧化碳當量溫室氣體（主要為二氧化碳、甲烷及氧化亞氮），溫室氣體總排放量密度為每人員0.27噸二氧化碳當量。本集團致力於在未來減少溫室氣體排放以應對氣候變化挑戰。本集團以2021年為基準年，爭取在5年內即2026年或之前實現整體溫室氣體排放密度減少5%。報告期間，整體溫室氣體排放密度較2021年起減少16%。

呈報的溫室氣體排放包括以下活動及範圍：

- 直接（範圍一）溫室氣體排放：天然氣固定燃燒及道路交通工具相關移動燃燒；
- 能源間接（範圍二）溫室氣體排放：外購電力；及
- 其他間接（範圍三）溫室氣體排放：市政淡水及污水處理以及商務航空差旅。

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Main types of GHG emissions ² 主要溫室氣體排放種類 ²	Unit 單位	Emissions in 2023 2023排放量	Emissions in 2022 2022排放量
Direct GHG emission – scope 1 直接溫室氣體排放 – 範圍一			
Combustion of fuels in stationary sources – natural gas 固定來源燃料燃燒 – 天然氣	tCO ₂ eq. 噸二氧化碳當量	1,911.05	3,102.54
Combustion of fuels in mobile sources – diesel 移動來源燃料燃燒 – 柴油	tCO ₂ eq. 噸二氧化碳當量	430.54	347.19
Combustion of fuels in mobile sources – gasoline 移動來源燃料燃燒 – 汽油	tCO ₂ eq. 噸二氧化碳當量	503.57	600.40
Energy indirect emission – scope 2³ 能源間接溫室氣體 – 範圍二 ³			
Purchased electricity 外購電力	tCO ₂ eq. 噸二氧化碳當量	20,394.14	20,142.47
Other energy indirect GHG – scope 3 其他能源間接溫室氣體 – 範圍三			
Business air travel by employees 僱員商務航空差旅	tCO ₂ eq. 噸二氧化碳當量	184.70	57.76
Electricity used for processing fresh water by government departments/third parties 政府部門/第三方淡水處理用電	tCO ₂ eq. 噸二氧化碳當量	756.70	946.79
Electricity used for processing sewage by government departments/third parties 政府部門/第三方污水處理用電	tCO ₂ eq. 噸二氧化碳當量	365.30	464.55
Total emissions 總排放量	tCO ₂ eq. 噸二氧化碳當量	24,546.00	25,661.70
Total emission intensity 總排放量密度	tCO ₂ eq./person ⁴ 噸二氧化碳當量/人員 ⁴	0.27	0.30

² GHG emissions data is presented in terms of carbon dioxide equivalent and with reference to, including but not limited to, the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards issued by the World Resources Institute and the World Business Council for Sustainable Development, the grid emission factors under the Notice on the Report and Verification of Greenhouse Gas Emissions for Key Industries in 2023-2025 (《關於做好2023-2025年部分重點行業企業溫室氣體排放報告與核查工作的通知》) issued by the Ministry of Ecology and Environment of the PRC, the global warming potential values from the IPCC Sixth Assessment Report, and How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs issued by the Stock Exchange. Business air travel emissions was calculated using the online tool provided by International Civil Aviation Organisation. Electricity used for processing fresh water/sewage by government departments/third parties was calculated with reference to the relevant discharge factors from the 2021-2022 annual report issued by the Water Supplies Department and the 2021-2022 Sustainability Report issued by the Drainage Services Department.

³ The national average grid emission factors of 0.5703 tCO₂eq./MWh was used for calculation of the energy indirect emission (scope 2) generated from purchased electricity in China.

⁴ Total headcount was calculated based on the number of all faculty staff and enrolled students as at 31 December 2023, totalling 91,046.

² 溫室氣體排放資料乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、中國生態環境部刊發的《關於做好2023-2025年部分重點行業企業溫室氣體排放報告與核查工作的通知》之電網排放因子、政府間氣候變化專門委員會刊發的《第六次評估報告》內的全球升溫可能值、聯交所刊發的《如何準備環境、社會及管治報告 – 附錄二：環境關鍵績效指標匯報指引》；商務航空差旅排放量乃採用國際民用航空組織所提供在線工具計算得出；政府部門/第三方淡水/污水處理用電乃參照水務署2021-2022年年報及渠務署2021-2022年可持續發展報告的相關排放因子計算得出。

³ 全國電網平均排放因子為每兆瓦時0.5703噸二氧化碳當量乃用於計算中國外購電力所產生的範圍二能源間接排放。

⁴ 總人員乃根據截止2023年12月31日全體教職員工及在籍學生人數計算，人數為91,046人。

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A1.3 Hazardous Waste

The business nature of the Group did not generate a significant amount of hazardous waste. The amount of total hazardous waste was not recorded during the Reporting Period as appropriate measuring methods over multiple campuses were not established and practiced. The Group will continue to review and explore systematic approach for collecting information of hazardous waste in future.

A1.4 Non-hazardous Waste

Non-hazardous waste was generated primarily from the daily operations of schools. The amount of total non-hazardous waste was not recorded during the Reporting Period as appropriate measuring methods over multiple campuses were not established and practiced. The Group will continue to review and explore systematic approach for collecting information of non-hazardous waste in future.

A1.3 有害廢棄物

本集團的業務性質並未產生大量有害廢棄物。由於多所學校並無制定及採用適當計量方法，所以報告期間未有記錄有害廢棄物總量。本集團將於日後繼續審視及探討系統性方法以收集有害廢棄物資料。

A1.4 無害廢棄物

無害廢棄物主要來自日常學校營運。由於多所學校並無制定及採用適當計量方法，所以報告期間未有記錄無害廢棄物總量。本集團將於日後繼續審視及探討系統性方法以收集無害廢棄物資料。

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A1.5 Measures to Mitigate Emissions

To reduce direct and indirect GHG emissions from combustion of fuels in stationary sources and electricity consumption, the Group has adopted the following measures:

- Using LED lightings;
- Promoting energy-saving and emission reduction educations throughout the campuses;
- Prohibiting the use of liquefied gas tanks in canteens;
- Checking and maintaining the natural gas pipelines in canteens on a regular basis;
- Turn off unused equipment such as computer equipment when leaving the offices and classrooms;
- Displaying energy-saving slogans in various locations of the campuses;
- Purchasing energy-efficient electrical equipment; and
- Planning to install photovoltaic panels in the campuses to reduce electricity consumption.

A1.5 減排措施

為減少固定來源燃料燃燒及用電產生的直接及間接溫室氣體排放，本集團已採納以下措施：

- 使用LED照明；
- 在各校區全面推廣節能減排教育；
- 禁止食堂使用液化氣罐；
- 定期檢查及維護食堂的天然氣管道；
- 離開辦公室及教室時關閉電腦等不用的設備；
- 在校園多個地方張貼節能標語；
- 購買節能電器；及
- 計劃在校園安裝太陽能電池板以減少用電。

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To control and reduce air and GHG emissions from vehicles, the Group continues to implement and practice the Effective Vehicle Management System. Measures are also adopted as follows:

- Conducting annual reviews of fuel consumption for vehicles;
- Tracking mileage data to benchmark the driving behaviours of drivers;
- Strengthening the driver's technical skills via training programs to enhance efficiency and conservation, as well as maximizing fuel economy;
- Carrying out daily maintenance for vehicles;
- Planning thoroughly before dispatching vehicles;
- Encouraging carpooling when schedule allows to reduce total fuel consumption; and
- Encouraging the use of public transport for non-urgent activities.

為控制及減少汽車廢氣及溫室氣體排放，本集團繼續實施及實踐高效汽車管理制度。另外採納的措施如下：

- 每年檢討汽車的燃油耗用量；
- 追蹤里程數據以衡量司機的駕駛行為；
- 舉辦培訓課程，強化司機技能，以期提高效率及節約能源，同時擴大油耗效益；
- 每日均須對汽車進行保養護理；
- 全面做好汽車調配規劃；
- 鼓勵於行程允許情況下進行拼車以減少燃料總消耗量；及
- 辦理非緊急事務時，鼓勵乘坐公共交通工具。

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A1.6 Wastes Handling and Reduction Initiatives

The Group's business did not generate a significant amount of hazardous and non-hazardous waste. The Group reuses non-hazardous materials whenever possible. Non-hazardous waste that are non-reusable were collected by qualified recycling companies for recycling, and generating electricity through the waste incineration process. Other domestic waste was transported to the municipal waste treatment centres for disposal by professional waste compression trucks.

For daily operations, the Group encourages all teachers, staff and students to reduce, reuse, or recycle waste whenever applicable:

- Garbage recycling stations are set up in each campus of the school, and garbage classification signs are set up around the garbage recycling stations to classify recyclable garbage, non-recyclable garbage, and hazardous garbage, there are cleaning staffs to persuade students to sort their garbage properly;
- School furniture and electronic products are repaired by relevant school departments if they are damaged, and those that cannot be repaired will be scrapped and recycled by a qualified renewable energy company;
- Reusable tableware is used in all school canteens, and it is forbidden to deliver meals to the school from off-campus to reduce the waste generated by disposable meals;

A1.6 廢物處理及減量措施

本集團業務並無產生大量有害及無害廢棄物。本集團盡可能循環利用無害材料。不可回收再用的無害廢棄物則由合資格回收公司進行回收，並透過廢棄物焚燒過程產生電力。其他生活廢棄物由專用廢棄物壓縮車運送至市政廢棄物處理中心進行處理。

在日常營運中，本集團鼓勵全體教職工及學生盡量減少、再用或循環回收廢棄物：

- 各校園均設有垃圾回收場站，周圍設置垃圾分類標識，以便分類投放可回收垃圾、不可回收垃圾及有害垃圾，有清潔人員勸導學生進行適當垃圾分類；
- 學校傢俱及電器如若損壞，由相關學校部門維修，無法維修者將予報廢並由合資格可再生能源公司回收；
- 所有學校食堂均採用可再用餐具，禁止校外送餐至學校，以減少一次性膳食所產生的廢棄物；

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- Teachers and students are encouraged to practice strict frugality and implement actions within the whole school so that the amount of kitchen waste generated is reduced;
 - The office automation (OA) system and multimedia teaching are applied to encourage paperless office practices. If paper is needed, employees are encouraged to print on both sides of all documents;
 - Garbage collection containers for recyclable and non-recyclable items are placed in outdoor campus, apartment buildings, administration buildings and teaching buildings; Reusable cutleries and students' own cutleries are encouraged in school canteens; Delivery of take-away food is prohibited into the campus; and paperless office practices are encouraged;
 - Knowledge and measures related to waste reduction to teachers and students through the college publicity column are disseminated; and
 - A campus environmental sanitation inspection mechanism is established.
- 鼓勵師生厲行節約並在全校開展行動，以減少廚餘垃圾產生量；
 - 採用辦公室自動化系統及多媒體教學，藉此鼓勵無紙化辦公。如需用紙，則鼓勵員工雙面打印所有文件；
 - 在校園室外、公寓、行政大樓、教學大樓區域設有可回收物、不可回收物垃圾收集容器；食堂餐具採取使用可再用餐具與學生自備餐具相結合；嚴格禁止外賣進校園；實行無紙化辦公；
 - 通過院校宣傳欄，向師生發佈減少廢棄物的相關知識及措施；及
 - 建設校園環境衛生檢察機制。

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Since the appropriate measuring methods for waste generation over multiple campuses were not established and practiced, and waste reduction is not regarded as the top material topic according to the materiality matrix, no quantitative waste reduction target is set. However, the Group highly values the importance of education in sustainable behaviour. Waste management schemes, such as the Food Waste Management System in Canteens, are established, and the details are regularly publicized in billboards at various locations of each school to promote sustainable education amongst teachers, staff and students. In addition, the logistics department closely monitors the implementation of the waste management schemes mentioned above. During the Reporting Period, recycling activities were held in campuses, reducing the amount of waste while improving the awareness of staff and students.

A2. Use of Resources

The Group strives to minimize its negative impact on the environment by optimizing the use of natural resources. To meet the Group's environmental commitments, the Group actively monitors and closely manages the use of resources, and strives to reduce operating costs as well as its environmental footprint, with an aim to achieve efficient use of energy, water and packaging materials. The Group has put in place the following specific measures:

1. Educational and promotional activities on water-saving and electricity conservation have been carried out to raise the awareness of conservation among teachers, students and staff in all schools, promote the frugal lifestyle, and cultivate frugal mindset;

由於多校尚未建立及實行適當的廢棄物產生計量方法，同時根據重要性矩陣，減少廢棄物未被視作至關重要的議題，故未就此制定廢棄物消減定量目標。然而，本集團非常注重可持續行為教育，並制定廢物管理計劃，例如食堂食物渣滓管理制度，及定期在各校園多個地點宣傳欄刊載有關詳情，向教職工及學生宣傳可持續教育。此外，後勤部門密切監控上述廢物管理計劃的實施。於報告期間，校園舉行回收活動，減少廢棄物數量的同時，增強員工及學生的相關意識。

A2. 資源使用

本集團致力於透過優化天然資源的使用盡可能降低對環境的不利影響。為踐行本集團的環保承諾，本集團積極監控及嚴格管理資源使用，致力削減經營成本及減少環境影響，以實現能源、水資源及包裝物料的高效利用。本集團已實施以下若干具體措施：

1. 進行節水節電的教育宣傳，提高全校師生員工的節約意識，提倡節儉的生活方式，形成節儉風尚；

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2. Administrative and department staff shall practice strict frugality, turn off all unnecessary power sources, and use air conditioners only when the temperature reaches certain degree Celsius;
 3. Water and power conservation shall be included into the target responsibility system of each department with department head as the person responsible for the supervision of water and power conservation in his/her department;
 4. The Student Affairs Office shall be responsible for the water-saving education for enrolled freshmen; incorporating water conservation education into code of conduct and moral education and evaluation system of student; recruiting student to act as voluntary water-saving promoters; carrying out the selection of advanced practice branches for water-saving, and actively guiding and facilitating students to carry out extensive educational activities to conserve “every drop of water, every kilowatt hour of electricity” and put an end to the misconduct of turning on lights or tap water all the time; the Youth League Committee shall be responsible for establishing a water conservation association to carry out the following activities:
 - o Posting energy-conservation and water-saving signs in main power outlets and water facilities.
 - o Designating Energy and Water Saving Publicity Week every year to carry out extensive promotional and educational activities on energy and water conservation.
2. 行政機關及部門工作人員要厲行節約，關掉各種不必要的電源，氣溫達到規定標準後才能使用空調；
 3. 各部門負責人作為該部門節水節電監理工作的責任人，將節水節電納入各部門目標責任制；
 4. 學生工作處負責新生入學後的節約用水教育；負責將節約用水教育納入學生行為準則、德育考評體系；負責設立學生義務節約用水宣傳員職位；負責開展節約用水先進集體評選工作，積極引導和支持學生廣泛進行節約“一滴水、一度電”的教育活動，杜絕“長明燈，長流水”現象；團委負責組建節約用水協會，開展如下活動：
 - o 主要用電、用水場所，應張貼節能、節水標誌。
 - o 每年應安排節能、節水宣傳週活動，廣泛進行節能、節水的宣傳教育活動。

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- o Combining with specific energy and water saving cases to promote the new trend of energy and water conservation.
 - o Carrying out warning education based on specific energy and water wasting cases through the form of publicity, notification of criticism, penalties to enable all the teachers, students and staff of the college to better understand their important roles in building a water-saving university and cultivate the awareness and good behaviour to practice strict frugality with a sense of responsibility and mission by starting with little things.
5. Inner Mongolia Fengzhou Vocational College (Qingcheng Branch) has designated the first week of June every year as the Water Saving Publicity Week to foster a good atmosphere of “water-saving is everyone’s responsibility”, “saving is a glory, waste is shameful”, and “energy conservation and environmental protection benefit the country and its people”;
 6. Implement target responsibility management for water and power consumption in public teaching buildings and public classrooms to avoid waste of water and power;
 7. Strictly control the switching time of public lighting and maximize the use of natural light;
- o 結合具體的節能、節水事例，弘揚節能、節水新風。
 - o 結合具體的浪費能源、浪費水源的案例，採取公示、通報批評、處罰等形式，進行警示教育。讓全院師生員工從思想上認識到自己在建設節水型高校中的重要作用，樹立起從我做起、從點滴做起的良好意識和厲行節約的責任感和使命感。
5. 內蒙古豐州職業學院(青城分院)將每年六月的第一週作為節水宣傳週，透過多種形式的宣傳教育活動，在全院形成一種「節約用水，人人有責」、「節約光榮，浪費可恥」、「節能環保，利國利民」的良好風尚；
 6. 公共教學大樓、公共教室用水用電實施目標責任管理，避免用水用電的浪費；
 7. 嚴格控制公共照明開關時間，盡量利用自然光；

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8. The use of water-saving technologies such as sprinkler irrigation and drip irrigation or the use of reclaimed water shall be prioritized for green watering, environmental sanitation, road spraying, etc.;
 9. The use of new water-saving and energy-efficient products shall be encouraged. The purchase application information for additional high-power electrical facilities and equipment in each department shall be reported to the Logistics Asset Management Office for review and filing; and
 10. CQ-CHST has achieved efficient energy utilization with a 16% annual cut in expenses by converting all five boilers in the school into air source heat pumps. In addition, the pool in the water plant has been renovated to enable the daily collection of over 160 tons of reclaimed water, which could be widely used for floor cleaning, flower and tree watering and other purposes, significantly improving water resources utilization rate.
8. 綠化澆灌、環境衛生、路面噴灑等用水優先採用噴灌、滴灌等節水技術或使用中水；
 9. 推廣使用節水節電新產品。部門需新增高功率用電設施設備，應將購買申報資料報後勤資產管理處審查備案；及
 10. 重慶人文科技學院透過將全校5台鍋爐全部改建為空氣源熱泵每年可減少16%的費用支出實現能源的高效利用。此外也對水廠中的水池進行了改建，每天能夠收集160餘噸中水，這些水被廣泛應用於地面清洗、花木澆灌等多種用途大大提高了水資源的利用率。

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Each school of the Group also attaches great importance to ecological environment, advocates the harmonious coexistence between mankind and nature, and has carried out a series of activities in order to save energy, reduce emissions and protect the ecological environment, including but not limited to the “National Energy Conservation Publicity Week” organized by CQ-CHST, the voluntary tree planting activity themed “Sowing New Greenery and Protecting the Blue Sky Together” held by CQ-PASS, and the garbage sorting seminar with the theme of “Everyone getting involved in garbage sorting to beautify the campus of Dianchi College” conducted by YN-DCYU. Through these activities, the Group hopes to draw the attention of teachers and students on ecological conservation and environmental protection, actively respond to climate changes, and promote green and low-carbon development as well as energy conservation and waste reduction. By doing so, we could increase their awareness on environmental protection, and cultivate the attitude of living in harmony with nature. At the same time, we also hope that these activities could inspire students to actively participate in environmental protection, get themselves educated and improved through these activities, and foster a favourable atmosphere of planting green, protecting green, loving green and flourishing green among the whole society. The Group believes that the responsibilities of the ecological conservation and environment protection rest on each of us, so we can only achieve a bright future of sustainable development by working together in concerted efforts.

集團各校也高度重視生態環境，倡導人與自然和諧相處，為節能減排、保護生態環境本集團開展了一系列活動，包括但不限於由重慶人文科技學院舉辦的「全國節能宣傳週」、重慶工商大學派斯學院舉辦的「播撒新綠，共護藍天」的義務植樹活動，以及雲南大學滇池學院舉辦的「動手垃圾分類，美化滇院校園」為主題的垃圾分類宣講會。透過這些活動，本集團期望能喚起師生們對生態環境保護的關注，積極應對氣候變化，推動綠色低碳發展，節能減廢及增強他們的環保意識，培養與自然和諧相處的生活態度。同時，我們也希望這些活動能激勵同學們積極參與環境保護事業中來，讓他們在活動中自我教育、自我提高，營造了全社會植綠、護綠、愛綠、興綠的良好社會氛圍。本集團認為保護生態環境是我們每個人的責任，只有透過共同努力，才能實現可持續發展的美好未來。

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See sections A2.3 and A2.4 of this report for detailed information on additional policies implemented and actions taken on the efficient use of energy and water.

有關額外能源及水資源的有效使用所實施政策及所採取行動的詳細資料，請參閱本報告A2.3及A2.4節。

A2.1 Energy Consumption

During the Reporting Period, the main energy consumed by the Group includes gasoline, diesel, natural gas and purchased electricity. The total energy consumption was 48,757,777.30 kWh, representing an energy intensity of 535.53 kWh/person. The Group strives to mitigate climate change by reducing its energy consumption in the future. The Group aims to achieve a 5% reduction in overall energy consumption intensity in 5 years, or by 2026, versus a 2021 baseline. Compared with 2021, the overall energy consumption decreased by 19% during the Reporting Period. Detailed energy consumption is presented below:

A2.1 能源消耗

於報告期間，本集團的主要能源消耗包括汽油、柴油、天然氣及外購電力。能源消耗總量為48,757,777.30千瓦時，能源密度為每人535.53千瓦時。本集團致力於在未來減少能源消耗以應對氣候變化挑戰。本集團以2021年為基準年，爭取在5年內即2026年或之前實現整體能源消耗密度減少5%。報告期間，整體能源消耗密度較2021年減少19%。能源消耗詳情呈列如下：

Main types of energy consumption ⁵	主要能源消耗種類 ⁵	Unit 單位	Consumption in 2023 2023消耗量	Consumption in 2022 2022消耗量
Direct energy consumption	直接能源消耗			
Natural gas	天然氣	kWh 千瓦時	9,434,452.29	15,055,056.60
Vehicle fuel — diesel	汽車燃料—柴油	kWh 千瓦時	1,735,480.19	1,308,386.49
Vehicle fuel — gasoline	汽車燃料—汽油	kWh 千瓦時	1,827,469.82	2,000,537.87
Indirect energy consumption	間接能源消耗			
Purchased electricity	外購電力	kWh 千瓦時	35,760,375.00	34,668,616.80
Total energy consumption	總能源消耗量	kWh 千瓦時	48,757,777.30	53,032,597.76
Total energy consumption intensity	總能源消耗量密度	kWh /person 千瓦時/人員	535.53	618.98

⁵ The unit conversion of energy consumption data is based on the Energy Statistics Manual published by the International Energy Agency.

⁵ 能源消耗數據的單位換算乃根據國際能源署所刊發的《能源數據手冊》所制訂。

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A2.2 Water Consumption

During the Reporting Period, the total water consumption for the Group was 1,739,537.00 m³, with an intensity of 19.11 m³/person. Fresh water was supplied by Municipal Water Supply Network. The Group has set a target to achieve a 5% reduction in total water consumption intensity in 5 years versus a 2022 baseline. The Group strives to mitigate climate change by proactively reducing its water consumption in the future. No issues on sourcing water were reported during the Reporting Period. Compared with last year, the overall water consumption intensity decreased by 26% during the Reporting Period. Detailed energy consumption is presented below: water consumption by the Group during the year is summarised as below:

A2.2 水資源消耗

於報告期間，本集團的總用水量1,739,537.00立方米，用水密度為每人19.11立方米。淡水由市政供水系統提供。本集團已制定目標，將於5年內爭取使總水資源消耗密度下降5%（2022年為基準年）。本集團致力於未來積極減少用水以應對氣候變化。於報告期間，在獲得水資源方面並無任何問題。報告期間，整體水資源消耗密度較去年減少26%。能源消耗詳情呈列如下：於本年度，本集團水資源消耗表現概述如下：

Water consumption 水資源消耗	Unit 單位	Consumption in 2023 2023消耗量	Consumption in 2022 2022消耗量
Total water consumption 總水資源消耗量	m ³ 立方米	1,739,537.00 ⁶	2,212,129.00 ⁷
Total water consumption intensity 總水資源消耗密度	m ³ /person 立方米／人員	19.11	25.82

⁶ Given that Open Distance Education obtain water from public areas which are managed by the property management company, the water consumption by it is not included into the calculation of water consumption.

⁷ The water consumption data has been restated to the nearest 2 decimal places in conformation with the disclosure presentation of this Report.

⁶ 由於奧鵬教育的取水為公共區域，由物業公司統一管理，由此不納入水資源消耗量計算。

⁷ 為了與報告中的揭露保持一致，耗水量已重列至小數點後兩位。

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Wastewater

The major sources of wastewater discharged were domestic sewage from campuses and wastewater from canteens. Wastewater was treated by an on-site septic system before discharged into central wastewater pipelines and properly treated in the municipal wastewater treatment plant.

A2.3 Energy Use Efficiency Initiatives

The Group ensures rational use of energy resources. Many energy-saving schemes have been implemented by the Group.

In order to strengthen the management of the use of air conditioners in students' dormitories, ensure the personal safety of students, and actively build a conservation-minded campus, the college has formulated the "Management Regulations for the Use of Air Conditioners in Student Dormitories (Trial)", which stipulates:

- Air conditioners in student dormitories are used from 1 May to 31 October every year, from 12:10 to 14:10 in the afternoon, and from 21:40 at night to 7:00 in the next morning;
- The student dormitory shall be equipped with single-refrigeration air conditioners, and the specified cooling temperature shall not be lower than 26°C;
- Establish a civic awareness of energy conservation and emission reduction, advocate a low-carbon and civilized life, achieve the goal of "turning off air conditioners when leaving", and prevent the air conditioners from running idle when there is no one in the dormitories; and

廢水

排放的廢水主要來自校園的生活廢水及餐飲場所的廢水。廢水首先由校區化糞系統處理，然後排入中央廢水管道，再由市政廢水處理廠作適當處理。

A2.3 能源使用效益措施

本集團確保合理使用能源資源。本集團已實施多項節能措施。

為加強對學生宿舍使用空調的管理，確保學生人身安全，同時為積極建設具有保護意識的校園環境，學院已制定「學生宿舍空調使用管理條例(試行)」，規定：

- 學生宿舍的空調使用時間為每年5月1日至10月31日，期間由中午12:10至下午14:10以及晚上21:40至次日早上7:00可供使用；
- 學生宿舍應配備單製冷空調，指定冷卻溫度不得低於攝氏26度；
- 樹立節能減排的公民意識，倡導低碳文明生活，實現「人走關機」，防止寢室內無人時空調依然開啟；及

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- When using the air conditioners, the doors and windows should be closed, and the temperature setting should be appropriate. When the temperature is appropriate, it is recommended to reduce the use of the air conditioners.

Other energy-saving measures in student dormitories are shown as follows:

- Some student dormitory buildings are equipped with solar collector tubes to provide auxiliary heating for hot water;
- For the energy-saving renovation of street lamps, the control circuits of all street lamps in the whole school are renovated, and the lights are selectively turned on after 12:00 every night;
- Establish campus rules, such as Management of Students' Daily Behaviour, Management of Air Conditioning in Dormitory, and Regulations on Accommodation Management, to ensure the proper usage of electric appliances in the dormitories:
 - I. Use solar energy collectors to heat water in selected dormitories;
 - II. Using energy-efficient light bulbs; and
 - III. Maximize natural light in common areas.

- 使用空調時應關閉門窗，並應適當設置溫度。如果氣溫適宜，建議減少使用空調。

學生宿舍的其他節能措施列示如下：

- 部分學生宿舍配有太陽能集熱管，可提供輔助加熱功能以供應熱水；
- 路燈的節能改造方面，對學校路燈的控制電路加以改造，並在每晚12:00之後有選擇地開啟路燈；
- 制定校園規則，例如《學生日常行為管理》、《宿舍空調管理》及《住宿管理條例》，以確保宿舍內恰當使用電器：
 - I. 使用太陽能聚熱器為選定宿舍區提供熱水；
 - II. 使用節能燈泡；及
 - III. 於公共區域最大化自然光。

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A2.4 Water Use Efficiency Initiatives

The Group continuously makes a strong effort to conserve water resources. Several water-saving schemes have been implemented by the Group as follows:

- Displaying of water-saving slogans in various locations of the campus to increase students' awareness of water saving;
- Installing water-saving valves in toilets;
- Strengthening checking and maintenance to ensure there is no water leakage;
- Reusing grey water for planting;
- Educating and facilitating students to establish good water-saving habits;
- Using water-saving tanks;
- Using water-saving water-taps; and
- Installing intelligent water meters to identify water leakage and monitor water consumption.

A2.5 Packaging Materials

As a higher-level education provider, the Group does not consume a significant amount of packaging materials in its daily business operations, and thus, no relevant policies have been formulated in respect of packaging materials.

A2.4 用水效益措施

本集團始終致力保護用水資源。本集團已實施以下若干節水措施：

- 在校園多個地方張貼節約用水標語以提高學生節水意識；
- 在洗手間安裝節水閥；
- 加強檢測及維護以防漏水；
- 將污水循環利用於淋植；
- 教育及促進學生養成良好節水習慣；
- 使用節水水箱；
- 使用節水水龍頭；及
- 安裝智能水錶以識別漏水及監控用水情況。

A2.5 包裝材料

本集團作為一家高等教育提供商，於日常業務過程中並無涉及任何包裝材料的重大使用，故並無制定包裝材料相關的政策。

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A3. The Environment and Natural Resources

During any construction and renovation projects, the Group strictly follows any applicable environmental protection laws to minimize the ecological disturbance caused by those projects. The Group also continues to implement and enforce various environmental management policies as required in corresponding sections to create a safe, healthy and comfortable campus environment.

A3.1 Significant Impacts of Activities on the Environment and Natural Resources

The Group's operations did not pose any significant adverse impacts on the environment and consumption of natural resources. The Group continuously monitors air emissions, wastewater discharge, and noise levels to ensure minimum disturbances on the surrounding environment and to create a healthier environment for its staff members. The Group did not receive any material complaints from the surrounding community regarding air pollution, odor, noise, or light pollution.

To further promote and cultivate environmental awareness amongst staff and students, the school offers courses relating to environment and natural resource conservation, various activities were organized to promote environmental protection education throughout the campuses.

A3. 環境及天然資源

於任何施工及改造項目期間，本集團嚴格遵循任何適用環境保護法，盡量降低該等項目所引致的生態失衡。本集團亦繼續實施及強制執行相應章節所規定的多項環境管理政策，致力營造安全、健康及舒適的校園環境。

A3.1 業務活動對環境及天然資源的重大影響

本集團的營運並無對環境及天然資源耗用造成任何重大不利影響。本集團會持續監控廢氣排放、廢水排放及噪音水平，確保盡量降低對周邊環境的干擾並為其員工營造更為健康的環境。本集團並無接獲周邊社區關於空氣污染、氣味、噪音或光污染的任何重大投訴。

為進一步促進及培養員工及學生的環保意識，學校提供有關環保及天然資源保護的課程，已組織各種活動以推動校區內環保教育。

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A4. Climate Change

Global warming creates a wide range of risks for businesses, from disrupted supply chains to rising insurance costs to labour challenges. With the increasing threat of climate change, the Group is faced with potential physical and transition risks. Due to the change in market perception and shift in preference of the public towards more environmentally-friendly products and services, the financial, reputational and strategic risk implications are becoming increasingly prominent. Climate change will undoubtedly be of increasing concern to the Group and industry as a whole for the foreseeable future. The Group has identified the climate-related risks and opportunities by using the following table.

A4. 氣候變化

全球暖化為企業帶來各種各樣的風險，由供應鏈中斷至保險成本上升，再延伸至勞工問題。隨著氣候變化的威脅越來越大，本集團將面對潛在的實體及過渡風險，市場觀念的改變以及公眾轉向偏好更環保的產品及服務，財務、聲譽及戰略風險的影響變得越來越突出。在可預見的未來，氣候變化無疑將成為本集團及行業整體而言日益關注的問題。本集團已透過以下表格，識別與氣候相關的風險及機遇。

Climate-related Risk 氣候相關風險類別	Time Horizon 時間跨度	Potential Financial Impacts 潛在財務影響	Risk Level 風險水平	Mitigation Strategy 應對策略
Physical risks 實體風險	Short term 短期	Extreme weather Extreme weather events, such as typhoons, storm surges and rainstorms, may cause damages to infrastructure, leading to campus equipment failure and increasing costs due to asset losses and maintenance. In addition, such repair may take months or even years.	Medium to high	Develop safety code and contingency plans to deal with extreme weather conditions.
	Long term 長期	Global warming Persistent high temperatures lead to increased electricity consumption, which in turn affects operating costs.	中至高	Adopt energy-saving policies and green measures to avoid over-consumption of natural resources.
	長期	全球暖化 持續高溫的酷熱天氣導致耗電量增加，繼而影響營業成本。		採用節省能源政策及綠色措施，避免過度耗用天然資源。

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Climate-related Risk 氣候相關風險類別	Time Horizon 時間跨度	Potential Financial Impacts 潛在財務影響	Risk Level 風險水平	Mitigation Strategy 應對策略
Transition risks	Long term	Policies and regulations More stringent climate and environmental protection policies and regulations (such as more stringent power restrictions) may increase compliance and operating costs.	Medium	Strict implementation of emission reduction measures (such as vehicle management measures) to maintain low emission levels.
過渡風險	長期	政策與法規 更嚴格的氣候與環保政策與法規(如更嚴格的限電令)或增加合規成本及營運成本。	中	嚴格實行減低排放量的措施(如汽車管理措施), 以保持低排放水平。
	Medium term	Market In view of the impact of climate change, the stakeholders place greater emphasis on sustainability with increasing environmental awareness, which may lead to a change in demand of the education market and customer preference, such as higher expectation regarding climate-related risk management and objectives of the Group and increasing demands for environmental education by the stakeholders. Failure by the Group to adapt to such changes may render it unable to meet market needs and remain competitive.	Medium	Actively develop and provide courses and trainings on sustainable development based on the stakeholders' concerns on sustainable development and environmental protection, including environmental education, concept of environmental protection, social responsibility, etc., with an aim to meet market needs for education on sustainability.
	中期	市場 隨著氣候變化的影響, 增加了權益人對可持續發展和環保意識的重視。這可能導致教育市場的需求和消費者偏好發生變化, 例如權益人對本集團氣候風險管理及目標的預期和環境教育領域的需求增加。如本集團未能適應這些變化, 可能無法滿足市場需求並保持競爭力。	中	根據權益人對可持續發展和環保的關注, 積極開發和提供與可持續發展相關的課程和培訓, 包括環境教育、環保理念、社會責任等方面的內容, 滿足市場對永續發展教育的需求。
	Medium term	Reputation risks The stakeholders such as the students, parents, government authorities and community organisations, come up with higher expectation regarding sustainable development and climate-related measures. Failure by the Group to meet such expectations may lead to dissatisfaction by the stakeholders and negative impact on the Group's corporate image.	Low to medium	Develop and implement well-established sustainable development strategy, including well-defined environmental and social objectives. Such strategy has taken into consideration of and addressed the stakeholders' expectations, such as reduction of carbon emission or improvement of environmental performance of education facilities.
	中期	聲譽風險 權益人, 如學生、家長、政府機構和社區組織, 對本集團的可持續發展和氣候相關措施提出更高期望。如果本集團未能滿足這些期望, 可能會導致權益人不滿和對本集團形象的負面評價。	低至中	制定和實施明確的可持續發展策略, 包括明確的環境和社會目標。該策略應該考慮並回應利害權益人的期望, 例如減少碳排放或改善教育設施的環保性能等。

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Measures to cope with the climate related physical and transition risks are set out as follows:

The Group aims to reduce carbon emissions in its daily operations, identifies climate risks and opportunities of each campus with the assistance of external professional consultants, closely observes potential policy changes and market changes, and monitors the use of energy and water resources to optimise the environmental management of the Group's schools. The Group has formulated measures to cope with climate-related emergencies. The Group continues to enhance internal awareness for the Group's professionals regarding climate risk so that the ability of the Group to cope with the negative impacts of extreme weather can be strengthened.

As the business activities of the Group are mainly focused on education, the Group believes that climate change does not have significant impacts on the business directly. However, the Group will remain vigilant concerning upcoming regulatory changes and potential risks posed by climate change and will identify opportunities for increasing efficiency and reducing carbon emissions.

氣候相關實體及過渡風險的應對措施列示如下：

本集團旨在減少日常營運中的碳排放，並在外部專業顧問的協助下，識別各校區的氣候風險和機遇，密切觀察可能的政策變動及市場變動，以及監察能源及水資源使用情況，從而優化本集團學校的環境管理。本集團已制定措施應對氣候相關突發事件。本集團不斷在內部提升集團專業人員有關氣候風險方面的意識，藉此加強本集團應對極端天氣不利影響的能力。

鑒於本集團業務活動主要集中於教育，本集團認為氣候變化不會直接對有關業務產生重大影響。然而，本集團將一直關注即將出台的監管變動及氣候變化可能帶來的風險，並將尋找機會提升效益及減少碳排放。

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B. SOCIAL

I. Employment and Labour Practices

B1. Employment

The Group stringently complies with national and local laws and regulations concerning employment and labour practices, including but not limited to the following:

- Labour Law of the PRC;
- Labour Contract Law of the PRC;
- Law of the PRC on the Protection of Rights and Interests of Women;
- Law of the PRC on the Protection of Minors;
- Law of the PRC on the Protection of Disabled Persons; and
- Social Insurance Law of the PRC.

B. 社會

I. 僱傭和勞工常規

B1. 僱傭

本集團嚴格遵守有關僱傭和勞工常規的國家及地方法律法規，包括但不限於以下內容：

- 《中華人民共和國勞動法》；
- 《中華人民共和國勞動合同法》；
- 《中華人民共和國婦女權益保障法》；
- 《中華人民共和國未成年人保護法》；
- 《中華人民共和國殘疾人保障法》；及
- 《中華人民共和國社會保險法》。

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In 2023, the Group has launched a series of policies and measures to safeguard the legitimate interests of employees in terms of employment, health and safety, development and training and labour standards, including:

- Management Measures of CQ-PASS for the Appointment of Management Titles and Professional and Technical Titles;
- Notice of Adjustment to the Composition of the Professional Title Reform Leading Group of CQ-PASS;
- Notice of CQ-PASS on Arranging Training for Management Personnel;
- Decision on Adjustment to Chairman of the Senior Professional Titles Evaluation Committee of CQ-PASS;
- Workload Appraisal and Remuneration Plan of Faculty and Staff of CQ-CHST (Revised);
- Measures on Expenditure Budget and Performance Evaluation of CQ-CHST (Trial);
- Requirements for Applying for Educational Professional Titles for Faculty of CQ-CHST (Trial);

本集團於2023年度為維護員工在僱傭、健康與安全、發展及培訓及勞工準則等合法權益推出了一系列政策及措施，具體如下：

- 《重慶工商大學派斯學院管理職稱及專業技術職稱聘任管理辦法》;
- 《重慶工商大學派斯學院關於調整職稱改革工作領導小組成員的通知》;
- 《重慶工商大學派斯學院關於舉辦管理人員培訓的通知》;
- 《重慶工商大學派斯學院關於調整高級職稱評審委員會主任委員的決定》;
- 《重慶人文科技學院教職員工工作量核定及薪酬方案(修訂)》;
- 《重慶人文科技學院關於支出預算績效考評辦法(試行)》;
- 《重慶人文科技學院教師教育類課程教師職稱申報條件(試行)》;

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- Management Measures on Expert Fee Disbursement of CQ-CHST (Revised);
 - Notice on Conducting Special Training to Improve Teaching and Scientific Research Capabilities of Faculty and Staff of YN-DCYU; and
 - 2023 Work Plan for the Training Courses to Improve the Scientific Research Capabilities of Young Teachers of YN-DCYU.
- 《重慶人文科技學院專家費用發放管理方法(修訂)》;
 - 《雲南大學滇池學院關於進行教職員教學科學研究能力提升專題訓練的通知》;及
 - 《雲南大學滇池學院2023年度青年教師科學研究能力提升培訓班的工作計劃》。

No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare had been identified during the Reporting Period.

There were no major updates on the human resources policies and working procedures, which continue to provide guidance on the management of employment and labour-related practices during the Reporting Period. There were no major changes in policies relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity and anti-discrimination for the Group.

於報告期間，並無發現違反有關賠償及解僱、招聘及晉升、工作時間、休息時間、平等機會、多元化、反歧視以及其他利益及福利且對本集團影響重大的相關法律法規的情況。

於報告期間，人力資源政策及工作程序並無重大更新，繼續指導管理僱傭及勞動相關常規。本集團有關賠償及解僱、招聘及晉升、工作時間、休息時間、平等機會、多元化及反歧視的政策並無重大變化。

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Workforce

The Group had a total number of 5,683 employees as of 31 December 2023. All employees were from various provinces of the PRC, except four from the United States, two from Japan, one from UK and one from Canada. The figures below present the detailed distribution of the workforce.

員工

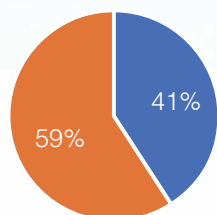
於2023年12月31日，本集團共有5,683名僱員。除4名僱員來自美國、2名來自日本、1名來自英國及1名來自加拿大外，所有其他僱員均來自中國各省。下圖展示員工具體分佈情況。

Total Employees and Employee Category	僱員總數與類別	2023
Total Employees	僱員總數	5,683
Total Employees by Gender	按性別劃分的僱員總數	
Male	男性	2,316
Female	女性	3,367
Total Employees by Age Group	按年齡組別劃分的僱員總數	
18-25	18-25歲	324
26-35	26-35歲	2,236
36-45	36-45歲	1,767
46-55	46-55歲	820
56 or above	56歲或以上	536
Total Employees by Employment Type	按僱傭類型劃分的僱員總數	
Full-time	全職	4,471
Part-time	兼職	1,212
Total Employees by Employee Category	按僱員類型劃分的僱員總數	
Administrative Staff	行政管理員工	950
Teachers	教師	3,805
Other staff	其他員工	928
Total Employees by Geographical Region	按地區劃分的僱員總數	
China	中國	5,675
US	美國	4
Japan	日本	2
UK	英國	1
Canada	加拿大	1

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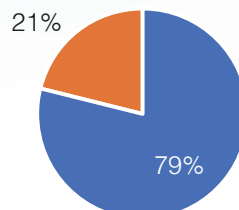
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Total Employees by Gender
按性別劃分的僱員總數



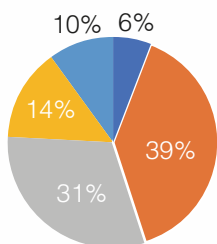
■ Male ■ Female
男性 女性

Total Employees by Employment Type
按僱傭類型劃分的僱員總數



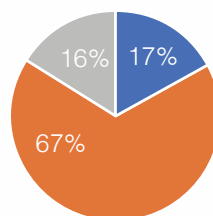
■ Full-time ■ Part-time
全職 兼職

Total Employee by Age Group
按年齡組別劃分的僱員總數



■ 18-25 ■ 26-35 ■ 36-45 ■ 46-55 ■ 56 or above
18-25歲 26-35歲 36-45歲 46-55歲 56歲或以上

Total Employees by Employee Category
按僱員類型劃分的僱員總數



■ Administrative Staff ■ Teachers ■ Other staff
行政管理員工 教師 其他員工

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Turnover Rate⁸

During the Reporting Period, 622 employees left the Group, all of them were from Mainland China, representing a total employee turnover rate of 11%. The turnover rates by employee category, age and gender are illustrated below:

流失率⁸

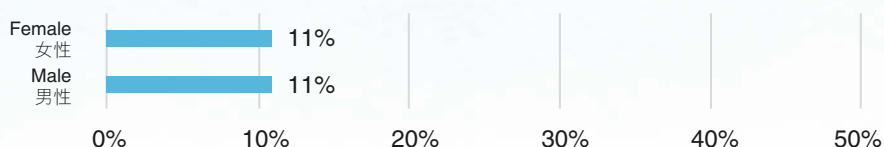
於報告期間，有622名僱員離開本集團，均來自中國大陸，僱員總流失率為11%。按僱員類型、年齡及性別劃分的流失率闡釋如下：

Total Employees and Employee Category	僱員總數與類別	2023
Total Turnover Staff	總離職人數	622
Total Turnover Staff by Gender	按性別劃分的離職總數	
Male	男性	256
Female	女性	366
Total Turnover Staff by Age Group	按年齡組別劃分的離職總數	
18-25	18-25歲	37
26-35	26-35歲	301
36-45	36-45歲	184
46-55	46-55歲	56
56 or above	56歲或以上	44
Total Turnover Staff by Employment Type	按僱傭類型劃分的離職總數	
Full-time	全職	622
Part-time	兼職	0
Total Turnover Staff by Employee Category	按僱員類型劃分的離職總數	
Administrative Staff	行政管理員工	101
Teachers	教師	195
Other staff	其他員工	326
Total Turnover Staff by Geographical Region	按地區劃分的離職總數	
China	中國	622
US	美國	0
Japan	日本	0
UK	英國	0
Canada	加拿大	0

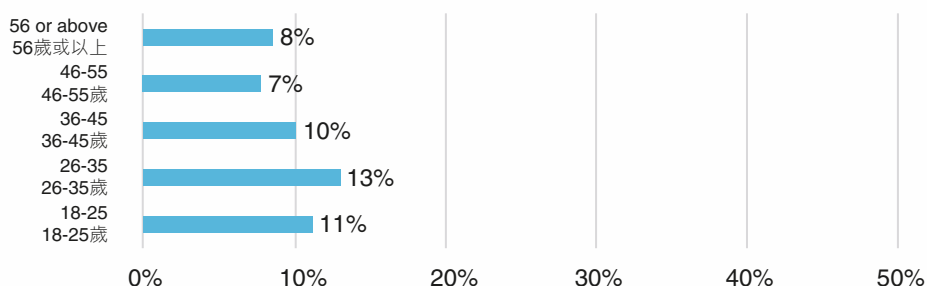
⁸ Total employee turnover rate = (total number of turnover staff during the year/total number of employees at the end of the year) x 100%; Turnover rate of each employee category = (total number of turnover staff during the year/total number of employees at the end of the year) x 100%.

⁸ 總僱員流失率 = (年內總離職僱員人數/年末總僱員人數) x 100%；各類別的僱員流失率 = (按類別年內總離職僱員人數/按類別的年末總僱員人數) x 100%。

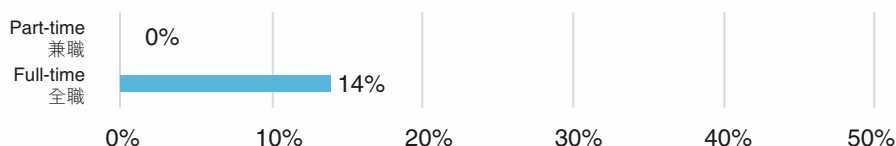
Turnover Rate by Gender 按性別劃分的僱員流失率



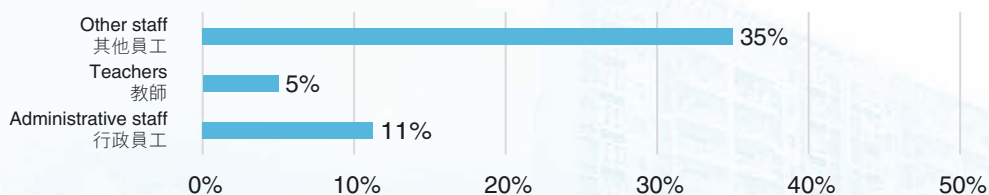
Turnover Rate by Age Group 按年齡組別劃分的僱員流失率



Turnover Rate by Employment Type 按僱傭類型劃分的僱員流失率



Turnover Rate by Employee Category 按僱員類型劃分的僱員流失率



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Employee Benefits and Welfare

The Group has established a competitive remuneration system for its employees according to the Labour Law of the PRC. Employees are entitled to basic salaries, statutory holidays, various types of paid leave, medical insurance, housing funds, and social insurance coverage. The benefits and welfare are clearly listed on the employment contract. Working hours and rest period are arranged in accordance with the national and local laws and the employees' job position, written clearly on the employment contract.

The Group has raised salary standards for schools in 2023. Each school in the Group provides free health check-ups for teachers and staff once every year, provides all of them with free lunches, and also carries out a series of activities to ensure their physical well-being and mental health, eliminate occupational hazards, and create greater sense of happiness and belonging for them. In addition to maintaining a safe and comfortable workplace, the Group is fully aware of the importance of work-life balance, and therefore actively organizes various activities in respect of physical and mental health and safety of teachers and students, including the 3rd Psychological Fun Sport Games and the 2nd Community Garden Party, the "Keeping Mental Wellbeing in Spring" themed psychological committee member training conference and the mental health service competence competition for college students, so as to attract students' attention to their own mental health and spiritual growth, and strengthen their abilities self-help and mutual assistance. The Group also regularly organizes a number of healthy events, including the 17th Track and Field Games, the 6th "Software College Cup" Basketball Game of the Sunshine Sports Series, and the 4th Rope Fighting Competition, providing teachers and students with various sports events for their physical and mental benefits to inspire young students' passion of loving their class, loving the Youth League, and loving the country, reinforce their attachment to home and motherland, and strengthen class building. These activities could also enrich college students' extracurricular life, improve their physical fitness, demonstrate their positive and enterprising spirit, and at the same time provide teachers and students with a variety of sports games to safeguard their physical and mental wellbeing.

僱員利益及福利

本集團根據《中華人民共和國勞動法》為其僱員設立具競爭力的薪酬制度。僱員享有基本薪金、法定假期、各種帶薪假期、醫療保險、住房基金及社會保險保障。有關利益及福利於僱傭合約清楚列明。僱傭合約亦清晰列明，須根據國家及地方法律以及僱員工作崗位安排工作時間及休息時間。

本集團於2023年上調了學校薪資的標準，集團各校每年為教職員提供一次免費體檢，為全體教職員提供免費午餐，同時開展了系列活動，保障教職員身心健康，避免職業性危害，增強教職員幸福感及歸屬感。除維持安全舒適的工作環境外，本集團深知工作與生活平衡的重要性，因此積極籌辦各類開展師生身心健康、安全等活動，包括第三屆心理趣味運動會暨第二屆社區遊園會、「春季心理健康」主題心委培訓大會、大學生心理健康服務能力比賽，引導了學生關注自身心理健康和心靈成長，增強了學生自助和互助的能力。本集團亦會定期舉辦多個健康會，包括第十七屆田徑運動會、陽光體育系列活動之第六屆「軟院盃」籃球賽、第四屆門繩大賽，為師生提供各種有益身心的運動項目，激發青年學生愛班、愛團、愛國熱情，厚植家國情懷，加強班級建設，豐富大學生課餘生活，提高大學生身體素質，展現學生們積極向上、砥礪奮進的精神風貌，同時為師生提供各種有益身心的運動項目。

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Recruitment and Promotion

The recruitment procedure is implemented according to the Labour Law of the PRC. All positions are filled based on objective criteria including professional qualifications, educational level, required skills and other miscellaneous factors, such as physical and mental conditions. Evaluation is conducted regularly, assessing the performance, the conduct, and professional ethics, and professional qualifications of employees.

The Group has established a mature mechanism for the promotion of employees. Every three to four years, the Group identifies potential leaders via a thorough internal competition process in which all employees participate. Vacancies will also be filled by new leaders who have performed outstandingly.

Dismissal

There are different types and categories of employment contract determination, such as resignation, dismissal, and termination under various situations. Any parties who want to terminate the contract shall follow the dismissal process outlined in the labour contract. The Group can dismiss an employee under certain circumstances, such as when the employee seriously violates the Group's rules and regulations. Employees can also terminate the labour contract on a voluntary basis, following a minimum notice period of 30 days.

招聘及晉升

本集團根據《中華人民共和國勞動法》進行招聘程序。所有崗位根據客觀標準招聘，包括專業資歷、教育程度、所需技能及其他各種因素（諸如身體及心理狀況）。本集團會定期進行評估，藉此評核僱員的表現、行為、職業操守及專業資歷。

本集團已建立一套成熟的僱員晉升機制。每三至四年，本集團透過所有僱員可參與的全面內部競爭程序物色潛在的領導。空缺職位亦將由表現出色的新領導填補。

解僱

僱傭合約終止包括不同類型及類別，如辭任、解僱及根據多種情況終止僱傭。任何一方如欲終止合約須遵循勞動合約載述的解僱程序。本集團可在若干情況下解僱員工，如僱員嚴重違反本集團規則及條例。僱員亦可在發出至少30日的通知後自願終止勞動合約。

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Equal Opportunity

The Group offers opportunities for employees to develop their careers and challenge their potential. Although the Group has not established any formal policy regarding anti-discrimination, equal opportunities are given to employees in respect of recruitment, training and development, job advancement, and compensation and benefits. Employees are not discriminated against or deprived of opportunities based on gender, ethnic background, religion, colour, sexual orientation, age, marital status, or family status. There was no material non-compliance with laws and regulations relating to equal opportunity, diversity and anti-discrimination during the Reporting Period.

Communication

The Group believes that effective communication is essential to everyone in the schools. During the Reporting Period, regular meetings and various activities are arranged to enhance communication among employees and students. The Group organizes events and performances to celebrate the Chinese New Year, International Women's Day, National Day and teacher's day. Singing contests, reading activities, and commendation ceremony are also carried out to strength the bond between employees and students.

平等機會

本集團為僱員提供職業發展機會，充分發揮他們的潛能。儘管本集團並無制定任何正式的反歧視政策，僱員在招聘、培訓與發展、升職以及賠償及福利方面均會給予平等機會。僱員概無因性別、種族背景、宗教信仰、膚色、性取向、年齡、婚姻狀況或家庭狀況而受到歧視或被剝奪機會。於報告期間，並無發現嚴重違反有關平等機會、多樣性及反歧視的法律法規的情況。

交流溝通

本集團相信，有效溝通對學校內所有人員均至關重要。於報告期間，定期舉行會議及組織各種活動，以增加僱員及學生之間的交流溝通。本集團組織了慶祝農曆新年、國際婦女節、國慶節及教師節的活動及演出。此外，亦舉辦了歌手大賽、閱讀活動及表彰大會等，以加強僱員與學生之間的聯繫。

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B2. Employee Health and Safety

The Group highly values the importance of providing a safe and accident-free environment for all employees and students. Each school strictly follows the listed rules, regulations, and various plans, including but not limited to:

- Regulations on the Management of Food Safety;
- Safety Letter for Canteen Suppliers;
- Regulations on the Management of Students Behaviour;
- Contingency Plan for Food Safety Accidents;
- Contingency Plan for Natural Disasters;
- Contingency Plan for Campus Emergent Events;
- Fire Safety Management System;
- Safety Education Management System; and
- Implementation Plan for Comprehensive Management of Electrical Fires.

Each campus regularly conducts various inspection work to eliminate potential safety risks, including water, electricity and gas safety inspection, road safety inspection, office and dormitory safety inspection. Fire drills in dormitory and teaching buildings are conducted at least once per year to familiarize all employees and students with the drill procedure. Free health check-up is provided to its employees.

B2. 僱員健康與安全

本集團高度注重為所有僱員及學生提供安全無意外的環境。各校嚴格遵守所列規則、法規及多項計劃，包括但不限於：

- 食品安全管理制度；
- 食堂供應商食品安全責任書；
- 學生行為管理規定；
- 食品安全事故應急處置預案；
- 自然災害事件預案；
- 校園突發事件預案；
- 消防安全管理制度；
- 安全教育管理制度；及
- 電氣火災綜合治理工作實施方案。

各校園定期開展多項檢查工作以消除安全隱患，包括水電及燃氣安全檢查、道路安全檢查、辦公室及宿舍安全檢查等。每年至少進行一次宿舍及教學樓消防演習，以令所有僱員及學生熟悉演習流程。本集團亦向其僱員提供免費健康體檢。

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There were no work-related fatality in the past three years, including the Reporting Period. The Group has recorded a total of five work-related injury cases and 13 lost days due to work-related injuries in the Reporting Period.

過往3年(包括報告期間)並無因工死亡事故。於報告期間，本集團共錄得5宗工傷個案，因工傷損失工作天數為13天。

Health and Safety	健康與安全	Unit	單位	2023	2022	2021
Work-related fatalities	因工亡故數目	Case	宗	0	0	0
Work-related fatality rates	因工亡故率	%	%	0	0	0
Lost days due to work-related injuries	因工傷而損失的工作天數	Day	天	13	139	131

During the Reporting Period, there was no material non-compliance with the applicable laws and regulations relating to occupational health and safety that had a material impact on the Group.

於報告期間，並無發現嚴重違反有關職業健康及安全且對本集團影響重大的相關法律法規的情況。

B3. Development and Training

The Group provides comprehensive career development and training to employees. Training needs are identified through two major mechanisms. Firstly, each department recommends outstanding candidates according to their performance review, the career development needs and other relevant criteria. Secondly, college determines the training needs and recommends relevant faculty and staff members to attend training sessions accordingly. Training categories are as follows:

1. In-school training: in July of each year, there is a school-based training for new faculty members who came to the school during the last year. This is jointly organized by personnel, educational affair units, and various tier-2 units.
2. Pre-job training: at the end of July each year, according to the unified arrangement of the education commissions, new teachers, counselors and teaching staff to be recruited will receive trainings.

B3. 發展與培訓

本集團為僱員提供全面的職業發展及培訓。培訓需要主要透過兩種機制確定。首先，各部門按員工的表現審查、職業發展需求及其他有關標準推薦表現出色人選。其次，院校確定培訓需要及推薦相關教職人員參加相應培訓課程。培訓類型如下：

1. 校內培訓：每年7月，針對學校近一年期間到校的新教職員所進行的校本培訓，以人事、教務及各二級單位共同舉辦。
2. 崗前培訓：每年7月底，依教委統一安排，培訓學校新進教師、輔導老師及擬聘教學人員。

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3. Online training: the school and the national college teacher Online training center jointly build an online training platform that is open to all school's faculty and staff.
4. Professional training: designed for the faculty and staff of the whole school, according to the needs of each department's own construction, relevant faculty and staff will be selected to participate in the training.

Training is provided to those needed, and the determinants of training needs are as follows:

1. The school recommends the best in each unit according to the training requirements.
2. According to the development needs of the department, tier-2 units recommend the faculty and staff of the department to participate in the latest relevant training.

Training can effectively improve the capabilities of employees in the following ways:

1. Before sending staff to training, determine who need to be trained, analyze their existing quality and the focus of learning, and clearly state the goal of participating in the training.
2. After the training is over, the trainees are required to exchange and learn what they have learned, seen, and heard with other personnel in the department.

3. 網路培訓：由學校及全國大學教師網路培訓中心共同建置網路培訓平台，並開放全校教職員此平台。
4. 業務培訓：針對全校教職員，依各部門本身建設需要，選派相關教職員參與培訓。

培訓將提供予有需要者，而任何人員是否需要培訓則視下列因素決定：

1. 學校根據培訓的要求，在各單位進行擇優推薦。
2. 各二級單位依本部發展的需要，推薦本部教職員參加最新的相關訓練。

培訓可以從以下幾個方面提升僱員的能力：

1. 在送往培訓前，明確培訓的對象，分析其現有的素質及需要學習的重點，明確其參與培訓的目標。
2. 在訓練結束後，請參培人員將自己的所學、所見、所聞與本部門其他人員進行交流學習。

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During the Reporting Period, the Group organised a variety of training programs, with an aim to improve the employees' skills and knowledge, with the number of employees who received training amounting to 12,191⁹. These training programs include but not limited to:

- Advanced training course for faculty and staff of Higher Vocational Colleges to enhance teaching capability
- Seminar on education major construction
- Trainings on teaching skill enhancement for new teachers
- Teacher training program & cultivation of teacher ethics and moral conducts during the summer holiday of 2023
- Online training course on statistical work for the education industry in 2023

B4. Labour Standards

The Group strictly observes relevant laws and regulations, including but not limited to:

- Labour Law of the PRC;
- Labour Contract Law of the PRC; and
- Provisions on the Prohibition of Using Child Labour.

在報告期間，本集團舉辦了多種類型的培訓項目，旨在提升僱員的技能和知識，參與培訓的僱員人數分別為12,191人次⁹。這些培訓項目包括但不限於：

- 高職院校教師教學能力提升高階培訓班
- 教育專業建設研討會
- 新教師教學技能提升培訓
- 2023年暑期教師研修暨師德師風學習
- 2023年教育事業統計線上訓練課程

B4. 勞工準則

本集團嚴格遵守相關法律法規，包括但不限於：

- 《中華人民共和國勞動法》;
- 《中華人民共和國勞動合同法》;及
- 《禁止使用童工規定》。

⁹ The number of trained employees, total percentage of trained employees to total employees and average training hours per employee by employee positions and/or functions and gender were not recorded during the Reporting Period as there was no appropriate measuring method for collecting relevant data of online training participants.

⁹ 因沒有合適的計量方法收集在線培訓參與者的相關數據，本報告期間未記錄按職級及／或職能劃分和性別劃分的受訓僱員人數、受訓僱員佔僱員總百分比和人均受訓時數。

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The Group has established policies to prevent child labour and forced labour. The Group requires all applicants to provide true and accurate personal information. The Human Resources Department stringently verify their information with documents, including identity card and academic certificates, during the recruitment process to guard against child labour. During employment, the conduct and professional ethics of faculty staff are evaluated. The Group prohibits forced labour. It has established the regulations on vacation, duty and overtime management, which states that employees working overtime will be compensated by overtime payment.

No child labour, nor forced labour was reported or identified during the Reporting Period. There are no major risks associated with incidents of child labour, forced or compulsory labour within the Group's business operation.

II. Operating Practices

B5. Supply Chain Management

The Group cooperated with nine major suppliers¹⁰ during the Reporting Period. All of the suppliers were from Mainland China, which provide services such as construction services for new projects and decoration projects. The Group implements strict supplier and contractor selection process to ensure that suppliers deliver high quality work while maintaining satisfactory environmental and social performance. The Group also upholds a close relationship with the suppliers and contractors to guarantee a stable supply chain. In short, the standards that suppliers must meet are as follows:

本集團制定政策防止童工及強制勞工。本集團要求所有應聘者提供真實準確的個人信息。在招聘過程中，人力資源部門根據身份證及畢業證書等文件嚴格核實有關信息，以杜絕誤用童工。於僱傭期間，亦會對教職員工的行為及職業操守加以評估。本集團禁止強迫勞工。本集團已制定休假、值班及加班管理條例，規定員工加班將獲得加班費報酬。

於報告期間，概無呈報或發現童工或強制勞工情況。本集團業務營運中不存在涉及童工、強迫或強制勞工事件的重大風險。

II. 營運常規

B5. 供應鏈管理

報告期間，本集團主要與9家關鍵供應商¹⁰合作，所有供應商均來自中國大陸，提供新建工程及裝修工程施工等服務。本集團實行嚴格的供應商及承包商篩選程序，確保供應商在提供高質量工作的同時維持令人滿意的環境與社會表現。本集團亦與供應商及承包商保持密切關係，以保障供應鏈穩定。簡要而言，供應商須達致的標準如下：

¹⁰ The disclosure on major suppliers only covers those with a contract amount of over RMB6 million. Further information will be provided if there is any change in the disclosure scope regarding the suppliers in this Report in the future.

¹⁰ 關鍵供應商的披露範圍只限於合約金額達到人民幣600萬以上，如將來報告中對供應商的披露範圍有所更改，會相應進行說明。

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1. The supplier has a clear quality policy and quality goal;
2. The supplier has documents to ensure that the quality policy is understood and implemented by all levels;
3. The supplier has ISO or related quality assurance system certification;
4. The supplier's quality objectives and quality plan are for continuous improvement;
5. The supplier has regular internal audits and have corresponding records;
6. The supplier has a complete inspection report on the products provided; and
7. The supplier has a complete supply system and after-sales service system.

The Group has established and implemented policies to monitor the procurement procedures. During the procurement process, the Group goes through an in-depth process to compare the price of at least three qualified supplies according to the anticipated expenditure. When preparing documents, the Group follows the guidance of the "Notice on Adjusting and Optimizing the Implementation Mechanism for the Government Procurement of Energy-saving Products and Environmental Labeling Products", "Notice on Issuing the List of Environmental Labelling Products for the Government Procurement", and "Notice on Issuing the List of Energy-saving Products for Government Procurement" for setting specific indicators and requirements for suppliers. Potential suppliers are required to provide relevant certifications or documents to prove that they meet the government's environmental protection requirements.

1. 供應商有明確的質量政策及質量目標；
2. 供應商已制定成文，確保各層級均瞭解及實施該等質量政策；
3. 供應商獲得ISO或相關質量保證體系認證；
4. 供應商的質量目標及質量計劃旨在不斷改進；
5. 供應商會定期進行內部審核並存置相應記錄；
6. 供應商對提供的商品擁有完整的檢驗報告；及
7. 供應商設有完整的供應系統和售後服務系統。

本集團已設立及實施採購流程監督政策。於採購過程中，本集團會根據預計開支對至少三種合格供應品價格進行深入比較。本集團在編製文件時，按照《關於調整優化節能產品、環境標誌產品政府採購執行機制的通知》、《關於印發環境標誌產品政府採購品目清單的通知》及《關於印發節能產品政府採購品目清單的通知》的指引，對供應商設置特定的指標及規定。潛在供應商須提供相關認證或文件，證明其符合政府的環保規定。

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Suppliers with remarkable product quality, internal organization management, cost-efficiency, and after-sales service will be selected for cooperation. The Group has a guarantee policy which requires suppliers to take measures on quality control. The Group also conducts audits regularly, examining the performance of suppliers.

In the process of procurement of major materials for construction projects, suppliers must list the types, quantities, specifications and details of materials. Changes of major materials shall not exceed 10% after a project is approved. Otherwise, the project shall be resubmitted and reassessed, with fully justified reasons for the discrepancy.

The Group stipulates the purchased products and services should cause minimal damage to the environment. Energy-efficient, reusable products and equipment are preferred when purchasing commonly used items for daily business operations.

B6. Product Responsibility

Product Labelling, Health and Safety, and Advertising

The Group continues to adopt effective marketing strategies to attract talents. The Group promotes its brand names via social media platforms including its web page, Weibo, QQ and WeChat. Detailed information on each school's program, facilities, teaching staff etc. can be easily accessed from the school websites. The Group strengthens the professional construction and talent team construction of our school, promotes the scientific spirit, and promotes the healthy development of scientific research and academic development of our school in accordance with the relevant guidelines.

本集團將選擇產品質量、內部組織管理、成本效益及售後服務卓越的供應商進行合作。本集團設有保障政策，要求供應商採取質量控制措施。本集團亦定期進行審核，對供應商的表現予以核查。

於採購施工項目主要物資時，供應商須列明物資類型、數量、規格及詳情。項目一經批准，主要物資變更不得超過10%，否則項目須重新提交評估，並充分說明物資變更的理由。

本集團規定，購買的產品及服務應為對環境損害最小者。購買日常業務營運所需的常用物品時，首選節能、可回收再用的產品及設備。

B6. 產品責任

產品標籤、健康與安全及廣告

本集團持續採用有效的市場營銷策略以吸引人才。本集團透過網頁、微博、QQ及微信等社交媒體平台對其品牌名稱進行宣傳。有關各學校課程、教學設施、教職人員等方面的詳細資料可參閱學校網站。根據有關指引，本集團加強其學校的專業建設及人才隊伍建設、弘揚科學精神並促進學校科學研究及學術發展方面的健康發展。

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For any marketing and promotional activities and materials, the Group ensures that applicable laws and regulations, such as the Advertisement Law of the PRC, are observed. Materials shall be reviewed and approved by the Provincial Education Department. No false or misleading content shall be included in the advertisement.

No non-compliance with relevant laws and regulations that have a significant impact on the Group regarding health and safety, advertising, and labelling relating to services provided had been identified during the Reporting Period.

Quality Assurance

As a higher education service provider, the Group strives to provide the best education service to nurture students. The overall graduation rate for the Group was 99.2% during the Reporting Period.

就任何市場營銷及推廣活動及材料而言，本集團確保遵守《中華人民共和國廣告法》等適用法律法規。相關材料須經省教育廳審批。任何廣告中不得包含錯誤或誤導的內容。

於報告期間，並無發現違反有關提供服務所涉及健康與安全、廣告及標籤方面且對本集團影響重大的相關法律法規的情況。

質量保證

作為高等教育服務提供者，本集團致力提供最佳教育服務以培養學生。於報告期間，本集團整體畢業率為99.2%。

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2023							
The total number of final year students	準畢業生總數	6,570	3,952	1,362	561	1,901	6,371
The total number of graduates obtaining the graduation certificate	獲得畢業證書的畢業生總數	6,515	3,911	1,362	558	1,881	6,316
Graduation rate (%)	畢業率(%)	99.2%	99.0%	100.0%	99.2%	99.0%	99.1%

The Group has obtained the “Corporate Credit Rating Certificate” issued by the ITRUST Corporate Credit Rating Centre. The Group has passed the GB/T 23794-2015 national standard for corporate credit evaluation indicators and obtained an AAA excellent credit rating, proving that the Group has excellent credit record, sound operating performances, strong profitability and broad development prospects. This rating indicates that the impact of uncertainty factors on the operations and development of the Group is minimal, and also plays a key role in business expansion and tender bidding.

Teaching Quality Assurance

The Group actively monitors the teaching quality of each school. Regulation on Identification and Handling of Teaching Accidents give comprehensive advice on the assurance of teaching quality. For any verified cases for disqualified teaching, the college collects any written testimonies and relevant information from the students and any other parties concerned and holds a joint meeting with the responsible faculty member. The preliminary assessment is then drafted and submitted to the Dean’s Office, which further discusses the case with the Academic Affairs Office to draw a conclusion.

During the Reporting Period, the Group has received a complaint regarding an education and training contract dispute and has handled it in accordance with the established procedures. We will listen

本集團已獲得由ITRUST企業信用評價中心頒授的「企業信用等級證書」，本集團已通過GB/T 23794-2015企業信用評估指標國家標準，並獲得AAA優秀信用等級，證明本集團具備優良的信用紀錄，經營狀況佳，獲利能力強，發展前景廣闊，不確定性因素對其經營與發展的影響極小，且對業務對外拓展競標起到了關鍵的作用。

教學質量保證

本集團積極監控各個學校的教學質量。《教學事故認定及處理條例》對教學質量保證給予全面的意見。不合格教學情況一經核實，學院自學生及任何其他有關人士收集任何書面證明及相關資料，並與負責教師舉行聯合會議。其後擬定初步評估，並提交院長辦公室。院長辦公室與教務處進一步討論有關情況以作出最終結論。

本集團於報告期間已接獲一宗有關教育培訓合同糾紛的投訴，並以按照既定的流程

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carefully to customer feedback and opinions to improve the quality of teaching in a timely and continuous manner.

Food Safety

Food safety is of the top priority for the Group. It strictly observes the Food Safety Law of the PRC and ensures safe and hygienic conditions and practices during food preparation, processing, cooking, thawing, packaging, storage, and serving. The Group has also established Regulations on the Management of Food Safety which gives guidance on the standard operations in canteens to ensure food safety.

Canteen staff receives appropriate training in food hygiene. Standard washing, cleaning, sanitizing methods and procedures are also established to maintain high standards of hygiene in the canteens. Compliance checks are conducted regularly to guarantee food safety in canteens.

Student's health

To improve students' health, the Group has established the Students Health Management System and Students Health Education and Promotion System to promote a healthy lifestyle among students. Health education and promotional activities, such as sports competitions and lectures on Tuberculosis and AIDS, are organized.

During the Reporting Period, same as the previous reporting period, the Group did not have any material non-compliance of the relevant laws and regulations regarding product or service safety and health. Since the business nature of the Group is providing educational service, there were no products sold or shipped subject to recalls for safety and health reasons.

進行處理。我們會專心聆聽客戶的反饋及意見，以及時並持續地提升教學質素。

食品安全

食品安全乃本集團最注重之事。本集團嚴格遵守《中華人民共和國食品安全法》，並確保食品在準備、加工、烹飪、解凍、包裝、儲存及提供時以符合安全衛生的條件進行操作。本集團亦設有《食品安全管理制度》，為餐飲場所的運作標準作出指引，以保證食品安全。

餐廳場所的僱員接受食品衛生方面的適當培訓。本集團亦建立標準的洗滌、清潔、消毒的方法及程序，以保持餐飲場所的高衛生標準。餐廳場所定期進行合規檢查以保證餐廳食品安全。

學生健康

為提高學生健康水平，本集團已制定《學生健康管理制度》及《學生健康教育宣傳制度》，在學生中推行健康的生活方式。本集團還組織體育比賽以及肺結核及愛滋病講座等健康教育及宣傳活動。

於報告期間，本集團不存在產品或服務安全衛生相關法律法規的重大違規情況，與上一報告期間一致。由於本集團的業務性質為提供教育服務，故並無售出或運送的产品因安全及健康原因而被召回。

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Data Protection

The Group ensures strict compliance with the statutory laws and regulations such as the Network Security Law of the PRC and Regulations of the PRC on Protecting the Safety of Computer Information Systems to meet a high standard of personal data privacy protection.

The Group has established a Network Security Management Method which provides guidelines on the information technology management within all campuses, to guarantee safe and effective use of network for the purpose of office work, teaching and other education-related activities. The Group has also issued the Management Method of Campus Network User to advise on the proper behaviours of network users. All users need to register with their names when accessing the Internet. All office accounts are managed by the departments for central management. Regular sessions on Network Safety Education have been provided to students. The Group has met the requirements for the information security system ISO/IEC 27001:2013 certification, and strengthened regulated internal management, so as to ensure that the Group maintains systematic and regulated information security management, which plays an important role in business expansion and tender bidding.

數據保護

本集團確保嚴格遵守《中華人民共和國網絡安全法》及《中華人民共和國計算機信息系統安全保護條例》等法律法規，以符合高標準的個人資料私隱保障。

本集團已制定《網絡安全管理辦法》，為校園內信息技術管理提供指引，以保證辦公、教學及其他教育相關活動的網絡使用安全高效。本集團亦已頒佈《校園網用戶管理辦法》，為網絡用戶良好行為提供意見。所有用戶須實名註冊上網。所有辦公帳號由各部門集中管理。本集團定期為學生提供網絡安全教育課程。本集團已符合信息安全體系-ISO/IEC 27001:2013認證，加強對內部管理的規範性，確保本集團達到有系統及制度化的資訊安全管理方式，對業務對外拓展競標起到了較為重要的作用。

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Various schemes have been implemented for the use and management of hardware and software, network, server, security, and server rooms to ensure the stability of network. The Group encourages genuine software and has installed anti-virus software to protect computer systems against viruses, spyware, malware, and other associated risks. Cyber security is regularly examined. If there are any problems identified, the contingency plan will be initiated, and technical measures will be implemented to eliminate risks. Investigation and evaluation of the incident will be conducted, and relevant notice will be disseminated to the public. Below are listed policies related to the protection of data:

1. Our school has established a main data center based on relational databases, and have unified the data in the existing systems to the data center through the hyper-converged system. Then, appropriate personnel will authorize the corresponding data to be used by different systems as needed. The process of centralized protection of data entails:

- The sharing method after data concentration should minimize the direct exposure of database views and other possible methods, as well as adopt microservices or application programming interfaces (“**APIs**”) and other modes to provide data externally.
- The operation logic aspect of the business can make security judgments, such as having the permission and data verification by calling the API, the ability to track calls, which ultimately yields a higher real-time performance.

為確保網絡穩定性，針對各硬件軟件、網絡、伺服器、安全及伺服器機房的使用與管理已實行多項計劃。本集團鼓勵使用正版軟件，並安裝殺毒軟件以保護電腦系統不受病毒、間諜軟件、惡意軟件侵害及存在其他相關風險。本集團會定期檢查網絡安全。如發現任何問題，本集團將啟動應急計劃，並將執行技術措施以消除風險，同時就有關事件展開調查及評估，以及向公眾發佈相關通告。下文乃就數據保護列示的政策：

1. 本集團學校已依據關係數據庫建立主數據中心，並透過超融合系統將當前系統的數據合併至該數據中心，隨後適當人員會在需要時授權各系統使用相應數據。對數據進行集中保護的程序包括：

- 數據集中後共享法應能盡量減少直接暴露數據庫視圖及其他可能使用的方法，並採取微服務或者應用程式開發介面(「**API**」)等模式對外提供數據。
- 業務運作邏輯方面可就安全性作出判斷，如透過呼叫API（呼叫追蹤能力）獲得許可及數據驗證，從而最終取得較好的實時表現。

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- Paying attention to the ownership of data. To ensure data security, the data generated by teachers and students in the university's business system must pass through the schools approval process if a third party outside the school desires to acquire or use the data.
 - School data is stored according to classification, for example, a student's status data will be stored for a long time, and their information system's account number and other data related to book borrowing will be deleted by the professionals of the information center. This abides by the school's related system procedures and occurs when the student leaves the school.
2. The school information center will regularly publicize relevant cyber security laws to various departments, which will alert the attention of leaders of various departments. At the same time, each business department tries not to collect unnecessary personal data when developing the docking system. The following strategies are mainly adopted to ensure user data security.
 3. When providing data to all units in the school, in addition to the relevant procedures, the system is also required to be evaluated. Only when the evaluation is considered a pass and the system protection is determined to reach a certain level, the limited data is allowed to be used.
- 關注數據的所有權。為確保數據安全，對於高校業務系統中師生所產生的數據，如有校外第三方欲取得或使用有關數據，必須經過學校批准流程方可。
 - 學校數據按類別儲存，舉例而言，學生學籍數據會長期儲存，而其信息系統的賬號及有關圖書借閱的其他數據將由信息中心專業人員按照學校相關制度流程在學生離校時予以刪除。
2. 學校信息中心將定期向各部門宣傳有關的網絡安全法，藉此提醒各部門領導注意。同時，各業務部門在開發對接系統時盡量不收集非必要的個人數據。以下為所採取以確保用戶數據安全的主要策略。
 3. 向學校所有單位提供數據時，除遵守相關程序外，還需作出系統評估。只有評估通過且系統保護確定達致一定水平，受限數據方獲准使用。

During the Reporting Period, there were no non-compliance of the relevant laws and regulations in relation to the Group's data privacy that had a significant impact on the Group.

於報告期間，並無發現違反有關本集團數據私隱方面且對本集團影響重大的相關法律法規的情況。

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Intellectual Property

As a think tank, the Group protects its intellectual property (“IP”) rights and strictly prohibits the third-party to use, sell or duplicate any IP materials illegally. The Group hold academic integrity in high regard and forbids any form of plagiarism by faculty, staff and students.

The Group has the following policies and practices for the protection of IP rights:

- Academic Code of Conduct;
- Provisions on Investigation and Punishment of Academic Misconduct; and
- Notice on Consolidation of Academic Integrity and Prevention of Academic Misconduct.

Without the consent of the patentee, no individual or unit shall use the work, design or information. If there is any infringement found, one can report to the patent administration or the people’s court for investigation to protect their legitimate rights and interests.

知識產權

作為一家學術機構，本集團致力保護其知識產權，並嚴禁第三方非法使用、出售或複製任何知識產權材料。本集團高度重視學術誠信，並禁止教師、職工及學生以任何方式進行抄襲。

本集團遵守以下政策及常規以保護知識產權：

- 學術規範；
- 關於查處學術不端行為的規定；及
- 關於進一步加強學術規範和防止學術不端行為的通知。

未經專利權所有人同意，任何個人或單位不得使用有關作品、設計或資料。如發現侵權行為，人們可以向專利管理部門或人民法院報告要求調查，以保護其合法權利及權益。

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The following table highlights the number of patents approved and existing patents of each school during the Reporting Period:

下表簡列於報告期間各院校獲批的專利數目及現有的專利數目：

		CQ-CHST	CQ-PASS	CQ-VCAT	IM-FZVC	CQ-EIC	YN-DCYU
		重慶人文 科技學院	重慶派斯 學院	重慶應用 技術職業 學院	內蒙 古豐州 職業學院	重慶電信 職業學院	雲南大學 滇池學院
2023	2023						
The number of patents approved	獲批的專利數目	33	5	4	0	0	4
The number of existing patents ¹¹	現有的專利數目 ¹¹	65	13	6	0	3	15

The Group has obtained the “High-tech Enterprise Certificate” issued by the Beijing Municipal Science and Technology Commission, Beijing Municipal Bureau of Finance, and Beijing Taxation Bureau of the State Administration of Taxation, proving that the Group continues to conduct research, development and commercialisation of technological achievements in the key high-tech fields supported by the country. The possession of core independent intellectual property rights will help the Group to enhance its corporate image, enjoy preferential tax reduction and exemption policies, and win bonus points in biddings.

本集團已獲得由北京市科學技術委員會、北京市財政局、國家稅務總局北京稅務局頒發的「高新技術企業證書」，證明本集團在國家重點支持的高新技術領域內，持續進行研究發展與技術成果轉化，擁有核心自主知識產權，有助於提升本集團的企業形象、享有稅收減免優惠政策、及招投標加分項。

B7. Anti-corruption

The Group strictly follows the Anti-Unfair Competition Law of the PRC, Criminal Law of the PRC, and other laws, regulations and regulatory documents related to commercial bribery.

The Group has formulated the Management of Material Procurement and Project Management of Logistics Service Centre, which regulate the discipline and professional conduct of employees to prevent any bribery, extortion, fraud, money laundering and gambling.

B7. 反貪污

本集團嚴格遵守《中華人民共和國反不正當競爭法》、《中華人民共和國刑法》及其他與商業賄賂有關的法律法規及監管文件。

本集團已制定《物資採購管理辦法》及《後勤服務中心項目管理辦法》規範僱員紀律及專業操守，禁止任何賄賂、勒索、欺詐、洗錢及賭博行為。

¹¹ Being the number of existing patents possessed by each of such schools, which has taken into account the number of patents approved during 2023.

¹¹ 為各院校現有的專利的數目，包括2023年內獲批的專利的數目。

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The Group has a comprehensive whistleblowing system. Employees are encouraged to report any suspected cases of misconduct. Channels include oral means such as telephone calls, and written modes such as reports, fax, and email. Investigations will be conducted and recorded by personnel and supervisors. The reported cases will be handled confidentially to protect the whistle-blowers from harassment and reprisals.

Teaching staff are not allowed to arrange external private training and collect tuition fees or accept any property from students, parents, and other parties. The tender procedures set out shall be strictly followed. Any abuse of authority or unfair assessment of students' work will lead to a serious violation of the Group's regulations, which may result in a written warning or disciplinary measures, including dismissal.

During the Reporting Period, the Group has organised twelve anti-corruption trainings for the Board and teaching staff, including but not limited to:

- Themed educational and study activities on improving Party conduct and building integrity
- Building "anti-corruption school" for full and rigorous Party self-governance and warning education conference on improving Party conduct and enforcing Party discipline in 2023
- Party branch secretaries' work performance review and assessment of primary-level Party building and working conference on duty performance and integrity review of heads of tier-2 units for 2023

During the Reporting Period, the Group has conducted training sessions, and anti-corruption education videos were shared with all the participants in this training session. In addition, online training which includes teachers' ethics and the knowledge of rule of law was organised for all teaching staff.

本集團設立完善舉報系統，鼓勵僱員報告任何可疑不當行為事件。舉報渠道包括電話等口頭方式以及報告、傳真及電郵等書面形式。將有人員及督察員進行調查及記錄。所報案件將保密處理以保護舉報人不受騷擾及報復。

教師不得組織校外私人培訓並收取學費，亦不得收受來自學生、家長及其他人士的任何財物。所載招標程序須嚴格遵守。濫用職權或對學生的學業作出不公正評估，將導致嚴重違反本集團規定，從而或會招致書面警告或免職等紀律處分。

於報告期間，本集團為董事會及教職人員組織12場反貪污培訓，包括但不限於：

- 黨風廉政建設主題教育研習活動
- 2023年全面從嚴治黨「清廉學校」建設暨正風肅紀警示大會
- 2023年度黨總支書記抓基層黨建工作述職評議考核與二級單位黨政「一把手」述責述廉評議工作會議

本集團於報告期間舉行培訓講座，並與培訓講座的所有參與者分享了反貪污教育視頻。此外，亦為所有教職人員舉辦了線上培訓，包括教師道德規範及法例規則知識。

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The Group has not aided, abetted, assisted or colluded with an individual who has committed, or conspired to commit any unlawful activities. No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to corruption, bribery, extortion, fraud and money laundering had been identified during the Reporting Period. No legal case regarding corrupt practices was brought against the Group or the Group's employees during the Reporting Period.

B8. Community Investment

The Group strives to fulfill its corporate social responsibility to the community and participates in many public welfare activities, and has formulated relevant policies on public welfare activities, including Notice on Organizing and Carrying out the 2023 Summer Cultural, Science and Technology, and Healthcare “Going to the Countryside” Social Practice Activities for College Students of CQ-CHST (《關於組織開展重慶人文科技學院2023年大學生暑期文化科技衛生「三下乡」社會實踐活動的通知》), Notice on the Launch of the “Returning Hometown” Social Practice and “Setting Sail Plan” Internship for College Students of YN-DCYU in 2023 (《關於開展2023年雲南大學滇池學院大學生「返家鄉」社會實踐和大學生實習「揚帆計劃」工作的通知》), Notice of the Communist Youth League YN-DCYU Committee (Project Office) on the Selection and Recruitment of Volunteers for the Western Region Project in 2023 (《共青團雲南大學滇池學院委員會(專案辦)關於2023年西部計劃志願者選拔招募的通知》) and Implementation Plan for Social Practice Education and Volunteer Service of Grassroot Youth League Organizations of YN-DCYU (《雲南大學滇池學院基層團組織社會實踐教育與志願服務工作實施方案》).

本集團並無援助、教唆、協助或勾結個人以從事或串謀從事任何非法活動。於報告期間，並無發現違反有關貪污、賄賂、勒索、欺詐及洗錢且對本集團影響重大的相關法律法規的情況。於報告期間，概無本集團或本集團僱員因貪污行為而捲入法律案件。

B8. 社區投資

本集團努力踐行對社區的企業社會責任及參與多項公益事業，並已制定公益活動相關政策，包括《關於組織開展重慶人文科技學院2023年大學生暑期文化科技衛生「三下乡」社會實踐活動的通知》、《關於開展2023年雲南大學滇池學院大學生「返家鄉」社會實踐和大學生實習「揚帆計劃」工作的通知》、《共青團雲南大學滇池學院委員會(專案辦)關於2023年西部計劃志願者選拔招募的通知》及《雲南大學滇池學院基層團組織社會實踐教育與志願服務工作實施方案》。

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Community Support

During the Reporting Period, each school has organized over 100 “Going to the Countryside” summer volunteer service activities with over 1,600 teacher and student participants in Chongqing, Guizhou, Xinjiang, Tibet, Inner Mongolia, Yunnan and other places. Based on the different strengths of teachers and students, they served the public by engaging at a grassroots level to carry out activities such as agriculture and education assistances, legal publicity, charity free clinics, cultural exchanges on ethnic solidarity, caring for left-behind children and empty-nest elderly, learning and inheriting intangible cultural heritage, etc. By serving the society, teachers and students can better understand the society and China’s realities, continuously strengthen the awareness and readiness to serve the people, foster the sense of responsibility to serve the people consciously, further understand the historical mission shouldered by contemporary young people, and firmly establish the sense of responsibility and mission as masters of the country.

Based on their strengths, students were arranged to serve the community by engaging at a grassroots level, for example:

1. From 13 to 26 July 2023, CQ-CHST held the “Visiting Hundreds of Villages at the Frontier to Search for Ethnic Culture” activity in Ili Kazakh Autonomous Prefecture, which was a social practice activity focusing on ethnic solidarity, cultural exchanges, and economic and social observation.

社區支持

於報告期間，各校先後開展暑期「三下乡」志願服務活動100多次，共計1,600餘名師生參與，在重慶、貴州、新疆、西藏、內蒙古、雲南等地開展志願服務活動，根據師生不同優勢，深入基層，服務大眾。主要開展了助農支教、法制宣傳、愛心義診、民族團結文化交流、關愛留守兒童、關愛空巢老人、學習及傳承非遺文化等活動。通過服務社會，讓師生更好的瞭解社會，正確認識國情，不斷增強服務人民群眾的意識和觀念，培育自覺為人民服務的責任意識，進一步明確當代年輕人所肩負的歷史使命，牢固樹立國家主人翁的責任感和使命感。

根據學生自身優勢，學院安排學生透過底層參與服務社會，例如：

1. 2023年7月13日至26日，重慶人文科技學院於伊犁哈薩克自治州舉行了「行疆域百村，尋民族文化」活動，是以民族團結、文化交流、經濟社會觀察等方面為主的社會實踐活動。

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2. From 17 to 24 July 2023, CQ-CHST held the “Growing up with “Arts”, building dreams of aesthetics enlightenment in rural areas” going to the countryside practice group activities in Qingnian Town of Wansheng Economic and Technological Development Zone. The activities mainly featured teaching art courses, drawing wall mural paintings, and visiting veteran Party members.
2. 2023年7月17日至24日，重慶人文科技學院於萬盛經開區青年鎮舉行了「藝」起成長，築夢鄉村美學啟蒙三下鄉實踐團的活動，活動主要是教授藝術類的課程以及繪畫牆繪，走訪老黨員為主。
3. From 1 to 6 July 2023, the “Integrated development of agriculture, culture and tourism, youth facilitating rural vitalization” promotion group of CQ-PASS launched anti-scam and anti-drug publicity campaign at Mudan Avenue, Taiping Town, Dianjiang County, Chongqing.
3. 2023年7月1日至6日，重慶派斯學院於重慶市墊江縣太平鎮牡丹大道舉行了「農文旅融合發展青年助力鄉村振興」促進團，並針對反詐和禁毒作出宣傳。
4. From 4 to 10 July 2023, the “Youth League” (青春滇院人) practice group of the Communist Youth League YN-DCYU Committee went to Jilin City of Jilin Province and Xishuangbanna Autonomous Prefecture of Yunnan Province and visited 12 natural villages located at Mengzhe Town, Menghun Town and Menghai Town. They conducted field surveys on building a beautiful countryside and promoting ethnic solidarity in border villages, learned from the rural vitalization achievements of Menghai County, and investigated the current situation of “youth returning hometown to start up businesses” in Menghai County. At the same time, they went to Jilin City of Jilin Province and co-organized practice teams with the “Observing achievements, feeling gratitude to the Party, following the Party and its guidance (觀成就、感黨恩、聽黨話、跟黨走)” China’s realities observation practice group of Jilin Electronic Information Vocational and Technical College (吉林電子資訊職業技術學院) to jointly launch special social practice activity of “Following the footsteps of the President to see Jilin”. Through observing the achievements made in the process of building Jilin into a province with strength in ecology conservation and exploring the footprints of the revolutionary Anti-Japanese Alliance, they made comparative study on the current status of the development and utilization of red cultural resources in Yunnan and Jilin provinces.
4. 2023年7月4日至10日，雲南大學滇池學院校團委「青春滇院人」實踐團遠赴吉林省吉林市和雲南省西雙版納自治州，走訪勐遮鎮、勐混鎮、勐海鎮的12個自然村落，考察美麗鄉村建設和抵邊村寨民族團結建設情況，學習勐海縣鄉村振興建設成效，調研勐海縣「青年返鄉創業」現狀。同時，赴吉林省吉林市與吉林電子資訊職業技術學院「觀成就、感黨恩、聽黨話、跟黨走」國情觀察實踐團共建實踐團隊，共同開展「跟著總書記腳步看吉林」專項社會實踐活動，觀察吉林生態強省建設成果，追尋抗聯紅色足跡，對比調研雲吉兩地紅色文化資源開發和利用現狀。

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5. From 10 to 14 July 2023, the “Pursuing Dreams by Building and Construction” practice group of YN-DCYU went to Cangling Town of Chuxiong City, and visited three ethnic minority villages, including Japila Village, Yongshan Village, and Yongmao Village, to learn from Cangling Town’s experiences in building villages with featured characteristics, and to conduct research and discussions with relevant departments, visited households to investigate the effects of urban-rural integration, harmonious co-existence of mankind and nature, adapting measures to local conditions, and taking incremental steps to sustain progress on rural construction and development. Leveraging on their professional knowledge, the practice group offered suggestions for local planning and construction work.

Learning Support

In order to demonstrate corporate social responsibility, each school has established its own scholarships and grants to assist students with any financial burden and/or to reward students with outstanding academic achievement.

5. 2023年7月10日至14日，雲南大學滇池學院的「建工築夢」實踐團來到楚雄市蒼嶺鎮，走訪夾皮拉村、永善村和永茂村等3個少數民族村落，學習蒼嶺鎮建設特色鄉村的經驗，與相關部門開展調研座談，走訪入戶，調研城鄉融合、人與自然和諧共生、因地制宜、循序漸進過程中對鄉村建設發展的成效，實踐團利用專業知識，為當地規劃建設工作獻計獻策。

學習支持

為彰顯企業社會責任，各學校自設獎學金及助學金，以幫助有任何財務負擔的學生及／或獎勵學習成績優異的學生。

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The Group endeavors to fulfill corporate social responsibility and plays an active role in philanthropic activities. Our colleges have established scholarships and bursaries to extend care and assistance to students with good academic standing but suffering from financial hardship. In order to actively fulfill social responsibilities and contribute to the development of national education, during the Reporting Period, the Group donated RMB3,000,000 to the Shanghai Open University Education Development Foundation (上海開放大學教育發展基金會). In addition, CQ-PASS donated RMB8,300,000 to the Chongqing Education Development Foundation for supporting Henghe Tujia Township in Wanzhou District and the “National Fertility Talent Funding Project”. CQ-CHST donated RMB300,000, RMB130,000 and RMB3,000 respectively to the Chongqing Education Development Foundation, Straw Assistance Centre (稻草援助中心) of Caojie Street and Chongqing Science and Technology Vocational College (重慶科創職業學院) as poverty alleviation funds, donations for the development of education and health undertakings and Education Development Fund. CQ-VCAT also donated RMB200,000 to the Chongqing Education Development Foundation to support the assistance funds of Henghe in Wanzhou District. YN-DCYU donated RMB63,370.5 to the Community Financial Agency Service Centre of Qianwei Sub-district Office in Xishan District of Kunming City as the fund to provide assistance during the 2023 Spring Festival. At the same time, YN-DCYU also donated classroom equipment to Lvchun Senior High School (綠春高級中學) and IM-FZVC presented a plaque to Hohhot Minzu College as its 70th anniversary gift.

本集團致力踐行企業社會責任並積極投身慈善活動。學院特設獎學金及助學金，向學業優秀但經濟困難的學生提供關懷和幫助，積極履行社會責任為國家教育發展做出貢獻，於報告期間，本集團向上海開放大學教育發展基金會捐款人民幣3,000,000元。另外，重慶派斯學院向重慶市教育發展基金會捐款人民幣8,300,000元，用以萬州區恒合土家族鄉幫扶捐贈資金及「民生育才資助項目」。重慶人文科技學院向重慶市教育發展基金會、草街街道稻草援助中心及重慶科創職業學院分別捐款人民幣300,000元、人民幣130,000及人民幣3,000元，以作扶貧基金、捐贈教育衛生事業發展款項及作教育發展基金。重慶應用技術職業學院亦向重慶市教育發展基金會捐款人民幣200,000元，用以支持萬州恒合幫扶資金。雲南大學滇池學院向昆明市西山區人民政府前衛街道辦事處社區財務委託代理服務中心捐款人民幣63,370.5元，以作2023年春節慰問款。同時，雲南大學滇池學院亦向綠春高級中學捐贈教室器材及內蒙古豐州職業學院向呼和浩特民族學院贈送70周年校慶賀禮牌匾。



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