

# 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



Environmental, Social and  
Governance Report

2022 環境、社會  
及管治報告



## CONTENTS 目錄

3	Scope and Reporting Period 範圍及報告期間	13	A1.2 GHG Emissions 溫室氣體排放
4	Reporting principles 報告原則	15	A1.3 Hazardous Waste 有害廢棄物
5	The Group's Commitment on ESG 本集團就環境、社會及管治作出的承諾	15	A1.4 Non-hazardous Waste 無害廢棄物
6	The Board Statement 董事會聲明	15	A1.5 Measures to Mitigate Emissions 減排措施
7	Awards and Recognition 獎項及表彰	17	A1.6 Wastes Handling and Reduction Initiatives 廢物處理及減量措施
8	Stakeholder Engagement and Materiality 權益人參與及重要性	19	A2. Use of Resources 資源使用
10	Stakeholders' Feedback 權益人的反饋	20	A2.1 Energy Consumption 能源消耗
11	A. Environmental 環境	20	A2.2 Water Consumption 水資源消耗
11	A1. Emissions 排放物		
12	A1.1 Air Emissions 廢氣排放		



## CONTENTS (Continued)

### 目錄(續)

21	A2.3 Energy Use Efficiency Initiatives 能源使用效益措施
23	A2.4 Water Use Efficiency Initiatives 用水效益措施
24	A2.5 Packaging Materials 包裝材料
24	A3. The Environment and Natural Resources 環境及天然資源
25	A3.1 Significant Impacts of Activities on the Environment and Natural Resources 業務活動對環境及天然資源的重大影響
25	A4. Climate Change 氣候變化
27	B. Social 社會
27	I. Employment and Labour Practices 僱傭和勞工常規
27	B1. Employment 僱傭
33	B2. Employee Health and Safety 僱員健康與安全
35	B3. Development and Training 發展與培訓
37	B4. Labour Standards 勞工準則
38	II. Operating Practices 營運常規
38	B5. Supply Chain Management 供應鏈管理
40	B6. Product Responsibility 產品責任
47	B7. Anti-corruption 反貪污
49	B8. Community Investment 社區投資

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

### SCOPE AND REPORTING PERIOD

This is the Environmental, Social and Governance (the “**ESG**”) Report issued by Minsheng Education Group Company Limited (the “**Company**”, together with its subsidiaries, the “**Group**”), highlighting its ESG performance, with disclosure reference made to the ESG Reporting Guide as described in Appendix 27 to the Listing Rules and Guidance set out by The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”).

The Group is a leading “Internet +” vocational education group in the People’s Republic of China (the “**PRC**”). This ESG report covers 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 from 1 January 2022 to 31 December 2022 (the “**Reporting Period**”), 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 (hereafter “**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

這是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**」)發出的環境、社會及管治(「**環境、社會及管治**」)報告，著重匯報其於環境、社會及管治方面之表現，而當中之披露事項乃經參考香港聯合交易所有限公司上市規則及指引(「**上市規則**」)附錄二十七所規定環境、社會及管治報告指引後作出。

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、社會及管治報告涵蓋本集團在2022年1月1日至2022年12月31日期間(「**報告期間**」)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**」)。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

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 Group acknowledges that it has overall responsibility for the Group’s ESG strategy, reporting, evaluating and for determining the Group’s ESG-related risks. The Group has complied with all the “comply or explain” provisions set out in the ESG Reporting Guide during the Reporting Period.

### REPORTING PRINCIPLES

The preparation of this ESG 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。

本集團董事(「**董事**」)會(「**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，本集團已遵守環境、社會及管治報告指引載列的所有「不遵守就解釋」條文。

### 報告原則

本環境、社會及管治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。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

### 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。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

### 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 (“**IFC**”) and make recommendations to rectify potential risks. 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。於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推薦建議糾正潛在風險。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。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

### AWARDS AND RECOGNITION

The Group has obtained the following awards and recognition:

- In recent years, the employment rate of the schools in the Group has been averaging above 90%, and YN-DCYU has been awarded the title of “National University with Typical Experience in Graduate Employment”, “National Model University for Deepening Innovation and Entrepreneurship Education Reform” and “National University with Typical Experience in Innovation and Entrepreneurship” by the Ministry of Education;
- The teachers of YN-DCYU won the first prize of “2022 National University Business Elite Challenge Circulation Industry Management Simulation Competition National Finals” and several national awards such as excellent instructors; students won the gold and silver award of “2022 H.C. Andersen International Art Awards”, bronze award of “British Ecological Design Award”, “National Excellent Communist Youth League Member” and many other international and national awards.
- CQ-CHST claimed the title of “National Red Cross Model Unit”; its teachers won many honors such as “National Advanced Individuals in Ecological Civilization Education”, and the first prize of the professional group of “Beautiful China National Ecological Culture Boutique Engineering Design Achievement Exhibition”.
- The teachers of CQ-PASS won the first prize of the “Ninth National Securities Investment Simulation Training Competition in 2022” and many awards such as excellent instructors and “excellent counselors” in private colleges and universities across the country.
- The teachers and students of CQ-VCAT won many honors, including the referee of the “National Professional Skills Competition of National Preschool Education Professional Skills Competition”, the first prize of the “National College Students Innovation Ability Competition”, and the first prize of the “National College Students Rural Revitalization Science Competition”.

### 獎項及表彰

本集團已取得的獎項及表彰如下：

- 近年來，本集團學校的平均就業率超過90%，雲南大學滇池學院更獲國家教育部授予「全國畢業生就業典型經驗高校」、「全國深化創新創業教育改革示範高校」及「全國創新創業典型經驗高校」等稱號；
- 雲南大學滇池學院教師榮獲「2022年全國高校商業精英挑戰賽流通業經營模擬競賽全國總決賽」一等獎及優秀指導教師等多個國家級獎項；學生榮獲「2022安徒生國際藝術獎」金獎及銀獎、「英國生態設計獎」銅獎、「全國優秀共青團員」等多個國際級、國家級獎項。
- 重慶人文科技學院榮獲「全國紅十字模範單位」稱號；教師榮獲「全國生態文明教育先進個人」、「美麗中國全國生態文化精品工程設計成果展」專業組一等獎等多項榮譽。
- 重慶派斯學院教師榮獲「2022年第九屆證券投資模擬實訓大賽全國賽」一等獎及優秀指導老師、全國民辦高校「優秀輔導員」等多個獎項。
- 重慶應用技術職業學院師生榮獲「全國學前教育專業技能大賽」專業技能國賽裁判、「全國大學生創新能力大賽」一等獎、「全國大學生鄉村振興科普競賽」一等獎等多項榮譽。



# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

- The teachers of CQ-EIC won the first prize of the “National Basic Teaching Skills Competition for Young Teachers” micro-class award, and the thesis of its teacher, “Analysis of the Compulsory Courses of Legal Basics in Higher Vocational Colleges”, was awarded as an excellent paper by the “Chinese Teacher” magazine and won the first prize.
- 重慶電信職業學院教師榮獲「全國青年教師教學基本功大賽」微課一等獎、其教師的論文《高職院校開設法律基礎必修課探析》被《中國教師》雜誌授予優秀論文並榮獲一等獎。

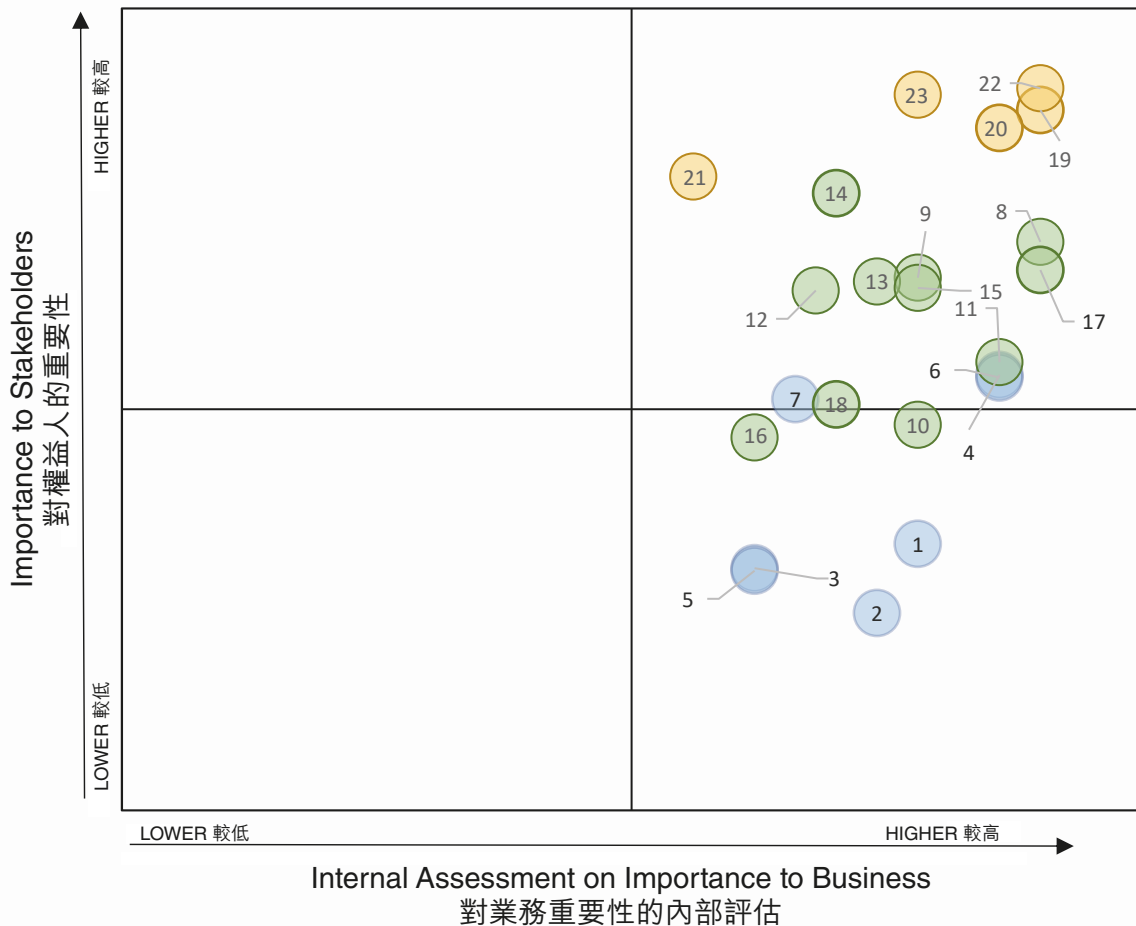
### STAKEHOLDER ENGAGEMENT AND MATERIALITY

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



# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

Environmental 環境	Social 社會	Others 其他
1 Energy 能源	8 Employment 僱傭	19 Staff and Student Safety 員工及學生安全
2 Water 水	9 Occupational Health and Safety 職業健康及安全	20 Campus Facilities 校園設施
3 Air Emission 廢氣排放	10 Development and Training 發展與培訓	21 Smart Campus 智能校園
4 Waste and Effluent 廢物及廢水	11 Labour Standards 勞工準則	22 Food Safety 食品安全
5 Other Raw Materials Consumption 其他原材料耗用	12 Supply Chain Management 供應鏈管理	23 Student Nurturing 學生培養
6 Environmental Protection Measures 環保措施	13 Intellectual Property 知識產權	
7 Climate Change 氣候變化	14 Data Protection 數據保護	
	15 Customer Service 客戶服務	
	16 Product/Service Quality 產品／服務質量	
	17 Anti-corruption 反貪污	
	18 Community Investment 社區投資	

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

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

- Food Safety
- Staff and Student safety
- Labour Standards
- Campus Facilities
- Employment
- Student Nurturing

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@minshengedu.com](mailto:msedu@minshengedu.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：

- 食品安全
- 員工及學生安全
- 勞工準則
- 校園設施
- 僱傭
- 學生培養

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。請發送電郵到 [msedu@minshengedu.com](mailto:msedu@minshengedu.com) 提供建議或分享閣下的意見。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

### 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); and
- Emergency Plan for Water and Electricity Emergencies.

### 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：

- 中國環境保護法；
- 中國固體廢物污染環境防治法；
- 中國大氣污染防治法；
- 中國水污染防治法；及
- 中國節約能源法。

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；
- 內蒙古豐州職業學院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)；及
- 水電突發事件應急預案。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

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 an material impact on the Group in relation to air and green house gas (“GHG”) emissions, discharges into water and land, and generation of hazardous and non-hazardous waste had been identified during the Reporting Period.

### A1.1 Air Emissions

During the Reporting Period, passenger cars and other mobile machinery operated on gasoline and diesel had been used for daily operations. Their combustion generated several air emissions including nitrogen oxides (“NO<sub>x</sub>”), sulphur oxides (“SO<sub>x</sub>”) and respiratory suspended particles (“PM”).

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。

### A1.1 廢氣排放

於報告期間，汽油及柴油類汽車及其他移動機械用於日常運營。汽油及柴油燃燒產生若干廢氣排放，包括氮氧化物、硫氧化物及可吸入懸浮顆粒。

Mobile fuel source	移動燃料來源	Air emissions (non-GHG) from the vehicle operations			
		Year	NO <sub>x</sub> (kg)	PM (kg)	SO <sub>x</sub> (kg)
		年度	氮氧化物 (千克)	懸浮顆粒 (千克)	硫氧化物 (千克)
Gasoline and diesel	汽油及柴油	2022	1,296.26	104.85	5.43
		2021	2,375.62	196.49	6.15

Note 1: Emission factors for calculations on environmental parameters throughout this report were referred to Appendix 27 to the Listing Rules and their referred documentation as set out by the Hong Kong Exchanges and Clearing Limited, unless stated otherwise.

附註1：除另有說明外，本報告中環境參數計算的排放系數乃參照上市規則附錄二十七及香港交易及結算有限公司所提述參考文件。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

Natural gas was used in canteens and dormitories for staff and students.

天然氣用於員工及學生食堂及宿舍。

Stationary fuel source	固定燃料來源	Air emissions (non-GHG) from natural gas consumption in canteens and dormitories		
		Year	NO <sub>x</sub> (kg)	SO <sub>x</sub> (kg)
		年度	氮氧化物 (千克)	硫氧化物 (千克)
Natural gas	天然氣	2022	233.34	1.17
		2021	242.82	0.61

### A1.2 GHG Emissions

During the Reporting Period, there were 25,661.70 tonnes of carbon dioxide equivalent (CO<sub>2</sub>eq.) GHG (mainly carbon dioxide, methane and nitrous oxide) emitted from the Group's operations, resulting in an overall intensity of 0.30tCO<sub>2</sub>eq./person (i.e. including all teachers, staff and students).

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25,661.70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)，導致整體密度為每人員0.30噸二氧化碳當量(即包括全體教職工及學生)。

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。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

Scope of GHG emissions 溫室氣體排放範圍	Emission sources 排放來源		GHG Emission (2022) 溫室氣體排放 (2022年) (in tCO <sub>2</sub> eq.) (噸二氧化碳 當量)	GHG Emission (2021) 溫室氣體排放 (2021年) (in tCO <sub>2</sub> eq.) (噸二氧化碳 當量)
<b>Scope 1 Direct emission</b> 範圍一直接排放	Combustion of fuels in stationary sources 固定來源燃料燃燒	Natural gas 天然氣	3,102.54	3,228.59
	Combustion of fuels in mobile sources 移動來源燃料燃燒	Diesel 柴油	347.19	449.35
		Gasoline 汽油	600.40	618.66
<b>Scope 2 Energy indirect emission</b> 範圍二能源間接排放	Purchased electricity 外購電力		20,142.47	21,469.13
<b>Scope 3 Other indirect emission</b> 範圍三其他間接排放	Business air travel by employees 僱員商務航空差旅		57.76	68.96
	Electricity used for processing fresh water by government departments/third parties 政府部門/第三方淡水處理用電		946.79	949.33
	Electricity used for processing sewage by government departments/third parties 政府部門/第三方污水處理用電		464.55	318.72
<b>Total</b> 總計			<b>25,661.70</b>	<b>26,484.08</b>

Note 2: Emission factors were referred to Appendix 27 to the Listing Rules and their referred documentation as set out by the Hong Kong Exchanges and Clearing Limited, unless stated otherwise.

附註2：除另有說明外，排放系數乃參照上市規則附錄二十七及香港交易及結算有限公司所提述參考文件而作出。

Note 3: Margin emission factors of 0.581 tCO<sub>2</sub>/MWh was used for purchased electricity in the PRC.

附註3：邊際排放系數每兆瓦時0.581噸二氧化碳當量乃用於中國外購電力。

Note 4: Business air travel emissions was calculated using the online tool provided by International Civil Aviation Organisation.

附註4：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。

Note 5: The GHG intensity in 2021 has been restated to reflect the actual situation in that year.

附註5：2021年溫室氣體密度已經重列以反映當年實際情況。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

Note 6: Scope 3 GHG emissions were calculated based on available emission factors referred by the Appendix 27 to the Listing Rules and their referred documentation.

Note 7: The overall GHG emissions in 2021 has been restated to reflect the actual situation in that year, the restated overall amount of GHG emissions are 4% lower compared with the amount of emissions previously reported.

附註6：範圍三溫室氣體排放乃根據上市規則附錄二十七及其參考文件所提及的可用排放系數計算。

附註7：2021年溫室氣體總排放已經重列以反映當年實際情況，重列後的溫室氣體排放總量較之前錄得的排放量減少4%。

### 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.

### A1.5 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:

### 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。

### 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：



# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

- 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;
  - 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.
- 使用LED照明；
  - 在各校區全面推廣節能減排教育；
  - 食堂禁止使用液化氣罐；
  - 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。

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:

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：

- 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;
- 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；

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

- 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.
- 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。

Indicator 指標	2022 baseline (tCO <sub>2</sub> eq/ person) 2022年基準線 (噸二氧化碳 當量/人員)	2021 (tCO <sub>2</sub> eq/ person) 2021年 (噸二氧化碳 當量/人員)	2026 Target 2026年目標
Overall total GHG emissions intensity 整體溫室氣體總排放量密度	0.30	0.32	Striving to reduce GHG emissions intensity by 5% in 5 years, with 2021 as the base year. 按2021年為基準年，爭取在5年內將溫室氣體排放密度減少5%

The Group strives to mitigate climate change by reducing its emission in the future. With the above measures, the Group aims to achieve a 5% reduction in overall GHG emissions intensity in 5 years, or by 2026. Compared with last year, the overall GHG emissions decreased by 7% during the Reporting Period.

本集團致力於未來減少排放以應對氣候變化。憑藉上述措施，本集團旨在於五年內或於2026年前爭取實現整體溫室氣體排放密度減少5%。報告期間，整體溫室氣體排放較去年減少7%。

### 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 by professional waste compression trucks.

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

### 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：

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

- 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;
- 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;
- Knowledge and measures related to waste reduction to teachers and students through the college publicity column are disseminated;
- A campus environmental sanitation inspection mechanism is established; and
- 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；
- 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；
- 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；
- 建設校園環境衛生檢察機制；及

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

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, various initiatives have been implemented for the efficient use of energy, water and packaging materials. Through actively monitoring and closely managing the use of resources, the Group aims to reduce operating costs as well as its environmental footprint. See Sections A2.3 and A2.4 of this report for detailed information on policies implemented and actions taken on the efficient use of energy and water.

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，我們實施多項措施，以實現能源、水資源及包裝物料的高效利用。透過積極監控及嚴格管理資源使用，本集團致力削減經營成本及減少環境影響。有關就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。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

### A2.1 Energy Consumption

During the Reporting Period, electricity consumption by the Group was 34,668,616.8 Kilowatt-hour (kWh). Energy sources include gasoline, diesel and natural gas. The total energy consumption was 53,032,597.76 kWh, representing an energy intensity of 618.98 kWh/person. Detailed energy consumption is presented below:

Energy Consumption Sources	能源消耗來源	Consumption (in kWh) 2022 消耗(千瓦時) 2022年	Consumption (in kWh) 2021 消耗(千瓦時) 2021年
Electricity	電力	34,668,616.80	35,189,526
Gasoline	汽油	2,000,537.87	2,059,340
Diesel	柴油	1,308,386.49	1,700,500
Natural gas	天然氣	15,055,056.60	15,666,750
<b>Total</b>	<b>總計</b>	<b>53,032,597.76</b>	<b>54,616,116</b>
<b>Total energy consumption intensity (kWh/person)</b>	<b>總能源消耗密度 (千瓦時/人員)</b>	<b>618.98</b>	<b>663.19</b>

Note 8: Conversion factors were referred to IEA Energy Statistics Manual and 2006 IPCC Guidelines for National Greenhouse Gas Inventories.

### A2.1 能源消耗

於報告期間，本集團的用電量為34,668,616.8千瓦時。能源包括汽油、柴油及天然氣。能源消耗總量為53,032,597.76千瓦時，能源密度為每人618.98千瓦時。能源消耗詳情呈列如下：

附註8：換算系數乃參照《國際能源署能源統計手冊》及《2006年IPCC國家溫室氣體清單指南》而作出。

### A2.2 Water Consumption

During the Reporting Period, the total water consumption for the Group was 2,212,129 m<sup>3</sup>, with an intensity of 25.82 m<sup>3</sup>/person. Fresh water was supplied by Municipal Water Supply Network. No issues on sourcing water were reported during the Reporting Period.

		2022 2022年	2021 2021年
Total water consumption (in m <sup>3</sup> )	總水資源消耗量 (立方米)	2,212,129	2,276,579
Water consumption intensity (m <sup>3</sup> /person)	水資源消耗密度 (立方米/人員)	25.82	27.64

### A2.2 水資源消耗

於報告期間，本集團的總用水量為2,212,129立方米，用水密度為每人25.82立方米。淡水由市政供水系統提供。於報告期間，在獲得水資源方面並無任何問題。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

### *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 May 1st to October 31st every year, from 12:10 to 14:10 at noon, 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 "stop when people leave the machine", and prevent the air conditioner from turning on when there is no one in the bedroom; 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

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

- When using the air conditioner, 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 conditioner.

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

- Some student apartment buildings are equipped with solar collector tubes to provide auxiliary heating for hot water in student dormitories.
- 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;
  - 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：

- 一些學生公寓配有太陽能集熱管，可為學生宿舍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。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

Indicator	指標	2022 baseline (tCO <sub>2</sub> eq/ person) 2022年基準線 (噸二氧化碳當 量/人員)	2021 (tCO <sub>2</sub> eq/ person) 2021年 (噸二氧化碳當 量/人員)	2026 Target 2026年 目標
Overall total energy consumption intensity	整體能源消耗總量密度	618.98	663.19	Striving to reduce overall energy consumption intensity by 5% in 5 years, with 2021 as the base year. 按2021年為基準年，爭取在5年內將整體能源消耗密度減少5%。

The Group strives to mitigate climate change by actively reducing its energy consumption in the future. With the above measures, the Group aims to achieve a 5% reduction in overall energy consumption intensity in 5 years, or by 2026. Compared with last year, the overall energy consumption intensity decreased by 7% during the Reporting Period.

本集團致力於未來積極減少能源消耗以應對氣候變化。憑藉上述措施，本集團旨在於五年內或於2026年前爭取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去年減少7%。

### 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;

### 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；



# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

- Educating and facilitating students to establish good water-saving habits;
- Using water-saving tanks;
- Using water-saving water-taps; and
- Install intelligent water meters to identify water leakage and monitor water consumption.

The Group has set a target to striving to reduce 5% of overall water consumption intensity in 5 years, of which 2022 is base year. The Group strive to mitigate climate change by actively reducing its water consumption in the future.

### A2.5 Packaging Materials

As an higher-level education provider, the Group does not consume a significant amount of packaging materials, and thus, no relevant policies have been formulated for the quantity management of packaging materials. In contrast, the Group has established the Management of Food Safety and Safety Letter for Canteen Suppliers to ensure the safety and hygiene of various foods provided by the canteens in each campus.

### 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.

- 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。

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。

### A2.5 包裝材料

本集團作為一家高等教育提供商，並無消耗大量包裝材料，故並無製訂相關政策管理包裝材料數量。不過，本集團已設立《食品安全管理制度及食堂供應商食品安全責任書》，以確保各校園食堂所供應各類食品安全衛生。

### 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。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

### 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.

### A4. Climate Change

A warming planet 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 and the associated physical damage, 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 matrix.

### 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。

### A4. 氣候變化

地球變暖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，加上相關物理損害，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。本集團已透過以下矩陣，識別與氣候相關的風險及機遇。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

Climate-related Risk 氣候相關風險	Time Horizon 時間跨度	Potential financial impacts 潛在財務影響	Risk level 風險水平	Trend 趨勢
<b>Physical Risks</b> 物理風險				
<b>Extreme weather</b> 極端天氣	Short term 短期  Long term 長期	<ul style="list-style-type: none"> <li>Extreme weather events, such as typhoons, storm surges and rainstorms, may cause physical damage to infrastructure, and failure of technology and equipment incur costs on recovery and repair. Recovery and repair can take months or even years.</li> <li>極端天氣事件，如颱風、暴風及暴雨，可能對基礎設施造成物理損害，而技術及設備故障將引致恢復及維修成本。恢復及維修或需數月甚至數年。</li> </ul>	Low 低	Increase 增加
<b>Transition Risks</b> 過渡風險				
<b>Tightening of climate-related policies</b> 氣候相關政策收緊	Long term 長期	<p>Tightened environmental policies increase the cost of fulfilling such requirements. It might also raise the operating costs, insurance costs and penalties for non-compliance.</p> <p>環保政策收緊會使遵守有關規定的成本增加，此外亦可能提高經營成本、保險費用及違規處罰。</p>	Medium 中	Increase 增加
<b>Cost to transition to lower emissions technology</b> 改用低排放技術的成本	Medium term 中期	<p>Substitution of existing technology and equipment with lower emissions or resource-saving options to comply with the new energy and sustainability standards incur investment and maintenance costs.</p> <p>選擇排放較少或節約資源的方案取代現有技術及設備，從而遵守新的能源及可持續發展標準，將會帶來投資及維護成本。</p>	Low 低	Increase 增加
<b>Changing customer behaviour</b> 客戶行為發生變化	Medium term 中期	<p>A change in customer or user behaviour and preferences leads to a loss in customer and income if there is a failure to meet stakeholders' expectations on climate risk management and goals.</p> <p>如權益人對氣候風險管理及目標的預期未能滿足，客戶或用戶在行為及偏好上的轉變將導致客戶及收益損失。</p>	Low 低	Increase 增加
<b>Reputation Risk</b> 聲譽風險	Medium term 中期	<p>The change in customer or user preferences may increase the chance of receiving negative stakeholder feedback about the existing logistic services. It may affect the reputation of the Group.</p> <p>客戶或用戶的偏好改變，可能使接獲權益人對現有後勤服務負面反饋的可能性增加。這將影響本集團的聲譽。</p>	Low 低	Increase 增加

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

### *Measures to cope with the climate-related physical and transition risks*

- The Group aims to reduce carbon emissions in its daily operations, with the assistance of external professional consultants, identifies climate risks and opportunities of each campus, closely observes potential policy changes and market changes, 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.

## **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;

### *氣候相關物理及過渡風險的應對措施*

- 本集團旨在減少日常營運中的碳排放，並在外專業顧問的協助下，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。

## **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：

- 中國《勞動法》；
- 中國《勞動合同法》；
- 中國《婦女權益保障法》；

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

- 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.
- 中國《未成年人保護法》;
  - 中國《殘疾人保障法》; 及
  - 中國《社會保險法》。

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.

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。

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，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。

### *Workforce*

### *員工*

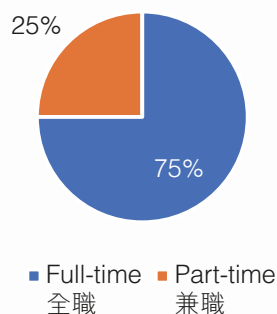
The Group had a total number of 5,853 employees as of 31 December 2022. All employees were from various provinces of the PRC, except four from the United States, two from Japan, one from Germany and two from Thailand. The figures below present the detailed distribution of the workforce.

於2022年12月31日，本集團共有5,853名僱員。除四名僱員來自美國、兩名來自日本、一名來自德國及兩名來自泰國外，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。

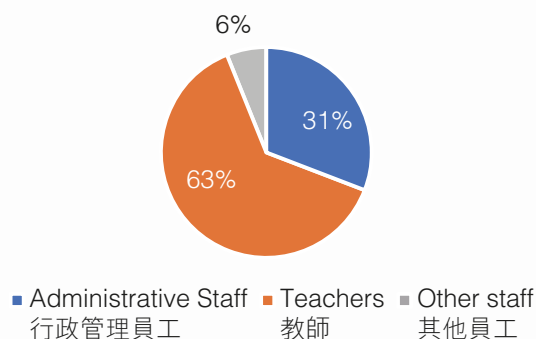
# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

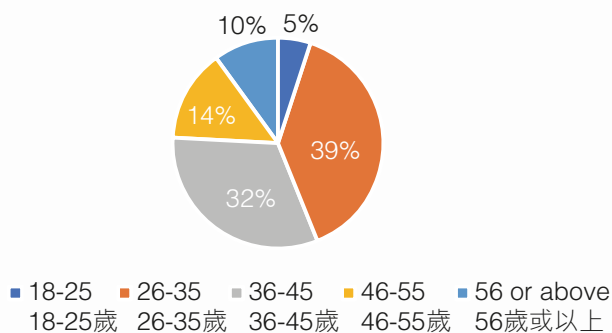
**Total Employees by Employment Type**  
按僱傭類型劃分的總僱員



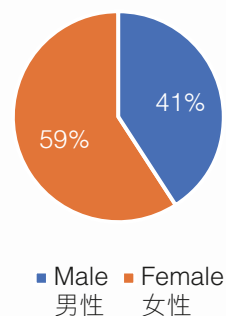
**Total Employees by Employee Category**  
按僱員類型劃分的總僱員



**Total Employee by Age**  
按年齡組別劃分的總僱員



**Total Employees by Gender**  
按性別劃分的總僱員



# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

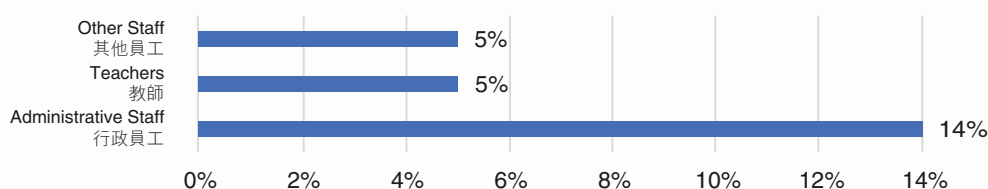
### Turnover Rate

During the Reporting Period, 440 employees left the Group, all of them were from Mainland China, representing an turnover rate of 7.52%. The turnover rates by employee category, age and gender are illustrated below:

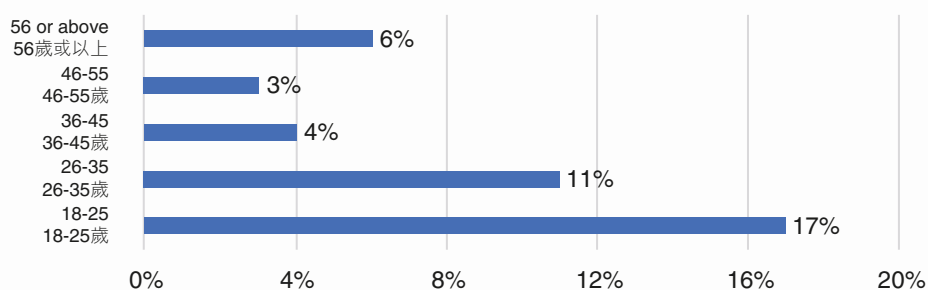
### 流失率

報告期間，有440名僱員離開本集團，均來自中國大陸，佔流失率的7.52%。按僱員類型、年齡及性別劃分的流失率闡釋如下：

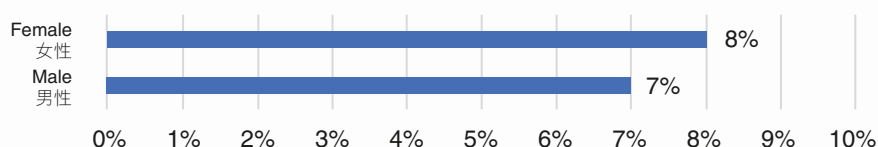
### Turnover Rate by Employee Category 按僱員類型劃分的流失率



### Turnover Rate by Age 按年齡劃分的流失率



### Turnover Rate by Gender 按性別劃分的流失率



Note 9: Due to the employment nature of the Group's six campuses, the turnover rate by employment type is not available. It is estimated that there are more than 90% of the turnover employees are full-time employees.

附註9：鑒於本集團六個校區的僱傭性質，並無按僱傭類型劃分的流失率，估計流失僱員中90%以上為全職僱員。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

### *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.

### *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.

### *僱員利益及福利*

本集團根據中國《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。

### *招聘及晉升*

本集團根據中國《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。



# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

### *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.

### *Response to the COVID-19 Pandemic*

During the COVID-19 pandemic, there were no layoffs and wage cuts, and the salaries of all employees were not affected by the pandemic. The Group provided resources to the employees who were on duty at schools during the pandemic, such as clothes and food to take care of their needs.

### 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。

### 應對COVID-19疫情

COVID-19疫情期間，本集團並無停工及減薪情況，員工薪金概未受疫情影響。於疫情期間，本集團為學校值班員工提供衣食物力以照顧彼等的需要。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

### 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。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

### *Prevention Measures for the COVID-19*

In consideration of the COVID-19 Pandemic, the school has taken several measures in efforts to prevent the spread of the disease. To begin, the school issued various documents, such as the “Working Practices on Covid-19 Prevention, Control and Pandemic Handling” and “Practices on the Pandemic to Prevent and Control and Emergency Handling”. In addition, the Group hosted several school-wide drills entitled “Practice on Pandemic Prevention and Control for Fall Semester 2022” The main three objectives of such measures were:

- To establish a leading group for prevention and control of campus spread;
- To actively coordinate the work of all relevant departments and enforce the functionality of the leading group to strengthen guards of different areas to implement strict measures to control the spread of the virus, such as personnel registration, body temperature monitoring, mandatory mask-wearing; and
- Daily actions to prevent the spread of the disease, ex. instant and terminal disinfection.

Additionally, during this period of time, the Group has organized uniform campus environment disinfection, conducted by the medical department, to ensure the health of staff and students. During times of shortages, the school has also prepared masks, sanitizers, and thermometers, and other necessities for its students and staff.

### *COVID-19疫情預防措施*

鑒於發生COVID-19疫情，學校努力採取多項措施，防止疫情傳播。首先，學校頒佈「COVID-19疫情防控及處理工作辦法」及「疫情防控及應急處置措施」等各項文件。此外，本集團以「2022年秋季學期疫情防控辦法」為題，多次舉辦全校演練。該等措施的三大目標如下：

- 建立領導小組，預防及控制病毒在校園傳播；
- 積極協調各相關部門的工作並發揮領導小組的職能，以加強各領域防護，實施嚴格措施，從而控制病毒傳播，例如進行個人登記、體溫監察、強制佩戴口罩；及
- 開展日常行動以預防疾病傳播，例如做好隨時及終末消毒。

不僅如此，在此期間，本集團還組織醫療部門對校園環境進行統一消毒，以確保員工及學生的健康。物資短缺時期，學校亦為學生及員工籌備口罩、消毒液、體溫計以及其他必需品。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

There were no work-related fatality in the past three years, including the Reporting Period. The Group has recorded a total of four work-related injury cases and 139 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4宗工傷個案，因工傷損失工作天數為139天。

		2022 2022年	2021 2021年	2020 2020年
Work-related fatalities	因工死亡	0	0	0
Work-related fatality rates	因工死亡比率	0%	0%	0%
Lost Days due to work-related injuries	工傷損失工作天數	139	131	63

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. This is organized by personnel, educational affair units, and various secondary 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 be sent to the training school.

### 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，到校新教師將會接受在校培訓，培訓由人事、教育事務單位及各次級單位組織。
2. 崗前培訓：每年7月末，根據教育委員會的統一安排，將新入職的教師、輔導員及教職工送至培訓學校接受培訓。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

3. Network training: the school and the national college teacher network training center jointly build an online training platform that is open to the entire school's faculty and staff.

4. Business 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 and sent 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, secondary units recommend the faculty and staff of the department to participate in the latest relevant training.

Consequently training can effectively improve the capabilities of employees in the following ways:

1. Before sending staff to training, clarify the target of the training, analyze the 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.

The total number of employees who underwent training and the average training hours per employee were 7,304 and 15.66 hours respectively.

Note 10: The number of trained employees and average training hours per employee by employee types and gender were not recorded during the Reporting Period as there was no appropriate measuring method for collecting relevant data of online training participants.

3. 網絡培訓：學校和國家高校教師網絡培訓中心共同搭建起線上培訓平台，全校教職人員均可參與。

4. 業務培訓：面向全校教職人員，根據各部門自身建設需要，將選派相關教職人員參加培訓。

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. 學校根據培訓需要推薦各單位佼佼者參加。
2. 根據部門發展需要，次級單位推薦該部門教職人員參加最新的有關培訓。

因此，培訓可以下列方式有效提高僱員能力：

1. 派遣員工參加培訓之前，事先明確培訓目標、分析現有學習質素及學習重點，並清晰說明參加培訓的目的。
2. 培訓結束之後，受訓者須與部門其他人員交流學習心得與見聞。

總受訓僱員人數及每名僱員平均受訓時數分別為7,304人及15.66小時。

附註10：本報告期間未記錄按員工類型和性別分類的受訓員工人數和人均受訓時數，因沒有合適的計量方法收集在線培訓參與者的相關數據。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

### 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.

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.

### B4. 勞工準則

本集團嚴格遵守相關法律法規，包括但不限於：

- 中國《勞動法》；
- 中國《勞動合同法》；及
- 《禁止使用童工規定》。

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。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

### II. Operating Practices

#### B5. Supply Chain Management

The Group cooperated with over 2,000 of suppliers during the Reporting Period. All of the suppliers were from Mainland China, which provides electric products and office supplies. 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:

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 compares the price of at least 3 qualified supplies according to the anticipated

### II. 營運常規

#### B5. 供應鏈管理

報告期間，本集團與超過2,000家供應商合作。所有供應商均來自中國大陸，提供電子產品和辦公用品。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：

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

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

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.

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.

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。

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。



# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

### 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, promote the scientific spirit, and promote the healthy development of scientific research and academic development of our school, in accordance with the relevant guidelines.

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.

In 2022, due to the impact of the COVID-19 pandemic, no such publicity activities related to food nutrition safety were organized, but relevant knowledge was promoted through departmental websites, WeChat platform awareness, and bulletin board postings.

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

### 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。

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。

2022年，由於COVID-19疫情影響，並無舉辦有關食品營養安全的宣傳活動，但有關知識已通過部門網站、微信平台及公告牌貼示加以推廣。

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。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

### 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 96% during the Reporting Period.

### 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96%。

		CQ-CHST 重慶人文科 技學院	CQ-PASS 重慶派斯 學院	CQ-VCAT 重慶應用技 術職業學院	IM-FZVC 內蒙古豐州 職業學院	CQ-EIC 重慶電信 職業學院	YN-DCYU 雲南大學 滇池學院
The total number of final year students during the Reporting Period	報告期間準畢業生 總數	5,760	3,225	1,577	656	1,811	7,791
The total number of graduates obtaining the graduation certificate	獲得畢業證書的 畢業生總數	5,664	2,961	1,225	655	1,747	7,743
Graduation rate (%)	畢業率(%)	98%	92%	78%	99%	96%	99%

### 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 discuss the case with the Academic Affairs Office to draw a conclusion.

### 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。

### 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.

### 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。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

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.

### *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.

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。

### *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。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

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.

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 emergency 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. Previously, 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:

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。所有辦公賬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。

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. 早前，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：

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

- The sharing method after data concentration should minimize the direct exposure of database views and other possible methods, as well as adopt microservices or APIs and other modes to provide 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.
  - 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.
- 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。
  - 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。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

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.

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

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。

於報告期間，並無發現違反有關本集團投資常規及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。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

### *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。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

During the Reporting Period, the following table highlights the number of patents applied for and approved:

下表簡列於報告期間申請及獲批的專利數目：

The number of IP items applied in reporting year 2022: 於2022報告年度申請的知識產權項目數量：	The number of IP items being approved in reporting year 2022: 於2022報告年度獲批的知識產權項目數量：
5	5 Open Distance Education 奧鵬教育
2	2 YN-DCYU 雲南大學滇池學院
2	2 CQ-PASS 重慶派斯學院
13	24 CQ-CHST 重慶人文科技學院
1	1 CQ-VCAT 重慶應用技術職業學院
0	2 CQ-EIC 重慶電信職業學院

### 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.

Both Management of Material Procurement and Project Management of Logistics Service Centre 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。

《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。



# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

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 various anti-corruption training for the Board and teaching staff. 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.

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.

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多次反貪污培訓。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。

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。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

### B8. Community Investment

The Group strives to fulfill its corporate social responsibility to the community and participates in many public welfare activities.

#### *Learning Support*

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.

The Group endeavors to fulfill corporate social responsibility and plays an active role in philanthropic activities. The College has established scholarships and bursaries to extend care and assistance to students with good academic standing but suffering from financial hardship.

#### *Community Support*

During the summer, the College arranged for students to participate in the “Going to the Countryside” initiative, a program where college students visit rural places to spread scientific knowledge, offer medical services, and serve the general public. Based on their strengths, students were arranged to serve the community by engaging at a grassroots level, for example:

1. From 9 to 12 July 2022, The “Youth Dian People” service group of YN-DCYU conducted research on the construction villages and carried out rural revitalization activities.
2. From 21 July to 4 August 2022, the “Seagull Youth” service team of YN-DCYU organised volunteer services for left-behind children in the community. Besides, the team conducted research of promoting Putonghua to rural area and carried out rural revitalization activities.

### 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。

#### *學習支持*

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。

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。

#### *社區支持*

今年夏季，學院安排學生參加「三下乡」活動，組織大學生深入農村地區，傳播科學知識，提供醫療服務，造福廣大民眾。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. 2022年7月9日至12日，雲南大學滇池學院的「青春滇院人」服務團就鄉村建設進行調研，開展鄉村振興活動。
2. 2022年7月21日至8月4日，雲南大學滇池學院的「海鷗青年」服務小組為社區留守兒童舉辦志願者服務。此外，服務小組就鄉村地區推廣普通話進行調研並開展鄉村振興活動。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

3. From 4 to 8 July 2022, the “Zhanyi Youth” practice group of YN-DCYU was committed to inheriting intangible cultural heritage culture and rural revitalization, conducted research in urban and rural areas, and carried out publicity activities in local primary schools. At the same time, the service group also visited ethnic minority villages to promote Mandarin.
  4. During the period between July and August 2022, CQ-CHST has established multiple rural revitalization group, including field research, e-commerce to help farmers, love education, and painting a series of activities such as cultural walls. Adhering to the original intention of building rural atmosphere, the practice team analyzed the difficulties in the process of building a beautiful countryside and the achievements after completion, which will help accelerate the improvement of rural revitalization.
  5. From 6 to 10 July 2022, the “Rural Revitalization and Culture Benefiting the People” practice group of CQ-CHST carried out a series of activities such as learning Miao culture and embroidery handicrafts in Xiushan Tujia and Miao Autonomous County, Chongqing. The purpose of promoting national culture and protecting traditional culture is achieved through the study of Miao culture and traditional handicraft skills.
3. 2022年7月4日至8日，雲南大學滇池學院「展翼青年」實踐團，致力傳承非遺文化及鄉村振興，在城鄉地區進行調研，並在當地小學開展宣傳活動。同時，服務團亦走訪少數民族村落推廣普通話。
  4. 2022年7至8月期間，重慶人文科技學院成立多個鄉村振興團，開展一系列鄉村振興活動，包括實地調研、電商助農、愛心支教、繪製文化牆等系列活動。實踐團秉承著建設鄉村情懷的初心，分析美麗鄉村建設過程中的困難與建成之後的成果，有助於鄉村振興加速提質。
  5. 2022年7月6日至10日，重慶人文科技學院「鄉村振興與文化惠民」實踐團，在重慶市秀山土家族苗族自治縣，開展學習苗族文化、刺繡手工技藝等系列活動。通過對苗族文化以及傳統手工技藝的學習，達到弘揚民族文化，保護傳統文化的目的。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

6. From 7 to 11 July 2022, the CQ-CHST's "Good Years, Gathering in Bishan" practice group carried out a series of activities with the theme of "companionship" and "fun and warm childlike heart" in Bishan District, Chongqing. Throughout the society through practice, to let the students further understood the historical mission shouldered by contemporary young students, and firmly establish a sense of responsibility and mission.
  7. From 5 to 8 July 2022, the "Riding the Wind and Waves" practice group of CQ-CHST carried out lectures on anti-fraud, medical and health in Qingxi Village, Caijia Town, Jiangjin District, Chongqing, allowing students to further exercise social practice ability, combine theoretical knowledge with social practice through a series of activities, to improve oneself constantly, and achieve "applying what you have learned".
  8. In July 2022, the "Rural Revitalization" promotion group of CQ-VCAT conducted research around the rural tourism resources in Wulong District, and used youth power to help Wulong District travel, revitalize the countryside, and guide young students to understand the current rural conditions, and actively participate in the implementation of the rural revitalization strategy.
6. 2022年7月7日至11日，重慶人文科技學院「好年華、聚璧山」實踐團，在重慶市璧山區開展了以「陪伴」、「趣暖童心」為主題的系列活動。通過實踐讓學生瞭解社會，進一步明確當代青年學生所肩負的歷史使命，牢固樹立責任感和使命感。
  7. 2022年7月5日至8日，重慶人文科技學院「乘風破浪」實踐團，在重慶市江津區蔡家鎮清溪村，開展了防詐騙、醫療衛生等方面的講座，讓學生通過系列活動，進一步鍛煉社會實踐能力，將理論知識與社會實踐相結合，不斷完善自己，做到「學以致用」。
  8. 2022年7月，重慶應用技術職業學院「鄉村振興」促進團，圍繞武隆區的鄉村旅遊資源進行尋訪調研，以青春力量助力武隆區旅遊，振興鄉村，引導廣大青年學生瞭解當前的鄉村狀況，踴躍參與鄉村振興戰略的實施。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

9. In July 2022, the “Health and Health” service group of CQ-VCAT, through public welfare activities such as visiting and condolences to poor households, publicizing health and health knowledge, caring for free clinics, physiotherapy services, caring for the “five guarantees” elderly, and accompanying left-behind children, etc., to help the popularization of health knowledge in rural areas and promoting the health of working people are the practical themes, and strengthen the social responsibility and the mission of the majority of its students.
9. 2022年7月，重慶應用技術職業學院「衛生健康」服務團，通過走訪慰問困難戶、衛生健康知識宣講、愛心義診、理療服務、關愛「五保」老人、陪伴留守兒童等公益活動，以助力衛生健康知識鄉村普及、促進勞動人民身體健康為實踐主題，強化廣大學生的社會責任與使命。
10. In August 2022, the “Meeting Youth and Protecting Yushui” water-saving and water-protecting practice group of CQ-PASS, conducted questionnaire surveys, field research and other methods in Yuzhong District, Chongqing, to study the water usage and the distribution of water conservancy, water pollution situation, water-saving publicity and coups have been investigated, analysis and discussion have been carried out, and the water-saving awareness of students and the people has been raised, and the purpose of publicizing water conservation and protecting water resources has been achieved.
10. 2022年8月，重慶派斯學院「相約青春同護渝水」節水護水實踐團，在重慶市渝中區，通過問卷調查、實地調研等方式，對水的用途、水利分佈情況、水污染情況、節水宣傳及妙招等方面進行了調研，展開分析討論，提高學生及人民群眾的節水意識，達到了宣傳節約用水，保護水資源的目的。

# 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2022 環境、社會及管治報告

### *Learning Support*

In order to demonstrate corporate social responsibility and contribute to the development of national education, during the Reporting Period, CQ-PASS has donated RMB8,000,000 to the Chongqing Education Development Foundation for the “National Fertility Talent Funding Project”. CQ-CHST has donated RMB300,000 to the Chongqing Education Development Foundation to support the revitalization and development of Henghe Tujia Village in Wanzhou District. CQ-VCAT has donated RMB200,000 to the Chongqing Education Development Foundation to support the revitalization and development of Henghe Tujia Village in Wanzhou District. YN-DCYU has donated RMB118,690 to the community of Qianwei Sub-district Office in Xishan District, Yunnan Province to support community construction and development.

### *Pandemic Control*

During the pandemic, the Group donated disinfected resources for pandemic prevention.

### *學習支持*

為彰顯企業社會責任，為國家教育發展做出貢獻，於報告期間，重慶派斯學院向重慶市教育發展基金會捐款人民幣8,000,000元，用以「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捐款人民幣300,000元，用以支持萬州區恆合土家族鄉村振興發展。重慶應用技術職業學院向重慶市教育發展基金會捐款人民幣200,000元，用以支持萬州區恆合土家族鄉村振興發展。雲南大學滇池學院向雲南省西山區前衛街道辦事處社區捐款人民幣118,690元，用以支持社區建設與發展。

### *疫情防控*

疫情期間，本集團捐贈消毒物資用於疫情防控。



**民生教育集团有限公司**  
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