

Environmental, Social and Governance Report

CONTENT

1.	ABOUT THIS REPORT	63
2.	ABOUT CHUNLAI EDUCATION	64
2.1	AN OVERVIEW OF OUR COLLEGES	65
2.2	AWARDS AND RECOGNITIONS	67
3.	SUSTAINABLE DEVELOPMENT MANAGEMENT	73
3.1	STATEMENT OF THE BOARD OF DIRECTORS	73
3.2	SUSTAINABLE DEVELOPMENT GOVERNANCE	73
3.3	PARTICIPATION BY STAKEHOLDERS	75
3.4	MATERIALITY ASSESSMENT	77
4.	QUALITY EDUCATIONAL PHILOSOPHY	79
4.1	HEALTHY AND SAFE CAMPUS	79
4.2	TEACHING QUALITY GUARANTEE	85
4.3	ETHICS AND TEACHING STYLES OF TEACHERS	88
4.4	STUDENT'S EMPLOYMENT AND DEVELOPMENT	89
5.	ENSURING COMPLIANCE OPERATION	90
5.1	INTEGRITY AND COMPLIANCE GOVERNANCE	90
5.2	HEALTHY RISK MANAGEMENT	92
5.3	INFORMATION SECURITY ASSURANCE	93
5.4	INTELLECTUAL PROPERTY PROTECTION	94
5.5	SUPPLY CHAIN MANAGEMENT	95
6.	FOCUSING ON EMPLOYMENT DEVELOPMENT	97
6.1	COMPLIANCE EMPLOYMENT MANAGEMENT	97
6.2	WARM-HEARTED CARE FOR EMPLOYEES	99
6.3	DIVERSIFIED TALENT TRAINING	101
7.	ADVOCATING GREEN CAMPUS	105
7.1	EMISSION MANAGEMENT	105
7.2	CHERISHING OUR NATURAL RESOURCES	107
7.3	WASTE MANAGEMENT	110
7.4	GREEN INFRASTRUCTURE DEVELOPMENT	111
7.5	RESPONDING TO CLIMATE CHANGE	111
7.6	PROMOTING THE GREEN LIFESTYLE	113
8.	COMMITMENT TO SOCIAL WELFARE	114
	APPENDIX I: SUMMARY OF SUSTAINABLE DEVELOPMENT DATA	118
	APPENDIX II: INDEX TO THE ESG REPORTING GUIDE OF THE STOCK EXCHANGE	121

Environmental, Social and Governance Report

1. ABOUT THIS REPORT

China Chunlai Education Group Co., Ltd. (hereinafter referred to as “Chunlai Education”) and its subsidiaries (hereinafter referred to as “Group”, “our Group”, “the Group”, “we”, “us” or “our”) are pleased to present our fourth Environmental, Social and Governance Report (hereinafter referred to as “ESG Report” or “this Report”), which summarises our initiatives, strategies and objectives relating to environmental, social and governance (or “ESG”) issues, and describes our vision and commitment to the fulfilment of sustainable development philosophy, as well as our corporate social responsibilities.

Reporting Standard

This Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “Guide”) set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”) issued by The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). The contents covered herein are in compliance with the “comply or explain” provision required in the Guide and the requirements of the four reporting principles (materiality, quantitative, balance and consistency). An index of the Guide prepared in accordance with the contents of this Report is inserted in the last chapter of this Report for readers’ easy reference. You should read this Report together with the section headed “Corporate Governance Report” in this annual report to have a comprehensive understanding of the Group’s ESG performance.

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

Reporting Scope

This Report describes the sustainable development related to core businesses and the overall performance of performing corporate social responsibility from 1 September 2020 to 31 August 2021 (hereinafter referred to as the “Year” or “Reporting Period”). Unless otherwise specified, this Report covers the businesses directly controlled by Chunlai Education, and the data collection of the Key Performance Indicators (“KPIs”) under the Environmental Subject Area covering Shangqiu University, Anyang University, Shangqiu University Kaifeng Campus, Jingzhou University and Hubei Jiankang Vocational College¹.

¹ During the Reporting Period, two schools, Hubei Jiankang Vocational College and Jingzhou University, were added to the scope of collection of environmental KPIs. Since Anyang University Yuanyang Campus will only enrol students for the first time and officially start its education work in October 2021, Anyang University Yuanyang Campus was not included in the scope of collection of environmental KPIs in the Year.

Environmental, Social and Governance Report

Language of this Report

This Report is available in Traditional Chinese and English versions. Should there be any inconsistency, the Traditional Chinese version shall prevail.

Approval of this Report

This Report was approved by the Board of Directors (the “Board”) on 30 November 2021 after being confirmed by the management.

Feedback on this Report

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

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

E-mail: cljyt@chunlaiedu.com

Tel: (86)0370-3555128

2. ABOUT CHUNLAI EDUCATION

As a distinguished organisation of private general higher education, Chunlai Education cultivates excellent talents with both practical and useful skills and virtues for the country, society, and industry by insisting on the educational objectives of “continuously improving the quality of talent cultivation and the ability to serve society through character building and talent fostering, persisting with scientific development, reform and innovation, and education in full legal compliance to embark on its way to organic, innovative and distinctive development”. We are committed to nurturing the professional skills of our students by planning undergraduate, professional and vocational education programs that focus on developing practical skills to meet the needs of China’s economic development. With years of operating experience in China, we are in tune with the needs of China’s economic and social development, and the schools under the Group are the potential for the state and society to tap into the socialist construction talents.

Our Group has been established for nearly 17 years. The schools under the Group include Shangqiu University, Anyang University, Shangqiu University Kaifeng Campus, Jingzhou University, Hubei Jiankang Vocational College and Tianping College of Suzhou University of Science and Technology (a cooperating school). We fully implement the education policy of the Communist Party of China (CPC), adhere to the direction of socialist schooling, and always adhere to the original intention of running education and cultivating talents.

Environmental, Social and Governance Report

2.1 An Overview of our Colleges

Shangqiu University

Shangqiu University adheres to the education philosophy of “putting people first, putting moral education first, putting emphasis on ability, quality being the root”. The school focuses on engineering courses and currently offers 15 teaching units. Shangqiu University has 47 bachelor’s degree programmes, 31 junior college diploma programmes, forming a professional pattern of the coordinated development of multiple disciplines such as engineering, agriculture, management, art, culture, education, science and economics. The school attaches great importance to the construction of disciplines and majors. In recent years, Shangqiu University has been awarded a number of provincial-level undergraduate teaching quality projects, including 1 Henan provincial key discipline, 2 Henan provincial first-class undergraduate majors, 2 Henan provincial specialty majors, 3 Henan provincial comprehensive reform pilot majors, 11 Henan provincial brand majors, 2 funding projects for the construction of disciplines and majors in private institutions of higher education in Henan Province, 7 Henan provincial first-class undergraduate programmes, 5 Henan provincial premium online open programmes, 1 Henan provincial ideological and political model course, 3 Henan provincial experimental teaching demonstration centers, 2 Henan provincial virtual simulation experimental teaching projects, 5 Henan provincial excellent grassroots teaching organisations and 11 Henan provincial qualified grassroots teaching organisations.

Anyang University

Anyang University has always adhered to the education philosophy of “character building and talent fostering, bridging knowledge and practice, cultivating specialized talents and developing the school with well-cultured students”, taken the overall improvement of talent training ability as the core, and taken the school-enterprise cooperation as the platform to actively adapt to economic transformation and social development. It insists on the teaching work as the center, takes the quality project construction as the main line, carries out the education and teaching reform in depth, develops the talent cultivation mode of “government, institute, school and enterprise”, and has signed school-enterprise cooperation agreements with many enterprises, so as to establish the mutually beneficial cooperation mechanism.

Anyang University offers 42 bachelor’s degree programmes, 37 junior college diploma programmes, 3 double bachelor’s degree programmes, 17 adult higher education programmes, 23 combined vocational education and junior college diploma programmes and 14 technical secondary school programmes, covering eight disciplines including literature, science, engineering, law, economics, management, education and art.

Environmental, Social and Governance Report

Shangqiu University Kaifeng Campus

Shangqiu University Kaifeng Campus was founded in 2010 and officially enrolled students in the fall of 2013 as a subordinate college of Shangqiu University. Shangqiu University Kaifeng Campus adheres to the education strategy of “establishing the school with quality, developing the school with talents, and prospering the school with unique characteristics”. The school is oriented to serve the regional economic and social development and industrial restructuring, develop quality undergraduate education, highlight the advantages and characteristics by focusing on engineering and management with coordinated development of multiple disciplines such as engineering, management, culture, art and education, and cultivate excellent and high-quality applied talents. It currently offers 26 bachelor’s degree programmes and 20 junior college diploma programmes.

Jingzhou University

Jingzhou University, formerly known as College of Engineering and Technology of Yangtze University (長江大學工程技術學院), is an applied undergraduate institution focusing on full-time general undergraduate education approved by the Ministry of Education of the People’s Republic of China, and was approved for conversion by the Ministry of Education in September 2021 and changed its name to Jingzhou University. Jingzhou University is oriented to serve the regional economic and social development and industrial restructuring. The school currently has teaching and research institutions such as School of Resource Exploration and Engineering, School of Petroleum and Chemical Engineering (School of Health), School of Mechanical Engineering, School of Urban Construction, School of Management, School of Foreign Languages, School of Mathematics and Science, School of Marxism, Department of Physical Education, Institute of New Technology on Petroleum, Information Technology Research Institute and Applied Chemistry Institute. It offers 31 bachelor’s degree programmes and 18 junior college diploma programmes. Among them, the major of “Exploration Technology and Engineering” is the key construction major and key cultivation major in Hubei Province, the major of “Mechanical Design and Manufacturing and Automation” is the pilot project of “Comprehensive Reform of Majors” of undergraduate colleges and universities in Hubei Province and the undergraduate project of strategic emerging (pillar) industry talent development program of higher education institutions in Hubei Province, and the major of “Chemical Engineering and Technology” is the undergraduate project of strategic emerging (pillar) industry talent development program of higher education institutions in Hubei Province. There are 2 provincial-level high-quality courses and 18 college-level quality courses.

Hubei Jiankang Vocational College

Hubei Jiankang Vocational College is a full-time general college approved by the People’s Government of Hubei Province and filed with the Ministry of Education, and is also the first health higher vocational college in Hubei Province, officially established in 2020 and enrolled students in the 2020/2021 academic year. By closely following the state’s “Healthy China 2030” and “Aging Service and Industry” strategic development needs, with the orientation of “based on health, do better nursing”, Hubei Jiankang Vocational College is committed to developing high-quality talents for the big health industry. Guided by the needs of economic and social development, with the motto of “diligent learning, self-improvement”, the school currently offers 18 majors, and actively signs cooperation agreements with a number of hospitals and institutions in Xianning city for off-campus internship and training bases to realize the integration of enrollment and employment with order-based training.

Environmental, Social and Governance Report

2.2 Awards and Recognitions

With extensive experience in operating higher education institutions, we are committed to enhancing the quality of teaching and learning in our colleges and maintaining the good reputation of the Group. Over the years, the Chunlai Education brand has gained recognition and trust from different education departments and parents of students. The major awards and recognitions received by the Group, our colleges and students during the Year are set out below:

Chunlai Education

Awards and Recognitions

Hosting/Awarding Organisation

2020 Zhongyuan Education Industry Leadership Group (2020 年度中原教育行業領袖集團)	yujiaowang.com (豫教網)
2020 Zhongyuan Integrated Strength Education Group (2020 年度中原綜合實力教育集團)	dgbzy.com (大公中原網), jczynet.com (精彩中原網), soho.com

Shangqiu University

Awards and Recognitions

Hosting/Awarding Organisation

First Prize of Street Dance in China Cheerleading Elite Competition (中國啦啦操精英賽街舞第一名)	General Administration of Sport of China (國家體育總局)
Third Prize in Flower Ball Defined Actions of China Junior Cheerleading Elite Competition (中國少兒啦啦操精英賽花球規定第三名)	General Administration of Sport of China (國家體育總局)
First Prize in 2021 Henan Cheerleading Competition (2021年河南省啦啦操大賽第一名)	Education Department of Henan Province (河南省教育廳)
Third Prize in the Women's B Shot Put Group in the 21st Athletic Games of University Students in Henan in 2021 (2021年河南省大學生第二十一屆田徑運動會 女子乙組鉛球第三名)	Education Department of Henan Province (河南省教育廳)
Third Prize in the Women's B Discus Throw Group in the 21st Athletic Games of University Students in Henan in 2021 (2021年河南省大學生第二十一屆田徑運動會 女子乙組鐵餅第三名)	Education Department of Henan Province (河南省教育廳)
Third Prize in the Men's Long Jump Group in the 21st Athletic Games of University Students in Henan in 2021 (2021年河南省大學生第二十一屆田徑運動會 跳遠男子第三名)	Education Department of Henan Province (河南省教育廳)
Fourth prize in the 400 Meters of men's B Group in the 21st Athletic Games of University Students in Henan in 2021 (2021年河南省大學生第二十一屆田徑運動會 男子乙組 400 米第四名)	Education Department of Henan Province (河南省教育廳)

Environmental, Social and Governance Report

Shangqiu University

Awards and Recognitions

Hosting/Awarding Organisation

Sunshine Line Dance Competition in Henan Province in 2021 (2021年河南省陽光排舞比賽)	Education Department of Henan Province (河南省教育廳)
Choral Activity under the Theme of "Flying Youth and Red Heart to the Party" for University and High Schools in Shangqiu to Celebrate the 100th Anniversary of the Founding of the Party (“青春飛揚紅心向黨”慶祝建黨100周年商丘大中專學校合唱活動)	CPC Central Committee at Shangqiu Municipal Committee Organisation Department (中共商丘市委組織部) Publicity Department of CPC Central Committee at Shangqiu Municipal Committee (中共商丘市委宣傳部) Education Work Committee of CPC Central Committee at Shangqiu Municipal Committee (中共商丘市委教育工作委員會)
Advanced Research Institution of Private Education in Henan (河南民辦教育先進科研單位)	Henan Province Private Education Association (河南民辦教育協會)
Outstanding Institution for Recruiting Work in 2020 (2020年度徵兵工作突出單位)	Henan Province Conscription Leadership Team (河南省徵兵領導小組)
"Excellent Organisation Institution" of the 10th "Huawen" National Normal University Students' Education Ability Online Test and Exhibition for Mathematics (第十屆“華文”全國師範生數學學科教育能力在線測試與展示交流活動“優秀組織單位”)	China Education Technology Association (中國教育技術協會)
Advanced Collectives of Anti-cult Association (反邪教協會先進集體)	Henan Provincial Political and Legal Propaganda Education Center (河南省政法宣傳教育中心) Henan Anti-Cult Association (河南省反邪教協會)
Excellent Organisation Award of Reading Contest for University Students in Henan under the Theme of "Youth to the Party and Reciting for the New Era" (河南省高校大學生“青春心向黨•誦贊新時代”主題朗讀大賽優秀組織獎)	Library and Information Committee of Henan Universities and Colleges (河南省高等學校圖書情報工作委員會)
Second Prize of Undergraduate Group of the National Foreign Trade Competency Competition (全國外貿從業能力大賽本科組團體二等獎)	China International Trade Association (中國國際貿易學會), National Teaching Steering Committee of Vocational Education in Foreign Trade and Economics (全國外經貿職業教育教學指導委員會)

Environmental, Social and Governance Report

Shangqiu University

Awards and Recognitions

Hosting/Awarding Organisation

Third Prize of Undergraduate Group of the National Foreign Trade Competency Competition (全國外貿從業能力大賽本科組團體三等獎)	China International Trade Association (中國國際貿易學會), National Teaching Steering Committee of Vocational Education in Foreign Trade and Economics (全國外經貿職業教育教學指導委員會)
First Prize in the Financial Data Competition of the 1st Henan YouBIP Business Innovation Competition (第一屆河南省 YouBIP 商業創新大賽財務大資料賽項一等獎)	China Higher Education Association Higher Financial Education Branch (中國高等教育協會高等財經教育分會)
Second Prize of the 17th National University Students' Digital-intelligent Enterprise Management Sandbox Competition in Henan Province (第十七屆全國大學生數智化企業經營沙盤大賽河南省賽二等獎)	China Higher Education Association Higher Financial Education Branch (中國高等教育協會高等財經教育分會)
Outstanding Organiser in the 2nd Computer Proficiency Challenge for Universities and Colleges of China in 2020 (2020年第二屆全國高校計算機能力挑戰賽中優秀組織單位)	Association for Computer Education of Universities and Colleges in China (全國高等學校計算機教育研究會)
Outstanding Organiser in the 2nd Computer Proficiency Challenge for Universities and Colleges in China in 2020 (2020年第二屆全國高校計算機能力挑戰賽優秀組織單位)	Association for Computer Education of Universities and Colleges in China (全國高等學校計算機教育研究會) Organizing Committee of the Computer Proficiency Challenge for Universities and Colleges in China (全國高校計算機能力挑戰賽組委會)
2020 Outstanding Undergraduate Institutions in the Zhongyuan Education Sector (2020年度中原教育行業優秀本科院校)	yujiaowang.com (豫教網)
2020 Zhongyuan Integrated Strength Private Higher Education (2020年度中原綜合實力民辦高校)	Zynews.cn (中原網), soho.com

Environmental, Social and Governance Report

Anyang University

Awards and Recognitions

Hosting/Awarding Organisation

Second Prize 100 Red Classic Film Editing Competition for 100 Classroom Films (100 部電影進課堂百部紅色經典電影剪輯比賽二等獎)	Propaganda Department of the CPC Central Committee at Henan Provincial Committee (中共河南省委宣傳部), Universities Working Committee of the CPC Central Committee at Henan Provincial Committee (中共河南省委高校工委), Education Department of Henan Province (河南省教育廳)
Third Prize in the Undergraduate Group of the Centennial Party History Knowledge Contest (百年黨史知識競賽本科組三等獎)	Universities Working Committee of the CPC Central Committee at Henan Provincial Committee (中共河南省委高校工委), Education Department of Henan Province (河南省教育廳)
Third Prize in the Solo, Pair and Triple Dance Group for Universities in the 9th Professional Dance Competition "China Award" in Henan Province and the 5th "Luoshen Cup" Dance Exhibition (河南省第九屆專業舞蹈大賽"中華獎"暨第五屆"洛神杯"舞蹈展演活動中榮獲高校獨雙三舞組三等獎)	Henan Provincial Department of Culture and Tourism (河南省文化和旅遊廳), Henan Provincial Federation of Literary and Art Circles (河南省文學藝術界聯合會), Education Department of Henan Province (河南省教育廳)
Advanced Research Institute of Private Education in Henan (河南民辦教育先進科研單位)	Henan Provincial Private Education Association (河南省民辦教育協會)
Municipal Water-saving University (市級節水型高校)	Anyang Water-saving Society Construction Leading Team (安陽市節水型社會建設領導小組)
May Day Labour Award (五一勞動獎狀)	Anyang Municipal Federation of Trade Unions (安陽市總工會)
2020 Outstanding Undergraduate Institutions in the Zhongyuan Education Sector (2020年度中原教育行業優秀本科院校)	yujiaowang.com (豫教網)
2020 Zhongyuan Integrated Strength Private Higher Education (2020年度中原綜合實力民辦高校)	dgbzy.com (大公中原網), jczynet.com (精彩中原網), soho.com

Environmental, Social and Governance Report

Shangqiu University Kaifeng Campus Awards and Recognitions

Hosting/Awarding Organisation

Second prize in the Creative Group of Undergraduates in the Higher Education Group Competition for "Internet" University Students' Innovation and Entrepreneurship Competition and the 7th Qualification Trials of "Internet" University Students' Innovation and Entrepreneurship Competition in Henan (互聯網"大學生創新創業的大賽暨第七屆"互聯網"大學生創新創業大賽河南賽區選拔賽獲高教主賽道本科生創意組二等獎)	Education Department of Henan Province (河南省教育廳)
Second Prize of Fitness Qigong Collective Baduan Jin Exercise in the General College Group of Fitness Qigong Championship for Colleges in Henan (河南省高等院校健身氣功錦標賽普通院校組健身氣功集體八段錦二等獎)	Henan Provincial Sports Bureau (河南省體育局)
Third Prize of Fitness Qigong Collective Dance in the General College Group of in the General College Group of Fitness Qigong Championship for Colleges in Henan (河南省高等院校健身氣功錦標賽普通院校組健身氣功集體大舞三等獎)	Henan Provincial Sports Bureau (河南省體育局)
Honorary Title of Advanced Class Collective in Henan in 2020 (2020年度河南省先進班集體榮譽稱號)	Henan Provincial Youth League Committee (共青團河南省委), Education Department of Henan Province (河南省教育廳)
Outstanding Organisation Award of Colleges in Henan in 2021 "Reading the Red Classics and Being the Heirs of Faith" Reading Promotion Series Activities (河南省高校 2021年"讀紅色經典做信仰傳人"閱讀推廣系列活動優秀組織獎)	Library and Information Committee of Henan Universities and Colleges (河南省高等學校圖書情報工作委員會)
Best Organisation Award in the 2nd University Students' Recitation Contest in Henan under the Theme of "Youth to the Party•Reciting to the New Era" (第二屆河南省高校大學生"青春心向黨•誦贊新時代"主題朗讀大賽中,獲最佳組織獎)	Library and Information Committee of Henan Universities and Colleges (河南省高等學校圖書情報工作委員會)
Advanced Research Institution of Private Education in Henan (河南民辦教育先進科研單位)	Henan Province Private Education Association (河南省民辦教育協會)
2020 Advanced Institution of Social Science Work in Kaifeng (2020年度全市社會科學工作先進單位)	Kaifeng Social Science Association (開封市社會科學界聯合會)

Environmental, Social and Governance Report

Jingzhou University

Awards and Recognitions

Hosting/Awarding Organisation

Excellent Organisation Award of the 1st National Security Knowledge Contest for University Students in Hubei (首屆湖北高校大學生國家安全知識競賽優秀組織獎)

Education Department of Hubei Province (湖北省教育廳)

Outstanding Organisation Award of the 13th "Challenge Cup – Bank of China" Extracurricular Academic and Scientific Works Competition for University Students in Hubei (湖北省第十三屆“挑戰杯•中國銀行”大學生課外學術科技作品競賽優秀組織獎)

Hubei Provincial Youth League Committee (共青團湖北省委員會)

Hubei Science and Technology Association (湖北省科學技術協會)

Education Department of Hubei Province (湖北省教育廳)

Hubei Academic Federation (湖北省學術聯合會)

Hubei Jiankang Vocational College

Awards and Recognitions

Hosting/Awarding Organisation

Third Prize of the 13th Extracurricular Academic and Scientific Competition for University Students in Hubei in 2021 (2021年湖北省第十三屆“大學生課外學術科技競賽”三等獎)

Education Department of Hubei Province (湖北省教育廳),
China Youth League Committee (中國共產主義青年團),
Hubei Science and Technology Association (湖北省科學技術協會),
Hubei Students' Union (湖北省學生聯合會)

"Outstanding Co-organiser" Award in the 5th "Environmental Knowledge Contest for University Students of China" in 2021 (2021年第五屆“全國大學生環保知識競賽”評為“優秀協辦單位”)

China Green Development Council (中國綠發會),
Sichuan Civilisation Promotion Association (四川省文明促進會),
Environmental Protection Knowledge Contest Organizing Committee of University Students of China (全國大學生環保知識競賽組委會)

Environmental, Social and Governance Report

3. SUSTAINABLE DEVELOPMENT MANAGEMENT

3.1 Statement of the Board of Directors

The Group has established a sustainability governance framework to enhance our management of sustainability. The Board is responsible for the overall oversight of the Group's sustainability efforts and regularly discusses, reviews and examines the Group's ESG management approach, strategy, risks, performance and progress. For the purpose of effective sustainability governance, the Board has allowed the Group to establish an ESG Committee and authorised it to oversee and promote the implementation of various ESG issues. Under the authority of the Board, the ESG Committee will take into account the views collected during the communication with various stakeholders and the results of the materiality assessment to determine the Group's sustainability focus and priorities when formulating ESG management approach and strategy, which will be approved and confirmed by the Board. In the future, we will conduct progress reviews in accordance with the Group's ESG-related objectives to monitor and improve our sustainability efforts.

3.2 Sustainable Development Governance

Adhering to the concept of "contributing to the society and making it a better place", Chunlai Education has formulated a sustainable development strategy and fully integrated sustainable development into the Group's overall development strategy, and actively fulfilled its corporate social responsibility.

The Group has established the ESG governance structure, covering all levels (including the decision-making level, the organisational level and the executive level) of the Group, including the Board, the ESG Committee and the Performance Department. We have established an ESG Committee, which is led by our Chief Executive Officer and consists of the Office of the Board and leaders from across the Group, to collect information on ESG performance and prepare relevant reports. The ESG Committee is responsible for reviewing and monitoring the Group's ESG policies and practices in relation to ESG issues that are relevant to the Group's operations and overall strategy. The Board is responsible for resolving and overseeing the management approach, strategy, objectives and overall work in relation to the Group's ESG matters, and the ESG Committee is responsible for developing ESG-related work so that the ESG strategy, objectives and work can be implemented in the daily operation and business of the Group.

Environmental, Social and Governance Report

The primary duties of the Board are as follows:

- to delegate authority to the ESG Committee
- to resolve and approve the Group's ESG management approach, strategy and annual work, including the assessment, priorities and management of significant ESG issues
- to regularly review and monitor ESG performance and progress towards goals

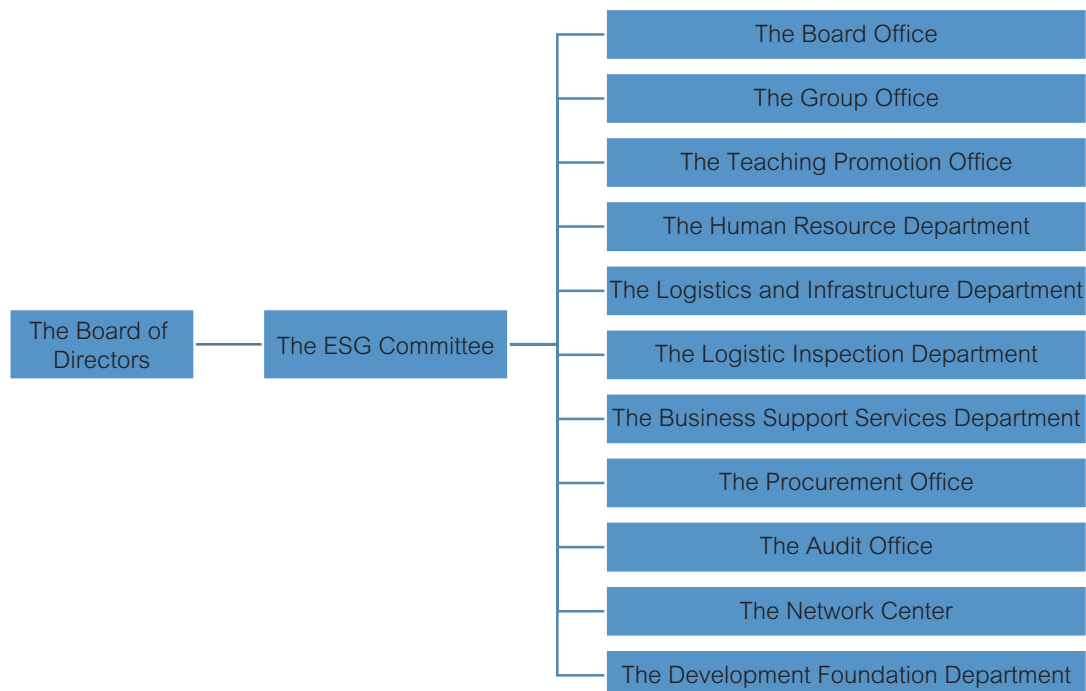
The primary duties of the ESG Committee are as follows:

- to report regularly to the Board
- to identify, assess, review and manage significant ESG issues, risks and opportunities
- to formulate ESG management approach, strategy, annual work and objectives for approval by the Board, and promote the implementation of such work

The primary duties of the performance department are as follows:

- to organise and execute ESG-related works in accordance with the Group's ESG management approach, strategy and annual work
- to collect and report internal ESG policies, systems and ESG-related performance indicators
- to comply with all ESG-related policies and systems

ESG Governance Structure



Environmental, Social and Governance Report

3.3 Participation by Stakeholders

It is an important part of our daily operation that Chunlai Education pays attention to listening to and responding to the opinions of each stakeholder, and communicating with various stakeholders and promoting their participation in sustainable development governance. As we have continuously promoted our ESG efforts, we established a mechanism to communicate with various stakeholders. During the Reporting Period, we communicated and exchanged views with internal and external stakeholders through multiple channels to enhance stakeholders' understanding of the strategies and initiatives we promoted, actively listened to stakeholders' voices and understood their concerns, collected and collated feedback from all parties in a timely manner, and took responsive measures in the hope of growing together with the stakeholders.

Key Stakeholders and Communication and Response Channels

Stakeholders	Main concerns	Major communication and response channels
Investors/shareholders	<ul style="list-style-type: none"> • Information transparency • Business growth • Investment return • Steady operation • Information transparency • Corporate governance 	<ul style="list-style-type: none"> • Result announcements • Senior management meetings • Meetings of investors • Annual general meeting and other general meetings • Interim report and annual report • Corporate communications, such as letters/circulars to shareholders and meeting notices • Shareholder visits
Teachers/other employees	<ul style="list-style-type: none"> • Sense of belonging of employees • Salary and benefits of employees • Health and safety of employees • Career planning • Channels for employees to express their opinions • Education service quality 	<ul style="list-style-type: none"> • Employee opinion surveys • Channels for employees to express their opinions (forms, suggestion boxes, etc.) • Work performance assessments • Meetings and interviews • Training courses • Business briefing • Volunteer activities • Panels • Publications (such as employees communications) • Employee communication meetings • Employee intranet

Environmental, Social and Governance Report

Stakeholders	Main concerns	Major communication and response channels
Students/parents	<ul style="list-style-type: none"> • Education service quality • Education resources • Qualification of teachers • Healthy and safe learning environment 	<ul style="list-style-type: none"> • Feedback in the class • Satisfaction survey • Regular visits • Education expos • Parents' meetings • Online platforms • Phone, e-mail, QQ group, WeChat group
Old students	<ul style="list-style-type: none"> • The development of the school • The platform that the school can provide 	<ul style="list-style-type: none"> • Media information • School website • Gathering of old students
Government and regulatory authorities	<ul style="list-style-type: none"> • Compliant and sound operation • Education service quality 	<ul style="list-style-type: none"> • Consultation • Seminars • Rating of the schools • Visiting the schools • Offline and online meetings • Compliance report
Suppliers	<ul style="list-style-type: none"> • Fair and unbiased procurement • Business growth • Investment return 	<ul style="list-style-type: none"> • Supplier management procedures • Supplier/contractor evaluation system • Offline and online bidding meetings • On-site visits
Business partners	<ul style="list-style-type: none"> • Corporate governance • Investment return 	<ul style="list-style-type: none"> • Strategic partnership projects • Education expos
Community/ Non-governmental organisations	<ul style="list-style-type: none"> • Promotion of community development • Participation in social benefit activities 	<ul style="list-style-type: none"> • Offline and online meetings • Donations • Volunteer activities
Public	<ul style="list-style-type: none"> • Information transparency • Education service quality • Sound operation 	<ul style="list-style-type: none"> • Media information • School website • Activities organised by the school
Media	<ul style="list-style-type: none"> • Enterprise performance • Corporate image 	<ul style="list-style-type: none"> • Press release • Result announcements

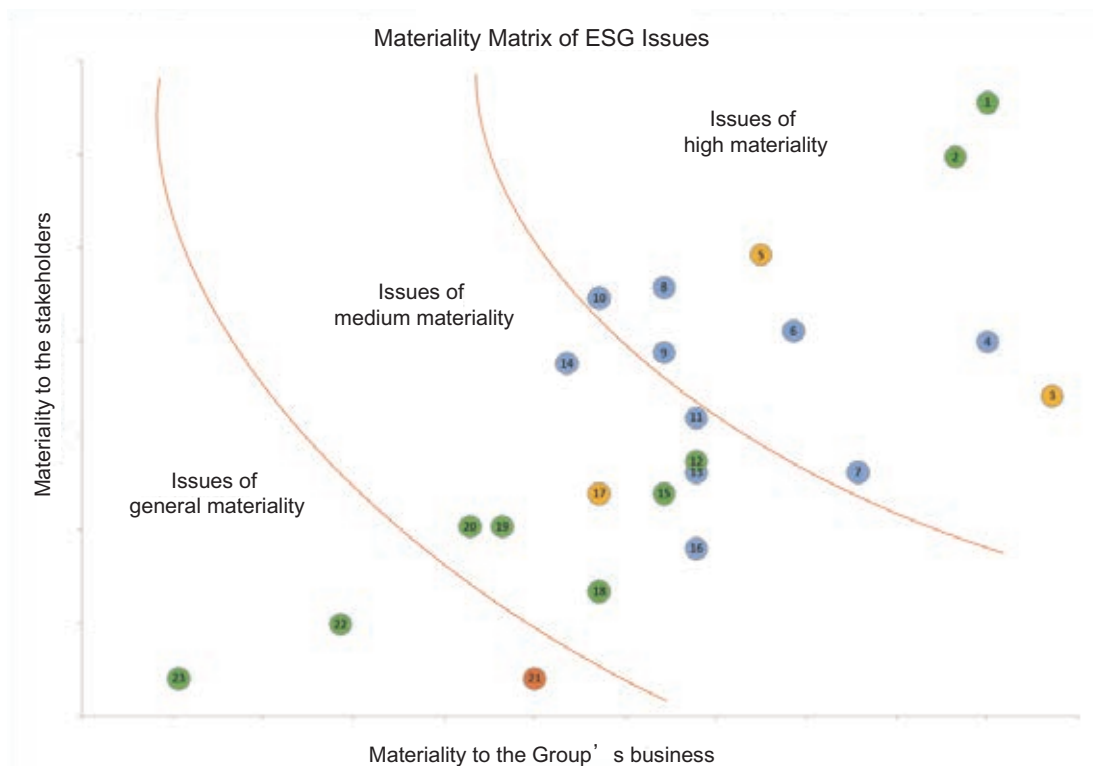
Environmental, Social and Governance Report

3.4 Materiality Assessment

During the Reporting Period, the Group carried out the identification of important ESG issues in order to respond to the requirements and expectations of stakeholders more comprehensively. We considered the Group's business development objectives, actual operating strategies and circumstances, and understood the expectations and requirements of stakeholders on ESG through daily communication with them. We focused on the disclosure responsibilities covered by the Guide issued by the Stock Exchange, the important issues database of the Education Industry of the U.S. Sustainability Accounting Standards Board (SASB), and the ESG issues concerned by peer companies, and finally summarised a series of material issues applicable to the Group's business, and then submitted to the Board for its final approval on the Group's ESG material issues.

We commissioned an independent consultant to assess the importance of ESG issues, conducted an online questionnaire to stakeholders and held internal discussions with the management to gather stakeholders' views on sustainability issues towards Chunlai Education and themselves.

The survey ranked 23 ESG issues by order of importance, resulting in 10 issues of high materiality, 10 issues of medium materiality, and 3 issues of general materiality. The results of the materiality assessment are presented in the materiality matrix below.



Environmental, Social and Governance Report

Based on the results of the importance matrix, Chunlai Education has identified the direction of important ESG issues, including “Quality Education Philosophy”, “Ensuring Compliance Operation”, “Focusing on Employment Development”, “Advocating Green Campus” and “Commitment to Social Welfare”. This Report will focus on these five areas to reflect the focus and contribution of our ESG efforts.

Issues of high materiality	Corresponding chapter
1. Compliance operations	Ensuring Compliance Operation
2. Health and safety of students	Quality Educational Philosophy
3. Teaching quality control	Quality Educational Philosophy
4. Student employment rate	Quality Educational Philosophy
5. Qualifications and professional ethics of teachers	Quality Educational Philosophy
6. Employment rights and benefits protection	Focusing on Employment Development
7. Responsible procurement	Ensuring Compliance Operation
8. Information and privacy protection	Ensuring Compliance Operation
9. Employment system with equal opportunities	Focusing on Employment Development
10. Anti-corruption	Ensuring Compliance Operation
Issues of medium materiality	Corresponding chapter
11. Intellectual property protection	Ensuring Compliance Operation
12. Pollution reduction and emissions reduction	Advocating Green Campus
13. Employees’ training and development	Focusing on Employment Development
14. Occupational health and safety	Quality Educational Philosophy
15. Waste management	Advocating Green Campus
16. Market competitiveness	Quality Educational Philosophy
17. Handling opinions on teaching	Quality Educational Philosophy
18. Usage of materials/resources	Advocating Green Campus
19. Energy consumption and efficiency	Advocating Green Campus
20. Water consumption and efficiency	Advocating Green Campus
Issues of general materiality	Corresponding chapter
21. Community investment and participation	Commitment to Social Welfare
22. Responding to climate change	Advocating Green Campus
23. Greenhouse gas emissions	Advocating Green Campus

Environmental, Social and Governance Report

4. QUALITY EDUCATIONAL PHILOSOPHY

Chunlai Education embodies six aspects of “education in full legal compliance, integrity-oriented, respect for talent, caring for students, serving the community and pursuing excellence” to provide students with a quality education focused on cultivating applied talents. Our curriculum focuses on developing students’ practical skills that meet the needs of China’s economic development, with a view to giving our graduates an upper hand in the job market. We believe that good ethics and styles of teachers and rigorous style of study are the foundation of teaching. Therefore, we attach great importance to good ethics and styles of teachers, the quality of teaching and the management of teachers, and we care about the physical and mental health of our employees and students, and strive to build a healthy and safe campus.

4.1 Healthy and Safe Campus

In order to implement the school’s spirit of building a safe and civilized campus, further optimise the nurturing environment, build an excellent style of school and study, and to strengthen the popularisation of safety knowledge, we strictly comply with relevant health and safety laws and regulations, such as the Occupational Disease Prevention Law of the People’s Republic of China 《中華人民共和國職業病防治法》, the Regulation on Sanitary Work of Schools 《學校衛生工作條例》, Fire Protection Law of the People’s Republic of China 《中華人民共和國消防法》, Food Safety Law of the People’s Republic of China 《中華人民共和國食品安全法》. We will continue to improve our health and safety management system, strengthen our fire safety, health education, food safety, emergency safety, disease and epidemic prevention and control, and construct a healthy and safe campus for our teachers and students.

During the Reporting Period, the Group did not receive any complaints or lawsuits regarding violations of health and safety-related laws. Neither were there any cases of death due to work in the past three years.

Campus Fire Safety

In order to strengthen fire safety on campus, we have formulated the School Safety Management System 《學校安全管理制度》 to regulate the safety for campus facilities, electricity, water, heating power and gas use to ensure the safety of teachers and students’ personal property and to establish a safe and harmonious campus. At the same time, the dormitory is an important place for students to live and study, and an important venue for ideological and political education and quality education outside of the classroom. We focus on fire safety in the dormitories and have set up the Safety Management Regulations for Students’ Dormitory, which strictly prohibits the storage and use of flammable and explosive hazardous materials in the dormitories. Meanwhile, we require our dormitory supervisors to make fire safety a major part of their work and insist on regular inspections of all houses in the dormitories. If there is any hidden danger, we shall correct and solve it timely.

Environmental, Social and Governance Report

Case: Promoting Fire Safety Awareness

Anyang University and Shangqiu University held the “Safety and Civilisation Month” activity to promote safety and self-protection awareness among students through competitions, publicity, hand-drawing and exhibitions, creating a good safety environment on campus. The activities covered fire safety, destruction of contraband, etc.



Fire Safety Knowledge Competition

Health Education

Good physical and mental health is essential for students to grow up sturdily. According to the spirit of “Guideline for Mental Health Education of Students in Higher Education” by the Party Committee of the Ministry of Education of the Communist Party of China, we have established the Mental Health Education Center to promote the construction of mental health education for students in our college and provide a series of psychological guidance activities in combination of the actual situation of our college. In response to the National Mental Health Day for College Student on 25 May every year, our Mental Health Education Center held a series of mental health activities in May 2020, including Mental Microfilm Video Contest, Mental Class Meeting, Mental Film Exhibition, Mind Development Competition, 21-Day No Complaint Program. The event, which was attended by nearly 8,000 students, successfully conveyed the concept of “spreading healthy psychology and building a harmonious campus”, so as to cultivate students’ self-esteem and self-confidence, rational and calm, positive and rational psychological qualities, and to create a good humanistic and caring atmosphere of “helping others, helping themselves and helping each other”.

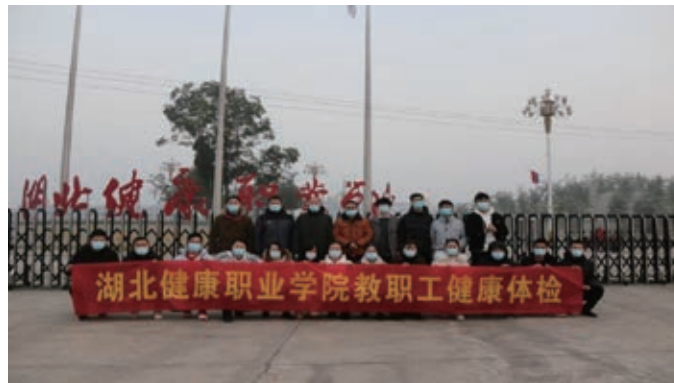
Environmental, Social and Governance Report

Occupational Health and Safety

In view of the characteristics of the education industry and working environment, most of the Group's employees are teaching staff (such as teachers and administrators), and they have little risk of occupational hazards. A small number of employees (such as maintenance mechanics and outdoor workers) have a certain but low level of risk of occupational hazards. We have established a Safety Management System, implemented a safety responsibility system, strictly enforced safety systems and measures at each project site under construction at school, and regularly inspected the safety precautions at each construction site. If any problems related to occupational health and safety is found, we require timely correction and resolution to prevent all occupational hazard risks.

Case: Employee Health Protection

In addition to student health protection, we also pay attention to employees' health. We organise annual health examination for our employees. The examination includes medical examination, surgical examination, height, weight, blood pressure, blood count, liver function, kidney function, blood sugar, blood lipid, ultrasound, ECG, etc.

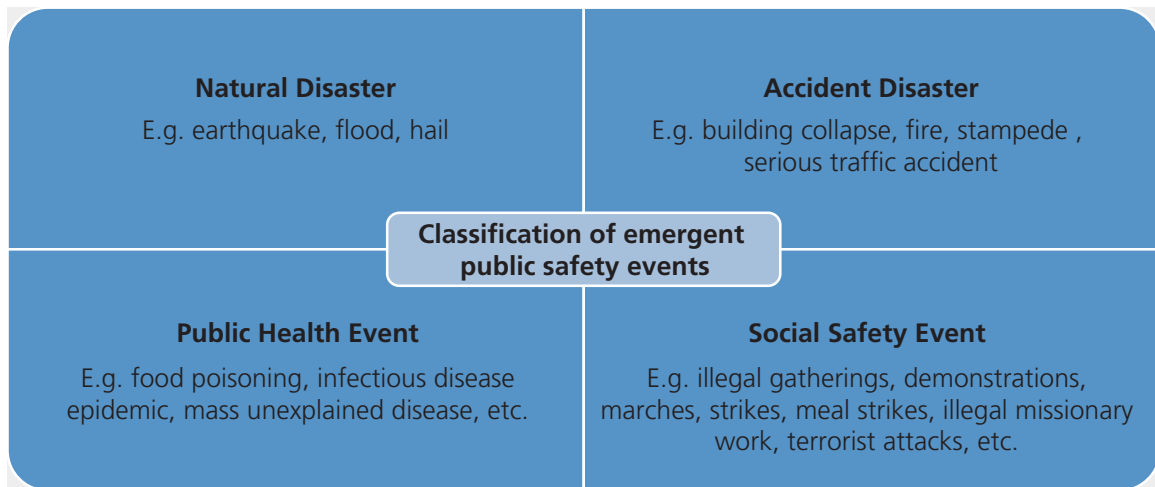


Health Check for Employee of Hubei Jiankang Vocational College

Environmental, Social and Governance Report

Responding to Emergency

We take "safety first, focusing on prevention" as our guideline and establish emergency response plans to deal with natural disasters, fire accidents, water and electricity outages, and campus emergencies in an efficient and quick manner to maintain the safety and stability of our student dormitories and to ensure timely and appropriate handling of accidents in emergency situations to minimise the harm of emergencies.



Case: Enhancing Emergency Response Capability

On 1 April 2021, Anyang University held "a special lecture on first aid training by Anyang University" and invited the director of the Medical Department of Health Service Center of Anyang Shang Song Community to give a special lecture on first aid training in the Academic Lecture Hall of the General Building. The training was attended by staff from the Food Service Center, restaurant employees and more than 300 student representatives. The training covered the basic knowledge of cardiopulmonary resuscitation, Heimlich maneuver, food poisoning, and first aid for electric shock, which made students and teachers know the steps for first aid and precautions basically through detailed illustration and advocate the skills of self-rescue and mutual rescue so as to further enhance instructors' emergency solving capacity.

Environmental, Social and Governance Report

Food Hygiene and Safety

To ensure the effective implementation of food hygiene and safety, we have established a number of food safety systems on campus, including the Food Safety Management System, the Rapid Food Safety Inspection Management System, and the Food Safety Self-Inspection and Reporting System. The main initiatives are as follows:

- | | |
|--|--|
| Regular food safety and sanitation inspections | <ul style="list-style-type: none"> • Daily on-site inspections by the cafeteria supervisors • Weekly inspection and scoring by cafeteria supervisors • Monthly food safety and hygiene inspections conducted by the center's director, who summarises the problems and lists the recommendations for rectification, and urges the cafeteria to make rectification within the deadline, followed by a review of the rectification situation. |
| Regular organisation of food safety training and education | <ul style="list-style-type: none"> • Online and offline training and assessment for cafeteria staff on food safety practices • Food safety knowledge seminars for teachers and students • Holding topic class meetings to promote food safety and nutritional health • Convening special meetings on food safety |
| Regular sampling of food quality | <ul style="list-style-type: none"> • Implementation of the principal's responsibility to accompany meals • Open Kitchen Day for Food Management Committee members |

Disease and Epidemic Prevention and Control

In order to reduce the impact of the COVID-19 pandemic on students' academic progress, we attach great importance to the prevention and control of the pandemic and remain vigilant at all times. We formulated the COVID-19 Prevention and Control Guidelines for Higher Education Institutions according to the national requirements for epidemic prevention and control, including the Law of the People's Republic of China on Prevention and Control of Infectious Diseases (《中華人民共和國傳染病防治法》), the National General Emergency Response Plan for Public Emergencies (《國家突發公共事件總體應急預案》), the Emergency Regulations for Public Health Emergencies (《突發公共衛生事件應急條例》), the Regulation on Sanitary Work of Schools (《學校衛生工作條例》), the Emergency Response Plan for Public Emergencies in the Education System of the Ministry of Education (《教育部教育系統突發公共事件應急預案》), the Guidelines for the Prevention and Control of COVID-19 in Colleges and Universities (《高等學校新型冠狀病毒肺炎防控指南》), and so on, which set out the measures and guidelines to fight against the pandemic.

Environmental, Social and Governance Report

In terms of prevention and control screening, we have formulated a Training Manual on Epidemic Prevention and Control to provide students with guidelines for returning to school, instructions for living in dormitories, psychological counseling services, dining guidelines, and healthy living guidelines. Based on the principle of “high vigilance, tireless work, strict control, and vigorous implementation”, we strictly implement the daily student epidemic prevention and control mapping work by means of information technology, and develop a student inspection system in the morning, afternoon, and evening. We apply the “Safety Reporting” function of the “Student Integrated Service Platform on Mobile Portal” for daily reporting, and especially formulate a system of “Registration of Absence from School due to Illness” and “Registration of Cause of Illness” to accurately grasp student dynamics and prevent the risk of importing and spreading of the pandemic.

In response to the sudden pandemic crisis, we set up the “Leading Group for Emergency Response to Public Health Incidents” and implemented the accountability system to be responsible for the public health safety of teachers and students and campus stability, and formulated the “pandemic emergency mechanism” to build a “school-college-class” three-level prevention and control system. In July 2020, a local case was found in Henan Province, Shangqiu University has activated the pandemic emergency mechanism, and students returning from medium-high risk areas are required to report to the school proactively and immediately, and to do their own health monitoring and actively cooperate with local hygiene and health department to implement pandemic control measures.

In terms of strengthening hygiene, we have formulated the Emergency Response Plan for Pandemic Emergencies, the Environmental Hygiene Inspection and Notification System, and the Health Education System for Prevention and Control of Infection Diseases. We have established a sound long-term and effective management mechanism by strengthening disinfection management and establishing complete disinfection files, and conducting standardised and regular disinfection procedures. At the same time, we also attach great importance to the prevention and control of infectious diseases and epidemics, and have established a health survey for all students and staff at least annually, and established health records and scientific management.

Environmental, Social and Governance Report

Case: COVID-19 Vaccination at Jingzhou University

In order to establish a regional immunisation barrier as early as possible and to strengthen the foundation of pandemic prevention and control, vaccination services for the new coronavirus are provided at Jingzhou University to maximise the coverage of the new coronavirus vaccination. Since 27 May 2021, the university has commenced the first vaccination services for students and faculty members free of charge, and 7,575 students and faculty members were vaccinated with the COVID-19 vaccination twice.



COVID-19 Vaccination

4.2 Teaching Quality Guarantee

Teaching quality is an important indicator to measure the level of operation of a college, the base and fundamental of the development of a college, and the lifeline of a college. Chunlai Education standardised school teaching management to improve the teaching quality and school efficiency. In this regard, we have implemented the teaching management system and formulated relevant systems such as Teaching Work Standards for Teachers of Anyang University (Revised), Compendium of Teaching Management Systems of Shangqiu University, Teaching Management Procedures of Anyang University, Teaching Work Standards for Undergraduate Teaching of Teachers of Tianping College of Suzhou University of Science and Technology and Implementation Measures for Teacher Evaluation of Hubei Jiankang Vocational College.

Environmental, Social and Governance Report

We have established a teaching quality control system, including evaluation of teaching quality, curriculum design quality, and apprenticeship quality. We have formulated the Evaluation Criteria and Evaluation Scheme for Major Teaching Quality, the evaluation criteria of which include lesson preparation, classroom teaching, homework and exercises, counseling and question and answer, course assessment, course design, experimental (practical training) teaching, internship, graduation practice, graduation thesis (design), second class, and other major aspects of education and teaching. The evaluation of teachers' teaching quality adopts a four-in-one comprehensive evaluation method, which consists of students, peer teachers, faculty (department) leadership evaluation and supervisory experts at both levels of the university and faculty (department), in order to conduct comprehensive evaluation in a comprehensive, objective and fair manner. We publicly recognise the top 20% of teachers with excellent evaluation results, and conduct faculty discernment talks for the bottom 5% of teachers with evaluation results to help analyze problems and offer suggestions for future improvement to continuously improve the overall quality of teaching. Curriculum design is an important practical part of improving students' professional abilities. We have developed Quality Evaluation Standards for Curriculum Design to evaluate the quality of curriculum design, the level of student ability, and the innovation of teaching content, and to continuously adjust and integrate appropriate teaching methods to teach students according to their abilities. Professional internship is a combination of the trend of higher education development and the orientation and requirements of our university's talent cultivation goals, and we have formulated the Quality Evaluation Standard for Internship, which requires that the professional internship instructors are generally double-teacher and double-competent teachers or teachers who meet the criteria for dual-teacher and dual-competency recognition and that they make full evaluation of students' practical ability including preparation, management and content of internship.

At the same time, our universities have established a Teaching Supervisory Committee, which is responsible for supervising the lecture listening of the whole school and handling of the results of lectures, as well as enforcing the requirement of attending lectures at least once a week, so as to help them improve their abilities in lesson preparation, lesson plan writing, teaching schedule and classroom teaching organisation, and to improve their teaching methods.

Environmental, Social and Governance Report

In terms of complaint handling, we also pay attention to listening to the opinions of all parties and establish a multi-channel teaching information feedback system, including teaching information feedback from teachers, regular teachers' evaluation and regular satisfaction surveys to students and parents, in order to continuously improve classroom teaching and the teaching quality. In particular, we value feedback and evaluation from students and parents on the teaching of our programs. At present, the communication channels between the school and students and parents are mainly through the new media platform and backstage private messages and comments, and the feedback from students and parents to the school is basically focused on teacher qualifications, accommodation and food, etc. Specific details will be summarised by the Publicity Department in a timely manner according to the backstage situation, and feedback will be provided to various departments so that they can effectively grasp the concerns of students/parents and effectively serve students. We have established the Management of Student Teaching Information Officers to collect and summarise students' opinions and suggestions on teachers' teaching attitudes and standards, as well as opinions and suggestions on all aspects of the teaching process (including lesson preparation, classroom teaching, experimental teaching, assignment review, extracurricular counseling, practical sessions, curriculum design, examinations, etc.). In order to strengthen the communication between parents and staff and to effectively collect their opinions, suggestions and complaints, we have established a feedback mechanism and formulated the School-Parents-Student Communication System to understand parents' needs in a timely manner and actively improve school work.

In addition, as the main medium of communication between the school and students and parents, we ensure that the released information is true and accurate, and not exaggerated, inaccurate or misleading.

During the Reporting Period, we did not receive any complaints about our teaching services, and our average annual teaching praise rating was 95.04%.

Universities under Chunlai Education	Annual Teaching Praise Rating
Shangqiu University	94.38%
Anyang University	94.16%
Shangqiu University Kaifeng Campus	94.42%
Jingzhou University	95.97%
Hubei Jiankang Vocational College	97.13%

In order to further standardise teaching management and teaching processes and to prevent and promptly address the impact of extreme natural disasters and outbreaks of infectious diseases on normal school operations, we have developed a Teaching Emergency Plan to adjust and integrate appropriate teaching arrangements. During the period affected by the COVID-19 pandemic, we have launched an online teaching program and provided teachers with access to a public platform of educational resources. To ensure that teaching arrangements are carried out properly, we will conduct regular inspections and supervise the information on teaching resources, online learning and teaching materials on the platform, and review the online teaching content.

Environmental, Social and Governance Report

4.3 Ethics and Teaching Styles of Teachers

In order to establish an excellent learning style, Chunlai Education strictly controls the construction of the ethics and teaching styles of teachers, standardises the professional ethics of teachers, and guides teachers to govern themselves, educate and teach on the basis of moral ethics. We have formulated the Implementation Rules for the Long-term Mechanism of Building the Ethics and Work Style of Teachers in Shangqiu University (《商丘學院師德師風建設長效機制實施細則》), the Academic Code of Ethics for Shangqiu University (Trial) (《商丘學院學術道德規範(試行)》), the Compilation of Faculty Development Center Rules and Regulations of Shangqiu University (《商丘學院教師發展中心規章制度匯編》), the Ethics and Teaching Styles Construction Program of Teachers for Shangqiu University Kaifeng Campus (《商丘學院應用科技學院師德師風建設方案》), the Implementation Plan for Strengthening and Improving the Construction of Ethics and Teaching Styles of Teachers in Anyang University (Trial) (《安陽學院加強和改進師德師風建設實施方案(試行)》), the Professional Code of Ethics for Teachers of Anyang University (《安陽學院教師職業道德規範》), the Compilation of System Files of Construction of Ethics and Teaching Styles of Teachers in Anyang University (《安陽學院師德師風建設制度檔匯編》) and the Code of Practice for Undergraduate Teaching of Teachers in Tianping College of Suzhou University of Science and Technology (《蘇州科技大學天平學院教師本科教學工作規範》) in accordance with relevant requirements including the Teacher Law of the People's Republic of China (《中華人民共和國教師法》) and the Higher Education Law of the People's Republic of China (《中華人民共和國高等教育法》), the Several Advices on Improving Academic Morality Construction (《關於加強學術道德建設的若干意見》) and the Notice on Serious Handling of Academic Misconduct in Colleges and Universities (《關於嚴肅處理高等學校學術不端行為的通知》) by the Ministry of Education, the Measures for Handling Misconduct in Science Fund Funding (Trial) (《對科學基金資助工作中不端行為的處理辦法(試行)》) by the National Natural Science Foundation of China and the "Several Advices on the Code of Conducts for Scientific and Technological Workers (《關於科技工作者行為準則的若干意見》) by the Ministry of Science and Technology together with other ministries and commissions. We have also required teachers to strictly comply with the relevant requirements. In addition, we set up the "Teacher's Ethics Assessment Working Group" and formulated the "Teacher's Ethics Assessment Measures (Revised)" to assess all school staff in terms of ideological quality, devotion to work, teaching and educating others, and serving as a model for teachers, in order to strengthen the supervision of teacher ethics and promote teachers to improve their own teacher ethics.

Environmental, Social and Governance Report

4.4 Student's Employment and Development

In order to achieve higher quality and better employment of graduates, we have complied with, including but not limited to, the Regulations of the Ministry of Education of the People's Republic of China on the Administration of Students of General Institutions of Higher Education (《普通高等學校學生管理規定》) and the Code of Conduct for Students of National Higher Education (Trial) (《高等學校學生行為準則(試行)》), and formulated a series of systems related to the promotion of graduate's employment, including "Regulations on the Management of On-campus Recruitment Activities of Graduates" (《關於畢業生校內招聘活動的管理規定》), "System of Regular Meetings on Employment and Entrepreneurship" (《就業創業工作例會制度》) and "Temporary Regulations on Quality Tracking Survey System for Graduates" (《畢業生質量跟蹤調查制度的暫行規定》). At the same time, we have also formulated the "Target Responsibility Letter for Employment Work" (《就業工作目標責任書》), which will be signed by both the Employment and Entrepreneurship Guidance Service Center and the faculties of graduates, to set the minimum standards of the initial employment rate and the year-end employment rate of graduates every year. We disclose the admission information about graduates with a principle of truthfulness, accuracy, rigor and impartiality. In response to the requirements of the Ministry of Education and the provincial department, we set up a special employment and entrepreneurship section on the websites of each faculty, and promptly publish policies in relation to employment and entrepreneurship to screen job openings that match the majors of the faculties, and precisely introduce suitable job opportunities to graduates. Meanwhile, we actively carry out special job fairs and mini two-way-choice job fairs by industry or by category according to the characteristics of the majors of graduates, and hold no less than three recruitment events with the Career Guidance Service Center in the season of graduates' return to school and the internship recommendation month of next-year graduates.

Chunlai Education cares for the needs of students and prepares the Guide on Job Hunting for Graduates (《畢業生求職應聘指南》) for all graduates, and assists graduates in employment through the school-enterprise cooperation platform. In order to help impoverished graduates with employment difficulties (the "double difficulties") to become employed, we have formulated the Measures to Support Graduates with Employment Difficulties (《就業困難畢業生幫扶辦法》), and provide "one-to-one" employment services to them, including provision of guidance, training and recommendation in key areas. At the same time, we also provide financial assistance to impoverished graduates.

For the 2020/2021 school year, the employment rate of graduates of Shangqiu University was 87.29%; the employment rate of graduates of Anyang Campus of Anyang University was 79.57%; the employment rate of graduates of Shangqiu University Kaifeng Campus was 86.89% and the employment rate of graduates of Jingzhou College was 85.84%².

² As Yuan Yang Campus of Anyang University officially started its education work in October 2021 and is the first year of enrollment, there is no data on the employment rate of graduates from Yuan Yang Campus of Anyang University for the Reporting Period. As 2020 is the first year of enrollment of Hubei Jiankang Vocational College and students have not yet graduated in 2021, there is no data on employment rate of graduates from Hubei Jiankang Vocational College during the Reporting Period.

Environmental, Social and Governance Report

5. ENSURING COMPLIANCE OPERATION

As an excellent educational institution, the Group shall be a role model to our students and society and operate the business in an honest, ethical and accountable manner. The Group strictly complies with the Listing Rules and other relevant laws and regulations promulgated by the Securities and Futures Commission and the Stock Exchange. Through the establishment of a risk management system, we have formulated the Risk Management Measures for Henan Chunlai Education Group (《河南春來教育集團風險管理辦法》), the Constitutions of the Risk Assessment Committee (《風險評估委員會章程》), the Internal Audit Regulations (《內部審計工作規定》) and the Constitutions of the Audit Committee (《審計委員會章程》).

5.1 Integrity and Compliance Governance

The Group upholds the anti-corruption and integrity values with honesty and integrity go first, and attaches great importance to the compliance operations of the Group. We strictly implement the regulations on anti-corruption and promoting integrity, such as the Clean and Honest Governance and Self-discipline Standard of the Communist Party of China (《中國共產黨廉政自律準則》), the 'Ten Impermissible Rules' Regarding Integrity and Self-discipline to be Abided by Party Members, Leaders and Cadres in University (《高校黨員領導幹部廉潔自律“十不准”》), and the Regulations on Appeals and Reclaims Initiated by the Discipline Inspection Group of the Communist Party of China (《中國共產黨紀律檢查機關控告申訴工作條例》) as well as other relevant requirements, and refuses any corruption and bribery. In order to improve the construction of clean government of the Group, we implemented the responsibility system for construction of Party conduct and clean government, and formulated the Implementation Measures on the Responsibility System for Construction of Party Conduct and Clean Government (《黨風廉政建設責任制實施辦法》) to establish the idea of compliance governance and cultivate a corporate culture based on legal culture. The measures stipulate that the Board and the audit department shall be responsible for the guidance of the anti-fraud, anti-bribery and anti-corruption conducts of the Group.

Members of the Board and school cadres of the Group are generally Party members, who fulfill the obligations of integrity and self-discipline of the Party, and have received the Party organisation discipline training and participate meetings on anti-corruption and integrity construction on a regular basis during the Reporting Period. In the future, we will provide more trainings on anti-corruption to all Board members and employees.

Environmental, Social and Governance Report

Case:

On 12 October 2020, we organised all school management team members and relevant major leaders of functional departments to participate in the “Implementation Work Meeting for Thorough Governance of the Party with Strict Discipline Across the Provincial Education System and In-depth Rectification of Corruption and Wrongdoings around the Masses (全省教育系統全面從嚴治黨暨深入整治群眾身邊腐敗和不正之風工作推進會)” to promote an integrity culture. In the meeting, Henan University of Engineering, Education Bureau of Anyang Municipality, Luoyang Education Bureau and Zhengzhou University exchanged and spoke on special actions on thorough governance of the Party with strict discipline, special rectification of teachers’ moral misconduct, special rectification of arbitrary fees in education and special campaigns of “Results-based Reformation + Financial Governance” in turn.

In order to create a festive atmosphere with integrity, the branch committee directly under the Group has issued the Notice on the Arrangement of Construction of Party Conduct and Clean Government during the Ching Ming Festival and Labour Day Holidays in 2021 《關於2021年清明、五一假期期間做好黨風廉政建設工作的通知》, the Notice on Issuing of Anti-corruption during the New Year’s Day and Spring Festival 《關於印發元旦、春節期間廉潔過節的通知》 and the Notice on Strengthening Integrity Discipline during the “Mid-Autumn Festival” and “National Day” in 2020 《關於2020年「中秋節」、「國慶節」期間加強廉潔紀律工作的通知》, which require Party members and cadres at all levels of the Group to perform their duties, abide by various regulations of integrity and self-discipline, strictly implement the Standards of Integrity 《廉政準則》, and clearly eliminate all activities and ethos of “festival corruption”, such as the use of official vehicles or public funds for private tomb-sweeping, travelling, visiting to relatives and friends, use of public funds to buy and give gifts, consumer cards and other festive gifts, accepting relevant banquets in violation of work discipline under the guises of natives general associations, alumni associations and comrades’ associations.

In terms of the implementation of anti-corruption whistle-blowing, we have formulated the Measures for Public Complaints and Whistle-Blowing 《信訪舉報工作辦法》, and whistleblowers can report through personal visits, phone calls, mailboxes or emails and other channels. Once any reported case is verified, the authorities of discipline inspection and supervision will handle it in accordance with the Party Constitution, state laws, regulations, policies and school rules.

During the Reporting Period, the Group did not have any lawsuits related to corruption, nor were there any violation of relevant laws and regulations that have a significant impact on the Group’s operations.

Environmental, Social and Governance Report

5.2 Healthy Risk Management

We have formulated seven working stages to form an effective risk management system. Risk identification, risk assessment and risk response are the specific implementation of risk management; risk testing, risk monitoring and cross-check, risk reporting and regular review are effective means to ensure the regulated operation of the risk management process; continuous improvement of risk management helps to re-control and re-improve the risk management process. After the initial establishment of the risk management system, it is required that the “risk assessment”, “risk response”, “risk testing”, “risk monitoring and cross-check” and “risk reporting” in the working process should be repeated no less than once every two years.

Risk Management System



We have identified social risks such as campus safety risks, teaching quality and health risks, and formulated corresponding emergency plans to deal with related risks, such as “Emergency Plan for Student Dormitory (學生宿舍突發事件應急預案)”, “Emergency Plan for Teaching (教學工作應急預案)” and “Emergency Plan for Public Health Emergencies (突發公共衛生事件應急預案)”. In terms of climate change risks, we have identified emergency risks, including extreme weather such as typhoons, rainstorms and flooding, and formulated corresponding emergency plans to deal with related risks, such as “Emergency Plan for Public Emergencies of Natural Disasters (自然災害類突發公共事件應急預案)”³.

³ For details of the “Emergency Plan for Public Emergencies of Natural Disasters (自然災害類突發公共事件應急預案)”, please refer to Section 7.5 Response to Climate Changes

Environmental, Social and Governance Report

5.3 Information Security Assurance

We are committed to protecting the data privacy of our schools, students and parents, so as to safeguard our own interests and reputation. We strictly abide by state laws and regulations including but not limited to the Regulations of the People's Republic of China on Protecting the Safety of Computer Information Systems (《中華人民共和國計算器信息系統安全保護條例》), the Provisional Regulations of the Administration of International Networking of Computer Information in the People's Republic of China (《中華人民共和國計算器信息網絡國際聯網管理暫行規定》) and the Cybersecurity Law of the People's Republic of China (《中華人民共和國網絡安全法》), and have set up the Information Security Management System for Henan Chunlai Education Technology Co., Ltd. (《河南春來教育科技有限公司信息安全管理制度體系》) with reference to the National Standard GB/T18336 (Common Criteria for IT Security Evaluation) (國家標準 GB/T18336《信息技術安全技術信息安全評估通用準則》), the National Confidentiality Standard BMB3-1999 (Technical Requirements and Test Methods for Electromagnetic Shielding Rooms for Handling Confidential Information) (國家保密標準 BMB3-1999《處理涉密信息的電磁屏蔽室的技術要求和測試方法》) as well as the National Confidentiality Standard BMB2-1998 (Using Site Information Equipment Electromagnetic Leakage Emission Inspection Test Method and Safety Criterion) (國家保密標準 BMB2-1998《使用現場的信息設備電磁洩漏發射檢查測試方法和安全判據》), etc.. We manage the information system security level protection regime, and implement the overall security protection strategy by "zoning, grading and domain", effectively preventing losses and disclosure of information caused by management omissions. The followings are the focuses of our information confidentiality to prevent theft:

- Network administrators should scan the network for vulnerabilities on a quarterly basis, and analyze the scanning results together with system administrators and security administrators
- We install permanent and reliable anti-virus software for all computer equipment, and set permissions for the replacement of hardware and software
- We protect sensitive and important data through system permission control and industry-standard encryption technology
- Before dismissing or transferring the employees of relevant information system of the Group, a confidentiality agreement shall be signed to restrict security and confidentiality behavior
- All storage media such as USB flash drives to be used on computers with internet access must be checked for viruses to prevent the introduction of computer viruses

Environmental, Social and Governance Report

In order to further improve the information security protection level of the Group, we established the “Network and Education Technology Center (網絡與教育技術中心)” and the “Network Security and Informatisation Leading Group (網絡安全和信息化領導小組)” to be responsible for the daily maintenance of the campus network system, handling of emergency information security incidents, and preparation of emergency response procedures and measures, respectively, so as to use school resources more effectively and ensure the safe and stable operation of the school information system.

During the Reporting Period, the Group did not have any complaints or lawsuits regarding data protection and privacy protection.

5.4 Intellectual Property Protection

We understand the importance of respecting intellectual property and the achievements of intellectual work, and strictly comply with the Trademark Law of the People’s Republic of China 《中華人民共和國商標法》, the Advertising Law of the People’s Republic of China 《中華人民共和國廣告法》, the Copyright Law of the People’s Republic of China 《中華人民共和國著作權法》, the Copyright Ordinance 《版權條例》 of Hong Kong, the Guidelines for Genuine Software Management 《正版軟件管理工作指南》, the Financial System of Colleges and Universities (Caijiaozi [2012] No. 488) 《高等學校財務制度》(財教字[2012]488號), the Administrative Regulations on the Protection of Intellectual Property Rights in Colleges and Universities (Ministry of Education [1999] Order No. 3) 《高等學校知識產權保護管理規定》(教育部[1999]3號令) and laws and regulations relating to intellectual property protection. We require employees to use copyrighted products and not to download or install any forged or copied programs, software or materials (including non-copyrighted materials, such as computer software, books, audios, videos, periodicals and magazines).

In order to protect the legitimate rights and interests of the Group and academic researchers, we mobilise the enthusiasm of teachers, students and employees for scientific research and technological innovation, and promote the enhancement of the teaching and research level of schools. We have formulated the Chunlai Education Group’s Implementation Measures for the Award of Scientific Research Achievements of Subordinate Schools 《春來教育集團關於下屬各學校科研成果獎勵的實施辦法》 and the Administrative Measures for Intangible Assets 《無形資產管理辦法》 to strictly protect the intellectual property of the Group, including but not limited to trade names, trademarks (logos), patents, copyrights and confidential data.

During the Reporting Period, the Group maintained 85 registered patents and 44 new patents.

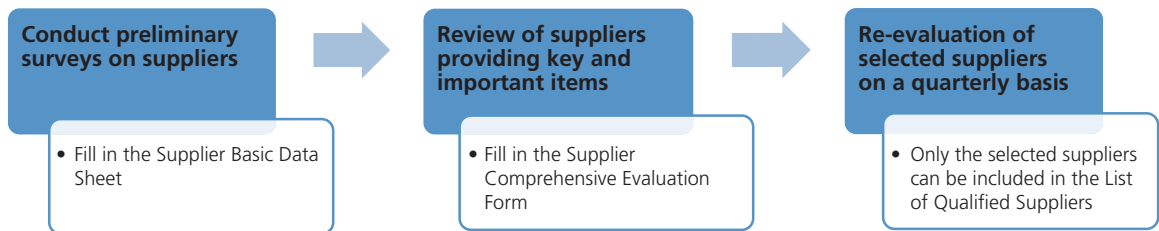
Environmental, Social and Governance Report

5.5 Supply Chain Management

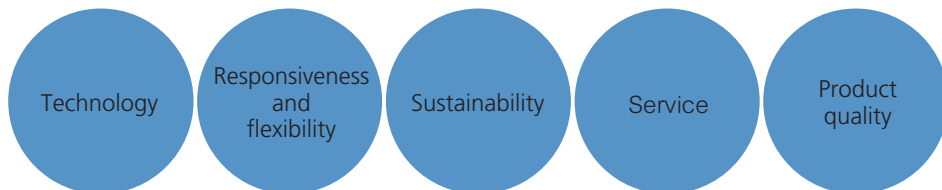
The Group is committed to conducting supplier management in a responsible manner and has formulated the Procurement Management System (《採購管理制度》), the Tendering Process Management (《招標流程管理》), the Supplier Management System (《供應商管理制度》) and the Rating Standards for Suppliers (《供應商評級標準》) to standardise the selection, evaluation and monitoring procedures of suppliers in a fair, open and impartial manner.

In order to strengthen the Group's procurement management and improve procurement efficiency, the Group has formulated the Procurement Management System (《採購管理制度》) to standardise and improve the procurement operations of bulk procurement and regular procurement, and clearly delineate the scope of procurement. In addition, the Group clearly regulates the conduct of procurement-related personnel, prohibits procurement personnel from accepting banquets or gifts, and enters into the Integrity Responsibility Letter (《廉潔責任書》) with the project leader, the teacher responsible for formulating technical parameters, the purchaser of the construction project, and the suppliers participating in the bidding to ensure the fairness, openness and impartiality of the bidding process.

The monitoring procedures for supplier management are as follows:



We have established a supplier management system, and determined whether to include a supplier into the list of suppliers by benchmarking against its supply level, product quality status, price level, production technology level, financial status, credit status and management level in accordance with the Supplier Management System (《供應商管理制度》). The selected suppliers will be included in the "List of Qualified Suppliers (《合格供應商名單》)" and reviewed monthly, and qualified suppliers shall be re-evaluated on a quarterly basis. We will divide the purchased items into three levels, namely critical, important and general, according to their impact on demand, and different levels of control will be implemented for different levels. The followings are supplier evaluation criteria:

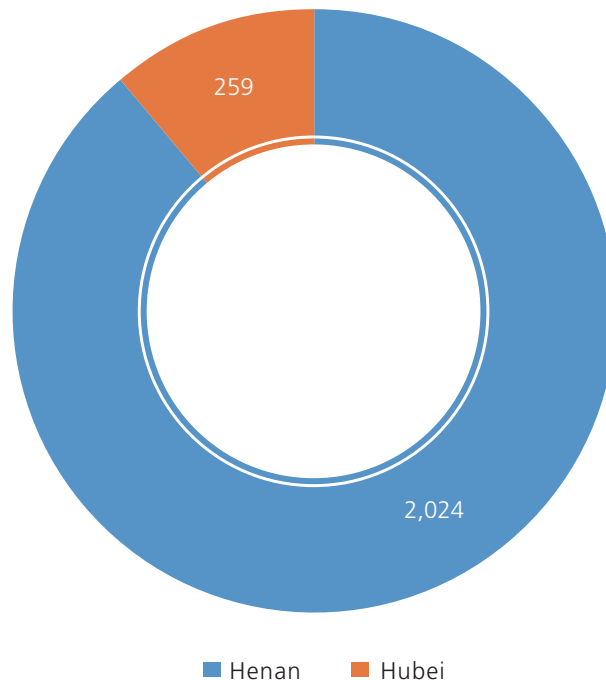


Environmental, Social and Governance Report

The Group attaches great importance to the sustainability of the supply chain. Taking into account of suppliers' environmental and social risk factors in selecting suppliers, we have defined that all suppliers must have places of production and business required by relevant national regulations, complying with industry regulations, having capacities of corresponding production, environmental protection, supply, delivery and service, and have the ability to respond to national environmental protection policies, and prevent illegal emissions, employment of child labour and forced labour. In addition, we will give priority to companies with emerging energy or renewable energy, and suppliers meeting the national sustainable development strategy. In pursuit of product sustainability, we will take into account the product life (including durability and re-manufacturability), product production standards (including industry standards, environmental standards, safety standards, product certification requirements), and product quality (including the environmental impact caused from using or disposal of products). In the future, we will continue to strengthen the sustainability of supply chain management and proactively improve policies related to environmental procurement.

During the Reporting Period, we had a total of 2,283 major suppliers, of which, 2,024 were in Henan, the People's Republic of China, and 259 were in Hubei, the People's Republic of China. The procurement categories were mainly equipment, services, recreational and office, animal and plant, apparel fabrics, building materials, furniture, books and resources.

Number of suppliers (by region)



Environmental, Social and Governance Report

6. FOCUSING ON EMPLOYMENT DEVELOPMENT

6.1 Compliance Employment Management

Chunlai Education regards employees as our most valuable assets. Adhering to the principle for the benefits of employees, we are committed to establishing harmonious labour relations. The Group insists on legal and compliance employment, and strictly abides by laws and regulations such as the Labour Law of the People's Republic of China 《中華人民共和國勞動法》, the Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》, the Implementation Regulations of the Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法實施條例》, the Law on the Protection of Minors 《未成年人保護法》, as well as the Regulations on Prohibition of Child Labour 《禁止使用童工規定》 and the Regulation on Sanitary Work of Schools 《學校衛生工作條例》. We are committed to creating a fair and harmonious working environment, rejecting any form of insults and discrimination, prohibiting discrimination based on gender, age, religious belief, race and family status, and also resolutely prohibiting forced and exploitative labour practices, and undertake not to use child labour under the legal age.

We have formulated standardised and stringent Administrative Measures on Recruitment 《招聘管理辦法》 and Handbook for Teachers and Staff 《教職工手冊》, and adopted rigorous teacher recruitment standards. We adhere to the principles of "openness, impartiality, equality, competition and meritocracy" in recruiting teachers. We have set up a special recruitment leading group to take charge of specific recruitment matters, and the Personnel Department conducts qualification review of the candidates first, and strictly checks the employees' identity information and academic qualifications. Candidates who have passed the qualification review will then undergo entry assessments, and they will be screened step by step through written examinations, trial lectures and secondary examination, and then the candidates to be engaged will be finally determined. In case of fraud, we will terminate the labour contract pursuant to the Labour Contract Law. We select suitable candidates through objective factors, such as interview performance and attitude, diplomas, work experience and other capabilities commensurate with the position. In addition, we also protect the employment rights and interests in the Handbook for Teachers and Staff 《教職工手冊》, stipulating the working hours of employment. We also regularly check overtime and labour intensity of employees and forced labour is strictly prohibited.

During the Reporting Period, the Group did not have any violation relating to employment, employment of child labour or forced labour.

Environmental, Social and Governance Report

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

Overview of Employees	Unit	2021
Total number of employees	person	4,926
Total number of employees (by gender)		
Female employees	person	2,902
Male employees	person	2,024
Total number of employees (by employee category)		
Short-term contract/part-time employees	person	839
Full-time junior employees	person	1,421
Full-time middle management	person	449
Full-time senior management	person	482
Other employees ⁴	person	1,735
Total number of employees (by age group)		
Employees under the age of 30	person	1,618
Employees aged 30-50	person	2,374
Employees over the age of 50	person	934
Total number of employees (by region)		
Employees from Central China region ⁵	person	4,926

Employee Promotion Management

We fully respect the development needs and opinions of teachers and staff, and have formulated the Staff Promotion Method (《職員晉升辦法》), the Implementation Method for the Construction of Middle-level Reserve Cadre Team (《中層後備幹部隊伍建設實施辦法》) and the Implementation Method for the Establishment of Institutions at Section Level and the Appointment of Cadres at Section Level (Trial) (《科級機構設置和科級幹部聘任實施辦法(試行)》). In terms of rank structure, each unit shall jointly negotiate with the Personnel Department and propose the name of institution at section level, job responsibilities, staffing and job qualification in accordance with its own work tasks, staffing and related regulations, and report to the school and the Group for approval. In terms of the appointment procedures for cadres at section level, the school will give priority to internal promotion, which will be recommended and nominated by the unit setting the post, and the Personnel Department will be responsible for the qualification review. The promotion conditions will refer to the performance of the candidate teachers in talents, morals and job performance. If no qualified candidates are nominated or open competition will be conducted upon research, candidates must pass the review by the head of the school in charge and the Principal's Office, and finally be approved by the Group.

⁴ Other employees includes staff in the logistics, catering, security, dormitory management and industrial categories

⁵ Employees by region during the Reporting Period are classified by location of work

Environmental, Social and Governance Report

In addition, we have also set up the “Selection Methods for Teaching Quality Excellence Award (教學質量優秀獎評選辦法)” and select excellent teachers every year. Teachers who are awarded the “Teaching Quality Excellence Award (教學質量優秀獎)” will be granted honorary certificates and bonuses. In addition, selected teachers can also enjoy priority in terms of promotion, post appointment and external training, so as to commend and encourage excellent teachers who have made outstanding achievements in teaching, and promote all teachers in school to devote them to teaching reform.

Employee Resignation Management

In order to strengthen the standardised management of the resignation of the in-service staff in school and ensure the normal teaching and management order of the school, we have formulated the Administrative Measures for the Resignation of Teachers and Staff 《教職工離職管理辦法》. We carefully create an atmosphere of retaining talents by career, by emotion and by treatment, and make every effort to retain teachers and staff who have tendered their resignations, and help them solve problems in work, study and life, so that they can continue to play a greater role in the development and construction of the school. After the person in charge of each unit receives the written application of the resigning staff, we will talk to the resigning employees to gain an understanding of the real reason for their resignation.

6.2 Warm-hearted Care for Employees

Remuneration and Benefits

In order to attract and retain outstanding employees and increase their motivation to work for our school, the Group has formulated the Performance Assessment Measures 《績效考核辦法》 to offer our teachers and other employees with competitive remuneration packages. Apart from basic salaries, we provide allowances for housing and overtime as well as welfare bonuses, etc. for various positions to reward past contributions of employees for the colleges. We also regularly adjust the salaries of all employees by referring to the Group’s actual conditions, the level of economic environment and industry conditions to enhance their cohesion to the college, and stimulate employees' enthusiasm for work.

Environmental, Social and Governance Report

In terms of benefits, in addition to the welfare benefits required by law, the Group has formulated the Handbook for Teachers and Staff 《教職工手冊》 and the Interim Measures for the Administration of Social Insurance 《社會保險管理暫行辦法》 to provide insurance package that comprises “five insurances and the housing fund” (i.e. pension insurance, work injury insurance, maternity insurance, unemployment insurance, medical insurance and housing provident fund) for qualified teaching employees who have signed valid contracts.

In terms of holidays, in addition to statutory holidays and annual leave, our employees shall be entitled to maternity leave, paternity leave, sick leave, wedding leave, funeral leave, winter vacation, Teacher’s Day and Mid-Autumn Festival. To meet the needs of new mothers at work, female employees can apply for breastfeeding leave after maternity leave. In addition, we also encourage on-the-job studies of teachers and employees, and provide a week off every semester during the course of study to give employees learning space.

Employee Activities

In addition to caring about our employees’ needs at work, we also encourage employees to be relaxed in their spare time. Each college and school of the Group organises group activity for teachers and employees from time to time to improve the cohesion and sense of belonging of the teacher team. During the Reporting Period, we organised various leisure and festival activities, including “Track and Field Sports Meeting – Faculty Group Competition” and “Young Faculty Recreational Activities”, which allowed employees to work with a positive attitude.



“Track and Field Sports Meeting – Faculty Group Competition”



“Young Faculty Recreational Activities”

Environmental, Social and Governance Report

6.3 Diversified Talent Training

We recognise that talent training is an essential cornerstone for practicing high-quality teaching. In order to improve the overall quality and teaching standard of teachers, the Group has established a teacher development center in accordance with the Teacher Law of the People's Republic of China 《中華人民共和國教師法》 and the Regulation on Training Work for Teachers of Higher Education Institutions 《高等學院教師培訓工作規程》 and other relevant laws and regulations, and based on the current development of the Group, and organised to carry out general teaching ability training in a planned and targeted manner, provided teachers' ethics education, pre-job training, on-the-job training, on-the-job studies, academic exchanges and other aspects for standardised management. The detailed measures are as follows:

Training content for backbone teachers:

General teaching ability training	<ul style="list-style-type: none"> • Educational philosophy • Basic teaching norms • Teaching theory and technology • Modern educational technology • Professional ethics
Special training for the development of new educational theory and technology at home and abroad	<ul style="list-style-type: none"> • Employ experts, famous teachers to provide individual or group teaching consultations for teachers through the forms of attending classroom lectures, observing class videos, and micro-class teaching • Build a platform for teachers to exchange teaching research and reforms through opening of teacher salons and new teacher workshops
Dual-qualified teachers development plan	<ul style="list-style-type: none"> • Engineering laboratory technicians shall be required to enter relevant enterprise for further studying and training for at least 3 months within five years • Encourage on-the-job study for master's and doctorate degrees; establish a regular training system for laboratory technicians, and each laboratory technician shall be required to participate in a further studying and training within five years

Environmental, Social and Governance Report

With the continuous expansion of the scale of higher education, the faculty is becoming younger and more highly educated, and young teachers have become an important part of the faculty of colleges and universities. We understand that the teaching ability of young teachers affects the overall teaching standard of the faculty and is also a key factor in the sustainable development of the college. In view of this, we have established a sound teacher's teaching ability development system to institutionalize and standardise the teaching of young teachers. In order to enable young teachers to join the teaching team as soon as possible, we focus on the development of teachers' ethics and style, teaching ability and professional application ability. The detailed measures are as follows:

Training content for young teachers:

Teachers' ethics and style	<ul style="list-style-type: none"> • Organise education activity on the theme of teacher ethics • Provide ethics education training and assessment, and regard teacher professional ethics education as an important part of induction training for young teachers
Teaching ability	<ul style="list-style-type: none"> • Provide pre-job and on-the-job teaching skills training, teaching support and services • On-the-job tutor training: Adopt the tutor-assisted teaching system for young teachers to strengthen the training of new teachers, and adopt one-on-one training between old and new teachers to familiarise themselves with the teaching process • Establish a tutor system for young teachers and a teaching supervision system for colleges • The college should provide young teachers with tutors and develop training rules for the teaching of young teachers • Observe teaching of outstanding teachers, and each young teacher shall participate at least twice an academic year • Establish teaching business files for young teachers • Establish a teaching competition system for young teachers, such as PPT competitions, lesson plan comparison and other activities
Professional application ability	<ul style="list-style-type: none"> • Develop career plans and personal growth plans, and clarify the direction of professional teaching • Support young teachers to take part-time or temporary positions in enterprises. Young teachers should spend a total of more than half a year to practice in enterprises or in the front line of production services every 5 years

Environmental, Social and Governance Report

“Fourteenth Five-Year Plan” for Construction of Teaching Staff (《「十四五」師資隊伍建設規劃》) (2021-2025)

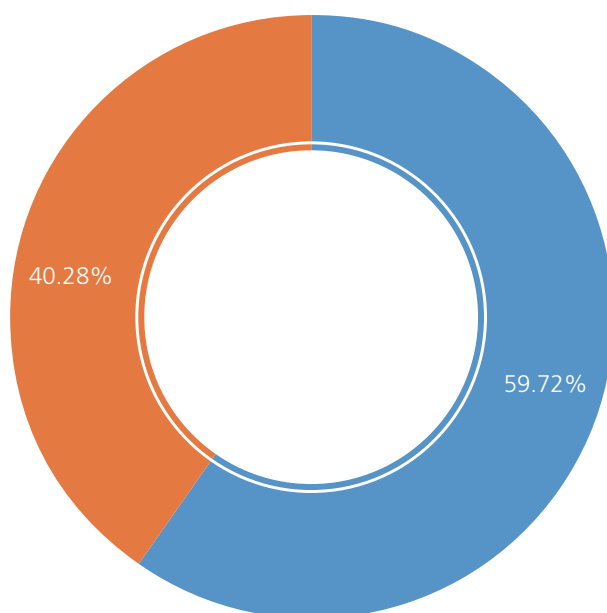
In order to further implement the principles of the Outline of China’s National Plan for Medium – and Long-Term Education Reform and Development (2020-2035) 《國家中長期教育改革和發展規劃綱要(2020–2035年)》 and the Outline of Plan for Medium – and Long-Term Education Reform and Development in Henan Province (2020-2035) 《河南省中長期教育改革和發展規劃綱要(2020-2035年)》, we have formulated the “Fourteenth Five-Year Plan” for Construction of Teaching Staff (《「十四五」師資隊伍建設規劃》) (2021-2025) based on work experience during the “Thirteenth Five-Year Plan” period. In terms of academic performance, we expect to increase the scientific research projects of our school, publish and obtain more academic papers published by teachers, publish academic works, teaching materials, national authorised patents, and awards for outstanding achievements. In terms of hardware support, we strive to build more key laboratories and key research bases above the municipal level.

In order to achieve the vision of “expert-led, backbone-supported and dual-qualified teacher structure” in terms of quantity and quality, we have adopted the strategy of strengthening the school with talents to strengthen the teaching staff and strengthen the development of young teachers. In view of this, we have formulated the “Development Plan for Construction of Teaching Staff (2020-2021 Academic Year) 《師資隊伍建設發展規劃(2020-2021學年)》 with three objectives: (1) to enlarge the scale of full-time teachers; (2) to optimise the structure of teaching staff; (3) to train and introduce high-level talents, so as to increase efforts in the construction of teaching staff.

Environmental, Social and Governance Report

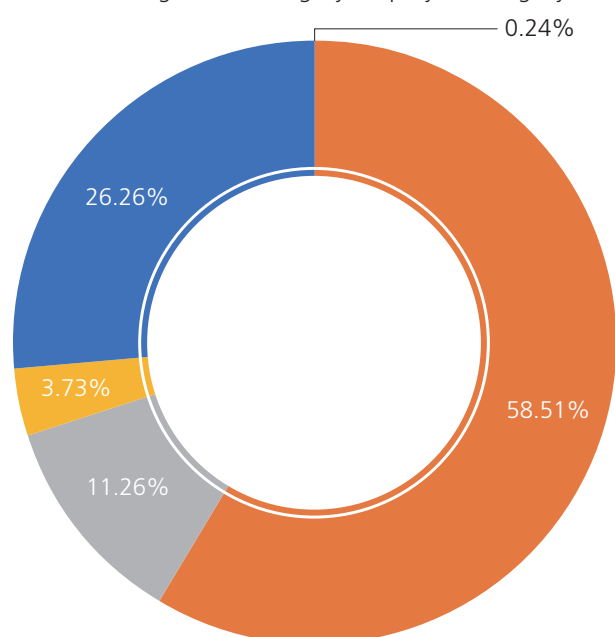
Overview of the Group's employees training during the Reporting Period is set out below:

Percentage of training by gender



■ Female employees ■ Male employees

Percentage of training by employee category



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

Average training hours ⁶ (by gender)	Unit	2021
Female employees	hour	9.18
Male employees	hour	8.47

Average training hours ⁶ (by employee category)	Unit	2021
Short-term contract/part-time employees	hour	54.00
Full-time junior employees	hour	10.85
Full-time middle management	hour	17.96
Full-time senior management	hour	15.11
Other employees ⁴	hour	4.74

⁶ Calculation method: the total training hours of training employees of that category/the total number of training employees of that category

Environmental, Social and Governance Report

7. ADVOCATING GREEN CAMPUS

We are committed to making our campus green, low-carbon and pollution-free. With environmental sustainability in mind as we build the campus and manage its environment, we advocate a green and harmonious lifestyle for all teachers and students. We have formulated the Regulations on Saving Electricity in Canteens, the 2020 College Programme on Cost-saving and Prevention of Food Wastage and the Regulations on Disposal of Food Waste, thus creating a campus culture and atmosphere that promotes energy saving and emissions reduction. To ensure the implementation of the above regulations and programme, we have included related tasks in our critical issue list for day-to-day management. We implement environmental protection measures and practice green operation through energy saving, water conservation, waste management, paperless office and emission management.

As an education group, we make little impact on the environment and natural resources, however, the Group understands its environmental responsibility and seeks to contribute positively to energy saving and emissions reduction. The major environmental impact we have identified is generated from water consumption, school and office supplies consumption, energy consumption, campus household waste, wastewater, air and waste generated by canteen operations as well as the use of vehicles of the Group.

During the Reporting Period, there were no irregularities related to emission of exhaust gas and greenhouse gas, waste discharge into water and land as well as the generation of hazardous and non-hazardous wastes, nor major incidents that were related to environmental violations.

7.1 Emission Management

The Group strictly complies with the Environmental Protection Law of the People's Republic of China 《中華人民共和國環境保護法》, Water Pollution Prevention and Control Law of the People's Republic of China 《中華人民共和國水污染防治法》, the Energy Conservation Law of the People's Republic of China 《中華人民共和國節約能源法》 and relevant environmental laws and regulations in the places where its business operates, such as the Regulations on Air Pollution Prevention and Control of Henan Province 《河南省大氣污染防治條例》. Our discharges and emissions mainly includes exhaust emissions from vehicles owned by the Group and its canteens, waste water from catering, domestic waste water, and campus domestic waste.

Environmental, Social and Governance Report

Greenhouse Gas Emission Management

The Group carried out greenhouse gas emission inspections in our five schools, namely, Shangqiu University, Anyang University, Shangqiu University Kaifeng Campus, Jingzhou University and Hubei Jiankang Vocational College, in compliance with the Greenhouse Gas Protocol 《溫室氣體盤查議定書》 developed by the World Resources Institute and the World Business Council for Sustainable Development and the ISO14064-1 set by the International Organisation for Standardisation. The summary of greenhouse gas emissions during the Reporting Period is as follows:

Greenhouse gas emission performance	Unit	2021
Greenhouse gas emissions		
Direct greenhouse gas emissions (Scope 1)	tonnes of carbon dioxide equivalent	16,853.35
Greenhouse gas emission removals from newly planted trees (Scope 1)	tonnes of carbon dioxide equivalent	648.14
Indirect greenhouse gas emissions (Scope 2)	tonnes of carbon dioxide equivalent	27,797.25
Total greenhouse gas emissions (Scope 1&2)	tonnes of carbon dioxide equivalent	44,002.46
Greenhouse gas emission intensity		
Per square metre (Scope 1&2)	tonnes of carbon dioxide equivalent/ square metre	0.014

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

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

Our greenhouse gas emission comes from the fuel consumption of the Group's fixed equipment and vehicles, the use of refrigerants (Scope 1) and the consumption of purchased electricity (Scope 2). During the Reporting Period, the total greenhouse gas emission (Scope 1 & 2) was 44,002.46 tonnes of carbon dioxide equivalent, representing an increase⁷ from last year. In the future, we will continue to monitor the greenhouse gas emission, and adopt effective low-carbon measures to mitigate climate change.

⁷ Reason for increase: 1. Jingzhou University and Hubei Jiankang Vocational College were newly added to the reporting scope during the Reporting Period; 2. In the last report, all colleges were suspended due to the COVID-19 pandemic in the spring semester, but all colleges were operating normally during the Reporting Period.

Environmental, Social and Governance Report

Air Pollutant Emission Management

The Group strictly implements the Air Pollution Prevention and Control Law of the People's Republic of China and other relevant laws and regulations. During its operation, gasoline and diesel consumed by our school's vehicles and garden machinery will produce air emissions such as sulphur oxides (SO₂), nitrogen oxides (NO_x) and particulate matter (PM).

During the Reporting Period, the types and data of air pollutant emissions generated by our vehicles are as follows:

Type of emissions	Unit	2021
Nitrogen oxides (NO _x)	kg	410.20
Sulphur oxides (SO ₂)	kg	0.78
Particulate matter (PM)	kg	32.92

Apart from vehicles, exhaust emissions from restaurants are also a key source of air pollutants. In order to reduce air pollutant emissions, we have installed oil fume filtering devices for all smoke extraction facilities in the canteens. We clean up the flue purifier on a regular basis, which can ensure that the fume emission of our canteens fully meet the environmental emission requirements.

7.2 Cherishing our Natural Resources

Management of Water Resources

The Group strictly implements the Water Pollution Prevention and Control Law of the People's Republic of China 《中華人民共和國水污染防治法》 and other relevant laws and regulations, as well as the relevant environmental laws and regulations in the places where its business operates, such as the Regulations on Water Pollution Prevention and Control of Henan Province 《河南省水污染防治條例》. Our domestic sewage mainly comes from the campus canteens owned by the Group and our dormitories. The Group does not have any issue in sourcing water that is fit for purpose in its operations, and the domestic sewage is discharged through the municipal drainage and sewage network to the urban sewage treatment plant for disposal.

Environmental, Social and Governance Report

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

Water consumption	Unit	2021
Total water consumption	tonnes	1,114,875.84
Total water consumption intensity	tonnes/square meter	0.35
Total water consumption intensity	tonnes/person ⁸	12.44

During the Reporting Period, the total water consumption of the five colleges under the Group during the operation process increased over the previous year⁷.

We have formulated the Rules on Use of Water, the Rules on Water Saving, and the Appraisal System for Water Saving to improve efficiency in the use of water resources. We have also established water-saving goals and a responsibility system for water-saving posts in canteens. In addition, we have strengthened daily water-saving work and education on campuses and canteens. The main water saving measures are as follows:

- The kitchens use water-saving faucets, and separate water meters are installed for measurement to prevent excessive water use when washing vegetables and melting ice
- Each stove is installed with facilities to separate oil and water, so sewage discharge can be reduced
- Improve water efficiency by recycling water used in washing rice and vegetables
- Defrost chilled meat and food in advance, avoid wasting water by rinsing

Energy Management

The Group strictly implements the Energy Conservation Law of the People's Republic of China 《中華人民共和國節約能源法》 and other relevant laws and regulations, as well as relevant environmental laws and regulations in the places where its business operates, such as the Regulations on Energy Conservation of Henan Province 《河南省節約能源條例》. Energy consumption of the Group mainly includes the use of electricity in daily business operations, the use of natural gas in canteens, and the use of gasoline and diesel in transportation.

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

Electricity consumption	Unit	2021
Total electricity consumption	MWh	45,561.79
Total electricity consumption intensity	MWh/square meter	0.014
Total electricity consumption intensity	MWh/person ⁸	0.51

⁸ Calculated based on the number of employees and students as of 31 August 2021

Environmental, Social and Governance Report

During the Reporting Period, the total operational power consumption of the five colleges increased over the previous year⁷.

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

Power saving system

- For the use of air conditioners, the temperature difference between indoor and outdoor in summer should be controlled within 7-9°C, and in winter the indoor temperature should be controlled within 20°C. When the outdoor temperature is higher than 35°C, the indoor temperature should be controlled above 26°C
- When the season changes, check the temperature difference between the air-conditioning water supply and return water. When the air-conditioning load is small, slightly increase the temperature of the chilled water supply to reduce the energy consumption of the refrigeration equipment
- Capacity and number of transformers should be reasonably configured with reference to the specifications of the electrical load, and the operating load shall be controlled at 70-90% of the rated capacity
- Based on actual weather conditions, the number of cooling system equipment is optimised to improve the safety of the cooling and air conditioning system. At the same time, the number of cooling water system equipment can be reasonably matched to save energy in accordance with the actual weather conditions and the heat load of the canteens

Lighting system

- Use energy-saving lighting:
- Replace incandescent lamps with close-reading fluorescent lamps; replace high-pressure mercury lamps with high-pressure sodium lamps or metal halide lamps; replace ordinary inductive rectifiers with electronic rectifiers
- Use shunt circuits to reduce the lighting intensity of certain areas after working hours as needed
- Use light control mode to control the switching time of outdoor public road lighting
- Use energy-saving lamps as much as possible and phase out ordinary incandescent bulbs
- It is not allowed to turn on the lights all the time and during the daytime. Try to use natural lighting in the office on sunny days. For larger office spaces, the lights should be reduced as much as possible when there are few people, and the lights should be turned off when people leave. In public places such as stairs and corridors, on the basis of ensuring appropriate illuminance, reduce the number of corridor lights as needed, or implement shunt control, turn on the lights as needed

Environmental, Social and Governance Report

7.3 Waste Management

The Group strictly complies with the Solid Waste Pollution Prevention Law of the People's Republic of China 《中華人民共和國固體廢物污染環境防治法》 and the Measures for the Management of Municipal Solid Waste 《城市生活垃圾管理辦法》 in its waste management. In order to stop food waste, we have formulated the College Programme on Cost-saving and Prevention of Food Wastage and Tasks to be Done to Advance Cost-saving and Prevention of Food Wastage, Regulations on Management of Low-value Consumables in Canteens and the Regulations on Disposal of Food Waste. The main measures are as follows:

- Improve the management of low-value consumables. The consumables in the canteens shall be centrally kept by the warehouse controller, and shall not be obtained by others without the consent of the canteen management personnel. Regulations shall be formulated on the time, personnel and quantity concerning the consumables to be used, and the expenses exceeding the budget that have not been granted in accordance with the regulations shall be borne by the user himself
- Teachers and students are encouraged to dine-in, use serving chopsticks and spoons, and strive to reduce the use of disposable tableware. If anyone needs to pack their food, use biodegradable paper bags, paper bowls and other environmental-friendly tableware
- The domestic waste and food waste of the canteens are disposed of by qualified waste disposal companies in accordance with the law, and waste disposal contracts are signed
- The canteens use disposable pp packing boxes made of recyclable pp plastics. Students shall be reminded to throw the packing boxes into the trash bins for recyclables

In order to fulfil our corporate social responsibility in terms of environmental protection, we actively work to reduce waste. If we have discarded computers and other electronic waste, we will send them to collectors for recycling. Non-hazardous waste mainly includes campus domestic waste. During the Reporting Period, the total amount of non-hazardous waste produced is 6,675.78 tonnes, an increase of 1%⁷ over last year. The intensity of non-hazardous waste production is 0.075 tonnes⁷.

Environmental, Social and Governance Report

7.4 Green Infrastructure Development

As for the infrastructure improvements on the campus, we have formulated a compilation of the college's infrastructure rules and regulations to minimise the impact on the environment and natural resources. The main measures for energy conservation and emission reduction are as follows:

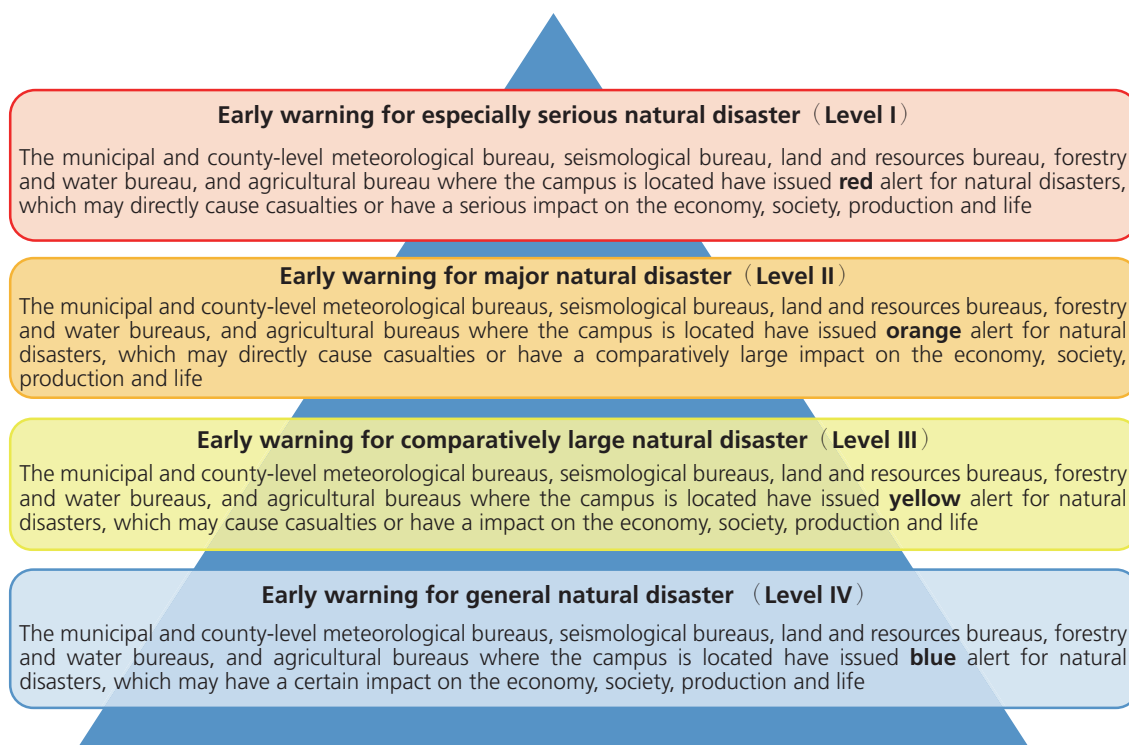
Dust management	Projects under construction need to set up fences and flush the vehicles at entrance or exit to reduce dust
Noise management	Use sound insulation and vibration isolation measures (such as low-noise and low-vibration machines) to ensure that the noise at the construction sites is lower than the national standard
Energy-saving	Give priority to the use of energy-efficient construction machinery and equipment that meet national standards or those recommended by the industry
Water-saving	Use efficient water-saving systems, equipment and construction techniques
Water pollution management	Set up corresponding treatment facilities for different sewage in strict accordance with the requirements of the national discharge standards

7.5 Responding to Climate Change

As a leader in the education industry, we understand that education is the cornerstone of human progress and that the education industry plays an important role in tackling climate change. Admittedly, the Group mainly engages in private higher education, so climate change rarely has a significant impact on our operations. Once affected by extreme weather, we will actively respond to relevant local government policies and make emergency plans to ensure the personal safety of our employees and students. With reference to industry practices and giving consideration to our actual operations, we have identified the risks related to climate change, including physical risks, such as flooding, super typhoons, storm surges, and extreme rainfalls. We have incorporated climate change risks into our risk management system, and have formulated emergency plans and disaster preparedness plans to enhance our overall capacities to cope with natural disaster risks, thus ensuring that we deal with emergencies of natural disasters in a timely and efficient manner and address climate crisis positively.

Environmental, Social and Governance Report

In July 2021, Henan Province was plagued by floods. The Group faced the threat of natural disasters with cool-headedness. We have formulated the Natural Disaster Emergency Response Plan to regulate the task-sharing among various institutions in the school, as well as the treatment and rescue measures to be taken after the occurrence of natural disasters, thus enhancing its resilience to natural disasters. We have divided the natural disasters into four levels based on the intensity and the degree of damage that may or have been caused, as shown in the following figure:



Natural Disaster Emergency Response Plan

We are fully aware of the impact of climate change on the operations of the Group. As energy consumed by our schools consists mainly of water and electricity, the hydropower equipment and infrastructure bear the brunt of the threat of natural disasters. In view of this, we have identified the importance of hydro power energy-saving management to the operation of the Group, and have established a "Water Cut and Power Cut Emergency Plan" and formulated a regular system for water and electricity saving. In the future, we will continue to control and adapt to the impact of natural disasters (such as water cuts and power outages) on the Group, while aiming at "Building an Energy-saving Campus".

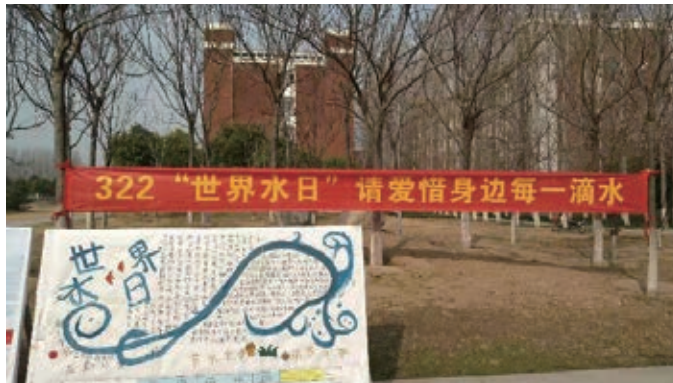
Environmental, Social and Governance Report

7.6 Promoting the Green Lifestyle

Frugality is a traditional virtue, and it is also regarded as a responsibility and obligation by the world citizens in their environmental protection practices. We attach great importance to the cultivation of our students' sense of responsibility in environmental protection. While integrating green concepts into the daily teaching, we strive to raise students' awareness about environmental protection and foster their eco-friendly habits. During the Reporting Period, we mainly led students to participate in Campus Environmental Awareness Campaign as volunteers through environmental protection education.

Case: Campus Environmental Awareness Campaign

Shangqiu University Kaifeng Campus marked the annual World Water Day on 22 March by launching an awareness campaign on water-saving.



Environmental, Social and Governance Report

Case: Campus Environmental Protection Activities

Shangqiu University Kaifeng Campus organised waste recycling activities to discover its reuse value, which not only improved students' environmental awareness, but also promoted the sustainable development of resources.



8. COMMITMENT TO SOCIAL WELFARE

While pursuing its own development, we also bear in mind the support and trust given to us by all sectors of society. Therefore, we vigorously support social welfare undertakings by harnessing our strengths and educational resources, thus assuming corporate social responsibility. During the Reporting Period, we organised a series of volunteer activities with participation from 430 employees and 193,733 students. Our students can serve the society and create values through participating in volunteer activities. In addition, working as volunteers is also an important form of social life for them as they have not yet formally entered society. We hope that our students can improve their personal moral quality through voluntary service, and convey support and care to vulnerable groups.

Environmental, Social and Governance Report

During the Reporting Period, the donation we collected amounted to RMB63,078.

Case: Warm Clothes, Warm the Heart

In an effort to help those in underdeveloped areas, Shangqiu University Kaifeng Campus held a fund-raising event on 8-11 December 2020. Clothes, books, stationery and other resources collected will be passed on to children living in poverty so that the available resources are made best use of.



"The Blossoming Spring Fund-raising Activity"

Case: Love and Respect for the Elderly

In order to carry forward the traditional virtue of respecting the elderly, the Young Volunteers Association of Shangqiu University organised a public welfare activity called Spreading Love in the Home for the Aged. Our volunteers helped the elderly clean up, talked with the elderly attentively, listened to their concerns and tried to provide solutions, thus enabling the elders to enjoy a full and happy leisure time. Through this volunteer activity in the home for the aged, students can understand the living conditions of the elderly and give them spiritual condolences. We call for a strengthening of the students' sense of social responsibility and encourage the students to pay attention to the elderly group.



"Volunteer Service in a Home for the Aged"

Environmental, Social and Governance Report

Case: Donating Blood, Spreading Love

To promote the spirit of selfless dedication, Hubei Jiankang Vocational College encouraged students to donate blood. Students in good physical condition actively participated in social medical assistance. This not only improved their sense of social responsibility, but also helped ensure the supply of blood in Mianyang City. At the same time, we also promoted knowledge about blood donation, and encouraged students to care for society and enhance moral quality.



"Donating Blood, Spreading Love"

Unity is strength as we fight the COVID-19

At present, the COVID-19 is still raging in the world, and we continue to pay close attention to the development of the COVID-19 and COVID-19 prevention work. In line with the purpose of Be Set in Campus and Serve the Society, the Young Volunteers Association of Shangqiu University especially launched the fund-raising initiative called "Supporting Shangqiu City in the Fight against COVID-19". Thanks to the publicity work of various student groups of Shangqiu University, as well as online publicity and reposting, students at all levels actively participated. The number of donors reached 1,531, with a total donation of RMB22,412.51. Some of these funds were used in Shangqiu University's COVID-19 prevention and control work in the school and its surrounding areas, and the remaining was remitted to the special account of the Red Cross Society of Shangqiu City.

Environmental, Social and Governance Report

Case: Support COVID-19 Prevention and Control

Jingzhou University sought to assist in the regular COVID-19 prevention and control of the railway station, it carried out the voluntary activity called "Assist the Railway Station in its COVID-19 Response". As required by the regular COVID-19 prevention and control work, the railway strictly controlled the verification and diversion of the increased passenger traffic during the May Day holiday.



"Assist the Railway Station in its COVID-19 Response"

Environmental, Social and Governance Report

APPENDIX I : SUMMARY OF SUSTAINABLE DEVELOPMENT DATA

Environmental Area ¹⁰	Unit	2021
Type of emissions		
NO _x	kg	410.20
SO _x	kg	0.78
PM	kg	32.92
Amount of greenhouse gas emissions		
Direct greenhouse gas emissions (Scope 1)	tCO ₂ e	16,853.36
Greenhouse gas removals from newly planted trees (Scope 1)	tCO ₂ e	648.14
Indirect greenhouse gas emissions (Scope 2)	tCO ₂ e	27,797.25
Total amount of greenhouse gas emissions (Scope 1&2)	tCO ₂ e	44,002.46
Intensity of greenhouse gas emissions		
Per square meter (Scope 1&2)	tCO ₂ e/m ²	0.014
Electricity consumption		
Total electricity consumption	MWh	45,561.79
Total electricity consumption intensity (per square meter)	MWh/m ²	0.014
Total electricity consumption intensity (per person)	MWh/person ⁸	0.51
Fixed equipment fuel consumption		
Gasoline consumption	tonne	8.70
Natural gas consumption	m ³	610,283.00
Liquefied natural gas consumption	m ³	12,074.00
Diesel consumption	tonne	3.21
Liquefied petroleum gas consumption	tonne	61.73
Motor vehicle fuel consumption		
Gasoline consumption	litre	36,990.47
Diesel consumption	litre	10,945.19
Water consumption		
Total water consumption	tonne	1,114,875.84
Total water consumption intensity (per square meter)	tonne/m ²	0.35
Total water consumption intensity (per person)	tonne/person ⁸	12.44

¹⁰ The environmental area of the collection covers five schools under the Group: Shangqiu University, Anyang University, Shangqiu University Kaifeng Campus, Jingzhou University and Hubei Jiankang Vocational College.

Environmental, Social and Governance Report

Environmental Area¹⁰	Unit	2021
Hazardous waste production		
Batteries	piece	1,127
Used ink cartridges and used toner cartridges	piece	611
Non-hazardous waste production		
Total non-hazardous waste production	tonne	6,675.78
Non-hazardous waste production intensity	tonne/person ⁸	0.075
Paper consumption		
Total paper consumption	kg	16,163.13
Paper consumption per capita	kg/employees	4.12
Social Area¹¹	unit	2021
Total number of employees	person	4,926
Total number of employees (by gender)		
Female employees	person	2,902
Male employees	person	2,024
Total number of employees (by employee category)		
Short-term contract/part-time employees	person	839
Full-time junior employees	person	1,421
Full-time middle management	person	449
Full-time senior management	person	482
Other employees ⁴	person	1,735
Total number of employees (by age group)		
Under the age of 30	person	1,618
Aged 30-50	person	2,374
Over the age of 50	person	934
Total number of employees (by geographical region)⁵		
Employees from Central China region	person	4,926
Turnover rate¹²		
Total employees turnover rate	%	11.23

¹¹ Social area collection covers the whole Group.

¹² Turnover rate equals the number of employees lost divided by the number of employees at the end of the year multiplied by 100%.

Environmental, Social and Governance Report

Social Area ¹¹	unit	2021
Employees turnover rate¹² (by gender)		
Female employees	%	11.54
Male employees	%	10.77
Employees turnover rate¹² (by age group)		
Under the age of 30	%	18.17
Aged 30-50	%	8.89
Over the age of 50	%	5.14
Employees turnover rate¹² (by geographical region)⁵		
Employees from Central China region	%	11.23
Training employees percentage (by gender)		
Female employees	%	59.72
Male employees	%	40.28
Training employees percentage¹³ (by employees category)		
Short-term contract/part-time employees	%	0.24
Full-time junior employees	%	58.51
Full-time middle management	%	11.26
Full-time senior management	%	3.73
Other employees ⁴	%	26.26
Average training hours⁶ (by gender)		
Female employees	hour	9.18
Male employees	hour	8.47
Average training hours⁶ (by employee category)		
Short-term contract/part-time employees	hour	54.00
Full-time junior employees	hour	10.85
Full-time middle management	hour	17.96
Full-time senior management	hour	15.11
Other employees	hour	4.74
Occupational health and safety		
Number of work-related fatalities in each of the past three years (including the Reporting Year)	person	0
Number of work-related fatalities rate in each of the past three years (including the Reporting Year)	%	0
Lost days due to work injury	day	0

¹³ Calculation method: the number of training employees of that category/the total number of employees of that category.

Environmental, Social and Governance Report

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

Indicators		Related Sections	
A. Environmental Area			
A1 : Emissions	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	7. Advocating Green Campus
	KPI A1.1	The types of emissions and respective emissions data.	7.1 Emission Management Appendix I: Summary of Sustainable Development Data
	KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	7.1 Emission Management Appendix I: Summary of Sustainable Development Data
	KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	7.3 Waste Management Appendix I: Summary of Sustainable Development Data
	KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	7.3 Waste Management Appendix I: Summary of Sustainable Development Data
	KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	In view of the Group's sustainable business, Jingzhou University and Hubei Jiankang Vocational College were added to the reporting scope in the Reporting Period. The current collection of environmental data did not reflect the Group's comprehensive operation. Therefore, no emission target(s) has been set in the Reporting Period. In the coming year, we will continue to review the setting of emission target(s).
	KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	7.3 Waste Management In view of the Group's sustainable business, Jingzhou University and Hubei Jiankang Vocational College were added to the reporting scope in the Reporting Period. The current collection of environmental data did not reflect the Group's comprehensive operation. Therefore, no reduction target(s) has been set in the Reporting Period. In the coming year, we will continue to review the setting of reduction target(s).

Environmental, Social and Governance Report

Indicators			Related Sections
A2 : Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	7.2 Cherishing our Natural Resources Appendix I: Summary of Sustainable Development Data
	KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	7.2 Cherishing our Natural Resources Appendix I: Summary of Sustainable Development Data
	KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	7.2 Cherishing our Natural Resources Appendix I: Summary of Sustainable Development Data
	KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	In view of the Group's sustainable business, Jingzhou University and Hubei Jiankang Vocational College were added to the reporting scope in the Reporting Period. The current collection of environmental data did not reflect the Group's comprehensive operation. Therefore, no energy use efficiency target(s) has been set in the Reporting Period. In the coming year, we will continue to review the setting of energy use efficiency target(s).
	KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	7.2 Cherishing our Natural Resources In view of the Group's sustainable business, Jingzhou University and Hubei Jiankang Vocational College were added to the reporting scope in the Reporting Period. The current collection of environmental data did not reflect the Group's comprehensive operation. Therefore, no water efficiency target(s) has been set in the Reporting Period. In the coming year, we will continue to review the setting of water efficiency target(s).
	KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	The Group is principally engaged in the educational business, which does not involve in packaging activities used in final products, and thus it's not applicable to the Group's business.

Environmental, Social and Governance Report

Indicators			Related Sections
A3 : The Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	7. Advocating Green Campus
	KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	7. Advocating Green Campus
A4 : Climate Change	General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	7.5 Responding to Climate Change
	KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	7.5 Responding to Climate Change
B. Social Area			
B1 : Employment	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	6.1 Compliance Employment Management
	KPI B1.1	Total workforce by gender, employee category (such as full-or part-time), age group and geographical region.	6.1 Compliance Employment Management Appendix I: Summary of Sustainable Development Data
	KPI B1.2	Employees turnover rate by gender, age group and geographical region.	Appendix I: Summary of Sustainable Development Data

Environmental, Social and Governance Report

Indicators			Related Sections
B2 : Health and Safety	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	4.1 Healthy and Safe Campus
	KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	4.1 Healthy and Safe Campus Appendix I: Summary of Sustainable Development Data
	KPI B2.2	Lost days due to work injury.	Appendix I: Summary of Sustainable Development Data
	KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	4.1 Healthy and Safe Campus
B3 : Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	6.3 Diversified Talent Training Appendix I: Summary of Sustainable Development Data
	KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	6.3 Diversified Talent Training Appendix I: Summary of Sustainable Development Data
	KPI B3.2	The average training hours completed per employee by gender and employee category.	6.3 Diversified Talent Training Appendix I: Summary of Sustainable Development Data

Environmental, Social and Governance Report

Indicators			Related Sections
B4 : Labour Standards	KPI B4	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	6.1 Compliance Employment Management
	KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	6.1 Compliance Employment Management
	KPI B4.2	Description of steps taken to eliminate such practices when discovered.	6.1 Compliance Employment Management
B5 : Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	5.5 Supply Chain Management
	KPI B5.1	Number of suppliers by geographical region.	5.5 Supply Chain Management
	KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	5.5 Supply Chain Management
	KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	5.5 Supply Chain Management
	KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	5.5 Supply Chain Management

Environmental, Social and Governance Report

Indicators			Related Sections
B6 : Product Responsibility	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	4.1 Healthy and Safe Campus 4.2 Teaching Quality Guarantee 5.3 Information Security Assurance
	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The Group is principally engaged in the educational business, which does not involve in product sales and shipping activities, and thus it's not applicable to the Group's business.
	KPI B6.2	Number of products and service related complaints received and how they are dealt with.	4.2 Teaching Quality Guarantee
	KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	5.4 Intellectual Property Protection
	KPI B6.4	Description of quality assurance process and recall procedures.	The Group is principally engaged in the educational business, which does not involve in quality assurance process and recall activities, and thus it's not applicable to the Group's business.
	KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	5.3 Information Security Assurance
B7: Anti- corruption	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	5.1 Integrity and Compliance Governance
	KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	5.1 Integrity and Compliance Governance
	KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	5.1 Integrity and Compliance Governance
	KPI B7.3	Description of anti-corruption training provided to directors and employees.	5.1 Integrity and Compliance Governance

Environmental, Social and Governance Report

Indicators			Related Sections
B8: Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	8. Commitment to Social Welfare
	KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	8. Commitment to Social Welfare
	KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	8. Commitment to Social Welfare