



**中匯集團**  
Edvantage Group

**Edvantage Group Holdings Limited**

**中匯集團控股有限公司**

(Incorporated in the Cayman Islands with limited liability)

Stock code : 0382



**2023**

**ENVIRONMENTAL, SOCIAL AND  
GOVERNANCE REPORT**

# Contents

About this Report	3
Reporting Period	3
Reporting Scope and Boundary	3
Reporting Standards and Principles	3
Source of Data and Reliability Statement	4
Confirmation and Approval	4
Feedback	4
The Board Statement	5
About the Edvantage Group	7
Sustainability Governance	8
ESG Working Group	8
Risk Management and Internal Controls	8
Sustainability and Governance Policies	8
Stakeholder Engagement	9
Stakeholders Communication Channels	9
Materiality Assessment	11
Business Ethics	12
Anti-Corruption	12
Whistleblowing	12
Cultivate Talents and Care for Staff	13
Attracting Talents and Recruitments	13
Evaluation and Promotion	13
Remuneration and Dismissal	13
Working Hours and Leaves	14
Group Activities & Celebration	14
Employee Workforce	15
Employee Turnover	16
Promote Gender Equality	16
Occupational Health and Safety	17
Development and Training	19
Labour Standards	20



Quality Education and Operational Compliance	21
Supply Chain Management and Monitoring	21
Teaching Quality	21
The Best ESG Innovation Award	22
Service-Related Complaints and Solutions	22
Intellectual Property Rights	23
Student Enrolment	23
Privacy Policies	23
Health and Safety of Students	24
Caring and Giving back to our Community	25
Community Investment	25
Caring for the Community	25
Cultivate Talents and Promote Youth Development	28
Invigorate Entrepreneurship and Innovative Mindset	29
Protecting the Environment with a Greener Campus	30
Environmental Protection and Operations	30
Environment-related Targets	30
Emissions	31
Air Emissions	31
Greenhouse Gases Emissions	32
Measures to Reduce Emissions	34
Hazardous and Non-Hazardous Wastes	34
Measures to Reduce Wastes Generated	35
The Environment and Use of Natural Resources	36
Energy and Resource Use Efficiency	36
Energy Consumption and Intensity	37
Water Conservation	37
Appropriate Water Source	37
Climate Change	38
Green Finance	39
HKEX ESG Reporting Guide Content Index	40

Edvantage Group Holdings Limited (hereinafter referred to as the “**Edvantage Group**”, “**Group**”, “**we**” or “**us**”) hereby presents its environmental, social and governance report (hereinafter referred to as the “**Report**”) for 2023. The Report summarises the strategy, practices and vision of Edvantage Group in respect of issues related to environment, society and governance (“**ESG**”) in 2023, with a view to illustrating that the Group adheres to the principles of sustainable development and is devoted to fulfilling its corporate social responsibility.

## Reporting Period

The Report covers the Group’s overall environmental and social performance during the period from 1 September 2022 to 31 August 2023 (hereinafter referred to as the “**Reporting Period**”), same as that covered by the 2023 Annual Report of the Group.

## Reporting Scope and Boundary

Unless otherwise specified, the scope of the Report covers the Group’s seven major consolidated affiliated entities (for the year ended 31 August 2022: six), namely Guangzhou Huashang College (hereinafter referred to as the “**Huashang College**”), Guangzhou Huashang Vocational College (hereinafter referred to as the “**Huashang Vocational College**”), Guangdong Huashang Technical School (hereinafter referred to as “**Huashang Technical School**”), GBA Business School, GBA Business School Foundation, Urban Vocational College of Sichuan (hereinafter referred to as the “**Urban Vocational College**”) and Urban Technician College of Sichuan (hereinafter referred to as the “**Urban Technician College**”), they are collectively referred to as the “**Colleges**”, but the scope of this Report excludes overseas colleges. The social data of GBA Business School Foundation are newly included in this Report.

## Reporting Standards and Principles

The Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “**Guide**”) as set out in Appendix 27 to the Rules Governing the Listing of Securities (hereinafter referred to as the “**Main Board Listing Rules**”) on The Stock Exchange of Hong Kong Limited (hereinafter referred to as the “**Hong Kong Stock Exchange**”) and is based on the four reporting principles as set out in the Guide, namely materiality, quantitative, balance and consistency which serves as a basis of this Report.

Materiality	Quantitative	Balance	Consistency
<p>Materiality was assessed based on the outcomes of stakeholder engagement and relevant material topics were reviewed and confirmed by senior management to ensure their importance.</p> 	<p>We provide and disclose quantitative data that includes relevant standards, calculation method, assumptions and conversion factors to evaluate the effectiveness of our sustainability policies and management.</p> 	<p>We presented our ESG performance data objectively, providing a complete picture of the Group’s accomplishments during the Reporting Period and our potential improvement areas going forward.</p> 	<p>The data are computed using consistent procedures and methodologies for accurate year-on-year comparisons.</p> 

### Source of Data and Reliability Statement

The information of the Report is collected from official documents and data of the Group (as well as relevant public materials) and is consolidated and compiled by the Colleges in accordance with the Group's monitoring, management, and operational data policies. The Group undertakes that the Report does not contain any false information, misleading statement or material omission, and takes responsibilities for the contents hereof as to the authenticity, accuracy and completeness.

### Confirmation and Approval

The board of directors of the Group (hereinafter referred to as the "**Board**") approved the Report upon confirmation by the management. The Report is prepared in both Chinese and English. The Chinese version shall prevail in case of any discrepancy or inconsistency between the Chinese and the English versions of the Report. The electronic version of the Report is available on the Hong Kong Stock Exchange ([www.hkexnews.hk](http://www.hkexnews.hk)) and the Group's website.

### Feedback

We greatly value stakeholders' views and suggestions. Should you have any questions or suggestions about the Report, please contact us via:

E-mail: [cs@edvantagegroup.com.hk](mailto:cs@edvantagegroup.com.hk)

Mail: Room 1115, 11/F, Wing On Plaza, 62 Mody Road, Tsim Sha Tsui, Kowloon, Hong Kong

# The Board Statement

Dear stakeholders,

The Group is pleased to present this financial year's ESG report. Sustainable development and education are the future of society. As an educational institution, we prioritise the sustainable development of business in our long-term development and include climate-related issues and ESG-related elements in our long-term business strategy plan. The Board plays the most significant role in the Group and is fully responsible for monitoring, directing management, and supervising the ESG issues of the Group.

We implement green and low-carbon requirements in our teaching and office processes, reasonably control energy consumption, and integrate green environmental protection into our governance and teaching work to build a responsible enterprise and foster responsible students. We have set up specific goals for our short-term, mid-term, and long-term sustainable development vision, which is to keep progressing towards the achievement of carbon neutrality by 2060 and to formulate relevant emission reduction and energy-saving targets and corresponding strategies to incorporate sustainable development into strategic plans, business models, and other decision-making process. The Board regularly monitors and reviews the effectiveness of the management methods, including adjusting the action plan after reviewing the Group's ESG performance. Efficient ESG policies rely on cooperation among various departments. In this regard, we have established a cross-departmental ESG working group, which coordinates departments and strives to achieve consistent and expected work performance to jointly contribute to achieving emission reduction and energy-saving goals. We also attach high importance to the communication with our stakeholders. We regularly review the communication channels and platforms between us and our stakeholders to ensure a smooth information flow to enable us to understand the issues that may have a material impact on our business and are of concern to the major stakeholders.

Edvantage Group has been actively carrying out ESG-related activities and promoting young people's learning, exchange, internship, employment, and entrepreneurship in the Guangdong-Hong Kong-Macao Greater Bay Area (the "**Greater Bay Area**"). For example, through the Greater Bay Area Youth Employment Scheme, we help Hong Kong youths find jobs in the mainland; we launch vocational education and study groups to support the Greater Bay Area, allowing young people in the area to broaden their horizons and understand the culture of the Greater Bay Area while improving their vocational skills. The Group also continues to cooperate with different companies and is committed to cultivating a group of highly skilled talents with strong hands-on creative arts skills in the Greater Bay Area to serve the country's digital cultural and creative industries. In addition, the Group has also collaborated with students to carry out several public welfare activities such as "E-commerce to help farmers" and "Three Rural Social Practices" to help with rural revitalisation and shared prosperity.

This year, Edvantage Group won the "Best ESG Innovation Award" for the first time from the Zhitong Finance Listed Company Selection, which highlights the industry's and investors' attention and recognition and is also a great encouragement to the Group. We hope that the Group can achieve tremendous success in the future and bring more contributions to the sustainable development of society and high quality vocational education.

## The Board Statement

Looking forward, the Group will closely follow national policies and market trends, provide high-quality employment-oriented vocational education, further promote the construction of majors and programmes that meet the needs of the new era, vigorously strengthen the integration of industry and education, continue to increase investment in running schools and create high-quality higher and vocational education opportunities for more students, cultivate applied talents with international vision and social responsibility, and make positive contributions to the development of China's education industry.

Yours Faithfully

**Liu Yung Chau**

*The Chairman of the Board*

# About the Edvantage Group

The Group is the largest private business higher and vocational education group in the Greater Bay Area, and an early pioneer in the education sector to pursue international expansion. All of the Group's businesses in the People's Republic of China ("PRC", "mainland China", "China" or "the country") are vocational education strongly supported by the country, covering two major areas, namely formal vocational education and non-formal vocational education. Since its establishment, the Group has always been adhering to high-quality and high-compliant development strategy; further, focusing on connotation development and guided by the goal of ensuring high quality employment for our students, the Group has been continuously optimising its professional structure and talent cultivation models, as well as strengthening the building of faculty teams, and establishing more new majors and programmes that align with market demands. With excellent educational conditions, the Group's brand influence keeps rising, and the Group has gained wide recognition from students, parents, and the society at large.

As of 31 August 2023, the Group enrolled over 86,000 students and owned nine private educational institutions. The Group has been closely aligned with the national policies and the path of high-quality development, continuously deepening the integration of industry and education, and comprehensively improving the quality of education and teaching as well as the cultivation of talents, resulting in high-quality and sustainable development of our business operations and steady improvement of business results.

## Our Sustainability Development Highlights



## Key Awards & Recognitions



Figure 1 — The 8th Zhitong Finance Listed Company Selection "The Best ESG Innovation Award"



Figure 2 — 2022 "Golden Award" Selection of Outstanding Listed Company in Greater China "Annual Small and Medium Market Capitalisation Social Responsibility Award"



Figure 3 — The 7th Zhitong Finance Listed Company Selection "The Most Socially Responsible Listed Company"

# Sustainability Governance

## ESG Working Group

The Group is committed to integrating ESG factors into its operation, creating sustainable value for its stakeholders and performing its duties as a corporate citizen. As the highest governing body of the Group, the Board is responsible for ensuring effective governance and monitoring sustainable governing direction and strategies to bring long-term value for stakeholders. In order to more effectively monitor, manage and enforce related tasks, the Group has established an ESG working group (the “**ESG Working Group**”). The ESG Working Group comprises core members of various departments of the Group. It handles and coordinates the Group’s ESG-related matters, including communicating with external consultants and collecting data and information on ESG issues. The ESG Working Group will report to the management every year on the implementation of ESG initiatives of the business units, their performance, review the progress of environmental-related goals, and identify areas for improvement.

## Risk Management and Internal Controls

The Board acknowledges its responsibility for overseeing and maintaining proper and effective risk management and internal control systems and reviewing their effectiveness on an ongoing basis. Effective risk management is one of the key factors in achieving sustainable business development. The Board appoints the Audit Committee to oversee the Group’s risk management and internal control framework, which aims to identify, assess, and manage risks (including ESG-related risks) that may affect the Group’s operating efficiency and effectiveness to ensure that the Group has proper and effective risk management and internal control systems in place. Management is primarily responsible for designing, implementing, and monitoring the risk management and internal control systems. The Board is responsible for evaluating and determining the nature and extent of the risks it is willing to take in achieving the Company’s strategic objectives and overseeing the risk management and internal control systems. Such duties have been carried out and performed with the assistance of management and the Audit Committee. For more details on the Group’s risk management and internal controls, please refer to the 2023 Annual Report of the Group.

## Sustainability and Governance Policies

We believe that sound and complete policies are the cornerstone of good sustainable development practice. We regularly review and update the Group’s policies to reflect changes in our operating practices and community needs. Our Board and/or management review and approve these policies as part of good corporate governance practice. The following are the Group’s and the Colleges’ key policies related to sustainability and governance:

### Group Level



**School Level**

 Procurement Management Policy	 Human Resources Management Policy	 Health and Hygiene Policy	 Food Safety and Inspection Policy
 Campus Greening and Sanitation Management Policy	 Campus Greening and Maintenance Work Plan	 Water Conservation Management Policy	 Campus Pollution Prevention and Management Policy
 Information Disclosure Management Policy	 Emergency Response Guidelines		

**Stakeholder Engagement**

During its running of the schools, the Group keeps refining its communication mechanism and maintains active communication and exchange with internal and external stakeholders such as the government/regulators, shareholders, investors, suppliers, partners, faculty and staff, students, parents and the public communities, in an effort to fully understand their expectations and suggestions. Based on such understanding, the Group continues to improve its sustainable development strategy and planning, striving to consolidate mutual trust and cooperation and realise the sustainable development plan, so as to create a future with sustainable economic growth, environmental friendliness and social development.

**Stakeholders Communication Channels**

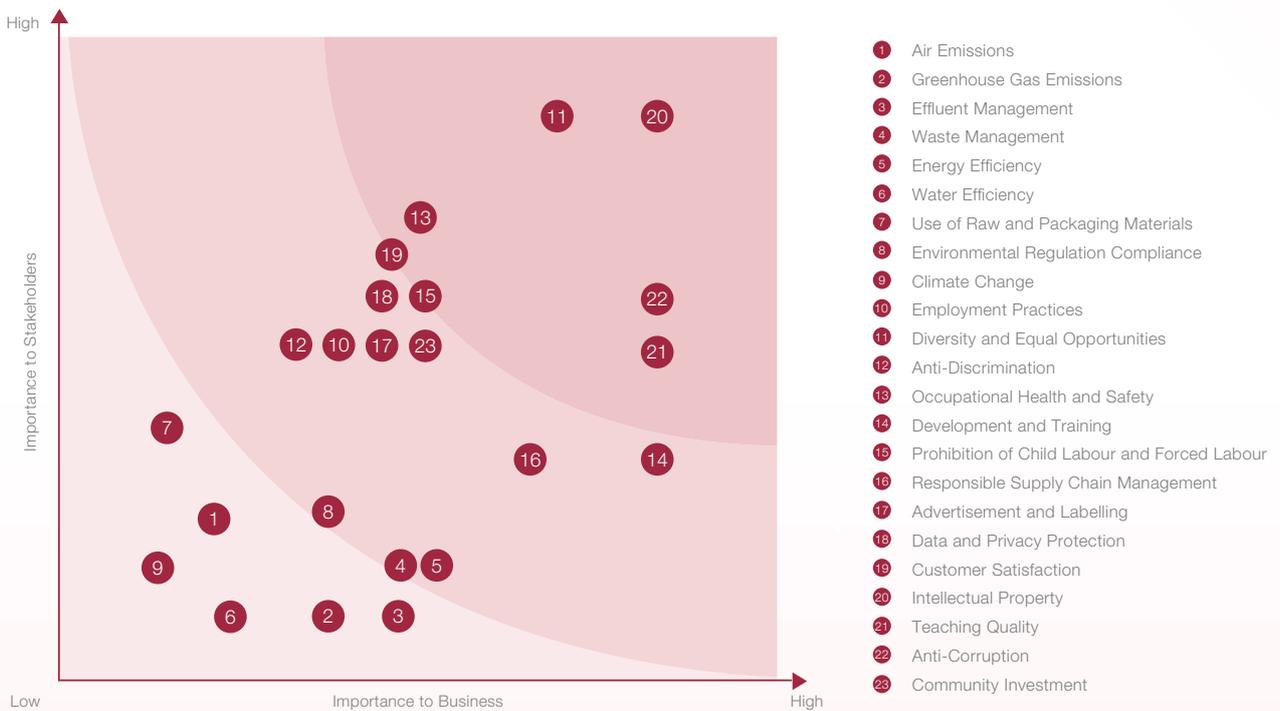
Stakeholder	Concern	Means of Communication
 Shareholders/Investors	<ul style="list-style-type: none"> <li>• Business strategy;</li> <li>• Return on investment;</li> <li>• Corporate image; and</li> <li>• Operational compliance.</li> </ul>	<ul style="list-style-type: none"> <li>• Disclosure of announcements on the Hong Kong Stock Exchange;</li> <li>• Result release and investor exchange conference;</li> <li>• Annual general meeting;</li> <li>• Emails; and</li> <li>• The Group's official website.</li> </ul>
 Governments and regulators	<ul style="list-style-type: none"> <li>• Operational compliance;</li> <li>• Tax payment as legally required; and</li> <li>• Disclosure of information and submission of materials.</li> </ul>	<ul style="list-style-type: none"> <li>• Visits;</li> <li>• The Group's website; and</li> <li>• Information disclosure of the listed companies.</li> </ul>
 Industry Associations	<ul style="list-style-type: none"> <li>• Operational compliance;</li> <li>• Experience sharing; and</li> <li>• Industry Cooperation.</li> </ul>	<ul style="list-style-type: none"> <li>• Visits;</li> <li>• Meetings, conference and seminars; and</li> <li>• Industry exchange activities.</li> </ul>

Stakeholder	Concern	Means of Communication
 <p>Staff and teachers</p>	<ul style="list-style-type: none"> <li>• Remuneration and benefits;</li> <li>• Working environment;</li> <li>• Employees' occupational safety and health; and</li> <li>• Training and career development.</li> </ul>	<ul style="list-style-type: none"> <li>• Staff training;</li> <li>• Group activities;</li> <li>• Employee representatives' assembly;</li> <li>• Suggestion boxes on schools' websites; and</li> <li>• Online platform with comprehensive services in schools.</li> </ul>
 <p>Students and parents</p>	<ul style="list-style-type: none"> <li>• Teaching quality;</li> <li>• Teaching philosophy;</li> <li>• Teaching management;</li> <li>• Teaching service quality;</li> <li>• Campus environment; and</li> <li>• Health and safety of students.</li> </ul>	<ul style="list-style-type: none"> <li>• Online evaluation of teaching;</li> <li>• Teaching feedback from the Student Teaching Information Centre;</li> <li>• Seminars for teachers and students;</li> <li>• Parents' meetings;</li> <li>• Schools' official websites; and</li> <li>• Online platform with comprehensive services in schools.</li> </ul>
 <p>Communities</p>	<ul style="list-style-type: none"> <li>• Community development;</li> <li>• Social welfare;</li> <li>• Employment opportunities; and</li> <li>• Ecological environment.</li> </ul>	<ul style="list-style-type: none"> <li>• Community service and volunteering activities;</li> <li>• Community communication meetings;</li> <li>• Announcements on the Hong Kong Stock Exchange and press release; and</li> <li>• The Group's official website and social media official account.</li> </ul>

## Materiality Assessment

The Group has carried out an investigation among stakeholders. The Group's management selected highly influential and reliant stakeholders to answer a questionnaire. They put forward views and suggestions on environmental and social topics involved in the operation of the Group. The Report covers various material topics and describes what the Group has done in these respects. The Group will pay attention to these issues during its long-term operation by developing corresponding strategic guidelines, improving policies, and setting long-term goals.

### Materiality Matrix



### **Business Ethics**

#### **Anti-Corruption**

The Group strictly complies with the PRC's Anti-Money Laundering Law, Anti-Unfair Competition Law, Criminal Law and other relevant laws and regulations, and adheres to the basic code of conduct of integrity and self-discipline. The Group has formulated a Procurement Management Policy to regulate the business conduct and professional ethics of employees, and prohibits any illegal act such as bribery, fraud, blackmail and money laundering. If employees are aware of any violations, they can report to the person in charge of the Administration Department, which is responsible for investigating and collecting evidence and submitting it to the Human Resources Department. The Human Resources Department will determine the corresponding punishment pursuant to the provisions. If the national laws are violated by any employee or staff of the Group, the case will be reported and transferred to the judicial authority for further investigation and handling in accordance with the applicable laws.

In order to abide by the instructions given by the Chairman to strengthen the integrity and with a view to continuously improving employees' awareness of integrity and self-discipline, the Group specifically required the heads of various departments to take the lead in signing the Integrity and Self-discipline Commitment, and each department was responsible for asking employees to sign the letter of commitment. The Group expects that the employees will follow their supervisors as role models and all employees will be honest and self-disciplined. The Group expects that through such initiative, it can guide employees to understand the importance of integrity and self-discipline. The Group has zero tolerance towards any violation of integrity and self-discipline. Once verified, they will be considered severe disciplinary violations for further handling. In order to formalise the behaviour of all employees and strengthen the Group's governance, the Group has established an anti-corruption policy to provide clear guidelines on ethical behaviours and the penalties imposed on any violation of the requirements set out in this policy. Penalties include verbal warnings, demerits, demotions, and termination of labour contracts based on the severity of employees' violations of laws and regulations. In addition, the new employees in the colleges will undergo induction training, which includes training related to teachers' ethics to cultivate a proper sense of values.

This year, Huashang Vocational College held a fraud prevention lecture, "Improving Self-protection to Prevent Internet Fraud," to explain different types of internet fraud and fraud techniques to raise the students' fraud awareness to prevent telecommunications and internet fraud. Urban Vocational College and Urban Technician College also held professional ethics and integrity training to enhance their employees' integrity and compliance management capabilities.

During the Reporting Period, the Group was not aware of any corruption, bribery, extortion, fraud, money laundering or other violations, and there were no concluded legal cases regarding corrupt practices brought against the Group or its employees.

#### **Whistleblowing**

Edvantage Group has always maintained high standards of business ethics and upheld the principles of ethics, high transparency, accountability and integrity in all areas of its operations without harming the interests of shareholders. The Group has established a comprehensive reporting mechanism to encourage all internal and external stakeholders to report any actual or suspected misconduct to relevant personnel in a confidential manner. The Audit Committee has designated the Head of the Human Resources Department and the Internal Control Director to receive any such reports on its behalf, oversee subsequent investigations, and provide information, including recommendations arising from any inquiry, for consideration by the Audit Committee. Unless the legal or regulatory requirements require disclosure, the Group will make every effort to keep all information received and the identities of the whistleblowers confidential.

# Cultivate Talents and Care for Staff

The Group is committed to maintaining a high standard of corporate governance as it is extremely important to create a safe and healthy teaching environment as well as maintaining the quality of teaching and social credibility. At the same time, the Group is committed to maintaining the long-term sustainable development of its business and the communities where it operates. The Group manages its business prudently and implements management's decisions in a cautious and focused manner to drive the business. People-oriented culture is the core value of Edvantage Group. We firmly believe that employees are the most important and valuable asset of an enterprise, and their contributions are essential to the company's success. We also provide good career development opportunities and continue to invest resources in employee development to create a diverse, inclusive, and leading team.

## Attracting Talents and Recruitments

We are dedicated to attracting and cultivating the best talents who align with the Group's philosophy and vision. The Group has specially formulated the Human Resources Management Policy to manage its recruitment, induction training, employee hiring, employee promotion, employee resignation and other processes, so as to standardise the workflow and improve work efficiency. The Group is committed to building a diversified, anti-discrimination and inclusive working environment to ensure no employees will be discriminated against or deprived of opportunities due to gender, ethnic background, religious belief, colour, sexual orientation, age, marital status or family status in respect of recruitment and promotion. In addition, we have developed the Interim Provisions on Faculty and Staff Recruitment Management to provide detailed specifications for the recruitment of faculty and staff. With approval from the office of academic affairs, personnel division, and the leading group for school personnel, we will develop a recruitment plan in accordance with teaching plans and needs and publish recruitment information in accordance with such plan. Then, we will select suitable and excellent candidates through the resume-screening process and notify the candidates to have an interview or give a trial lecture after the selection by the Head of the Hiring Department. Only after written examination, preliminary assessment by the Human Resources Department, interview by the Hiring Department, interview by the Head of the Human Resources Department, background checks and approval by management does the recruitment of an employee complete. Some senior faculty and staff will only be hired upon the approval of the Chairman.

## Evaluation and Promotion

The Group conducts probation assessment and annual assessment for employees, including teacher performance appraisals which will serve as important basis for rewards and punishments, salary adjustment and promotion, year-end bonus, etc. We evaluate our employees and adjust the corresponding salary and performance bonus according to the annual assessment to reward them for their contribution and boost their enthusiasm at work. For employees qualified for promotion, the head of the relevant department will inform the employee and submit a written promotion opinion to the Human Resources Department and the management in charge for approval. Besides, the Group has developed a series of measures including the Interim Provisions on the Evaluation of Professional Titles, Interim Provisions on the Selection and Appointment of Cadres, Implementation Measures for the Outstanding Young Talent Incentive Scheme, Interim Provisions on the Management of Continuing Teaching of Faculty and Staff, Interim Measures for the Management of Professional and Technical Post Appointment, Measures for the Selection and Reward of Famous Teachers, and Measures for the Appraisal and Selection of School-level Teaching Results, to create more job and promotion opportunities for qualified employees.

## Remuneration and Dismissal

The Human Resources Department regularly conducts annual employee assessments and evaluations to improve our employees' remuneration packages. Salary adjustments will be made according to the work performance to motivate high-performing employees. Whenever there is a dismissal or voluntary termination of employees' contracts, the Group will comply with the employment laws and regulations in mainland China and Hong Kong. Employees who intend to resign voluntarily shall inform the head of the relevant department and the Human Resources Department in writing 30 days in advance (3 days in advance during the probation period). The Human Resources Department will arrange an exit interview to find out the reasons for the employee's resignation, and issue a resignation certificate for the employee after the handover between the employee and relevant departments is done and all resignation procedures are completed.

## Working Hours and Leaves

The Group is devoted to providing a safe and healthy working environment for its employees so as to establish with them a close relationship with mutual trust. The Group provides a reasonable and satisfactory remuneration and benefits system for every employee, including basic salary and statutory five insurances plus one provident fund. We also provide good welfare policies to establish a working environment full of mutual assistance and friendliness between employees. Faculty and staff are entitled to basic statutory festivals and holidays. Basic salaries are paid to them during their sick leave, marriage leave, bereavement leave, maternity leave and paternity leave in accordance with the applicable Labour laws and regulations. The Group has also developed the Interim Provisions on Teachers' Workload Standards to regulate the working hours of faculty and staff of different ranks to ensure that they can maintain work-life balance. The working hours are generally 8 hours per day and 40 or 48 hours per week on average with at least 1 to 2 days off per week based on the working hours system, or otherwise determined according to relevant laws and the specific positions of employees. We have also defined approval for overtime and a time in lieu arrangement in the Interim Provisions on the Attendance Management of Faculty and Staff to enable overtime-eligible staff to receive due compensation.



### Paid Leaves

- Marriage leave
- Maternity and Paternity leave
- Bereavement leave and others



### Benefits and Subsidies

- Monthly benefits in kind, material benefits and meal subsidies
- Festive gifts
- Birthday, wedding, childbirth gifts and hospital allowance



### Medical Benefits

- Medical protection
- Annual health Check-up

## Group Activities & Celebration

To improve employees' sense of belonging, enhance team building and create a harmonious working atmosphere, the Group organise various group activities regularly and arrange specific festival benefits, including group birthday celebrations with different themes, which are held in the forms of birthday parties and outdoor venues. The Group also organised several activities during the Reporting Period, including Dragon Boat Festival activities, Teachers' Day activities, and activities for new employees, as well as activities by departments to create a festive atmosphere and show our care and appreciation for the employees' hard work to promote their physical and mental well-being.



Figure 4 — Women's Day Activities



Figure 5 — Flower Arranging Activities

## Employee Workforce

As at 31 August 2023, the Group had a total of 6,765 faculty members and staff, which is detailed as follows:

Employee Data <sup>1</sup>	2023	2022
Total Number of Employees	6,765	4,967
By employment type (Headcount)		
• Full-time	4,789	4,212
• Part-time	1,976	755
Distribution by male and female (Headcount)		
• Female	4,167	2,948
• Male	2,598	2,019
Distribution by age group (Headcount)		
• <30	2,348	1,556
• 30–50	3,570	2,568
• >50	847	843
Distribution by different levels (Headcount)		
• Senior management	46	40
• Middle management	221	234
• General staff <sup>2</sup>	6,498	4,693
Distribution by regions (Headcount)		
• Hong Kong	14	16
• mainland China	6,739	4,937
• Others	12	14

<sup>1</sup> The total number of employees employed by Edvantage Group at the end of the Reporting Period only includes the seven colleges covered by the scope of this report.

<sup>2</sup> To enhance the disclosures in our ESG reports, we have revisited and updated the classification method for staff and others to reflect the number of headcount at the relevant employee levels as of 31 August 2023 and 31 August 2022 for year-on-year comparison.

## Employee Turnover

As at 31 August 2023, the detailed data of employee turnover rate<sup>3</sup> is as follows:

Employee Turnover	2023	2022
Total Number of Employee Turnover (Turnover rate)	985 (13%)	550 (10%)
Turnover by male and female (Turnover rate)		
• Number of female employees	616 (13%)	285 (9%)
• Number of male employees	369 (12%)	265 (12%)
Turnover by age group (Turnover rate)		
• <30	418 (15%)	258 (14%)
• 30–50	361 (9%)	229 (8%)
• >50	206 (20%)	63 (7%)
Turnover by regions (Turnover rate)		
• Hong Kong	4 (22%)	4 (20%)
• mainland China	981 (13%)	546 (10%)
• Others	0 (0%)	0 (0%)

## Promote Gender Equality

The Constitution of the PRC, the Labour Law and other national laws and regulations stipulate that men and women are equal. The Group strictly abides by national regulations and ensures equality between men and women and does not discriminate against any gender. In accordance with national regulations and school system regulations, the school protects female employees during the three periods. Female employees enjoy maternity leave, nursing leave, family planning leave, wedding and bereavement leave and other holidays.

The school conducts regular lectures on women's physical and mental health, health check-ups, dancing and singing, and flower arrangements to care for our female employees' physical and mental well-being. Every year on Women's Day, female employees can take a day off, subsidies are given to female employees during childbirth, illness, and hospitalisation. In addition, the trade union organises a series of activities for female employees, such as arranging health check-ups, holding photography exhibitions of female employees to show and promote care for female employees, holding symposiums, organising flower arrangement classes, outings, and exciting sports meetings. Some female teachers who are young mothers can apply for centralised class scheduling or flexible class scheduling to balance their family commitments and work duties if the actual work arrangement permits.

<sup>3</sup> Turnover rate = total number of employees resigned during the Reporting Period/(total number of employees resigned during the Reporting Period + total number of employees at the end of the Reporting Period). As of 31 August 2023, the total number of employee turnover of the Group was 985.

## Occupational Health and Safety

The Group makes much account of the health and safety of the faculty, staff and students on campus, and endeavours to create a healthy and safe campus environment for the faculty, staff and students. A set of strict safety management regulations and guidelines in terms of fire safety, sanitary management, facilities and equipment management and smoking prohibition is in place. The Group has strictly complied with applicable laws and regulations on health and safety, including but not limited to PRC's Law on the Prevention and Control of Infectious Diseases, Food Safety Law, Regulations on the Sanitary Management of Student Canteens and Group Meals, Fire Protection Law and other relevant laws and regulations.

The Group's health and safety supervision projects mainly include: management of food safety in canteens, management of drinking water and electricity safety on campus, public security management on campus, roads and traffic safety on campus, medical hygiene management, dormitory management and fire supervision and inspection. According to the arrangements of health and safety work, each unit is required to conduct supervision work and keep relevant records regularly to ensure the safety work is well implemented.

In order to ensure hygiene and food quality in canteens on the campuses, the Group, pursuant to the requirements of the Food Safety Law, has set up a school-enterprise cooperation centre and a catering committee to regularly supervise the food safety in the Colleges' canteens every week. The Group has also implemented corresponding safety measures, including but not limited to: canteens must maintain a food business license and staff must possess a health certificate, only ingredients with inspection and quarantine certificate shall be procured, samples of food shall be kept for inspection, and food shall be stored in a sanitary environment.

To ensure safe drinking water supply on campus, the Group has specifically formulated the Management System for the Safety of Drinking Water on Campus to supervise drinking water hygiene. The Group regularly takes samples to inspect the water quality and keeps relevant records of water quality inspection.

The fire safety work is also included in the daily safety management. The Fire Safety Management Policy has been formulated pursuant to the requirements of the Fire Protection Law. A safety education conference is held at the beginning of each semester, and regular fire drills are conducted, aiming to strengthen the fire safety awareness of all staff and students, and enhance their ability to respond to fire emergencies.

Moreover, in order to further strengthen the Colleges' ability to respond to emergencies, the Group formulated the Campus Safety Emergency Plan, which clearly stipulates that the Colleges under it must organise safety emergency drills on a regular basis, fully complete various emergency preparation, and cooperate with rescuers to deal with safety incidents after ensuring the safety of their faculty and staff. As mentioned in the plan, the Group also advocates the establishment and implementation of an emergency response mechanism by the Colleges to reduce the occurrence of safety incidents and ensure campus safety and stability. During the Reporting Period, the College held emergency first-aid training activities and earthquake and fire emergency evacuation drills, aiming to strengthen the safety awareness of teachers and students throughout the school and improve the College's emergency handling capabilities.



Figure 6 — First-aid training activities



Figure 7 — Earthquake and fire emergency evacuation drills

The Group also attaches great importance to students and faculty members' physical and mental health. The school has a medical office and a counselling centre to provide medical treatment and psychological counselling services to students and faculty members. For more details, please refer to the chapter on "Quality Education and Operational Compliance" in this Report.

During the Reporting Period, the Group did not experience any work-related injuries or fatalities, and the number of working days lost due to work-related injuries was nil.

Occupational Health and Safety	2023	2022	2021
Work-related fatalities			
• Number of work-related fatalities	0	0	0
• Ratio of work-related fatalities <sup>4</sup>	0%	0%	0%
Work-related injuries			
• Number of working days lost due to work-related injuries <sup>5</sup>	0	56	0

<sup>4</sup> Ration of work-related fatalities = Number of work-related fatalities/total number of employees in the category.

<sup>5</sup> Calculation starts from the day of the accident and is based on the established working days/calendar days.

## Development and Training

The teaching ability of teachers and the administrative ability of administrators directly affect the teaching quality and administrative level of a school. Therefore, the Group attaches great importance to the development and training of its staff, and has formulated a detailed training plan and related guidelines to improve the knowledge and professional ability of teachers and administrators, including but not limited to the Interim Provisions on the Management of Continuing Teaching of Faculty and Staff, Implementing Measures for Doctoral Projects, Detailed Rules for the Performance Evaluation of Teachers, Measures for the Identification and Handling of Teaching Accidents, and Mechanism of Random Check on Classes. Such trainings are mainly divided into cultural and technical trainings internally organised and professional knowledge trainings provided by external institutions. During the Reporting Period, 46% of the Group's faculty and staff received training, among which middle management completed 17.67 hours of training on average and general staff completed 17.11 hours of training on average.

As at 31 August 2023, the detailed data of employee training is as follows:

Employee Training <sup>6</sup>	2023	2022
Total trained employees (%)	3,102 (46%)	2,330 (47%)
Distribution by gender (%)		
• Female	2,144 (51%)	1,567 (53%)
• Male	958 (37%)	763 (38%)
Employee Level (%)		
• Senior management	10 (22%)	35 (88%)
• Middle management	121 (55%)	219 (94%)
• General staff <sup>2</sup>	2,971 (46%)	2,076 (44%)

Training Hours	2023	2022
Total training hours	115,303	39,211
Average training hours completed <sup>7</sup>	17.04	7.89
Gender (Average training hours)		
• Female	18.27	8.34
• Male	15.08	7.24
Employee Level (Average training hours)		
• Senior management	4.72	9.40
• Middle management	17.67	11.12
• General staff <sup>2</sup>	17.11	7.72

<sup>6</sup> Ratio of trained employee = number of trained employees in certain category/total number of employees in certain category x 100%.

<sup>7</sup> Average training hour for each category of employees = number of hours of training for employees in certain category/Total number of employees in certain category.

## Cultivate Talents and Care for Staff

During the Reporting Period, the major training activities in the Colleges organised by the Group included but were not limited to:

- Financial BP training programme
- Training on tax compliance for private schools
- Training on prevention of tax related risks
- Cross-Border E-Commerce B2B Data Operation Vocational Skills Level Certificate
- Training Course for New Teachers in Colleges and Universities on Two Studies and Cultivation Regulations
- Pre-Training Course for Master's Degree in Faculty and Staff
- Pre-job training for teachers in colleges and universities
- Professional Skill Training for Dual-Type Higher Vocational Teachers Majored in Tourism
- Intelligent Networked Vehicle Technology Training Course for Higher Vocational Teachers
- Guangdong Provincial Pre-job Training Workshop for Newly Recruited Counselors and Thought and Political Workers in Colleges and Universities
- Training Course on Drama Instructor for National Colleges and University Psychological Drama Competition

We encourage faculty and staff to obtain various professional qualifications. A number of our faculty and staff members in the colleges possess professional qualifications such as lecturer, professor, accountant, economist, securities practitioner, psychological consultant, enterprise human resource manager, and engineer.

## Labour Standards

The Group strictly abides by all applicable laws and regulations relating to employment, including but not limited to China's Labour Contract Law, Labour Law, Regulations on Paid Annual Leave of Employees, Law on the Protection of Women's Rights and Interests, Law on the Protection of Disabled Persons, Regulations on Management of Housing Provident Fund, and Social Insurance Law.

In addition, the Group firmly resists and opposes any form of child and forced Labour, recruits and employs faculty and staff and protects their legitimate rights and interests in strict compliance with China's Labour Law, Law on the Protection of Minors, Provisions on the Prohibition of Using Child Labour, Teachers Law and other applicable laws and regulations.

The Group's Human Resources Department has developed the Interim Provisions on Faculty and Staff Recruitment Management to regulate matters which require attention and compliance during faculty and staff recruitment. The department will strictly supervise the recruitment and conduct background checks on applicants. Prior to formal onboarding, candidates whose recruitment is approved will be required to provide identification documents, degree cards, account books or other supporting documents, with the originals carefully inspected by the Personnel Office and copies retained. They will not be recruited if any violation is found. The use of any false identification documents will be regarded as fraud, and any Labour contract that has been signed will also be deemed invalid with immediate termination of employment.

During the Reporting Period, the Group did not have any event of child Labour in any form or complaints related to forced Labour.

# Quality Education and Operational Compliance

## Supply Chain Management and Monitoring

In order to standardise the material supply procedures and strengthen the monitoring and management of suppliers, the Group has specially formulated the Procurement Management Policy to manage the Group's suppliers in terms of customer classification, screening, information-based management and assessment.

In the hope of creating a safe, sanitary and comfortable teaching and living environment for teachers and students, the environmental and social risk factors of suppliers will be fully considered in addition to quality, reputation, price and other factors when selecting suppliers. For example, when purchasing daily necessities, drinking water equipment and teaching equipment, we check the qualification certificates provided by the supplier, including certificates regarding its environment, occupational safety and health such as whether its product is made of green and environmentally friendly materials. In the procurement for construction projects, suppliers will be required to provide business qualifications and a list of raw materials. After the supplier information is collected, new suppliers will be assessed by the Procurement Department, relevant department and financial personnel, and only after the supplier has passed the assessment will they become the Group's qualified suppliers. Information of such qualified suppliers will be entered into the enterprise resource planning (ERP) system.

In addition, the Group has formulated rules and regulations for the responsibilities of the functional departments of the procurement centre, aiming to standardise the Company's bidding, procurement, and warehousing management, clarify the division of responsibilities of each department, ensure quality, improve efficiency, reduce costs, and achieve comprehensive benefits. The policy also include the procedure for bidding and qualification review to ensure that the bidding applicant unit operates legally, has stable finances, and has a good reputation, and avoids the company from falling into related legal litigation risks.

Currently, the Group has a total of 246 qualified suppliers of books and teaching materials, renovation and decoration as well as printing from mainland China, who are subject to annual assessment and rating every year. Cooperation with suppliers who fail the assessment will be terminated in time.

## Teaching Quality

To strictly comply with Regulations on the Implementation of the Non-state Education Promotion Law of the PRC and standardise teaching activities, maintain a good teaching order, practically establish a rigorous working style and improve teaching quality, the Group has formulated the Regulations on the Supervision over Teaching, Working Procedures for Supervision over Teaching and Mechanism of Random Check on Classes. The teaching supervision team of the Colleges will monitor and supervise the daily teaching quality of the College and teaching units, and inspect, supervise and evaluate the teaching level, order and quality of teachers. Supervision activities include but are not limited to: mid-term teaching inspection, annual assessment, random check on teachers in class and listening to lectures, and seminars for teachers and students. Any accident or fault will be taken as a teaching accident and reported and announced by the office of academic affairs to the whole College.

In addition to high-quality teaching materials, good teachers are also indispensable to achieve the goal of providing high-quality teaching. Encouraged by the Group, teachers from the Colleges have obtained professional qualifications relevant to their jobs, hoping to build confidence in their educational services among students and their parents.

## The Best ESG Innovation Award

“Zhitong Finance Listed Company Selection” has been successfully held eight times since 2016. It is a selection event with a good reputation and social influence in China’s capital market. This year, Edvantage Group won the “Best ESG Innovation Award” in recognition of the Group’s ESG practices. We demonstrate creativity and excellence, and be able to provide new solutions, especially the ability to create effective ways to solve ESG issues of itself and its partners through data and digital innovation, and to improve the overall ESG issues of the industry and make innovative contributions.



Figure 8 — The Best ESG Innovation Award

## Service-Related Complaints and Solutions

The Group is open to comments from all parties, especially parents and students, and gets to know their needs through different communication channels. During the Reporting Period, the Group received no cases of complaint. If the Group received any complaint concerning education services, the office of academic affairs would immediately follow up and after learning about the incident, impose relevant penalties depending on the severity of the incident, such as criticise the staff involved and deduct relevant staff’s accumulated points for the year as a warning, with a view to conveying the message to all teachers and students that faculty and staff should strictly discipline themselves and jointly maintain a good teaching environment.

## Intellectual Property Rights

The Group is aware of the importance of protecting intellectual property rights. In order to promote the cultural awareness of respecting intellectual property rights, integrity and abiding by laws, all software used by the Colleges is legally licensed, and the teaching materials used are ordered from reliable publishers. As a responsible school runner and educator, the Group highly values academic integrity and strictly complied with the Copyright Law of the People's Republic of China. It adopts a zero-tolerance attitude towards plagiarism and pursues due moral values in the education industry and at the same time enables its staff to understand the seriousness of infringement and sets a good example for students.

## Student Enrolment

The Group adopts reasonable and effective learning environments and teaching policies to attract students and parents through various channels. Among them, platforms with solid credibility, such as WeChat, Department of Education publications, and education exhibitions, are the main channels for recruiting new students. At the same time, we also focus on the publicity and promotion of new recruitment activities through various channels and forms, including publishing promotional materials on central-level media and major social mainstream media platforms, organising campus open weeks, and conducting information sessions to students and Parents convey the educational philosophy and advantages of the Group and enhance the Group's visibility and reputation. During the Reporting Period, the Group's new student recruitment activities complied with China's Advertising Law and other legal requirements.



Figure 9 — Student recruitment activities



Figure 10 — The 28th Hong Kong International Education Expo

## Privacy Policies

In order to ensure the information security of the Group, the Group has strictly abided by the Cybersecurity Law and formulated the File Management Measures to regulate the organisation, safekeeping, confidentiality and utilisation of files, with an aim to reduce the risk of data leakage. The measures adopted to secure confidentiality include but are not limited to: the confidentiality levels of files are defined; the files are revised and decrypted in accordance with relevant regulations; the confidential files are properly kept in special cabinets to which irrelevant staff and unauthorised persons have no access; users can only look up files in the Group's reading room or designated place after undergoing relevant procedures according to the regulations and the confidential files shall not be lent without the approval of the Group's management. The administrative office of the Group is responsible for supervising the management of files. Employees who are found to have violated the confidentiality provisions will be punished based on the severity of the situation. During the Reporting Period, there were no events of violation of data privacy.

### Health and Safety of Students

The Group has always attached great importance to the health and safety of students on campus. The Colleges strive to create a good learning atmosphere on campus and are committed to providing students with a comfortable and safe campus environment so that students can fully enjoy campus life without any worries. To achieve the above objective, the Group formulated the Student Dormitory Management Regulations, which not only regulates the day-to-day management of the dormitories, but also particularly emphasises the safety management of the dormitory. For example, each student dormitory has a duty room, and designated personnel are on duty 24 hours a day to take charge of student security and related management. In addition, any person is strictly prohibited to bring inflammable, explosive and other articles that may endanger others into the dormitory.

In order to let students understand the electricity and fire safety in dormitories and establish awareness of safe electricity usage, the college held a lecture on electricity safety in dormitories. Through this lecture, students can better understand dormitory electricity safety knowledge and fire escape knowledge, and enhance their own safety awareness.

On the other hand, the Group is also deeply aware that an educator needs to take into account the spiritual health of students while teaching them knowledge, in addition to ensuring their good development in moral education and other aspects. As a successful educational institution, the Group not only maintains a high emphasis on the quality of education, but also provides appropriate and comprehensive supporting facilities and services for students' spiritual growth and mental health. The Group formulated an Interim Measures for Psychological Crisis Intervention and the Rules and Regulations of Psychological Counseling Centre, in order to unify and standardise such services. It defined the target students to be provided with psychological support and stated the service content and specific work details, so as to lead students out of the mental haze and overcome the fear.



Figure 11 — Psychological Consultation Room

# Caring and Giving back to our Community

## Community Investment

As an educational enterprise, the Group is actively engaged in community construction and public welfare. Every year, the Group participates in various activities such as volunteer activities, charitable donations and activities to care for the community. While developing an educational business, we also care for the society and perform our obligations as a corporate citizen. During the Reporting Period, the total hours devoted by the faculty members and staff of the Group to volunteer service have reached over 66,700 hours, with donations over RMB270,000 as well as supplies.

The Group's on-and off-campus volunteer activities include but are not limited to:

- Charity donation;
- Blood donation;
- Teaching activities for public welfare; and
- Community services, etc.

## Caring for the Community

In order to learn more about the spirit of volunteerism, i.e. “dedication, friendship, mutual help and progress”, and to encourage students to understand the responsibility of the times and social responsibility through practical activities. During the Reporting Period, we carried out summer volunteer activities for college students, namely “Bringing Three Concepts to the Rural Areas” (三下乡) and “Billion Projects” (百千萬工程). In these events, a total of 27 volunteer teams went to the grassroots, communities and rural areas to carry out diversified theme practical activities with rich connotation and quality. A total of more than 390 teachers and students participated in the “Bringing Three Concepts to Rural Areas” volunteer teaching, with a total service time of 43,680 hours. It covered fields including the Communist Party of China's history study and education, rural revitalisation, inheritance of outstanding traditional culture, theoretical preaching, and educational care. These practical teams travelled throughout Zengcheng and surrounding areas, and even extended to Jiangmen City, Shantou City and Shaoguan City. They demonstrated the sense of responsibility and mission of the students of Huashang Vocational College with practical actions, contributed to the rural revitalisation, and demonstrated the spirit of youth. The activities contribute to the development of quality education in numerous towns and villages in the mainland, and help rural children to lead a path of youth in the new era on the road to high-quality development. Since the launch of summer social practice work, Huashang Vocational College's “Bringing Three Concepts to Rural Areas” and “Billion Projects” volunteer teams have gained widespread attention. People's Daily, China Youth Network, China Education Online, Southern Network, Guangdong Federation of Students, Guangdong News Network and other mainstream media reported over 90 times on the 2023 summer volunteer activities, and the influence of volunteer work has been significantly enhanced. We adhere to our mission in education, actively engage in charity work, take up social responsibilities and constantly devote efforts and resources to the community, to better enhance our education standards.



Figure 12 — Volunteer teaching



Figure 13 — “Billion Projects activities”

## Caring and Giving back to our Community

Other activities include volunteer service at the Zengcheng Children's Palace, lectures on caring for deaf-mute children, and online donation activities for the "5•8 Humanitarian Day". These activities enhance the social practice ability of participating students, embody the beauty of traditional virtues of selfless dedication of the Chinese nation for thousands of years, and is a practical experience for young people to invest themselves in socialist construction.

### Explore the Secrets of the Dairy Farm and Experience the Beauty of Life



Figure 14 — Garden harvesting

Afterward, the Huashang College volunteers explained the dairy cows' breeding process and the milking procedures to the children, including milk extraction from cows, sterilisation, and bottling. Lastly, the volunteers presented the children with a bottle of fresh and pure milk. Through this activity, the children could experience the life of a pastoral ranch, and the volunteers resolved many of their questions. We hope that the children maintain a sense of curiosity and enthusiasm to explore the unknown.



Figure 15 — Milking class

### Medical Volunteer Programme at Lihu

The volunteer team of the Medical School of Huashang Vocational College has organised more than 50 activities under the Lihu Medical Volunteer Programme. This programme covers seven administrative villages and two communities on Lihu Street. It provides free rehabilitation and physical therapy services to the elderly in the community and conducts health surveys and research activities to promote the construction of a healthy China. In addition, the volunteer team cooperated with the Lihu Street Social Work Station to carry out various activities, such as calligraphy teaching for the elderly, hand-drawn maps for teenagers, quality youth development anti-drowning publicity and education, handicrafts for the elderly, family games, outdoor adventure and other activities for the elderly, teenagers and children, which significantly enriches the life of village residents. The service population covers more than 1,800 residents of the Lihu Street Village. The Lihu Street Social Work Station presented an appreciation banner to the school: “Five social groups connect and gather strength; public welfare services warm the people’s hearts” (五社聯動聚合力·公益服務暖人心)” as an appreciation for our volunteering efforts.



Figure 16 — Measuring blood pressure of the elderly



Figure 17 — Received an appreciation banner from the Lihu Street Social Work Station

### Helping the Farmers to Realise their Dreams through Innovation

To consolidate and expand the connection between poverty alleviation and rural revitalisation, Huashang Vocational College organised a group of young college students to Harry Farm of Shuangtou Village in Zengcheng to conduct a live public welfare broadcast to help the farmers to boost the rural economy and raise the quality of their cultural products. The students actively interacted with netizens and answered their questions. According to the statistics, the broadcast attracted 1,600 people to watch online. The popularity of the live broadcast continued to rise, and many viewers expressed their willingness to support the students’ live broadcast to help the farmers, and the results were better than expected. Through this live broadcast, more people can learn about the local specialty agricultural products in Zengcheng, assisting farmers in solving the problem of unsalable products and fostering the development of the agriculture industry.



Figure 18 — Live broadcast



Figure 19 — Introducing different agricultural products

## Cultivate Talents and Promote Youth Development

The Group has long-term cooperation with the Hong Kong Vocational Training Council (“VTC”) and its affiliates. During the Reporting Period, Huashang Vocational College and the Hong Kong Professional Design Institute under VTC jointly organised the “2022 Guangdong-Hong Kong-Macao Greater Bay Area City Brand Culture Design Marketing Exchange Competition”. Representatives from Huashang Vocational College visited the Hong Kong Institute of Vocational Education and participated in the second online thematic exchange event for youth in the Greater Bay Area and co-organised the third online short video competition and sharing exchange meeting for the Guangdong-Hong Kong-Macao Greater Bay Area with the Hong Kong Institute of Vocational Education, a subsidiary of the VTC. Through a series of activities, it aims to improve students’ abilities to practice and solve practical problems, as well as their creative thinking and design abilities, and to cultivate and search for high-quality talents in different fields.



Figure 20 — The 2nd Greater Bay Area Youth Online Thematic Exchange



Figure 21 — Signing a cooperation agreement with the Hong Kong VTC

The Group actively participates in and organises youth development activities, with an aim to effectively promote the teenagers to acknowledge and understand the nation’s development in depth, encourage them to be involved and embrace the opportunities. During the Reporting Period, the Group has organised multiple exchange activities for mainland youths to Hong Kong. Through the Greater Bay Youth Career Development Association (“**Youth Promotion Association**”), we assist students from Huashang College to visit the Chinese University of Hong Kong and Hong Kong Metropolitan University for study and exchange. In addition, the Youth Promotion Association also assisted the principal and students of Huashang College to visit and exchange with Tung Wah College. Both Huashang College and Huashang Vocational College have separately signed a Memorandum and Cooperation with Tung Wah College, and reached consensus on a number of collaboration, such as of student exchange and further education cooperation, teacher academic exchange and scientific research cooperation, curriculum sharing and mutual recognition among the three schools, and sharing of nursing internship and practical training resources.

In addition, we set up scholarships and awards of different fields to promote hard-work, proactiveness and all-round development among students. In the past five years, nearly 930,000 students benefited from such schemes, with the subsidy amounted over RMB158,000,000.

No. of Students benefited during the Reporting Period (approximately)	Subsidy Amount (RMB)
247,000	55,220,259

Students are highly motivated. The students' overall quality has improved; some have even received national scholarships. The Group spared no effort in fostering talents; we have educated generations of talents bearing social responsibilities and willing to serve different aspects of the country and the communities.

## Invigorate Entrepreneurship and Innovative Mindset

The Group practices sustainable development through various plans and projects, supports start-ups, cultivates innovative and entrepreneurial talents, and actively fulfils its social responsibilities.



Figure 22 — Donation of coffee trucks

### Edvantage x VTC coffee trucks

During the Reporting Period, the Group donated two “Edvantage x VTC” coffee trucks to the Hong Kong Institute of Vocational Education, a subsidiary of the VTC, to encourage innovation and entrepreneurship among Hong Kong youth and elevate their vocational skills to a diversified, innovative and entrepreneurial level.

## Technological Innovation Opportunities in the Greater Bay Area — Ten Lectures for Chinese Businessmen

The Group sponsors and supports the “Technological Innovation Opportunities in the Greater Bay Area — Ten Lectures for Chinese Businessmen” series of public welfare lectures. The event helps young people from Guangdong, Hong Kong and Macao to understand the development opportunities of the technology and innovation industry in the Greater Bay Area, and encourages young people to further integrate into the overall development of the country and the Greater Bay Area. The response to the event was positive, with more than 50,000 people from Guangdong, Hong Kong and Macao participating in this series of lectures online and offline.



Figure 23 — “Technological Innovation Opportunities in the Greater Bay Area — Ten Lectures for Chinese Businessmen”



Figure 24 – Received the “Active Participation Award”

## Greater Bay Area Youth Employment Scheme

To encourage and support young people to work and develop careers in the Greater Bay Area cities, the Group actively responds to the “Greater Bay Area Youth Employment Scheme”. We provide our full support to this scheme by offering high-quality jobs and helping Hong Kong youths participate in the development of the Greater Bay Area, creating a platform for young people in this area that integrates learning, employment, entrepreneurship, and living.

# Protecting the Environment with a Greener Campus

## Environmental Protection and Operations

In addition to providing core educational services, the Group also considers environmental protection an integral part of its operation. The Group has incorporated sustainable development in its daily management and operates in an environmentally conscious and responsible manner to improve the environmental awareness of all its teachers and students and strive to build greener campuses. We also strictly abide by environmental laws and regulations, including but not limited to the PRC's Environmental Protection Law, Law on the Prevention and Control of Atmospheric Pollution, Law on the Prevention and Control of Water Pollution, Law on the Prevention and Control of Solid Waste Pollution and the Environment and Law on Energy Conservation.

## Environment-related Targets

Besides, the Group advocates energy conservation and carbon reduction, and is committed to sustainable operations. To this end, we have set clear short-term, medium-term and long-term emission reduction targets:

Types of Environmental Targets	Short-term emission reduction targets	Medium-term emission reduction targets	Long-term emission reduction targets
 Air emissions intensity	<ul style="list-style-type: none"> <li>Reduce 3% of air emissions intensity by financial year 2024/25</li> </ul>	<ul style="list-style-type: none"> <li>Reduce 5% of air emissions intensity by financial year 2026/27</li> </ul>	<ul style="list-style-type: none"> <li>Reduce 8% of air emissions intensity by financial year 2029/30</li> </ul>
 Energy consumption intensity	<ul style="list-style-type: none"> <li>Reduce 3% of energy consumption intensity by financial year 2024/25</li> </ul>	<ul style="list-style-type: none"> <li>Reduce 5% of energy consumption intensity by financial year 2026/27</li> </ul>	<ul style="list-style-type: none"> <li>Reduce 8% of energy consumption intensity by financial year 2029/30</li> </ul>
 Water consumption intensity	<ul style="list-style-type: none"> <li>Reduce 3% of water consumption intensity by financial year 2024/25</li> </ul>	<ul style="list-style-type: none"> <li>Reduce 5% of water consumption intensity by financial year 2026/27</li> </ul>	<ul style="list-style-type: none"> <li>Reduce 8% of water consumption intensity by financial year 2029/30</li> </ul>
 Waste disposal intensity	<ul style="list-style-type: none"> <li>Reduce 3% of waste disposal intensity by financial year 2024/25</li> </ul>	<ul style="list-style-type: none"> <li>Reduce 5% of waste disposal intensity by financial year 2026/27</li> </ul>	<ul style="list-style-type: none"> <li>Reduce 8% of waste disposal intensity by financial year 2029/30</li> </ul>

In addition, we will deploy more resources in recycling and the use of renewable energy to facilitate the development of circular economy.

During the Reporting Period, the Group recorded lower air emissions, energy consumption intensity and water consumption intensity, proving that the Group is on track and striving to achieve its environment-related goals. These results are not only beneficial to environmental protection and development, but also contribute to the Group's long-term operational success and sustainability.

### Emissions

#### Air Emissions

As the Group is engaged in educational services, no industrial or commercial activities are involved in its daily operation. Furthermore, the Group has no gas consumption from gas stoves as the canteens in the Colleges have been outsourced to catering management companies. The Group's air emissions derive mainly from automobiles. Types and data of emissions discharged during the Reporting Period are as follows:

Major Air Emissions <sup>8</sup>	Unit	2023	2022	2021
Nitrogen oxides (NO <sub>x</sub> )	kg	1,131.48	1,228.11	1,284.53
Sulphur dioxide (SO <sub>x</sub> )	kg	28.59	22.57	18.91
Particulates	kg	33.97	36.95	38.29

During the Reporting Period, the effectiveness of the Group's emission reduction measures was demonstrated by the decrease in total amount of exhaust emissions compared to last year. The Group is actively seeking ways to further reduce exhaust emissions, including the use of passenger vehicles with higher emission standards (China V and China VI), a greater proportion of cleaner fuels (e.g. unleaded petrol and natural gas), as well as considering the use of electric vehicles.

<sup>8</sup> The calculation of air pollutant emissions is based on the "Technical Guide for the Compilation of Air Pollutant Emissions Inventory for Road Motor Vehicles (trial)" published by Ministry of Ecology and Environment.

### Greenhouse Gases Emissions

The Group's direct emissions of greenhouse gases mainly result from the burning of fuel in the Group's vehicles, while the indirect emissions of greenhouse gases are mainly from the purchased electricity, discarded waste paper and the flights taken by employees during their business trips. As the impact of the epidemic weakens and economic activities recover, the electricity usage and employee business trips have increased compared with that of last year.

Major Emissions	Unit	2023	2022	2021
Scope 1 <sup>9, 10, 11</sup>				
Burning of fuel in vehicles:				
• Carbon dioxide	Metric tons of CO <sub>2</sub> equivalent	344.97	305.38	169.85
• Methane	Metric tons of CO <sub>2</sub> equivalent	0.05	0.04	0.02
• Nitrous oxide	Metric tons of CO <sub>2</sub> equivalent	0.0030	0.0026	0.0015
• Greenhouse gas removal <sup>12</sup>	Metric tons of CO <sub>2</sub> equivalent	(51.68)	(80.62)	(49.93)
(Scope 1) Total amount of emission <sup>11</sup>	Metric tons of CO <sub>2</sub> equivalent	293.34	224.80	119.95
(Scope 1) Emission Intensity <sup>11</sup>	Metric tons of CO <sub>2</sub> equivalent/employee <sup>13</sup>	0.043	0.045	0.028

<sup>9</sup> The calculation of greenhouse gas emissions is based on the Tools and Guidance on Calculating Greenhouse Gas Emissions from Energy Consumption (version 2.1) released by the World Resources Institute.

<sup>10</sup> Scope 1: Direct emissions from operations that are owned or controlled by the Group.

<sup>11</sup> Figures of certain items may differ due to rounding.

<sup>12</sup> According to Part D in the A1.2 Direct (Scope 1) greenhouse gas emissions and intensity in How to Prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs under HKEx's Environmental, Social and Governance Reporting Guide and EPD's Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong, this Removal Factor is applicable to trees commonly found in Hong Kong that are able to reach at least five metres in height.

<sup>13</sup> As of 31 August 2023, since only Huashang College, Huashang Vocational College, Huashang Technical School, Urban Vocational College and Urban Technician College have generated hazardous wastes, the number of employees only includes the total number of employees in the aforementioned colleges, totalling 6,758.

## Protecting the Environment with a Greener Campus

Major Emissions	Unit	2023	2022	2021
Scope 2 <sup>14, 15</sup>				
• Electricity	Metric tons of CO <sub>2</sub> equivalent	64,681.47	57,221.00	47,909.61
• Natural gas	Metric tons of CO <sub>2</sub> equivalent	15,452.67	20,571.99	13,890.57
(Scope 2) Total amount of emission	Metric tons of CO <sub>2</sub> equivalent	80,134.14	77,792.99	61,800.18
(Scope 2) Emission Intensity	Metric tons of CO <sub>2</sub> equivalent/employee <sup>16</sup>	11.85	15.66	14.49
Scope 3 <sup>17, 18</sup>				
• Waste paper treatment	Metric tons of CO <sub>2</sub> equivalent	121.22	115.78	35.26
• Employees' business trips	Metric tons of CO <sub>2</sub> equivalent	138.65	93.78	61.85
(Scope 3) Total amount of emission	Metric tons of CO <sub>2</sub> equivalent	259.87	209.56	97.11
(Scope 3) Emission Intensity	Metric tons of CO <sub>2</sub> equivalent/employee <sup>13</sup>	0.038	0.042	0.02
Total emissions				
• Total emissions	Metric tons of CO <sub>2</sub> equivalent	80,687.35	78,227.35	62,017.24
• Total emissions intensity	Metric tons of CO <sub>2</sub> equivalent/employee <sup>16</sup>	11.93	15.75	14.54

<sup>14</sup> The calculation of greenhouse gas emissions is based on the Baseline Emission Factors for Regional Power Grids in China in 2019 issued by MEE's Department of Climate Change.

<sup>15</sup> Scope II: Energy indirect emissions resulting from the generation of purchased or acquired electricity, heating, cooling and steam consumed within the company.

<sup>16</sup> The total number of employees used to calculate relevant intensity is the number of employees at the end of the Reporting Period.

<sup>17</sup> The calculation of greenhouse gas emissions is based on the emission factor mentioned in Part A in the A1.2 Scope 3 — Other indirect emissions in How to Prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs under HKEx's Environmental, Social and Governance Reporting Guide.

<sup>18</sup> Scope III: All other indirect greenhouse gas emissions that occur outside the company, including both upstream and downstream emissions.

## Protecting the Environment with a Greener Campus

### Measures to Reduce Emissions

In order to effectively reduce the emissions generated in the operation, the Group laid down the Fleet Management Measures, which describes the following measures it has taken to achieve its emissions reduction target:

- Reasonable driving. Private use of business vehicles is prohibited and long-distance dispatching is subject to strict review to reduce unnecessary travel;
- Weekly inspection and maintenance of vehicles are conducted to enhance burning efficiency of fuel; and
- Commuter services are provided to faculty and staff to reduce fuel consumption.

During the Reporting Period, our campuses planted more than 2,200 trees, reducing approximately 51.68 metric tons of carbon dioxide emissions. We will continue to carry out afforestation to reduce emissions generated in the course of operation. When compared to the previous year, because of the recovery of economy, total emissions of greenhouse gases increased by approximately 2,460 metric tons of CO<sub>2</sub> equivalent; whilst the greenhouse gases emissions intensity dropped by approximately 3.82 metric tons of CO<sub>2</sub> equivalent per employee. The Group's Colleges will continue to take measures to reduce total emissions.

### Hazardous and Non-Hazardous Wastes

The Group's solid wastes mainly come from all sorts of recyclable and non-recyclable household garbage generated in the Colleges, such as paper generated from learning activities, office supplies, plastic, kitchen wastes, construction wastes, greening garbage, etc. Non-hazardous wastes are properly disposed of by third-party environmental sanitation service companies, including recycling wastes, which are engaged by property management companies, in accordance with the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes and other relevant regulations.

The hazardous wastes are primarily medical wastes. There are recyclers who collect medical wastes for detoxification on a monthly basis. To effectively manage medical wastes, the Colleges have also developed the Medical Waste Management Policy, detailing specifications and the description related to the classification, collection, and delivery of medical wastes. Medical waste is collected by the infirmary every day and recycled by the company that is designated by the municipal health department for centralised disposal.

Detailed data of the Group's wastes generated during the Reporting Period are as follows:

Types of wastes	Unit	2023	2022	2021
• Hazardous wastes	Metric ton	1.3675	0.6920	0.2384
• Hazardous wastes intensity	Metric ton/ employee <sup>19</sup>	0.00020	0.00019	0.00008
• Non-hazardous wastes	Metric ton	3,755.2	3,657.8	3,649.9
• Non-hazardous wastes intensity	Metric ton/ employee <sup>20</sup>	1.2803	2.1291	2.4140

<sup>19</sup> During the Reporting Period, since only Huashang College, Huashang Vocational College, Huashang Technical School, Urban Vocational College and Urban Technician College have generated hazardous wastes, the number of employees only includes the total number of employees in the aforementioned colleges, totalling 6,758.

<sup>20</sup> During the Reporting Period, since only Urban Vocational College and Urban Technician College have generated hazardous wastes, the number of employees only includes the total number of employees in the aforementioned colleges, totalling 2,933.

### Measures to Reduce Wastes Generated

The Group actively advocates the idea of green campus and adheres to the 4Rs principle in environmental protection (reduce, reuse, recycle and replace) in daily operation, aiming to minimise the generation of wastes and make full use of resources. To prevent wasting office resources and avoid the generation of more waste, the Group implemented a rationing system for office supplies, in hope of further raising staff's saving awareness while advocating environmental protection.

In terms of the use of paper, we requested the faculty and staff to handle work and process documents online, so as to reduce the printing of paper documents. In case printing is necessary, they are required to use double-sided photocopying and reuse single-sided paper for photocopying or printing of the first draft. In case of waste of paper, each department shall pay RMB1 from its funds for each copy. In terms of wastes, each College has set up garbage cans for classification to sort out recyclable solid wastes and hand them over to cleaning service companies for treatment. In addition, if an employee is found to have printed his/her personal data outside of the scope of work, he/she will be required to pay a fine of 10 times the cost of the paper as a warning to others.

In terms of reduction of hazardous waste emissions, the main source was the use of toner cartridges, which have been recycled by the qualified contractors. Medical waste is mainly generated when an employee or student of the Group's Colleges is injured in an accident. The Colleges can only do their best to provide limited emergency measures to the injured. If the injury is serious, the Colleges will advise the injured to seek appropriate treatment in a hospital or medical clinic. Therefore, in general, there will be no waste of medical supplies that will result in an increase in unnecessary medical waste. During the Reporting Period, although the total amount of hazardous waste has significantly increased, its intensity only increased by approximately 5.3%. As for the non-hazardous waste, although the total volume increased slightly, the intensity decreased by approximately 39.9%. Looking ahead, we will continue to monitor closely and make every effort to implement various emissions reduction measures.

## The Environment and Use of Natural Resources

The daily operations of all of the Colleges do not cause direct damage nor have material impact on the environment and natural resources. The Group constantly follows the principle of protecting the environment and natural resources in its operation and actively adopts various measures and takes actions to reduce emissions from daily operations and save energy resources so as to minimise the impact on the environment. For more details, please refer to the chapter on “Protecting the environment and greening the campus” in this Report.

### Energy and Resource Use Efficiency

Energy Source	Unit	2023	2022	2021
Direct Energy Consumption <sup>21</sup>	kWh	1,160,797	1,025,118	738,076
Direct Energy Consumption Intensity	kWh/employee <sup>22</sup>	171.77	206.64	173.05
Diesel	Litre	39,954	29,840	26,897
Unleaded Gasoline	Litre	75,650	72,820	46,452
Indirect Energy Consumption <sup>21</sup>	kWh	86,302,192	80,681,890	66,779,647
Indirect Energy Consumption Intensity	kWh/employee <sup>23</sup>	12,757.16	16,243.59	15,657.60
Purchased Electricity	kWh	76,773,158	67,995,975	58,213,894
Purchased Natural Gas	Cubic metre	714,677	951,443	642,431
Total Energy Consumption <sup>21, 23</sup>	kWh	87,462,989	81,707,008	67,517,723
Total Energy Consumption Intensity	kWh/employee <sup>23</sup>	12,928.75	16,449.97	15,830.55

Water Source	Unit	2023	2022	2021
Total water consumption <sup>23</sup>	Cubic metre	3,639,696	3,669,866	3,312,261
Water consumption intensity	Cubic metre/employee <sup>22</sup>	538.58	739.74	776.61

<sup>21</sup> Figures of certain items may differ due to rounding.

<sup>22</sup> As of 31 August 2023, since only Huashang College, Huashang Vocational College, Huashang Technical School, Urban Vocational College and Urban Technician College have relevant data, the number of employees only includes the total number of employees in those colleges, totalling 6,758.

<sup>23</sup> The total number of employees used to calculate relevant intensity is the number of employees at the end of the Reporting Period.

### Energy Consumption and Intensity

In terms of electricity saving, the Colleges use low-power, recyclable and reusable energy-saving lamps to reduce the power consumption of lighting products, and in turn reduce the overall carbon emissions. During the Reporting Period, the Colleges strictly followed the standard for air-conditioning temperature while enhancing energy conservation benefits. The Group has also formulated the Management System to Secure Electricity Usage on Campus to ensure electricity safety and encourage energy conservation. Specific measures include: faculty and staff are required to turn off the equipment and power supply when they leave relevant places and when they are not using the equipment; and connecting power supply without permission and using high-power electrical appliances on campus are forbidden.

### Water Conservation

In terms of water conservation, Colleges under the Group will maintain and strengthen the daily management of water conservation in its teaching facilities to eliminate water spilling, dripping and leakage and avoid wasting water. There are also signs in the toilets to remind students and faculty and staff to conserve water.



Figure 25 — Water Conservation Sign

During this Reporting Period, the Group's total water consumption decreased slightly, but the total water consumption intensity decreased by 27%. We will constantly review the effectiveness of the above measures. The Group will continue to implement water-saving measures to achieve its targets on water consumption intensity.

### Appropriate Water Source

The Group faces no issues in sourcing water that is fit for purpose, and water is mainly supplied by local water companies where the Colleges operate. All of its Colleges have stable water supply to meet daily operational needs.

## Climate Change

The Group is fully aware that climate change is a common challenge for all mankind. In line with China’s “dual carbon target” (i.e. carbon neutrality and carbon peaking) which is to be accomplished before 2060, the Group actively cooperates and responds to the government’s decision. As the Group’s education business continue to grow and expand, the Group needs to further promote sustainability and reduce energy consumption and emissions. The Group responds to local government initiatives and follows their emissions reduction requirements. We have set clear short-term, medium-term, and long-term emission reduction targets and ensure that the Group’s greenhouse gas emissions comply with the increasingly stringent regulatory requirements of the local governments by 2030 or before.

The Group has identified a range of climate-related risks associated with our assets and services that are significant to us. The transition and physical risks are discussed in the section below:

Type of Climate Risk	Impacts of Climate Risk	Responses to Climate Risk
<p><b>Acute physical risk</b> Risks caused by extreme weather events such as typhoons, heavy rains and earthquakes.</p>	<p>The frequency and intensification of extreme weather events may lead to the disruption of school operations and related supporting services.</p>	<p>Each College in the Group has internal guidelines describing emergency response mechanisms in detail to ensure the safety of students, teachers and property. The campus also conducts regular safety inspections and assessments to identify potential safety hazards, strengthen prevention and control of secondary disaster risks caused by heavy rains and typhoons, implement corrective measures promptly to eliminate hidden dangers, and prepare rescue supplies in advance to reduce climate risks and losses. In addition, regarding potential risks in the supply chain, the Procurement Management Policy formulated by the Group covers backup qualified suppliers to cope with current suppliers’ supply network disruptions due to extreme weather and reduce the impact on the education business.</p>

Type of Climate Risk	Impacts of Climate Risk	Responses to Climate Risk
<p><b>Chronic physical risk</b> Shifting risks posed by long-term climate change, such as sustained high temperatures and changing precipitation patterns.</p>	<p>Prolonged heatwaves and sustained high temperatures can lead to increased electricity usage and potential impacts on school infrastructure and equipment.</p>	<p>Most of our newly constructed buildings have been installed with double-layer insulated glasses, which not only provide thermal insulation but also reduce energy consumption.</p>
<p><b>Transition risk (Regulatory Compliance)</b> Regulators implement policies to constrain actions that contribute to climate change and accelerate the transition to a low-carbon economy.</p>	<p>The increasingly stringent environmental regulations and the possible increase in the application of low-carbon technologies mean that the Group will need additional investment to ensure compliance, which will inevitably increase operating costs.</p>	<p>We will closely monitor the latest developments in climate-related policy to ensure we comply with environmental laws and regulations in the jurisdictions in which we operate and actively explore where we use renewable energy.</p>
<p><b>Transition risk (Reputation risk)</b> The risks posed by changes in public perceptions of our contribution to the low-carbon economy.</p>	<p>If the public's expectations are not met, the Group's reputation may be negatively affected.</p>	<p>The Group has been actively communicating with stakeholders to understand their expectations and strives to improve our ESG performance and disclosure.</p>

Furthermore, we are in the process of preparing and formulating our first Climate Change Policy to enhance our approach to managing climate risks, mitigate the impact of climate change on our operations, and increase our business resilience against climate change events. Looking forward, the Group will continue to review the impact of climate change on its business and will take into consideration climate-related risks and opportunities during its operation, such as change in environment-related regulations to enhance its business resilience.

### Green Finance

The Group's participation in the "Green Deposit" programme allows us to support green and sustainable development-oriented projects and organisations and promote economic transformation towards low-carbon, climate change adaptation and sustainable development. Looking forward, we will continue to explore green financial instruments suitable for the Group to integrate the concept of sustainable development into the Group's financing strategy.

# HKEX ESG Reporting Guide Content Index

Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs)		Section/Statement
A. Environmental		
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Emissions
KPI A1.1	The types of emissions and respective emissions data.	Type of Air Emissions and Emissions
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).	Greenhouse Gases Emissions
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Hazardous and Non-Hazardous Wastes
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Hazardous and Non-Hazardous Wastes
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	Environment-related Targets  Measures to Reduce Wastes Generated
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.	Hazardous and Non-Hazardous Wastes  Measures to Reduce Wastes Generated

Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs)		Section/Statement
Aspect A2: Uses of Resources		
General Disclosure	Policies on efficient use of resources, including energy, water and other raw materials.	The Environment and Use of Natural Resources
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).	Energy and Resource Use Efficiency
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Energy and Resource Use Efficiency
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	The Environment and Use of Natural Resources  Environment-related targets
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.	Appropriate Water Source
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	The Group's business does not involve the use of packaging materials
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	The Environment and Natural Resources
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	The Environment and Natural Resources

Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs)		Section/Statement
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	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.	Climate Change
B. Social		
Employment and Labour Practices		
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Cultivate Talents and Care for Staff
KPI B1.1	Total workforce by gender, employment type (full- or part-time), age group and geographical region.	Employee Workforce
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Employee Turnover

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

Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs)		Section/Statement
Aspect B4: Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Labour Standards
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standards
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards
Operating Practices		
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of supply chain.	Supply Chain Management and Monitoring
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management and Monitoring
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.	Supply Chain Management and Monitoring
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management and Monitoring
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management and Monitoring

Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs)		Section/Statement
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Teaching Quality  Intellectual Property Rights  Privacy Policies
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The Group's business does not involve products that are recalled for safety and health reasons.
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Service-Related Complaints and Solutions
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual Property Rights
KPI B6.4	Description of quality assurance process and recall procedures.	The Group is not involved in any product recall procedures
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Privacy Policies

Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs)		Section/Statement
Aspect B7: Anti-corruption		
General Disclosure	Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-corruption
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.	During the Reporting Period, there were no concluded legal cases regarding corrupt practices brought against the Group or its employees.
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Whistleblowing
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption
Community		
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Caring and Giving back to our Community
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment