

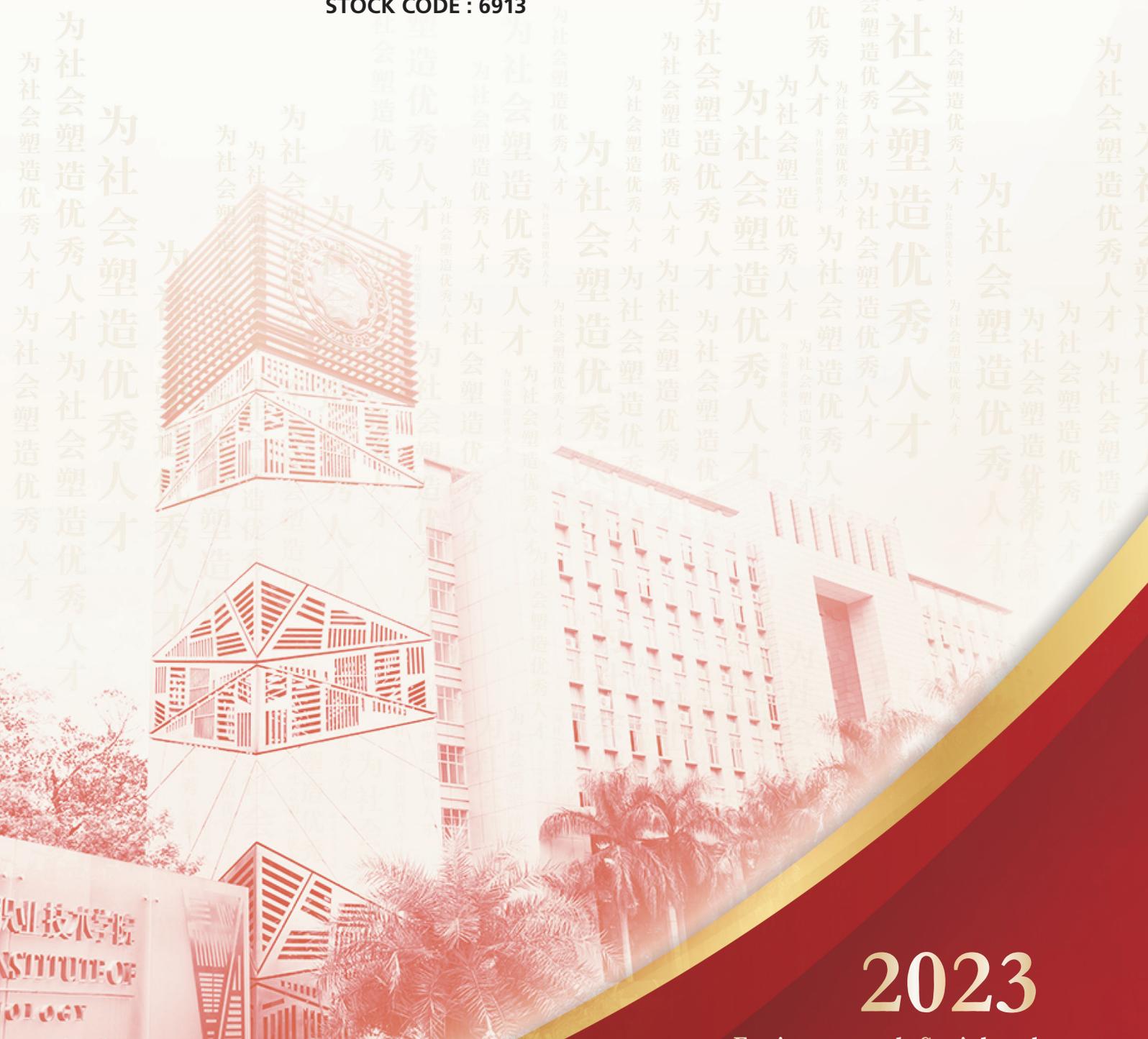


中國華南職業教育集團有限公司

SOUTH CHINA VOCATIONAL EDUCATION GROUP COMPANY LIMITED

(Incorporated in the Cayman Islands with limited liability)

STOCK CODE : 6913



为社会塑造优秀人才

2023

Environmental, Social and Governance Report

Contents

	<i>Page</i>
1. ABOUT THE REPORT	2
1.1 REPORTING STANDARD	2
1.2 REPORTING SCOPE	2
1.3 LANGUAGE	3
1.4 CONFIRMATION AND APPROVAL	3
1.5 REPORT FEEDBACK	3
1.6 REPORT AVAILABILITY	3
2. ABOUT US	4
2.1 GROUP PROFILE	4
2.2 OVERVIEW OF THE COLLEGES	4
2.3 AWARDS AND HONORS	5
3. SUSTAINABILITY MANAGEMENT	6
3.1 STATEMENT OF THE BOARD	6
3.2 ESG GOVERNANCE STRUCTURE	6
3.3 STAKEHOLDER ENGAGEMENT	7
3.4 MATERIALITY ASSESSMENT	9
4. QUALITY SERVICE SYSTEM	10
4.1 TEACHING QUALITY CONTROL	10
4.2 STUDENT EMPLOYMENT ASSISTANCE	11
4.3 INNOVATION AND ENTREPRENEURSHIP	13
4.4 INDUSTRY-EDUCATION INTEGRATION	14
4.5 STUDENT MENTAL HEALTH	15
4.6 STRICTLY GUARDING CAMPUS SAFETY	18
4.7 COMPLAINT MECHANISM	20
5. COMPLIANCE OPERATION	21
5.1 COMBATING CORRUPTION AND UPHOLDING INTEGRITY	21
5.2 INTELLECTUAL PROPERTY RIGHTS PROTECTION	23
5.3 INFORMATION SECURITY	24
5.4 SUPPLY CHAIN MANAGEMENT	25
6. IMPROVING EMPLOYEE MANAGEMENT	26
6.1 FAIR EMPLOYMENT PROCESS	27
6.2 EMPLOYEE COMPENSATION AND BENEFITS	28
6.3 EMPLOYEE CAREER DEVELOPMENT	29
6.4 FOCUSING ON EMPLOYEE GROWTH	30
6.5 EMPLOYEE ACTIVITIES	31
7. ENVIRONMENTAL PROTECTION	32
7.1 CLIMATE RISK MANAGEMENT	33
7.2 WATER RESOURCES MANAGEMENT	34
7.3 EMISSIONS MANAGEMENT	35
7.4 WASTE MANAGEMENT	35
7.5 ENERGY-EFFICIENT CAMPUS PRACTICES	36
7.6 ENVIRONMENTAL EDUCATION ACTIVITIES	37
8. ASSUMING SOCIAL RESPONSIBILITY	38
APPENDIX I: SUSTAINABILITY DATA SUMMARY	42
APPENDIX II: THE STOCK EXCHANGE ESG REPORTING GUIDE INDEX	45

1. ABOUT THE REPORT

South China Vocational Education Group Company Limited and its subsidiaries (the “Group” or “We”) have reported in accordance with the requirements of Mandatory Disclosure and “Comply or Explain” as set out in Appendix C2 “Environmental, Social and Governance Reporting Guide” (the “Guide”) of the Main Board Listing Rules on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

This is the third environmental, social and governance report (the “Report”) published by the Group, which aims to disclose the performance of the Group in respect of each key performance indicator (“KPIs”) on environmental, social and governance (“ESG”) for the period from 1 January 2023 to 31 December 2023 (the “Year” or the “Reporting Period”).

1.1 Reporting Standard

The Report is prepared in accordance with the four reporting principles of the Guide, including:

Materiality: The Group communicates fully with its stakeholders and discloses in the Report the process of communication with each stakeholder and the results of the materiality assessment, so as to identify each of the material ESG issues of the Group during the Year.

Quantitative: The statistical standards, methods, assumptions and calculation tools used for the emissions and energy data disclosed in the Report, as well as the sources of conversion factors, are explained in the Report.

Balance: The Report describes performance for the Year in an unbiased manner so as to avoid inappropriately influencing the decisions of readers due to the selections, omissions or presentation formats of the Report.

Consistency: The statistical methods used for the disclosure of data in the Report remain consistent with that of last year. Changes, if any, will be clearly stated in the Report.

1.2 Reporting Scope

The Report covers information on ESG-related policies, regulation compliance, measures implementation and relevant performance of the two colleges operated by the Group in the Greater Bay Area, namely Guangdong Lingnan Institute of Technology and Guangdong Lingnan Modern Technician College (collectively, the “Colleges”).

1. ABOUT THE REPORT

1.3 Language

The Report is published in both Chinese and English. In case of inconsistency, the Chinese version shall prevail.

1.4 Confirmation and Approval

The Report was considered and approved by the Board of Directors on 27 March 2024 after being confirmed by the management.

1.5 Report Feedback

We welcome feedback from all stakeholders on the contents of the Report. If you have any inquiries or suggestions, please feel free to contact the Group through the following channels.

Address: 24/F, Admiralty Centre I, 18 Harcourt Road, Admiralty, Hong Kong

Email: ir@scvedugroup.com

Phone: (852) 2111 8468

1.6 Report Availability

The electronic version of the Report has been published on the websites of the Group and the Stock Exchange. Readers may visit or download the Report from “ESG” under the column “Investor Relations” on the Group’s website (www.scvedugroup.com) or the Stock Exchange’s website (<https://www.hkexnews.hk/>).

2.1 Group Profile

The history of South China Vocational Education Group can be traced back to the establishment of Lingnan Education in 1993. South China Vocational Education Group is committed to nurturing young professionals for China and the Greater Bay Area, with Guangdong Lingnan Institute of Technology and Guangdong Lingnan Modern Technician College offering a total of more than 70 majors in TMT industries such as Internet, e-commerce, telecommunication, software, and animation, as well as emerging industries such as the health industry. It is a leading provider of private formal vocational education service in the Greater Bay Area.

2.2 Overview of the Colleges

Guangdong Lingnan Institute of Technology is a private higher vocational and technical college which integrates majors of health, electronic information, intelligent manufacturing, finance and commerce, and culture and art. The Institute now has 42 majors, including pharmacy, software technology, mold design and manufacturing, animation production technology as provincial key majors, Chinese medicine, small and medium-sized enterprise entrepreneurship and management as provincial second-class brand building majors, and five provincial high-level major group construction projects including nursing, Chinese medicine, software technology, mold design and manufacturing, animation production technology. In the past three years, it won four Guangdong Provincial Teaching Achievement Awards, and cultivated nearly 100,000 high-quality technical and skilled talents for the society since its establishment. The Institute is the only private higher vocational demonstration school in Guangdong Province. It has won three consecutive rounds of Guangdong Demonstration School of Innovation and Entrepreneurship for College Students, and has been approved by the Provincial Development and Reform Commission as the only key construction project of provincial industry-education integration demonstration park for colleges and universities in Guangdong Province.

Guangdong Lingnan Modern Technician College is a key technical school developed by Lingnan Education Group. The College has seven secondary colleges, namely, College of E-commerce, College of Entrepreneurial Management, College of Health and Care, College of Preschool Education, College of Intelligent Manufacturing, College of Information Technology, and College of Cultural Creativity, with 29 majors. The College is committed to cultivating technical and skilled talents, adhering to the purpose of serving the society, guided by the industrial development plan of the Greater Bay Area and the demand for skilled talents in the new normal state, focusing on student success and ability training, and cultivating applied and innovative skilled talents with all-round development of ethics, intellect, physique, aesthetics and labor. It has been awarded consecutively the honors of “National Vocational Education Advance Entity” (全國職業教育先進單位), “Outstanding Research and Development Institution of China Association of Staff and Workers Education and Vocational Training” (中國職工教育和職業培訓協會優秀科研單位), “Guangdong Province Vocational and Technological Education Advancement Group” (廣東省職業技術教育工作先進集體) and “Outstanding Research and Development Institution of Guangdong Vocational Training and Technical Education Association” (廣東省職業培訓和技工教育協會優秀科研單位) for many years.

2. ABOUT US

2.3 Awards and Honors

South China Vocational Education Group	The “Most Socially Responsible Listed Company” (最具社會責任上市公司) of the 8th Listed Company Selection of Zhitong Caijing
Guangzhou Lingnan Education Group	“China Sustainable Responsibility Award” (最佳責任企業品牌) of the 7th CSR China TOP100 Huangpu – Sandu National Technical Class (黃埔•三都民族技工班) being awarded “SDGs Sustainable Excellent Project” (SDGs 可持續優秀項目) of the 7th CSR China TOP100 “Vice Chairman Entity” (副會長單位) awarded by Guangdong Province Industry-Education Integration Promotion Association (廣東省產教融合促進會) “Outstanding Contribution to Charity” (公益慈善突出貢獻獎) awarded by Zijin County party Committee and Zijin County People’s Government
Guangdong Lingnan Institute of Technology	Guangdong Demonstration School of Innovation and Entrepreneurship for College Students (廣東省大學生創新創業教育示範學校) (2023-2026) The second batch of national pilot schools for first-aid education in school Teachers Yang Fengqiong and Nie Jian won the “Outstanding Contribution Award” in the second batch of Tanzanian National Occupational Standards Development Project Alumnus Wu Anfa won the 2022 National Grassroots Employment Excellence Award for College Graduates The second prize of the 2022 New Media Influence Award of Guangdong Higher Vocational Colleges (廣東高職高專院校 2022 年度新媒體影響力) The library of Guangdong Lingnan Institute of Technology was ranked among the top 10 in the network influence of China’s higher vocational college libraries
Guangdong Lingnan Modern Technician College	Guangzhou Municipal Education and Practice Base for Casting the Consciousness of the Chinese National Community (廣州市鑄牢中華民族共同體意識教育實踐基地) JD National Excellent Cooperative College (京東全國優秀合作院校)
Guangdong Lingnan Educational Charity Foundation	The “Rural Revitalization High-quality Project of the Year” at the 2023 Dream Builders Public Welfare Conference (2023 築夢者公益大會) being awarded to Huangpu – Sandu National Technical Class “Four-Star Entity of Charitable Donation” of 2023 Guangzhou Charitable Donation Model 100 score of 2023 Foundation Transparency Index (FTI)

3. SUSTAINABILITY MANAGEMENT

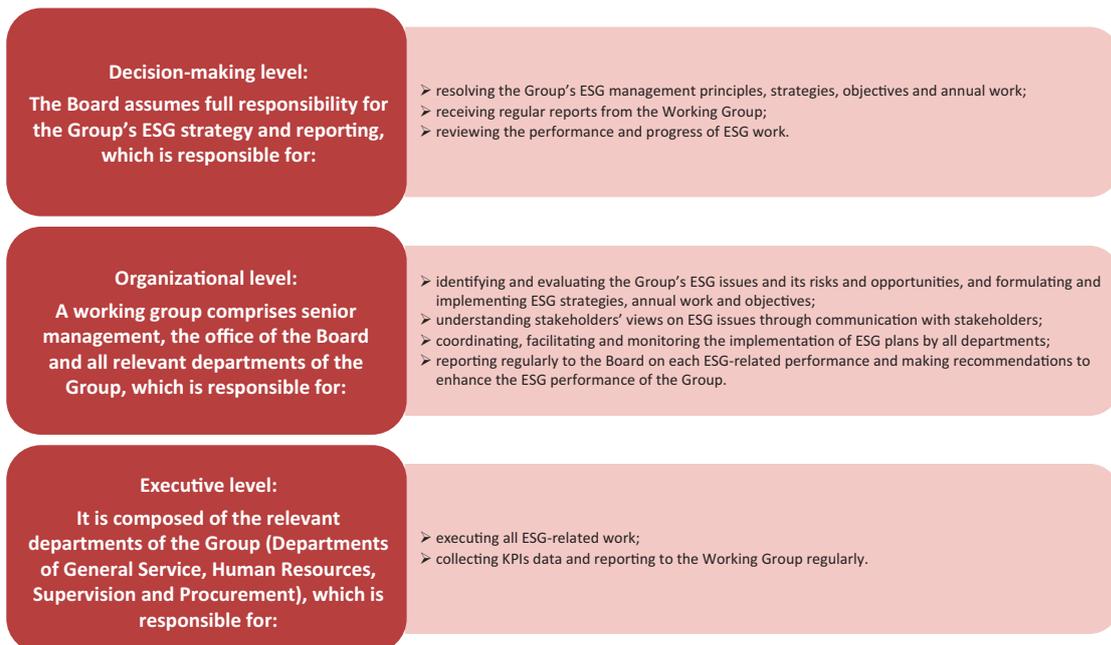
In order to promote sustainable development, the Group has established an ESG working group authorized by the Board to integrate ESG governance into our governance structure. We have developed a corporate sustainability policy and promoted social responsibility activities at multiple levels with the aim of continuously optimizing our sustainability performance.

3.1 Statement of the Board

As the highest decision-making level of the Group's ESG management and control, the Board shoulders all the responsibilities for strategy formulation and reporting. It oversees our ESG activities, is responsible for setting the strategic direction, governance principles and risk management framework of ESG, and evaluates the achievement and progress of ESG objectives. The Board has also established a dedicated ESG Working Group (the "Working Group"), which focuses on assessing key ESG issues and developing strategies, priorities and management measures, as well as monitoring their implementation. During the Year, we reviewed our progress in achieving our environmental goals. We conducted an in-depth review and prioritization of ESG issues, which were ultimately confirmed and identified by the Board the materiality of the issues for the Year.

3.2 ESG Governance Structure

We have established a three-tier ESG governance structure, covering the decision-making level, the organizational level and the executive level. Within this structure, the Board, the Working Group and all relevant departments play their respective roles. Responsibilities at each level are assigned as follows:



3. SUSTAINABILITY MANAGEMENT

3.3 Stakeholder Engagement

The insights and feedback of our stakeholders are critical for us and drive our continuous progress. To this end, we have built a variety of communication platforms to facilitate interaction with our stakeholders. Over the past year, we have conducted extensive communication with various stakeholders, including investors/shareholders, government/industry associations, regulators, employees, students/parents, alumni, suppliers, partners, the community and the public, to deeply understand their expectations, needs and concerns. Based on the results of these interactions and communications, we have carried out materiality assessments and continuously refined our corporate social responsibility strategies and actions.

Main Stakeholders	Expectations and Requirements	Communication Channels
Investors/shareholders	The Company's business performance; Compliant and stable operation	Annual general meeting; Interim report and annual report; Corporate communications; Results communications; Investor meetings
Government/industry associations	Compliance operation; Educational service quality	Organize industry events; Consultations; Lectures; School visits
Regulators	Compliance with laws and regulations; Legal tax payment	Audits; Annual inspection of private colleges; Consultations; Compliance reports
Employees	Employee welfare; A healthy and safe working environment; Career development	Performance appraisals and interviews; Seminars/workshops/lectures; Intranet; Communication groups; Questionnaires

3. SUSTAINABILITY MANAGEMENT

Main Stakeholders	Expectations and Requirements	Communication Channels
Students/parents	Safeguarding the safety, health and interests of students; Improving the quality of teaching	After-school feedback; Questionnaires; Regular visits; Online platforms; Phones
Alumni	Reputation of the Colleges	Alumni Home; “Lingnan Alumni Association” mini program; Media information; School website
Suppliers	Fair competition; Transaction integrity	On-site inspections; Supplier management procedures; Supplier evaluation systems
Partners	Mutual benefit and win-win; Long-term cooperation	Educational fairs; Lectures; Visits; Conferences; Exchange activities; Cooperation projects
Community	Public welfare programs; Feedback to the community	Community college; Rural revitalization; Youth public welfare literacy education; Care for special groups; Education fund/scholarship; Donate
Public	Developing talents; Student community involvement	Media information; School websites; Educational fairs; School events

3. SUSTAINABILITY MANAGEMENT

3.4 Materiality Assessment

The Group has conducted a materiality assessment and analysis in accordance with the materiality principle to identify issues that have a significant impact on the Company. In constructing the materiality issue database of the Year, we relied on the Guide, the materiality issue database of the Sustainability Accounting Standards Board (SASB), the industry materiality map of MSCI, common issues among peers, the impact on South China Vocational Education Group and the views of stakeholders. The issues are classified according to their importance into high materiality, moderate materiality and general materiality. For the Year, we have identified and confirmed 19 key issues in total, and the results of the materiality assessment were fully considered and approved by the Board.

Issues of high materiality

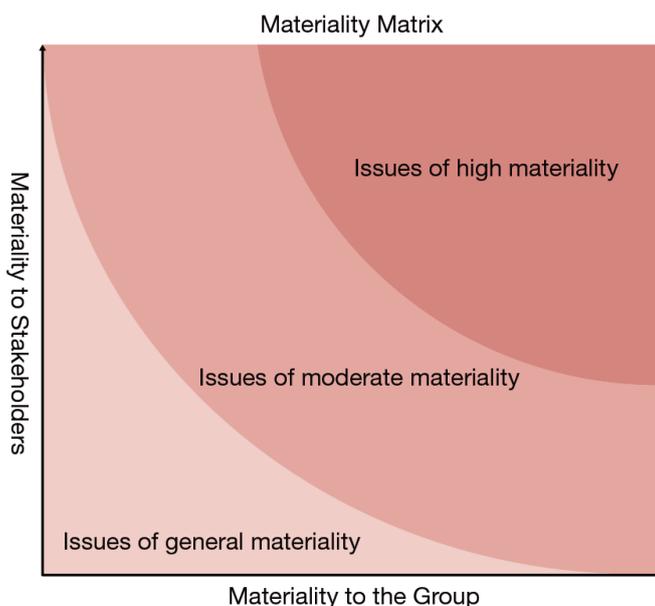
- Student health and safety
- Innovative teaching
- Teaching quality
- Employment rights and welfare protection
- Employee health and safety
- Student employment rate
- Compliance operation and integrity

Issues of moderate materiality

- Information privacy protection
- Teacher training and development
- Water resources management
- Energy management
- Waste management
- Supply chain management
- Community investment and philanthropic activities

Issues of general materiality

- Mechanism for handling complaints and response
- Protection of intellectual property rights
- Environmental education
- Greenhouse gas emission and control
- Climate change



4. QUALITY SERVICE SYSTEM

4.1 Teaching Quality Control

In order to continuously improve the quality of teaching, we, based on the constitution have developed management systems such as the “Measures for the Management of High-level Major Group Construction Projects” (《高水平專業群建設項目管理辦法》), the “Measures for the Management of Classroom Teaching” (《課堂教學管理辦法》), the “Measures for the Comprehensive Evaluation of Teachers’ Teaching Quality” (《教師教學質量綜合評價辦法》) and the “Measures for the Management of Teaching Quality and Teaching Reform Projects (Trial)” (《教學質量與教學改革工程項目管理辦法(試行)》), and established a consistent teaching quality management model of “Assessment, Diagnosis, Guidance and Improvement” (評診導改), aiming at maintaining a good teaching order and quality.

Secondly, we have launched a monthly teaching quality inspection program, which adopts a variety of methods to rate and guide teachers’ classroom performance and teaching progress, focusing on students’ learning outcomes and teachers’ educational progress. In addition, we arrange regular spot checks by supervisors to attend classes, grade teachers and provide feedback. Teachers are required to submit their teaching summary of this semester as well as teaching plans and arrangements for the next semester at the end of each semester for the school to review and assess. Moreover, we regularly hold various training activities, teaching observation competitions, and so on to improve teachers’ ability, comprehensively improving the educational level.

4. QUALITY SERVICE SYSTEM

4.2 Student Employment Assistance

We fully support students' career development and ensure they are well prepared for the job market. To this end, the Colleges have set up the Graduate Employment Steering Group and Working Group and the Employment and Entrepreneurship Office to identify the responsibility for each level of work and to assist students in employment and entrepreneurship.

The Colleges have formulated the “Measures for the Management of Internship and Employment” 《實習就業工作管理方法》, “Implementation Measures for Graduates' Employment” 《畢業生就業工作實施辦法》, “Implementation Measures for Students' Employment Guidance and Education” 《學生就業指導教育工作實施辦法》, etc., and adopted a number of measures to promote the employment of students, including providing off-campus internship employment opportunities, holding several job fairs and providing students with employment information and consultation service. For example, Guangdong Lingnan Institute of Technology has formulated the “Work Plan for Students' Off-campus Internship in 2023” 《2023 年學生外出實習工作方案》 during the Year, in which school leaders alone have taken the lead in personally contacting 118 enterprises and developed 728 positions. The secondary colleges also actively cooperated with employers to create exchange and internship opportunities for graduates, assist students to gain practical experience and broaden the employment channels of graduates, so as to increase the employment rate of their graduates.

For key groups, the Colleges apply for “job-seeking and entrepreneurship subsidy” (求職創業補助) for graduates with family difficulties. Guangdong Lingnan Institute of Technology successfully applied for job-seeking and entrepreneurship subsidy for 625 students during the Year. In addition, we organized the 2023 graduates with disabilities to participate in the “Supply and Demand Meeting Activity for the 2023 General College Graduates in Guangdong Province – Special Session for the Disabled” (廣東省 2023 屆普通高校畢業生系列供需見面活動——殘疾人專場).

4. QUALITY SERVICE SYSTEM

In addition, we offer career guidance courses on employment rights, policies and regulations to enhance students' understanding of legal requirements and personal rights. Every year, we conduct a graduate employment intention survey and a graduate employment follow-up survey to understand graduates' employment status and feedback on employment services, major teaching, employers' satisfaction, etc. Based on the information, we adjust education and teaching policies and strategies to help students successfully find jobs more effectively.

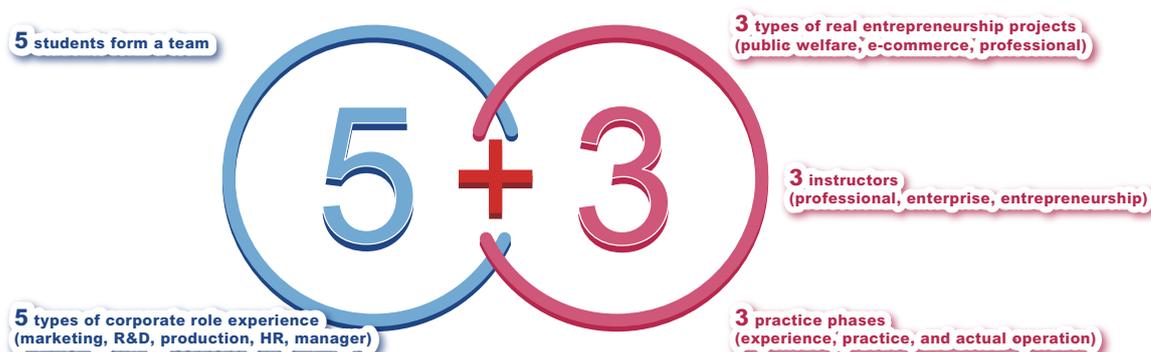


Guangdong Lingnan Institute of Technology's "Youth and Courtesy, Jobs Are Here for You" Etiquette Training Special Lecture

4. QUALITY SERVICE SYSTEM

4.3 Innovation and Entrepreneurship

We implement the “5+3” innovation and entrepreneurship talent cultivation model, i.e. five students form a team and experience five positions, equipped with tripartite instructors to implement team learning and guidance, focusing on three categories of projects such as real professional, e-commerce and public welfare, and having three-stage training (experience, practice, and actual operation), so as to complete the innovation and entrepreneurship practice.



“5+3” Innovation and Entrepreneurship Talent Cultivation Model

In order to create a favorable environment for innovation and entrepreneurship, we have formulated systems such as the “Guiding Opinions on Innovation and Entrepreneurship Practice Plan” 《創新創業實踐計劃指導意見》, “Provisional Measures for the Administration of University Students’ Entrepreneurship Fund” 《大學生創業基金管理暫行辦法》, “Guiding Opinions on Innovation and Entrepreneurship Practice Plan” 《創新創業實踐計劃指導意見》 and “Measures for the Administration of the Entrepreneurship Incubation Park (Trial)” 《創業孵化園管理辦法(試行)》. We also create an atmosphere of innovation and entrepreneurship through our official website, official account, posters, “5+3” project management system and project publicity activities, etc., vigorously support outstanding innovation and entrepreneurship projects, and encourage students to start their own businesses during their school years.

During the Year, Guangdong Lingnan Institute of Technology formed more than 3,000 “5+3” innovation and entrepreneurship project practice teams with more than 400 instructors, achieving a 100% student participation rate. In addition, Guangdong Lingnan Institute of Technology invested RMB300,000 in the Spring Sprout Class (春芽班) through the University Student Entrepreneurship Fund, which supported 15 student entrepreneurial projects.

4. QUALITY SERVICE SYSTEM

4.4 Industry-Education Integration

With the guideline of “building industrial colleges together with leading enterprises to set up benchmarks, stationing platform enterprises in the industry-education park, and helping teachers and students to create typical entrepreneurial projects”, we have cooperated with enterprises in the three directions of “health, nationalized substitution and rural revitalization” to build a provincial-level industry-education integration demonstration park.

In accordance with the “Opinions of the General Office of the State Council on Deepening the Integration of Industry and Education” 《國務院辦公廳關於深化產教融合的若干意見》, the “Opinions on Deepening the Reform and Construction of Modern Vocational Education System” 《關於深化現代職業教育體系建設改革的意見》, and the “Implementation Plan for the Action to Enhance the Integration and Empowerment of Industry and Education in Vocational Education (2023-2025)” 《職業教育產教融合賦能提升行動實施方案(2023 – 2025 年)》, the Colleges have formulated systems such as the “Provisional Measures for the Management of School-Enterprise Cooperation” 《校企合作管理暫行辦法》 and the “Measures for the Management of Appointment of Professional and Technical Personnel of Enterprises” 《聘任企業專業技術人員管理辦法》, and also set up the School-Enterprise Cooperation Committee (校企合作委員會), the Department of Production Training and Skills Accreditation (生產實訓與技能鑒定處), the Department of Production Training and Industry-Academia Cooperation (生產實訓與產學合作處) and the Department of Industry-Education Integration and School-Enterprise Cooperation (產教融合與校企合作處).

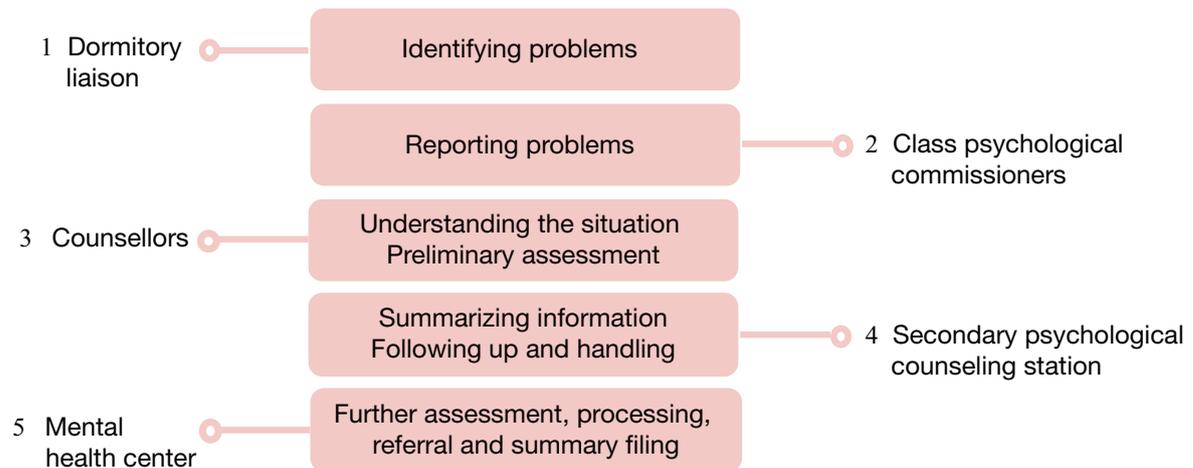
We have actively established industrial colleges with enterprises, and have now built more than 10 special industrial colleges and introduced 14 Specialized, Refined, Differential and Innovative (“SRDI”) “Little Giants” Enterprises and high-tech enterprises. During the Year, Guangdong Lingnan Modern Technician College established the Lingnan & JD Digital Business Industrial College (嶺南&京東數字商務產業學院) with JD. At present, Guangdong Lingnan Institute of Technology has cooperated with 2,209 enterprises, constructed 1,492 off-campus internship bases, and set up 160 customized classes.

In addition, Guangdong Lingnan Institute of Technology actively explores the construction of the “1+X” system for vocational education. During the Year, we obtained six national “1+X” certificate pilots, and the pass rate was 99.0% with 310 students taking the test. We formed two typical cases of “1+X” certificate system pilots, and obtained six honors from the Ministry of Education’s “1+X” examination and assessment organization.

4. QUALITY SERVICE SYSTEM

4.5 Student Mental Health

We attach great importance to and have taken several measures to support students' mental health. These include the development of the "Regulations on the Administration of Psychological Consultation" 《心理諮詢工作管理規定》 and the "Guidelines for the Work System of Psychological Centers and Psychological Crisis Handling" 《心理中心工作制度及心理危機處理工作指引》, the establishment of a five-tier mental health education organization: "Dormitory Liaison-Class Psychological Commissioners-Counsellors-Secondary Psychological Counseling Station-Mental Health Center", the implementation of the psychological status census of new students to ensure a comprehensive understanding of students' needs, a series of group counselling activities aimed at improving mental health awareness and coping ability, and innovative ways to discuss and present mental health issues through a student psychological stage play. In addition, we have provided professional psychological crisis intervention training for head teachers to ensure that they are able to provide timely and effective support in the face of students' mental health challenges.



Five-tier Mental Health Education Organization

4. QUALITY SERVICE SYSTEM

During the Year, Guangdong Lingnan Modern Technician College organized the “Sand Table Experience Activity” (沙盤體驗活動) to encourage students to understand their inner self through the sand table and to experience the endless charm of the sand table game.



Sand Table Experience Activity

In addition, Guangdong Lingnan Modern Technician College launched the youth stage play competition of “Fall in love at the first glance, it’s just you in the drama” (一見傾心, 劇然是你), providing students with a platform to interpret themselves through performance. Based on students’ emotional experience, interpersonal situations and life events in daily life, the stage play provides the participating students with an opportunity to experience, perceive and express their emotions, and also provides students who watch the performance with a way to learn emotional expression, interpersonal communication and healthy lifestyle.



The youth stage play competition of
“Fall in love at the first glance, it’s just you in the drama”
(一見傾心, 劇然是你)

4. QUALITY SERVICE SYSTEM

The mental health education of Guangdong Lingnan Institute of Technology has been fully recognized and won the title of “Advanced Group of Mental Health Education and Consultation of Colleges in Guangdong Province in 2022-2023” (2022-2023 年度廣東省高校心理健康教育與諮詢工作先進集體), which is the fourth consecutive year for the Institute to win this honor. At the same time, Liu Zhaoquan, a teacher from the Mental Health Education and Development Center, was awarded the “Ten-year Dedication Award for Mental Health Education in Colleges in Guangdong Province” (廣東省高校心理健康教育工作十年敬業獎). Qi Jiaoxia and Tang Huipeng won the title of “Advanced Individual of Mental Health Education and Consultation of Colleges in Guangdong Province in 2022-2023” (2022-2023 年度廣東省高校心理健康教育與諮詢工作先進個人) respectively. In addition, in the academic paper evaluation, a number of psychological paper by the Institute’s teachers were awarded 3 second prizes and 11 third prizes for excellent paper on mental health education and consultation in colleges in Guangdong Province in 2022-2023. We will continue to adhere to the concept of serving students with professional technology and attitude, make persistent efforts to comprehensively strengthen the mental health education, and promote the further development of mental health education, consultation and service.

4. QUALITY SERVICE SYSTEM

4.6 Strictly Guarding Campus Safety

The Group is committed to creating a safe and healthy campus environment for teachers and students, focusing on fire prevention, equipment safety and epidemic prevention measures on campus. To this end, we strictly abide by the Law of the PRC on the Prevention and Treatment of Occupational Diseases 《中華人民共和國職業病防治法》, Fire Protection Law of the PRC 《中華人民共和國消防法》 and other relevant laws and regulations, and have formulated the “Hygiene Management System” 《衛生管理制度》, the “Emergency Plan for Public Health Emergencies” 《突發公共衛生事件應急預案》 and the “Emergency Plan for Campus Logistics” 《校園後勤類應急預案》 and other rules and regulations. In addition, we have set up a safety office in the headquarters and launched relevant refined management manuals to form a sound production safety responsibility system, clarify work responsibilities, implement responsibility assessment, and formulate an accident responsibility investigation system.

In order to ensure the safety and reliability of campus facilities, we regularly conduct safety inspections, maintenance and maintenance of public facilities within the Colleges. This includes regular inspection and maintenance of campus street lights, underground water pipes, plumbing and electrical equipment, etc., to ensure that they are in good operating condition. Through these measures, we aim to provide a safe, orderly and caring learning and working environment to safeguard the health and safety of teachers and students.

The Group did not have any work-related fatalities and work days lost due to work-related injuries, and the number of work-related fatalities in the past three years was 0. In addition, the Group did not violate any laws and regulations relating to the provision of a safe working environment and the protection of employees from occupational hazards.

In order to strengthen the fire safety management on campus, we have formulated a series of fire prevention codes in accordance with the “Regulations on Fire Safety Management in Organizations, Enterprises and Institutions” 《機關團體、企業、事業單位消防安全管理規定》, including the “Fire Safety Series System” 《消防安全系列制度》, the “Special Emergency Response Plan for Fire Safety Incidents” 《消防安全事故專項應急預案》 and the “Safety Incident Reporting System and Emergency Response Plan for Training (Laboratory) Room” 《實訓(驗)室安全事故報告制度及應急預案》, and set up a special emergency response team. We regularly conduct investigation and rectification of fire hazards on campus to ensure the safety of the environment.

4. QUALITY SERVICE SYSTEM

In addition, we regularly organize fire prevention drills and training, aiming to improve the fire prevention awareness and emergency handling ability of teachers and students. These activities not only teach teachers and students how to take the right actions when a fire occurs, but also strengthen their awareness of fire prevention in daily life. Through these integrated measures, we strive to create a safe and guarded campus environment.



Prevention first, life first – 2023 fire rescue emergency evacuation drill

4. QUALITY SERVICE SYSTEM

4.7 Complaint Mechanism

We have set up a College Grievance Committee (學院申訴委員會) in accordance with the “Regulations on the Administration of Students in General Institutions of Higher Education” (《普通高等學校學生管理規定》), which includes a Teachers’ Grievance Committee (教師申訴委員會) and a Students’ Grievance Committee (學生申訴委員會), in order to effectively handle various grievances and complaint matters. The Committee is composed of representatives from various parties of the Colleges, including representatives of the Colleges, the supervisor of the Provincial Department of Education in the Colleges, head of the Colleges’ labor unions, the employee representatives of the Colleges’ board of directors, the secretary of the disciplinary committee, supervisory head, legal advisor, faculty representatives and student representatives.

In terms of teachers’ grievance, we have formulated the “Provisional Measures for Handling Grievance from Faculty on Campus” (《教職工校內申訴處理暫行辦法》) to ensure that units at all levels of the Colleges exercise their management functions and powers in accordance with the law and earnestly safeguard the legitimate rights and interests of the faculty. For grievance involving privacy, the basic information shall be kept confidential. After deciding to accept the grievance, the Grievance Committee shall, after examining the written application and relevant materials provided by both parties to the grievance, make an opinion on the grievance handling within 30 working days in accordance with relevant laws, regulations and rules.

In terms of students’ grievance, we have formulated the “Administrative Measures for the Protection of Students’ Rights and Interests and Handling of Students’ Grievance” (《學生權益保障與訴求處理工作管理辦法》) to further smooth and broaden the channels for students’ grievance, establish and improve the mechanism for students’ rights and interests protection, and continuously improve the service level. We require the staff to abide by the confidentiality system in this regard, and not to spread or disclose the privacy of the complainant or other contents required to be kept confidential. The staff of the grievance service should withdraw from handling the grievance if they have a direct interest with the complainant or the grievance. Upon completion of the grievance issue, the undertaking unit or the leading unit shall give feedback and reply to the Office and the students themselves in written form within 2 working days. For grievance that cannot be resolved due to objective reasons, the undertaking unit or the leading unit shall, within 2 working days, give feedback and reply to the Office and the students themselves, and make explanations.

During the Year, there were 4 complaints about education, all of which were properly handled. The resolution rate is 100%.

5. COMPLIANCE OPERATION

5.1 Combating Corruption and Upholding Integrity

The Group is committed to maintaining a clean operation mode and strictly complies with the requirements of laws and regulations such as the Company Law of the PRC (《中華人民共和國公司法》), the Audit Law of the PRC (《中華人民共和國審計法》), the Supervision Law of the PRC (《中華人民共和國監察法》) and the “Basic Standards for Enterprise Internal Control” (《企業內部控制基本規範》). In order to prevent any form of fraud and strengthen compliance governance, we have formulated the “Anti-fraud Management System” (《反舞弊管理制度》) and “Supervision Management System” (《監察工作管理制度》). These regulations explicitly prohibit all kinds of fraud including bribes, illegal possession, theft, misappropriation of Group’s property, falsification of accounting records, misrepresentation of information and records, collusion in false tenders. At the same time, all suppliers who do business with us are required to sign an “Integrity Cooperation Undertaking” (《廉潔合作承諾書》). As the organization responsible for internal supervision and audit, our Supervision and Audit Office is responsible for setting up a sound supervising and auditing system, deploying supervising and auditing work and promoting the effective implementation of auditing work.

5. COMPLIANCE OPERATION

This Year, we conducted integrity and anti-fraud training for Board members, leading cadres and all faculty. We make use of important festivals and holidays to carry out integrity warning publicity such as “Eight Forbiddances and Eight Prohibitions” 《八不准八不得》 and “Integrity Festivals” 《廉洁过节》 through the Company’s office network, in order to remind all the staff of the Company in the festivals and holidays of the awareness of anti-corruption, and consciously comply with the Company’s discipline. In addition, we have established a strictly confidential whistleblowing system, which operates according to a three-tier system to handle complaints from general employees, middle-level management and senior management. Once the complaint is confirmed, we will punish the parties concerned. If involving violation of laws, the cases concerned will be transferred to judiciary authorities.



During the Year, the Group did not violate any relevant laws and regulations relating to bribery, extortion, fraud and money laundering. In addition, there was no legal case regarding corrupt practices brought against the Group or its employees during the Year.

5. COMPLIANCE OPERATION

5.2 Intellectual Property Rights Protection

The Group is well aware of the high importance of intellectual property protection and has formulated the “Interim Measures for Patent Management” 《專利管理暫行辦法》 to manage and protect intellectual property rights in a systematic manner. We strictly abide by the Patent Law of the PRC 《中華人民共和國專利法》 and the Rules for the Implementation of the Patent Law of the PRC 《中華人民共和國專利法實施細則》 to ensure that all intellectual property rights we create are properly protected.

We set up Science and Technology Office to manage the Colleges’ work-related inventions, including invention patents, utility model patents, design patents and software copyrights created by virtue of their duties. In addition, we also actively encourage cooperation and entrepreneurship with enterprises to promote the transformation of patent achievements. Patent transfer must be carried out through formal contracts, and any illegal licensing or private transfer is prohibited.



Intellectual Property Training Session of Guangdong Lingnan Institute of Technology

In order to stimulate the spirit of innovation, we formulated the “Incentive Measures for High-quality Achievements” 《高水平業績成果獎勵措施》 and the “Measures for the Recognition of Achievement Levels” 《成果級別認定辦法》, and set up a special fund to provide financial support to qualified patent projects, including various fees such as application fees, examination fees, registration fees, annual fees, change fees, certificate fees, etc.

During the Year, the Group had 82 new patents and copyrights and 285 patents kept registered.

5. COMPLIANCE OPERATION

5.3 Information Security

The Group strictly abides by laws and regulations related to information security, such as the Advertising Law of the PRC 《中華人民共和國廣告法》, the Network Security Law of the PRC 《中華人民共和國網絡安全法》, the Personal Information Protection Law of the PRC 《中華人民共和國個人信息保護法》, the Interim Regulations of the PRC on the Management of International Networking of Computer Information 《中華人民共和國計算機信息網絡國際聯網管理暫行規定》, and the Regulations on Security Protection of Computer Information Systems of the PRC 《中華人民共和國計算機信息系統安全保護條例》. In addition, we have also formulated the “Refined Management Manual of the Information Management Department” 《信息管理部精細化管理手冊》 and the “Security Management Regulations” 《安全管理規定》 to ensure the Colleges’ network security and maintenance of computer equipment.

Information center is the core department of information management. We have implemented strict regulations on information release, requiring all departments and individuals to only use authorized usernames for information release, and resolutely prohibit the use of the school network for any illegal activities, non-teaching related tasks or tasks unrelated to the Group’s operation. In addition, the information center is also responsible for developing and maintaining the anti-virus system, and regularly performs system management, data backup and data recovery operations when necessary.

For the information release process, we require that each content must be strictly reviewed by the department head before it can be released, and the information needs to be updated in time. The release of any illegal information such as illegal regulations, sensitive data and personal data is strictly prohibited. At the same time, we will conduct regular supervision on media apps to ensure that all departments comply with the regulations.

In order to safeguard data security and privacy protection, we have adopted a unified data collection process to avoid repeated data collection and ensure that all collected data is true, reliable and complete. We have taken a variety of measures to ensure the safe storage, encryption and backup of data. The personal data of all students and employees are protected by law. Data use is strictly limited to authorized personnel and no unauthorized third party is allowed to access or use the data. We also conduct regular checks on data quality to ensure that any losses caused by illegal operations by individuals or units are borne by the relevant responsible parties.

During the Year, the Group did not breach any laws and regulations relating to advertising and privacy of educational services.

5. COMPLIANCE OPERATION

5.4 Supply Chain Management

In order to optimize the supplier management, we have formulated the “Refined Management Manual – Supplier Management System” (精細化管理手冊 – 供應商管理制度), focusing on improving the quality of suppliers and consolidating the cooperative relationship with them. In the admittance process, we strictly review the qualifications of suppliers, not only requiring basic documents, but also implementing on-site evaluation of all suppliers. The evaluation is carried out by relevant members of the supervision office, finance department and demand department, focusing on the evaluation of the supplier’s overall operation, business performance, staffing and cooperation intention and other key aspects. Through these comprehensive assessments, suppliers that meet the standards are included in the “Qualified Supplier List Database” (合格供應商名錄庫). Taking such measures enables us to ensure more effectively the high-quality standards of the supply chain and establish stable and reliable long-term cooperative relationships with suppliers, thus promoting the continuous growth and optimization of the business while ensuring the quality of supply.

We have implemented an annual supplier performance evaluation mechanism to ensure the quality and efficiency of our supply chain. Every year, we comprehensively score suppliers based on their performance in product quality, project performance, cooperation, after-sales service and other aspects, and prepare the “Annual Comprehensive Evaluation Report on the Performance of Suppliers” (《年度供應商業績綜合評價報告》) to record and report these evaluation results in detail. Any supplier that fails to meet the standards in the evaluation, participates in unfair competition, is rated as an enterprise with poor environmental protection in the “Measures for Environmental Credit Evaluation of Enterprises (Trial)” (《企業環境信用評價辦法(試行)》), or is punished and rectified for violating environmental protection and labor laws and regulations, will lose its supplier qualification. Priority will be given to raw materials, products and services that are environmentally friendly and energy-efficient, so as to promote environmental protection and the realization of social responsibility, while enhancing business sustainability. Through these measures, we aim to build an efficient, responsible and environmentally friendly supply chain system.

During the Year, the Group had a total of 190 suppliers, including 173 from Guangdong, 7 from Beijing, 2 from Zhejiang, and 1 each from Heilongjiang, Hubei, Anhui, Jiangsu, Fujian, Chongqing, Hunan and Henan. Our suppliers provide equipment and services including property support, teaching equipment, teaching consumables, teaching software, engineering and teaching systems. All suppliers comply with supplier practices and regulations.

6. IMPROVING EMPLOYEE MANAGEMENT

We are committed to providing excellent teaching resources, and to this end, we focus on attracting and building a team of high-quality teachers. In this process, we strictly abide by relevant regulations such as the Labor Law of the PRC 《中華人民共和國勞動法》, the Labor Contract Law of the PRC 《中華人民共和國勞動合同法》, the Teachers Law of the PRC 《中華人民共和國教師法》, the Law of the PRC on the Protection of Minors 《中華人民共和國未成年人保護法》 and the Provisions on the Prohibition of Using Child Labor 《禁止使用童工規定》 to ensure that the rights and well-being of all employees are protected.

In terms of human resources management, we not only abide by various employment laws and regulations to protect the legitimate rights and interests of employees, but also advocate and respect employees' right to express their opinions. We strive to create a safe and healthy campus environment and implement a comprehensive training system. We firmly prohibit any form of workplace discrimination and harassment. In addition, we provide a diverse and anti-discriminatory work environment, ensuring that there is no discrimination in recruitment and the workplace on the basis of sexual orientation, national origin, religion, disability, gender, family status, race and other factors. Through these measures, we are committed to promoting the sustainable development and management of human resources and creating an inclusive and just working and learning environment.

During the Year, the Group did not have any violation of relevant laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare, nor had it been found of any violation of relevant laws and regulations relating to the employment of child labor or forced labor.

6. IMPROVING EMPLOYEE MANAGEMENT

6.1 Fair Employment Process

In order to standardize the recruitment and management of employees, we have developed a series of detailed systems and manuals, including the “Recruitment Management System” (《聘用管理制度》), “Human Resources System Manual – Recruitment Process” (《人力資源制度手冊招聘流程篇》), the “Employee Attendance and Leave System” (《員工考勤及休假制度》), the “Labor Contract Management System” (《勞動合同管理制度》), the “Regulations on the Administration of Employee Entry and Resignment” (《員工入離職管理規定》) and the “Measures for the Administration of Position Establishment and Personnel Employment” (《崗位設置及人員聘用管理辦法》). These systems are designed to ensure the transparency and efficiency of the recruitment process.

The recruitment process starts with each department’s annual personnel demands, which are approved by the personnel department. This process includes posting positions, searching for candidates, screening resumes, scheduling interviews, following up on hires, conducting background checks and handling onboarding procedures. We conduct rigorous background checks on all applicants to ensure that there is no child labor.

The contract with the new employee clearly sets out the salary, working hours, vacation arrangement and resignation related matters. Employees have the right to resign, and the employing department should try its best to retain the employees, try to find out the real reasons for their departure, and listen to the employees’ rationalized suggestions. Under special circumstances, if an employee is dismissed, we will also provide corresponding compensation. These measures are designed to ensure the protection of employees’ rights and interests and the compliance of management processes.

In order to ensure a fair and compliant working environment, we have developed a rigorous attendance management system. This system requires employees to arrive and leave work on time, and stipulates that if overtime is required, employees must apply to the Group in advance and obtain corresponding approval. In order to compensate for overtime work, we provide employees with the option to take time off to ensure that forced labor is avoided. In addition, if there is any violation of the law during the recruitment process, we will strictly deal with these incidents in accordance with the law to maintain the legality and transparency of the recruitment process. These measures not only protect the rights of employees, but also safeguard our professional ethics and legal responsibilities.

6. IMPROVING EMPLOYEE MANAGEMENT

6.2 Employee Compensation and Benefits

The Group has carefully formulated a series of employee benefits and compensation management systems, including the “Social Security Provident Fund and Commercial Insurance Management System” (《社保公積金及商業保險管理制度》), “Remuneration and Benefit Management System” (《薪酬福利管理制度》) and “Employee Attendance and Leave System” (《員工考勤及休假制度》), to ensure that employees are properly cared for and fairly compensated. The salary structure of employees includes fixed salary and performance-based bonus.

In order to keep our compensation competitive in the market, we adjust our employees’ compensation every year. The adjustment is based on the previous year’s performance appraisal results, market salary data, the local average social salary, cost of living index, consumer price index, disposable income and other market data. Such an approach aims to ensure that our compensation structure keeps pace with the market and that our employees’ compensation is competitive in the market, while also demonstrating our recognition of their value and contribution.

On the basis of complying with legal provisions, the Group provides comprehensive welfare protection for employees, including “five insurances and one housing fund” and statutory annual leave. In addition, we provide additional benefits including paid annual leave, sick leave, marriage leave, maternity leave and bereavement leave. In addition, employees can also enjoy commercial insurance, annual medical check-ups and holiday gratuities and other additional benefits. We have implemented a performance bonus system, which includes both monthly and academic year awards. The monthly performance award is based on the employee’s monthly performance, and the employee must meet the appraisal criteria and complete the assigned basic workload and tasks to receive the award. The academic year performance award is part of the school’s profit sharing, and is awarded according to the employee’s assessment results in the current academic year. These incentives are designed to reward employees for their efforts and achievements, while also encouraging them to maintain efficient and outstanding performance in the future.

6. IMPROVING EMPLOYEE MANAGEMENT

6.3 Employee Career Development

In order to ensure the transparency and fairness of faculty assessment, the Group has formulated the “Appraisal Management System” 《考核管理制度》, which carries out systematic, comprehensive and objective assessment of employees’ work performance, comprehensive quality and ability based on the principles of fairness, openness and impartiality. Each department is responsible for the assessment of its subordinate staff, with special emphasis on the evaluation of teaching quality, including student evaluation, classroom effect and classroom monitoring as important criteria for faculty evaluation.

For different ranks, we have clearly stipulated the corresponding educational and experience requirements. Employees who meet the relevant requirements, such as working ability, professional knowledge and passing the annual assessment, can apply for relevant positions and strive for promotion opportunities. These measures are designed to ensure that every employee receives recognition and development opportunities in a fair and just environment.

We have formulated the “Internal Competitive Recruitment Management System” 《内部竞聘管理制度》 to provide employees with internal career development opportunities under the employment principle of “internal before external”. When internal vacancies arise, we will give priority to internal recruitment. Employees who meet the requirements of the positions for which they are applying may submit applications. We will set up a Competitive Assessment Committee to assess the competitiveness of employees who participate in internal competitive recruitment and make recommendations on the development plans of qualified candidates.

6. IMPROVING EMPLOYEE MANAGEMENT

6.4 Focusing on Employee Growth

In order to meet the long-term development goals of the Group and the career development needs of employees, we have implemented the “Training and Development Management System” (《培訓發展管理制度》) to optimize the training process of employees. Our training system consists of three parts: internal training, external training and self-learning. Internal training involves new employee induction, on-the-job skills upgrading as well as professional training on specific topics, while external training provides short-term or long-term assignments training programs through cooperation with third-party agencies. We encourage employees to actively participate in various training activities, especially those that meet their personal career development needs. After the training, employees will be evaluated, and the results will also serve as an important basis for future performance evaluation and promotion.

During the Year, we offer a wide range of training options to our employees, with the aim of comprehensively upgrading their skills and expertise to facilitate their career development. We have developed a multi-level and multi-faceted teacher training program. Part of the training in the second half of this Year is as follows:

Types of training	Training programs
In-school teacher training	Classroom management skills and classroom teaching skills Language arts for classroom instruction New teacher growth path sharing Cognitive training on the type of technician education The implementation of talent training mode of industry-education evaluation
Off-campus teacher training (professional)	Integrated training of interior design engineering Home space design of open demonstration course of provincial excellent courses National Technical Colleges Secondary Integration of engineering teacher training Network equipment configuration and management of open demonstration course of provincial excellent courses Simple automotive electrical troubleshooting of open demonstration course of provincial excellent course
School-level open demonstration course	Internal medicine nursing Identification process of traditional Chinese medicine Fundamentals of human anatomy and physiology Short video production and marketing Practical training of basic skills of electricians

6. IMPROVING EMPLOYEE MANAGEMENT

6.5 Employee Activities

During the Year, we organized a series of activities aimed at relieving employees' work pressure and promoting their mental health. These activities not only help employees relax, but also help foster corporate culture and strengthen the atmosphere of teamwork among employees, thus enhancing their sense of belonging to the organization. Through these well-planned activities, we aim to create a supportive workplace with a pleasant working environment to enhance the overall well-being and job satisfaction of our employees.



The 22nd Track and Field Games and the 14th Fun Games for Faculty of Guangdong Lingnan Institute of Technology

7. ENVIRONMENTAL PROTECTION

The Group firmly adheres to the Environmental Protection Law of the PRC 《中華人民共和國環境保護法》 and the Energy Conservation Law of the PRC 《中華人民共和國節約能源法》, is committed to promoting sustainable development, and integrates the concept of green environmental protection into our operations and education system. In order to effectively manage our environmental performance, we have formulated environment-related management systems such as the “Campus Flood Prevention Safety Work System” 《校園防汛安全工作制度》 “Typhoon Emergency Plan” 《防颱風應急預案》, “Flood Control Emergency Plan” 《防汛防洪應急預案》 and “Water and Electricity Conservation Management System” 《節水節電管理制度》, and actively cooperate with all parties to promote education for sustainable development. We attach importance to the construction of green campus, establish a green school construction working group, and orderly promote the construction of new green buildings and the green transformation of existing buildings. Several buildings in Guangdong Lingnan Institute of Technology have reached the one-star green building design standard. We also carry out the infiltration teaching of ecological civilization education. We use online and offline publicity platforms inside and outside the school to spread knowledge of ecological civilization and encourage teachers and students to make green science and technology inventions. At the same time, we have established and improved green management systems such as energy saving, water saving and garbage sorting, formulated development goals, safeguard measures and mechanisms for the establishment of green schools, strengthened the measurement of energy resources, regularly publicized the consumption of energy resources, and used intelligent technology to carry out green operation and management of campus buildings and equipment.

During the Year, the Group did not violate any laws and regulations relating to emissions of exhaust and greenhouse gases, discharge of pollution to water and land, and disposal of hazardous and non-hazardous wastes.

During the Year, we reviewed our environmental targets and the Group’s carbon emissions, electricity and water consumption were all lower than last year, while the amount of non-hazardous waste generated was similar to last year. In continued compliance with various environmental related laws and regulations, we continued to monitor the Group’s environmental performance, optimize and implement additional environmental protection measures to reduce waste generation, carbon emissions, electricity and water consumption, and set baseline years and quantify environmental targets in due course.

7. ENVIRONMENTAL PROTECTION

7.1 Climate Risk Management

In order to effectively respond to the potential impact of climate change on the Group, we have formulated a series of response measures, including the “Public Emergency Plan for Campus Emergencies” (《校園突發事件公共應急預案》), “Typhoon Emergency Plan” (《防颱風應急預案》) and “Flood Control Emergency Plan” (《防汛防洪應急預案》). These plans aim to make an in-depth assessment of the impact of climate change risks and formulate corresponding response strategies under the premise of ensuring the safety of teachers and students and maintaining normal operations.

In addition, we attach importance to the assessment of transition risks and are committed to continuously researching and implementing various strategies to address the challenges posed by climate change. Through these measures, we aim to strengthen the Group’s resilience and ensure a flexible response in the face of climate change, while protecting the continued stability of our academic community and operations.

Types of risk	Potential impact	Response
Physical risk		
Extreme weather	Impact on the safety of teachers and students	<ul style="list-style-type: none">• Prevention, early warning, disaster response and rehabilitation on campus;• Response drills of working and learning in extreme weather;• Promotion of the electronic office to reduce the possibility of data loss; and• Regular safety inspections of the Colleges’ buildings and equipment
Transition risk		
Attaching importance by stakeholders to climate change issues	Damaged reputation	<ul style="list-style-type: none">• Promotion of environmental initiatives;• Collaboration with various environmental industries and organizations to raise the environmental awareness of teachers and students and the image of the Colleges

7. ENVIRONMENTAL PROTECTION

7.2 Water Resources Management

During the Year, the Group's water consumption was 958,887.24 cubic meters. The Group's water resources come from municipal water supply and there is no problem with water sourcing. The Group's management of water resources has been recognized by many parties, with Guangdong Lingnan Institute of Technology being selected as the third batch of water-saving colleges in Guangdong Province and awarded the "Guangzhou Drainage Compliance Unit" (廣州市排水單元達標單位). Guangdong Lingnan Institute of Technology won the title of "Water-saving College", and the title of "Water-saving Public Institution of Qingyuan City". In response to the environmental protection initiative to save water, we have taken a number of measures to promote and implement water-saving actions on campus. These measures include:

- Establish sewage treatment facilities: construct sewage treatment facilities on campus, and dispose of domestic sewage on campus in a uniform manner. After the treatment reaches the standard, the reclaimed water can be reused.
- Promote water-saving measures: strengthen water-saving publicity and education, improve the awareness of water-saving among teachers and students. Install water-saving sanitary appliances in the campus, such as water-saving wash basins and water-saving toilets.
- Standardize laboratory wastewater treatment: wastewater generated in the laboratory should be treated in compliance with regulations.
- Rainwater collection and utilization: Through the construction of rainwater collection system, the collected rainwater will be used for campus greening watering, cleaning and other purposes to reduce water consumption.

These measures not only help to enhance the environmental awareness of the campus, but also play a positive role in reducing the waste of water resources and protecting the environment. Through such practices, we are committed to building a more sustainable and environment-friendly campus.

7. ENVIRONMENTAL PROTECTION

7.3 Emissions Management

The Group's greenhouse gas emissions for the year were 10,652.69 tonnes of carbon dioxide equivalent (CO₂e), with per capita emissions of 0.35 tonnes of CO₂e.¹ In order to reduce the emission of air pollutants, we have implemented various measures to mitigate the environmental impact. These measures include:

- Regulate the use of vehicles of the Group, and replace the existing vehicles with lower emission standards with those of China Stage VI or above emission standards when they reach the end of their useful life.
- Go through the regular annual vehicle inspection.
- Use new energy electric vehicles or hybrid electric vehicles.
- Provide low carbon driving trainings to reduce motor vehicle idling.

Through these comprehensive measures, we are committed to reducing the negative impact of automobile emissions on air quality, thus promoting the sustainable development of the campus and the surrounding environment.

7.4 Waste Management

During the Year, the Group produced a total of 2,613.00 tonnes of non-hazardous waste. We have formulated the "Provisional Regulations on the Use of Office Automation System" 《辦公室自動化系統使用管理暫行辦法》 to promote the construction of a digital campus. This effort is supervised and managed by the information center.

We have implemented a paperless communication strategy in information delivery, announcement notices, etc., and made a full shift to electronization to reduce paper use. In terms of student education, we not only held training lectures on waste classification and posted recycling labels on campus for publicity and education, but also set up smart recycling bins on campus and implemented a recycling points redemption scheme. Students earn points through recycling activities, which can be used to redeem goods or services. All waste collected is disposed of by qualified recyclers.

These measures not only reduce waste generation, but also educate and motivate students to participate in environmental activities, thus moving the campus towards a more sustainable development path.

¹ We calculate greenhouse gas emissions in accordance with ISO 14064-1 set by the International Organization for Standardization and the Greenhouse Gas Protocol 《溫室氣體盤查議定書》 developed by the World Resources Institute and the World Business Council for Sustainable Development.

7. ENVIRONMENTAL PROTECTION

7.5 Energy-efficient Campus Practices

During the Year, the Group's electricity consumption was 17,210.59 MWh, with a per capita consumption of 0.56 MWh. The Colleges have formulated the "Water and Electricity Conservation Management System" 《節水節電管理制度》 to promote awareness of energy conservation and reduction of consumption among teachers and students, and to develop the habit of saving electricity. According to the System, teachers and students are encouraged to turn off lamps in time when they are not needed to avoid unnecessary energy waste. In terms of temperature control, the air-conditioning should be set at 26 degrees in the summer. In addition, we regularly clean air conditioning filters to maintain air conditioning efficiency and reduce energy consumption.

In order to effectively supervise and motivate energy-saving behaviors, we arranged commissioners to inspect the electricity consumption of each department and make assessment marks accordingly. Departments with outstanding performance will be commended to encourage people to continue to practice energy conservation and consumption reduction. These initiatives aim to reduce energy consumption, while also providing opportunities for teachers and students to practice the concept of environmental protection.

In the future, we plan to promote the use of new energy on campus to reduce dependence on traditional energy. A number of energy-saving buildings will be built or rebuilt, using advanced energy-saving technologies and materials to improve the building's heat preservation and insulation performance and reduce energy consumption.

7. ENVIRONMENTAL PROTECTION

7.6 Environmental Education Activities

In order to enhance students' awareness of environmental protection, we organize a variety of activities. During the Year, the SDGs Industry Planning Master Table Game Version 2.0 (SDGs產業規劃大師桌遊2.0版) produced by Guangdong Lingnan Educational Charity Foundation (廣東嶺南教育慈善基金會) was officially released just before the 28th Conference of the Parties to the United Nations Framework Convention on Climate Change. In the game, players can experience the process of strategic planning and industrial development, and understand the opportunities and challenges of achieving carbon neutrality and the sustainable development. It promotes players to think about the sustainable development goals, thus encouraging players to participate in the practice of sustainable development public welfare.

During the Year, a total of 83 school-enterprise organizations applied for the game boxes and a total of 141 game boxes were distributed.



8. Assuming Social Responsibility

We use our advantages in the field of vocational education to form a unique educational public welfare model and practice corporate social responsibility with the sustainable education empowerment as the core, the rural revitalization and innovation and entrepreneurship as the supporting point, and the vocational education + public welfare as the feature. In 2011, the Group initiated the Guangdong Lingnan Educational Charity Foundation. The Foundation has been awarded full scores in the Foundation Transparency Index (FTI) for the past three consecutive years, and in 2023, it was awarded the “South Guangdong Charity Walk” Caring Unit (“南粵慈善公益同行”愛心單位). The Lingnan Educational Charity Foundation (嶺南教育慈善基金會)’s public welfare projects are mainly extended in four major areas, namely vocational education, youth public welfare literacy education, rural revitalization and care for special groups, with more than 50 projects currently underway.

- The “One Million Encouragement Project” (百萬勵志工程) helps to exempt students in need in the Colleges from paying part of the tuition fees, and the cumulative amount of subsidy has reached more than RMB19 million, which has supported 2,207 students to fulfil their dreams of going to university.
- Huangpu – Sandu National Technical Class has nurtured nearly 300 ethnic minority students in the Guizhou. In 2023, it was awarded the “Dream Builders Public Welfare Conference – Rural Revitalization High-quality Project of the Year” (築夢者公益大會年度鄉村振興高質量項目) by Southern Weekend and the excellent case of “Annual Responsibility Practice of Rural Revitalization” (年度責任踐行鄉村振興) by The Paper.
- The Vocational Education Class for Mentally Disabled Youth (心職教班), initiated in collaboration with Guangzhou Xinyou Mental Handicapped Service Association (廣州市心友心智障礙者服務協會), has enrolled 39 adolescents aged 16 to 26 with mental disabilities, and in the summer of 2023, 7 of the students have signed labor contracts with employers.
- In 2023, the first “Full of Fragrance in the World, Warm Lingnan with Public Welfare” (芳滿人間 益暖嶺南) Public Welfare Project Innovation Competition was successfully held in the Colleges, with a total of 25 student project teams competing to incorporate the concept of public welfare into the education of youths.

8. Assuming Social Responsibility



The first “Full of Fragrance in the World, Warm Lingnan with Public Welfare” (芳滿人間 益暖嶺南) Public Welfare Project Innovation Competition

During the Year, the Group donated RMB1.45 million and the Lingnan Educational Charity Foundation invested RMB14,761,500, with a total of 1,400 employees and 6,166 students participating in community welfare activities.

We actively serve the community education, and Guangdong Lingnan Institute of Technology cooperate with the Education Bureau of Huangpu District of Guangzhou to establish Guangzhou Huangpu Community College (廣州市黃埔社區學院), forming a 3+X government-enterprise-school-community co-construction model with the international community, cultural community, sunshine community and integrated community as the core, and promoting the development of community education in the Huangpu District. Relying on the high-quality resources of the “100-member Lecturers Group” (百人講師團) and the excellent platform of the “Community Lecture Hall” (社區大講堂), Guangzhou Huangpu Community College has developed more than 200 community education courses, organized more than 6,000 teachers and student volunteers to participate in community public welfare activities, and conducted more than 1,000 community trainings of various types. The “Huangpu Lifelong Learning Network” (黃埔區終身學習網) has been set up to implement open registration for learning, with a cumulative total of 5.51 million hits on the online learning network.

During the Year, the 3+X government-enterprise-school-community joint brand project - “Cultural Learning and Inheritance with Fun for the Elderly” (耆老•趣學文化傳承) teaching demonstration site was established. The “Huangpu District Community Correctional Education Support Base” (黃埔區社區矯正教育幫扶基地) jointly established by the Colleges and Huangpu District Justice Bureau was inaugurated. The first phase of the Huangpu District Community (Elderly) Education Capacity Enhancement Class (黃埔區社區(老年)教育工作能力提升班) commenced smoothly, with a total of 42 participants attending the training.

8. Assuming Social Responsibility

Guangdong Lingnan Institute of Technology also set up the Rural Revitalization College and jointly established service education and training bases with government entities and various villages and towns, such as the training base for Chinese and Western medicine skills at the Qingyuan Qingfeng School (清遠市清風學校中西藥技能人才培訓基地), the Yi Zhen Yi Xian training base for textile and garment skills (“一針一線”紡織服裝技能人才培訓基地), the training base for high-quality farmers at the Agriculture Bureau (農業局高素質農民培訓基地) and the training base for talents at the Military Entrepreneurship College of the Veterans Affairs Bureau (退役軍人事務局軍創學院), and launched 16 vocational and skills-based training programs. During the Year, the Colleges and Human Resources and Social Security Bureau of Qingyuan Municipal jointly established the “Yi Zhen Yi Xian training base for textile and garment skills”, which provided training to a total of 290 persons. In addition, in cooperation with government, we have set up one service center for veterans and five second-level service stations for veterans. During the Year, a total of 470 veterans were recruited for capacity enhancement training for cadres and employees, job suitability training and vocational skills training to help them solve their employment problems.



Service center for veterans

8. Assuming Social Responsibility

During the Year, the Colleges launch social work service training and carry out the pre-job training program for social workers of the “Guangdong’s Double Hundred Projects on Social Work for Underpinning Livelihood Services” (廣東兜底民生服務社會工作雙百工程), providing training for the business leaders of the “Double Hundred Projects”, the “Double Hundred Projects” social work station manager and a total of 594 social workers in Qingyuan, improving the quality construction of the “Double Hundred Projects” talent team, and promoting the “Double Hundred Projects” to take root, blossom and bear fruit.



Pre-job Training Program for Social Workers of Double Hundred Projects

APPENDIX I: SUSTAINABILITY DATA SUMMARY

Environmental Aspect	Unit	2023
Air Pollution Emissions		
Nitrogen Oxide	kg	261.73
Sulfur Oxide	kg	0.40
Particulate Matter	kg	25.04
Greenhouse Gas Emissions		
Direct Greenhouse Gas Emissions (Scope 1)	tonne of CO ₂ e	953.16
Greenhouse Gas Emissions Removals from Newly Planted Trees (Scope 1)	tonne of CO ₂ e	115.67
Indirect Greenhouse Gas Emissions (Scope 2)	tonne of CO ₂ e	9,815.20
Total Greenhouse Gas Emissions (Scope 1 and Scope 2)	tonne of CO ₂ e	10,652.69
Greenhouse Gas Emissions Intensity (per square meter) (Scope 1 and Scope 2)	tonne of CO ₂ e/m ²	0.01
Greenhouse Gas Emissions per Capita (Scope 1 and Scope 2)	tonne of CO ₂ e/Number of students and employees	0.35
Energy Consumption²		
Purchased Electricity Consumption	MWh	17,210.59
Purchased Electricity Consumption Intensity (per square meter)	MWh/m ²	0.02
Purchased Electricity Consumption per Capita	MWh/Number of students and employees	0.56
Gasoline Consumption	liter	25,926.28
Diesel Consumption	liter	1,473.33
Water Consumption		
Total Water Consumption	m ³	958,887.24
Water Consumption Intensity (per square meter)	m ³ /m ²	1.14
Water Consumption per Capita	m ³ /Number of students and employees	31.43
Paper Consumption		
Total Paper Consumption	kg	2,207.19
Paper Consumption Intensity per Capita	kg/Number of students and employees	0.07
Waste Generation		
Total Non-hazardous Waste Produced	tonne	2,613.00
Non-hazardous Waste Collected	tonne	14.00
Non-hazardous Waste Produced per Capita	tonne/Number of students and employees	0.09
Total Hazardous Waste Produced (Laboratory Wastes)	tonne	0.75
Total Hazardous Waste Produced per Capita (Laboratory Wastes)	kg/Number of students and employees	0.02
Hazardous Waste Collected (Laboratory Wastes)	tonne	0.75

² There is no direct natural gas consumption

APPENDIX I: SUSTAINABILITY DATA SUMMARY

Social Aspect	Unit	2023
Employee Data		
Total Employees	person	1,606
Number of Employees by Gender		
Female Employees	person	940
Male Employees	person	666
Number of Employees by Category		
Permanent Employees	person	522
Temporary/Fixed-term Employees	person	1,084
Number of Employees by Grade		
Junior Employees	person	1,423
Middle Management	person	153
Senior Management	person	30
Number of Employees by Age		
Employees Aged below 30	person	525
Employees Aged 31-40	person	540
Employees Aged 41-50	person	361
Employees Aged above 50	person	180
Number of Employees by Region		
Employees in Southern Region	person	1,606
Employees Turnover Data		
Total Employees Turnover Rate	%	12.33%
Turnover Rate by Gender³		
Turnover Rate of Female Employees	%	12.98%
Turnover Rate of Male Employees	%	11.41%
Turnover Rate by Age³		
Turnover Rate of Employees Aged below 30	%	18.67%
Turnover Rate of Employees Aged 31-40	%	10.19%
Turnover Rate of Employees Aged 41-50	%	6.09%
Turnover Rate of Employees Aged above 50	%	13.33%
Turnover Rate by Region³		
Turnover Rate of Employees in Southern Region	%	12.33%

³ The percentage of employee turnover is calculated as: the number of employees lost in this category ÷ the number of employees in this category at the end of the year x 100%

APPENDIX I: SUSTAINABILITY DATA SUMMARY

Social Aspect	Unit	2023
Occupational Health and Safety		
Number of Work-related Fatalities in Each of the Last Three Years (Including Reporting Year)	person	0
Percentage of Work-related Fatalities in Each of the Last Three Years (Including Reporting Year)	%	0
Number of Working Days Lost Due to Work-related Injuries	working day	0
Employee Training Data		
Percentage of Employees Trained by Gender⁴		
Male Employees	%	39.42%
Female Employees	%	60.48%
Percentage of Employees Trained by Grade⁴		
Junior Employees	%	90.49%
Middle Management	%	7.54%
Senior Management	%	1.52%
Average Training Hours of Employees by Gender⁵		
Female Employees	hour	57.22
Male Employees	hour	54.76
Average Training Hours of Employees by Grade⁵		
Junior Employees	hour	58.43
Middle Management	hour	69.94
Senior Management	hour	72.69

⁴ The percentage of employees trained is calculated as: employees trained in this category ÷ total number of employees trained x 100%

⁵ The average training hours of the employees in this category is calculated as: total training hours of the employees in this category ÷ the number of the employees in this category

APPENDIX II: THE STOCK EXCHANGE ESG REPORTING GUIDE INDEX

KPI			Related Sections
Mandatory disclosure requirement			
A. Environmental Aspect			
A1. Emissions	General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	7. Environmental Protection
	A1.1	The types of emissions and respective emissions data.	Appendix I: Sustainability Data Summary
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity.	Appendix I: Sustainability Data Summary
	A1.3	Total hazardous waste produced and intensity.	Appendix I: Sustainability Data Summary
	A1.4	Total non-hazardous waste produced and intensity.	Appendix I: Sustainability Data Summary
	A1.5	Description of emission target(s) set and steps taken to achieve them.	7. Environmental Protection; 7.3. Emissions Management
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	7. Environmental Protection; 7.4. Waste Management
A2. Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	7.2. Water Resources Management; 7.5. Energy-efficient Campus Practices
	A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Appendix I: Sustainability Data Summary
	A2.2	Water consumption in total and intensity.	Appendix I: Sustainability Data Summary
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	7. Environmental Protection; 7.5. Energy-efficient Campus Practices
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	7. Environmental Protection; 7.2. Water Resources Management
	A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced.	Not applicable to the Group's business

APPENDIX II: THE STOCK EXCHANGE ESG REPORTING GUIDE INDEX

KPI			Related Sections
Mandatory disclosure requirement			
A3. Environment and Natural Resources	General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	7. Environmental Protection
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	7. Environmental Protection
A4. Climate Change	General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	7.1. Climate Risk Management
	A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	7.1. Climate Risk Management
B. Society			
Employment and Labor Practices			
B1. Employment	General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	6. Improving Employee Management; 6.1. Fair Employment Process
	B1.1	Total employees by gender, employment type (for example, full- or part-time), age group and geographical region.	Appendix I: Sustainability Data Summary
	B1.2	Employee turnover rate by gender, age group and geographical region.	Appendix I: Sustainability Data Summary
B2. Health and Safety	General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	4.5. Student Mental Health; 4.6. Strictly Guarding Campus Safety
	B2.1	Number and percentage of work-related fatalities in each of the last three years (including the reporting year).	Appendix I: Sustainability Data Summary
	B2.2	Number of working days lost due to work-related injuries.	Appendix I: Sustainability Data Summary
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	4.5. Student Mental Health; 4.6. Strictly Guarding Campus Safety

APPENDIX II: THE STOCK EXCHANGE ESG REPORTING GUIDE INDEX

KPI			Related Sections
Mandatory disclosure requirement			
B3. Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	6.4. Focusing on Employee Growth
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Appendix I: Sustainability Data Summary
	B3.2	The average training hours completed per employee by gender and employee category.	Appendix I: Sustainability Data Summary
B4. Labor Standards	General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	6. Improving Employee Management; 6.1. Fair Employment Process
	B4.1	Description of measures to review employment practices to avoid child and forced labor.	6.1. Fair Employment Process
	B4.2	Description of steps taken to eliminate non-compliance practices when discovered.	6.1. Fair Employment Process
Operational Practice			
B5. Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	5.4. Supply Chain Management
	B5.1	Number of suppliers by geographical region.	5.4. Supply Chain Management
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	5.4. Supply Chain Management
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	5.4. Supply Chain Management
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	5.4. Supply Chain Management

APPENDIX II: THE STOCK EXCHANGE ESG REPORTING GUIDE INDEX

KPI			Related Sections
Mandatory disclosure requirement			
B6. Product Responsibility	General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	4.6. Strictly Guarding Campus Safety; 5.3. Information Security
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not applicable to the Group's business
	B6.2	Number of products and service related complaints received and how they are dealt with.	4.7. Complaint Mechanism
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	5.2. Intellectual Property Rights Protection
	B6.4	Description of quality assurance process and recall procedures.	4.1. Teaching Quality Control
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	5.3. Information Security
B7. Anti-corruption	General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	5.1. Combating Corruption and Upholding Integrity
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	5.1. Combating Corruption and Upholding Integrity
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	5.1. Combating Corruption and Upholding Integrity
	B7.3	Description of anti-corruption training provided to directors and employees.	5.1. Combating Corruption and Upholding Integrity
B8. Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	8. Assuming Social Responsibility
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	8. Assuming Social Responsibility
	B8.2	Resources contributed (e.g. money or time) to the focus area.	8. Assuming Social Responsibility