

# 民生教育集团有限公司

## Minsheng Education Group Company Limited

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 1569

# 2024

### 環境、社會 及管治報告

### Environmental, Social and Governance Report



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# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

### SCOPE AND REPORTING PERIOD

Minsheng Education Group Company Limited (the “**Company**”) together with its subsidiaries (the “**Group**” or “**we**”) are pleased to present the Environmental, Social and Governance (**ESG**) Report (the “**Report**”) for the financial year ended 31 December 2024 (the “**Year**” or the “**Reporting Period**”). The Report elaborates our commitments and strategies on corporate social responsibility, and also summaries its ESG initiatives, plans and performance in sustainability, with disclosure reference made to the ESG Reporting Code (“**Reporting Code**”) as set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”).

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

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

### 範圍及報告期間

民生教育集團有限公司(「**本公司**」)·連同其附屬公司(統稱「**本集團**」或「**我們**」)欣然提呈截至2024年12月31日止財政年度(「**本年度**」或「**報告期間**」)的環境、社會及管治(「**ESG**」)報告(「**本報告**」)。本報告闡述我們在企業社會責任上的承諾及策略，亦總結其在可持續發展中的ESG的措施、計劃及表現，而當中之披露事項乃經參考香港聯合交易所有限公司(「**聯交所**」)證券上市規則附錄C2所載的《環境、社會及管治報告守則》(「**報告守則**」)而編製。

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

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

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

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

### REPORTING PRINCIPLES

The preparation of this Report applied the following principles:

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

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

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

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

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

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

### 報告原則

本報告的編製遵循以下原則：

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

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

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

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

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### THE GROUP'S COMMITMENT ON ESG

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

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

### THE BOARD STATEMENT

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

### 本集團就環境、社會及管治作出的承諾

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

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

### 董事會聲明

本集團致力於確保其ESG與戰略發展相一致，並將ESG考量納入其業務決策及日常運營中。為此，本集團設立管治框架以管理ESG運營事宜。董事會負責領導本集團ESG方面管理方法、策略、優先次序及目標的管治及制定。董事會授權本集團高級管理層（下稱「**管理層**」）於業務營運過程中負責制定、推行及監督可持續發展相關之政策及措施。

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

董事會每年舉行會議研究ESG相關表現，並已設置專門機構負責各學校的ESG表現。例如，本集團設立後勤服務中心，對下屬學校進行統一安排及監控其後勤項目和重大採購事宜以符合ESG相關規定。此外，董事會亦透過外部組織對各學校的ESG表現進行評估，學校須每年接受國際金融公司在ESG方面的評估並根據意見建議糾正潛在風險。董事會定期對ESG相關措施進行評估及對環境目標進行檢討，並根據評估及檢討的結果提升相關措施的效用。

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

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

### Board 董事會

- The Board is responsible for the overall decision-making process and oversight over the development, management and assessment of the ESG system.
- 董事會負責整體決策過程及監督環境、社會及管治系統的制定、管理及評估。

### Management 管理層

- The ESG Working Group is responsible for assisting the Board in the daily management and monitoring the ESG-related matters.
- 環境、社會及管治工作小組負責協助董事會日常管理及監察環境、社會及管治事宜。

### Logistics Service Centre 後勤服務中心

- Make unified arrangements for and control its logistics projects and material purchases to meet ESG-related requirements.
- 統一安排及監控其後勤項目和重大採購事宜以符合ESG相關規定。

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### AWARDS AND RECOGNITION

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

### 獎項及表彰

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

Awarding Institution(s)/Authority(ies) 辦發組織	Awards 獎項	Recipient(s) 獲獎單位
British Standards Institution	Information security management system ISO/IEC 27001:2013	Beijing Open Distance Education Centre Company Limited
BSI英國標準協會	信息安全管理體系ISO/IEC 27001:2013	北京奧鵬遠程教育中心有限公司
Beijing Municipal Science and Technology Commission and Beijing Municipal Finance Bureau 北京市科學技術委員會北京市財政局	High-tech Enterprise Certificate 高新技術企業證書	Beijing Open Distance Education Centre Company Limited 北京奧鵬遠程教育中心有限公司
ITRUST Enterprise Credit Rating Centre of Beijing Municipal Tax Service, State Taxation Administration 國家稅務總局北京稅務局ITRUST企業信用評價中心	AAA Corporate Credit Rating Certificate 企業信用等級證書AAA	Beijing Open Distance Education Centre Company Limited 北京奧鵬遠程教育中心有限公司
Party Building Professional Committee of The China Association for Non-Government Education 中國民辦教育協會黨建專業委員會	First Prize in the 6th National Selection of Outstanding Achievements in Party Building and Ideological and Political Education at Non-Government Higher Education Institutions 第六屆全國民辦高校黨的建設和思想政治工作優秀成果評選一等獎	CQ-CHST 重慶人文科技學院
Communist Youth League Chongqing Municipal Committee, Chongqing Municipal Students' Federation 共青團重慶市委重慶市學生聯合會	Excellent Organization Award for Chongqing Municipal "College Student Self-Improvement Star" Selection 重慶市「大學生自強之星」優秀組織單位	CQ-CHST 重慶人文科技學院
Chongqing Municipal Association of Social Psychology 重慶市社會心理學會	Featured Activity Award of Chongqing College Students' Psychological Growth Forum 重慶市大學生心理成長論壇特色活動獎	CQ-CHST 重慶人文科技學院



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Awarding Institution(s)/Authority(ies) 辦發組織	Awards 獎項	Recipient(s) 獲獎單位
Communist Youth League Chongqing Municipal Committee, Chongqing Municipal Education Commission, Chongqing Municipal Rural Revitalization Bureau and Chongqing Municipal Students' Federation 共青團重慶市委員會 重慶市教育委員會 重慶市鄉村振興局 重慶市學生聯合會	Outstanding Team of Culture, Science and Technology and Healthcare Themed Social Practice Activities of Going to the Countryside for Chongqing Vocational College and University Student Volunteers during summer holiday 重慶市中大專學生志願者暑期文化科技衛生「三下乡」社會實踐活動優秀團隊	CQ-PASS 重慶工商大學派斯學院
Chongqing Municipal Education Commission 重慶市教育委員會	First Prize in the Artwork Category – Microfilm (Undergraduate Group A) of the 7th Chongqing Municipal College Student Art Exhibition and Performance for Hechuan Education History 《合川教育史》獲重慶市第七屆大學生藝術展演活動藝術作品類微電影（本科甲組）一等獎	CQ-PASS 重慶工商大學派斯學院
Chongqing Municipal Education Commission 重慶市教育委員會	First Prize in the Artwork Category – Microfilm (Undergraduate Group A) of the 7th Chongqing Municipal College Student Art Exhibition and Performance for Commemorating 130th Birth Anniversary of Mr Lu Zuofu 《紀念盧作孚先生誕辰130周年》獲重慶市第七屆大學生藝術展演活動藝術作品類微電影（本科甲組）一等獎	CQ-PASS 重慶工商大學派斯學院
China Education Online (eol.cn) 中國教育在線	Best University for High-Quality Employment Services in 2024 2024年度高質量就業最佳服務高校	CQ-EIC 重慶電信職業學院
Chongqing Association of Higher Education 重慶市高教學會	Outstanding Organization Award for the “Future Designer” National Teaching Innovation Competition of Art and Design Educators 未來設計師·全國藝術設計教師教學創新大賽優秀組織單位	CQ-EIC 重慶電信職業學院
Organization Committee of Asia World Film Festival 亞洲國際電影節組委會	Best Humanities Documentary Award of 2024 Asia World Film Festival 2024年亞洲國際電影節最佳人文紀錄片獎	YN-DC 滇池學院

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Awarding Institution(s)/Authority(ies) 辦發組織	Awards 獎項	Recipient(s) 獲獎單位
Co-sponsored by the Psychological Crisis Intervention Committee of the Chinese Psychological Society and the National Center for Mental Health, China (NCMH) 中國心理學會心理危機幹預工作委員會與國家心理健康與精神衛生防治中心聯合主辦	Top 100 Psychological Drama Plays in the 7th National College Student Psychodrama Competition 第七屆全國高校心理情景劇百佳劇目	YN-DC 滇池學院
Yunnan Private Education Association 雲南省民辦教育協會	Excellent Faculty Team in the Private Education Sector of Yunnan Province 雲南省民辦教育教書育人優秀團隊	YN-DC 滇池學院
Education Work Committee of the CPC Yunnan Provincial Committee 雲南省委教育工委	2024 Yunnan Province Featured Career Counseling Studio for Higher Education Institutions 雲南省2024年高校生涯諮詢特色工作室	YN-DC 滇池學院

### STAKEHOLDER ENGAGEMENT AND MATERIALITY

The Group values the input and feedback of its stakeholders. To ensure that this report has covered and responded to all key issues which concern stakeholders, besides regular engagement with stakeholders, the Group also takes into consideration issues covered in the previous year's ESG report, the Group's internal policies, industry trends, the Sustainability Accounting Standards Board's Materiality Map and other information, so as to identify issues that may have potential and actual impacts on the Group's sustainable development. The Group has conducted analysis on these ESG issues with reference to an array of factors including its strategies, development and targets to prioritize them based on their materiality. To identify the most significant ESG aspects, the Group distributed quantitative surveys to stakeholders such as management, teachers and different department staff as well as students to gain further insights on ESG material aspects and challenges in the Reporting Period. During the Year, there were no significant changes to the Group's stakeholders and operations. Therefore, the Group confirms that the materiality matrix results in the previous year's ESG report remain applicable for 2024 and continue to respond to the expectations of stakeholders. The Group's material ESG issues matrix and priorities are as follows:

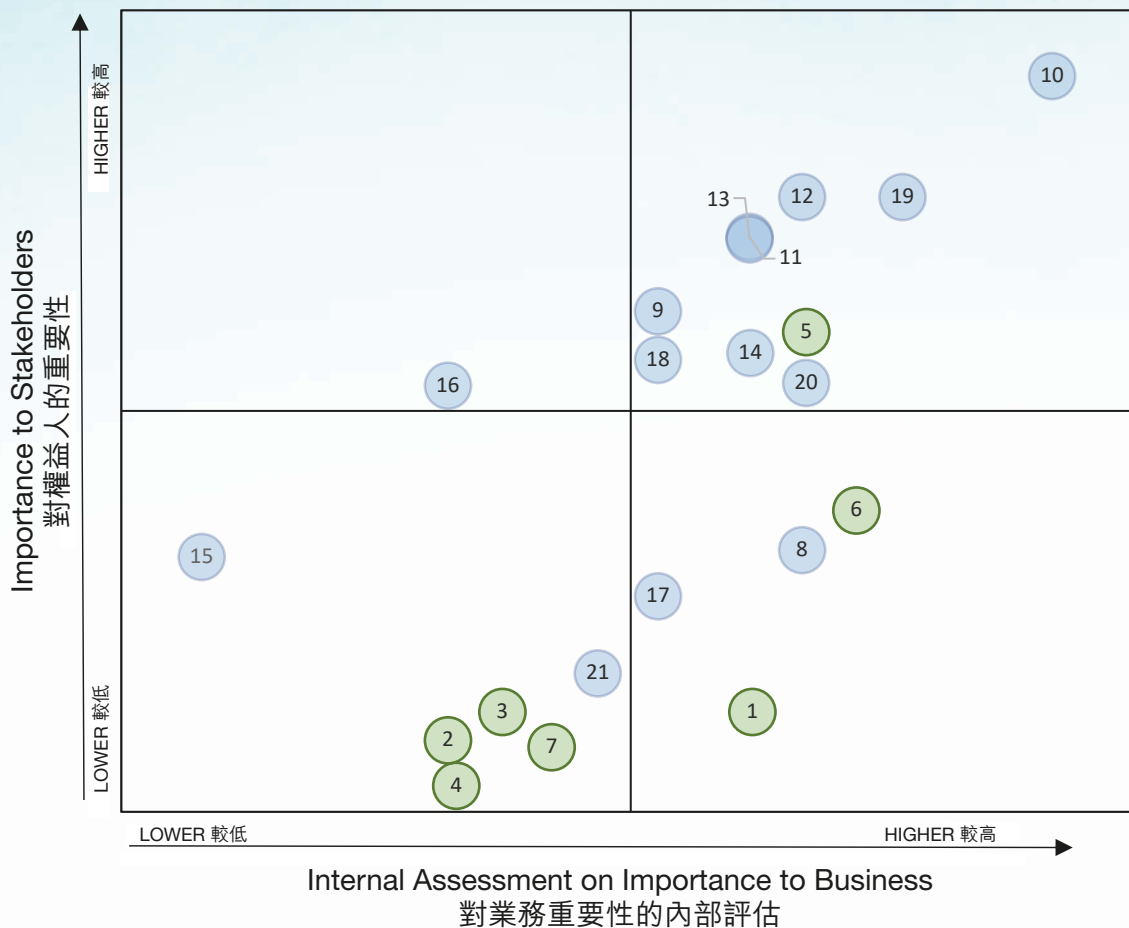
### 權益人參與及重要性

本集團十分重視權益人的意見及反饋，為確保本報告已全面涵蓋及回應利益相關者關注的主要事宜，除了定期與利益相關者溝通外，本集團亦參考了上年度ESG報告所涵蓋的事宜、本集團內部政策、行業趨勢以及可持續會計準則委員會(Sustainability Accounting Standards Board)的重要性圖譜等若干資料，以識別對本集團可持續發展具有潛在及實際影響的事宜，根據其策略、發展、目標等若干因素對ESG事宜進行分析並就其重要性排列優次。為識別最為重要的ESG範疇，本集團對管理層、教師及不同部門員工及學生等權益人進行定量調查，以期獲得對報告期間ESG的重大範疇及挑戰的深入洞見。於本年度，本集團的利益相關者及運營狀況並未發生重大變化。因此，本集團確認上年度ESG報告中的重要性矩陣圖結果仍然適用於2024，並能持續回應利益相關者之期望。本集團的重要ESG議題矩陣圖及優次如下：

# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

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





# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

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

# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

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

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

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

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

### STAKEHOLDERS' FEEDBACK

The Group welcomes stakeholders' feedback on its ESG approach and performance. Please give your suggestions or share your views with the Group via email at [msedu@minshengedu.com](mailto:msedu@minshengedu.com).

在眾多環境及社會範疇中，於報告期間內以下議題被視為至關重要：

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

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

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

### 權益人的反饋

本集團歡迎權益人就我們在ESG的方針及表現提供反饋。請發送電郵 [msedu@minshengedu.com](mailto:msedu@minshengedu.com) 提供建議或分享閣下的意見。



# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

### A. ENVIRONMENTAL

#### A1. Emissions

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

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

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

- Implementation Plan for Energy Conservation and Emission Reduction in YN-DCYU;
- “Double Control” work measures for energy consumption in YN-DCYU;
- Notice on Implementation Plan of Actions Focused on Fire Hazard Control and Prevention during Winter and Spring of YN-DCYU;
- Campus Domestic Waste Classification Management Plan in IM-FZVC;

### A. 環境

#### A1. 排放物

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

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

內部而言，本集團在所有校區實施環保及污染防治政策，包括但不限於：

- 雲南大學滇池學院節能減排實施方案；
- 雲南大學滇池學院能耗「雙控」工作措施；
- 雲南大學滇池學院關於印發冬春火災防控集中攻堅行動計劃的通知；
- 內蒙古豐州職業學校校園生活垃圾分類管理實施方案；

# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

- Proposal for Electricity Conservation during the Peak Season in Summer of CQ-CHST;
- Campus Building Management System of CQ-EIC (Trial);
- Proposal for Electricity Conservation of CQ-EIC;
- Water and Electricity Management Measures of CQ-PASS (Trial);
- Contingency Plan for Water and Electricity Emergencies;
- Maintenance and Engineering Management Measures of CQ-PASS; and
- Management Measures Regarding Use of Air Conditioners in Classrooms and Laboratories (Training Rooms) of CQ-PASS.
- 重慶人文科技學院迎峰度夏節約用電倡議書；
- 重慶電信職業學院教學樓宇管理制度(試行)；
- 重慶電信職業學院節約用電倡議書；
- 重慶工商大學派斯學院水電管理辦法(試行)；
- 《重慶工商大學派斯學院水電氣突發事件緊急應變計劃》；
- 重慶工商大學派斯學院維修工程管理辦法；及
- 《重慶工商大學派斯學院教室、實驗(實訓)室空調使用管理辦法》。

See Sections A1.2, A1.5, A2.1 and A2.2 of this report for detailed information on policies implemented and actions taken in relation to mitigation of air and greenhouse gas emissions, waste generation, water and energy consumptions.

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

有關就減少廢氣及溫室氣體排放、廢棄物產生、水及能源消耗所實施政策及所採取行動的詳細資料，請參閱本報告A1.2、A1.5、A2.1及A2.2節。

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

# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

### A1.1 Air Emissions

The air emissions of the Group were mainly generated from the use of gasoline and diesel-fueled vehicles in its daily operations, as well as the consumption of natural gas in canteens and dormitories for staff and students. The combustion of gasoline, diesel and natural gas generated several air emissions including nitrogen oxides (“NO<sub>x</sub>”), sulphur oxides (“SO<sub>x</sub>”) and respiratory suspended particles (“PM”). During the Year, the Group proactively pushed forward vehicle use management to mitigate its impact on the environment, keeping air emission basically at the same level of last year. Looking ahead, we will remain committed to reducing air emissions and further improve our performance in environmental protection, with an aim to promote sustainable development and make greater contribution to the society and environment. Please refer to the section headed “Measures to Mitigate Emissions” in this report for details on vehicle management measures. Looking forward, the Group plans to gradually reduce the use of corporate vehicles starting from the coming year, and increase the use of real-time online communication tools for business communications and negotiations, so as to further reduce air emissions. The table below gives a summary of the air emissions of the Group during the Year:

Main types of air emissions <sup>1</sup> 主要廢氣排放物種類 <sup>1</sup>	Unit 單位	Emissions in 2024 2024年排放量	Emissions in 2023 2023年排放量
Nitrogen oxides (NO <sub>x</sub> ) 氮氧化物(NO <sub>x</sub> )	kg 千克	2,324.67	2,176.85
Sulphur oxides (SO <sub>x</sub> ) 硫氧化物(SO <sub>x</sub> )	kg 千克	5.53	6.06
Particle matters (PM) 顆粒排放(PM)	kg 千克	184.35	164.05

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

### A1.1 廢氣排放

本集團的主要廢氣排放來源是由本集團在日常運營中使用的汽油和柴油車輛，以及在員工和學生食堂及宿舍中使用的天然氣。汽油、柴油和天然氣的燃燒會產生多種廢氣排放物，包括氮氧化物、硫氧化物和可吸入懸浮顆粒。本集團本年度積極推動車輛使用的管理，以降低環境影響，我們的廢氣排放量與去年相比基本持平。展望未來，我們將持續致力於減少廢氣排放，並進一步提升環保績效，以促進可持續發展，為社會和環境作出更大貢獻，詳細汽車管理措施請參閱本報告「減排措施」一節。展望未來，本集團目標計劃從下年度開始逐步減少公司車輛的使用，並加強利用即時在線通訊工具進行商務洽談，以進一步降低廢氣排放。在本年度，本集團的廢氣排放情況概述如下：

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



# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

### A1.2 GHG Emissions

The Group's greenhouse gas ("GHG") emissions were mainly attributable to the following three aspects:

- Direct (scope 1) GHG emissions: stationary combustion of natural gas, and mobile combustion associated with road transportation;
- Energy indirect (scope 2) GHG emissions: purchased electricity; and
- Category 1 (purchased goods and services), Category 5 (waste generated in operations) and Category 6 (business travel) covered in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).

During the Reporting Period, there were 27,328.64 tonnes of carbon dioxide equivalent (CO<sub>2</sub>eq.) GHG (mainly carbon dioxide, methane and nitrous oxide) emitted from the Group's operations, with a total GHG emission intensity of 0.31 tCO<sub>2</sub>eq./person. The table below gives a summary of GHG discharged by the Group during the Year:

### A1.2 溫室氣體排放

本集團的溫室氣體(「溫室氣體」)排放主要來自三個方面：

- 直接(範圍一)溫室氣體排放：天然氣固定燃燒及道路交通工具相關移動燃燒；
- 能源間接(範圍二)溫室氣體排放：外購電力；及
- 《溫室氣體核算體系：企業價值鏈(範圍3)核算與報告標準(2011年)》所涵蓋的類別1(外購的商品及服務)、類別5(營運中產生的廢物)及類別6(商務差旅)。

於報告期間，本集團業務營運排放為27,328.64噸二氧化碳當量(主要為二氧化碳、甲烷及氧化亞氮)，溫室氣體總排放量密度為每人員0.31噸二氧化碳當量。於本年度，本集團溫室氣體排放表現概述如下：

# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

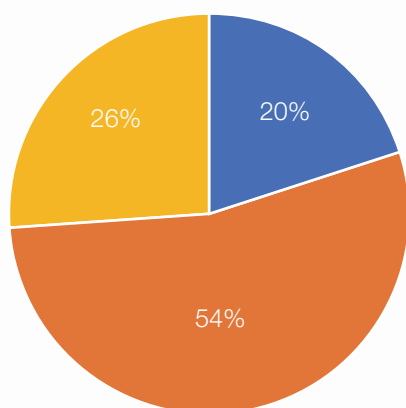
Main types of GHG emissions 主要溫室氣體排放種類	Source of emission factor 排放系數來源	Unit 單位	Emissions in 2024 2024排放量	Emissions in 2023 2023排放量
<b>Direct GHG emission</b>				
<b>- Scope 1</b>				
<b>直接溫室氣體排放</b>				
<b>- 範圍一</b>				
Combustion of fuels in stationary sources – natural gas 固定來源燃料燃燒 – 天然氣	<ul style="list-style-type: none"> <li>How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs issued by the Stock Exchange</li> </ul>	tCO <sub>2</sub> eq. 噸二氧化碳當量	418.51	1,911.05
Combustion of fuels in mobile sources – diesel 移動來源燃料燃燒 – 柴油	<ul style="list-style-type: none"> <li>聯交所刊發的《如何準備環境、社會及管治報告 – 附錄二：環境關鍵績效指標匯報指引》</li> </ul>		434.59	430.54
Combustion of fuels in mobile sources – gasoline 移動來源燃料燃燒 – 汽油			500.06	503.57
<b>Energy indirect GHG emission – Scope 2</b>				
<b>能源間接溫室氣體排放</b>				
<b>- 範圍二</b>				
Purchased electricity 外購電力	<ul style="list-style-type: none"> <li>the 2023 national grid emission factors in the Announcement on the Release of 2023 Electricity Carbon Footprint Data issued by the National Energy Administration of the Ministry of Ecology and Environment of the PRC</li> <li>中國生態環境部國家能源局刊發的《關於發佈2023年電力碳足跡數據的公告》之2023年全國電力碳足跡因子</li> </ul>	tCO <sub>2</sub> eq. 噸二氧化碳當量	24,373.10	20,394.14

# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

Main types of GHG emissions 主要溫室氣體排放種類	Source of emission factor 排放系數來源	Unit 單位	Emissions in 2024 2024排放量	Emissions in 2023 2023排放量
<b>Other energy indirect GHG emission – Scope 3 其他能源間接溫室氣體排放 – 範圍三</b>				
Category 1: purchased goods and services 類別1：外購的商品及服務	• Please refer to “Scope 3 reporting boundary” • 請參考「範圍三報告邊界」	tCO <sub>2</sub> eq. 噸二氧化碳當量	864.28	756.70
Category 5: waste generated in operations 類別5：營運中產生的廢物			415.33	365.30
Category 6: business travel 類別6：商務差旅			322.77	184.70
Gross emissions <sup>2</sup> 總排放量 <sup>2</sup>		tCO <sub>2</sub> eq. 噸二氧化碳當量	27,328.64	24,546.00
Total emission intensity 總排放量密度		tCO <sub>2</sub> eq./person <sup>3</sup> 噸二氧化碳當量／人員 <sup>3</sup>	0.31	0.27

### Scope 3 GHG emissions breakdown (2024) 範圍三溫室氣體排放類別細分(2024)



- Category 6: business travel  
類別6：商務差旅
- Category 1: purchased goods and services  
類別1：外購的商品及服務
- Category 5: waste generated in operations  
類別5：營運中產生的廢物

<sup>2</sup> GHG emissions data is presented in terms of carbon dioxide equivalent and with reference to, including but not limited to, the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards issued by the World Resources Institute and the World Business Council for Sustainable Development, the grid emission factors under the Announcement on the Release of Electricity Carbon Footprint Factor Data for 2023 (《關於發佈2023年電力碳足跡因子數據的公告》) issued by the Ministry of Ecology and Environment of the PRC, the global warming potential values from the IPCC Sixth Assessment Report, and How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs issued by the Stock Exchange. Business air travel emissions was calculated using the online tool provided by International Civil Aviation Organisation. Electricity used for processing fresh water/sewage by government departments/third parties was calculated with reference to the relevant discharge factors from the 2022-2023 annual report issued by the Water Supplies Department and the 2022-2023 Sustainability Report issued by the Drainage Services Department.

<sup>3</sup> Total emission intensity = Total emission ÷ total number of employees (total number of employees, including students, of 89,212 in total; this calculation method also applies to the calculation of other environmental intensity data).

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

<sup>3</sup> 總排放量密度=總排放量÷僱員總數(僱員總數包括學生，共計89,212人；此計算方法同樣使用於其他環境密度數據的計算)。



# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

Scope 3 category 範圍三類別	Relevance to the Group 與本集團的關聯	Calculation and emission factor 計算及排放系數
<b>Category 1: purchased goods and services</b>		
<b>類別1：外購的商品及服務</b>		
Emissions generated for the processing of purchased fresh water.	Mainly the GHG emissions generated by electricity used in the water supply system of the Water Supplies Department for processing fresh water consumed by the Group.	<ul style="list-style-type: none"> <li>• Adopt an assessment approach based on the amount of water supplied and the amount of electricity used for processing fresh water.</li> <li>• Calculation method is to multiply the consumption amount of the Group's fresh water purchased from the Water Supplies Department by the relevant emission factor per unit of water consumption in the treatment process. Source of emission factor: make reference to the latest data published by the Water Supplies Department or relevant government agencies, and the How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs issued by the Environmental Protection Department; if no available local emission, use international recognised emission factors or tools for reference.</li> <li>• 採用基於供水量及處理淡水所消耗電力的方式評估。</li> <li>• 計算方法為將本集團從水務署採購的淡水使用量，乘以淡水處理過程中每單位耗水量的相關溫室氣體排放系數。 排放系數來源：參考水務署或相關政府部門所發佈的最新數據，並參考環境保護署《如何準備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引》；若沒有可用之本地排放係數，則參考國際認可之排放係數或工具。</li> </ul>
外購淡水處理過程中所產生的排放。	主要為本集團所使用的淡水，其處理過程中因水務署供水系統用電而產生的溫室氣體排放。	

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Scope 3 category 範圍三類別	Relevance to the Group 與本集團的關聯	Calculation and emission factor 計算及排放系數
<b>Category 5: waste generated in operations</b>		
<b>類別5：營運中產生的廢物</b>		
Emission associated with disposal and treatment of waste generated.	Among waste generated, the waste paper, recycled paper and domestic waste are major sources of emissions.	<ul style="list-style-type: none"> <li>• Adopt an assessment approach based on waste type.</li> <li>• Calculation method is to multiply the amount of waste paper, recycled paper and domestic waste generated by the Group by the corresponding emission factor, taking into account the way of disposal.</li> <li>• Source of emission factor: How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs issued by the Stock Exchange, 2023 UK Government Gas Conversion Factors for company reporting and the Carbon Audit Toolkit for Small and Medium Enterprises in Hong Kong published by the University of Hong Kong and City University of Hong Kong.</li> </ul>
處置及處理所產生廢物的排放。	在產生的廢物中，廢紙、回收的紙張及生活垃圾為最主要的排放來源。	<ul style="list-style-type: none"> <li>• 採用基於廢物類型的方法評估。</li> <li>• 計算方法為將本集團產生的廢紙、回收的紙張及生活垃圾數量乘以相應排放系數，同時考慮處置方式。</li> <li>• 排放系數來源：聯交所刊發的《如何準備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引》、2023年英國政府供公司申報使用的溫室氣體轉換系數以及香港大學及香港城市大學刊發的《香港中小企業碳審計工具箱》。</li> </ul>



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Scope 3 category 範圍三類別	Relevance to the Group 與本集團的關聯	Calculation and emission factor 計算及排放系數
<b>Category 6: business travel</b>		
<b>類別6：商務差旅</b>		
<p>Emissions associated with flights and land transport for employees engaging business-related activities.</p>	<p>Business travel by air and high-speed train are major sources of emissions.</p>	<ul style="list-style-type: none"> <li>• Adopt a distance-based assessment approach.</li> <li>• The Group’s air travel emissions are calculated through multiplying flight distance categorized according to different flight cabin class designators by the corresponding emission factor, while the high-speed train travel emissions are calculated through multiplying the corresponding emission factor by the type of train, distance traveled and number of travellers.</li> <li>• Source of emission factor: the ICAO Carbon Emissions Calculator of International Civil Aviation Organization (“<b>ICAO</b>”) and GHG Emissions from Transport or Mobile Sources Tool of the Greenhouse Gas Protocol.</li> </ul>
<p>員工參與業務相關活動的交通出行排放。</p>	<p>航空及高鐵差旅是最主要的排放來源。</p>	<ul style="list-style-type: none"> <li>• 採用基於距離的方法評估。</li> <li>• 本集團航空差旅排放是使用按航班艙位類型劃分的飛行距離乘以相應排放系數來計算，而高鐵差旅排放是使用鐵路類型、行駛距離以及人數乘以相應排放系數來計算。</li> <li>• 排放系數來源：國際民用航空組織（「<b>國際民航組織</b>」）的國際民航組織碳排放計算器以及溫室氣體核算體系的《交通或移動源的溫室氣體排放工具》（GHG Emissions from Transport or Mobile Sources Tool）。</li> </ul>

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Our approach

我們的方法

### Our approach

#### 我們的方法

#### Standard used

- the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards (2004) issued by the World Resources Institute and the World Business Council for Sustainable Development
- the global warming potential values from the IPCC Sixth Assessment Report
- How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs issued by the Stock Exchange
- 世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體核算體系：企業核算與報告標準(2004年)》
- 政府間氣候變化專門委員會刊發的《第六次評估報告》內的全球升溫可能值
- 聯交所刊發的《如何準備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引》

#### 所使用的標準

#### Measurement approach

##### 計量方法

Operational control due to the access to operational data  
營運控制，因為可查閱營運資料

#### Operational boundary

##### 營運邊界

1 office in Beijing, 6 campuses in mainland China, including Chongqing, Inner Mongolian and Yunnan  
1家位於北京的辦公室、6家位於中國內地的學院，當中包括重慶、內蒙古及雲南

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### *GHG emission target*

The Group is committing to mitigating challenges brought by climate change by reducing its GHG emissions in the future. The Group has successfully achieved the target set during the previous reporting period, with a 6.06% reduction in GHG emission intensity as compared to the 2021 baseline. Since the Group has successfully achieved its goals, in order to further reduce GHG emission intensity and continuously promote the sustainable development of the Group's operations and ecological environment, the Group will take 2024 as the baseline and strive to achieve a 5% reduction in total GHG emission intensity compared to the baseline in 5 years, or by 2029, contributing to the global green and low-carbon transformation.

Compared with 2023, the Group's GHG emission intensity decreased during the Year, with a significant decline in Scope 1 emissions. The decline could be attributed to the upgrade from natural gas water heaters to electric and air-source water heaters in student dormitories in some campuses, and such devices in some campuses remaining non-operational due to ongoing upgrades. A certain degree of increase registered in Scope 2 emissions, mainly due to the shift from natural gas to electricity for hot water supply in student dormitories and an increase in the number of students in some campuses, leading to the increase in electricity demand. Furthermore, the significant increase in Scope 3 emissions, mainly due to the additional disclosure of Scope 1 (purchased goods and services), Scope 5 (waste generated in operations) and Scope 6 (business travel) after the adoption of the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011) from this year.

### *溫室氣體排放目標*

本集團致力於在未來減少溫室氣體排放以應對氣候變化挑戰。本集團成功達成上一報告期間所設立之目標，與基準年份2021年相比，本集團的溫室氣體排放密度下降了6.06%。鑒於本集團已經成功達成既定目標，為了進一步減少溫室氣體排放密度和持續推動集團運營和生態環境的可持續發展，本集團將以2024年為基準年，爭取在五年內即2029年或之前實現總溫室氣體排放密度較基準年減少5%的目標，助力全球綠色低碳轉型。

與2023年相比，本集團本年度的溫室氣體排放密度下降，其中範圍一的排放量顯著下降，主要原因是部分學校將學生公寓燃氣熱水器升級改造為電熱水器及空氣能熱水，個別學校校區升級改造暫未投入使用等。範圍二的排放量則有所增加，主要由於部分學校學生公寓熱水供應方式從天然氣全面改為用電，以及部分學校學生人數增加，間接推動了用電需求的增長。此外，範圍三的排放量大幅上升，主要是本年度開始按照《溫室氣體核算體系：企業價值鏈(範圍三)核算與報告標準(2011年)》新增披露了類別1(外購的商品及服務)、類別5(營運中產生的廢物)和類別6(商務差旅)的數據。



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

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

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

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



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

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

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

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

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### A1.3 Hazardous Waste

The business nature of the Group did not generate a significant amount of hazardous waste. The amount of total hazardous waste was not recorded during the Reporting Period as appropriate measuring methods over multiple campuses have not been established and practiced. The Group will continue to review and explore systematic approaches to collect hazardous waste data in the future. Once relevant statistical methodologies are refined and optimized, the Group will disclose detailed key information on hazardous waste in a timely manner in the future.

### A1.4 Non-hazardous Waste

Non-hazardous waste was generated primarily from the daily operations of schools. The amount of total non-hazardous waste was not recorded during the Reporting Period as appropriate measuring methods over multiple campuses have not been established and practiced. The Group will continue to review and explore systematic approaches to collect non-hazardous waste data in the future. Once relevant statistical methodologies are refined and optimized, the Group will disclose detailed key information on non-hazardous waste in a timely manner in the future.

### A1.3 有害廢棄物

本集團的業務性質並未產生大量有害廢棄物。由於多所學校並無制定及採用適當計量方法，所以報告期間未有記錄有害廢棄物總量。本集團將於日後繼續審視及探討系統性方法以收集有害廢棄物資料。待相關統計方法得以完善、優化後，本集團將於未來及時詳細披露有害廢棄物的各項關鍵信息。

### A1.4 無害廢棄物

無害廢棄物主要來自日常學校營運。由於多所學校並無制定及採用適當計量方法，所以報告期間未有記錄無害廢棄物總量。本集團日後會繼續審視及探討系統性方法以收集無害廢棄物資料。待相關統計方法得以完善、優化後，本集團將於未來及時詳細披露無害廢棄物的各項關鍵信息。

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### A1.5 Wastes Handling and Reduction Initiatives

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

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

- Garbage recycling stations are set up in each campus of the school, and garbage classification signs are set up around the garbage recycling stations to classify recyclable garbage, non-recyclable garbage, and hazardous garbage. There are cleaning staffs to persuade students to sort their garbage properly;

### A1.5 廢物處理及減量措施

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

在日常營運中，本集團鼓勵全體教職工及學生盡量減少、再用或循環回收廢棄物：

- 各校園均設有垃圾回收場站，周圍設置垃圾分類標識，以便分類投放可回收垃圾、不可回收垃圾及有害垃圾，有清潔人員勸導學生進行適當垃圾分類；

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- School furniture and electronic products are repaired by relevant school departments if they are damaged, and those that cannot be repaired will be scrapped and recycled by a qualified renewable energy company;
  - Reusable tableware is used in all school canteens, and it is forbidden to deliver meals to the school from off-campus to reduce the waste generated by disposable meals;
  - Teachers and students are encouraged to practice strict frugality and implement actions within the whole school so that the amount of kitchen waste generated is reduced;
  - The office automation (OA) system and multimedia teaching are applied to encourage paperless office practices. If paper is needed, employees are encouraged to print on both sides of all documents;
  - Knowledge and measures related to waste reduction to teachers and students through the college publicity column are disseminated; and
  - A campus environmental sanitation inspection mechanism is established.
- 學校傢俱及電器如若損壞，由相關學校部門維修，無法維修者將予報廢並由合資格可再生能源公司回收；
  - 所有學校食堂均採用可再用餐具，禁止校外送餐至學校，以減少一次性膳食所產生的廢棄物；
  - 鼓勵師生厲行節約並在全校開展行動，以減少廚餘垃圾產生量；
  - 採用辦公室自動化系統及多媒體教學，藉此鼓勵無紙化辦公。如需用紙，則鼓勵員工雙面打印所有文件；
  - 通過院校宣傳欄，向師生發佈減少廢棄物的相關知識及措施；及
  - 建設校園環境衛生檢察機制。

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The Group highly values the importance of education in sustainable behaviour. Waste management schemes, such as the Food Waste Management System in Canteens, are established, and the details are regularly publicized in billboards at various locations of each school to promote sustainable education amongst teachers, staff and students. In addition, the logistics department closely monitors the implementation of the waste management schemes mentioned above. During the Reporting Period, recycling activities were held in campuses, reducing the amount of waste while improving the awareness of staff and students.

### A2. Use of Resources

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

1. Educational and promotional activities on water-saving and electricity conservation have been carried out to raise the awareness of conservation among teachers, students and staff in all schools, promote the frugal lifestyle, and cultivate frugal mindset;
2. Administrative and department staff shall practice strict frugality, turn off all unnecessary power sources, and use air conditioners only when the temperature reaches certain degree Celsius;
3. Water and power conservation shall be included into the target responsibility system of each department with department head as the person responsible for the supervision of water and power conservation in his/her department;

本集團非常注重可持續行為教育，並制定廢物管理計劃，例如食堂食物渣滓管理制度，及定期在各校園多個地點宣傳欄刊載有關詳情，向教職工及學生宣傳可持續教育。此外，後勤部門密切監控上述廢物管理計劃的實施。於報告期間，校園舉行回收活動，減少廢棄物數量的同時，增強員工及學生的相關意識。

### A2. 資源使用

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

1. 進行節水節電的教育宣傳，提高全校師生員工的節約意識，提倡節儉的生活方式，形成節儉風尚；
2. 行政機關及部門工作人員要厲行節約，關掉各種不必要的電源，氣溫達到規定標準後才能使用空調；
3. 各部門負責人作為該部門節水節電監理工作的責任人，將節水節電納入各部門目標責任制；

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4. The Student Affairs Office shall be responsible for the water-saving education for enrolled freshmen; incorporating water conservation education into code of conduct and moral education and evaluation system of student; recruiting student to act as voluntary water-saving promoters; carrying out the selection of advanced practice branches for water-saving, and actively guiding and facilitating students to carry out extensive educational activities to conserve “every drop of water, every kilowatt hour of electricity” and put an end to the misconduct of turning on lights or tap water all the time; the Youth League Committee shall be responsible for establishing a water conservation association to carry out the following activities:
  - o Posting energy-conservation and water-saving signs in main power outlets and water facilities.
  - o Designating Energy and Water Saving Publicity Week every year to carry out extensive promotional and educational activities on energy and water conservation.
  - o Combining with specific energy and water saving cases to promote the new trend of energy and water conservation.
  - o Carrying out warning education based on specific energy and water wasting cases through the form of publicity, notification of criticism, penalties to enable all the teachers, students and staff of the college to better understand their important roles in building a water-saving university and cultivate the awareness and good behaviour to practice strict frugality with a sense of responsibility and mission by starting with little things.
4. 學生工作處負責新生入學後的節約用水教育；負責將節約用水教育納入學生行為準則、德育考評體系；負責設立學生義務節約用水宣傳員職位；負責開展節約用水先進集體評選工作，積極引導和支持學生廣泛進行節約「一滴水、一度電」的教育活動，杜絕「長明燈，長流水」現象；團委負責組建節約用水協會，開展如下活動：
  - o 主要用電、用水場所，應張貼節能、節水標誌。
  - o 每年應安排節能、節水宣傳週活動，廣泛進行節能、節水的宣傳教育活動。
  - o 結合具體的節能、節水事例，弘揚節能、節水新風。
  - o 結合具體的浪費能源、浪費水源的案例，採取公示、通報批評、處罰等形式，進行警示教育。讓全院師生員工從思想上認識到自己在建設節水型高校中的重要作用，樹立起從我做起、從點滴做起的良好意識和厲行節約的責任感和使命感。

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5. Inner Mongolia Fengzhou Vocational College (Qingcheng Branch) has designated the first week of June every year as the Water Saving Publicity Week to foster a good atmosphere of “water-saving is everyone’s responsibility”, “saving is a glory, waste is shameful”, and “energy conservation and environmental protection benefit the country and its people”;
  6. Implement target responsibility management for water and power consumption in public teaching buildings and public classrooms to avoid waste of water and power;
  7. Strictly control the switching time of public lighting and maximize the use of natural light;
  8. The use of water-saving technologies such as sprinkler irrigation and drip irrigation or the use of reclaimed water shall be prioritized for green watering, environmental sanitation, road spraying, etc.;
  9. The use of new water-saving and energy-efficient products shall be encouraged. The purchase application information for additional high-power electrical facilities and equipment in each department shall be reported to the Logistics Asset Management Office for review and filing; and
  10. CQ-CHST has achieved efficient energy utilization with a 16% annual cut in expenses by converting all five boilers in the school into air source heat pumps. In addition, the pool in the water plant has been renovated to enable the daily collection of over 160 tons of reclaimed water, which could be widely used for floor cleaning, flower and tree watering and other purposes, significantly improving water resources utilization rate.
5. 內蒙古豐州職業學院(青城分院)將每年六月的第一週作為節水宣傳週，透過多種形式的宣傳教育活動，在全院形成一種「節約用水，人人有責」、「節約光榮，浪費可恥」、「節能環保，利國利民」的良好風尚；
  6. 公共教學大樓、公共教室用水用電實施目標責任管理，避免用水用電的浪費；
  7. 嚴格控制公共照明開關時間，盡量利用自然光；
  8. 綠化澆灌、環境衛生、路面噴灑等用水優先採用噴灌、滴灌等節水技術或使用中水；
  9. 推廣使用節水節電新產品。部門需新增高功率用電設施設備，應將購買申報資料報後勤資產管理處審查備案；及
  10. 重慶人文科技學院透過將全校5台鍋爐全部改建為空氣源熱泵每年可減少16%的費用支出實現能源的高效利用。此外也對水廠中的水池進行了改建，每天能夠收集160餘噸中水，這些水被廣泛應用於地面清洗、花木澆灌等多種用途大大提高了水資源的利用率。



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

See sections A2.1 and A2.2 of this report for detailed information on additional policies implemented and actions taken on the efficient use of energy and water.

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

有關額外能源及水資源的有效使用所實施政策及所採取行動的詳細資料，請參閱本報告A2.1及A2.2節。

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### A2.1 Energy Consumption

During the Reporting Period, the main energy consumed by the Group included gasoline, diesel, natural gas and purchased electricity. The total energy consumption was 44,909,492.20 kWh, representing an energy intensity of 503.40 kWh/person. The Group recorded a decrease in the overall energy consumption, mainly because the consumption of natural gas by the canteens of some schools which have been outsourced was no longer included in the energy consumption calculation of the Group. In addition, as the canteens of some schools have undergone upgrading and renovation works since 2024 and currently have not resumed operation, coupled with the heating outage period, no natural gas consumption was recorded. The Group strives to mitigate climate change by reducing its energy consumption in the future. The Group aims to achieve a 5% reduction in overall energy consumption intensity in 5 years, or by 2029, versus a 2024 baseline. Compared with 2021, the overall energy consumption intensity decreased by 24.09% during the Reporting Period. Detailed energy consumption is presented below:

### A2.1 能源消耗

於報告期間，本集團的主要能源消耗包括汽油、柴油、天然氣及外購電力。能源消耗總量為44,909,492.20千瓦時，能源密度為每人503.40千瓦時。本集團的整體能源消耗量有所下降，主要原因是部分學校食堂外包後，其天然氣使用量不再納入本集團能源統計範圍內；此外，部分學院自2024年起進行食堂升級改造工程，目前尚未恢復使用，加上處於停暖期間，因此未產生相關天然氣用量。本集團致力於在未來減少能源消耗以應對氣候變化挑戰。本集團以2024年為基準年，爭取在5年內即2029年或之前實現整體能源消耗密度減少5%。報告期間，整體能源消耗密度較2021年減少24.09%。能源消耗詳情呈列如下：

Main types of energy consumption <sup>4</sup>	主要能源消耗種類 <sup>4</sup>	Unit 單位	Consumption in 2024 2024年消耗量	Consumption in 2023 2023年消耗量
<b>Direct energy consumption</b>	<b>直接能源消耗</b>			
Natural gas	天然氣	kWh 千瓦時	2,066,090.75	9,434,452.29
Vehicle fuel — diesel	汽車燃料—柴油	kWh 千瓦時	1,747,347.41	1,735,480.19
Vehicle fuel — gasoline	汽車燃料—汽油	kWh 千瓦時	1,816,271.70	1,827,469.82
<b>Indirect energy consumption</b>	<b>間接能源消耗</b>			
Purchased electricity	外購電力	kWh 千瓦時	39,279,782.34	35,760,375.00
Total energy consumption	總能源消耗量	kWh 千瓦時	44,909,492.20	48,757,777.30
Total energy consumption intensity	總能源消耗量密度	kWh /person 千瓦時/人員	503.40	535.53

<sup>4</sup> The unit conversion of energy consumption data is based on the Energy Statistics Manual published by the International Energy Agency

<sup>4</sup> 能源消耗數據的單位換算乃根據國際能源署所刊發的《能源數據手冊》所制訂

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The Group has implemented many energy-saving schemes to ensure rational use of energy resources.

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

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

本集團已實施多項節能措施，以確保合理使用能源資源。

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

- 學生宿舍的空調使用時間為每年5月1日至10月31日，期間由中午12:10至下午14:10以及晚上21:40至次日早上7:00可供使用；
- 學生宿舍應配備單製冷空調，指定冷卻溫度不得低於攝氏26度；
- 樹立節能減排的公民意識，倡導低碳文明活，實現「人走關機」，防止寢室內無人時空調依然開啟；及
- 使用空調時應關閉門窗，並應適當設置溫度。如果氣溫適宜，建議減少使用空調。

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

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

學生宿舍的其他節能措施列示如下：

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

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### A2.2 Water Consumption

During the Reporting Period, the total water consumption for the Group was 1,977,748.00 m<sup>3</sup>, with an intensity of 22.17 m<sup>3</sup>/person, which was higher than that of 2023. However, as compared to the 2022 baseline, the water consumption intensity of the Year was successfully reduced by 14.14%, achieving the established target of a 5% reduction in water consumption intensity within five years versus a 2022 baseline. Looking forward, the Group will continue to push forward the implementation of various water-saving measures, take proactive measures to counter climate change, and, taking 2024 as the new baseline, strive to maintain or further reduce the overall water consumption intensity in the future. As fresh water was supplied by Municipal Water Supply Network, the Group did not encounter any issue on sourcing water during the Reporting Period. Water consumption by the Group during the Year is summarised as below:

### A2.2 水資源消耗

於報告期間，本集團的總用水量為1,977,748.00立方米，用水密度為每人22.17立方米，與2023年相比有所上升。然而，對比2022年基準年，本年度的用水密度仍成功降低了14.14%，已達成了以2022年為基準年、五年內降低5%用水密度的既定目標。未來，本集團將持續推動與落實各項節水措施，積極應對氣候變化，並以2024年作為新的基準年，致力於在未來維持或進一步降低整體用水密度。由於是淡水市政供水系統提供。於報告期間，在獲得水資源方面並無任何問題。於本年度，本集團水資源消耗表現概述如下：

Water consumption 水資源消耗	Unit 單位	Water consumption in 2024 2024年用水量	Water consumption in 2023 2023年用水量
Total water consumption 總水資源消耗量	m <sup>3</sup> 立方米	1,977,748.00 <sup>5</sup>	1,739,537.00
Total water consumption intensity 總水資源消耗密度	m <sup>3</sup> /person 立方米／人員	22.17	19.11

<sup>5</sup> Given that Open Distance Education obtain water from public areas which are managed by the property management company, the water consumption by it is not included into the calculation of water consumption.

<sup>5</sup> 由於奧鵬教育的取水為公共區域，由物業公司統一管理，由此不納入水資源消耗量計算。

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

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

### *Wastewater*

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

### **A2.3 Packaging Materials**

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

本集團始終致力保護用水資源。本集團已實施以下若干節水措施：

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

### *廢水*

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

### **A2.3 包裝材料**

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

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### A3. The Environment and Natural Resources

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

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

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

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

### A3. 環境及天然資源

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

#### A3.1 業務活動對環境及天然資源的重大影響

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

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

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### A4. Climate Change

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

### A4. 氣候變化

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

Climate-related Risk 氣候相關 風險類別	Time Horizon 時間 跨度	Potential Financial Impacts 潛在財務影響	Risk Level 風險 水平	Mitigation Strategy 應對策略
<b>Physical risks</b>	Short term	<b>Extreme weather</b> Extreme weather events, such as typhoons, storm surges and rainstorms, may cause damages to infrastructure, leading to campus equipment failure and increasing costs due to asset losses and maintenance. In addition, such repair may take months or even years.	Medium to high	Develop safety code and contingency plans to deal with extreme weather conditions.
<b>實體風險</b>	短期	<b>極端天氣</b> 極端天氣事件，如颱風、暴風及暴雨，可能對基礎設施造成損害，導致校園設備故障，造成資產損失及維修成本增加，而且相關維修或需數月甚至數年。	中至高	制定安全守則及應急方案以應對極端天氣情況。
	Long term	<b>Global warming</b> Persistent high temperatures lead to increased electricity consumption, which in turn affects operating costs.		Adopt energy-saving policies and green measures to avoid over-consumption of natural resources.
	長期	<b>全球暖化</b> 持續高溫的酷熱天氣導致耗電量增加，繼而影響營業成本。		採用節省能源政策及綠色措施，避免過度耗用天然資源。



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

# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

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

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

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

氣候相關實體及過渡風險的應對措施列示如下：

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

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

# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

### B. SOCIAL

#### I. *Employment and Labour Practices*

##### B1. Employment

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

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

### B. 社會

#### I. 僱傭和勞工常規

##### B1. 僱傭

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

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



# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

In 2024, the Group has implemented a series of policies and measures to safeguard the legitimate interests of employees in terms of employment, health and safety, development and training and labour standards, including:

- Management Measures of CQ-PASS for the Appointment of Management Titles and Professional and Technical Titles;
  - Notice of Adjustment to the Composition of the Professional Title Reform Leading Group of CQ-PASS;
  - Notice of CQ-PASS on Arranging Training for Management Personnel;
  - Decision on Adjustment to Chairman of the Senior Professional Titles Evaluation Committee of CQ-PASS;
  - Workload Appraisal and Remuneration Plan of Faculty and Staff of CQ-CHST (Revised);
  - Measures on Expenditure Budget and Performance Evaluation of CQ-CHST (Trial);
  - Requirements for Applying for Educational Professional Titles for Faculty of CQ-CHST (Trial);
- 本集團於2024年度為維護員工在僱傭、健康與安全、發展及培訓及勞工準則等合法權益，已執行一系列政策及措施，具體如下：
- 《重慶工商大學派斯學院管理職稱及專業技術職稱聘任管理辦法》;
  - 《重慶工商大學派斯學院關於調整職稱改革工作領導小組成員的通知》;
  - 《重慶工商大學派斯學院關於舉辦管理人員培訓的通知》;
  - 《重慶工商大學派斯學院關於調整高級職稱評審委員會主任委員的決定》;
  - 《重慶人文科技學院教職員工作量核定及薪酬方案(修訂)》;
  - 《重慶人文科技學院關於支出預算績效考評辦法(試行)》;
  - 《重慶人文科技學院教師教育類課程教師職稱申報條件(試行)》;

# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

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

In addition, the Group has launched a series of policies and measures in relation to employee interests in 2024, including:

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

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

此外，本集團於2024年推出一系列員工權益相關政策及措施，具體如下：

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

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

# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

### Workforce

The Group had a total number of 5,897 employees as of 31 December 2024. All employees were from various provinces of the PRC, except four from Thailand, four from the United States, two from Japan, one from UK and one from Canada. The figures below present the detailed distribution of the workforce.

### 員工

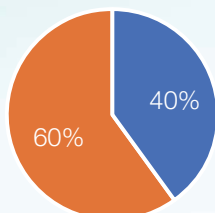
於2024年12月31日，本集團共有5,897名僱員。除4名僱員來自泰國、4名來自美國、2名來自日本、1名來自英國及1名來自加拿大外，所有其他僱員均來自中國各省。下圖展示員工具體分佈情況。

Total Employees and Employee Category	僱員總數與類別	2024
Total Employees	僱員總數	5,897
<b>Total Employees by Gender</b>	<b>按性別劃分的僱員總數</b>	
Male	男性	2,358
Female	女性	3,539
<b>Total Employees by Age Group</b>	<b>按年齡組別劃分的僱員總數</b>	
18-25	18-25歲	282
26-35	26-35歲	2,385
36-45	36-45歲	1,806
46-55	46-55歲	851
56 or above	56歲或以上	573
<b>Total Employees by Employment Type</b>	<b>按僱傭類型劃分的僱員總數</b>	
Full-time	全職	4,739
Part-time	兼職	1,158
<b>Total Employees by Employee Category</b>	<b>按僱員類型劃分的僱員總數</b>	
Administrative Staff	行政管理員工	1,209
Teachers	教師	3,971
Other staff	其他員工	717
<b>Total Employees by Geographical Region</b>	<b>按地區劃分的僱員總數</b>	
China	中國	5,885
Thailand	泰國	4
US	美國	4
Japan	日本	2
UK	英國	1
Canada	加拿大	1

# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

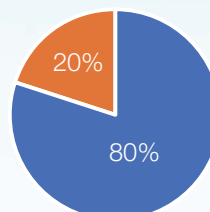
## 2024環境、社會及管治報告

**Total Employees by Gender**  
按性別劃分的僱員總數



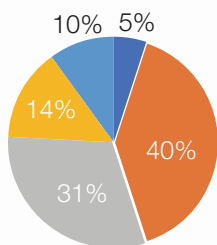
■ Male ■ Female  
男性 女性

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



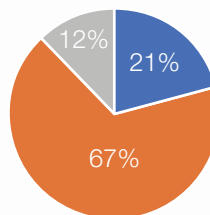
■ Full-time ■ Part-time  
全職 兼職

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



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

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



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

# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

### Turnover Rate<sup>6</sup>

During the Reporting Period, 514 employees left the Group, all of them were from Mainland China, representing a total employee turnover rate of 9%. The turnover rates by employee category, age and gender are illustrated below:

### 流失率<sup>6</sup>

於報告期間，有514名僱員離開本集團，均來自中國大陸，僱員總流失率為9%。按僱員類型、年齡及性別劃分的流失率闡釋如下：

Total Employees and Employee Category	僱員總數與類別	2024
Total Turnover Staff	總離職人數	514
<b>Total Turnover Staff by Gender</b>	<b>按性別劃分的離職總數</b>	
Male	男性	230
Female	女性	284
<b>Total Turnover Staff by Age Group</b>	<b>按年齡組別劃分的離職總數</b>	
18-25	18-25歲	38
26-35	26-35歲	247
36-45	36-45歲	145
46-55	46-55歲	33
56 or above	56歲或以上	51
<b>Total Turnover Staff by Employment Type</b>	<b>按僱傭類型劃分的離職總數</b>	
Full-time	全職	514
Part-time	兼職	-
<b>Total Turnover Staff by Employee Category</b>	<b>按僱員類型劃分的離職總數</b>	
Administrative Staff	行政管理員工	90
Teachers	教師	222
Other staff	其他員工	202
<b>Total Turnover Staff by Geographical Region</b>	<b>按地區劃分的離職總數</b>	
China	中國	514
Thailand	泰國	-
US	美國	-
Japan	日本	-
UK	英國	-
Canada	加拿大	-

<sup>6</sup> Total employee turnover rate = (total number of turnover staff during the year/total number of employees at the end of the year) x 100%; Turnover rate of each employee category = (total number of turnover staff during the year/total number of employees at the end of the year) x 100%.

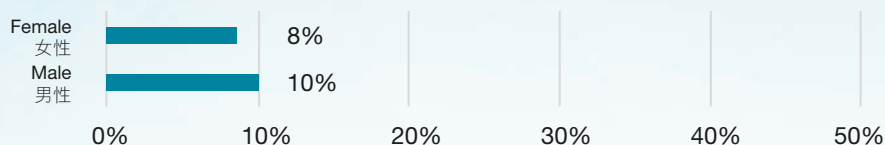
<sup>6</sup> 總僱員流失率=(年內總離職僱員人數/年末總僱員人數)x 100%; 各類別的僱員流失率=(按類別年內總離職僱員人數/按類別的年末總僱員人數)x 100%。



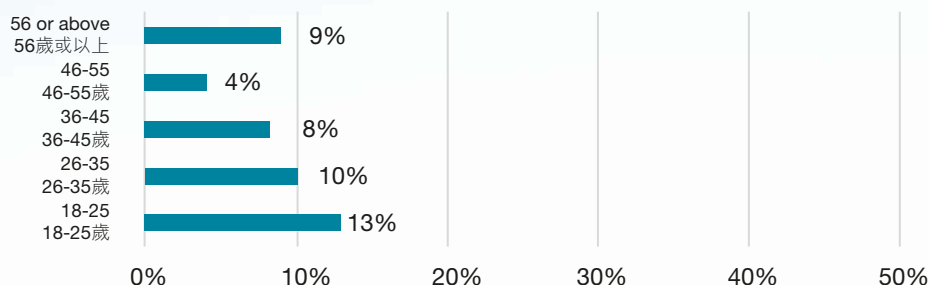
# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

### Turnover Rate by Gender 按性別劃分的僱員流失率



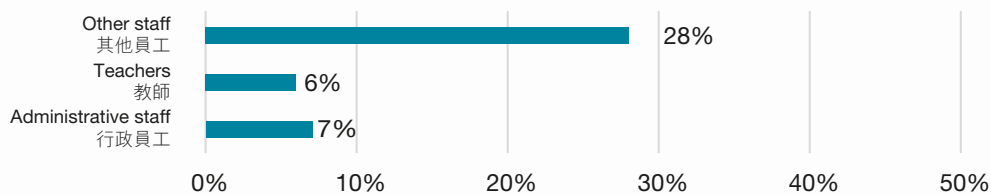
### Turnover Rate by Age Group 按年齡組別劃分的僱員流失率



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



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



# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

### *Employee Benefits and Welfare*

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

Each school in the Group provides free health check-ups for teachers and staff once every year, provides all of them with free lunches, and also carries out a series of activities to ensure their physical well-being and mental health, eliminate occupational hazards, and create greater sense of happiness and belonging for them. In addition to maintaining a safe and comfortable workplace, the Group is fully aware of the importance of work-life balance, and therefore actively organizes various activities in respect of physical and mental health and safety of teachers and students, including the "Spiritual Trip in Spring" themed mental health series activities, "Mental Health with Love" speech contest, "Youthful Hearts Care Everyone's Wellbeing" mental health themed micro courses selection and exhibition activities, the 10th Student Counselors' Group Psychological Counseling Skills Competition, so as to attract teachers and students' attention to their own mental health and spiritual growth, and strengthen their abilities self-help and mutual assistance. The Group also regularly organizes a number of events, including the 2024 "Welcome Newcomers Cup" Basketball Game, Track and Field Games, the Night Run Event, providing teachers and students with various sports events for their physical and mental benefits to inspire young students' passion of loving their class, loving the Youth League, and loving the country, reinforce their attachment to home and motherland, and strengthen class building. These activities could also enrich college students' extracurricular life, improve their physical fitness, demonstrate their positive and enterprising spirit, and safeguard teachers and students' physical and mental wellbeing.

### *僱員利益及福利*

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

本集團各校每年為教職員提供一次免費體檢，為全體教職員提供免費午餐，同時開展了系列活動，保障教職員身心健康，避免職業性危害，增強教職員幸福感及歸屬感。除維持安全舒適的工作環境外，本集團深知工作與生活平衡的重要性，因此積極開展籌辦各類師生身心健康、安全等活動，包括「心靈之旅 春日啟航」心理健康系列活動、「健康心理，與愛同行」演講比賽、「青春心向陽 健康你我他」心理健康微課徵集展示活動、第十屆輔導員團體心理輔導技能大賽，引導師生關注自身心理健康和心靈成長，增強師生自助和互助的能力。本集團亦會定期舉辦多個活動，包括2024年「迎新杯」籃球賽、田徑運動會、螢光夜跑，為師生提供各種有益身心的運動項目，激發青年學生愛班、愛團、愛國熱情，厚植家國情懷，加強班級建設，豐富大學生課餘生活，提高大學生身體素質，展現學生們積極向上、砥礪奮進的精神風貌，為師生的身心健康保駕護航。

# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

### *Recruitment and Promotion*

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

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

### *Dismissal*

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

### *招聘及晉升*

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

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

### *解僱*

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

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### *Equal Opportunity*

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

### *Communication*

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

### 平等機會

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

### 交流溝通

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

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### B2. Employee Health and Safety

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

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

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

### B2. 僱員健康與安全

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

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

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

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There were no work-related fatality in the past three years, including the Reporting Period. The Group has recorded a total of nine work-related injury cases and 133 lost days due to work-related injuries in the Reporting Period.

過往3年(包括報告期間)並無因工死亡事故。於報告期間，本集團共錄得9宗工傷個案，因工傷損失工作天數為133天。

Health and Safety	健康與安全	Unit	單位	2024	2023	2022
Work-related fatalities	因工亡故數目	Case	宗	0	0	0
Work-related fatality rates	因工亡故率	%	%	0	0	0
Lost days due to work-related injuries	因工傷而損失的工作天數	Day	天	133	13	139

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

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

### B3. Development and Training

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

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

### B3. 發展與培訓

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

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

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

4. Professional training: designed for the faculty and staff of the whole school, according to the needs of each department's own construction, relevant faculty and staff will be selected to participate in the training.

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

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

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

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

3. 網路培訓：由學校及全國大學教師網路培訓中心共同建置網路培訓平台，並開放全校教職員此平台。

4. 業務培訓：針對全校教職員，依各部門本身建設需要，選派相關教職員參與培訓。

培訓將提供予有需要者，而任何人員是否需要培訓則視下列因素決定：

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

培訓可以從以下幾個方面提升僱員的能力：

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



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During the Reporting Period, the Group organised a variety of training programs, with an aim to improve the employees' skills and knowledge, with the number of employees who received training amounting to more than 18,000. These training programs include but not limited to:

- Faculty Research Capacity Enhancement Workshop
- 2024 New Faculty Teaching Capacity-Building Workshop
- Preparatory Training Program for the Pedagogical Innovation Competition of Teachers
- 2024 Specialized Training Program on Ideological and Ethical Competencies Enhancement
- Hands-on Workshop on Digital Intelligence-Driven Pedagogical and Curriculum Reform in Education
- Global Career Board Certified Coach (BCC) Certification Program
- Specialized Teaching Skill Enhancement Training Course for Nursing Education Teachers
- Training Program on Large Language Model (LLM) Augmented Foreign Language Instruction
- Competency Enhancement Training for Core Faculty of School of Politics and Law
- 教師科研能力提升專題培訓
- 2024年新入職教師教學能力提升工作坊
- 教師教學創新大賽專題研習營
- 2024年思想政治素質和師德素養提升專項培訓
- 數智化背景下教育教學與課程建設改革創新實操工作坊
- 全球職業生涯教練(BCC)認證培訓
- 護理專業教師教學能力提升專項培訓班
- 大語言模型輔助外語教學研修
- 政治與法律學院骨幹教師能力提升培訓



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### B4. Labour Standards

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

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

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

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

### B4. 勞工準則

本集團嚴格遵守相關法律法規，包括但不限於：

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

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

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

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### II. Operating Practices

#### B5. Supply Chain Management

The Group deeply understands the importance of supply chain management to the sustainable development of its business. The Group cooperated with three major suppliers<sup>7</sup> during the Reporting Period. The relevant suppliers were from Mainland China, which mainly provide services such as construction services for new projects and decoration projects.

To effectively manage environmental and social risks of the supply chain, the Group has formulated and implemented a sound supplier and contractor management policy to ensure that suppliers deliver high quality products and services while meeting the environmental and social responsibility standards set by the Group through strict and comprehensive selection process. The Group also strive to maintain smooth communication channels with the suppliers and contractors and build long-term cooperation with them, so as to guarantee a stable and reliable supply chain.

The Group has formulated clear supplier selection criteria which cover aspects such as quality policies, internal management, environment compliance and social responsibilities, including but not limited to the following specific requirements:

1. The supplier has a clear quality policy and quality goal;
2. The supplier has documents to ensure that the quality policy is understood and implemented by all levels;

<sup>7</sup> The disclosure on major suppliers only covers those with a contract amount of over RMB6 million. Further information will be provided if there is any change in the disclosure scope regarding the suppliers in this Report in the future.

### II. 營運常規

#### B5. 供應鏈管理

本集團深明供應鏈管理對業務可持續發展的重要性，於報告期間內，本集團主要與三家關鍵供應商<sup>7</sup>合作，相關供應商均來自中國大陸，主要提供新建工程及裝修工程施工等服務。

為有效管控供應鏈的環境及社會風險，本集團已制訂並實施完善的供應商及承包商管理政策，透過嚴格而全面的篩選程序，確保供應商在提供高質量產品及服務的同時，亦能符合本集團訂立的環境和社會責任標準。本集團亦致力與供應商及承包商保持良好溝通並建立長期合作關係，以維持供應鏈的穩定性及可靠性。

本集團設定明確的供應商甄選標準，涵蓋質量政策、內部管理、環境合規及社會責任等方面，包括但不限於以下具體要求：

1. 供應商有明確的質量政策及質量目標；
2. 供應商已制定成文，確保各層級均瞭解及實施該等質量政策；

<sup>7</sup> 關鍵供應商的披露範圍只限於合約金額達到人民幣600萬以上，如將來報告中對供應商的披露範圍有所更改，會相應進行說明。

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- |   |                         |
|---|-------------------------|
| 3. The supplier has ISO or related quality assurance system certification;            | 3. 供應商獲得ISO或相關質量保證體系認證； |
| 4. The supplier's quality objectives and quality plan are for continuous improvement; | 4. 供應商的質量目標及質量計劃旨在不斷改進； |
| 5. The supplier has regular internal audits and have corresponding records;           | 5. 供應商會定期進行內部審核並存置相應記錄； |
| 6. The supplier has a complete inspection report on the products provided; and        | 6. 供應商對提供的商品擁有完整的檢驗報告；及 |
| 7. The supplier has a complete supply system and after-sales service system.          | 7. 供應商設有完整的供應系統和售後服務系統。 |

In addition, the Group has developed and strictly implemented policies to monitor the procurement procedures. In the specific procurement process, the Group conducts an in-depth and comprehensive process to compare and analyze at least 3 qualified potential suppliers according to the anticipated expenditure to ensure the fairness, impartialness and transparency of procurement decisions. When preparing documents and conducting procurement activities, the Group strictly complies with relevant policy guidance of the government, including but not limited to “Notice on Adjusting and Optimizing the Implementation Mechanism for the Government Procurement of Energy-Saving Products and Environmental Labeling Products”, “Notice on Issuing the List of Environmental Labelling Products for the Government Procurement”, and “Notice on Issuing the List of Energy-Saving Products for Government Procurement”. Suppliers are expressly required to provide relevant energy-saving and environmental certifications or documents to prove that they meet the government’s environmental protection requirements.

此外，本集團已制訂並嚴格實施採購流程監督政策。在具體採購過程中，本集團根據預期開支規模，至少對三家合資格的潛在供應商進行深入且全面的比較分析，確保採購決策公平、公正、透明。本集團在編製採購文件及執行採購活動時，嚴格遵守政府相關政策指引，包括但不限於《關於調整優化節能產品、環境標誌產品政府採購執行機制的通知》、《關於印發環境標誌產品政府採購品目清單的通知》以及《關於印發節能產品政府採購品目清單的通知》等文件，明確規定供應商須提供相關的環保和節能認證或證明文件，以確保其產品及服務符合政府環保規定。

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When selecting suppliers, the Group will comprehensively consider factors including product quality, internal organization management, cost-efficiency, environmental and social risk management capabilities and after-sales service, and suppliers with excellent performance in the above aspects will be prioritized in selection. At the same time, the Group requires suppliers to properly formulate and implement quality control measures, and reviews and evaluates their environmental and social performance through regular supplier audits to ensure their continuous compliance with the Group's relevant policy requirements.

For procurement of major materials for construction projects, the Group requires suppliers to clearly specify the types, quantity, specifications and other important information of the materials required when submitting project plans. If changes of the supplier's main material requirements exceed 10% after a project is approved, the project assessment application shall be resubmitted with detailed reasons for the discrepancy. The project shall be implemented only after review and approval to ensure that it meets the Group's requirements for resource utilization and cost control.

Furthermore, the Group is committed to promoting the philosophy of sustainable procurement and explicitly requires that the purchased products and services should give priority to those with the least impact on the environment. When purchasing common products and equipment required for daily business operations, the Group will give priority to energy-saving, reusable or recyclable products to reduce negative impacts on the environment and promote sustainable development.

本集團在選擇供應商時，將綜合考慮產品質量、內部組織管理、成本效益、環境和社會風險管控能力及售後服務等因素，優先選擇在上述方面表現卓越的供應商。同時，本集團要求供應商妥善制訂和執行質量控制措施，並透過定期進行的供應商審核，對其環境及社會表現進行檢視及評估，確保持續符合本集團的相關政策要求。

針對施工項目的主要物資採購，本集團要求供應商在提交項目計劃時，必須清晰列明所需物資的類型、數量、規格及其他重要資料。若經批准項目後，供應商的主要物資需求發生超過10%的變更，則須重新提交項目評估申請，並就物資變動原因作出詳細說明，經審核批准後方可執行，以確保項目符合本集團對資源運用及成本控制的要求。

此外，本集團致力於推動可持續採購理念，明確要求採購的產品及服務應以對環境影響最小者為優先。在日常業務營運所需的常見產品及設備採購時，本集團將優先考量節能、可重複使用或可回收再用的產品，藉此減少對環境造成的負面影響，促進可持續發展。

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The Group will continue to review and improve the above supply chain management measures in order to meet the expectations of stakeholders and enhance the Group's overall ESG performance.

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

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

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

本集團將持續檢討和完善上述供應鏈管理措施，務求符合利益相關方的期望並提升本集團在ESG方面的整體表現。

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

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

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

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### B6. Product Responsibility

#### *Product Labelling, Health and Safety, and Advertising*

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

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

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

#### *Quality Assurance*

As a higher education service provider, the Group strives to provide the best education service to nurture students. The overall graduation rate for the Group was 98.13% during the Reporting Period.

### B6. 產品責任

#### *產品標籤、健康與安全及廣告*

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

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

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

#### *質量保證*

作為高等教育服務提供者，本集團致力提供最佳教育服務以培養學生。於報告期間，本集團整體畢業率為98.13%。

# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

		CQ-CHST 重慶 人文科技 學院	CQ-PASS 重慶派斯 學院	CQ-VCAT 重慶應用 技術職業 學院	IM-FZVC 內蒙 古豐州 職業學院	CQ-EIC 重慶電信 職業學院	YN-DC 滇池學院
	2024						
The total number of final year students	準畢業生總數	5,736	3,970	2,824	607	3,454	6,490
The total number of graduates obtaining the graduation certificate	獲得畢業證書的 畢業生總數	5,650	3,941	2,788	594	3,257	6,420
Graduation rate (%)	畢業率(%)	98.50%	99.27%	98.73%	97.86%	94.30%	98.92%

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

### Teaching Quality Assurance

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

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

### 教學質量保證

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

# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

During the Reporting Period, the Group has received two complaints regarding an education and training contract dispute and has handled it in accordance with the established procedures. We will listen carefully to customer feedback and opinions to improve the quality of teaching in a timely and continuous manner.

### *Food Safety*

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

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

### *Student's health*

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

本集團於報告期間已接獲2宗有關教育培訓合同糾紛的投訴，並以按照既定的流程進行處理。我們會專心聆聽客戶的反饋及意見，以及時並持續地提升教學質素。

### *食品安全*

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

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

### *學生健康*

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



# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

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

### *Data Protection*

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

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

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

### *數據保護*

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

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

# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

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

1. Our school has established a main data center based on relational databases, and have unified the data in the existing systems to the data center through the hyper-converged system. Then, appropriate personnel will authorize the corresponding data to be used by different systems as needed. The process of centralized protection of data entails:
  - The sharing method after data concentration should minimize the direct exposure of database views and other possible methods, as well as adopt microservices or application programming interfaces (“APIs”) and other modes to provide data externally.

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

1. 本集團學校已依據關係數據庫建立主數據中心，並透過超融合系統將當前系統的數據合併至該數據中心，隨後適當人員會在需要時授權各系統使用相應數據。對數據進行集中保護的程序包括：
  - 數據集中後共享法應能盡量減少直接暴露數據庫視圖及其他可能使用的方法，並採取微服務或者應用程式開發介面(「API」)等模式對外提供數據。

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- The operation logic aspect of the business can make security judgments, such as having the permission and data verification by calling the API, the ability to track calls, which ultimately yields a higher real-time performance.
  - Paying attention to the ownership of data. To ensure data security, the data generated by teachers and students in the university's business system must pass through the schools approval process if a third party outside the school desires to acquire or use the data.
  - School data is stored according to classification, for example, a student's status data will be stored for a long time, and their information system's account number and other data related to book borrowing will be deleted by the professionals of the information center. This abides by the school's related system procedures and occurs when the student leaves the school.
2. The school information center will regularly publicize relevant cyber security laws to various departments, which will alert the attention of leaders of various departments. At the same time, each business department tries not to collect unnecessary personal data when developing the docking system. The following strategies are mainly adopted to ensure user data security.
- 業務運作邏輯方面可就安全性作出判斷，如透過呼叫API（呼叫追蹤能力）獲得許可及數據驗證，從而最終取得較好的實時表現。
  - 關注數據的所有權。為確保數據安全，對於高校業務系統中師生所產生的數據，如有校外第三方欲取得或使用有關數據，必須經過學校批准流程方可。
  - 學校數據按類別儲存，舉例而言，學生學籍數據會長期儲存，而其信息系統的賬號及有關圖書借閱的其他數據將由信息中心專業人員按照學校相關制度流程在學生離校時予以刪除。
2. 學校信息中心將定期向各部門宣傳有關的網絡安全法藉此提醒各部門領導注意。同時，各業務部門在開發對接系統時盡量不收集非必要的個人數據。以下為所採取以確保用戶數據安全的主要策略。

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3. When providing data to all units in the school, in addition to the relevant procedures, the system is also required to be evaluated. Only when the evaluation is considered a pass and the system protection is determined to reach a certain level, the limited data is allowed to be used.

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

### *Intellectual Property*

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

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

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

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

3. 向學校所有單位提供數據時，除遵守相關程序外，還需作出系統評估。只有評估通過且系統保護確定達致一定水平，受限數據方獲准使用。

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

### *知識產權*

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

本集團遵守以下政策及常規以保護知識產權：

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

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

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

下表簡列於報告期間各院校獲批的專利數目及現有的專利數目：

2024	2024年	CQ-CHST 重慶 人文科技 學院	CQ-PASS 重慶派斯 學院	CQ-VCAT 重慶 應用技術 職業學院	YN-DC 滇池學院
The number of patents approved	獲批的專利數目	28	10	1	1
The number of existing patents <sup>8</sup>	現有的專利數目 <sup>8</sup>	64	13	5	9

### B7. Anti-corruption

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

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

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

### B7. 反貪污

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

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

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

<sup>8</sup> Being the number of existing patents possessed by each of such schools, which has taken into account the number of patents approved during 2024.

<sup>8</sup> 為各院校現有的專利的數目，包括2024年內獲批的專利的數目。

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

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

- Party discipline learning and integrity education
- Forum on comprehensive strict governance of the Communist Party of China (CPC)
- Conference on improving Party conduct and building integrity
- Themed training on legal education for students, teachers and staff of YN-DC
- Work conference on Improving Party conduct and building integrity as well as building of anti-corruption schools

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

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

於報告期間，本集團為董事會及教職人員組織10餘場反貪污培訓，包括但不限於：

- 黨紀學習廉政教育
- 全面從嚴治黨報告會
- 黨風廉政建設工作會
- 滇池學院師生員工法制教育專題培訓
- 黨風廉政建設和清廉學校建設工作部署會

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

# 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2024環境、社會及管治報告

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

### B8. Community Investment

The Group strives to fulfill its corporate social responsibility to the community and participates in many public welfare activities, and has formulated relevant policies on public welfare activities, including Notice on Carrying out the 2024 Summer “Going to the Countryside” Social Practice Activities for College Students of YN-DC, Advance Notice on Carrying out the 2024 Summer Cultural, Science and Technology, and Healthcare “Going to the Countryside” Social Practice Activities for Student Volunteers from Universities and Secondary Specialized Schools in Chongqing by CQ-EIC, Notice on Carrying out the 2024 Summer Cultural, Science and Technology, and Healthcare “Going to the Countryside” Social Practice Activities for College Student Volunteers of CQ-PASS, and Notice on Organizing and Carrying out the 2024 Summer Cultural, Science and Technology, and Healthcare “Going to the Countryside” Social Practice Activities for College Students of CQ-CHST.

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

### B8. 社區投資

本集團努力踐行對社區的企業社會責任及參與多項公益事業，並已制定公益活動相關政策，包括《滇池學院關於開展2024年暑期大學生「三下乡」社會實踐活動的通知》、《重慶電信職業學院關於開展2024年重慶市大中專學生志願者暑期文化科技衛生「三下乡」社會實踐活動的預通知》、《重慶工商大學派斯學院關於開展2024年大學生志願者暑期文化科技衛生「三下乡」社會實踐活動的通知》及《關於組織開展重慶人文科技學院2024年大學生暑期文化科技衛生「三下乡」社會實踐活動的通知》。

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### *Community Support*

During the Reporting Period, each school has organized over 200 “Going to the Countryside” summer volunteer service activities with over 2,500 teacher and student participants in Chongqing, Guizhou, Sichuan, Inner Mongolia, Yunnan and other places. Based on the different strengths of teachers and students, they served the public by engaging at a grassroots level to carry out activities such as agriculture and education assistances, legal publicity, charity free clinics, cultural exchanges on ethnic solidarity, caring for left-behind children and empty-nest elderly, learning and inheriting intangible cultural heritage, etc. By serving the society, teachers and students can better understand the society and China’s realities, continuously strengthen the awareness and readiness to serve the people, foster the sense of responsibility to serve the people consciously, further understand the historical mission shouldered by contemporary young people, and firmly establish the sense of responsibility and mission as masters of the country.

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

1. From 9 to 13 July 2024, CQ-CHST held the “Explore Wisdom of the Mountains, Pass on the Legacy Together” practice group at Fairy Mountain in Wulong District of Chongqing City to support rural vitalization and development through researches on the topographic features, ecological environment, and agricultural status of Fairy Mountain.
2. From 1 to 5 August 2024, CQ-CHST held the “Youthful Footprints, Leave No Trace” practice activities in Liangping District of Chongqing City, contributing to responsible tourism through field visits, distributing leaflets, and publicity activities.

### 社區支持

於報告期間，各校先後開展暑期「三下乡」志願服務活動200餘次，共計2,500餘名師生參與，在重慶、貴州、四川、內蒙古、雲南等地開展志願服務活動，根據師生不同優勢，深入基層，服務大眾。主要開展了助農支教、法制宣傳、愛心義診、民族團結文化交流、關愛留守兒童、關愛空巢老人、學習及傳承非遺文化等活動。通過服務社會，讓師生更好的瞭解社會，正確認識國情，不斷增強服務人民群眾的意識和觀念，培育自覺為人民服務的責任意識，進一步明確當代年輕人所肩負的歷史使命，牢固樹立國家主人翁的責任感和使命感。

根據學生自身優勢，學院安排學生透過底層參與服務社會，例如：

1. 2024年7月9日至13日，重慶人文科技學院於重慶市武隆區仙女山舉行了研習山韻文脈·傳承教育同行實踐活動，通過對仙女山的地形特徵、生態環境、農業現狀等研究，助力鄉村振興與發展。
2. 2024年8月1日至5日，重慶人文科技學院於重慶市梁平區舉行了「青春足跡，文明同行」實踐活動，通過實地走訪、發放宣傳單、宣講等形式，助力文明旅遊。



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3. From 9 to 13 July 2024, CQ-PASS held the “Thriving Youth” Rural Vitalization Activities of CQ-PASS Going to the Countryside summer practice activities at Shiniangqiao Village of Qingmuguan Township, Shapingba District, to support rural vitalization and development through activities such as visiting Gongnong Reservoir, Rural Vitalization children’s painting courses, Heartwarming story-telling sessions and workshops.

### *Learning Support*

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

The Group endeavors to fulfill corporate social responsibility and plays an active role in philanthropic activities. Our colleges have established scholarships and bursaries to extend care and assistance to students with good academic standing but suffering from financial hardship. In order to actively fulfill social responsibilities and contribute to the development of national education, during the Reporting Period, Open Distance Education donated a school-based digital intelligent learning platform and related course resources worth RMB6 million to the Linxia Prefecture Education Bureau for Linxia Prefecture’s youth education and teacher training. In addition, CQ-PASS donated a total of RMB8 million to Chongqing Education Development Foundation through “People’s Fertility Talent Subsidy Project” to support students with financial difficulties; CQ-CHST and CQ-PASS donated a total of RMB600,000 to the Chongqing Education Development Foundation to support the rural development of HengheTujia Township in Wanzhou District of Chongqing; YN-DCYU donated a total of over RMB200,000 to No. 5 villagers’ group equity-based cooperative of Taihe Community in Kunming Dianchi National Tourist Resort and the Daoxiang Doctor’s Library located at Manla village group of Man’en villagers’ committee, Mengzhe Township, Menghai County, to support local communities’ development. At the same time, IM-FZVC donated RMB5,900 to Inner Mongolian Foundation for Disabled Persons for assisting disabled persons through the Cloud Initiative and Care and Support Project.

3. 2024年7月9日至13日，重慶派斯學院於沙坪壩區青木關鎮石碾橋村舉行了「暑期三下乡重慶工商大學派斯學院「星火青春」鄉村振興」活動，通過參觀工農水庫、鄉村振興童畫課堂、沁潤心靈故事會、座談會等形式，助力鄉村振興與發展。

### *學習支持*

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

本集團致力踐行企業社會責任並積極投身慈善活動。學院特設獎學金及助學金，向學業優秀但經濟困難的學生提供關懷和幫助，積極履行社會責任為國家教育發展做出貢獻，於報告期間，奧鵬教育向臨夏州教育局捐贈價值人民幣600萬元的校本數字智慧學習平台和相關課程資源，用於臨夏州青少年教育及教師培訓業務。另外，重慶工商大學派斯學院通過「民生育才資助項目」向重慶市教育發展基金會捐款800萬元，用於幫助家庭困難學生；重慶人文科技學院、重慶工商大學派斯學院向重慶市教育發展基金會共計捐款60萬元，用於重慶市萬州區恆合土家族鄉的鄉村建設；雲南大學滇池學院先後向昆明市滇池國家旅遊度假區太河社區五組股份經濟合作社、猛海縣猛遮鎮曼恩村委會曼拉村小組「稻香博士書屋捐款共計20餘萬元，用於當地社區建設發展。同時，內蒙古豐州職業學院向內蒙古自治區殘疾人福利基金會捐贈人民幣5,900元，作以支持雲朵計畫和助殘溫暖工程。

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### SUBJECT AREAS, ASPECTS, GENERAL DISCLOSURES AND KPIs 主要範疇、層面、一般披露及關鍵績效指標

Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
<b>A. Environmental</b>		
<b>A. 環境</b>		
<b>Aspect A1: Emissions</b>		
<b>層面A1：排放物</b>		
General Disclosure 一般披露	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 emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 一般披露 有關廢氣排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	A1 Emissions A1排放物
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	A1 Emissions A1排放物
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	A1.3 Hazardous Waste A1.3有害廢棄物
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	A1.4 Non-hazardous Waste A1.4無害廢棄物
KPI A1.5 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	A1 Emissions A1排放物
KPI A1.6 關鍵績效指標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. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	A1.3 Hazardous Waste A1.4 Non-hazardous Waste A1.6 Wastes Handling and Reduction A1.3有害廢棄物 A1.4無害廢棄物 A1.6廢物處理及減量措施

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
<b>Aspect A2: Use of Resources</b>		
<b>層面A2：資源使用</b>		
General Disclosure 一般披露	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials. 一般披露 有效使用資源(包括能源、水及其他原材料)的政策。	A2 Use of Resources A2資源使用
KPI A2.1 關鍵績效指標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). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	A2.1 Energy Consumption A2.1能源消耗
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	A2.2 Water Consumption A2.2水資源消耗
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	A2 Use of Resources A2資源使用
KPI A2.4 關鍵績效指標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. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	A2.2 Water Consumption A2.2水資源消耗
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	A2.3 Packaging Materials A2.3包裝材料

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
<b>Aspect A3: The Environment and Natural Resources</b>		
<b>層面A3：環境及天然資源</b>		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	A3 The Environment and Natural Resources A3環境及天然資源
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	A3 The Environment and Natural Resources
關鍵績效指標A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	A3環境及天然資源
<b>B. Social</b>		
<b>B.社會</b>		
<b>Aspect B1: Employment</b>		
<b>層面B1：僱傭</b>		
General Disclosure 一般披露	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. 一般披露 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	B1 Employment B1僱傭
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	B1 Employment
關鍵績效指標B1.1	按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	B1僱傭
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	B1 Employment
關鍵績效指標B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	B1僱傭

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
<b>Aspect B2: Health and Safety</b>		
<b>層面B2：健康與安全</b>		
General Disclosure 一般披露	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. 一般披露 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	B2 Employee Health and Safety B2僱員健康與安全
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	B2 Employee Health and Safety B2僱員健康與安全
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	B2 Employee Health and Safety B2僱員健康與安全
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	B2 Employee Health and Safety B2僱員健康與安全

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
<b>Aspect B3: Development and Training</b>		
<b>層面B3：發展及培訓</b>		
General Disclosure 一般披露	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 一般披露 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	B3 Development and Training B3發展與培訓
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Not disclosed 暫未披露
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Not disclosed 暫未披露
<b>Aspect B4: Labour Standards</b>		
<b>層面B4：勞工準則</b>		
General Disclosure 一般披露	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. 一般披露 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	B4 Labour Standards B4勞工準則
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	B4 Labour Standards B4勞工準則
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	B4 Labour Standards B4勞工準則

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
<b>Aspect B5: Supply Chain Management</b>		
<b>層面B5：供應鏈管理</b>		
General Disclosure 一般披露	General Disclosure Policies on managing environmental and social risks of the supply chain 一般披露 管理供應鏈的環境及社會風險政策	B5 Supply Chain Management B5供應鏈管理
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	B5 Supply Chain Management B5供應鏈管理
KPI B5.2 關鍵績效指標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. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	B5 Supply Chain Management B5供應鏈管理
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	B5 Supply Chain Management B5供應鏈管理
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	B5 Supply Chain Management B5供應鏈管理

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
<b>Aspect B6: Product Responsibility</b>		
<b>層面B6：產品責任</b>		
General Disclosure 一般披露	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. 一般披露 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	B6 Product Responsibility B6產品責任
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	B6 Product Responsibility B6產品責任
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	B6 Product Responsibility B6產品責任
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	B6 Product Responsibility B6產品責任
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	B6 Product Responsibility B6產品責任
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	B6 Product Responsibility B6產品責任



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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
<b>Aspect B7: Anticorruption</b>		
<b>層面B7：反貪污</b>		
General Disclosure 一般披露	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. 一般披露 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	B7 Anti-corruption B7反貪污
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.	B7 Anti-corruption
關鍵績效指標B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	B7反貪污
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	B7 Anti-corruption
關鍵績效指標B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	B7反貪污
KPI B7.3	Description of anti-corruption training provided to directors and staff.	B7 Anti-corruption
關鍵績效指標B7.3	描述向董事及員工提供的反貪污培訓。	B7反貪污

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
<b>Aspect B8: Community Investment</b>		
<b>層面B8：社區投資</b>		
General Disclosure	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.	B8 Community Investment
一般披露	一般披露 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	B8社區投資
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	B8 Community Investment
關鍵績效指標B8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	B8社區投資
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	B8 Community Investment
關鍵績效指標B8.2	在專注範疇所動用資源(如金錢或時間)。	B8社區投資

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
<b>D. Climate-related Disclosures</b>		
<b>D.氣候相關披露</b>		
<b>(I) Governance</b>		
<b>(I)管治</b>		
19.(a)	<p>The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about:</p> <ul style="list-style-type: none"> <li>(i) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;</li> <li>(ii) how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities;</li> <li>(iii) how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer's strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities;</li> <li>(iv) how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 37 to 40), including whether and how related performance metrics are included in remuneration policies (see paragraph 35); and</li> </ul> <p>(b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:</p> <ul style="list-style-type: none"> <li>(i) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and</li> <li>(ii) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.</li> </ul>	Not disclosed

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
19.(a)	<p>負責監督氣候相關風險和機遇的治理機構(可包括董事會、委員會或其他同等治理機構)或個人的資訊。具體而言，發行人須指出有關機構或個人及披露以下資訊：</p> <ul style="list-style-type: none"> <li>(i) 該機構或個人如何釐定當前或將來是否有適當的技能和勝任能力來監督應對氣候相關風險和機遇的策略；</li> <li>(ii) 該機構或個人獲悉氣候相關風險和機遇的方式和頻率；</li> <li>(iii) 該機構或個人在監督發行人的策略、重大交易決策和風險管理程序及相關政策的過程中，如何考慮氣候相關風險和機遇，包括該機構或個人是否有考慮與該等氣候相關風險和機遇相關的權衡評估；</li> <li>(iv) 該機構或個人如何監督有關氣候相關風險和機遇的目標制定並監察達標進度(見第37段至第40段)，包括是否將相關績效指標納入薪酬政策以及如何納入(見第35段)；及</li> <li>(b) 管理層在用以監察、管理及監督氣候相關風險和機遇的管治流程、監控措施及程序中的角色，包括以下資訊： <ul style="list-style-type: none"> <li>(i) 該角色是否被委託給特定的管理層人員或管理層委員會以及如何對該人員或委員會進行監督；及</li> <li>(ii) 管理層可有使用監控措施及程序協助監督氣候相關風險和機遇；如有，這些監控措施及程序如何與其他內部職能部門進行整合。</li> </ul> </li> </ul>	暫未披露

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
<b>(II) Strategy</b> <b>(II) 策略</b>		
<b>Climate-related risks and opportunities</b> <b>氣候相關風險和機遇</b>		
20.	<p>An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall:</p> <p>(a) describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term;</p> <p>(b) explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk;</p> <p>(c) specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and</p> <p>(d) explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.</p>	A4 Climate Change
20.	<p>發行人須披露其資訊，以讓人理解其合理預期可能在短期、中期或長期影響其現金流量、融資渠道或資本成本的氣候相關風險和機遇。具體而言，發行人須：</p> <p>(a) 描述合理預期可能在短期、中期或長期影響發行人的現金流量、融資渠道或資本成本的氣候相關風險和機遇；</p> <p>(b) 就發行人已識別的每項氣候相關風險，解釋發行人是否認為該風險是與氣候相關物理風險或與氣候相關轉型風險；</p> <p>(c) 就發行人已識別的每項氣候相關風險和機遇，具體說明其合理預期可能影響發行人的時間範圍(短期、中期或長期)；及</p> <p>(d) 解釋發行人如何定義短期、中期及長期，以及這些定義如何與其策略決定規劃範圍掛鈎。</p>	A4氣候變化



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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
<b>Business model and value chain</b>		
<b>業務模式和價值鏈</b>		
21.	An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. Specifically, the issuer shall disclose: (a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain; and (b) a description of where in the issuer's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	A4 Climate Change
21.	發行人須披露讓人了解氣候相關風險和機遇對其業務模式和價值鏈的當前和預期影響的資訊。具體而言，發行人須作如下披露： (a) 描述氣候相關風險和機遇對發行人的業務模式和價值鏈的當前和預期影響；及 (b) 描述在發行人的業務模式和價值鏈中，氣候相關風險和機遇集中的地方(例如，地理區域、設施及資產類型)。	A4氣候變化

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
22.	<p>An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on the issuer’s strategy and decision-making. Specifically, the issuer shall disclose:</p> <p>(a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about:</p> <p>(i) current and anticipated changes to the issuer’s business model, including its resource allocation, to address climate-related risks and opportunities;</p> <p>(ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect);</p> <p>(iii) any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer’s transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan; and</p> <p>(iv) how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 37 to 40; and</p> <p>(b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a).</p>	A4 Climate Change

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
22.	<p>發行人須披露讓人了解氣候相關風險和機遇對其策略和決策的影響的資訊。具體而言，發行人須披露：</p> <p>(a) 有關發行人已經及將來計劃在其策略和決策中如何應對氣候相關風險和機遇的資訊，包括發行人計劃如何實現任何其所設定的氣候相關目標，以及任何法律或法規要求達到的目標。具體而言，發行人須披露以下資訊：</p> <p>(i) 因應氣候相關風險和機遇而在當前及預期將來對發行人業務模式(包括資源配置)作出的變動；</p> <p>(ii) 已經或預期將進行的任何適應或減緩工作(直接或間接)；</p> <p>(iii) 發行人任何與氣候相關轉型計劃(包括制定轉型計劃時使用的主要假設的資訊，以及該計劃所依賴的因素)，或若發行人並未有這樣的計劃，則作適當的否定聲明；</p> <p>(iv) 發行人計劃如何實現第37至40段所述的任何氣候相關目標(包括任何溫室氣體排放目標(如有))；及</p> <p>(b) 有關發行人當前及將來計劃如何為根據第22(a)段披露的行動提供資源。</p>	A4氣候變化
23	An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a).	Not disclosed
23	發行人須披露先前各匯報期內按照第22(a)段所披露計劃的進度。	暫未披露



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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
<b>Financial position, financial performance and cash flows</b>		
<b>財務狀況、財務表現及現金流量</b>		
24	An issuer shall disclose qualitative and quantitative information about: (a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and (b) the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	Not disclosed
24	發行人須披露以下定性和量化資料： (a) 氣候相關風險和機遇如何影響發行人在匯報期的財務狀況、財務表現及現金流量；及 (b) 當存在將導致下一匯報年度相關財務報表中的資產和負債賬面價值發生重要調整的重大風險時，關於第24(a)段中識別的氣候相關風險和機遇的資訊。	暫未披露
25	The issuer shall provide qualitative and quantitative disclosures about: (a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration: (i) its investment and disposal plans; and (ii) its planned sources of funding to implement its strategy; and (b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.	Not disclosed
25	發行人須披露以下定性和量化資料： (a) 發行人經考慮其管理氣候相關風險和機遇的策略後，並考慮到以下各項，預期其財務表現在短期、中期及長期內將如何變化： (i) 其投資及處置計劃；及 (ii) 其為實施策略所需的資金的計劃資金來源；及 (b) 基於發行人管理氣候相關風險和機遇的策略，其預計其財務業績及現金流量在短期、中期及長期的變化。	暫未披露



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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
<b>Climate resilience</b> 氣候韌性		
26	<p>An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose:</p> <p>(a) the issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of:</p> <ul style="list-style-type: none"><li>(i) the implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis;</li><li>(ii) the significant areas of uncertainty considered in the issuer's assessment of its climate resilience; and</li><li>(iii) the issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term;</li></ul> <p>(b) how and when the climate-related scenario analysis was carried out, including:</p> <ul style="list-style-type: none"><li>(i) information about the inputs used, including:<ul style="list-style-type: none"><li>(1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios;</li><li>(2) whether the analysis included a diverse range of climate-related scenarios;</li><li>(3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks;</li></ul></li></ul>	Not disclosed

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
26	<p>在考慮發行人已識別的氣候相關風險和機遇後，發行人須披露資訊，使他人了解發行人的策略及業務模式對氣候相關變化、發展或不確定性的韌性。發行人須按與其情況相稱的做法，使用與氣候相關的情景分析來評估其氣候韌性。提供量化資訊時，發行人可披露單一數額或區間範圍。具體而言，發行人須披露：</p> <p>(a) 發行人截至匯報日對其氣候韌性的評估，其有助於了解：</p> <ul style="list-style-type: none"> <li>(i) 發行人的分析結果對其策略和業務模式的影響(如有)，包括發行人需要如何應對氣候相關情景分析中確定的影響；</li> <li>(ii) 發行人對氣候韌性的評估中考慮的重大不確定因素的範疇；及</li> <li>(iii) 發行人根據氣候發展調整其短期、中期和長期策略和業務模式的能力；</li> </ul> <p>(b) 如何及何時進行氣候相關情景分析，包括：</p> <ul style="list-style-type: none"> <li>(i) 使用的輸入數據，包括： <ul style="list-style-type: none"> <li>(1) 發行人在分析中使用的氣候相關情景及其來源；</li> <li>(2) 分析是否涵蓋多種不同的氣候相關情景；</li> <li>(3) 分析所使用的氣候相關情景是否與氣候相關轉型風險或氣候相關物理風險有關；</li> </ul> </li> </ul>	暫未披露



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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
<b>(III) Risk Management</b> <b>(III) 風險管理</b>		
27	<p>An issuer shall disclose information about:</p> <ul style="list-style-type: none"><li>(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about:<ul style="list-style-type: none"><li>(i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes);</li><li>(ii) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks;</li><li>(iii) how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria);</li><li>(iv) whether and how the issuer prioritises climate-related risks relative to other types of risks;</li><li>(v) how the issuer monitors climate-related risks; and</li><li>(vi) whether and how the issuer has changed the processes it uses compared with the previous reporting period;</li></ul></li><li>(b) the processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and</li><li>(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.</li></ul>	Not disclosed

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
27	<p>發行人須披露以下資訊：</p> <p>(a) 發行人用於識別、評估氣候相關風險，以及釐定當中輕重緩急並保持監察的流程及相關政策，包括有關以下方面的資訊：</p> <p>(i) 發行人使用的輸入資料及參數(例如資料來源及程序所涵蓋的業務範圍)；</p> <p>(ii) 發行人可有及如何使用氣候相關情景分析來識別氣候相關風險；</p> <p>(iii) 發行人如何評估有關風險的影響的性質、可能性及程度(例如發行人可有考慮定性因素、量化門檻或其他所用標準)；</p> <p>(iv) 發行人可有及如何就氣候相關風險相對於其他類型風險的優次排列；</p> <p>(v) 發行人如何監察其氣候相關風險；及</p> <p>(vi) 與上一個匯報期相比，發行人可有及如何改變其使用的流程；</p> <p>(b) 發行人用於識別、評估氣候相關機遇，以及釐定當中輕重緩急並保持監察的流程(包括發行人可有及如何使用氣候相關情景分析來確定氣候相關機遇的資訊)；及</p> <p>(c) 氣候相關風險和機遇的識別、評估、優次排列和監察流程，是如何融入發行人的整體風險管理流程，以及融入的程度如何。</p>	暫未披露



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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
<b>(IV) Metrics and Targets</b>		
<b>(IV) 指標及目標</b>		
<b>Greenhouse gas emissions</b>		
<b>溫室氣體排放</b>		
28	An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO <sub>2</sub> equivalent, classified as: (a) Scope 1 greenhouse gas emissions; (b) Scope 2 greenhouse gas emissions; and (c) Scope 3 greenhouse gas emissions.	A1.2 GHG Emissions
28	發行人須披露匯報期內的溫室氣體絕對總排放量(以公噸二氧化碳當量表示)，並分為： (a) 範圍1溫室氣體排放； (b) 範圍2溫室氣體排放；及 (c) 範圍3溫室氣體排放。	A1.2溫室氣體排放

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
29	<p>An issuer shall:</p> <ul style="list-style-type: none"> <li>(a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions;</li> <li>(b) disclose the approach it uses to measure its greenhouse gas emissions including:               <ul style="list-style-type: none"> <li>(i) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions;</li> <li>(ii) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and</li> <li>(iii) any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;</li> </ul> </li> <li>(c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and</li> <li>(d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).</li> </ul>	A1.2 GHG Emissions

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
29	<p>發行人須：</p> <p>(a) 除非管轄機關或發行人上市之另一交易所另有要求，否則發行人須根據《溫室氣體核算體系：企業核算與報告標準(2004年)》計量其溫室氣體排放；</p> <p>(b) 披露其用於計量溫室氣體排放的方法，包括：</p> <p>(i) 發行人用於計量其溫室氣體排放的計量方法、輸入資料及假設；</p> <p>(ii) 發行人為何選擇該計量方法、輸入資料及假設計量溫室氣體排放；及</p> <p>(iii) 發行人在匯報期對計量方法、輸入資料及假設進行的任何變更以及變更原因；</p> <p>(c) 就根據第28(b)段披露的範圍2溫室氣體排放，披露其以地域為基準的範圍2溫室氣體排放，並提供有助於了解該排放的任何所需合約文書的資訊；及</p> <p>(d) 就根據第28(c)段披露的範圍3溫室氣體排放，根據《溫室氣體核算體系：企業價值鏈(範圍3)核算與報告標準(2011年)》所述的範圍3類別披露發行人計量範圍3溫室氣體排放中包含的類別。</p>	A1.2溫室氣體排放



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## 2024環境、社會及管治報告

Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
<b>Climate-related transition risks</b>		
<b>氣候相關轉型風險</b>		
30	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	Not disclosed
30	發行人須披露容易受氣候相關轉型風險影響的資產或業務活動的金額及百分比。	暫未披露
<b>Climate-related physical risks</b>		
<b>氣候相關物理風險</b>		
31	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	Not disclosed
31	發行人須披露容易受氣候相關物理風險影響的資產或業務活動的金額及百分比。	暫未披露
<b>Climate-related opportunities</b>		
<b>氣候相關機遇</b>		
32	An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	Not disclosed
32	發行人須披露涉及氣候相關機遇的資產或業務活動的金額及百分比。	暫未披露
<b>Capital deployment</b>		
<b>資本運用</b>		
33	An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	Not disclosed
33	發行人須披露用於氣候相關風險和機遇的資本開支、融資或投資的金額。	暫未披露

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
<b>Internal carbon prices</b>		
<b>內部碳定價</b>		
34(a)	An issuer shall disclose: (a) an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and (b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions; or an appropriate negative statement that the issuer does not apply a carbon price in decision-making.	The Group did not apply carbon price for the time being. Disclosure will be made in a timely manner if carbon price is applied in the future
34(a)	發行人須披露如下： (a) 闡釋發行人可有及如何在決策中應用碳定價(例如投資決策、轉移定價及情景分析)；及 (b) 發行人用於評估其溫室氣體排放成本的每公噸溫室氣體排放量定價； 或適當的否定聲明，確認發行人沒有在決策中應用碳定價。	本集團暫未使用碳定價，未來如有採用，將及時進行披露
<b>Remuneration</b>		
<b>薪酬</b>		
35	An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv).	Not disclosed
35	發行人須披露氣候相關考慮因素可有及如何納入薪酬政策，或提供適當的否定聲明。這可能構成根據第19(a)(iv)段作出的披露的一部分。	暫未披露

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## 2024環境、社會及管治報告

Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
<b>Industry-based metrics</b> 行業指標		
36	An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.	Not disclosed
36	本交易所鼓勵發行人披露與一項或多項特定的業務模式和活動有關的行業指標，或與參與有關行業常見特徵有關的行業指標。在決定披露哪些行業指標時，本交易所鼓勵發行人參考《〈國際財務報告可持續披露準則S2號〉行業披露指南》和其他國際環境、社會及管治報告框架規定的行業披露要求所述的與披露主題相關的行業指標，並考慮其是否適用。	暫未披露



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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
<b>Climate-related targets</b>		
<b>氣候相關目標</b>		
37	<p>An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose:</p> <ul style="list-style-type: none"> <li>(a) the metric used to set the target;</li> <li>(b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);</li> <li>(c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region);</li> <li>(d) the period over which the target applies;</li> <li>(e) the base period from which progress is measured;</li> <li>(f) milestones or interim targets (if any);</li> <li>(g) if the target is quantitative, whether the target is an absolute target or an intensity target; and</li> <li>(h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.</li> </ul>	GHG emissions target Our methods
37	<p>發行人須披露(a)其為監察實現其策略目標的進展而設定的與氣候相關的定性及量化目標；及(b)法律或法規要求發行人達到的任何目標，包括任何溫室氣體排放目標。發行人須就每個目標逐一披露：</p> <ul style="list-style-type: none"> <li>(a) 用以設定目標的指標；</li> <li>(b) 目標的目的(例如減緩、適應或以科學為基礎的舉措)；</li> <li>(c) 目標的適用範圍(例如目標是適用於發行人整個集團還是部分(如僅適用於某個業務單位或地理區域))；</li> <li>(d) 目標的適用期間；</li> <li>(e) 衡量進度的基準期間；</li> <li>(f) 階段性目標或中期目標(如有)；</li> <li>(g) 如屬量化目標，其屬絕對目標還是強度目標；及</li> <li>(h) 最新氣候變化國際協議(包括該協議產生的司法承諾)如何幫助發行人設定目標。</li> </ul>	溫室氣體排放目標 我們的方法

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## 2024環境、社會及管治報告

Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
38	An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including: (a) whether the target and the methodology for setting the target has been validated by a third party; (b) the issuer's processes for reviewing the target; (c) the metrics used to monitor progress towards reaching the target; and (d) any revisions to the target and an explanation for those revisions.	GHG emissions target Our methods
38	發行人須披露其設定及審核每項目標的方法，以及其如何監察達標進度，包括： (a) 目標本身及設定目標的方法是否經第三方驗證； (b) 發行人審核目標的程序； (c) 用於監察達標進度的指標；及 (d) 任何修訂目標的內容及原因。	溫室氣體排放目標 我們的方法
39	An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.	GHG emissions target Our methods
39	發行人須披露有關每項氣候相關目標的績效的資訊以及對發行人績效的趨勢或變化分析。	溫室氣體排放目標 我們的方法



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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
40	<p>For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose:</p> <ul style="list-style-type: none"><li>(a) which greenhouse gases are covered by the target;</li><li>(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;</li><li>(c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target;</li><li>(d) whether the target was derived using a sectoral decarbonisation approach; and</li><li>(e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose:<ul style="list-style-type: none"><li>(i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;</li><li>(ii) which third-party scheme(s) will verify or certify the carbon credits;</li><li>(iii) the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and</li><li>(iv) any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset).</li></ul></li></ul>	<p>A1.2 GHG Emissions</p> <p>The Group did not use carbon credits for the time being. Disclosure will be made in a timely manner if carbon credits are used in the future.</p>

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
40	<p>就按第37至39段披露的每一項溫室氣體排放目標，發行人須披露：</p> <p>(a) 目標涵蓋哪些溫室氣體；</p> <p>(b) 目標是否涵蓋範圍1、範圍2或範圍3溫室氣體排放；</p> <p>(c) 此目標是溫室氣體排放總量目標還是溫室氣體排放淨額目標。如為溫室氣體排放淨額目標，發行人須另外披露相關的溫室氣體排放總量目標；</p> <p>(d) 目標是否是採用行業脫碳方法得出的；及</p> <p>(e) 發行人計劃使用碳信用抵銷溫室氣體排放以實現任何溫室氣體排放淨額目標。關於使用碳信用的計劃，發行人須披露：</p> <p>(i) 依賴使用碳信用以實現任何溫室氣體排放淨額目標的程度及方式；</p> <p>(ii) 該碳信用將由哪些第三方計劃驗證或認證；</p> <p>(iii) 碳信用的類型，包括相關抵消是否是基於自然還是基於科技的碳消除，以及相關抵消是通過減碳還是碳消除實現；及</p> <p>(iv) 為讓人了解發行人計劃使用的碳信用的可信度和完整性所必需的任何其他重要因素(例如，對碳抵消效果的假設)。</p>	A1.2 溫室氣體排放 本集團暫未採用碳信用，未來如有採用，將及時進行披露。

### Applicability of cross-industry metrics and industry-based metrics

#### 跨行業指標及行業指標的適用性

41	In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of (i) cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36).	Not disclosed
41	在編製披露內容以符合第21至26及37至38段的規定時，發行人須參考(i)跨行業指標(見第28至35段)及(ii)行業指標(見第36段)並考慮其是否適用。	暫未披露



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