

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

2025 環境、社會 及管治報告 Environmental, Social and Governance Report





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2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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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 2025 (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 (the “**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 and impacts of the key businesses of the Group on the ESG, covering the Group’s overall performance in three subject areas, namely, the environmental, social and climate-related disclosure of the key business operations of six campuses and one 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 (“**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2025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》(「**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的主要業務對ESG的重要性及影響程度釐定。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、社會及氣候相關披露三個方面的整體表現，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(「**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 of the Company acknowledges that it has overall responsibility for the Group's ESG strategy, reporting, evaluating and for determining the Group's ESG and climate-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 local and 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 ESG 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 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及氣候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本地及國際標準，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「持份者參與及重要性」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持份者構成重大影響的重要ESG議題，相關流程已由董事會核證及參與過程結果於本報告「持份者參與及重要性」一節陳述。

量化 – 設定關鍵績效指標，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 the Group's 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.

ESG GOVERNANCE STRUCTURE

The Board holds the ultimate responsibility for the oversight of the Group's ESG and climate-related matters. It is responsible for monitoring ESG and climate-related risks and opportunities to ensure the incorporation of these considerations into the Group's overall strategy, operational planning, and risk management framework. The Board annually reviews the Group's climate and ESG-related performance at Board meetings, including the implementation of ESG and climate-related policies, key risks and mitigation measures, to ensure alignment with regulatory requirements and the Group's long-term development strategy.

Management is responsible for assisting the Board in the daily management and monitoring the climate-related matters, and implementing the Board's decisions on such matters. Management regularly updates the Board on the climate and environmental performance of the Group and its schools, identified material climate-related risks and corresponding management and improvement measures, so as to facilitate the Board in discharging its oversight functions.

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持份者利益，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本集團持份者的重要性，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。

ESG管治架構

董事會對本集團的ESG及氣候相關事宜承擔最終監督責任，並負責監察ESG及氣候相關風險與機遇，確保相關考量已納入本集團的整體策略、營運規劃及風險管理框架。董事會每年於董事會會議上審議本集團在氣候及ESG相關方面的表現，包括與ESG及氣候相關的政策執行情況、主要風險及應對措施，以確保相關工作符合監管要求及集團的長遠發展方向。

管理層負責協助董事會日常管理及監察氣候相關事宜，並負責落實董事會就氣候相關事宜所作出的決策。管理層會定期向董事會匯報本集團及各下屬學校在氣候及環境方面的表現、識別出的主要氣候相關風險，以及相應的管理及改進措施，從而協助董事會履行其監督職能。



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The Group makes unified arrangements for and implement control over logistics projects and material purchases of its schools through logistics service centre. Under the relevant arrangement, the logistics service centre will take climate and environmental factors into consideration, such as use of resources and compliance requirements, committing to ensuring that such activities comply with the Group's environmental and climate-related policies and to mitigating potential environmental and climate-related risks.

本集團透過後勤服務中心，對下屬學校的後勤項目及重大採購事宜進行統一安排及監控。在相關安排中，後勤服務中心會考慮氣候及環境因素，例如資源使用及合規要求，務求確保相關活動符合本集團的環境及氣候相關政策，並減低潛在的環境及氣候相關風險。



Board
董事會



Management
管理層



Logistics Service
Centre
後勤服務中心

To strengthen ESG and climate-related governance, the Group assesses the environmental and climate-related performance of each school through external organisations. Each school is subject to annual assessment of ESG and climate-related disclosure requirements by the International Finance Corporation, and rectifies identified potential risks and continuously improves relevant management measures based on their advice. The Board reviews the assessment results and monitors the implementation of improvement actions.

為加強ESG及氣候相關管治，本集團透過外部機構對各學校的環境及氣候相關表現進行評估。各學校須每年接受國際金融公司在ESG及氣候相關披露要求方面的評估，並根據其提出的建議，糾正已識別的潛在風險及持續改進相關管理措施。董事會會審閱相關評估結果，並監察改善行動的執行情況。

The Board also regularly reviews the effectiveness and progress of climate-related initiatives, adjusting or strengthening relevant policies and management measures in a timely manner based on assessment results to enhance the Group's capabilities to address climate-related risks.

董事會亦會定期檢討氣候相關措施的成效及進展，並根據評估結果，適時調整或加強相關政策及管理措施，以提升本集團應對氣候相關風險的能力。

The Group recognises the importance of a well-informed Board with adequate climate-related knowledge to the effective discharge of the oversight functions. At this stage, the Group is assessing the feasibility of establishing more systematic climate and ESG-related training arrangements. This includes considering to invite external experts to share insights with the Board on climate-related risks, opportunities and the latest regulatory trends, with a view to continuously enhancing the Board's oversight capabilities regarding climate-related matters.

本集團認識到董事會具備充分氣候相關知識對有效履行監督職能的重要性。現階段，本集團正評估建立更系統化的氣候及ESG相關培訓安排的可行性，包括考慮邀請外部專家就氣候相關風險、機遇及最新監管趨勢向董事會提供分享，以持續提升董事會在氣候相關事宜方面的監督能力。

Currently, the Group has not yet established any formal policy directly linking climate-related performance to the remuneration of Directors or senior management. The Board is considering and analyzing the feasibility of gradually incorporating climate and other ESG-related targets into the management performance appraisal mechanism whenever appropriate in the future, so as to further enhance the effectiveness of climate-related governance.

目前，本集團尚未建立將氣候相關表現與董事或高級管理層薪酬直接掛鈎的正式政策。董事會正考慮於未來適當時候，研究將氣候及其他ESG相關目標逐步納入管理層績效評估機制的可行性，以進一步加強氣候相關管治效能。

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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持份者的認可及信賴，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) 頒發機構	Awards 獎項	Recipient(s) 所屬單位
Beijing Municipal Science and Technology Commission, Beijing Municipal Finance Bureau and Beijing Municipal Tax Service, State Taxation Administration 北京市科學技術委員會、北京市財政局、國家稅務總局北京稅務局	High-tech Enterprise Certificate 高新技術企業證書	Open Distance Education 奧鵬教育
International Wushu Federation, Wushu Sports Management Center of General Administration of Sport of China 國際武術聯合會、國家體育總局武術運動管理中心	First Prize in Barehanded Forms and Swordplay at the 10th World Traditional Wushu Championships 第十屆世界傳統武術錦標賽拳術、劍術一等獎	CQ-CHST 重慶人文科技學院
Macao Special Administrative Region Government, Asian Art Film Association, Macau International Art Film Association 澳門特別行政區政府、亞洲藝術電影協會、澳門國際藝術電影協會	"Pterosaur Fly Over Devil City", a children's sci-fi film script, won the Outstanding Screenplay Award at the Asian Art Film Festival 少兒科幻電影劇本《翼龍飛過魔鬼城》獲亞洲藝術電影節優秀作品編劇獎	
National Press and Publication Administration 國家新聞出版總署	"The Young Eagle Choir" was granted an award from the National Publishing Fund 《雛鷹合唱團》獲國家級出版基金	
Organizing Committee of Yuan Ye Award International Competition 圓冶杯國際競賽組委會	Honorary Award at the 16th Yuan Ye Award International Competition for University Students 第十六屆圓冶杯大學生國際競賽榮譽獎	
Denmark H.C. Andersen Culture & Art Committee 丹麥王國安徒生文化藝術發展委員會	Gold Award at the 2025 H.C. Andersen Art Awards 2025年安徒生國際藝術獎金獎	YN-DC 滇池學院
Hong Kong International Musician Association, Ministry of Tourism, Arts and Culture Malaysia 香港國際音樂家協會、馬來西亞旅游、藝術及文化部	First Prize in the World Folk Song Group at the 12th International Vocal Open Competition First Prize in the Foreign Opera Aria Group at the 12th International Vocal Open Competition First Prize in the Foreign Art Song Group at the 12th International Vocal Open Competition 第十二屆國際聲樂公開賽世界民歌組一等獎 第十二屆國際聲樂公開賽外國歌劇詠歎調組一等獎 第十二屆國際聲樂公開賽外國藝術歌曲組一等獎	
American Association for Higher Education 美國高等教育學會	Creativity Award at the 2025 American New Star Design Award 2025美國新星設計獎創意獎	



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Awarding Institution(s)/Authority(ies) 頒發機構	Awards 獎項	Recipient(s) 所屬單位
Health Qigong Management Center of the General Administration of Sport of China, Chinese Health Qigong Association 國家體育總局健身氣功管理中心、中國健身氣功協會	First Prize in the University Class Group at the 2025 National Fitness Qigong • Baduanjin Campus Display Competition (Online) 2025年全國健身氣功•八段錦校園展示大賽（線上）高校班級組一等獎	CQ-PASS 重慶工商大學派斯學院
Center for International Economic and Technological Cooperation, Ministry of Industry and Information Technology 工業和信息化部國際經濟技術合作中心	Gold Award at the Chongqing Division of the Oriental Creative Star Design Competition 東方創意之星設計大賽重慶市賽金獎	
Chinese Council of the BRICS Business Council, International Alliance of Skills Development for Belt & Road and BRICS, Belt & Road and BRICS Skills Development and Technology Innovation Training Centre 金磚國家工商理事會中方理事會、一帶一路暨金磚國家技能發展國際聯盟、「一帶一路」暨金磚國家技能發展與技術創新培訓中心主辦	Best Organisation Award & Excellent Organisation Award for the First Wushu Sanda Competition of 2025 Belt & Road and BRICS Skills Development and Technology Innovation Competition 2025年一帶一路暨金磚國家技能發展與技術創新競賽之首屆武術散打賽項最佳組織獎、優秀組織獎	CQ-VCAT 重慶應用技術職業學院
Asian Association of Lighting Designer 亞洲照明設計師協會	Award of Outstanding Light at the 10th Asian Lighting Design Awards 2025 2025年第十屆亞洲照明設計獎「非凡之光」獎	
China Education Online (eol.cn), jiuyeqiao.cn 中國教育在線、就業橋	2025 University of Excellence for High-Quality Employment Services 2025高品質就業優質服務高校	CQ-EIC 重慶電信職業學院
Organizing Committee of the 9th College Student Environmental Protection Knowledge Competition 第九屆大學生環保知識競賽組委會	Outstanding Co-organizing Unit of the 9th National College Student Environmental Protection Knowledge Competition 第九屆全國大學生環保知識競賽優秀協辦單位	

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STAKEHOLDER ENGAGEMENT AND MATERIALITY

The Group values the input and feedback of its stakeholders. To ensure that this report is able to cover and promptly respond to all key issues which concern stakeholders, besides regular engagement with stakeholders through established mechanism, the Group also takes into consideration various relevant information sources, including issues covered in the previous year's ESG report, the Group's internal policies, relevant industry trends, the framework regarding climate-related disclosure under the International Financial Reporting Standards, etc.

Based on the above, the Group has identified ESG issues that may have potential and actual impacts on the Group's sustainable development, and has conducted analysis on these issues with reference to factors including impacts on the Group's strategies, business development and targets, thereby assessing their materiality and prioritising them as the foundation for the Group's ESG management and disclosure.

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 2025 and continue to respond to the expectations of stakeholders. The Group's material ESG issues matrix and priorities are as follows:

持份者參與及重要性

本集團高度重視持份者的意見及反饋。為確保本報告能全面涵蓋並適切回應持份者所關注的主要議題，除透過既定機制與持份者保持定期溝通外，本集團亦參考多項相關資料來源，包括上一年度的ESG報告所涵蓋的議題、本集團的內部政策、相關行業趨勢，以及國際財務報告準則中有關氣候相關披露的框架等。

在此基礎上，本集團識別對其可持續發展可能構成潛在及實際影響的ESG事宜，並根據該等事宜對本集團策略、業務發展及目標的影響程度等因素進行分析，從而評估其重要性並排列優次，作為本集團ESG管理及披露的基礎。

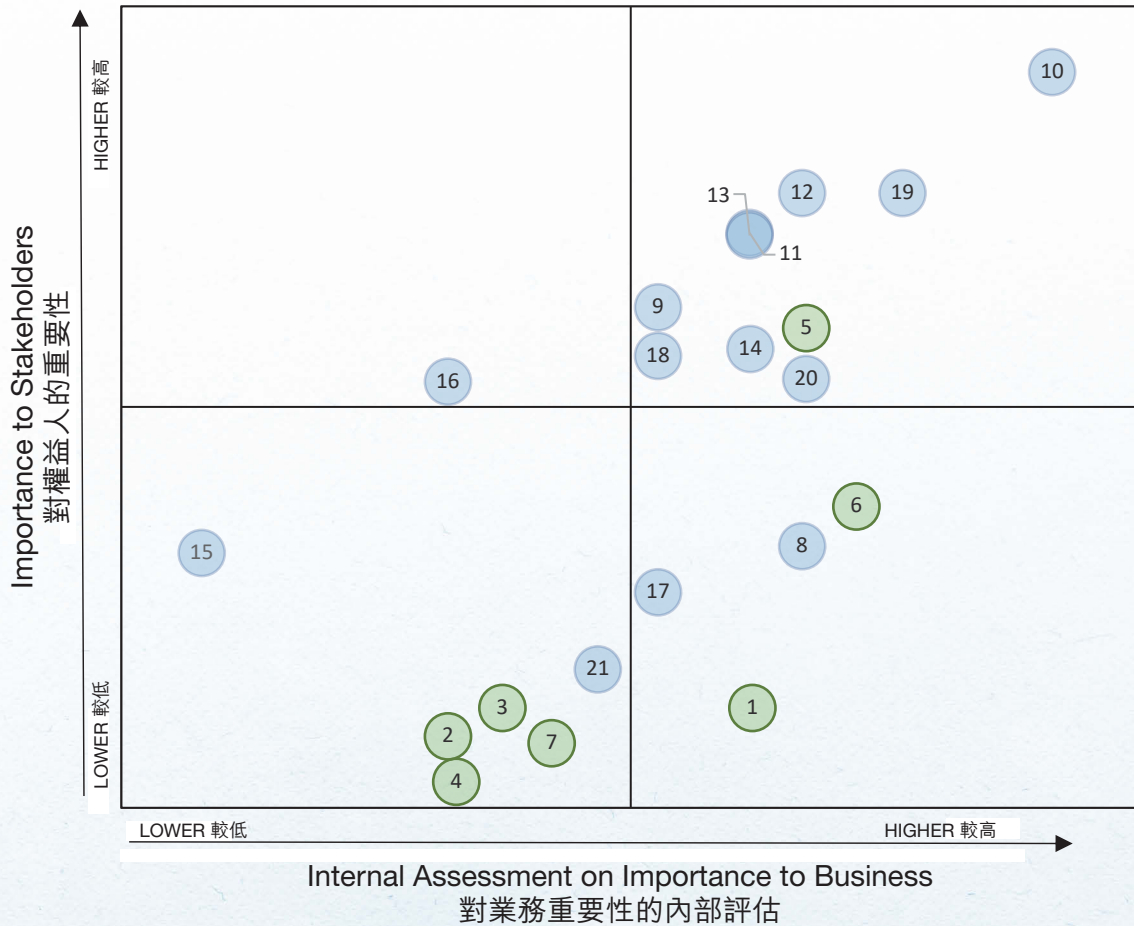
為識別最為重要的ESG範疇，本集團對管理層、教師及不同部門員工及學生等持份者進行定量調查，以期獲得對報告期間ESG的重大範疇及挑戰的深入洞見。於本年度，本集團的利益相關者及運營狀況並未發生重大變化。因此，本集團確認上年度ESG報告中的重要性矩陣圖結果仍然適用於2025年度，並能持續回應利益相關者之期望。本集團的重要ESG議題矩陣圖及優次如下：



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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



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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



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After taking into consideration of the business nature and operation model of the Group, the relevant laws and regulatory requirement as well as the expectations and concerns of key stakeholders, and among the environmental and social aspects, the following were identified after assessment as the top material issues that were important to the Group and its stakeholders 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 considers that these issues, including recruitment and retention, protection of customer privacy, occupational health and safety, employee training and career development, diversity and equal opportunity and water consumption, have significant impact on its long-term operations and sustainable development. As a vocational education group centered on educational services, the quality of teaching and talent stability directly impact academic standards and competitiveness. Meanwhile, proper management of personal data and the provision of a safe and healthy campus environment are essential for maintaining stakeholder trust and ensuring the smooth conduct of academic activities. Furthermore, continuous training and a fair and inclusive work environment facilitate the enhancement of staff professional competence and organisational efficiency, while effective management of campus water consumption also helps reduce environmental footprint and respond to stakeholder expectations regarding sustainability. Consequently, the aforesaid issues have been identified as the Group's key ESG issues for the Reporting Period.

The Group strictly complies with all applicable laws and regulations and has accordingly established policies and management initiatives in respect of the aforesaid concerned aspects to effectively manage the relevant risks and impacts. Details on the relevant policy and initiatives have been disclosed in the corresponding sections of the Report. On the other hand, the Group will continue to identify areas of improvement and emerging aspects of concern, and maintain close communication with its stakeholders to actively share and absorb advice from all parties, so as to constantly improve the Group's ESG management and performance.

經考慮本集團的業務性質、營運模式、相關法律及監管要求，以及主要持份者的期望與關注後，在眾多環境及社會範疇中，於報告期間內，以下議題經評估後被視為對本集團及其持份者而言屬至關重要的事項：

- 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

本集團認為招募及挽留、保障客戶私隱、職業健康安全、員工培訓及事業發展、多元化及平等機會以及水源使用，均對本集團的長遠營運及可持續發展具有重大影響。作為以教育服務為核心的職業教育集團，教學質素及人才穩定性直接影響學術水平與競爭力，而妥善管理個人資料及提供安全健康的校園環境，則有助維持持份者信任及確保教學活動順利進行。此外，持續培訓及公平包容的工作環境有助提升員工專業能力及組織效能，而有效管理校園水資源使用，亦有助降低環境影響並回應持份者對可持續發展的期望，故上述議題被評定為本集團於報告期間內的關鍵ESG議題。

本集團嚴格遵守所有適用的相關法律及法規，並已就上述關注範疇制定相應的政策及管理措施，以有效管理相關風險及影響。有關政策及舉措的詳情已於本報告相關章節中作出披露。另一方面，本集團將持續識別有待改善之處及新出現的關注範疇，並與持份者保持密切溝通，積極交流及吸納各方意見，藉此不斷提升本集團在ESG方面的管理水平及表現。

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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 mstedu@minshengedu.com.

ENVIRONMENTAL COMPLIANCE

The Group strictly complies with local and national 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
- Energy Conservation Law of the PRC

Internally, the Group has implemented measures and 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
- "Dual 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

持份者的反饋

本集團歡迎持份者就我們在ESG的方針及表現提供反饋。請發送電郵 mstedu@minshengedu.com 提供建議或分享閣下的意見。

環境合規

本集團嚴格遵守有關環保及污染防治的地方及國家及法律法規，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》
- 《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措施及政策，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
- 內蒙古豐州職業學院校園生活垃圾分類管理實施方案



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- 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 of CQ-PASS
- Maintenance and Engineering Management Measures of CQ-PASS
- 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
- 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

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.

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。

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Air Emissions

The air emissions of the Group were mainly generated from the use of gasoline and diesel-fuelled vehicles in its daily operations, as well as the natural gas equipment used in staff and student canteens and dormitories. The combustion of these fuels generated certain air pollutants including nitrogen oxides (NO_x), sulphur oxides (SO_x) and respirable suspended particle matters (PM).

To effectively control and reduce vehicle exhaust and GHG emissions generated from operational activities, the Group continues to implement and optimize its vehicle management system. We strive to reduce fuel consumption and related air pollutant emissions through various aspects, including vehicle usage, dispatch, maintenance, and driving behaviour management.

In terms of vehicle usage management, the Group enhances overall fleet operational efficiency by comprehensively planning vehicle dispatch arrangement and optimising journey planning and route designs to minimize empty runs, duplicate trips and unnecessary dispatches. Meanwhile, we actively encourage carpooling to lower fuel consumption per capita whenever feasible. For non-urgent official business, the use of public transportation is advocated to reduce the demand for vehicle usage at the source.

Regarding fleet monitoring and efficiency management, the Group annually reviews fuel consumption performance across vehicle types and systematically tracks mileage data. This allows us to assess and analyze the impact of driver behaviour on fuel efficiency and emission performance, serving as a key basis for continuous improvement of management measures.

As for vehicle maintenance and operation management, the Group has established a sound routine inspection and preventive maintenance system. The Group performs daily basic maintenance and comprehensive inspections at set intervals for vehicles to ensure their continuous optimal operation, reducing additional emission risks caused by aging equipment, parts wear or abnormal operation. Additionally, the Group organizes regular driving training programs and safety seminars for drivers to strengthen eco-driving techniques and best practices, thereby enhancing driving efficiency, maximising fuel economy, and further reducing the fleet's overall energy consumption and environmental footprint.

廢氣排放

本集團的廢氣排放主要來自日常營運過程中所使用的汽油及柴油車輛，以及員工及學生食堂與宿舍所使用的天然氣設備。相關燃料於燃燒過程中會產生若干空氣污染物，主要包括氮氧化物(NO_x)、硫氧化物(SO_x)及可吸入懸浮顆粒(PM)。

為有效控制及減少營運活動所產生的汽車廢氣及溫室氣體排放，本集團持續實施及優化車輛管理制度，從車輛使用、調配、維護保養及駕駛行為管理等多個層面，降低燃料消耗及相關空氣污染物排放。

在車輛使用管理方面，本集團透過全面規劃車輛調配安排，優化行程及路線設計，減少空駛、重複行程及不必要的出車次數，以提升整體車隊運作效率。同時，在行程條件允許的情況下，積極鼓勵員工拼車出行，以降低單位人次的燃料使用量；而於辦理非緊急公務時，亦倡導優先選用公共交通工具，從源頭減少汽車使用需求。

在車隊監控及效能管理方面，本集團每年定期檢討各類車輛的燃油耗用表現，並系統性追蹤車輛里程數據，以評估及分析司機駕駛行為對燃油效率及排放表現的影響，作為持續改善管理措施的重要依據。

在車輛維護及操作管理方面，本集團已建立完善的例行檢查及預防性維修保養制度，要求車輛每日進行基本保養護理，並按既定周期進行全面檢測及維修，確保車輛長期維持於良好運行狀態，減少因設備老化、機件磨損或操作異常而導致的額外排放風險。此外，本集團定期為司機舉辦駕駛培訓課程及安全講座，強化節能駕駛技巧與良好操作習慣，以提升駕駛效率、擴大燃油效益，並進一步降低整體車隊的能源消耗及環境足跡。



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With respect to stationary combustion sources, the Group has progressively phased out liquefied petroleum gas (LPG) cylinders in favor of piped natural gas. We have also established regular inspection and preventive maintenance mechanisms to ensure the safe and stable operation of gas equipment, minimising air emission risks from incomplete combustion or leaks. Furthermore, the Group continuously strengthens daily management of gas equipment in canteens and dormitories to improve combustion efficiency and reduce air pollutant emissions.

During the Reporting Period, benefiting from the management and control measures outlined above, the Group's air emissions maintained at a similar level to the previous year, with no significant fluctuations. Moving forward, the Group will continue to review and optimize strategies for vehicle usage and combustion equipment management. We gradually reduce the use of corporate vehicles and promote the adoption of real-time online communication tools for business and internal communications. These steps aim to further lower the impact of operational activities on air quality and continuously improve overall environmental management performance. The table below gives a summary of the air emissions of the Group during the Year:

在固定燃燒源方面，本集團已逐步淘汰液化石油氣罐，全面改用管道天然氣，並建立定期巡檢及預防性維護機制，以確保燃氣設備安全穩定運作，減少燃燒不完全或洩漏情況所引致的廢氣排放風險。此外，本集團持續加強對食堂及宿舍燃氣設備的日常管理，以提升燃燒效率及降低空氣污染物排放。

於報告期間，受惠於上述管理及控制措施，本集團的廢氣排放水平與上一年度相比維持於相若水平，未出現重大波動。本集團於未來將持續檢視及優化車輛使用及燃燒設備管理策略，並逐步減少公司車輛的使用，配合採用即時在線通訊工具進行商務及內部溝通，以進一步降低營運活動對空氣質素的影響，並持續提升整體環境管理績效。在本年度，本集團的廢氣排放情況概述如下：

Main types of air emissions ¹ 主要廢氣排放物種類 ¹	Unit 單位	Emissions in 2025 2025年排放量	Emissions in 2024 2024年排放量
Nitrogen oxides (NOx) 氮氧化物(NOx)	kg 千克	2,314.32	2,324.67
Sulphur oxides (SOx) 硫氧化物(SOx)	kg 千克	5.32	5.53
Respirable suspended particle matters (PM) 可吸入懸浮顆粒(PM)	kg 千克	171.24	184.35

¹ 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

¹ 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》



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Waste Management

Given the nature of the Group's business is primarily providing educational services, our daily operations do not involve, or only generate a minimal amount of, hazardous waste, and our business does not generate significant amount of hazardous waste. The Group continuously monitors requirements of relevant environmental regulations, and ensures that any hazardous waste generated, if any, is disposed of properly in accordance with applicable laws and regulations.

On the other hand, the non-hazardous waste generated by the Group during the Reporting Period stemmed primarily from the daily operations of our schools, including waste paper, packaging materials, domestic and kitchen waste generated from general administrative and academic activities. The Group actively promotes the recycling of 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 by professional waste compression trucks to the municipal waste treatment centres for compliant disposal.

廢棄物管理

鑑於本集團之業務性質主要為提供教育服務，日常營運過程中並不涉及或僅極少量產生有害廢棄物，且業務並無產生大量有害廢棄物。本集團持續留意相關環境法規要求，並確保如有任何有害廢棄物產生，將按適用法例及規定妥善處理。

另一方面，本集團於報告期間所產生的無害廢棄物主要來自學校的日常營運，包括一般行政及教學活動所產生的廢紙、包裝物、生活垃圾及廚餘等。本集團盡可能推動無害材料的循環再用。對於不可回收再用的無害廢棄物，則交由具備相關資質的回收公司進行回收處理，並透過廢棄物焚燒過程轉化為電力；其他生活廢棄物則由專用廢棄物壓縮車運送至市政廢棄物處理中心作合規處理。



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Given that the Group has not yet established a systematic non-hazardous waste measurement and monitoring mechanism covering all campuses at this stage, some operational units are still in the process of optimising data collection workflows. Consequently, during the Reporting Period, the Group was temporarily unable to provide disclosures regarding the total volume of non-hazardous waste generated across the entire Group in full compliance with the quantitative principle and for meaningful year-on-year comparison.

To enhance the completeness and consistency of environmental data management, the Group is continuously promoting the standardization of waste sorting and statistical processes, including:

- Establishing unified statistical baselines and reporting scopes for non-hazardous waste data
- Optimising campus waste sorting and measurement management procedures
- Introducing digital tools for data collection and monitoring
- Strengthening internal supervision mechanisms regarding waste data management at each operational unit

With the gradual improvement of the relevant management systems, the Group plans to expand the scope of non-hazardous waste data disclosure in its future ESG reports. We aim to further report on waste generation intensity and reduction performance to enhance data transparency and comparability, so as to comply with the latest regulatory requirements regarding the principles of “quantitative” and “consistency” under the Stock Exchange’s Code.

鑑於本集團現階段尚未建立全面覆蓋各校區的系統化無害廢棄物計量及監測機制，部分營運單位仍處於數據收集流程優化階段。因此，於報告期間內，本集團暫未能就全集團範圍內之無害廢棄物總產生量提供完全符合量化原則且具年度可比性的披露。

為提升環境數據管理的完整性及一致性，本集團正持續推動廢棄物分類及統計流程的標準化建設，包括：

- 建立統一的無害廢棄物數據統計基準及匯報口径
- 優化校園廢棄物分類及計量管理程序
- 引入數字化數據收集及監測工具
- 強化各營運單位於廢棄物數據管理方面的內部監督機制

隨着相關管理體系的逐步完善，本集團計劃於未來ESG報告中擴大無害廢棄物數據披露範圍，並進一步呈報相關產生強度及減量績效，以提升數據透明度及可比性，並符合聯交所《守則》有關量化及一致性原則的最新監管要求。

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For daily operations, the Group encourages all teachers, staff and students to practice the waste management principle of “reduce, reuse, and recycle”, and implements the relevant arrangements through the following measures:

- Garbage recycling stations are set up in each campus with clear garbage classification signs, to guide the teachers and students how to sort out recyclable garbage, non-recyclable garbage, and hazardous garbage. Meanwhile, cleaning staffs are designated to carry out onsite persuasion to enhance classification effectiveness at the source.
 - if campus furniture and electronic equipment are damaged, the relevant department will be given priority to repair them; if failing to do so, such items will be retired in accordance with the established procedures, and handed over to entrusted qualified renewable resources companies for recycling and disposal.
 - Reusable tableware is used in all school canteens, and it is forbidden to deliver takeaway food to the campus from off-campus to reduce the waste generated by disposable meal packaging.
 - Teachers and students are encouraged to practice strict frugality and implement relevant actions within the campus to effectively reduce the amount of kitchen waste generated.
 - The office automation (OA) system and multimedia teaching platform are adopted to promote paperless office practices and teaching activities. If paper is needed, employees are encouraged to print on both sides of documents to reduce paper consumption.
 - Knowledge and practice measures related to waste reduction are disseminated to the faculty and students through the campus billboards, so as to enhance overall awareness of environmental protection.
- 在日常營運中，本集團鼓勵全體教職工及學生實踐「減少、再用及循環回收」的廢棄物管理原則，並透過以下措施落實相關安排：
- 各校園均設置垃圾回收場站，並配備清晰的垃圾分類標識，引導師生分類投放可回收垃圾、不可回收垃圾及有害垃圾；同時安排清潔人員進行現場勸導，以提升源頭分類的成效。
 - 校園傢俱及電子設備如出現損壞，將由相關部門優先進行維修；對於無法維修的項目，則按既定程序報廢，並委託合資格的可再生資源公司進行回收處理。
 - 所有學校食堂均採用可再用餐具，並禁止校外送餐進入校園，以減少一次性膳食包裝所產生的廢棄物。
 - 鼓勵師生厲行節約，並於校園內推動相關行動，以有效降低廚餘垃圾的產生量。
 - 採用辦公自動化系統及多媒體教學平台，推動無紙化辦公及教學安排；如確需使用紙張，則鼓勵雙面打印文件，以減少紙張耗用。
 - 透過校園宣傳欄向教職工及學生發佈有關減少廢棄物的知識及實務措施，提升整體環保意識。



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- A campus environmental sanitation inspection and monitoring mechanism is established to ensure the effective implementation of the relevant waste reduction measure.

The Group attaches great importance to the cultivation of sustainable behaviour and awareness of environmental protection. Waste management schemes, such as the Food Waste Management System in Canteens, are established, and relevant information is regularly publicized in billboards at various locations of each campus to reinforce sustainability education amongst the faculty and students. The logistics department is responsible for closely monitoring the implementation of the waste management schemes mentioned above. During the Reporting Period, recycle-related activities were also held in campuses, so as to reduce the waste generated while further enhancing the knowledge and engagement of the faculty and students on waste management and resource recycling.

Energy Consumption and Management

The Group is committed to enhancing energy efficiency through systematic management and ongoing optimisation of operating model, thereby mitigating environmental impact while effectively controlling operational costs. To this end, the Group has established a multi-faceted energy management mechanism covering institutional development, daily operation management, technological upgrades and stakeholder engagement to ensure the effectiveness and sustainability of energy use. The Group has established a management-led energy conservation management mechanism involving all department heads, integrating energy saving and emission reduction requirements into the target responsibility system of each department. We promote the efficient use of energy through three key pillars: institutional framework, education and technological upgrades.

- 建立校園環境衛生檢查與監察機制，以確保相關減廢措施得以有效執行。

本集團高度重視可持續行為及環保意識的培養，並已制定廢棄物管理計劃（例如食堂食物渣滓管理制度），定期於各校園多個地點的宣傳欄刊載相關資訊，以加強對教職工及學生的可持續發展教育。後勤部門負責密切監控上述廢棄物管理計劃的實施情況。於報告期間內，校園亦舉辦回收相關活動，在減少廢棄物產生的同時，進一步提升教職工及學生對廢棄物管理及資源循環的認知與參與度。

能源使用與管理

本集團致力於透過系統化管理及持續優化營運模式，提升能源使用效益，從而減少對環境的影響，並有效控制營運成本。為此，本集團已建立多層面的能源管理機制，涵蓋制度建設、日常營運管理、技術升級及持份者參與，以確保能源使用的有效性及可持續性。本集團已建立由管理層主導、各部門負責人共同參與的節能管理機制，將節能減排要求納入部門目標責任制，並透過制度、教育及技術升級三方面推動能源的高效利用。



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In daily operations, the Group has formulated and implemented a series of electricity conservation management guidelines to minimize unnecessary energy consumption and prevent waste, including:

- Strictly requiring administrative and academic staff to turn off computers, lighting, air conditioners and other non-essential electric equipment when leaving offices, classrooms or public spaces, thereby eliminating the misconduct of turning on lights all the time and switching equipment to prolonged standby modes;
- Establishing protocols to regulate air conditioner usage, including turning on air conditioners only when temperatures reach certain thresholds, and advocating for reasonable temperature settings to balance comfort with energy efficiency;
- Implementing target-based management of electricity consumption for public teaching buildings, classrooms, and major electricity consumption areas with routine inspections to prevent waste;
- Strictly controlling the operating hours of public lighting and maximising the use of natural daylight whenever possible to reduce the demand for artificial lighting.

在日常營運層面，本集團制定並實施一系列用電管理規範，以減少不必要的能源消耗及浪費，包括：

- 嚴格要求行政及教學人員於離開辦公室、教室或公共空間時，關閉電腦、照明、空調及其他非必要運行的電力設備，杜絕「長明燈」及設備長時間待機情況；
- 制定空調使用標準，僅於氣溫達到規定條件時方可啟用，並倡導合理設定溫度，以平衡舒適度與能源效益；
- 對公共教學大樓、公共教室及主要用電場所實施用電目標責任管理，定期檢視用電情況，避免用電浪費；
- 嚴格控制公共照明開關時間，並於條件允許情況下盡量利用自然採光，以降低人工照明需求。



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Regarding technology and facilities, the Group continuously promotes energy-saving upgrades and retrofits for electrical equipment to enhance overall energy use efficiency, including:

- Adopting LED energy-saving lighting equipment to gradually replace high-consumption lighting fixtures;
- Prioritising the purchase and use of electric appliances with high energy efficiency ratings, and requiring review and filing by the logistics and asset management departments for the procurement of additional high-power equipment;
- Promoting the use of energy efficient bulbs and other new power-saving products to reduce electricity consumption per capita;
- Planning the gradual installation of solar panels across campuses to reduce reliance on purchased electricity and increase the proportion of renewable energy;
- CQ-CHST has successfully converted all its five boilers into air-source heat pump systems, effectively replacing traditional high-consumption equipment with electric alternatives, thereby significantly improving energy use efficiency with an approximately 16% annual cut in energy expenses.

在技術及設施層面，本集團持續推動用電設備的節能升級與改造，以提升整體能源使用效率，包括：

- 採用LED節能照明設備，逐步替換高能耗燈具；
- 優先購置及使用具高能效等級的電器設備，新添置高功率用電設備須經後勤及資產管理部門審查及備案；
- 推廣使用節能燈泡及其他節電新產品，減少單位用電量；
- 規劃於校園內逐步安裝太陽能電池板，以減少對外購電力的依賴，提升可再生能源使用比例；
- 重慶人文科技學院已完成將全校五台鍋爐改建為空氣源熱泵系統，有效以電能替代傳統高耗能設備，每年可節省約16%的能源費用支出，顯著提升能源使用效率。

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To strengthen electricity management in student dormitories, ensure safety, and promote energy conservation, the Group has formulated and implemented the Dormitory Air Conditioning Management Policy, which explicitly regulates air conditioner usage practices, including:

- Stipulating designated operating hours for air conditioners to avoid unnecessary prolonged operation;
- Specifying a minimum cooling temperature of no lower than 26°C;
- Promoting the energy saving practice of “switching off when leaving” to prevent air conditioners or electric appliances from running idle when there is no one in the dormitories;
- Keeping windows and doors closed when air conditioners are in use, and encouraging to reduce the use of air conditioners when the temperature is appropriate.

In addition, we have implemented various supporting energy-saving measures in student dormitories, including installing solar thermal systems in some dormitories to supplement hot water supply, maximising the use of natural light in public areas, and ensuring the proper use of electric appliances in dormitories through policies such as Management of Students’ Daily Behaviour and Regulations on Accommodation Management.

To consolidate energy-saving results, the Group continuously strengthens education on energy conservation and electricity saving for teachers, students, and staff. We display energy-saving slogans in multiple locations across campus and regularly organize “Energy Conservation Publicity Weeks” and related educational activities to promote electricity conservation and low-carbon lifestyles, fostering a campus culture of energy-saving and emission reduction. Furthermore, the student affairs related departments and the Youth League Committee actively guide teachers and students to practice the concept of saving “every kilowatt-hour of electricity” in their daily activities through organising publicity campaigns and student engagement mechanisms.

為加強學生宿舍用電管理、確保用電安全並推動節能減排，本集團制定並實施《宿舍空調管理》，就空調使用行為作出明確規範，包括：

- 規定空調使用時段，避免非必要長時間運行；
- 設定最低制冷溫度不得低於攝氏26度；
- 倡導「人走關機」的節能行為，防止宿舍無人時空調或電器仍然運行；
- 使用空調時須關閉門窗，並於氣溫適宜時鼓勵減少使用。

此外，學生宿舍亦實施多項配套節能措施，包括部分宿舍配置太陽能集熱系統以輔助熱水供應、於公共區域最大化利用自然光，以及透過《學生日常行為管理》、《住宿管理條例》等制度，規範宿舍內電器的合理使用。

為鞏固節能成效，本集團持續加強對師生及員工的節能用電教育，於校園多處張貼節能標語，並定期舉辦節能宣傳週及相關教育活動，提倡節約用電、低碳生活方式，營造節能減排的校園文化。學生事務相關部門及團委亦透過組織宣傳活動及學生參與機制，引導師生從日常行為中實踐「一度電」的節約理念。



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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 2024, the overall total energy consumption and energy consumption intensity of the Group improved during the Reporting Period, which was mainly attributable to further upgrading the hot water supply systems in student dormitories of some campuses from natural gas equipment to electric water heaters or air-source heat pump systems, shifting the energy consumption structure from direct energy sources to predominantly electricity, which has further increased the usage of purchased electricity. Under the combined effect of the above factors, the Group's overall energy demand has increased, resulting in a corresponding rise in energy consumption intensity. Detailed energy consumption is presented below:

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%。於報告期間，本集團的整體能源消耗總量及能源消耗密度均較2024年有所上升，主要由於本年度部分院校進一步將學生公寓熱水供應系統由天然氣設備升級為電熱水器或空氣源熱泵系統，使能源使用結構由直接能源轉為以電力為主，亦進一步推高外購電力的使用量。上述因素綜合影響下，本集團整體能源需求有所增加，導致能源消耗密度亦相應上升。能源消耗詳情呈列如下：

Main types of energy consumption ²	主要能源消耗種類 ²	Unit 單位	Consumption in 2025 2025年消耗量	Consumption in 2024 2024年消耗量
Direct energy consumption	直接能源消耗			
Natural gas	天然氣	kWh 千瓦時	1,445,146.51	2,066,090.75
Vehicle fuel — diesel	汽車燃料—柴油	kWh 千瓦時	1,654,059.08	1,747,347.41
Vehicle fuel — gasoline	汽車燃料—汽油	kWh 千瓦時	1,866,527.16	1,816,271.70
Indirect fuel consumption	間接燃料消耗			
Purchased electricity	外購電力	kWh 千瓦時	45,552,955.66	39,279,782.34
Total energy consumption	總能源消耗量	kWh 千瓦時	50,518,688.41	44,909,492.20
Total energy consumption intensity ³	總能源消耗量密度 ³	kWh /person 千瓦時／人員	580.77	503.40

² The unit conversion of energy consumption data is based on the Energy Statistics Manual published by the International Energy Agency.

³ Intensity = total energy consumption ÷ total headcount (total headcount including the students in a total amount of 86,986; this calculation method is also applied to the calculation of other environmental intensity data).

² 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。

³ 密度計算=總能源消耗量÷人員總數(人員總數包括學生，共計86,986人；此計算方法同樣使用於其他環境密度數據的計算)。

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Water Consumption and Management

The Group fully recognizes that water is a finite and precious natural resource, and stays committed to the responsible use and management of water, aiming to mitigate the potential environmental impact of our operations. To fulfill our environmental commitments, the Group continuously monitors and strictly regulates water consumption. By integrating institutional development, technology applications, and educational outreach, we promote efficient water utilisation, reduce waste, and enhance the overall environmental performance of our operations.

The Group implements a number of water conservation measures across various campuses through a multi-pronged approach encompassing infrastructure facilities, daily management, and behaviour guidance, with an aim to improve water efficiency and prevent unnecessary loss. Relevant measures include, but not limited to:

- Displaying water conservation slogans at various locations across campuses to raise awareness among teachers and students regarding the importance of water saving;
- Installing water-efficient valves, facets and toilet cisterns in washrooms and other water facilities;
- Enhancing the regular inspection and maintenance of water supply system to prevent and promptly identify water leakage;
- Installing smart water meters to monitor water consumption in real time and identify potential abnormal usage or leakage;
- Reusing treated wastewater for campus landscaping irrigation and environmental cleaning;
- Continuously educating and guiding students to develop good water-saving habits, integrating the concept of water conservation into daily campus life.

水資源消耗與管理

本集團深明水資源屬於有限且珍貴的天然資源，始終致力於負責任地使用及管理用水，並以降低營運對環境的潛在影響為目標。為踐行環保承諾，本集團持續監控及嚴格管理水資源使用情況，透過制度建設、技術應用及教育推廣相結合的方式，推動水資源的高效利用，減少浪費，並提升整體營運的環境效益。

本集團於各校園推行多項節約用水措施，從硬件設施、日常管理及行為引導多方面入手，以提升用水效率及防止不必要的損耗，相關措施包括但不限於：

- 於校園多個位置張貼節約用水標語，提高師生對節水重要性的認識；
- 於洗手間及其他用水設施安裝節水閥、節水水龍頭及節水水箱；
- 加強供水系統的定期檢測與維護，防止及及早識別漏水情況；
- 安裝智能水錶，以即時監控用水狀況並識別潛在異常用水或滲漏；
- 將經處理後的污水循環再用於校園綠化淋植及環境清潔；
- 持續教育及引導學生養成良好的節約用水習慣，將節水理念融入日常校園生活。



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On the other hand, the major sources of wastewater discharged by the Group were primarily daily domestic sewage from campuses and wastewater from canteen operations. All wastewater was initially treated by an on-site septic system before being discharged into central wastewater pipelines for further compliant processing by the municipal wastewater treatment plant. The Group ensures that its wastewater treatment procedures fully comply with relevant regulatory requirements, striving to minimize impacts on surrounding environment and water bodies.

To ensure the effective implementation of water-saving initiatives, the Group has incorporated water and energy conservation into the target responsibility system of campus management and of each department, clearly defining the management responsibility for personnel at all levels, including:

- Designating each department head as the primary person responsible for water conservation management within his/her department;
- Requiring administrative and departmental staff to strictly enforce conservation measures, switch off unnecessary utilities, and use air conditioning following the protocols;
- Tasking student affairs departments to deliver water-saving education for enrolled freshmen, and incorporating relevant content into code of conduct and moral education and evaluation system of student;
- Establishing the position for student to act as voluntary water-saving promoter and carrying out the selection of advanced units for water-saving practice;
- Assigning the Youth League Committee to establish a water conservation association, regularly post water-saving signage in major water consumption areas and organize Water and Energy Conservation Publicity Weeks every year.

另一方面，本集團產生的廢水主要來自校園日常生活用水及餐飲場所營運。所有廢水均先經校區內的化糞系統進行初步處理，其後排入中央廢水管道，並交由市政廢水處理廠作進一步及合規處理。本集團確保廢水處理流程符合相關法規要求，致力減低對周邊環境及水體的影響。

為確保節水措施有效落實，本集團將節水節能納入校園管理及部門目標責任制，並明確各級人員的管理責任，包括：

- 各部門負責人作為本部門節水管理工作的第一責任人；
- 行政機關及部門人員嚴格執行節約措施，關閉不必要的水電設備，並按規定條件使用空調；
- 學生工作部門負責於新生入學後開展節約用水教育，並將相關內容納入學生行為準則及德育考評體系；
- 設立學生義務節約用水宣傳員職位，並開展節約用水先進集體評選工作；
- 團委負責組建節約用水協會，定期於主要用水場所張貼節水標誌，並每年舉辦節水及節能宣傳週活動。



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The Group attaches great importance to cultivating a water conservation culture through education and awareness campaigns. IM-FZVC 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” through diverse promotional and educational activities. At the same time, the college also strengthens warning education based on specific positive water-saving examples and negative resource-wasting cases through the form of publicity, notification of criticism, relevant disciplinary actions, thereby eliminating the misconduct of turning on lights or tap water all the time.

The Group has implemented target responsibility management for water consumption in public teaching buildings and public classrooms, and prioritized the use of water-saving technologies such as sprinkler irrigation and drip irrigation or the use of reclaimed water for green watering, environmental sanitation, road spraying and other purposes. CQ-CHST has also renovated the holding tanks at its on-campus water treatment plant to enable the daily collection of over 160 tons of reclaimed water, which could be widely used for floor cleaning and plant watering, significantly improving the recycling rate of water resources. The Group believes that through institutional management, technology application, and the participation of all, we can continuously improve water resource management performance and make positive contributions to achieving long-term sustainable development.

本集團高度重視透過宣傳教育推動節水文化的建立。內蒙古豐州職業學院將每年六月第一週定為「節水宣傳週」，透過多元化宣傳及教育活動，在校園內營造「節約用水，人人有責」、「節約光榮，浪費可恥」及「節能環保，利國利民」的良好氛圍。同時，學校亦會結合正面節水案例及浪費資源的反面案例，透過公示、通報批評及相關處理方式，加強警示教育，杜絕「長明燈、長流水」現象。

本集團於公共教學大樓及公共教室實施用水目標責任管理，並於綠化澆灌、環境衛生及路面清洗等用途，優先採用噴灌、滴灌等節水技術或使用再生水。重慶人文科技學院亦對校內水廠水池進行改建，每日可收集中水超過160噸，廣泛應用於地面清洗及花木澆灌，大幅提升水資源的循環利用率。本集團相信，透過制度管理、技術應用及全員參與，可持續提升水資源管理表現，並為實現長遠可持續發展作出積極貢獻。



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During the Reporting Period, the total water consumption intensity of the Group remained stable as compared to that of 2024, representing a slight decrease of 1.71%. The Group takes 2024 as the baseline and strives to achieve a 5% reduction in total water consumption intensity compared to the baseline in 5 years, or by 2029. Looking forward, the Group will continue to push forward the implementation of various water-saving measures, take proactive measures to counter climate change, strive to maintain or further reduce the overall water consumption intensity in the future. The Group's water was supplied by Municipal Water Supply Network. The Group did not encounter any issue on sourcing water during the Reporting Period. Water consumption for the Year is summarised as below:

於報告期間，本集團的總水資源消耗密度與2024年相比保持穩定，略微下降1.71%。本集團以2024年為基準年，爭取在5年內即2029年或之前實現總水資源消耗密度減少5%。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，致力於在未來維持或進一步降低整體用水密度。本集團水源由市政供水系統提供，於報告期間，在獲得水資源方面並無任何問題。本年度水資源消耗表現如下：

Water consumption 水資源消耗	Unit 單位	Water consumption in 2025 2025年用水量	Water consumption in 2024 2024年用水量
Total water consumption 總水資源消耗量	m ³ 立方米	1,961,842.64	1,977,748.00
Total water consumption intensity 總水資源消耗密度	m ³ /person 立方米／人員	22.55	22.17

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The Environment and Natural Resources

The Group firmly believes that environmental protection and the sustainable use of natural resources are important cornerstones for the long-term development of an enterprise. In the course of its daily operations and campus management, the Group continuously reviews its potential impacts on the environment and natural resources and adopts a prudent and responsible management approach. Based on its assessment, the operation activities of the Group have not caused any significant adverse impact on the environment or the consumption of natural resources.

During any campus construction, renovation or retrofitting projects, the Group strictly complies with all applicable local and national laws and regulations relating to environmental protection, pollution prevention and ecological conservation, and requires the relevant contractors to implement environmental management measures, in an effort to minimise the impact of the construction works on the surrounding environment, ecosystem and community to avoid ecological imbalances.

The Group continuously monitors the potential environmental impacts arising from its operations, including but not limited to air emissions, wastewater discharge and noise levels, and adopts appropriate control and preventive measures to minimise disturbance to the surrounding environment and community, while creating a safe, healthy and comfortable campus environment for the faculty staff and students. During the Reporting Period, the Group did not receive any material complaints from the surrounding community regarding air pollution, odour, noise or light pollution.

The Group consistently implements and enforces established environmental management policies, covering campus safety, environmental hygiene, and natural resource conservation. We regularly review the effectiveness of these policies to align with operational developments and evolving environmental requirements, striving to provide a safe, healthy, and sustainable learning and working environment for our teachers and students.

環境及天然資源

本集團深信，環境保護及天然資源的可持續運用是企業長遠發展的重要基石。本集團於日常營運及校園管理過程中，持續審視其對環境及天然資源的潛在影響，並採取審慎及負責任的管理方式。經評估，本集團的營運活動並無對環境及天然資源的耗用造成任何重大不利影響。

於任何校園施工、翻新或改造項目期間，本集團均嚴格遵守所有適用的地方及國家有關環境保護、污染防治及生態保育的法律法規，並要求相關承包商落實環保管理措施，務求將工程對周邊環境、生態系統及社區所造成的影響降至最低，避免出現生態失衡情況。

本集團持續監控營運過程中可能產生的環境影響，包括但不限於廢氣排放、廢水排放及噪音水平，並採取適當的控制及預防措施，以盡量減少對周邊環境及社區的干擾，同時為教職員及學生營造安全、健康及舒適的校園環境。於報告期間，本集團並無接獲任何來自周邊社區有關空氣污染、氣味、噪音或光污染的重大投訴。

本集團持續實施及強制執行既定的環境管理政策，涵蓋校園安全、環境衛生及天然資源保護等範疇，並定期檢視相關政策的成效，以配合營運發展及環保要求的變化，致力為師生提供一個安全、健康及可持續的學習與工作環境。



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Each school of the Group attaches great importance to ecological environment conservation, advocates the harmonious coexistence between mankind and nature, and has actively carried out a series of activities in order to save energy, reduce emissions and protect the ecological environment, including but not limited to:

- Raising the awareness among teachers and students regarding energy and resource efficiency through the “National Energy Conservation Publicity Week” organized by CQ-CHST;
- Promoting the greening of campuses and communities through the voluntary tree planting activity themed “Sowing New Greenery and Protecting the Blue Sky Together” held by CQ-PASS;
- Enhancing the awareness of waste management and resource recycling through 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.
- 由重慶人文科技學院舉辦的「全國節能宣傳週」，提升師生對能源及資源效率的關注；
- 由重慶工商大學派斯學院舉辦的「播撒新綠，共護藍天」義務植樹活動，推動校園及社區綠化；
- 由滇池學院舉辦以「動手垃圾分類，美化滇院校園」為主題的垃圾分類宣講會，提升廢棄物管理及資源回收意識。

Through the aforementioned activities, the Group hopes to draw the attention of teachers and students on ecological conservation, environmental protection, and climate changes related issues. We strive to promote green and low-carbon development, put the philosophy of energy conservation and waste reduction into practice, 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 practice, and foster a favourable atmosphere of planting green, protecting green, loving green and flourishing green among the whole society.

本集團旗下各院校高度重視生態環境保護，倡導人與自然和諧共處，並積極開展多項節能減排及生態保育活動，包括但不限於：

透過上述活動，本集團期望喚起師生對生態環境保護及氣候變化議題的關注，推動綠色低碳發展，實踐節能減廢理念，並培養與自然和諧相處的生活態度。同時，這些活動亦鼓勵學生主動參與環境保護事業，在實踐中自我教育、自我提升，進一步營造植綠、護綠、愛綠及興綠的良好社會氛圍。



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The Group believes that safeguarding the ecological environment and natural resources is a shared responsibility of every member. Looking ahead, the Group will continuously enhance its environmental management measures and step up educational and awareness initiatives. By working closely with stakeholders, we will make unremitting efforts to achieve sustainable development and build a better future.

Climate Change

The Group has formulated comprehensive climate-related strategies to address risks arising from intensifying climate change while seizing relevant opportunities, thereby enhancing its long-term sustainable development capability and business resilience. To further bolster climate governance framework, the Group has conducted climate scenario analysis and risk prioritisation to systematically identify climate-related risks and opportunities that have material impacts on our business operations and value chain. The relevant assessments encompass potential financial and non-financial impacts, enabling the Group to respond to climate change challenges in a forward-looking and evidence-based manner, while supporting decision-making in strategy formulation and risk management.

Strategy

The Group conducts climate scenario analysis to identify and assess climate-related physical and transition risks over the short-to-medium term (2030 and 2035) and medium-to-long term (2050), as well as their potential impacts and opportunities on our operations, asset portfolio, and value chain. These time horizons align with global emission reduction and the 2050 net-zero target. Given the high uncertainty of beyond-2050 projections due to underlying assumptions, our analytical approach ensures data reliability while also factoring in long-term risk considerations.

本集團認為，保護生態環境及天然資源是每一位成員共同的責任。未來，本集團將持續完善環境管理措施，加強教育及宣傳，並與持份者攜手合作，為實現可持續發展及建構更美好的未來而不懈努力。

氣候變化

本集團已制定全面的氣候相關策略，以應對日益加劇的氣候變化所帶來的風險，並同時把握相關機遇，藉此提升本集團的長遠可持續發展能力及業務韌性。為進一步強化氣候管理框架，本集團已進行氣候情景分析及風險優次排序，系統性識別對本集團業務營運及價值鏈具重大影響的氣候相關風險與機遇。相關評估涵蓋財務及非財務層面的潛在影響，使本集團能以具前瞻性及有據可依的方式回應氣候變化帶來的挑戰，並支持策略制定及風險管理決策。

策略

本集團進行氣候情景分析，以識別及評估在短至中期(2030年及2035)以及中至長期(2050年)內，氣候相關的實體風險與轉型風險，以及其對本集團營運、資產組合及價值鏈所帶來的潛在影響與機遇。上述時間範圍與全球減排及於2050年實現淨零排放的目標一致。鑑於2050年以後的預測因基礎假設而存在高度不確定性，本集團的分析方法在確保數據可靠性的同時，亦兼顧對長期風險的考量。



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Regarding physical risks, the assessment begins with a high-level screening of different asset types to understand their inherent exposure to acute and chronic climate-related hazards. Subsequently, we conduct an analysis across the various geographic markets where the Group operates, considering the spatial and temporal variations of climate hazards under different climate scenarios. Based on asset characteristics and locations, we assess the proportion of assets exposed to climate-related risks, without factoring in existing adaptation or mitigation measures. Finally, by combining climate condition projections under selected climate scenarios with expected changes to the Group's asset portfolio, we track how physical risk exposure evolves over time, thereby gaining insights into the evolutionary trends of long-term physical climate risk.

As for transition risks, the Group assesses the potential impacts that may arise during the transition to a low-carbon economy, encompassing evolving climate-related policies and regulations, market dynamics, technological advancements, and stakeholder expectations. The assessment covers the sensitivity of key business activities to various transition drivers under different climate scenarios, and analyzes potential financial and operational impacts within the defined time horizons, while referencing to the Group's strategic direction and decarbonization plans. These climate scenario analysis outcomes will be used to support risk management, strategic planning, and capital allocation, ultimately strengthening the Group's overall resilience across divergent reasonable climate trajectories.

就實體風險而言，評估首先從高層次篩選不同資產類型入手，以了解其對急性及慢性氣候相關危害的固有暴露程度。其後，針對本集團營運所在的不同地理市場進行分析，並在不同氣候情景下考慮氣候危害於空間及時間上的變化。分析基於資產特性及地理位置，評估暴露於氣候相關風險的資產比例，而不納入現有的適應或緩解措施。透過結合所選氣候情景下的氣候條件預測及本集團資產組合的預期變化，評估實體風險暴露隨時間的變化，從而洞悉長期實體氣候風險的演變趨勢。

就轉型風險而言，本集團評估在邁向低碳經濟過程中可能產生的潛在影響，包括氣候相關政策及法規的變化、市場動態、科技發展以及持份者期望。評估涵蓋在不同氣候情景下，主要業務活動對各項轉型驅動因素的敏感程度，並於既定時間範圍內分析潛在的財務及營運影響，同時參考本集團的策略方向及減碳計劃。氣候情景分析的結果將用於支援風險管理、策略規劃及資本配置，並提升本集團在多種合理氣候未來情景下的整體韌性。

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Steps of the Risk Integration Process

風險整合流程的步驟



To assess the potential impacts of climate change on the Group's business, we have adopted climate pathways developed by globally recognized bodies, including the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Agency (IEA). These scenarios encompass a broad range of factors, including political, environmental, economic, and social indicators. Key variables include demographics, economic activity, climate and weather patterns, energy consumption, land-use patterns, technological development, and anticipated changes in climate policy. To reflect different risk drivers, the Group employs distinct scenario portfolios for physical risks and transition risks. The insights derived from this analysis help identify risk hotspots and inform the Group in climate strategy formulation to enhance long-term resilience.

為評估氣候變化對本集團業務可能帶來的潛在影響，我們採用了由全球公認機構制定的氣候路徑，包括政府間氣候變化專門委員會 (IPCC) 及國際能源署 (IEA)。該等情景涵蓋廣泛因素，包括政治、環境、經濟及社會指標。主要變數包括人口結構、經濟活動、氣候及天氣模式、能源使用、土地利用模式、科技發展以及氣候政策的預期變化。為反映不同風險驅動因素，本集團分別就實體風險及轉型風險採用不同的情景組合。相關分析所得的洞見有助於識別風險熱點，並指引本集團制定氣候策略，以提升長期韌性。

Scenario Analysis: Inputs and Methodology

情景分析的輸入因素及方法

Scope of Analysis

分析範圍

Six campuses and one online education entity in the PRC, which were all in full operation, including:

- CQ-CHST
- CQ-PASS
- CQ-VCAT
- IM-FZVC
- CQ-EIC
- YN-DC
- Open Distance Education

於中國全面營運的六所院校及一家在線教育實體，包括：

- 重慶人文科技學院
- 重慶工商大學派斯學院
- 重慶應用技術職業學院
- 內蒙古豐州職業學院
- 重慶電信職業學院
- 滇池學院
- 奧鵬教育



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Scenarios Adopted 採用情景				
Time Horizon 時間範圍	<ul style="list-style-type: none"> Short-to-medium term (2030) Medium-to-long term (2050) 	<ul style="list-style-type: none"> 短至中期 (2030年) 中至長期 (2050年) 		
Rationale for Selection 選用理據	<ul style="list-style-type: none"> The scenarios adopted make reference to climate pathways developed by the IPCC (for physical risks) and the IEA (for transition risks), respectively The selected data sources simulate more severe future climate scenarios, which assist the Group in formulating risk mitigation plans, guiding capital investment decisions, and enhancing operational resilience These scenarios enable the Group to assess exposure to physical and transition risks and support future strategic planning 	<ul style="list-style-type: none"> 所採用的情景分別參考IPCC (實體風險) 及IEA (轉型風險) 所制定的氣候路徑 所選資料來源模擬較為嚴峻的氣候未來情景，有助於本集團制定風險緩解規劃、指引資本投資決策及提升營運韌性 該等情景有助本集團評估實體及轉型風險的暴露程度，並支持未來的策略規劃 		
Climate Risk Category 氣候風險類別	Physical Risks	Transition Risks	實體風險	轉型風險
Scenario Adopted 採用情景	IPCC SSP5-8.5 Scenario (a high-emission pathway)	IEA Current Policies Scenario (CPS)	IPCC SSP5-8.5情景 (高排放路徑)	IEA當前政策情景 (CPS)
Scenario Description 情景描述	A high GHG emission scenario driven by rapid economic growth and heavy reliance on fossil fuels, leading to a global temperature rise of approximately 4 °C by 2100 and severe climate change.	An energy future scenario based solely on formally legislated and implemented policies, projecting continued growth in fossil fuel demand and leading to a global temperature rise of approximately 2.9°C by 2100.	一個由快速經濟增長及高度依賴化石燃料所推動的高溫室氣體排放情景，導致至2100年 全球氣溫上升約 4°C，並引發嚴重氣候變化。	一個僅基於已正式立法實施政策的能源未來情景，預計化石燃料需求持續增長，並導致至2100年全球氣溫上升約2.9°C。
Risk Assessment 評估風險	Acute Risks: <ul style="list-style-type: none"> Rainstorms Typhoons Chronic Risks: <ul style="list-style-type: none"> Rising average temperatures 	Transition Risks: <ul style="list-style-type: none"> Increased carbon offset costs Rising electricity costs 	急性風險: <ul style="list-style-type: none"> 暴雨 颱風 慢性風險: <ul style="list-style-type: none"> 平均氣溫上升 	轉型風險: <ul style="list-style-type: none"> 碳抵銷成本上升 電力成本上升

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Key Assumptions for Scenario Analysis and Asset Location Identification

情景分析及資產位置識別的主要假設

- It is assumed that asset locations remain unchanged across all analysis time horizons
- Existing adaptation or mitigation measures are not taken into consideration
- 假設在各分析時間範圍內，資產所在地點維持不變
- 未考慮任何現有的適應或緩解措施

Risk Management

To proactively simulate the most severe potential future climate scenarios, the Group has adopted the IPCC SSP5-8.5 scenario in the analysis to assess the anticipated impacts on our assets in the PRC over the 2030 and 2050 time horizons.

This assessment employs advanced climate modeling methodologies, combining historical climate records with future projection data for key climate variables. Meanwhile, through geospatial analysis, the Group integrates satellite imagery, topography, vegetation, and building-related emission data to evaluate the likelihood and severity of physical risks impacting its assets. This science-based, data-driven analytical approach enables the Group to anticipate climate risks more effectively and formulate forward-looking resilience enhancement strategies.

Under the selected climate scenario, the assessment results indicate that the impact levels of the two physical risks are low. A summary is provided in the table below. Supplementary tables further detail the potential impacts of these risks on business operations and the value chain, as well as on financial performance, while also outlining the Group's response measures and related opportunities.

風險管理

為主動模擬最嚴峻的潛在氣候未來情景，本集團於分析中採用了IPCC SSP5-8.5情景，以評估本集團位於中國的資產於2030年及2050年時間範圍內的預期影響。

本次評估採用先進的氣候建模方法，結合歷史氣候紀錄及主要氣候變數的未來預測數據。同時，透過地理空間分析，整合衛星影像、地形、植被及與建築物相關的排放資料，以評估實體風險對本集團資產造成影響的可能性及程度。此一以科學為基礎、數據驅動的分析方法，有助於本集團更有效地預判氣候風險，並制定具前瞻性的韌性提升策略。

在所選用的氣候情景下，評估結果顯示兩項實體風險的影響程度屬於偏低，相關概要載於下表。補充表格進一步說明該等風險對業務及價值鏈，以及對財務表現的潛在影響，並列示本集團的應對措施及相關機遇。



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Level of Exposure 風險暴露水平	Low 低	Low to Medium 低至中等	Medium 中等	High 高
Physical Risks 實體風險		Rainstorms, Typhoons 暴雨、颱風		Rising Average Temperature 平均氣溫上升
Scenario Adopted 採用情景			IPCC SSP5-8.5	
Selected Years 選定年份		2030		2050
Location 地點			The PRC 中國	
Level of Exposure 風險暴露水平				

Risk Type 風險類型	Acute Physical Risks 急性實體風險	Chronic Physical Risks 慢性實體風險
Description 描述	Rainstorms, Typhoons 暴雨、颱風	Rising Average Temperatures 平均氣溫上升
Potential Impacts on Business Model and Value Chain 對業務模式及價值鏈的潛在影響	<ul style="list-style-type: none"> • Business disruption • Inability of staff to commute • Power outages • Property damage • 業務中斷 • 員工無法通勤 • 停電 • 物業受損 	<ul style="list-style-type: none"> • Increased occupational health risks • Impact on storage conditions for supplies and goods of campus • 職業健康風險增加 • 影響校園物資及貨品的儲存條件

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Risk Type 風險類型	Acute Physical Risks 急性實體風險	Chronic Physical Risks 慢性實體風險
Potential Financial Impacts	<ul style="list-style-type: none"> Rainstorms and typhoons may lead to temporary campus closures and the postponement or cancellation of classes and exams. This affects the recognition of tuition, training fees, and related service revenue, posing short-term revenue pressure, particularly for businesses reliant on physical teaching or campus activities School buildings, teaching facilities, and dormitories may suffer damage during heavy rain or strong winds, requiring repairs or reinforcement works. This leads to one-off or unplanned increase in capital expenditures, affecting original capital allocation plans. 	<ul style="list-style-type: none"> Rising average temperatures may increase reliance on air conditioning and ventilation systems in campuses and teaching facilities, driving up electricity and energy costs. This exerts continuous pressure on operating costs, especially during summer semesters or for year-round campuses Persistent high-temperature environments may increase occupational health risks for the faculty and support staff, leading to increased sick leave and reduced productivity. This may necessitate additional allowances, work schedules adjustment, or investment in measures to improve the working environment, thereby increasing personnel-related costs.
潛在財務影響	<ul style="list-style-type: none"> 暴雨及颱風可能導致校園暫時關閉、課堂及考試延期或取消，影響學費、培訓費及相關服務收入的確認，尤其對依賴實體授課或校園活動的業務構成短期收入壓力 校舍、教學設施及宿舍在暴雨或強風下可能受損，需進行修繕或加固工程，導致一次性或計劃外的資本開支上升，並影響原有資本配置計劃。 	<ul style="list-style-type: none"> 平均氣溫上升可能增加校園及教學設施對空調及通風系統的依賴，推高電力及能源開支，對營運成本構成持續性壓力，特別是在夏季學期或全年營運的校園 持續高溫環境或增加教職員及支援人員的職業健康風險，導致病假增加、工作效率下降，並可能需要提供額外津貼、調整工作安排或投資於改善工作環境的措施，增加人力相關成本。
Response Measures	<ul style="list-style-type: none"> Formulate extreme weather contingency plans Equip all properties with physical protection facilities, including flood barriers, to mitigate the impact of power outages 	<ul style="list-style-type: none"> Formulate contingency plans for extreme weather
應對措施	<ul style="list-style-type: none"> 制定極端天氣應變計劃 為所有物業配備實體防護設施，包括防洪閘，以減輕停電影響 	<ul style="list-style-type: none"> 制定極端天氣緊急應變計劃



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To assess the transition risks associated with the transition to a low-carbon economy, this analysis focuses on the Group's six campuses and one online education entity in the PRC which were all in full operation. To proactively simulate the most severe potential future climate scenarios, this analysis adopts the Current Policies Scenario (CPS) of the International Energy Agency (IEA). This scenario assumes continued growth in fossil fuel demand, posing higher transition risks over the 2035 time horizon.

To supplement the aforementioned analysis, we also conducted a qualitative review of local policy trends and regulatory developments in Macau, considering that global scenarios may lack regional specificity. Furthermore, we distributed internal questionnaires to gather practical insights from various operating units regarding operational resilience and exposure to transition risks, while comprehensively taking into account policy, economic, and market factors. This analysis also acknowledges inherent uncertainties, which stem not only from climate model assumptions but also from the evolving regulatory environment and professional judgments influenced by market sentiment.

The results of the analysis are summarized in the table below, detailing the identified transition risks, their potential impacts on business models and value chain, possible financial implications, as well as the Group's corresponding response measures and potential opportunities.

為評估向低碳經濟轉型所帶來的轉型風險，本分析聚焦於本集團於中國全面營運的六所院校及一家在線教育實體。為前瞻性地模擬最嚴峻的潛在氣候未來情境，本次分析採用了國際能源署的現行政策情境，該情境假設化石燃料需求持續成長，並於2035年時間範圍內呈現較高的轉型風險。

為補充上述分析，我們亦對澳門本地政策趨勢及監管發展進行了定性審閱，考量全球情境可能缺乏區域層面的具體性。此外，我們於內部發放問卷調查，以蒐集各營運單位在營運韌性及轉型風險曝險方面的實務見解，並綜合考量政策、經濟及市場因素。分析同時亦認知到其內在不確定性，該等不確定性不僅源於氣候模型的假設，亦包括來自持續演變的監管環境，以及受市場情緒影響的專業判斷。

分析結果彙總如下表，詳列所識別的轉型風險、其對業務模式及價值鏈的潛在影響、可能產生的財務影響，以及本集團相應的因應措施與潛在機會。

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Level of Exposure

風險暴露水平

Low
低

Low to Medium
低至中等

Medium
中等

High
高

Physical Risks

實體風險

Increased carbon offset costs

碳抵銷成本上升

Rising electricity costs

電力成本上升

Scenario Adopted

採用情景

IEA Current Policies Scenario (CPS)

國際能源署的當前政策情境

Selected Years

選定年份

2035

Location

地點

The PRC

中國

Level of Exposure

風險暴露水平

Risk Type

風險類型

Transition Risks

轉型風險

Description

描述

Increased carbon offset costs

碳抵銷成本上升

Potential Impacts on Business Model and Value Chain

對業務模式及價值鏈的潛在影響

- Pressure to increase investment in low-carbon technologies
- Increased business uncertainty due to regulatory changes and evolving global trends

Potential Financial Impacts

潛在財務影響

- 增加投資低碳技術的壓力
- 因法規變動及全球趨勢演進而提高業務不確定性
- Increased capital expenditure for low-carbon technologies
- Rising training costs related to policies and regulations
- Increased expenditures related to carbon pricing
- 用於低碳技術的資本支出增加
- 與政策及法規相關的培訓成本上升
- 碳定價相關支出增加

Response Measures and Opportunities

應對措施及機遇

- Assess potential exposure related to carbon pricing and explore decarbonization strategies
- Identify opportunities to invest in energy-efficient or low-carbon technologies to reduce long-term carbon offset requirements
- Leverage government subsidies or green financing instruments to support decarbonization investments
- 評估碳定價相關的潛在曝險，並探索減碳策略
- 識別投資節能或低碳技術的機會，以降低長期碳抵換需求
- 善用政府補貼或綠色融資工具，以支持去碳化投資



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Risk Type 風險類型	Transition Risks 轉型風險
Description 描述	Rising electricity costs 電力成本上升
Potential Impacts on Business Model and Value Chain 對業務模式及價值鏈的潛在影響	<ul style="list-style-type: none"> • Pressure to upgrade equipment to higher energy efficiency or low-carbon alternatives • Potential decrease in competitiveness compared to enterprises that have invested in energy efficiency or renewable energy • 促使設備升級至更高能源效率或低碳替代方案的壓力 • 相較於已投資能源效率或再生能源的企業，競爭力可能下降
Potential Financial Impacts 潛在財務影響	<ul style="list-style-type: none"> • Direct increase in utility expenditures • Rising electricity prices due to renewable energy policy requirements or the gradual phase-out of fossil fuels, leading to higher operating costs • Increased price volatility adds complexity to budgeting, long-term planning and investment appraisal, thereby increasing forecasting uncertainty • 公用事業支出直接增加 • 因再生能源政策要求或逐步淘汰化石燃料而導致電價上升，進而提高營運成本 • 價格波動增加預算編列、長期規劃及投資評估的複雜性，進而提高預測不確定性
Response Measures and Opportunities 應對措施及機遇	<ul style="list-style-type: none"> • Explore conducting energy audits to identify energy efficiency improvement opportunities • Explore signing Power Purchase Agreements (PPAs) to lock in long-term stable energy prices • Consider driving electrification or process redesign to enhance efficiency and lay the foundation for future low-carbon competitiveness • 探索進行能源稽核，以識別能源效率改善機會 • 探索簽訂購電協議，以鎖定長期穩定的能源價格 • 考慮推動電氣化或製程再設計，以提升效率，並為未來低碳競爭力奠定基礎

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Metrics and Targets

During the Reporting Period, the Group commenced the collection of Scope 3 GHG emissions data as part of our ongoing commitment to improve GHG emissions management. We recognise the importance of expanding inspection over Scope 3 GHG emissions and plan to further enhance the collection and coverage of the relevant data in the coming years. Through more comprehensive data management, the Group is able to analyse GHG emissions by location and emission category, thereby enhancing the effectiveness of overall emissions management and emission reduction decision-making. For details of the Group's emission reduction measures, please refer to the sections headed "Air Emissions", "Waste Management" and "Energy Consumption and Management".

The Group's GHG emissions were mainly attributable to the following three aspects:

- Direct GHG emissions (Scope 1): mainly includes the gasoline and diesel-fueled vehicles used in its daily operations, and the natural gas equipment used by the canteens and dormitories for the staff and students
- Energy indirect GHG emissions (Scope 2): mainly generated from the use of purchased electricity
- Other indirect GHG emissions (Scope 3): in accordance with the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, the Group has covered the following categories of emissions, including:
 - Category 1: purchased goods and services
 - Category 5: waste generated in operations
 - Category 6: business travel

指標與目標

於報告期內，本集團已展開範圍三溫室氣體排放數據的收集工作，作為我們持續完善溫室氣體排放管理承諾的一部分。我們深明擴展範圍三溫室氣體盤查的重要性，並計劃於未來年度進一步加強相關數據的收集及覆蓋範圍。透過更全面的數據管理，本集團得以按地點及排放類別分析溫室氣體排放情況，從而提升整體排放管理及減排決策的成效。有關本集團減排措施的詳情，請參閱「廢氣排放」、「廢棄物管理」及「能源使用與管理」章節。

本集團的溫室氣體排放主要來自以下三個方面：

- 直接溫室氣體排放(範圍一)：主要包括日常營運過程中所使用的汽油及柴油車輛，以及員工及學生食堂與宿舍所使用的天然氣設備
- 能源間接溫室氣體排放(範圍二)：主要來自外購電力的使用
- 其他間接溫室氣體排放(範圍三)：根據《溫室氣體核算體系：企業價值鏈(範圍三)核算與報告標準》，本集團已涵蓋以下類別的排放，包括：
 - 類別1：外購的商品及服務
 - 類別5：營運中產生的廢物
 - 類別6：商務差旅



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The table below gives a summary of GHG emissions of each scope by the Group during the Reporting Period:

報告期內，本集團各範圍溫室氣體排放表現概述如下：

Main types of GHG emissions 主要溫室氣體排放種類	Source of emission factor 排放係數來源	Unit 單位	Emissions in 2025 2025排放量	Emissions in 2024 2024排放量
Direct GHG emission – Scope 1				
直接溫室氣體排放 – 範圍一				
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"> How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs issued by the Stock Exchange 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》 	tCO ₂ eq. 噸二氧化碳當量	299.02	418.51
Combustion of fuels in mobile sources – diesel 移動來源燃燒 – 柴油		411.88	434.59	
Combustion of fuels in mobile sources – gasoline 移動來源燃燒 – 汽油		513.90	500.06	
Indirect GHG emission – Scope 2				
間接溫室氣體排放 – 範圍二				
Purchased electricity 外購電力	<ul style="list-style-type: none"> the 2024 national grid emission factors in the Announcement on the Release of 2024 Electricity Carbon Footprint Data issued by the National Energy Administration of the Ministry of Ecology and Environment of the PRC 中國生態環境部國家能源局刊發的《關於發佈2024年電力碳足跡數據的公告》之2024年全國電力碳足跡因子 	tCO ₂ eq. 噸二氧化碳當量	26,315.94	24,373.10

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Main types of GHG emissions 主要溫室氣體排放種類	Source of emission factor 排放係數來源	Unit 單位	Emissions in 2025 2025排放量	Emissions in 2024 2024排放量
Other indirect GHG emission – Scope 3				
其他間接溫室氣體排放 – 範圍三				
Category 1: purchased goods and services 類別1：外購的商品及服務	<ul style="list-style-type: none"> • Please refer to “Scope 3 reporting boundary” • 請參考「範圍三報告邊界」 	tCO ₂ eq. 噸二氧化碳當量	502.23	864.28
Category 5: waste generated in operations 類別5：運營中產生的廢物			411.99	415.33
Category 6: business travel 類別6：商務差旅			297.94	322.77
Gross emissions 總排放量		tCO ₂ eq. 噸二氧化碳當量	28,752.90	27,328.64
Total emission intensity 總排放密度		tCO ₂ eq./ person 噸二氧化碳當量／人員	0.33	0.31



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Reporting Boundary

報告邊界

Scope 3 category 範圍三類別	Relevance to the Group 與本集團的關係	Calculation and emission factor 計算和排放係數
Category 1: purchased goods and services		
類別1：外購的商品及服務		
<p>Emissions generated from the processing of purchased fresh water</p> <p>外購淡水處理過程中所產生的排放</p>	<p>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</p> <p>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</p>	<ul style="list-style-type: none"> • Adopt an assessment approach based on the amount of water supplied and the amount of electricity used for processing fresh water. • Calculation method is to multiply the consumption amount of the Group's fresh water purchased from the Water Supplies Department by the relevant GHG 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 factors, use international recognised emission factors or tools for reference. • 採用基於供水量及處理淡水所消耗電力的方式評估。 • 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係數。 • 排放係數來源：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。

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Scope 3 category 範圍三類別	Relevance to the Group 與本集團的關係	Calculation and emission factor 計算和排放係數
Category 5: waste generated in operations		
類別5：營運中產生的廢物		
Emissions generated from the Group's wastewater treatment	Mainly the wastewater discharged by the Group	<ul style="list-style-type: none"> • Adopt a pathway-specific assessment approach. • Emissions associated with wastewater are calculated through multiplying the volume of wastewater discharge by the applicable emission factors. • Key source of emission factors: the Appendix II: Reporting Guidance on Environmental KPIs issued by the Stock Exchange, the 2024 UK Government Greenhouse Gas Conversion factors for Company Reporting, and the Environment, Social and Governance Report 2024-25 published by the Hong Kong Drainage Services Department.
處理本集團排放污水所產生的排放	主要為本集團排放的廢水	<ul style="list-style-type: none"> • 採用按處理途徑劃分的特定方法進行評估。 • 與廢水相關的排放量乃以廢水排放量乘以適用的排放因子計算得出。 • 主要排放因子來源包括香港聯交所《附錄二：環境關鍵績效指標匯報指引》、《2024年英國政府企業報告溫室氣體換算因子》、以及香港渠務署刊發的《2024-25環境、社會及管治報告》。



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Scope 3 category 範圍三類別	Relevance to the Group 與本集團的關係	Calculation and emission factor 計算和排放係數
<p>Category 6: business travel 類別6：商務差旅</p> <p>Emissions associated with travel transportation for employees engaging business-related activities</p> <p>員工參與業務相關活動的交通出行排放。</p>	<p>Mainly the air flight and high-speed train taken during business travel</p> <p>主要為差旅期間乘坐的航空飛機和高鐵</p>	<ul style="list-style-type: none"> • Adopt a distance-based assessment approach. • 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. • Source of emission factor: the ICAO Carbon Emissions Calculator of International Civil Aviation Organization (“ICAO”) and GHG Emissions from Transport or Mobile Sources Tool of the Greenhouse Gas Protocol. • 採用基於距離的方法評估。 • 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。 • 排放系數來源：國際民用航空組織（「國際民航組織」）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）。

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Our approach

我們的方法

Our approach

我們的方法

Standard used

所使用的標準

- 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
- Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011)
- 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)》
- 企業價值鏈(範圍三)核算與報告標準(2011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》

Measurement approach

計量方法

Operational control

營運控制

Operational boundary

營運邊界

Six campuses and one online education entity in the PRC which were all in full operation, including:

- CQ-CHST
 - CQ-PASS
 - CQ-VCAT
 - IM-FZVC
 - CQ-EIC
 - YN-DC
 - Open Distance Education
- 於中國全面營運的六所院校及一家在線教育實體，包括：
- 重慶人文科技學院
 - 重慶工商大學派斯學院
 - 重慶應用技術職業學院
 - 內蒙古豐州職業學院
 - 重慶電信職業學院
 - 滇池學院
 - 奧鵬教育



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GHG Emission Target

To comply with the climate-related disclosure requirements under Part D of the Code which was updated with effect from 1 January 2025, the Group adopted a bottom-up approach to set its GHG emission reduction targets with reference to the “Practical Guide for Net-Zero Emissions for Enterprises” as issued by the Stock Exchange. Details are as follows:

溫室氣體排放目標

為遵守2025年1月1日更新的《守則》D部分：氣候相關披露要求，本集團參考聯交所發布的《企業淨零排放實用指南》，採用自下而上的方法制定溫室氣體減排目標，詳情如下：

Target information 目標資訊		Target setting 目標設定		
Target setting	Taking 2024 as the baseline, the short-term target is to reduce the Scope 1 and 2 GHG emissions by approximately 5% by 2029.	Scope 1 and 2 GHG emissions (tCO₂eq.)	Decline versus the baseline (%)	
目標設定	截至2029年，短期目標為以2024年（基準年）為比較基準，將範疇一及二的溫室氣體排放量減少約5%。	範疇一及二溫室氣體排放量（噸二氧化碳當量）	相較基準年之減幅（%）	
Target type (absolute quantity/intensity)	Absolute quantity	Total emissions – baseline (2024)	27,540.74	/
目標類型（絕對量／強度）	絕對量	總排放量－基準年（2024年）		
Target	In accordance with the Practical Guide for Net-Zero Emissions for Enterprises as issued by the Hong Kong Stock Exchange (HKEX), the Group has set such GHG emission reduction target after analysing the GHG emission reduction potential across the entire value chain and identifying all feasible actions.	Total emissions – target year (2029)	26,163.70	▼5.00%
目標	根據香港交易所(HKEX)聯交所發布的《企業淨零排放實用指引》，本集團在分析整個價值鏈的溫室氣體減排潛力，並識別所有可行行動後，制定此溫室氣體減排目標。	總排放量－目標年（2029年）		
Progress tracking	The Board regularly reviews the targets and performance of Scope 1 and Scope 2 GHG emissions, and assesses whether any revisions are necessary.			
進度監察	董事會定期審視範疇一及二溫室氣體排放的目標及表現，並評估是否有需要作出任何修訂。			

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Target information 目標資訊	Target setting 目標設定
<p>Target coverage</p> <p>目標範圍</p>	<p>Covering the six campuses and one online education entity of the Group which were all in full operation in the PRC, including:</p> <ul style="list-style-type: none"> • CQ-CHST • CQ-PASS • CQ-VCAT • IM-FZVC • CQ-EIC • YN-DC • Open Distance Education <p>涵蓋本集團於中國全面營運的六所院校及一家在線教育實體，包括：</p> <ul style="list-style-type: none"> • 重慶人文科技學院 • 重慶工商大學派斯學院 • 重慶應用技術職業學院 • 內蒙古豐州職業學院 • 重慶電信職業學院 • 滇池學院 • 奧鵬教育

Current Progress 目前進展		
	Scope 1 and 2 GHG emissions (tCO ₂ eq.) 範疇一及二溫室氣體排放量 (噸二氧化碳當量)	Decline versus the baseline (%) 相較基準年之減幅(%)
2024	25,726.26	/
2025	27,540.74	+7.05%



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Compared with 2024, the Group's GHG emission intensity registered a marginal increase.

The significant decline in direct GHG emissions (Scope 1) was mainly attributable to energy mix optimization at selected campuses, including connecting to municipal heating systems, outsourcing canteens and facility upgrades, as well as the discontinuation of natural gas use. In addition, the Group has replaced natural gas water heaters in student dormitories with electric and air-source heat pump systems in line with its active promotion of green campus initiatives.

The slight increase in energy indirect GHG emissions (Scope 2) was mainly due to the shift from natural gas to electricity for hot water supply, leading to an increase in overall electricity demand.

Benefiting from its implementation of effective energy and water conservation measures as well as low-carbon business travel initiatives, the Group recorded a reduction in other indirect GHG emissions (Scope 3). Notably, emissions under Category 1 were reduced significantly further following the update of relevant emission factors by the Hong Kong Water Supplies Department.

Carbon Offset

The Group recognizes that prudent and high-quality carbon offsets play a strategic role in mitigating our GHG emissions. We will actively explore the information and services regarding carbon credit purchases available on Core Climate, a carbon marketplace launched by the Stock Exchange, seeking viable pathways to comprehensively offset our GHG emissions. We will continuously review and assess our carbon offset strategy, encompassing sourcing criteria, appropriate platforms, and implementation timing. Meanwhile, we will focus on exploring long-term investment opportunities in carbon removal projects, with the aim of progressively reducing our reliance on carbon offsets.

與2024年相比，本集團之溫室氣體排放強度錄得輕微上升。

範疇一(直接排放)顯著下降，主因在於部分學校優化能源結構，包括銜接政府供暖系統、食堂外包及設備升級，停用了天然氣。此外，本集團積極推動綠色校園建設，將學生公寓的燃氣熱水器更換為電能及空氣能熱水系統。

範疇二(能源間接排放)則有所增長。此變動主要源於熱水供應由天然氣轉向電力，帶動整體用電需求上升。

範疇三(其他間接排放)受惠於集團推行有效的節能、節水及低碳商務差旅措施而錄得減幅。其中，由於香港水務署更新相關排放係數，進一步顯著降低了類別一的排放量。

碳抵銷

本集團認為，審慎且具高質素的碳抵銷在減少本集團溫室氣體排放方面發揮一定作用。本集團將積極探索聯交所旗下Core Climate平台所提供有關碳信用購買的資訊及服務，尋求全面抵銷溫室氣體排放的方法。本集團將持續檢視及評估其碳抵銷策略，包括採購標準、合適的平台及時間安排。同時，本集團將重點探索碳移除項目的長期投資機遇，並逐步降低對碳抵銷的依賴。

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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
- Social Insurance Law of the PRC

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:

- Notice of YN-DC on Organising a Training Course for Teaching Competence Enhancement
- Notice of YN-DC on the 2025 Faculty and Staff Physical Examination
- Interim Measures of CQ-EIC on Increasing Faculty and Staff Medical and Health Expenses
- Notice of CQ-PASS on Issuing the Measures for the Selection and Management of Cadres
- Notice of CQ-PASS on Issuing the Work Plan for All-Staff Competitive Bidding for Posts
- Notice of CQ-PASS on Issuing the Measures for the Management of Faculty and Staff Further Study and Training

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》
- 《中華人民共和國社會保險法》

本集團為維護員工在僱傭、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：

- 《滇池學院關於組織教學能力提升研修班的通知》
- 《滇池學院關於2025年教職員體檢的通知》
- 《重慶電信職業學院增加教職員醫療衛生費(暫行)辦法》
- 《重慶工商大學派斯學院關於印發<幹部選拔與管理辦法>的通知》
- 《重慶工商大學派斯學院關於印發<全員競標上崗工作方案>的通知》
- 《重慶工商大學派斯學院關於印發<教職員進修訓練管理辦法>的通知》



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- Notice of CQ-PASS on Issuing the Implementation Rules for Continuous Education of Professional Technician Personnel
- Notice of CQ-CHST on Issuing the Measures for the Management of Counsellors' Workload (Trial)
- Notice of CQ-CHST on Launching the Innovation Workshop on AI-Empowered Curriculum Teaching
- Notice of CQ-CHST on Launching the "Moral Cultivation and Digital Empowerment" Young Teachers' Education and Teaching Competence Training, etc.
- 《重慶工商大學派斯學院關於印發<專業技術人員繼續教育實施細則>的通知》
- 《重慶人文科技學院關於印發<輔導員工作量管理辦法(試行)>的通知》
- 《重慶人文科技學院關於開展AI賦能課程教學創新工作坊的通知》
- 《重慶人文科技學院關於開展「師德鑄魂 數位賦能」青年教師教育教學能力培訓的通知》等

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

於報告期間，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。另一方面，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。

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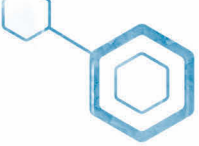
Workforce

The Group had a total number of 6,110 employees as of 31 December 2025. All employees were from various provinces of the PRC, except two from Thailand, three from the United States, two from Japan, one from Guyana and one from Canada. The detailed distribution of the workforce is presented as below.

員工

於2025年12月31日，本集團共有6,110名僱員。除2名僱員來自泰國、3名來自美國、2名來自日本、1來自圭亞那及1名來自加拿大外，所有其他僱員均來自中國各省。以下展示員工具體分佈情況。

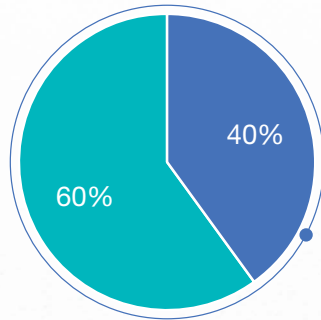
Total Employees and Employee Category	僱員總數與類別	2025
Total Employees	僱員總數	6,110
Total Employees by Gender	按性別劃分的僱員總數	
Male	男性	2,422
Female	女性	3,688
Total Employees by Age Group	按年齡劃分的僱員總數	
18-25	18-25歲	222
26-35	26-35歲	2,539
36-45	36-45歲	1,978
46-55	46-55歲	891
56 or above	56歲或以上	480
Total Employees by Employment Type	按僱傭類型劃分的僱員總數	
Full-time	全職	4,721
Part-time	兼職	1,389
Total Employees by Employee Category	按僱員類型劃分的僱員總數	
Administrative Staff	行政管理員工	999
Teachers	教師	4,418
Other staff	其他員工	693
Total Employees by Geographical Region	按地區劃分的僱員總數	
China	中國	6,101
Thailand	泰國	2
US	美國	3
Japan	日本	2
Guyana	圭亞那	1
Canada	加拿大	1



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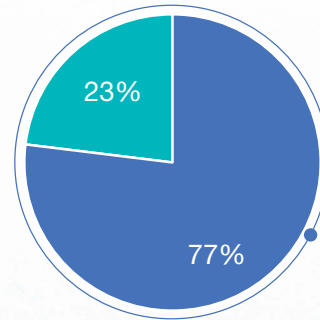
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Total Employees by Gender
按性別劃分的僱員總數



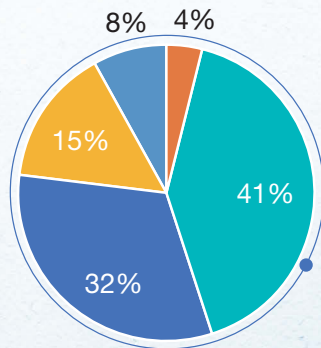
● Male 男性 ● Female 女性

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



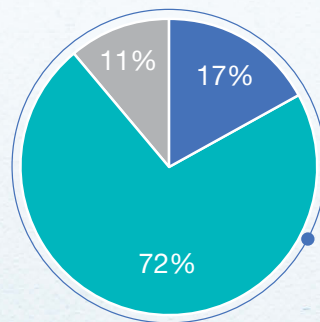
● Full-time 全職 ● Part-time 兼職

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



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

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



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

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Turnover Rate⁴

During the Reporting Period, 530 employees left the Group, one was from UK while the rest were from China, representing a total employee turnover rate of 9%. The turnover headcount and turnover rates by employee category, age and gender are illustrated below:

流失率⁴

於報告期間，有530名僱員離開本集團，一名來自英國，其他均來自中國，僱員總流失率為9%。按僱員類型、年齡及性別劃分的離職人數和流失率闡釋如下：

Turnover staff headcount and Category	僱員離職人數與類別	2025
Total Turnover Staff	僱員總離職人數	530
Total Turnover Staff by Gender	按性別劃分的離職總數	
Male	男性	234
Female	女性	296
Total Turnover Staff by Age	按年齡劃分的離職總數	
18-25	18-25歲	25
26-35	26-35歲	222
36-45	36-45歲	132
46-55	46-55歲	40
56 or above	56歲或以上	111
Total Turnover Staff by Employment Type	按僱傭類型劃分的離職總數	
Full-time	全職	530
Part-time	兼職	0
Total Turnover Staff by Employee Category	按僱員類型劃分的離職總數	
Administrative Staff	行政管理員工	99
Teachers	教師	259
Other staff	其他員工	172
Total Staff by Geographical Region	按地區劃分的僱員總數	
China	中國	529
UK	英國	1

⁴ 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 by employee category during the year/total number of employees by employee category at the end of the year) x 100%.

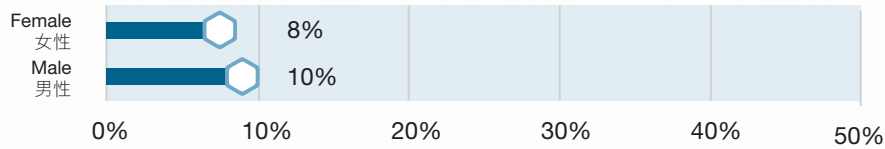
⁴ 總僱員流失率=(年內總離職僱員人數/年末總僱員人數)x 100%; 各類別的僱員流失率=(按類別年內總離職僱員人數/按類別的年末總僱員人數)x 100%。



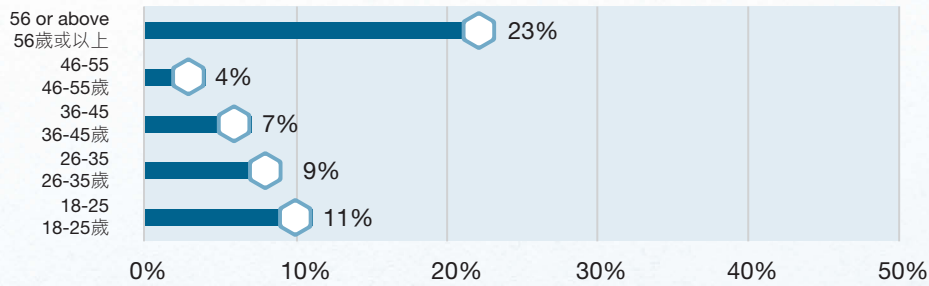
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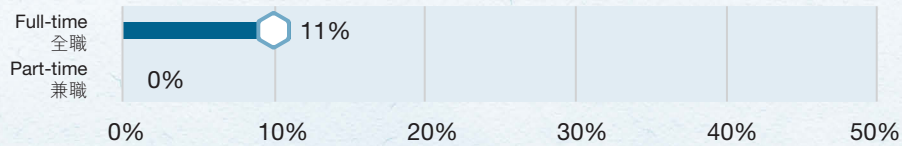
Turnover Rate by Gender 按性別劃分的僱員流失率



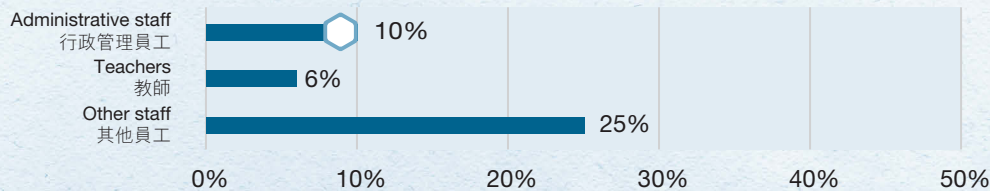
Turnover Rate by Age Group 按年齡組別劃分的僱員流失率



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



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



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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 under the Group provides free health check-ups for the faculty 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. The Group is fully aware of the importance of work-life balance for the long-term development and the physical and mental wellbeing of the faculty and staff, and therefore actively plans and organizes diverse activities in promoting physical and mental health, including but not limited to:

- “10.10 World Mental Health Day” Mental Wellbeing Series Activities
- Themed Activities on Physical and Mental Wellbeing and Safety of Staff and Students
- Collective Lesson Preparation Session on “Drowning Prevention Education”
- “Smart Women · Female Grace” International Women’s Day Care Activities

These activities aim to guide staff and students to pay attention to their physical and mental wellbeing and emotional management, so as to promote personal growth and enhance their capabilities in self-care, self-help and mutual support, thereby fostering a positive and supportive campus atmosphere.

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。本集團深明工作與生活平衡對教職員長遠發展及身心健康的重要性，因此積極策劃及推行多元化的身心健康推廣活動，包括但不限於：

- 「10.10世界精神衛生日」心理健康系列活動
- 師生身心健康與安全相關主題活動
- 「防溺水專案教育」集體備課會
- 「智慧女性·巾幗芳華」婦女節關懷活動

相關活動旨在引導教職員及學生關注自身心理健康與情緒管理，促進心靈成長，並提升自我關懷、自助及互助的能力，從而營造正向、支持性的校園氛圍。



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To support the professional development and capability enhancement of the teachers and staff, the Group also organised relevant activities during the Year, such as the 2025 Funding Work Training Session, to assist the teachers and staff in understanding the latest policies and professional requirements, enhancing their professional competence and work efficiency, and achieving a win-win outcome for both personal development and the sustainable development of the organization.

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.

為支持教職員的專業發展及能力提升，本集團亦於年內舉辦2025年度資助工作培訓會等相關活動，協助教職員了解最新政策及專業要求，提升其專業素養及工作效能，實現個人發展與機構可持續發展的雙贏。

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.

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。



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Employee Health and Safety

Upholding the people-oriented and safety-first management philosophy, the Group places great emphasis on the physical and mental wellbeing of its employees and students as well as campus safety, and is committed to creating a safe, stable and accident-free learning and working environment. Across all campuses, we fully comply with the national and local laws and regulations governing work safety, public safety and campus management, and have established multi-tiered and systematic campus safety management systems, covering various areas such as food safety, fire safety, public health, emergency response and mental health.

We have established and strictly implemented a number of safety management policies and emergency response plans at each campus, 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.

僱員健康及安全

本集團一貫秉持「以人為本、安全為先」的管理理念，高度重視僱員及學生之身心健康與校園安全，致力營造安全、穩定及無事故的學習與工作環境。各校區全面遵循國家及地方有關安全生產、公共安全及校園管理之法律法規，並建立多層次、系統化的校園安全管理制度，涵蓋食品安全、消防安全、公共衛生、突發事件應對及心理健康等多個範疇。

各校區已建立並嚴格執行多項安全管理政策及應急預案，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。



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The Group regularly organizes cross-department safety inspections to conduct comprehensive checks on key campus areas and facilities, including water, electricity, and gas safety, firefighting facilities, laboratories and teaching venues, offices and student dormitories. These inspections span the start of semesters, the lead-up to holidays, and the period around winter and summer vacations. Through immediate rectification and closed-loop management, potential safety hazards are promptly eliminated to continuously fortify the campus safety defense line. To enhance the emergency response and self-rescue capabilities of employees and students, we regularly conduct fire safety training, emergency evacuation drills, and anti-terrorism and anti-riot combat drills at each campus. Integrated with hand-on fire extinguisher and first-aid training, fire drills simulating real-life scenarios such as fires and smoke evacuation are conducted in teaching buildings and dormitories at least once per year to familiarize all participants with emergency procedures and improve overall response efficiency.

In terms of logistics and catering management, 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. The Group continues to promote transparency and refined management in food safety, strengthening day-to-day supervision of canteens through thematic food safety meetings, kitchen inspections and open day activities, so as to ensure the dietary safety of teaching staff and students. At the same time, through dormitory safety facility

本集團定期組織跨部門安全檢查行動，對校園重點區域及設施進行全面排查，包括水電及燃氣安全、消防設施、實驗室及教學場所、辦公室與學生宿舍等。檢查工作貫穿學期初、節假日前及寒暑假前後，透過即查即改、閉環管理的方式，及時消除潛在安全隱患，持續鞏固校園安全防線。為提升僱員及學生的應急避險與自救互救能力，各校區定期舉辦消防安全培訓、應急疏散演練及反恐防暴實戰演練。每年至少一次於教學樓及學生宿舍組織消防演習，模擬火災、濃煙疏散等實際場景，並結合滅火器實操、急救技能培訓等活動，確保參與人員熟悉應急流程，提升整體應變效率。

在後勤與餐飲管理方面，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。本集團持續推進食品安全透明化與精細化管理，透過食品安全專題會議、後廚檢查及公開日活動，強化食堂日常監管，保障師生飲食安全。同時，配合宿舍安全設施檢查及達



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inspections and cautionary education on prohibited items, it further reduces fire hazards and electrical risks, creating a safe, clean and comfortable campus living environment. 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 provision of education services, there were no products sold or shipped subject to recalls for safety and health reasons.

In addition to physical safety, the Group is also highly focused on the mental health of employees and students. Mental health awareness and emotional regulation are continuously improved through a variety of activities, including World Mental Health Day, Mental Health Month, psychological lectures, group counseling, and psychological assessments. Together with expert insights, interactive experiences, and technology application, these initiatives help participants build resilience and work-life balance, ultimately reducing potential psychological risks.

The Group also promotes safety education and publicity through diverse channels, addressing fire safety, traffic safety, anti-fraud, cybersecurity, and public safety, with regular reviews to optimize safety protocols. Through a simultaneous focus on institutional development, training, and practical drills, we consistently raise our campus safety management standards, guaranteeing a safe, healthy, and protected environment for both work and study.

禁物品警示教育，進一步降低火災及用電風險，營造安全、整潔及舒適的校園生活環境。於報告期間，本集團不存在產品或服務安全衛生相關法律法規的重大違規情況，與上一報告期間一致。由於本集團的業務性質為提供教育服務，故並無售出或運送的产品因安全及健康原因而被召回。

除實體安全外，本集團亦高度關注僱員及學生的心理健康，透過世界精神衛生日、心理健康月、心理講座、團體輔導及心理測評等多元化活動，持續提升心理健康意識與情緒管理能力。相關活動結合專家講授、互動體驗及科技應用，協助參與者建立心理韌性，促進身心平衡，從而降低潛在心理風險。

本集團透過多形式的安全教育及宣傳活動，涵蓋消防、交通、防詐騙、網絡安全及公共安全等主題，並定期檢視及優化安全管理措施。透過制度建設、教育培訓與實務演練並行的方式，持續提升校園整體安全管理水平，確保僱員及學生在安全、健康及受保障的環境中學習與工作。

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Training on Fire Safety Awareness and
Emergency Response & First Aid
消防安全意識和應急避險能力急救培訓

On 11 September 2025, in order to improve fire safety awareness and emergency response capabilities among all faculty and students, IM-FZVC invited experts to deliver training sessions on fire safety awareness, emergency response and first aid. Such trainings covered fire prevention knowledge and measures to enhance the fire safety awareness and emergency response capabilities of the faculty. Additionally, common first aid procedures for daily life scenarios, including cardiopulmonary resuscitation (CPR), were also demonstrated using medical teaching manikins.

2025年9月11日，內蒙古豐州職業學院為提升全校師生的消防安全意識及應急避險能力，邀請專家到校為師生開展消防安全意識和應急避險能力急救培訓，通過講解消防知識以及預防措施，提高師生的消防安全意識以及應對突發情況的應對能力；同時也通過醫護教學模型演示了心肺復甦(CPR)等生活場景中常見的急救處理操作流程。



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“10.10 World Mental Health Day”
Mental Health Series Activities
「10.10世界精神衛生日」心理健康系列活動

From 10 October to 11 October 2025, YN-DC organized a series of mental health activities, attracting many students to actively participate in the activities by setting up several interaction experience centres. In one of the sessions themed “Dialogue with Xinyue AI,” students engaged with an “AI psychological counseling agent” to discuss their mental struggles and health topics. Through such interaction with intelligent agent, they received comfort and gained an understanding and first-hand experience of the warmth and innovation brought by technology advancement to mental health care.

2025年10月10日-10月11日，滇池學院開展心理健康系列活動，活動通過設置多個互動體驗區，吸引同學踴躍參與。如在「對話心悅『AI』」中，同學們通過與「心理諮詢AI智能體」交流心理困惑、探討健康話題，在智能互動中獲得理解與安慰，切身感受科技為心理健康服務帶來的親和力與創新力。



AIDS Prevention Publicity Week Themed
“Promotion of Health by Understanding and Prevention of AIDS”
「知艾防艾 共享健康」預防艾滋病宣傳周活動

The 38th World AIDS Day fell on 1 December 2025. In active response to national AIDS prevention publicity efforts, the school continuously promotes AIDS prevention education on campus to enhance young students’ understanding and knowledge of the disease. To this end, CQ-EIC organized AIDS Prevention Publicity Week featuring diverse activities, including knowledge contests, interactive publicity events, and educational lectures.

2025年12月1日是第38個世界愛滋病日，為積極響應國家防愛滋病宣傳工作，提高青年學生對愛滋病的了解，普及愛滋病防治知識，持續推進愛滋病防治宣傳教育進校園。重慶電信職業學院透過防愛滋病知識競賽、防愛滋病互動宣傳、防愛滋病知識講座等多種形式進行了預防愛滋病宣傳週活動。

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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 eight work-related injury cases and 394.5 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8宗工傷個案，因工傷損失工作天數為394.5天。

Health and Safety	健康與安全	Unit	單位	2025	2024	2023
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	394.5	133	13

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。

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:

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：

- 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.
- 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。
- 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.
- 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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- 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.
- 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.
- 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。
- 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。

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

- The school recommends the best in each unit according to the training requirements.
- 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:

- 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.
- 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.

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：

- 學校根據培訓的要求，在各單位進行擇優推薦。
- 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：

- 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。
- 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 19,500⁵. These training programs include but not limited to:

- Emergency Evacuation Drill
- 2025 Funding Work Training Session
- May Collective Lesson Preparation Session on “Drowning Prevention Special Education”
- Counsellors' Competence Enhancement Training – Hands-on Practice of First Aid Knowledge
- 2025 National Security Education Day Themed Lecture
- Anti-Fraud Themed Education Lecture
- Daily Safety Promotion
- 緊急疏散演練活動
- 2025年度資助工作培訓會
- 5月《防溺水專項教育》集體備課會
- 輔導員素質能力提升訓練－應急救護知識實操
- 2025年全民國家安全教育日主題講座
- 反詐專題教育講座
- 日常安全宣導

⁵ As the Group is engaged in education-related businesses, its training system is primarily used for overall teaching and training management. At the current stage, as it is unable to effectively distinguish training data of employees from that of students, and the volume of relevant training records is substantial, the Group could only disclose training data in the form of “number of attendances” during the Reporting Period. The Group will continue to optimise the relevant systems and data management process, and plans to gradually improve the classification and disclosure of training data in the future, with a view to more comprehensively meeting the calculation and disclosure requirements of the Code and Appendix III: Social Key Performance Indicators set out in Appendix C2 to the Listing Rules of the Stock Exchange.

⁵ 鑒於本集團從事教育相關業務，培訓系統主要用於整體教學及培訓管理，現階段未能有效區分僱員與學生之培訓數據，且相關培訓記錄數量龐大，故本集團於報告期間僅能以「人次」形式披露培訓數據。本集團將持續優化相關系統及數據管理流程，並計劃於未來逐步完善培訓數據的分類及披露方式，以期更全面地符合聯交所證券上市規則附錄C2所載的《守則》及《附錄三：社會關鍵績效指標》之計算及披露要求。



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Labour Standards

The Group strictly complies with the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Minors and other relevant labour laws and regulations, and is committed to fostering a fair, lawful and ethical working environment. The Group adopts a zero-tolerance stance towards child labour and any form of forced labour.

The Group has established clear policies strictly prohibiting the employment of any person under the statutory minimum working age. During the recruitment and selection process, the Group requires all applicants to provide authentic, accurate and complete personal information, including but not limited to Chinese identity cards, graduation certificates or other valid documents certifying educational qualifications and age. The human resources department conducts rigorous verification of the above documents at the recruitment stage to ensure that applicants meet the age requirements under relevant laws and regulations, thereby eliminating the risk of child labour at the source. During the course of employment, the Group also continuously ensures compliance with statutory requirements regarding employment through periodic personnel file reviews and internal monitoring mechanisms. Should any suspected violation be identified, an investigation will be launched immediately and appropriate corrective and remedial actions will be taken.

The Group prohibits any form of forced labour, including but not limited to threats, coercion, withholding of identity documents, restriction of personal freedom, or requiring employees to work without compensation or overtime in an unreasonable manner. The Group establishes employment relationships with all employees on a voluntary and lawful basis, and enters into employment contracts that clearly outline job duties, working hours, remuneration and benefits, and termination provisions. The Group has formulated and implemented internal policies on working hours, leave, duty arrangements and overtime management to ensure that employees' work arrangements comply with statutory requirements and principles of reasonableness. For overtime work, employees will be compensated with corresponding overtime pay or time off in lieu in accordance with relevant policies and contractual terms, so as to ensure that employees' legitimate rights and interests are not compromised.

勞工準則

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國未成年人保護法》及其他相關勞工法律法規，致力於營造公平、合法及具道德操守的工作環境。本集團對童工及任何形式的強制勞工採取零容忍立場。

本集團已制定明確政策，嚴禁聘用任何未達法定最低工作年齡的人士。於招聘及甄選過程中，本集團要求所有應聘者提供真實、準確及完整的個人資料，包括但不限於中國身份證、畢業證書或其他有效學歷及年齡證明文件。人力資源部門會在招聘階段對上述文件進行嚴格核實，以確保應聘者符合相關法例的年齡要求，從源頭杜絕誤用童工的風險。於僱傭期間，本集團亦會透過定期的人事檔案審查及內部監察機制，持續確保僱員的聘用情況符合法定要求。如發現任何涉嫌違規情況，將即時展開調查，並採取適當的糾正及補救行動。

本集團禁止任何形式的強制勞工行為，包括但不限於以威脅、脅迫、扣押身份證明文件、限制人身自由或以不合理方式要求員工無償或超時工作。本集團與所有僱員均以自願及合法為基礎建立僱傭關係，並簽訂清晰列明工作內容、工作時間、薪酬福利及終止條款的僱傭合約。本集團已制定並落實有關工作時間、休假、值班及加班管理的內部規定，確保僱員的工作安排符合法例要求及合理原則。加班工作按照相關政策及合約條款向員工支付相應的加班費或補假，確保員工的合法權益不受損害。

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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.

Supply Chain Management

The Group deeply understands the importance of supply chain management to the sustainable development of its business. The Group cooperated with five major suppliers⁶ during the Reporting Period. The relevant suppliers were from 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 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.

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:

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

⁶ 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.

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。

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5家關鍵供應商⁶合作，相關供應商均來自中國，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。

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：

- 供應商有明確的質量政策及質量目標
- 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

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

另一方面，本集團在選擇供應商時，會綜合考慮產品質量、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.

Product Responsibility

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.

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。

產品責任

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。

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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. 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. 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 97.46% during the Reporting Period.

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。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作用。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97.46%。

		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
2025	2025						
The total number of final year students	準畢業生總數	5,719	3,983	3,682	549	4,711	7,985
The total number of graduates obtaining the graduation certificate	獲得畢業證書的 畢業生總數	5,656	3,968	3,656	480	4,352	7,840
Graduation rate (%)	畢業率(%)	98.90%	99.62%	99.29%	87.43%	92.38%	98.18%



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On the other hand, the Group did not receive any complaints regarding an education and training contract dispute during the Reporting Period. We will listen carefully to customer feedback and opinions to improve the quality of teaching in a timely and continuous manner.

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 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.

另一方面，本集團於報告期間無接獲有關教育培訓合同糾紛的投訴。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。

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。

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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.
- 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。

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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：

2025	2025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	40	2	–	4
The number of existing patents ⁷	現有的專利數目 ⁷	78	10	1	6

Anti-corruption

The Group is committed to maintaining the highest standards of business ethics and integrity, regarding anti-corruption and integrity governance as the fundamental bedrocks for corporate governance and sustainable development. The Group strictly follows the Anti-Unfair Competition Law of the PRC, the Criminal Law of the PRC, and all laws, regulations, departmental rules, and regulatory requirements related to anti-corruption, anti-bribery, anti-extortion, anti-fraud, and anti-money laundering.

In addition to the internal management policies established in previous years, each school of the Group further deepened the integrity building across campuses in 2025. Focusing on integrity risk prevention and disciplinary supervision, multiple policy documents were formulated and issued to regulate the discipline and professional conduct of teachers and staff. These documents explicitly prohibit any form of bribery, extortion, fraud, money laundering, gambling, and other misconduct. Key policies include, but are not limited to:

- Notice of YN-DCYU on Issuing Key Focus Areas for Continuously Deepening Building of Clean School, Improving Party Conduct and Building Integrity in 2025
- Notice of CQ-PASS on Conducting Integrity Risk Screening

反貪污

本集團致力於維持最高水平的商業道德及誠信標準，將反貪污及廉潔治理視為企業管治及可持續發展的重要基石。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》以及所有與反貪污、反賄賂、反勒索、反欺詐及反洗錢相關的法律法規、部門規章及監管要求。

除過往年度已建立的內部管理制度外，於2025年度內，本集團轄下各學校進一步深化清廉校園建設，圍繞廉潔風險防控及紀律監督，制定並頒布多項政策文件，以規範教職員紀律及專業操守，明確禁止任何形式的賄賂、勒索、欺詐、洗錢、賭博及其他不當行為。主要政策包括但不限於：

- 《滇池學院關於印發2025年持續深化清廉學校建設暨黨風廉政建設工作要點的通知》
- 《重慶工商大學派斯學院關於開展廉政風險點排查工作的通知》

⁷ Being the number of existing patents possessed by each of such schools, which has taken into account the number of patents approved during 2025.

⁷ 為相關學院現有的專利的數目，包括2025年內獲批的專利的數目。

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- Work Plan for the Building of Clean Schools of CQ-PASS
- Notice of CQ-PASS on Conducting Warning Education Activities for Improving Party Conduct and Building Integrity
- Implementation Plan for Integrity Risk Screening and Control Mechanism of CQ-CHST
- Work Reminder of CQ-CHST on Strengthening Integrity Discipline During the 2025 Summer Vacation
- Cadre Integrity Self-Discipline Commitment Letter of CQ-VCAT
- 《重慶工商大學派斯學院清廉學校建設工作方案》
- 《重慶工商大學派斯學院關於開展黨風廉政警示教育活動的通知》
- 《重慶人文科技學院廉潔風險排查和管控機制的實施方案》
- 《重慶人文科技學院關於加強2025年暑假期間廉潔紀律的工作提醒》
- 《重慶應用技術職業學院幹部廉潔自律承諾書》

To enhance anti-corruption awareness and foster a culture of integrity, the Group continuously provided systematic anti-corruption and integrity education and training for Board members and teaching staff during the Reporting Period. Each school disseminated the concept of integrity through staff meetings, cadre meetings and departmental meetings. Leveraging mechanisms such as democratic life meetings and Party group meetings, they also conducted criticism and self-criticism to strengthen warnings regarding integrity risks.

During the Reporting Period, the Group organised over 11 anti-corruption and integrity trainings for the Board and teaching staff, including but not limited to:

- Thoroughly implementing CPC Central Committee's eight-point decision on improving conduct and consolidating the foundation for conduct improvement
- Practical integration of the CPC Central Committee's eight-point decision and the rule of law in the New Era
- Training on the standardized use of funds related to Party building
- 深入貫徹中央八項規定精神築牢作風建設根基
- 新時代中央八項規定精神與法治思維融合實踐
- 黨建工作相關費用標準化使用培訓

為提升反貪污意識及廉潔文化，本集團於報告期間持續為董事會成員及教職人員提供系統化反貪污及廉政教育培訓。各校透過教職工大會、幹部大會、部門會議等形式，傳達廉潔理念，並結合民主生活會、黨小組會等機制，開展批評與自我批評，加強廉政風險警示。

於報告期間，本集團共為董事會及教職人員組織11場反貪污及廉政相關培訓，內容包括但不限於：



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- 2025 conference on full and rigorous Party self-governance and warning education
- 2025年全面從嚴治黨工作會暨警示教育大會
- Study session on the principles of CPC Central Committee's eight-point decision on improving conduct
- 中央八項規定精神學習教育讀書班

In addition, the Group leverages online learning platforms to provide continuous training on code of professional conduct for teachers and relevant laws and regulations to all teachers and staff. Real-world anti-corruption cases are also shared during the training sessions to enhance the practical application capabilities.

此外，本集團亦透過線上學習平台，為全體教職人員提供教師職業道德規範及相關法律法規的持續培訓，並於培訓中分享反貪污實務案例，以加強實際應用能力。

The Group has established a comprehensive whistleblowing system. Employees and relevant stakeholders are encouraged to report any suspected cases of corruption or misconduct. Channels include verbal reporting via telephone and written reporting via email, fax, or formal letters. All reported cases are investigated, documented, and followed up by designated personnel or supervisors. The Group is committed to keeping all whistleblowing information strictly confidential and will take appropriate measures to protect whistleblowers from any form of harassment, discrimination, or reprisals.

本集團已建立完善及多渠道的舉報機制，鼓勵僱員及相關持份者就任何涉嫌貪污或不當行為作出舉報。舉報渠道包括電話等口頭方式，以及書面報告、傳真及電郵等形式。所有舉報個案均由指定人員或督察員負責調查、記錄及跟進。本集團承諾對所有舉報資料予以嚴格保密，並採取適當措施保護舉報人免受任何形式的騷擾、歧視或報復。

The Group maintains clear requirements regarding the conduct of teaching staff, including but not limited to: Teaching staff are not allowed to arrange external private training and collect tuition fees or accept any property from students, parents, and other parties. All tender and procurement activities shall strictly follow established procedures. Any abuse of authority, improper transfer of benefits or unfair assessment of students' work will be regarded as a serious violation of the Group's regulations, which may result in a written warning or disciplinary measures, including demotion or dismissal.

本集團對教職人員的操守設有明確要求，包括但不限於：教師不得組織任何校外私人培訓並收取學費，亦不得收受來自學生、家長或其他人士的任何財物；所有招標及採購活動須嚴格按照既定程序進行。任何濫用職權、利益輸送或對學生作出不公正學業評估的行為，均被視為嚴重違反本集團規定，並可能招致書面警告、降職或免職等紀律處分。

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The Group has not aided, abetted, assisted or colluded with any individual who has committed, or conspired to commit unlawful activities, and did not identify any violation that has a significant impact on the Group relating to corruption, bribery, extortion, fraud or money laundering. No legal case regarding corrupt practices was brought against the Group or its employees during the Reporting Period.

Community Investment

The Group is committed to public welfare initiatives. We support rural vitalization and development, and actively engage in public welfare activities through various forms, such as material donations, “Go West” Program, and the “Going to the Countryside” volunteer programs. We have formulated relevant policies on public welfare activities, including but not limited to:

1. Notice on Carrying out the 2025 Summer “Going to the Countryside” Social Practice Activities for College Students of YN-DC
2. Notice of YN-DC on Organising “March 5th” Lei Feng Volunteer Service Series
3. General Plan on Carrying out the 2025 Summer Cultural, Science and Technology and Healthcare “Going to the Countryside” Social Practice Activities for Student Volunteers by CQ-EIC,
4. Proposal of IM-FZVC for the “Youth Dream-Building for Rural Vitalization” Going to the Countryside Social Practice Program
5. Notice on Application for Recognition of Excellence for 2025 Summer Cultural, Science and Technology and Healthcare “Going to the Countryside” Social Practice Activities for College Students of CQ-CHST

於報告期間，本集團並無援助、教唆、協助或勾結任何個人從事或串謀從事非法活動，亦未發現任何對本集團具有重大影響的貪污、賄賂、勒索、欺詐或洗錢相關違規事件。於報告期間，概無本集團或其僱員因貪污行為而涉及任何法律案件。

社區投資

本集團致力於社會公益事業，協助鄉村振興發展，採取捐贈物資，西部計畫、「三鄉」志工活動等形式，積極進行社會公益活動，並已制定公益活動相關政策，包括但不限於：

1. 《滇池學院關於開展2025年暑期大學生「三下鄉」社會實踐活動的通知》
2. 《滇池學院關於組織「3·5」學雷鋒系列志工服務活動的通知》
3. 《重慶電信職業學院2025年學生志工暑期文化科技衛生「三下鄉」社會實踐活動策劃總方案》
4. 《內蒙古豐州職業學院(青城學院)「青春築夢振興鄉村」三下鄉社會實踐活動方案》
5. 《重慶人文科技學院2025年大學生暑期文化科技衛生「三鄉」社會實踐活動先進申報工作的通知》



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During the Reporting Period, each school has organized over 100 “Going to the Countryside” summer volunteer service activities with over 1,100 teacher and student participants in Chongqing, Guizhou, Xinjiang, Tibet, 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 agricultural aid and educational support, legal awareness campaigns, charity free clinics, cultural exchanges on national 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.

The Group is committed to fulfilling its corporate social responsibility and actively participates in public welfare activities. The schools have established scholarships and bursaries to care for and support students with outstanding academic performance and financial difficulties, while actively fulfilling their social responsibilities:

CQ-CHST and CQ-PASS donated a total of RMB600,000 to the Chongqing Education Development Foundation to support the rural revitalization of HengheTujia Township in Wanzhou District of Chongqing; YN-DCYU donated a total of over RMB120,000 to No. 5 villagers’ group equity-based cooperative of Taihe Community in Kunming Dianchi National Tourist Resort for the construction and development of local community. In addition, the Group made a designated donation of RMB500,000 via the Luchun County Red Cross Society to Luchun County Senior High School for campus construction and development. In addition, donations were made to the Yunnan University Education Foundation, with an accumulative amount of RMB10 million. In summary, three colleges, namely CQ-CHST, CQ-PASS and YN-DCYU, made cumulative external donations exceeding RMB11.2 million during the Year.

本年度各校先後開展暑期「三下乡」志工服務活動100餘次，共計1100餘名師生參與，在重慶、貴州、新疆、西藏、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。主要進行了助農支教、法制宣傳、愛心義診、國家團結文化交流、關懷留守兒童、關懷空巢老人、學習及傳承非遺文化等活動。透過服務社會，讓師生更好的了解社會，正確認識國情，不斷增強服務人民群众的意識和觀念，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。

本集團努力實踐企業社會責任，積極參與公益。學校設立了獎學金和助學金，以關懷和幫助學習成績優異且有財務負擔的學生，同時積極履行社會責任：

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人民幣60萬元，用於支持重慶市萬州區恆合土家族鄉鄉振興工作幫扶工作；雲南大學滇池學院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先後捐款共計人民幣12餘萬元，用於當地社區建設與發展；此外，透過綠春縣紅十字會定向捐贈綠春縣高級中學人民幣50萬元，用於校園建設與發展；並向雲南大學教育基金會先捐款，累計金額達人民幣1000萬元。綜上所述，本年度重慶人文科技學院、重慶工商大學派斯學院及雲南大學滇池學院等3所高校，累計對外捐贈金額達人民幣1,120餘萬元。

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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
A. Environmental		
A. 環境		
Aspect A1: Emissions		
層面A1：排放物		
General Disclosure 一般披露	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. 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。	Environmental Compliance 環境合規
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。	Air Emissions 廢氣排放
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)。	Waste Management 廢棄物管理
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)。	Waste Management 廢棄物管理
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。	Air Emissions 廢氣排放
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。	Air Emissions Waste Management 廢氣排放 廢棄物管理



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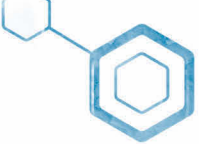
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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
Aspect A2: Use of Resources		
層面A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Energy Consumption and Management Water Consumption and Management 能源使用與管理 水資源消耗與管理
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)。	Energy Consumption and Management 能源使用與管理
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)。	Water Consumption and Management 水資源消耗與管理
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。	Energy Consumption and Management 能源使用與管理
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。	Water Consumption and Management 水資源消耗與管理
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。	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 and data in respect of packaging materials are available. 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，故並無包裝材料相關的政策及數據。

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
Aspect A3: The Environment and Natural Resources		
層面A3：環境及天然資源		
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。	The Environment and Natural Resources 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.	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。	環境及天然資源
B. Social		
B.社會		
Employment and Labour Practices		
僱傭及勞工常規		
Aspect B1: Employment		
層面B1：僱傭		
General Disclosure 一般披露	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. 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。	Employment Employee Benefits and Welfare Recruitment and Promotion Dismissal Equal Opportunity Communication 僱傭 僱員利益及福利 招聘及晉升 解僱 平等機會 交流溝通
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Workforce
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。	員工
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Turnover Rate
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。	流失率



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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
Aspect B2: Health and Safety 層面B2：健康與安全		
General Disclosure 一般披露	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. 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。	Employee Health and Food Safety 僱員健康與食品安全
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。	Employee Health and Food Safety 僱員健康與食品安全
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。	Employee Health and Food Safety 僱員健康與食品安全
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。	Employee Health and Food Safety 僱員健康與食品安全

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
Aspect B3: Development and Training		
層面B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 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。	Development and Training 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。	Development and Training 發展與培訓
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。	Development and Training 發展與培訓
Aspect B4: Labour Standards		
層面B4：勞工準則		
General Disclosure 一般披露	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. 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。	Labour Standards 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。	Labour Standards 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。	Labour Standards 勞工準則



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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
營運慣例		
Aspect B5: Supply Chain Management		
層面B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 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。	Supply Chain Management 供應鏈管理
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management
關鍵績效指標B5.2	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。	供應鏈管理
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
關鍵績效指標B5.3	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。	供應鏈管理
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management
關鍵績效指標B5.4	描述在揀選供應商時促使用環保產品及服務的慣例，以及相關執行及監察方法。	供應鏈管理

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
Aspect B6: Product Responsibility		
層面B6：產品責任		
General Disclosure 一般披露	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. 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。	Product Responsibility 產品責任
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	As the Group is primarily engaged in vocational education and related teaching services, with its business nature focused on providing educational programmes, teaching management and campus operations, it is not involved in the manufacturing, sale or delivery of any physical products, nor does it have any products that are subject to recall for safety or health reasons.
關鍵績效指標B6.1	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。	由於本集團主要從事職業教育及相關教學服務，業務性質以提供教育課程、教學管理及校園運營為主，並不涉及任何實體產品的製造、銷售或運送，亦不存在可因安全或健康理由而須進行回收的產品。



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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Teaching Quality Assurance
關鍵績效指標B6.2	接獲關於產品及服務的投訴數目以及應對方法。	教學質量保證
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual Property
關鍵績效指標B6.3	描述與維護及保障知識產權有關的慣例。	知識產權
KPI B6.4	Description of quality assurance process and recall procedures.	As the Group is primarily engaged in vocational education and related teaching services, with its business nature focused on providing educational programmes, teaching management and campus operations, it is not involved in the manufacturing, sale or delivery of any physical products, nor does it have any products that are subject to recall for safety or health reasons.
關鍵績效指標B6.4	描述質量檢定過程及產品回收程序。	由於本集團主要從事職業教育及相關教學服務，業務性質以提供教育課程、教學管理及校園運營為主，並不涉及任何實體產品的製造、銷售或運送，亦不存在可因安全或健康理由而須進行回收的產品。
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Data Protection
關鍵績效指標B6.5	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。	數據保護

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
Aspect B7: Anti-corruption		
層面B7：反貪污		
General Disclosure 一般披露	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. 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。	Anti-corruption 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.	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。	反貪污
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	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。	反貪污
KPI B7.3	Description of anti-corruption training provided to directors and staff.	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。	反貪污



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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
Community 社區		
Aspect B8: Community Investment 層面B8：社區投資		
General Disclosure 一般披露	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. 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。	Community Investment 社區投資
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Community Investment 社區投資
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Community Investment 社區投資

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
D. Climate-related Disclosures		
D.氣候相關披露		
(I) Governance		
(I)管治		
19.	<p>An issuer shall disclose information about:</p> <p>(a) 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> <p>(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;</p> <p>(ii) how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities;</p> <p>(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;</p> <p>(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</p> <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> <p>(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</p> <p>(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.</p>	ESG Governance Structure



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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
19.	<p>發行人須披露有關以下方面的資料：</p> <p>(a) 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> <p>(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；</p> <p>(ii) 該機構或個人獲悉氣候相關風險和機遇的方式和頻率；</p> <p>(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；</p> <p>(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</p> <p>(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：</p> <p>(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</p> <p>(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。</p>	ESG管治架構

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
(II) Strategy (II) 策略		
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> <ul style="list-style-type: none"> (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; (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; (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 (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. 	Strategy
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> <ul style="list-style-type: none"> (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； (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； (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 (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。 	策略



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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
Business model and value chain 業務模式和價值鏈		
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).	Risk Management
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)。	風險管理

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
Strategy and decision-making		
策略和決策		
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> <ul style="list-style-type: none"> (i) current and anticipated changes to the issuer’s business model, including its resource allocation, to address climate-related risks and opportunities; (ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect); (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; (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>(b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a).</p>	Risk Management



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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>	風險管理
23.	An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a).	Risk Management
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。	風險管理

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
(III) Financial position, financial performance and cash flows		
(III)財務狀況、財務表現及現金流量		
Current Financial Effect		
當前財務影響		
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.	Risk Management
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。	風險管理
Anticipated Financial Effect		
預期財務影響		
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.	Risk Management
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，預期其財務狀況在短期、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。	風險管理



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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
Climate resilience 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">(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;(ii) the significant areas of uncertainty considered in the issuer's assessment of its climate resilience; and(iii) the issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term; <p>(b) how and when the climate-related scenario analysis was carried out, including:</p> <ul style="list-style-type: none">(i) information about the inputs used, including:<ul style="list-style-type: none">(1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios;(2) whether the analysis included a diverse range of climate-related scenarios;(3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks;	Scenario Analysis: Inputs and Methodology

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	<ul style="list-style-type: none"> (4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change; (5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties; (6) time horizons the issuer used in the analysis; and (7) what scope of operations the issuer used in the analysis (for example, the operation locations and business units used in the analysis); (ii) the key assumptions the issuer made in the analysis; and (iii) the reporting period in which the climate-related scenario analysis was carried out. 	



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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">(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；(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(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； <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">(i) 使用的輸入數據，包括：<ul style="list-style-type: none">(1) 發行人在分析中使用的氣候相關情景及其來源；(2) 分析是否涵蓋多種不同的氣候相關情景；(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；(4) 發行人在其情景中是否使用了與最新氣候變化國際協議相一致的情景；(5) 發行人為何認為所選擇的氣候相關情景與評估其氣候相關變化、發展或不確定性的韌性相關；(6) 發行人在分析中所使用的時間範圍；及(7) 發行人分析所涵蓋的營運範圍(例如分析所涵蓋的營運地點及業務單位)；(ii) 發行人在分析中所作的關鍵假設；及(iii) 進行氣候相關情景分析的匯報期。	情景分析的輸入因素及方法

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
(IV) Risk Management		
(IV) 風險管理		
27.	<p>An issuer shall disclose information about:</p> <p>(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about:</p> <ul style="list-style-type: none"> (i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes); (ii) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks; (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); (iv) whether and how the issuer prioritises climate-related risks relative to other types of risks; (v) how the issuer monitors climate-related risks; and (vi) whether and how the issuer has changed the processes it uses compared with the previous reporting period; <p>(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</p> <p>(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.</p>	<p>Strategy</p> <p>Scenario Analysis: Inputs and Methodology</p>



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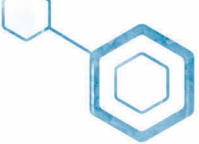
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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
27.	<p>發行人須披露以下資訊：</p> <p>(a) 發行人用於識別、評估氣候相關風險，以及釐定當中輕重緩急並保持監察的流程及相關政策，包括有關以下方面的資訊：</p> <p>(i) 發行人使用的輸入資料及參數(例如資料來源及程序所涵蓋的業務範圍)；</p> <p>(ii) 發行人可有及如何使用氣候相關情景分析來識別氣候相關風險；</p> <p>(iii) 發行人如何評估有關風險的影響的性質、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>	<p>策略</p> <p>情景分析的輸入因素及方法</p>

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
(V) Metrics and Targets		
(V) 指標及目標		
Greenhouse gas emissions		
溫室氣體排放		
28.	An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO ₂ equivalent, classified as: (a) Scope 1 greenhouse gas emissions; (b) Scope 2 greenhouse gas emissions; and (c) Scope 3 greenhouse gas emissions.	Metrics and Targets
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。	指標與目標



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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">(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;(b) disclose the approach it uses to measure its greenhouse gas emissions including:<ul style="list-style-type: none">(i) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions;(ii) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and(iii) any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;(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(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).	Reporting Boundary

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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>	報告邊界



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Climate-related transition risks		
氣候相關轉型風險		
30.	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	Given that the financial quantification of climate-related transition risks, physical risks and opportunities involves highly complex factors such as scenario analysis, asset risk attribution, time horizon assumptions and methodological judgments, the Group is currently in the process of progressively establishing relevant data collection, internal assessment models and management processes. Taking into account the Group's education-focused business nature, the financial impact of the relevant climate risks and opportunities on assets and business activities still requires further quantitative assessment under a more mature and consistent methodological framework. Therefore, during the Reporting Period, the Group was only able to provide qualitative descriptions of climate-related transition risks, physical risks, climate-related opportunities and related capital deployment, and was unable to reliably disclose the amounts and percentages involved. The Group will continue to enhance climate risk identification, assessment and quantification capabilities, and, with the improvement of data quality and refined internal management, consider disclosing quantitative information that is more comparable and meaningful for decision-making in due course.
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。	
Climate-related physical risks		
氣候相關物理風險		
31.	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	Given that the financial quantification of climate-related transition risks, physical risks and opportunities involves highly complex factors such as scenario analysis, asset risk attribution, time horizon assumptions and methodological judgments, the Group is currently in the process of progressively establishing relevant data collection, internal assessment models and management processes. Taking into account the Group's education-focused business nature, the financial impact of the relevant climate risks and opportunities on assets and business activities still requires further quantitative assessment under a more mature and consistent methodological framework. Therefore, during the Reporting Period, the Group was only able to provide qualitative descriptions of climate-related transition risks, physical risks, climate-related opportunities and related capital deployment, and was unable to reliably disclose the amounts and percentages involved. The Group will continue to enhance climate risk identification, assessment and quantification capabilities, and, with the improvement of data quality and refined internal management, consider disclosing quantitative information that is more comparable and meaningful for decision-making in due course.
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。	
Climate-related opportunities		
氣候相關機遇		
32.	An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	Given that the financial quantification of climate-related transition risks, physical risks and opportunities involves highly complex factors such as scenario analysis, asset risk attribution, time horizon assumptions and methodological judgments, the Group is currently in the process of progressively establishing relevant data collection, internal assessment models and management processes. Taking into account the Group's education-focused business nature, the financial impact of the relevant climate risks and opportunities on assets and business activities still requires further quantitative assessment under a more mature and consistent methodological framework. Therefore, during the Reporting Period, the Group was only able to provide qualitative descriptions of climate-related transition risks, physical risks, climate-related opportunities and related capital deployment, and was unable to reliably disclose the amounts and percentages involved. The Group will continue to enhance climate risk identification, assessment and quantification capabilities, and, with the improvement of data quality and refined internal management, consider disclosing quantitative information that is more comparable and meaningful for decision-making in due course.
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。	
Capital deployment		
資本運用		
33.	An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	Given that the financial quantification of climate-related transition risks, physical risks and opportunities involves highly complex factors such as scenario analysis, asset risk attribution, time horizon assumptions and methodological judgments, the Group is currently in the process of progressively establishing relevant data collection, internal assessment models and management processes. Taking into account the Group's education-focused business nature, the financial impact of the relevant climate risks and opportunities on assets and business activities still requires further quantitative assessment under a more mature and consistent methodological framework. Therefore, during the Reporting Period, the Group was only able to provide qualitative descriptions of climate-related transition risks, physical risks, climate-related opportunities and related capital deployment, and was unable to reliably disclose the amounts and percentages involved. The Group will continue to enhance climate risk identification, assessment and quantification capabilities, and, with the improvement of data quality and refined internal management, consider disclosing quantitative information that is more comparable and meaningful for decision-making in due course.
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。	

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		<p>鑑於氣候相關轉型風險、物理風險及機遇的財務量化涉及情景分析、資產風險歸因、時間跨度假設及方法學判斷等高度複雜因素，本集團目前正逐步建立相關的數據收集、內部評估模型及管理流程。考慮到本集團以教育為主的業務性質，相關氣候風險及機遇對資產及業務活動的財務影響仍需在更成熟及一致的方法框架下作進一步量化評估，故於本報告期間內，本集團僅能就氣候相關轉型風險、物理風險、氣候相關機遇以及相關資本運用作出定性描述，而未能可靠地披露涉及的金額及百分比。本集團將持續完善氣候風險識別、評估及量化能力，並隨著數據質素及內部管理成熟度提升，適時考慮披露更具可比性及決策有用性的定量資訊。</p>



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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
Internal carbon prices		
內部碳定價		
34.	<p>An issuer shall disclose:</p> <p>(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</p> <p>(b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions;</p> <p>or an appropriate negative statement that the issuer does not apply a carbon price in decision-making.</p>	<p>In light of the continuous evolution of policies, regulations and market mechanisms in relation to global climate change, carbon emission management has become a key consideration for the long-term operations and risk management of enterprises. To more effectively assess climate-related risks and opportunities and to incorporate carbon costs into the decision-making process, the Group plans to explore the adoption of an internal carbon pricing mechanism for the relevant projects, so as to reflect the impact of potential carbon emission costs on operation and investment decision-making.</p>
34.	<p>發行人須披露如下：</p> <p>(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</p> <p>(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；</p> <p>或適當的否定聲明，確認發行人沒有在決策中應用碳定價。</p>	<p>鑑於全球氣候變化相關的政策、法規及市場機制持續演進，碳排放管理已成為企業長遠營運及風險管理的重要考量。為更有效評估氣候相關風險及機遇，並將碳成本納入決策過程，本集團計劃就相關項目探索採用內部碳定價機制，以反映潛在的碳排放成本對營運及投資決策的影響。</p>
Remuneration		
薪酬		
35.	<p>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).</p>	ESG Governance Structure
35.	<p>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。</p>	ESG管治架構

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
Industry-based metrics		
行業指標		
36.	<p>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.</p>	<p>The Group has conducted a preliminary assessment on the applicability of the relevant indicators to its business nature. Taking into account the operation model, carbon emission structure and risk characteristics of the education industry, as well as the fact that the collection of relevant data and internal management processes are still at a stage of gradual enhancement, the Group was not yet in a position to disclose the relevant industry-specific indicators during the Reporting Period.</p>
36.	<p>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。</p>	<p>本集團已就相關指標與自身業務性質的適用性進行初步評估。考慮到教育行業的營運模式、碳排放結構及風險特徵，加上相關數據收集及內部管理流程仍處於逐步完善階段，故本集團於本報告期間內尚未披露相關行業特定指標。</p>



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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
Climate-related targets 氣候相關目標		
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">(a) the metric used to set the target;(b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);(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);(d) the period over which the target applies;(e) the base period from which progress is measured;(f) milestones or interim targets (if any);(g) if the target is quantitative, whether the target is an absolute target or an intensity target; and(h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	GHG emissions target
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">(a) 用以設定目標的指標；(b) 目標的目的(例如減緩、適應或以科學為基礎的舉措)；(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))；(d) 目標的適用期間；(e) 衡量進度的基準期間；(f) 階段性目標或中期目標(如有)；(g) 如屬量化目標，其屬絕對目標還是強度目標；及(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。	溫室氣體排放目標

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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
38.	<p>An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:</p> <ul style="list-style-type: none"> (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. 	
38.	<p>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：</p> <ul style="list-style-type: none"> (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。 	
39.	<p>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.</p>	
39.	<p>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。</p>	



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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">(a) which greenhouse gases are covered by the target;(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;(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;(d) whether the target was derived using a sectoral decarbonisation approach; and(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">(i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;(ii) which third-party scheme(s) will verify or certify the carbon credits;(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(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).	<p>GHG Emissions Target</p> <p>Carbon Offset</p>

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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> <ul style="list-style-type: none"> (a) 目標涵蓋哪些溫室氣體； (b) 目標是否涵蓋範圍1、範圍2或範圍3溫室氣體排放； (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； (d) 目標是否是採用行業脫碳方法得出的；及 (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： <ul style="list-style-type: none"> (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； (ii) 該碳信用將由哪些第三方計劃驗證或認證； (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 (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>溫室氣體排放目標</p> <p>碳抵銷</p>



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Aspect 層面	Description 描述	Chapter Reference 所在章節／位置
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).	The Group has conducted a preliminary assessment on the applicability of the relevant indicators to its business nature. Taking into account the operation model, carbon emission structure and risk characteristics of the education industry, as well as the fact that the collection of relevant data and internal management processes are still at a stage of gradual enhancement, the Group was not yet in a position to disclose the relevant industry-specific indicators during the Reporting Period.
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。	本集團已就相關指標與自身業務性質的適用性進行初步評估。考慮到教育行業的營運模式、碳排放結構及風險特徵，加上相關數據收集及內部管理流程仍處於逐步完善階段，故本集團於本報告期間內尚未披露相關行業特定指標。



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