

Environmental, Social and Governance Report

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1. ABOUT THIS REPORT

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

Reporting Standard

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

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

Reporting Scope

This Report describes the sustainable development related to core businesses and the overall performance of performing corporate social responsibility from 1 September 2021 to 31 August 2022 (the “Year” or “Reporting Period”). Unless otherwise specified, this Report covers the businesses directly controlled by Chunlai Education, and the data collection of the KPIs under the Environmental Subject Area covering Shangqiu University, Anyang University, Anyang University Yuanyang Campus¹, Shangqiu University Kaifeng Campus, Jingzhou College and Hubei Health Vocational College.

¹ Anyang University Yuanyang Campus is a new campus for this year

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Reporting Language

This report is published in both Traditional Chinese and English. If there is any discrepancy, the Traditional Chinese version shall prevail.

Approval of this Report

This Report was approved by the Board on 25 November 2022 after being confirmed by the management.

Feedback on this Report

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

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

E-mail: cljyt@chunlaiedu.com

2. ABOUT CHUNLAI EDUCATION

As a distinguished organisation of private general higher education in China, Chunlai Education has been adhering to its education mission of “taking the fostering of integrity as the fundamental task, and relying on scientific development, reform, innovation, and law-based governance of education to bring out the full potential of higher education with innovation and characteristics so that we could cultivate in higher-quality professionals, thus improving our capability to serve the society”. We have been running our colleges and universities under the philosophy of “putting students into first place, focusing on moral education, prioritising capacity enhancement, taking quality as foundation, carrying on good existing practices while implementing innovative practices, serving the society and striving for excellence”. We have fully implemented the development strategy of “Relying on teaching quality, excellent talents, characteristics and rule of law for survival, development, rejuvenation and governance of our colleges and universities”. Based on the above, we have been attracting outstanding teachers to pursue the essence of education as we are committed to developing Chunlai Education into a well-known private education brand at home and abroad. Colleges and universities of the Group have been cultivating in technical professionals for the country and community.

Established in 2004, the Group includes Shangqiu University, Anyang University, Shangqiu University Kaifeng Campus, Jingzhou College, Hubei Health Vocational College and Tianping College of Suzhou University of Science and Technology (a cooperating school). We fully implement the education policy of the Communist Party of China (CPC), adhere to the direction of socialist schooling, and always adhere to the original intention of running education and cultivating talents.

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2.1 Overview of our Colleges

Shangqiu University

In line with the school motto of “Upholding morality, fortifying our dreams and behaving in conformity with truth” and the idea of “putting students into first place, focusing on moral education, prioritising capacity enhancement and taking quality as foundation”, Shangqiu University has been always adhering to the mode of cultivating practical talents, and focusing on developing students’ capacities of innovation and practice. Shangqiu University has 49 bachelor’s degree majors and 39 junior college diploma majors, shaping a pattern in which engineering, agriculture, management, art, literature, education, science, economics and other disciplines develop in a coordinated manner, with engineering as the mainstay. It adheres to the mode of cultivating practical talents, and focuses on cultivating students’ capacities of innovation and practice. It has developed 236 practice and training bases inside and outside the campus to strengthen practical teaching, therefore, laying a solid foundation for improving the education and teaching quality.

Through its rigorous education, stable teaching order and sound environment, Shangqiu University has ensured the quality of talent training. Extensive praise has been won from all walks of life, thanks to its strength and level of education. In recent years, Shangqiu University has won the titles of “China’s Most Influential Private School”, “Henan Civilised School”, etc., and its strength has been highly recognised.

Anyang University

In line with the idea of “Fostering virtue through education, behaving in conformity with truth, establishing with unique features and strengthening through connotation”, Anyang University implements the adaption to the economic transition and social development on the basis of business-education collaboration and with the aim of comprehensively improving talent training ability. It offers 44 bachelor’s degree majors, 37 junior college diploma majors, 3 double bachelor’s degree majors, 17 certificate-oriented adult education majors, 23 combined vocational education and junior college diploma majors and 14 technical secondary school majors, covering eight disciplines including literature, science, engineering, law, economics, management, education and art.

Taking quality development as its mainstay, Anyang University has carried out in-depth education and teaching reform, with 7 majors selected as the brand majors of private colleges and universities in Henan Province, 6 majors listed as the funded projects for discipline and specialty development in Henan Province, 6 courses rated as first-class undergraduate courses in Henan Province, and 3 courses as outstanding online teaching courses for undergraduate education in Henan Province. Extensive praise has been won from all walks of life, thanks to its strength and level of education and the University has been awarded the honorary title of “Advanced Unit of Private Education in Henan Province”.

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Anyang University Yuanyang Campus

Anyang University Yuanyang Campus takes comprehensive improvement of talent cultivation ability as its core. The Campus actively explores the talent training mode of "government, institution, education, and business collaboration", and has signed agreements on business-education collaboration and joint development of practical education bases with various units, forming a mutually beneficial collaboration mechanism.

The Campus has established "Shengde Academy" and "Rixin Academy", as well as Computer Department, Civil Architecture Department, Economics and Management Department, Literature and Education Department, Foreign Language Department, Ideological and Political Theory Teaching Department, Public Education Department, and Technical Secondary School Department. It offers 19 bachelor's degree majors, 15 junior college diploma majors, and 20 combined vocational education and junior college diploma majors, covering six disciplines including literature, science, engineering, economics, management and education.

Shangqiu University Kaifeng Campus

Shangqiu University Kaifeng Campus focuses on engineering and management and develops engineering, management, literature, art and education in a coordinated manner. It enjoys outstanding advantages and features to cultivate high quality practical talents. It offers 28 bachelor's degree majors, including accounting, financial management, civil engineering, mechanical design, manufacturing and automation, and 22 junior college diploma majors.

Hubei Health Vocational College

Hubei Health Vocational College is the first health vocational college in Hubei Province. Adhering to the fundamental education task of fostering virtue through education and the school motto of "hard work and self-improvement", Hubei Health Vocational College cultivates innovative high-quality technical talents required by the times, with its goal of becoming a high-level vocational major group of nursing plus health intelligence with distinctive health features. The College constantly optimises the major structure it established. It has established Nursing Department, Health Department, Medical Technology Department, Basic Medicine Department, Public Education Department, Training Department, and Experimental Training Centre. The College has furthered international education exchanges and collaboration and established amicable cooperation with Washington Technology University, New York College of Health professionals, and other universities and educational institutions in Japan. It has introduced BSB education model of "Dual System" Teaching Mode of Germany, and trained international nursing talents that meet the market demand.

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Jingzhou College

Jingzhou College takes fostering virtue through education as the utmost fundamental task, and actively develops high-quality practical talents with sound adaptability, innovation spirit and entrepreneurial skills. Application education oriented, the College adheres to the approach of engineering as the mainstay, literature, management, science, education, art and medical science develop in a coordinated manner. With the goal of developing a high-level application-oriented regional college with distinctive characteristics, Jingzhou College continuously advance the “Four New” Development driven by the “New Engineering” and implements the discipline development plan to promote the continuous improvement of education and teaching quality.

It now has 14 teaching and research institutions, namely, School of Information Engineering, School of Mechanical Engineering, School of Urban Construction, School of Management, School of Foreign Languages, School of Petroleum and Chemical Engineering, School of Resource Exploration Engineering, School of Mathematics and Physics, School of Health, School of Marxism, Sports Teaching Department, Institute of New Petroleum Technology, Institute of Information Technology and Institute of Applied Chemistry and offers 35 bachelor's degree majors and 19 junior college diploma majors. Of which, Computer Science and Technology, Mechanical Design, Manufacturing and Automation, and Business English have been admitted as first-class undergraduate major development sites in Hubei universities, and the major of Mechanical Design, Manufacturing and Automation is a key professional subject in Hubei undergraduate universities. The College keeps improving the employment rate and quality of the graduates, as well.

2.2 Awards and Honours

We have been working hard in the management of higher education institutions, taking the fostering of integrity as the fundamental task, and keeping firm exploration in innovative education models. We are committed to improving the teaching quality of our schools. Through years of educational practice and exploration, we have achieved outstanding results this year. The following are the ESG related honours we won this year:

Chunlai Education Awards and Honours	Hosting/Issuing Agency
Provincial Advanced Collective of Private Education in 2021	Henan Private Education Research Association
Shangqiu University Awards and Honours	Hosting/Issuing Agency
Advanced Research Institute	Henan Private Education Association
Provincial Advanced Collective of Private Education	Henan Private Education Association
Advanced Unit in Theory Publicity of “CPC’s Innovation Theory Publicity” Theme Publicity and Education Practice Activity in 2021	Propaganda Department of the CPC Shangqiu Municipal Committee
Leading Brand in Development of Private Education in Central Plains	Henan Daily Newspaper Group Dahe.cn

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Anyang University Awards and Honours

Hosting/Issuing Agency

Provincial Advanced Collective of Private Education in 2021	Henan Private Education Research Association
Competitive Brand in Employment of Private Education in Central Plains	Henan Daily Newspaper Group Dahe.cn
Excellent Organization Award for "Meet New Generation in Henan" themed educational practice activities	Education Working Committee of the CPC Henan Provincial Committee and Office of Henan Provincial Department of Education

Shangqiu University Kaifeng Campus Awards and Honours

Hosting/Issuing Agency

Municipal Advanced Unit of Social Science Work in 2021	Kaifeng Federation of Social Science Circles
Advanced Unit of Conscription in 2021	CPC Kaifeng Urban Rural Integration Demonstration Zone Party Working Committee, Kaifeng Urban Rural Integration Demonstration Zone Management Committee and Kaifeng Longting District People's Armed Forces Department
Innovative Development Brand of Private Education in Central Plains	Henan Daily Newspaper Group Dahe.cn
Excellent Organization Award of the 2nd ZX Cup College Information Literacy Challenges	Henan Academic Library and Information Work Committee
Excellent Organization Unit of the 5th Entrepreneurship and Innovation Competition in Kaifeng, Henan	Kaifeng Human Resources and Social Security Bureau, etc
Excellent Organization Award of the First "RoyalFlush" Cup University Financial Anti-fraud Knowledge Competition	China Supervision Network China Youth Research Association
Outstanding University in Contribution to Public Good in Campus of Central Area in 2021	Beijing Weimengchuangke Network Technology Co., Ltd

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Jingzhou College

Awards and Honours

Hosting/Issuing Agency

Advanced Grassroots Party Organization Directly Under CPC Jingzhou Municipal Committee in 2022	Work Committee of Organizations Directly under the CPC Jingzhou Municipal Committee
Outstanding Achievement Award of Provincial Party Development Research Project in 2021	Hubei Provincial Party Development Research Association
Provincial First-class Undergraduate Major Development site in 2021 – Business English	Ministry of Education
The second prize of the 18th Hubei University Student Marketing Competition & the 2nd Public Good Agriculture Entrepreneurship Competition	CPC Hubei Entrepreneurship Promotion Association Committee
Third Place of the 24th China University Basketball League (Hubei Division)	Hubei University Sports Association
The Second Prize of the 3rd National College Students' Chemical Experiment Innovation Design Competition& "Weirui Cup" in Central China	Chinese Chemical Society
The first, second and third prizes of the 15th National College Students Advanced Mapping Technology and Product Information Modelling Innovation Competition (Hubei Division)	Former Engineering Graphics Teaching Steering Committee of Colleges and Universities of the Ministry of Education
The first, second and third prizes of the 10th National Undergraduate Mechanical Design Innovation Design (Hubei Division)	Sub-committee, Teaching Steering Committee of Mechanical Basic Courses in Colleges and Universities of the Ministry of Education
Silver Award of the 12th Challenge Cup Undergraduate Entrepreneurship Plan Competition of Hubei Province in 2022	Hubei Provincial Department of Education
National Excellent Organization Award of the National Finals of the 13th "Sware" National BIM-CIM Competition	China Association of Construction Education

Hubei Health Vocational College

Awards and Honours

Hosting/Issuing Agency

May 4th Red Flag Youth League Committee	Communist Youth League Xiangning Municipal Committee
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3. SUSTAINABILITY GOVERNANCE

3.1 Statement of the Board

The Board believes that a good ESG governance is essential to the success of the Group and to the enhancement of stakeholders' value. The Board has overall responsibility for the Group's ESG matters, and is responsible for determining the Group's overall ESG strategy and understanding relevant risks, and has established an effective sustainable development governance structure to review the Group's ESG performance. The Board has approved the Group to establish an ESG Committee and to authorise it to supervise and promote the implementation of various ESG issues, discuss and determine the Group's ESG risks and opportunities. The ESG Committee regularly organises the updates of ESG-related policies and systems annually to track the performance of ESG practises. The Board reviews and confirms the results of the materiality assessment, takes the key issues as part of the Group's overall strategy formulation, to understand the concerns and requirements of various stakeholders, thus determining the Group's ESG management policies, strategies, priorities and goals. Meanwhile, the Board supervises the management and performance of these issues, so as to determine the Group's sustainability focus and priorities. The Board is committed to integrating ESG principles into our business management practises.

During the Year, the Group has set environmental-related targets, which demonstrate the effectiveness of the Group's ESG policies and various ESG management systems. The Board will continue to review the ESG-related performance and review the progress based on the ESG-related targets in the future, and will improve relevant ESG policies according to the target progress, so as to supervise and improve sustainability efforts.

3.2 Sustainability Governance Structure

Chunlai Education adheres to the concept of "contributing to the society and making the society better", continuously improves the ESG management system, and has established an ESG governance structure led by the Board. Under the authorization of the Board, the ESG Committee is led by the Chief Executive Officer and consists of the Board Office and the leaders of various departments of the Group. It is responsible for formulating and improving the sustainable development strategies and policies applicable to the entire Group, mainly in the fields of environmental protection, employment, operational responsibility and social investment.

The primary duties of the Board are as follows:

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

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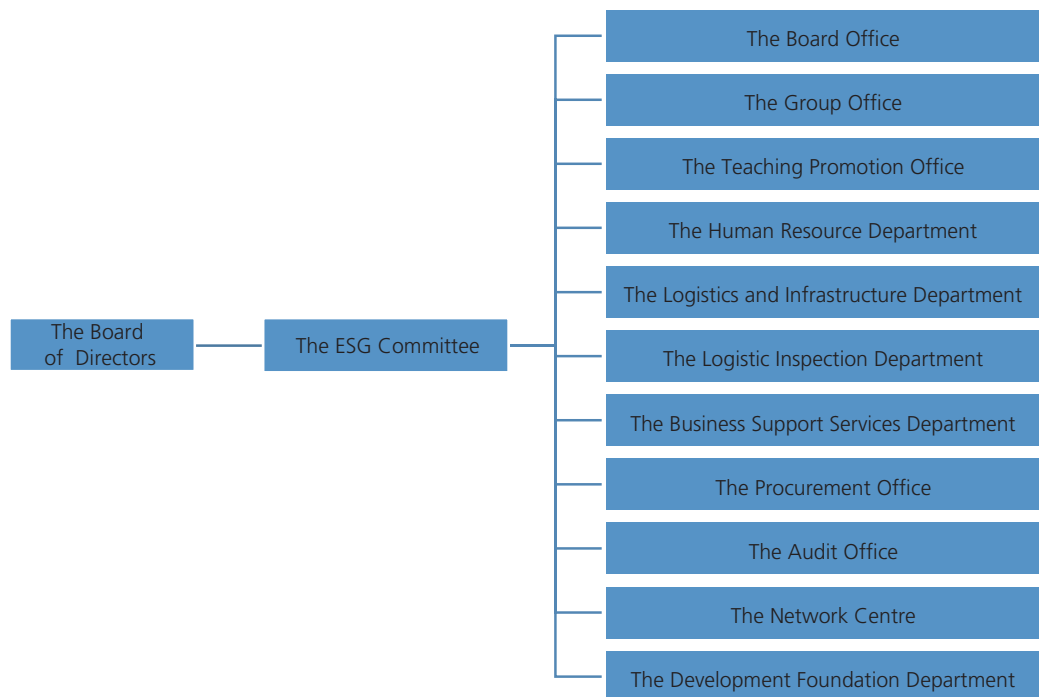
The primary duties of the ESG Committee are as follows:

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

The primary duties of the performance department are as follows:

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

ESG Governance Structure



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3.3 Communication with Stakeholders

Chunlai Education communicates with various stakeholders to drive sustainability efforts. Amidst the continuous promotion of our ESG efforts, we established a mechanism to communicate with various stakeholders. During the Reporting Period, the Group communicated and contacted with stakeholders through appropriate channels to enhance stakeholders' understanding of the strategies and initiatives we promoted, listened to their expectations and needs, and actively responded to their concerns through ESG business operations, collected and collated feedback from all parties, and took responsive measures in the hope of promoting mutual growth with the stakeholders.

Key Stakeholders and Communication and Response Channels

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

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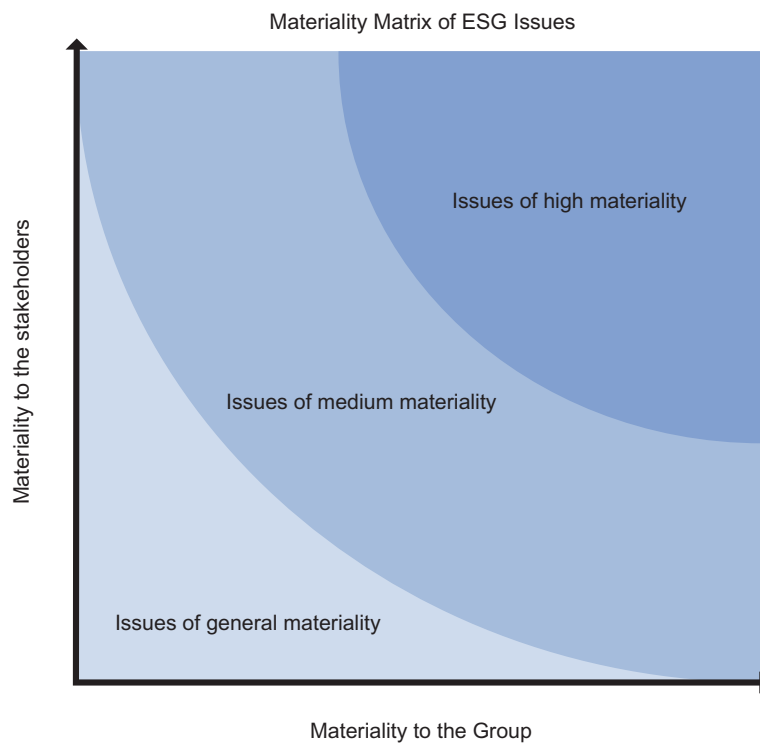
Stakeholders	Main concerns	Main methods for communication and response
Students/parents	<ul style="list-style-type: none"> • Education service quality • Education resources • Qualification of teachers • Healthy and safe learning environment 	<ul style="list-style-type: none"> • Feedback in the class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

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3.4 Materiality Assessment

During the Reporting Period, we collected opinions from stakeholders to understand their expectations on ESG, and conducted the Group's materiality assessment in combination with the Group's operations and objectives. We determined the material issues of the Group's business this year with reference to the disclosure responsibilities covered by the Guide issued by the Stock Exchange, the important issues database of the Education Industry of the Sustainability Accounting Standards Board (SASB) and MSCI ESG and the ESG issues concerned by peer companies, and then submitted to the Board for approval.

We summarised 25 ESG material issues, in which 11 issues of high materiality, 13 of medium materiality and 1 issue of general materiality were ranked by order of importance. The results of the materiality assessment are presented in the materiality matrix below.



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Based on the results of the importance matrix, we have identified the direction of important ESG issues of this year, including “Excellent Education Services”, “Stable Business Operation”, “Caring for Employment Development”, “Building a Green Campus” and “Giving back to Society”. This Report will focus on these five areas to reflect the focus and contribution of our ESG efforts.

Issues of high materiality	Corresponding chapter
1. Health and safety of students	Excellent Education Services
2. Teaching quality control	Excellent Education Services
3. Student employment rate	Excellent Education Services
4. Qualifications and professional ethics of teachers	Excellent Education Services
5. Responsible procurement	Stable Business Operation
6. Information privacy protection	Stable Business Operation
7. Compliance operations	Stable Business Operation
8. Anti-corruption	Stable Business Operation
9. Employment system with equal opportunities	Caring for Employment Development
10. Employment rights and benefits protection	Caring for Employment Development
11. Responding to climate change	Building a Green Campus
Issues of medium materiality	Corresponding chapter
12. Student satisfaction	Excellent Education Services
13. Handling opinions on teaching	Excellent Education Services
14. Enrich education resources	Excellent Education Services
15. Market competitiveness	Excellent Education Services
16. Intellectual property protection	Stable Business Operation
17. Employees' training and development	Caring for Employment Development
18. Occupational health and safety	Caring for Employment Development
19. Waste management	Building a Green Campus
20. Pollution reduction and emissions reduction	Building a Green Campus
21. Usage of materials/resources	Building a Green Campus
22. Energy consumption and efficiency	Building a Green Campus
23. Water consumption and efficiency	Building a Green Campus
24. Greenhouse gas emissions	Building a Green Campus
Issues of general materiality	Corresponding chapter
25. Community investment and participation	Public Welfare Activities to Give Back to Society

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4. SUPERIOR EDUCATION SERVICE

Consistently adhering to the educational philosophy of “putting students into first place, focusing on moral education, prioritising capacity enhancement, taking quality as foundation, carrying on good existing practices while implementing innovative practices, serving the society and striving for excellence”, Chunlai Education implements the development strategy of “Relying on teaching quality, excellent talents, characteristics and rule of law for survival, development, rejuvenation and governance of our colleges and universities” in an all-round way. Based on the above, we have been attracting outstanding teachers to pursue the essence of education as we are committed to developing Chunlai Education into a renowned private education brand at home and abroad. Over the years, schools under our Group have supplied tens of thousands of graduates and talents for the development of our socialist country. The Group attaches great importance to the improvement of the education and teaching quality, and pays attention to the development of students’ hands-on and practical abilities, in particular, the development of their sound habits and personality. Superior professional ethics and teaching quality of the teachers are the foundation for our established schools. Therefore, we have attached importance to the development of professional ethics and teaching quality of our colleges, and put the physical and mental health and safety of all teachers and students at our top priority.

4.1 Safe and Healthy Campus

To strengthen campus safety, create a sound and warm working and learning environment for teachers and students, and help them solve their concerns in life while working and studying, we have been in strict compliance with relevant laws and regulations on health and safety, including but not limited to the Food Safety Law of the People’s Republic of China, the Law of the People’s Republic of China on the Prevention and Treatment of Infectious Diseases, the Fire Protection Law of the People’s Republic of China, the Guidelines for the Prevention and Control of Infectious Diseases in Colleges and Universities, and the School Health Work Regulations. We have also actively supervised the campus food safety and fire protection, paid attention to the psychological and physical health of teachers and students, and established reasonable processes to respond to emergencies, such as epidemic outbreaks, to create a safe and healthy campus environment in all aspects.

During the reporting period, the Group did not experience any complaints or litigations regarding violation of laws relating to health and safety, nor had it experienced any work-related fatality cases over the past three years.

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Food safety on campus

To strengthen the food safety on campus, we have developed and strictly implemented the Food Safety Management System, the Food Safety Rapid Detection Management System, the Food Safety Self inspection and Reporting System and the Principal Accountability System on Food Safety. The school leaders should lead a team to inspect the food safety in the campus dining halls to ensure the meal quality and food safety for our teachers and students. The supervisor of the dining halls conducted day-to-day inspections, shared the inspection results to the person in charge of the dining hall, and demanded improvements on inadequacies within a time limit. The food safety department and the centre director would pay a revisit after the improvement. Meanwhile, we have launched several food safety related trainings for employees in the dining halls, enhanced their food safety awareness, and standardised the operation process to better provide safe food for teachers and students. What's more, we have actively launched the "Internet+ Bright Kitchen and Stove" Campaign where teachers and students could supervise all aspects of food processing, including food processing operation, warehouse, food sample reservation, sales area and other areas through video monitoring to fully promote the level of food safety on campus.



Food Management Committee's regular inspection

As an important part of the dining hall's safety efforts, the safety management department would further strengthen the daily supervision and inspection, uphold the principle of precaution crucial, timely investigate and rectify various potential safety hazards to put an end to safety accidents. At the same time, we must strengthen the fire safety knowledge and skills training of employees, continuously enhance their fire safety awareness, and further improve their ability to respond to emergencies to ensure the safety and stability of the dining halls.

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Fire safety on campus

To strengthen the fire safety management and better ensure a safe campus, we have conscientiously implemented the principle of "precaution crucial, prevention and elimination combined" to build a harmonious and safe campus, create a more agreeable study environment, and improve the quick emergency response capabilities of school staff in dining halls, supermarkets, businesses, etc. There are many electric and gas equipment in the college dining halls, and as an important part of the dining hall's safety work, the safety management department would further strengthen the daily supervision and inspection, uphold the principle of precaution crucial, timely investigate and rectify various potential safety hazards to put an end to safety accidents. At the same time, we must strengthen the fire safety knowledge and skills training of employees, continuously enhance their fire safety awareness, and further improve their ability to respond to emergencies to ensure the safety and stability of the dining halls.

Case: Fire safety knowledge training and fire drill in Shangqiu University Kaifeng Campus

Fire safety knowledge training and fire drill in Shangqiu University Kaifeng Campus were conducted at Classroom 111 of Teaching Building A2 and south gate on the afternoon of 2 May 2022. The head of the Comprehensive Service Centre trained the dining hall staff on firefighting knowledge against the accident of "the gas stove catches fire", which mainly explained the possible causes of fire and its prevention plan, with a focus on explanation to the participants about several issues that they should look out for when closing the valve and cutting off the gas to extinguish the fire.

At the end, all of the participants watched two videos about fire education, which further enhanced their fire awareness and firefighting skills, making them fully understand the importance of fire safety, and enhancing their fire safety prevention ability.



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Epidemic prevention and control

To effectively prevent, timely control and properly respond to public health emergencies in our schools, minimise the harms from various health emergencies to our teachers and students, protect their personal safety, maintain and ensure the stability of our schools, and ensure the normality of our education and academic profession, our Group has conscientiously implemented the principles of documents related to epidemic prevention, such as the COVID-19 Prevention and Control Scheme (Ninth Edition) and the Plan for the Normalised Prevention and Control of COVID-19 in Henan Province (3.0 Edition), adhered to the policy of precaution crucial and proper response, established and improved the rapid response mechanism, and improved the emergency management system for epidemic emergencies. And in accordance with the Law of the People's Republic of China on the Prevention and Control of Infectious Diseases, The Food Safety Law of the People's Republic of China, the Guidelines for the Prevention and Control of Infectious Diseases in Colleges and Universities, the Emergency Plan for Public Emergencies in the Education System, the Regulations on the Administration of Public Health, the Regulations on School Health Work and other regulations and systems, we have established the Emergency Plan for Epidemic Prevention and Control in light of the school conditions, which listed various measures and guidelines to respond to the epidemic.

In terms of day-to-day prevention and control, in order to strengthen the organizational leadership, we have in place an epidemic prevention and control leading group for each school with an epidemic prevention and control office and seven working teams to ensure the effectiveness of the efforts. The epidemic prevention and control leading group should participate in popularizing the knowledge of prevention and control of Covid-19, adhere to the principle of prevention and control first and strictly implement responsibility management, where illegal acts, negligence and misconducts are prohibited. In case of the epidemic emergency, we would make response and control it immediately according to the requirements of "early detection, early reporting, early isolation and early treatment". We would, together with municipal epidemic prevention and control departments and local medical institutions, build a safe line of defense for epidemic prevention and control.

Environmental, Social and Governance Report

Mental health education

Amidst the normality under the Covid-19, we attached great importance to mental health education. We have actively strengthened the mental health education for teachers, staff and students through the training seminars, aiming to guide teachers, staff and students to establish an awareness of mental health and maintain a rational and a calm state of mind in a bid to work and live happily.

Case: Anyang University carried out a mental health training for teachers and staff

Anyang University carried out a mental health training at the Academic Hall of the Comprehensive Building on the afternoon of 19 May 2022. Due to the Covid-19, this training, lectured by Deputy Director of the school's Psychological Counseling Centre, was conducted on-line and off-line and participated by all the employees of the school.

During the training, the lecturer made full use of various techniques of psychological guidance and elaborately designed various communication and interaction links to guide the employees to understand and master the correct ways of perceiving their own emotions, the effective rules of emotional management and the right way of developing optimistic attitudes. The training strengthened faculty and staff's correct understanding of mental health, and improved their ability to alleviate pressure and release emotional distress.



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Responding to emergencies

We have proactively prevented and responded to emergencies, standardised the school's emergency responses to public emergencies to improve the ability of emergency management. In this way, we could minimise the impact of such events on school teaching, research and life, limit the damage and property loss of teachers and students, ensure the safety and stability of the campus, and promote the comprehensive, coordinated and sustainable development of the school.

Public safety emergencies are classified as below:

Natural disasters	<ul style="list-style-type: none"> • Earthquakes, floods, hails, etc
Accident disasters	<ul style="list-style-type: none"> • Building collapses, fires, major traffic accidents, etc
Public health emergencies	<ul style="list-style-type: none"> • Food poisoning, epidemic infectious diseases, mass diseases with unknown causes, etc
Social security incidents	<ul style="list-style-type: none"> • Illegal assembly, demonstration, procession, strike, terrorist attack, etc

Case: Shangqiu University held a health education lecture of the "Year of Capacity and Style Building" Campaign

The Catering Service Centre of Shangqiu University held a health education lecture of the "Year of Capacity and Style Building" Campaign in Staircase classroom 32 on 27 April 2022, aiming to improve the teachers and students' awareness of healthy life and their ability of first aid and self-rescue, and promote employees' establishment of a comprehensive health outlook.

At the lecture, the head of the Food Safety Section of the Catering Service Centre introduced a series of relevant health and safety knowledge, emphasizing the importance of the establishment of health awareness and the master of the knowledge and ability of first aid. The doctor from the school clinic provided detailed explanations on the most common knowledge on first aid and prevent of infectious diseases in our daily life. In addition, he performed on-site live simulation of cardiopulmonary resuscitation, so that students could learn and understand the key points of first aid at a close distance on the site. In this way, students could better master the first aid knowledge and have a deeper understanding of the prevention of common infectious diseases.

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Occupational health of employees

In light of the characteristics of the education industry and the working environment, the majority of the Group's employees are teaching staff (such as teachers and administrators), who have a low risk of occupational hazards. A small number of employees (such as maintenance technicians and outdoor workers) may have a certain but limited occupational hazards. We have established the Safety Management System and implemented the safety responsibility system to rigorously guarantee the physical and mental health and safety of our employees at work. In case of any issues related to occupational health and safety, we require a real time rectification or solution. We would prevent any and all occupational hazard risks, and provide regular physical examination for our employees to ensure their sound physical conditions.

Case: Physical examination for employees organised by Anyang University

The clinic of Anyang University launched a publicity campaign on compulsory physical examination and measures related to occupational disease prevention for all employees, including blood pressure and blood sugar measurement, eye care and first-aid measures drill (i.e. cardiopulmonary resuscitation), on 8 April 2022. For the questions about health issues raised by employees participating in the physical examination, the medical staff provided detailed guidance and suggestions on treatment and health care, as well as tips about healthy habits and behaviours. Employees could be informed about their physical conditions in time and detect their illness as early as possible through physical examination. Targeted prevention and health interventions could be made accordingly to promote physical and mental health.



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4.2 Superior Teaching Quality

The teaching quality is a significant indicator to measure the school running level and the foundation of our Group's development. To ensure the education and teaching quality of the Group and strengthen its control over teaching achievements, Chunlai Education has introduced a series of corresponding teaching management systems, such as the Teaching Quality Monitoring and Guarantee System of Shangqiu University, the Quality Evaluation Standards and Methods for Major Links of Undergraduate Teaching of Shangqiu University, the Regulations on the Monitoring and Guarantee of Undergraduate Teaching Quality of Anyang University, the Measures for Assessment of Classroom Teaching Quality of Jingzhou College (Trial) and other relevant systems.

Under the corresponding systems, we have further deepened the teaching reform and continuously improved the teaching quality. We have also established a teaching quality monitoring and guarantee system to ensure the classroom quality by ways of optimizing the curriculum, teaching quality evaluation, leaders' attendance and so on. We would evaluate the quality of the major links of undergraduate teaching, including lesson preparation, classroom teaching, assignment and exercise, tutoring and question answering, curriculum assessment, curriculum design, experimental teaching, probation, graduation practice, graduation thesis (design), the second classroom and other major educational and teaching links. In terms of the assessment of the curriculum quality, we grade it into levels: Superior (Level-A), Good (Level-B), Pass (Level-C) and Fail (Level-D). The goal of curriculum development is to improve the pass rate, develop a batch of high-quality and superior courses, and strive to become provincial and national level of high-quality courses.

Teaching quality monitoring

Teaching quality is the lifeline of higher education, and improving teaching quality is the core task of the development of higher education. The establishment of a teaching quality guarantee system featuring self-improving and self-restraining is the primary condition for dynamic teaching management and self-assessment of talent training, the prerequisite for achieving scientific and standardised management, and an important guarantee for improving teaching quality.

In order to further improve the teaching quality monitoring system and ensure the overall development of a complete teaching quality monitoring system, Chunlai Education has developed the Document Collection of Teaching Quality Monitoring and Supervision and the Implementation Measures for Teachers' Assessment of Learning to help teachers, in light of their teaching practice, improve the effectiveness of teaching and educating, so as to guide students to focus on learning, be willing to learn and think, and shape a sound learning atmosphere and habits. We also keep abreast of students' learning conditions, teach students in accordance with their aptitude, explore effective ways to develop talents, and provide basis for further teaching reform.

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Feedbacks from students and their parents

To protect our students' legitimate rights and interests, regulate their appeal process, and maintain regular education, teaching and living order of the school, Chunlai Education, in accordance with the Provisions on the Administration of Students in Regular Institutions of Higher Education (Order No. 41 of the Ministry of Education of the People's Republic of China) and relevant laws and regulations, and in light of the school's reality, have established the Regulations on the Administration of Students' Complaints Within School, the System for Consultation and Complaint of Student Funding. The Student Affairs Office and the Academic Affairs Office are responsible for assisting the Student Appeal Committee of the school in handling complaints about student disciplinary violations and student status management, respectively. The Information Collection and Feedback System of Student Apartments helps improve the management of student apartments and create an agreeable and comfortable living environment for students following the steps of understanding and collection, investigation and analysis, communication and feedback. To strengthen the connections between families, students and the school, we have developed the Complaint Responding System and Implementation Measures for Parents and Students to further improve the work style and unblock the complaint channels, effectively rectify the critical and tricky issues reported by them, strengthen the investigation and punishment, and actively advance the school work.

During the reporting period, the Group received zero complaint, with an average teaching positive rate of 97.51%.

Schools under Chunlai Education	Annual Teaching Positive Rate
Shangqiu University	94.47%
Anyang University	97.70%
Shangqiu University Kaifeng Campus	97.32%
Jingzhou College	100.00%
Hubei Health Vocational College	98.06%

Advantages in education and teaching

To help students develop in an all-round way and align their knowledge in the classroom with the practical application, Chunlai Education promotes the seamless integration of schools and businesses using its own resource advantages and provides opportunities for students' off campus practice. Shangqiu University has established an off campus practice base for students majoring in garden, and radio and television editing and directing; Anyang University has developed an off campus practice base for students of computer science and technology, and UAV application technology, to strengthen the development of practice education platform. At the same time, we have also established various training rooms according to the needs of different majors within the school, such as the Power System Integrated Automation Training Room, the Data Science and Big Data Lab, the Engineering Measurement Lab of the Department of Civil Engineering and Architecture, etc., which fully satisfied the needs of students who could complete the practical learning required by various majors without having to leave the school.

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**Power System Integrated
Automation Training Room**



**Data Science and
Big Data Lab**

In addition, we have also carried out industry-university-research collaborations. Anyang University, Anyang University Kaifeng Campus and Jingzhou College have reached collaborations with a number of businesses and developed off campus practice platforms to ensure that students could put into practice what they have learned. We will further advance university-business collaborations and help students to improve their practical operation ability to enable students to apply theory to practice. We will improve students' employability and entrepreneurship, and enhance their adaptability to the career life.

4.3 Delivering Educational Ideas

Teachers are our valuable resource and the cornerstone for our rapid development in all aspects. To establish fine school discipline, Chunlai Education pays close attention to the development of teachers' ethics, standardises the professional ethics of all employees, and guides teachers to be a model of virtue and morality. According to the principles of the Opinions on Comprehensively Deepening the Reform of the Development of Teachers in the New Era issued by the Central Committee of the CPC and the State Council, the Opinions on Accelerating the Development of High level Undergraduate Education and Comprehensively Improving the Ability to Develop Talents, the Guiding Opinions on Handling the Irregular Behaviours of Teachers in Colleges and Universities, the Ten Guidelines for Professional Behaviours of Teachers of Colleges and Universities in the New Era and the Opinions on Establishing and Improving a Long term Mechanism for the Development of Teachers' Morality in Colleges and Universities issued by the Ministry of Education, our Group has established the Detailed Rules for the Implementation of a Long term Mechanism for the Development of Teachers' Morality in Shangqiu University, the Document Collection of the Development of Teachers' Morality in Anyang University, the Compilation of Rules and Regulations of the Teacher Development Centre in Shangqiu University, the Scheme for the Development of Teachers' Morality of Shangqiu University Kaifeng Campus, the Implementation Plan for the Development of Teachers' Ideology, Politics and Ethics in Hubei Health Vocational College (Draft for Comments) issued by the Ministry of Education and required our teachers to follow relevant regulations rigorously.

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Meanwhile, we have set up a working group for teachers' ethics assessment and established the Assessment Method for Teachers' Ethics to assess our teachers in the school in terms of ideological quality, dedication to their jobs, teaching and educating or management services, and being a model for others. The assessment procedures include student assessment, peer assessment, unit assessment, result feedback, result review and publicity, which focuses on the political quality, moral integrity, professional quality, and their benevolence. We would improve the ethics assessment procedures to promote the improvement of their quality. The assessment results would be used as the essential elements and basis for teacher qualification registration, performance assessment, professional title review, post engagement, merit evaluation and reward, development and training. In terms of promotion, merit evaluation and other aspects, teachers who are assessed as "excellent" will be given priority.

4.4 Caring for Students' Development

The employment of graduates is an important part of our work. It is not only related to the realization of their personal ideals, but also the essential requirement for maintaining stability and building a harmonious society. Concerning the employment of graduates, we should follow the principle of the Interim Provisions on Graduation and Employment of Colleges and Universities issued by the Ministry of Education and the relevant requirements of Henan Provincial Department of Education. We would closely focus on the overall situation of promoting national economic development and social stability, and actively take effective measures to encourage graduates for the grassroots employment. Schools under the Group have also established a market-oriented employment mechanism, which combines independent career selection with school recommendation, and two-way selection between students and employers. We will spare no efforts to achieve fuller and higher quality employment for graduates.

Chunlai Education cares about the needs of students. Schools under the Group have developed various policies and system documents related to employment, such as the Implementation Opinions of Shangqiu University on Assuring the Employment of 2022 Graduates, the Relevant System of Anyang University on Promoting the Employment of Graduates, and the Notice of Shangqiu University Kaifeng Campus on Further Assuring the Employment and Entrepreneurship of 2022 Graduates, to guide the employment and entrepreneurship work of new graduates.

In the academic year of 2021 to 2022, the employment rate of graduates of Shangqiu University reached 79.12%; the employment rate of graduates of Anyang University amounted to 78.96%; the employment rate of graduates of Shangqiu University Kaifeng Campus was 75.88% and the employment rate of graduates of Jingzhou University recorded 72.27%.

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5. MAINTAINING OUR STABLE AND ROBUST BUSINESS OPERATION

The Group is committed to setting a good example for the students and society of our educational institutions, and operating business in an honest, ethical and responsible manner. The Group is fully aware that compliance operation and risk management are fundamental to enterprise operation. The Group always strictly complies with relevant laws and regulations and industrial requirements (e.g. the Listing Rules and other relevant laws and regulations issued by the Securities & Futures Commission of Hong Kong and the Stock Exchange of Hong Kong Ltd.) for the sake of complying with national and industrial regulatory requirements. We have formulated the Constitutions of the Risk Assessment Committee 《風險評估委員會章程》, the Internal Audit Regulations 《內部審計工作規定》 and the Constitutions of the Audit Committee 《審計委員會章程》. We strive to improve campus risk prevention and control by establishing a risk management system.

5.1 Perfecting Risk Management

We have integrated many risk management theories into our risk management system. The risk management system has seven stages, namely risk analysis, risk assessment, risk control, risk communication, risk comments, risk examination and risk review and re-determination. Risk reporting and regular review are effective means to ensure the regulated operation of our risk management. Continuous improvement of risk management helps to take the control and improvement of our risk management procedure to a higher level. We suggest implementing risk assessment, risk communication, risk comments, risk review and re-determination and risk reporting at least once every two years after the initial establishment of our risk management system.

Risk Management System



We have established a number of contingency plans to deal with campus security risks, teaching quality risks, health risks and other social risks, e.g. Contingency Plan for Students' Hostel (學生宿舍突發事件應急預案), Contingency Plan for Teaching (教學工作應急預案) and Contingency Plan for Public Health Emergencies (突發公共衛生事件應急預案), aiming at deal with fire, hazardous chemical accidents, medical emergencies, campus emergencies, infectious diseases and other accidents in a rapid and efficient manner. We identify major physical risks that climate changes (e.g. typhoon, rainstorm, flood and other natural disasters) may cause to our operations. We have formulated contingency plans for all branch campuses to improve the Group's overall ability to prevent floods and typhoons and resist natural disaster risks, so as to ensure that the Group can properly deal with emergencies of natural disasters in a timely and efficient manner. Some of the contingency plans that we have formulated are as follows: the Contingency Plan for Major Natural Disasters of Jingzhou College《荊州學院重大自然災害突發事件應急預案》, the Contingency Plan for Natural Disaster Public Emergencies on Anyang University Yuanyang Campus《安陽學院原陽校區自然災害類突發公共事件應急預案》 and the Measures for Fire Safety Management of Shangqiu University Kaifeng Campus《商丘學院應用科技學院消防安全管理辦法》.

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5.2 Incorruptible Compliance Management

The Group adheres to clean and compliant operation and attaches great importance to our compliant operation. All of us have strictly implemented the Code of Integrity and Self-discipline of the Communist Party of China 《中國共產黨廉潔自律準則》, the “Ten Don’ts” on the Integrity and Self-discipline of Leading Cadres as Members of the Communist Party of China in Colleges and Universities 《高校黨員領導幹部廉潔自律“十不准”》, the Regulation of the Communist Party of China on Disciplinary Actions 《中國共產黨紀律處分條例》 and other relevant provisions on combating corruption and promoting integrity. We have also thoroughly implemented the spirit of the eight-point decision of the Central Committee, rectified the “Four Malfeasances” in a persistent way, incorporated the establishment of Party conduct and integrity into the overall work arrangement of the year, and required all units to sign a letter of responsibility for the establishment of Party conduct and integrity. A Leading Group for the Establishment of a Clean and Honest Government in the College (學院黨風廉政建設工作領導小組) has been established, which resolutely puts an end to corruption and bribery. In order to create a culture of integrity and compliance throughout the Group, we have established a responsibility system for establishing a clean and honest government, and formulated the Measures for the Implementation of the Responsibility System for Establishing a Clean and Honest Government 《黨風廉政建設責任制實施辦法》. We aim to improve employees’ awareness of the importance of clean and honest business operations, improve their ideological and moral quality, strengthen the prevention and control of integrity risks, and build a fair, clean and healthy educational environment and anti-corruption corporate culture. The Measures stipulate that the Board of Directors and the Audit Department are responsible for guiding the Company’s anti-fraud, anti-bribery and anti-corruption activities.

The Board of Directors of the Group and the cadres of the educational institutions have performed the obligation of integrity and self-discipline of the Party. During the reporting period, we provided anti-corruption training to directors and employees according to the Clean Educational Institution Establishment Implementation Plan of Jingzhou College (No. 2[2021] of the Party Committee of Jingzhou College) 《荊院黨發[2021]2號荊州學院清廉學校建設實施方案》 and the Responsibilities of the Discipline Inspection Commission of Anyang University (No. 2[2021] of the Discipline Inspection Commission of Anyang University) 《安紀字[2021]2號: 安陽學院紀委委員工作職責》 and other relevant documents, taking their anti-corruption awareness to a higher level. We will provide more anti-corruption training to all board members and employees in the future.

Case study:

On 23 March 2022, we held the 14th session of our 2022 Party Affairs Briefing (the Working Conference on Overall Strict Governance of the Party and the Promotion Meeting of the “Year of Capacity and Style Improvement”). The Secretary of the Party Committee attended the meeting and made a speech. Members of the University’s Party Committee, members of the Discipline Inspection Commission, general (deputy) secretaries of all Party branches and heads of some functional departments attended the meeting. The meeting was presided over by the President and Deputy Secretary of the Party Committee to further enhance the sense of responsibility for comprehensively and strictly governing the Party, adhere to the concept of system, and promote anti-corruption in an integrated way; We should adhere to the principle of standing up for what is right and stern discipline, and persevere in rectifying the “Four Malfeasances”.

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The directly affiliated branch committee of the Group issued the Notice of the Chunlai Education Group on the Implementation of the Spiritual Discipline Requirements of the Eight-Point Decision during the “Mid-Autumn Festival” and the “National Day” (《關於“中秋”“國慶”雙節期間落實中央八項規定精神紀律要求的通知》), the Notice of Chunlai Education Group on the Prevention and Control of the Pandemic Situation and the Establishment of a Clean and Honest Government during the Tomb Sweeping Day Holiday in 2022 (《春來教育集團關於2022年清明假期期間做好疫情疫情防控和黨風廉政建設工作的通知》), and the Notice of Chunlai Education Group on the Strict and Honest Discipline during the Spring Festival Holiday in 2022 (《春來教育集團關於2022年春節假期嚴肅廉潔紀律的通知》). We strictly implemented the Code of Clean and Honest Government (《廉政準則》), clearly put an end to all “holiday corruption” activities and malpractices, e.g. the use of public funds to purchase cigarettes, alcohol, sweets, tea and other gifts; it is strictly prohibited to accept gifts, cash, shopping cards, etc. in violation of regulations; it is strictly prohibited to take part in recreational activities using public funds or arrange banquets unrelated to official duties; it is strictly prohibited to attend banquets that violate work discipline. We strive to build a clean culture, convey the new arrangement of clean government establishment, create a clean holiday atmosphere, and eliminate holiday corruption.

In terms of the implementation of anti-corruption reporting, we have established reporting channels in accordance with the Measures for Reporting through Letters and Visits (《信訪舉報工作辦法》). We enable all employees to report misconduct through telephone, mailbox, e-mail and other channels. Once the reported case is verified, the discipline inspection and supervision authorities will handle them in accordance with the Party Constitution, national laws, regulations, policies and our rules and regulations.

During the Reporting Period, the Group was not involved in any litigation cases related to corruption, nor did it violate the relevant laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering.

5.3 Information Privacy Protection

The Group constantly improves the student privacy protection system to ensure the privacy and personal information security of students and their parents. The Group has established an information security management system to carry out and control the management and implementation of information security within the system. The Group strictly abides by information security related laws and regulations, e.g. the Regulations of the People’s Republic of China for Safety Protection of Computer Information Systems (《中華人民共和國計算機信息系統安全保護條例》), the Measures for Security Protection Administration of the International Networking of Computer Information Networks (《計算機信息網路國際聯網安全保護管理辦法》) and the Standards of Electronic Records Filing and Management (《電子文件歸檔與管理規範》).

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We have formulated IT-based Project Management Measures (《信息化專案管理辦法》) and Information System Data Management Measures (《信息系統數據管理辦法》) to monitor and inspect according to law, achieve unified control of information system data, protect the safe operation of campus network, improve data quality and data utilization efficiency, provide safe, complete and unified data services, and provide information services and technical support for teaching, scientific research and management. We have formulated the Regulations on the Management of Campus Computer Network (《校園計算機網路管理規定》). It is not allowed to use the computer network to engage in activities that endanger national security or disclose national and college secrets. Corresponding security leading groups are required to be established within each information system, with the department leader in charge of the system as the team leader. We have set up a Leading Group for Network Security and Informationisation (網路安全與信息化領導小組) to further strengthen our information management, improve the management service and our support and protection. The group is responsible for network management. Maintenance and development personnel shall ensure the security of data information. Data and software must be kept by a designated person. It is not allowed to copy, download and lend data software without permission. It is strictly forbidden for anyone to use media (e.g. floppy disks, CDs and USB flash disks) without permission. The team prohibits anyone from installing software on the server without permission. Without permission, no one is allowed to misappropriate or lend various equipment, data and articles in the computer room. At the same time, we have established an external information security expert advisory group to keep in touch with external security experts, keep up with industrial trends, monitoring standards and evaluation methods, standardise information system licence management, maintain the security of our information system, orderly guarantee the information security of users using the information system, and ensure the normal and stable operation of the information system.

During the Reporting Period, the Group was compliant with relevant laws and regulations that had a significant impact on it relating to the advertising, labelling and privacy matters relating to services provided.

5.4 Supply Chain Management

We have established a supplier management system to review the qualification documents, performance data, samples and other documents and articles provided by suppliers in accordance with the Supplier Management System, the Bidding Process Management and the Supplier Rating Standards. With the qualification, service quality, prices, compliance and compliance of suppliers as the measurement standards, we carry out the development, supervision, evaluation and management of suppliers, coordinate supplier relations, and optimise the Group's supplier team, aiming to achieve the goal of continuously improving purchasing quality and efficiency. The Supplier Management System and the Evaluation Standard for Qualified Suppliers are applicable to all suppliers who have provided all products and services to the Group for a long time, the purchasing of external goods, supplier qualification evaluation and credit rating evaluation. We also have the List of Qualified Suppliers and the Basic Data Sheet of Suppliers to fairly, openly and impartially regulate the selection, evaluation and monitoring procedures of suppliers. Suppliers participating in the bidding shall sign the Letter of Integrity Responsibility to ensure the fairness, openness and impartiality of the bidding process.

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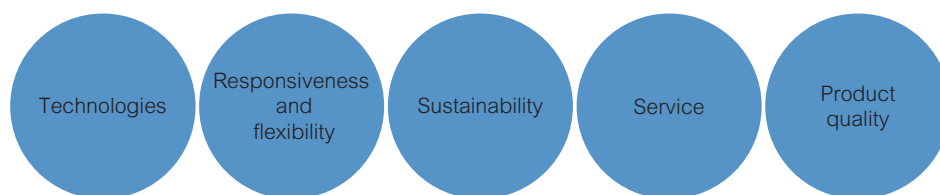
Purchasing management

The Group strictly controls the purchasing process and suppliers according to the Purchasing Management System to ensure that the purchased products and services meet the specified requirements. Unified management of purchasing is carried out. The Group clearly regulates the work ethics of purchasing related personnel, strictly selects qualified suppliers, improves the operation of bulk purchasing and routine purchasing, and clearly defines the scope of purchasing.

The supplier management and supervision procedures are as follows:



In accordance with the Supplier Management System, we stipulate that all suppliers must have the production and business premises required by relevant national laws and regulations, comply with industrial laws and regulations, have the corresponding production and enterprise business capabilities and qualifications, environmental protection, production technology level, financial status, credit status and management level to ensure that the purchased products and services meet the specified requirements. If the suppliers meet the specified requirements, they will be listed in the "List of Qualified Suppliers". We will regularly check and review the performance of the existing suppliers, conduct monthly assessment and re-evaluate the qualified suppliers quarterly to ensure orderly purchasing. We will divide the purchased items into three levels according to their impact on the demand: Critical, Important and General. Different control levels will be implemented. Our supplier evaluation criteria are as follows:



In the process of selecting suppliers, we consider the environmental and social risk factors of suppliers, and take environmental protection principles into consideration to jointly improve the performance of sustainable development. We will give priority to enterprises with emerging energy or renewable energy and suppliers that meet the national sustainable development strategy, aiming to implement green supply chain management.

During the reporting period, the Group had 2,601 major suppliers, and the regional distribution is as follows: 2,243 suppliers were in Henan, China, and 358 suppliers were in Hubei, China. The purchasing categories were mainly sports equipment and stationery, animals and plants, clothing and fabrics, building materials and furniture, books and services.

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5.5 Protecting Intellectual Property

The Group is committed to protecting its intellectual property rights and strictly abides by the following policies and practices to protect intellectual property rights: the Law of the People's Republic of China on the Protection of Intellectual Property Rights 《中華人民共和國知識產權法》, the Patent law of the People's Republic of China 《中華人民共和國專利法》, the Copyright Law of the People's Republic of China 《中華人民共和國著作權法》, the Copyright Ordinance 《版權條例》 of Hong Kong, the Genuine Software Management Guide 《正版軟件管理工作指南》 and other relevant laws. The Group respects the intellectual property rights of any third party. Employees shall not infringe or violate the patents, trademarks, copyrights or intellectual property rights of any third party. These guidelines are reviewed annually by management to ensure their effectiveness.

This year, the Group tried out the Administrative Measures for Intellectual Property Protection 《知識產權保護管理辦法》 to protect the legitimate rights and interests of the educational institutions, our faculty and students, strengthen the protection of the Group's curricula and other creative achievements, and improve the intellectual property system. The administrative measures are mainly divided into five parts, namely, general provisions, ownership of intellectual property, intellectual property management, reward and support, and legal liability. We have set up an intellectual property management committee to be responsible for the management and protection of our intellectual property rights. The committee office is responsible for the management of our science and technology project initiation, achievement registration, appraisal and award submission, the management of our science and technology project target documents, patent procurement, application, authorization and annual fees. Our teachers and students must abide by the national intellectual property laws and regulations. If the intellectual property rights of others are infringed upon, the actor shall bear corresponding civil liability, administrative liability and even criminal liability.

We have formulated the Measures for the Implementation of Chunlai Education Group's Rewards for Scientific Research Achievements of Subordinate Educational Institutions 《春來教育集團關於下屬各學校科研成果獎勵的實施辦法》 and the Measures for the Management of Intangible Assets 《無形資產管理辦法》 to strictly protect the Group's intellectual property rights, including but not limited to trade names, trademarks (logos), copyrights and confidential data, safeguard the legitimate rights and interests of the Group and researchers, encourage the enthusiasm of teachers and students for invention and creation, and promote the development and progress of the Group's scientific research.

As of 31 August 2022, we had 129 registered patents, among which, 87 patents are newly added.

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6. CARING FOR EMPLOYMENT DEVELOPMENT

6.1 Optimising Employment Management

With education as its own mission, Chunlai Education recruits talents with the standards of both morality and ability according to the construction of academic majors and team building plans and the needs of education and teaching of each college. The Group adheres to the principle of reasonable and lawful recruitment, and strictly abides by laws and regulations such as the Labour Law of the People's Republic of China 《中華人民共和國勞動法》, the Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》, the Implementation Regulations of the Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法實施條例》, the Law on the Protection of Minors 《未成年人保護法》, as well as the Regulations on Prohibition of Child Labour 《禁止使用童工規定》 and the Regulation on Sanitary Work of Schools 《學校衛生工作條例》. The Group actively creates an equal and transparent working environment and builds a diversified and inclusive teaching staff team. The recruitment and promotion procedures are fair and open to all employees, and are not affected by factors such as age, gender, physical health, marriage and family status, and are monitored in accordance with the corresponding management system. The background of the employed personnel is reviewed and the employment of child labour is strictly prohibited.

The preparation of Standardised Administrative Measures on Recruitment 《招聘管理辦法》 and Handbook for Teachers and Staff 《教職工手冊》 enables the recruitment process of the Group became more rigorous, open, transparent and reliable. Adhering to the principle of "fairness and impartiality, merit-based admission, professional and morality", we have set up a recruitment leading team with a school leader of the human resources department as the team leader. Before the formal recruitment process, we conduct qualification review on the identity and education background information of the candidates, and set up written examinations and trial lectures in the first test process to examine the level of knowledge of the candidates on professional knowledge and whether they have the basic qualities of being a teacher, and then conduct re-examinations. Job opportunities will be given based on the applicant's written test interview performance and objective conditions. If any fraud is found, we will terminate the labour contract pursuant to the Labour Contract Law.

The Group has formulated internal policies such as the Regulations on the Attendance Management of Dedicated Teachers and Staff 《專任教職工考勤管理規定》 and the Interim Provisions on Overtime Work and Leave for Teachers and Staff on Duty 《教職工值班加班調休暫行規定》 to manage the working hours of faculty and staff. The Group has also established a post responsibility system to advocate the completion of corresponding work tasks during working hours. We regularly review the relevant employment system to ensure that there is no forced labour.

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

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

Overview of Employees	Unit	2022
Total number of employees	person	5,763
Total number of employees (by gender)		
Female employees	person	3,332
Male employees	person	2,431
Total number of employees (by employee category)		
Short-term contract/part-time employees	person	756
Full-time junior employees	person	1,782
Full-time middle management	person	407
Full-time senior management	person	532
Other employees ²	person	2,286
Total number of employees (by age group)		
Employees under the age of 30	person	2,312
Employees aged 30-50	person	2,402
Employees over the age of 50	person	1,049
Total number of employees (by region)		
Employees from Central China region ³	person	5,763

Teaching Staff Promotion System

In order to promote the reasonable flow and effective allocation of talents within the Group, we respect the development needs and opinions of teaching staff and give them the right to choose independently. We have formulated the Staff Promotion Method (《員工晉升辦法》) and the Measures for the Quantitative Points of Qualifications for Professional and Technical Positions in Teaching Series (《教學系列專業技術職務任職資格量化積分辦法》) to carry out on-campus competition for all teaching staff. Our promotion conditions revolve around the principle of "ability and integrity, virtue first"; we select candidates based on the principle of "openness, fairness and impartiality". In addition, we adhere to the principle of meritocracy, and make promotion based on personal work performance and result, combined with written examination, interviews and qualification review.

² Other employees include staff in the logistics, catering, security, dormitory management and industrial categories

³ Employees by region during the Reporting Period are classified by location of work

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Teaching Staff Resignation Management

The resignation of teaching staff would be our loss. To attract and retain outstanding teaching staff, we have formulated the Administrative Measures for the Resignation of Teachers and Staff (《教職工離職管理辦法》). When an employee tenders its resignation request, the Human Resources Department will conduct one-on-one talking to understand the reasons for their resignation, and proposes targeted resolutions to retain such employee, helping them solve problems in work, study and life. After the resigning employee resigned, we also will actively identify and manage relevant issues caused by such resignation, and coordinate employees to take over its work, aiming to affect no impact on course and other matters related to teaching.

6.2 Warm-hearted Care for Employees

Remuneration and Benefits

Chunlai Education regards employees as our most valuable assets. We will endeavour to ease the worries of the employees in order to improve the quality of teaching. We provide each employee with benefits such as “five insurances and the housing fund”, namely medical insurance, maternity insurance, work injury insurance, unemployment insurance, pension insurance and housing provident fund, which are contributed based on specific percentage of salaries, providing life assurance for employees when needed.

In addition, we have also formulated the Administration Measures for the Distribution of Housing Subsidies (《住房補貼發放管理辦法》), in accordance with the Housing Management Regulations (《住房管理規定》) and the Notice on the Implementation of Off-campus Housing Subsidies for Teachers and Staff (《關於啓動實施教職工校外住房補貼的通知》), to provide housing subsidies for on-the-job teachers and staff who are not local residents and do not have their own houses, showing the humanistic care of the Group and the school, stimulating the work enthusiasm of teachers and staff, improving the sense of belonging of employees, and achieving the purpose of attracting and retaining talents.

For the purpose of holidays, employees of the Group are entitled to hours, maternity or paternity leave, sick leave, marriage (funeral) leave and winter holidays in addition to national statutory holidays, and breastfeeding leave for breastfeeding female employees.

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Sports Activities

In order to strengthen the exchange and cooperation among teachers and staff and enrich the leisure sports activities of teachers and staff in our school, the labour union committees of each college of the Group set up table tennis teams and basketball teams for faculty members and provide a communication platform for club friends, strengthen health and friendship between teachers and employees.



"Table Tennis Competition for Faculty Members of the Union"



"Basketball Competition for Faculty Members of the Union"

6.3 Valuing Talent Training

In order to improve the overall quality of the teacher team and the quality of education and teaching, the Group have formulated a growth assistance plan for young cadres in accordance with the Teacher Law of the People's Republic of China 《中華人民共和國教師法》 and the Regulation on Training Work for Teachers of Higher Education Institutions 《高等學院教師培訓工作規程》 and other relevant laws and regulations. Leaders play the role of "mentoring" to build a reserve cadre team, actively encourage employees to participate in on-the-job training and learning, and comprehensively cultivate teachers and employees.

Based on the actual situation of teachers' development in each college, we will pay attention to the cultivation of teachers' curriculum ability, strengthen the innovation ability of teachers' education and teaching, and effectively improve the basic quality and the level of education and teaching of teachers through various forms of training, exchange and sharing and holding competitions within and outside the school, so as to guide teachers to conduct career planning and development, and improve the standardisation and effectiveness of the training of the Group's teacher team.

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Pre-job training for new teacher:

Types of Training	Training Content
Comprehensive quality training	Overview of history and development of the school Interpretation of rules and regulations of the school Trend of higher education development Professional ethics of higher education teacher
Teaching skills improvement	Higher education concept in the new era Information-based teaching skills Training and improvement of scientific research capabilities
Providing teaching instruction	We will provide an adviser teacher with ethics, extensive teaching experience and professional title of associate professor or above to each of the new teacher to improve its teaching practise capabilities.

Teacher development and training in 2022:

Types of Training	Training Content
On-campus training	
Pre-job training	The training is divided into on-the-job training and teacher qualification training for new teachers, which is jointly organised by the human resources department, the teacher development department and the campus department.
Mentorship training	We adopt one-to-one training of experienced teacher to provide mentoring training to new teacher, so as to help the new teacher familiarise with the teaching process, take example by their experience to improve teaching level.
Teaching training in class	The campus department organises young teachers from time to time to learn the excellent teachers in class, to learn their teaching skills. Each young teacher attends at least two times per school year.

Environmental, Social and Governance Report

Teacher development and training in 2022:

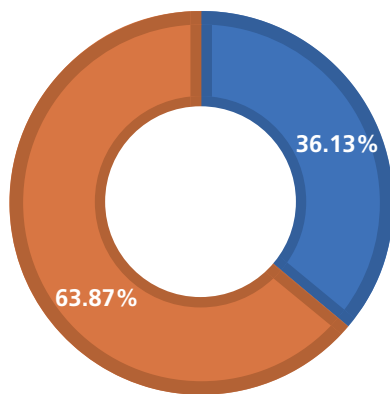
Basic skills training for classroom teaching	Through platforms such as the Young Teacher Growth Workshop, the school strengthens the basic skills training of teachers in classroom teaching and strengthens the teaching exchanges of young teachers to promote the improvement of teaching level of young teachers.
Team training	We participate in the construction of teaching teams and scientific research innovation teams at the municipal level and above, provide training to teachers' teamwork spirit, and improve their teaching and research capabilities and academic level.
Network centre training	Such training aims to master modern education skills to improve education and teaching capabilities and teaching achievements.
Off-campus training	
Visiting scholars	We select young and middle-aged backbone teachers to serve as visiting scholars in universities or scientific research institutions and large enterprises at home and abroad to participate in the scientific research of major projects, conduct academic exchanges, and improve business capabilities and scientific research level.
Advanced seminar	Teachers with titles of associate and above participate in various domestic advanced seminars to help teachers grasp the latest professional research knowledge, learn advanced experience, and encourage curriculum reform and teaching materials construction after returning to school.
Academic conferences	We develop plan for sponsoring teachers to participate in important academic conferences at home and abroad to keep them abreast of the latest professional development.
Domestic and overseas exchanges and visits	The school regularly selects outstanding backbone teachers in teaching, scientific research and management to conduct academic exchanges, visits and short-term training in universities and research institutions at home and abroad for learning advanced experience and models, and promoting the construction of professional teams.

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Training content for backbone teachers:

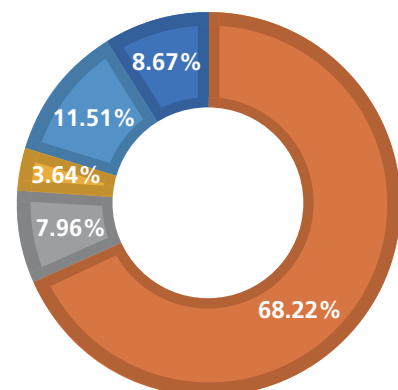
General teaching ability training	<p>Educational philosophy</p> <p>Basic teaching norms</p> <p>Teaching theory and technology</p> <p>Modern education technology</p> <p>Professional ethics</p>
Special training for the development of new educational theory and technology at home and abroad	<p>We engage experts or famous teachers to attend the class or watch the video of the class, and make suggestions and consultation on teaching improvement</p> <p>Build a platform for teachers to exchange teaching research and reforms through opening of teacher salons and new teacher workshops</p>
Dual-qualified teachers development plan	<p>Engineering laboratory technicians shall be required to enter relevant enterprise for further studying and training for at least 3 months within five years</p> <p>Encourage on-the-job study for master's and doctorate degrees; establish a regular training system for laboratory technicians, and each laboratory technician shall be required to participate in a further studying and training within five years</p>

Percentage of training by gender



■ Male employees ■ Female employees

Percentage of training by employee category



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

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Average training hours ⁴ (by gender)	Unit	2022
Female employees	hour	23.13
Male employees	hour	21.54
Average training hours ⁴ (by employee category)	Unit	2022
Short-term contract/part-time employees	hour	4.06
Full-time junior employees	hour	25.09
Full-time middle management	hour	32.51
Full-time senior management	hour	20.59
Other employees	hour	15.16

7. BUILDING A GREEN CAMPUS

As a responsible higher education group, we are fully aware that the long-term development of the enterprise is closely related to the sustainability of the environment. Chunlai Education Group is committed to making our campus green, low-carbon and pollution-free. The Group strictly complies with the relevant environmental laws and regulations, such as the Environmental Protection Law of the People's Republic of China 《中華人民共和國環境保護法》, the Energy Conservation Law of the People's Republic of China 《中華人民共和國節約能源法》, Water Pollution Prevention and Control Law of the People's Republic of China 《中華人民共和國水污染防治法》, the Solid Waste Pollution Prevention Law of the People's Republic of China 《中華人民共和國固體廢物防治法》. We have formulated the complete management system relating to energy and water consumption, emissions, disposal of wastes, and usage of other materials, such as the Regulations on Saving Electricity in Canteens 《餐廳節約用電管理制度》, the College Programme on and Prevention of Food Wastage 《餐飲浪費行為的工作方案》, and the Regulations on Disposal of Food Waste 《餐廚廢棄物處置管理制度》 to minimise the environmental footprints, optimise resource benefits, and build a green campus.

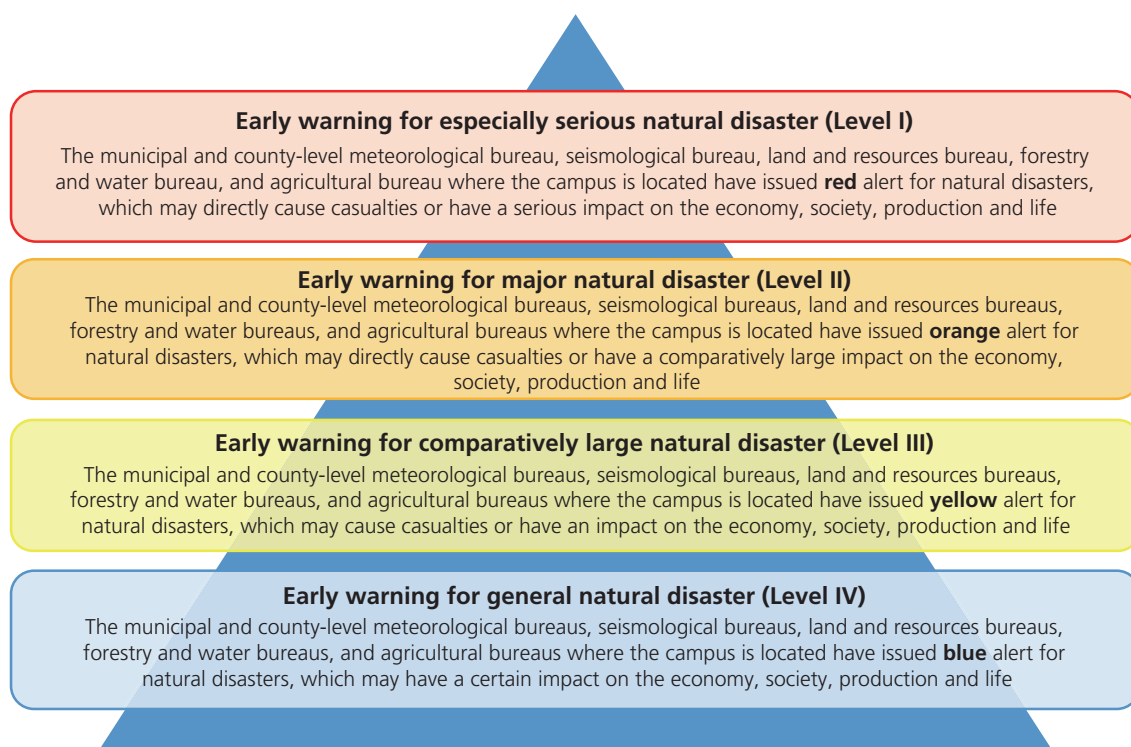
As a member of the education industry, we have a relatively small impact on the environment and natural resources. The environmental impact we have identified is mainly generated from electricity consumption, domestic water usage, school and office supplies consumption, and wastes generated by school, office, and canteen operations as well as the use of vehicles of the Group. We have strived to minimise the impact on the environment and natural resources during our daily business operations, so as to make contributions to environmental protection. During the Reporting Period, there were no irregularities related to emissions of exhaust gas and greenhouse gas, waste discharge into water and land as well as the generation of hazardous and non-hazardous wastes, nor major incidents that were related to environmental violations.

⁴ Calculation method: the total training hours of training employees of that category/the total number of training employees of that category

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7.1 Mitigating Climate Change

We will actively respond to the national green development strategy and set the long-term goal of achieving “carbon peaking and carbon neutrality” as an incorporated part of the long-term development strategy of the Group. We will formulate the relevant working mechanism and regulations to identify and mitigate climate change issues that might cause significant impacts on the education industry. We are fully aware of the large impact of climate change and we believe that the risk of climate change is an independent risk while being correlated to other significant risks of the Group. We focus on identifying, analysing, evaluating, and mitigating hazards and risks occurred in operations, namely, physical risks of climate change such as flooding, super typhoons, storm surges, and extreme rainfalls. We have established Emergency Plan for Public Emergencies of Natural Disasters 《自然災害類突發公共事件應急預案》 to regulate the task-sharing among various institutions in the school as well as the treatment and rescue measures to be taken after the occurrence of natural disasters, thus enhancing its resilience to natural disasters. We have divided the natural disasters into four levels based on the intensity and the degree of damage that may or have been caused, as shown in the following figure:



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In order to minimise the risks leading to negative impacts on our business operations, we have established the Emergency Plan for Major Natural Disasters《重大自然災害突發事件應急預案》, which enables the Group to carry out emergency responses to all kinds of natural disasters in an efficient and orderly manner. Thus, the Group can minimise the loss caused by natural disasters and ensure the property safety of teachers and students. We will continue to focus on updates in China's policies and regulations and strictly abide by all applicable laws. Meanwhile, we encourage our suppliers to focus on updates in China's policies and regulations so as to effectively monitor and manage the identified risks mentioned above.

7.2 Use of Natural Resources

Energy management

The Group strives to optimise the use of energy, reduce greenhouse gas emissions and build an energy-saving campus. The Group strictly complies with the Energy Conservation Law of the People's Republic of China《中華人民共和國節約能源法》and other relevant laws and regulations. We strive to minimise the impact on the environment and natural resources in our daily business operations. Energy consumption of the Group mainly includes the use of electricity in daily business operations, the use of natural gas in canteens, and the use of gasoline and diesel in transportation. During the Reporting Period, the Group established a leading group for energy conservation and emission reduction and formulated the Management Regulations on Water and Electricity Conservation《節水節電管理規定》to actively improve energy efficiency, reduce energy consumption and implement different energy conservation measures. In the future, the Group will maintain or gradually reduce the intensity of electricity consumption under similar operation level.

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

Electricity consumption	Unit	2022
Total electricity consumption	MWh	39,530.33
Total electricity consumption intensity	MWh/square meter	0.011
Total electricity consumption intensity	MWh/person ⁵	0.39

During the Reporting Period, the total operational electricity consumption of the six colleges of the Group decreased as compared with last year.⁶

⁵ Calculated based on the number of employees and students as at 31 August 2022.

⁶ Reasons for the decrease: 1. The scope of this report during the Reporting Period was extended to some universities such as Shangqiu University and Anyang University. Due to the epidemic, students were offered a short period of time in advance. 2. Reporting Scope All universities adopt energy saving measures to save energy and reduce emissions.

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

Power saving system

- When the season changes, check the temperature difference between the air-conditioning water supply and return water. When the air-conditioning load is small, slightly increase the temperature of the chilled water supply to reduce the energy consumption of the refrigeration equipment.
- Capacity and number of transformers should be reasonably configured with reference to the specifications of the electrical load, and the operating load shall be controlled at 70-90% of the rated capacity.
- Based on actual weather conditions, the number of cooling system equipment is optimised to improve the safety of the cooling and air conditioning system. At the same time, the number of cooling water system equipment can be reasonably matched to save energy in accordance with the actual weather conditions and the heat load of the canteens.
- Air conditioners in dining areas shall be turned on 5 minutes before meals, and shall not be turned on too early. The operating temperature range of air conditioners is as follows: if the temperature is lower than 28°C in summer and 10°C higher in winter, the air conditioner shall not be turned on, the cooling in summer shall not be lower than 26°C, and the heating in winter shall not be higher than 20°C.
- Reduce power consumption and standby energy consumption of electronic office equipment. Switch on and use computers, printers, copiers, scanners and other electrical equipment reasonably, and turn off the power after work to prevent standby energy consumption.

Lighting system

- Use energy-saving lighting:

Replace incandescent lamps with close-reading fluorescent lamps; replace high-pressure mercury lamps with high-pressure sodium lamps or metal halide lamps; replace ordinary inductive rectifiers with electronic rectifiers.
- It is not allowed to turn on the lights all the time and during the daytime. Try to use natural lighting in the office on sunny days. For larger office spaces, the lights should be reduced as much as possible when there are few people, and the lights should be turned off when people leave. In public places such as stairs and corridors, on the basis of ensuring appropriate illuminance, reduce the number of corridor lights as needed, or implement shunt control, turn on the lights as needed.
- Check the lighting facilities in the canteen regularly to prevent electricity leakage. In public places such as stairs and corridors, on the basis of ensuring appropriate illuminance, reduce the number of corridor lights as needed, or implement shunt control, turn on the lights as needed.

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Water resources management

We effectively carry out water conservation management by managing water use from the source, saving water from the process and controlling wastewater discharge. We actively respond to the policy guidelines of the regulatory authorities, strictly implement the Water Pollution Prevention and Control Law of the People's Republic of China 《中華人民共和國水污染防治法》 and other relevant laws and regulations, as well as the relevant environmental laws and regulations where we operate, such as the Regulations on Water Pollution Prevention and Control of Henan Province 《河南省水污染防治條例》.

In order to achieve up-to-standard discharge of water resources, we have carefully formulated water-saving plans, implemented water-saving measures, and fulfilled our corporate social responsibility to protect the environment. During the Reporting Period, we actively implemented and will maintain or gradually reduce water consumption intensity in the future with similar operation level.

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

Water Consumption	Unit	2022
Total water consumption	tonnes	755,659.00
Total water consumption intensity	tonnes/square meter	0.21
Total water consumption intensity	tonnes/person ⁶	7.36

During the Reporting Period, the total operational water consumption of the six colleges of the Group decreased as compared with last year⁷.

We strengthened the daily maintenance and management of water equipment, and each campus actively provides teachers and students with drinking water to achieve efficient use of water resources. We have formulated the Management Regulations on Water and Electricity Conservation《節水節電管理規定》, the Appraisal System for Water-saving《節約用水考核制度》 and the Construction Plan for Water-saving Facilities《節水設施建設方案》 to reduce the water consumption of campus, mitigate the environmental pressure caused by sewage discharge, and cultivate students' awareness of conservation and environmental protection, and promote the sustainable use of water resources. The major water saving measures are as follows:

- Repair rainwater collection system for greening and irrigation to reduce the use of tap water.
- Install water meters for departments with large water consumption, use them quantitatively, and charge water fees by tonnes.

⁷

During the Reporting Period, some colleges such as Shangqiu University and Anyang University reported that 1. Due to the epidemic, students were offered a short period of time in advance. 2. Reporting Scope All colleges adopt energy-saving measures to save energy and reduce emissions.

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- The water used by students in the dormitory buildings shall be delivered according to the regulations of the colleges, and any excess expenses shall be borne by the user himself.
- Rinse the mop in a container with water and try to avoid rinsing it directly under the tap.

7.3 Waste Management

In order to practise a low-carbon and green campus, in terms of waste management, the Group strictly follows the Solid Waste Pollution Prevention Law of the People's Republic of China 《中華人民共和國固體廢物污染環境防治法》 and the Measures for the Management of Municipal Solid Waste 《城市生活垃圾管理辦法》, formulates efficient and coordinated internal management measures, and actively implements waste treatment and disposal. All non-hazardous and hazardous wastes generated by our schools have been properly collected, classified and handed over to qualified third-party waste collectors engaged by us for further treatment. We have established a Food Waste Disposal Ledger 《餐廚廢棄物處置台賬》 to record and supervise the type, quantity, direction and usage of food waste by designated personnel. We organised various activities and adopted a series of measures to prevent food waste.

- Improve the management of low-value consumables. The consumables in the canteens shall be centrally kept by the warehouse controller, and shall not be obtained by others without the consent of the canteen management personnel. Regulations shall be formulated on the time, personnel and quantity concerning the consumables to be used, and the expenses exceeding the budget that have not been granted in accordance with the regulations shall be borne by the user himself.
- Through the campus food safety bulletin board, we carried out food safety publicity activities and advocated reducing kitchen waste.
- The publicity content includes: saving, popularisation of food safety knowledge, carrying out a series of campus cultural activities such as "Practise of Saving, Clean Plate Action, Green Catering" and "The Fourth Food Safety Publicity Activity", actively creating a good campus atmosphere of diligence and frugality, improving students' food safety awareness, reducing food waste, and advocating a positive and healthy diet concept.
- Equip with effective disinfection equipment, provide recyclable tableware, and advocate teachers and students to dine in canteens; Reduce food waste and promote a positive and healthy diet concept.
- Increase the supply of public chopsticks in canteens, promote the use of degradable disposable tableware, and reduce the use of white plastic products.

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We cooperate with professional sewage treatment companies to extract and dispose of canteen wastewater through professional equipment, and install a fully automatic oil-water separator for catering industry wastewater treatment at the canteen sewage discharge port. Through a number of new environmental protection technologies, the mixed grease in the oily wastewater can be automatically separated and centralised to the oil gathering tank for collection and treatment.

During the Reporting Period, we have taken a number of measures in respect of waste generation, such as formulating material conservation plans and measures, and actively implemented them. In the future, we will maintain or gradually reduce waste generation while operating at a similar level. Non-hazardous waste is mainly domestic waste generated in school. The total amount of non-hazardous waste produced was 8,055.12 tonnes⁸, and the intensity was 0.08 tonnes.

7.4 Reduction of Emissions

Greenhouse Gas Emission Management

The Group carried out greenhouse gas emission inspections in our six schools, namely, Shangqiu University, Anyang University, Shangqiu University Kaifeng Campus, Yuan Yang Campus of Anyang University, Jingzhou College and Hubei Health Vocational College, in compliance with the GHG Protocol Corporate Accounting and Reporting Standard 《溫室氣體盤查議定書－企業會計及報告標準》 developed by the World Business Council for Sustainable Development and the World Resources Institute and the ISO14064-1 set by the International Organisation for Standardisation. We have formulated preliminary emission-related targets during the Reporting Period, and will maintain or reduce greenhouse gas emissions at a similar level in the future.

During the Reporting Period, the summary of greenhouse gas emissions is as follows:

Greenhouse gas emission performance	Unit	2022
Greenhouse gas emissions		
Direct greenhouse gas emissions (Scope 1)	tonnes of carbon dioxide equivalent	19,503.72
Greenhouse gas emission removals from newly planted trees (Scope 1)	tonnes of carbon dioxide equivalent	693.98
Indirect greenhouse gas emissions (Scope 2)	tonnes of carbon dioxide equivalent	22,967.13
Total greenhouse gas emissions (Scope 1 & 2)	tonnes of carbon dioxide equivalent	41,776.87
Greenhouse gas emission intensity		
Per square metre (Scope 1 & 2)	tonnes of carbon dioxide equivalent/square metre	0.012

⁸ During the Reporting Period, the total amount of non-hazardous waste generated by the six colleges of the Group in operation increased as compared with last year. Due to the COVID-19 pandemic, Shangqiu University implemented closed-off management, with all employees staying in school, and the total amount of non-hazardous waste increased.

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

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

Our greenhouse gas emission comes from the fuel consumption of the Group's fixed equipment and vehicles, the use of refrigerants (Scope 1) and the consumption of purchased electricity (Scope 2). During the Reporting Period, the total greenhouse gas emission (Scope 1 & 2) was 41,776.87 tonnes of carbon dioxide equivalent. In the future, we will continue to monitor the greenhouse gas emission, and adopt effective low-carbon measures to mitigate climate change.

Air Emission Management

The Group has been striving for better environmental protection and implementing the concept of sustainable development. The Group strictly implements the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution 《中華人民共和國大氣污染防治法》 and other relevant laws and regulations. In the course of operation, the sources of air emissions mainly come from mobile fuel combustion of self-owned vehicles of our schools, cooking fumes discharged from school canteens and garden machinery consumption. Among them, gasoline and diesel will generate air emissions such as sulphur oxides (SO_x), nitrogen oxides (NO_x) and particulate matter (PM).

During the Reporting Period, the types and data of air emissions arising from our vehicles are as follows:

Type of emissions	Unit	2022
Nitrogen oxides (NO _x)	kg	409.01
Sulphur oxides (SO _x)	kg	0.90
Particulate matter (PM)	kg	30.64

We have installed fume filtering devices for all the exhaust facilities of our canteens to control the emission of fumes from the canteen kitchen. We regularly clean the flue purifiers to ensure that the emission level meets the national industry standards.

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7.5 Advocating the Green Lifestyle

The Group attaches great importance to the cultivation of students' sense of responsibility in environmental protection. We continue to carry forward the campus green education activity based on green culture to enhance students' literacy in environmental protection and green awareness. We have integrated green concepts with routine teaching to foster students' perceptions and habits of environmental protection.

Case: Campus Environmental Awareness Campaign

Hubei Health Vocational College planned the "Earth Hour" activity to foster students' good habits of "civilised acts, eco-friendly emphasis, green advocating". The activity was divided into three parts of tree planting for a greener campus, grass removal for a prettier campus, and rubbish picking for a cleaner campus. The school carried out the eco-friendly activity under the theme of "green environmental protection" to organise students to clean up the campus and maintain a sanitary learning environment. The activity aims to decontaminate the campus environment while guiding the students to build a green lifestyle.



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Case: Tree Planting Day in Lei Feng Month

The activity was divided into three parts of tree planting for a greener campus, grass removal for a prettier campus, and rubbish picking for a cleaner campus. The activity established the environmental protection awareness of “pioneering in cherishing green campus” to encourage the students to jointly build a green campus and come up with solutions for a greener school environment. Yuanyang Campus organised all teachers and students to participate in the activity of Tree Planting Day in Lei Feng Month to experience the hardship in tree planting and the happiness of labouring.



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8. PUBLIC WELFARE ACTIVITIES TO GIVE BACK TO THE SOCIETY

Chunlai Education Group bears in mind the support given to us by all sectors of society. Therefore, we practise corporate social responsibility while vigorously supporting social welfare undertakings by utilising our advantages. During the reporting period, the Group continued to improve the volunteer service system. All branch colleges established multiple volunteer teams who participated in volunteering activities many times to give back to the society.

In 2022, the Group participated in community investment and public welfare activity donations amounting to RMB57,000. Members of the employee volunteer team and student volunteer team reached 185 and 6,117 people respectively. Employee and student participants of the activity reached 265 and 183,987 people respectively within the year.

Case: Anyang University Students Volunteer Activity in the Home for the Aged

On 3 May 2022, Anyang University student volunteers visited the Home for the Aged located at Luzhai Township, Yuanyang County to practise serving the elderly while spreading warmth and care to them. It proves that the power of volunteer role models has never diminished and the spirit of Lei Feng has been passed on to new generations continuously.



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Case: Love Donation Activity of "Great Love from Shangqiu University"

On 9 April 2022, Shangqiu University Applied Science and Technology College Youth League Committee actively responded to the Youth League Municipal Committee by organising the college-wide donation activity of "Youth-Supported Donation of One Yuan", mobilising almost 300 student leader participants. The spirit of dedication among student leaders at the college was fully presented and the harmonious atmosphere of putting enthusiasm into non-profit undertakings was cultivated. In addition, the activity enhanced students' sense of social responsibility.

Case: Blood Donation Activity for a Healthier Xianning

Hubei Health Vocational College organised the blood donation activity to promote the spirit of selfless dedication. Meanwhile, the activity spread knowledge of blood donation and encouraged students to care for society and enhance moral quality. During the blood donation activity, students in good physical condition actively participated in social medical assistance. This not only improved their sense of social responsibility but also built a harmonious campus.



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APPENDIX I: SUMMARY OF SUSTAINABLE DEVELOPMENT DATA

Environmental Area ⁹	Unit	2022
Type of emissions		
NO _x	kg	409.01
SO _x	kg	0.90
PM	kg	30.64
Amount of greenhouse gas emissions		
Direct greenhouse gas emissions (Scope 1)	tCO ₂ e	19,503.72
Greenhouse gas emissions removals from newly planted trees (Scope 1)		693.98
Indirect greenhouse gas emissions (Scope 2)	tCO ₂ e	22,967.13
Total amount of greenhouse gas emissions (Scope 1 & 2)	tCO ₂ e	41,776.87
Intensity of greenhouse gas emissions		
Per square meter of floor area (Scope 1 & 2)	tCO ₂ e/m ²	0.012
Electricity consumption		
Total electricity consumption	MWh	39,530.33
Total electricity consumption intensity (per square meter)	MWh/m ²	0.011
Total electricity consumption intensity (per person)	MWh/person ⁷	0.39
Fixed equipment fuel consumption		
Natural gas consumption	m ³	655,876.93
Liquefied natural gas consumption	m ³	14,012.00
Gasoline consumption	tonne	12.18
Diesel consumption	tonne	2.76
Liquefied petroleum gas consumption	tonne	90.90
Motor vehicle fuel consumption		
Gasoline consumption	litre	42,827.25
Diesel consumption	litre	11,838.59
Water consumption		
Total water consumption	tonne	755,659.00
Total water consumption intensity (per square meter)	tonne/m ²	0.21
Total water consumption intensity (per person)	tonne/person ⁷	7.36

⁹ The collection covers six schools under the Group: Shangqiu University, Anyang University, Shangqiu University Kaifeng Campus, Anyang University Yuanyang Campus, Jingzhou University and Hubei Health Vocational College.

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Environmental Area ⁹	Unit	2022
Hazardous waste		
Batteries	piece	1,594
Used ink cartridges and used toner cartridges	piece	1,117
Non-hazardous waste		
Total non-hazardous waste production	tonne	8,055.12
Non-hazardous waste production intensity	tonne/person ⁷	0.08
Paper consumption		
Total paper consumption	kg	13,817.38
Paper consumption per capita	kg/employees	2.40
Social Area ¹⁰	Unit	2022
Total number of employees	person	5,763
Total number of employees (by gender)		
Female employees	person	3,332
Male employees	person	2,341
Total number of employees (by employee category)		
Short-term contract/part-time employees	person	756
Full-time junior employees	person	1,782
Full-time middle management	person	407
Full-time senior management	person	532
Other employees	person	2,286
Total number of employees (by age group)		
Under the age of 30	person	2,312
Aged 30-50	person	2,402
Over the age of 50	person	1,049
Total number of employees (by geographical region)		
Employees from Central China region	person	5,763
Turnover rate¹¹		
Total employees turnover rate	%	7.43%

¹⁰ Social area collection covers the whole Group.

¹¹ Turnover rate equals the number of employees lost divided by the number of employees at the end of the year multiplied by 100%.

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Social Area ¹⁰	Unit	2022
Employees turnover rate (by gender)		
Female employees	%	7.65%
Male employees	%	7.12%
Employees turnover rate (by age group)		
Under the age of 30	%	7.40%
Aged 30-50	%	5.66%
Over the age of 50	%	11.53%
Employees turnover rate (by geographical region)		
Employees from Central China region	%	7.43%
Training employees percentage (by gender)		
Female employees	%	63.87%
Male employees	%	36.13%
Training employees percentage (by employees category)		
Short-term contract/part-time employees	%	8.67%
Full-time junior employees	%	68.22%
Full-time middle management	%	7.96%
Full-time senior management	%	3.64%
Other employees	%	11.51%
Average training hours⁴ (by gender)		
Female employees	hour	23.13
Male employees	hour	21.54
Average training hours⁴ (by employee category)		
Short-term contract/part-time employees	hour	4.06
Full-time junior employees	hour	25.09
Full-time middle management	hour	32.51
Full-time senior management	hour	20.59
Other employees	hour	15.16
Occupational health and safety		
Number of work-related fatalities in each of the past three years (including the Reporting Year)	person	0
Rate of work-related fatalities in each of the past three years (including the Reporting Year)	%	0
Lost days due to work injury	day	0

⁴ Calculation method: the number of training employees of that category/the total number of employees of that category.

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

Indicators			Related Sections
A. Environmental Area			
A1: Emissions	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	7. Building a Green Campus
	A1.1	The types of emissions and respective emissions data.	7.4 Reduction of Emissions Appendix I: Summary of Sustainable Development Data
	A1.2	Total greenhouse gas emissions and intensity.	7.4 Reduction of Emissions Appendix I: Summary of Sustainable Development Data
	A1.3	Total hazardous waste produced and intensity.	7.3 Waste Management Appendix I: Summary of Sustainable Development Data
	A1.4	Total non-hazardous waste produced and intensity.	7.3 Waste Management Appendix I: Summary of Sustainable Development Data
	A1.5	Description of measures to mitigate emissions and results achieved.	7. Building a Green Campus
	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	7.3 Waste Management
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	7.2 Use of Natural Resources
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total and intensity.	7.2 Use of Natural Resources Appendix I: Summary of Sustainable Development Data
	A2.2	Water consumption in total and intensity.	7.2 Use of Natural Resources Appendix I: Summary of Sustainable Development Data
	A2.3	Description of energy use efficiency plan and results achieved.	7.2 Use of Natural Resources
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water use efficiency plan and results achieved.	7. Building a Green Campus
	A2.5	Total packaging material used for finished products and per unit produced.	Not applicable to the Group's business

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Indicators			Related Sections
A3: Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	7. Building a Green Campus
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	7. Building a Green Campus
A4: Climate Change	General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	7.1 Responding to Climate Change
	A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	7.1 Responding to Climate Change
B. Social Area			
B1: Employment	General Disclosure	Information on the policies relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and compliance with relevant laws and regulations that have a significant impact on the issuer.	6.1 Optimising Employment Management
	B1.1	Total workforce by gender, employee category, age group and geographical region.	6.1 Optimising Employment Management Appendix I: Summary of Sustainable Development Data
	B1.2	Employees turnover rate by gender, age group and geographical region.	Appendix I: Summary of Sustainable Development Data

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Indicators			Related Sections
B2: Health and Safety	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	4.1 Safe and Healthy Campus
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	4.1 Safe and Healthy Campus Appendix I: Summary of Sustainable Development Data
	B2.2	Lost days due to work injury.	Appendix I: Summary of Sustainable Development Data
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	4.1 Safe and Healthy Campus
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	6.3 Valuing Talent Training Appendix I: Summary of Sustainable Development Data
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management and middle management).	6.3 Valuing Talent Training Appendix I: Summary of Sustainable Development Data
	B3.2	The average training hours completed per employee by gender and employee category.	6.3 Valuing Talent Training Appendix I: Summary of Sustainable Development Data
B4: Labour Standards	B4	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	6.1 Optimising Employment Management
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	6.1 Optimising Employment Management
	B4.2	Description of steps taken to eliminate such practices when discovered.	6.1 Optimising Employment Management

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Indicators			Related Sections
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	5.4 Supply Chain Management
	B5.1	Number of suppliers by geographical region.	5.4 Supply Chain Management
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	5.4 Supply Chain Management
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	5.4 Supply Chain Management
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	5.4 Supply Chain Management
B6: Product Responsibility	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	5.3 Information privacy protection
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not applicable to the Group's business
	B6.2	Number of products and service-related complaints received and how they are dealt with.	4.2 Teaching Quality Guarantee
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	5.5 Protecting intellectual property
	B6.4	Description of quality assurance process and recall procedures.	Not applicable to the Group's business
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	5.3 Information privacy protection

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Indicators			Related Sections
B7: Anti-corruption	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	5.2 Incorruptible compliance management
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	5.2 Incorruptible compliance management
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	5.2 Incorruptible compliance management
	B7.3	Description of anti-corruption training provided to directors and employees.	5.2 Incorruptible compliance management
B8: Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	8. Public Welfare Activities to Give Back to Society
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	8. Public Welfare Activities to Give Back to Society
	B8.2	Resources contributed to the focus area.	8. Public Welfare Activities to Give Back to Society